

SUSTAINABILITY REPORT 2021 - 2022



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Sustainability Report 2021 - 2022

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Message from the CEO

With over 40 years of success in representing leading companies in the sector of equipment sales, rentals and repairs, spare parts, and services, ELTRAK Group continuously contributes to the provision of innovative products and solutions that improve quality of life and safeguard the environment, helping its customers meet their needs for sustainable infrastructure.

We see sustainable development as the cornerstone for shaping our strategy and building a resilient business model, thus we have prioritised responding effectively to ESG issues. Furthermore, we have identified sustainable development as a guideline for achieving a sustainable society and fostering responsible business practices, while we aim to address the challenge of climate change and meet our social and environmental obligations.

In this context, I am very pleased to present the first ELTRAK Group Sustainability Report, which clearly and transparently outlines how we plan and implement programmes and actions in order to successfully respond to current social, economic, and environmental challenges, in line with the 17 UN Sustainable Development Goals.

We seek to make a meaningful contribution to our sector's energy transition efforts by providing a diverse portfolio of products, services, and solutions that reduce greenhouse gas emissions, improve efficiency and productivity, and provide energy flexibility.

This effort is based on the contribution of our people, whom we have placed at the heart of our strategy. We invest in providing a safe and inclusive work environment, while at the same time supporting continuous development through the establishment of the right knowledge and skills required to ensure the unparalleled quality of the services and products marketed by our Group.

At the same time, we take all necessary actions to ensure responsible operation and governance, with emphasis on transparency and respect in our collaboration with our stakeholders.

All of us, the people of ELTRAK, are committed to serving our social and environmental purposes and goals through responsible actions, firmly believing that enterprises can and should actively participate in ensuring a better and more sustainable future for coming generations.

Natasha Covas - Kneiss
CEO ELTRAK



ELTRAK GROUP

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At a Glance

ELTRAK Group was founded in 1982 and is a leader in equipment sales, rentals and repairs, spare parts, and services, with an expanded client list from various sectors and industries, such as mining, construction, shipping, logistics, and a broad range of power production applications,

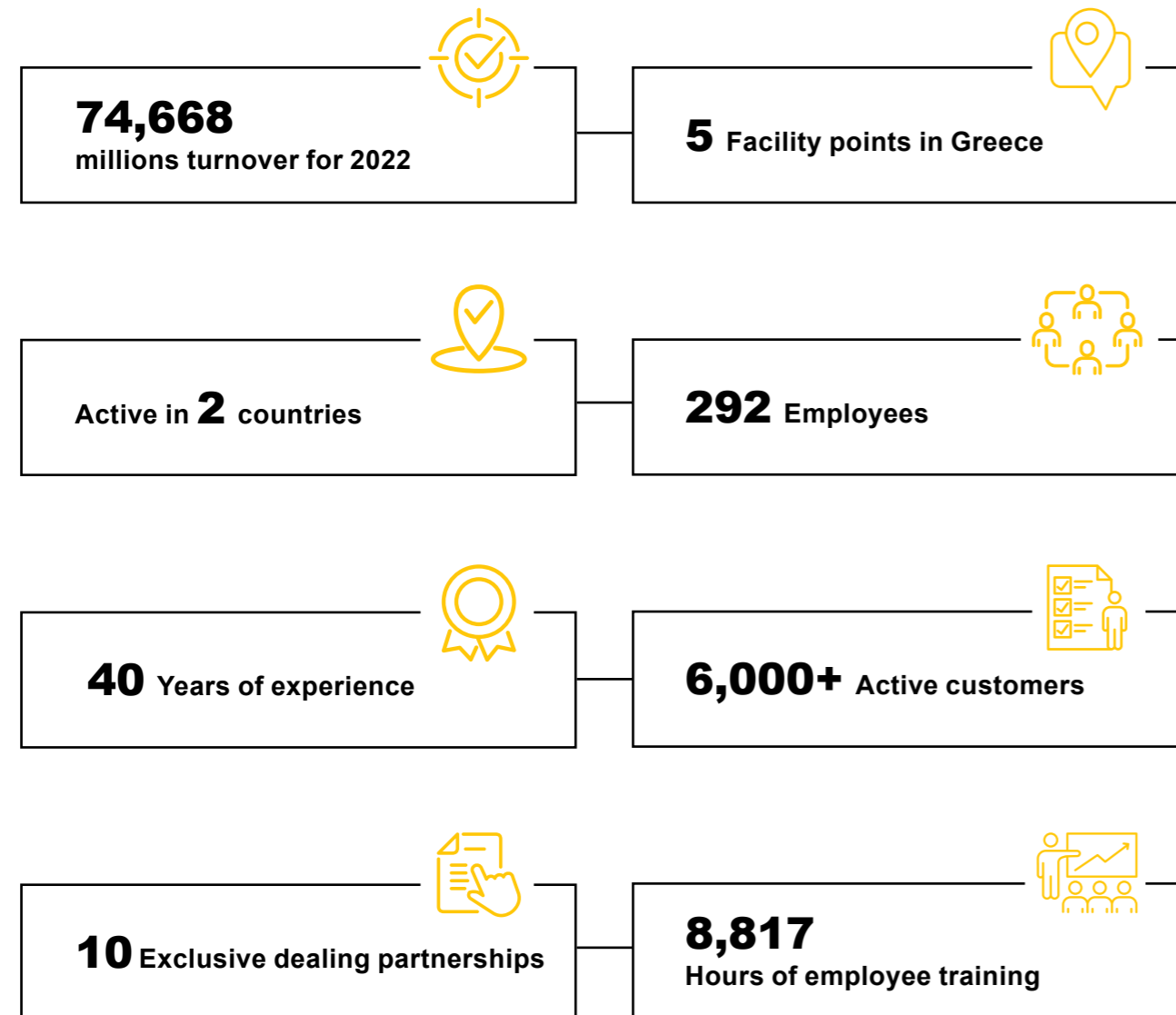
through the import of Caterpillar machinery and Bridgestone tyres. With over 40 years of experience, our Company has contributed significantly to the creation of added value, improving the lives of employees, professionals, and the communities in which it operates.

Since its foundation, ELTRAK Group boasts a strong track record, having secured partnerships with two globally leading brands, Caterpillar and Bridgestone, demonstrating unparalleled consistency and professionalism. It then partnered with other major companies, such as JLG, aerial work platforms; MaK, marine engines; Palfinger, lifting, loading, and handling systems; and Powerscreen, MB, and Pronar, leading manufacturers of crushers, screeners, and conveyors.

The Group focuses on product quality, customer service, persistent market leadership, and continuous improvement of the products and services provided.

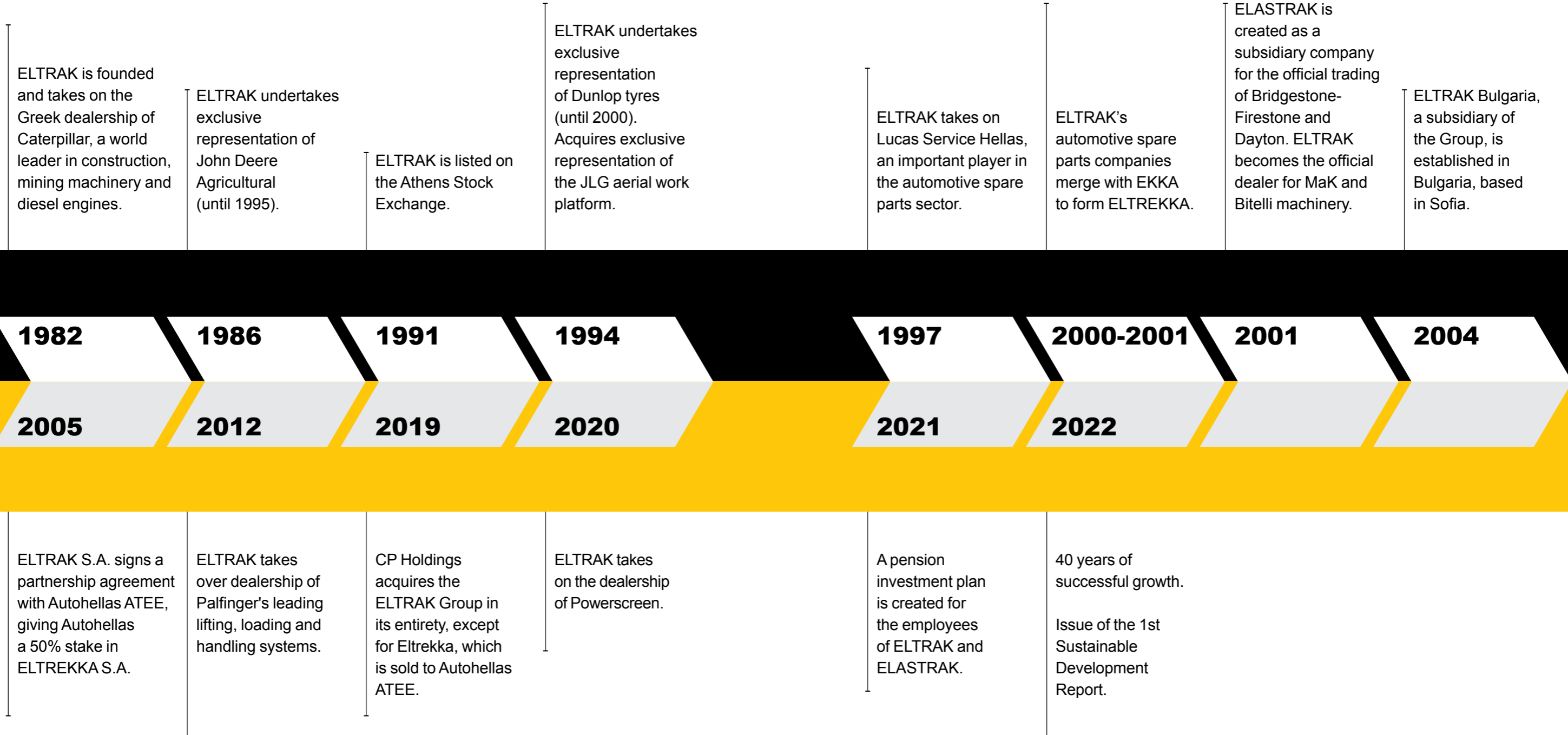
ELTRAK Group is a member of the CP Holdings Group, which was established in 1956 in the UK and has expanded to a number of countries in Central Europe, Africa and Israel. With the addition of ELTRAK Group to the group, CP Holdings is now active for the first time in Greece and Bulgaria, adding three major companies to its portfolio: ELTRAK, ELTRAK Bulgaria, as well as ELASTRAK, which markets Bridgestone tyres and products.

2022 was a milestone for ELTRAK Group, as it celebrated 40 years of operation, confirming its resilience and the high quality of the products and services it provides, ensuring its leading position in the sector.



40 Years of Success



Group's Products and Services

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More than 300 types of machinery - using a wide variety of energy sources, such as diesel and natural gas - are available for the most demanding professionals. We offer both new and pre-owned equipment for long-term leasing and subleasing, with a full range of spare parts and full-service support, delivering

complete 360° holistic solutions. Customer satisfaction is a primary concern both during a sale - with specialised solutions that can be adapted to consumer requirements and market developments - and after the sale, contributing to maximum business development and performance.



Caterpillar is an iconic brand in the construction and mining sectors, offering a wide range of specialised machinery: dozers, graders, hydraulic excavators, scrapers, heavy duty trucks, loaders and providing backhoe loaders, telescopic and small SSL loaders, providing customers with a fast, efficient, and comfortable

experience, regardless of the conditions and specific geomorphological requirements. Furthermore, personalisation options for the selected machine, combined with the offered constantly developing digital solutions make Caterpillar the best possible partner. The main categories of Caterpillar machinery are:



Construction Machinery



Lift Trucks



Power Generators



Machinery Rental



Shipping



Pre-owned Machinery

MaK

MaK is the leading supplier of marine engines which serve the cruise, ferry, cargo, inland waterway, offshore, tug and salvage, fishing, governmental, and dredge segments.

Furthermore, MaK offers highly innovative products, parts, and services, as its marine engines win the trust of customers, ensuring peace of mind and confidence through maximum uptime and commensurate productivity. The MaK product manufacturing team has in-depth understanding of its customers' increased demands and offers specialised solutions that create strong lifelong relationships. Furthermore, with the inclusion of MaK products, Caterpillar expanded its nautical engine and power



generator performance range from 209 kW to 16,800 kW and from 10 kWe to 16,111 kWe respectively.

Lastly, after any sale MaK products are fully supported by ELTRAK, which offers a variety of specialised services, such as inspection and maintenance, repairs, and training.

JLG

JLG Industries Inc. has become a leader in the high-reach equipment manufacturing industry, specialising in mobile aerial work platforms, including boom lifts, scissor lifts, and vertical personnel lifts.

More than 300 types of machinery and engines, such as dozers, graders, hydraulic excavators, scrapers, heavy duty trucks, loaders, backhoe loaders, telescopic and small SSL loaders, marine engines, generators, lifts, forklifts - using a wide variety of energy sources such as diesel and natural gas - are available for the most demanding professionals. Available in all the new or pre-owned purchasing schemes offered by Eltrak. Moreover, as the leading designer and manufacturer of access equipment

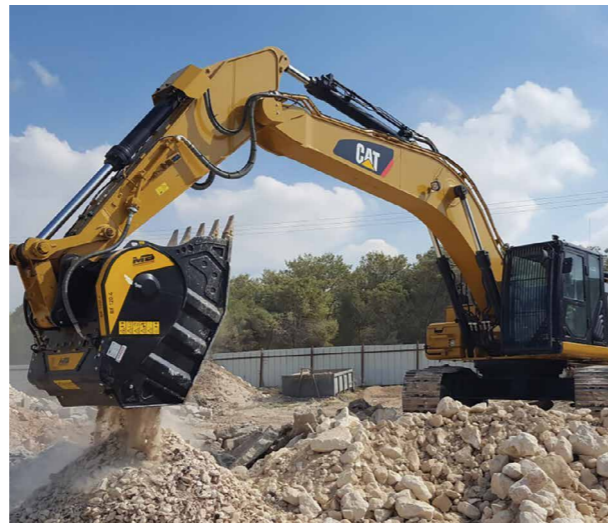


in the world, JLG provides the powerful and flexible equipment required, as well as the corresponding training and service, through its official dealer in Greece, ELTRAK. JLG ensures efficiency, boosts productivity, secures uptime and supports the work and progress of its customers, focusing on excellent quality and the continuous development of its products and services.



MB offers the largest line of patented crusher buckets in the world. In fact, MB was the first to design, manufacture, and sell the jaw-action bucket crusher. Thanks to the innovations of the company and the growth it has presented, it has enriched its product line with new bucket crusher categories: for hydraulic excavators, skid loaders, and backhoe loaders of all dimensions.

ELTRAK's partnership with MB enriches the Greek market by providing integrated options and competitive packages for professional solutions. MB is a company that always invests



in the future, constantly developing new tools and equipment to meet customer needs in the most efficient way possible.



Powerscreen is the leader in mobile crushers, screeners, and conveyors. Decades of engineering, design, and manufacture have produced a number of leading products: specialised lines of equipment for crushing, sorting, and inspecting. Furthermore, Powerscreen introduced the concept of mobile machines, and also set new standards for many products and technologies that have been widely adopted in the industry, including the Chieftain and Warrior mobile screen lines.

Lastly, through ELTRAK, Powerscreen has expanded its products and service line, from specialised sales and after-sales service to spare parts and training on a case-by-case basis, while also meeting customers' demands throughout Greece, with its technicians undertaking on-site maintenance and repair,



as well as practical training for operators. The full range of Powerscreen® original spare parts maximises productivity, efficiency and uptime.



Pronar is the undisputed leader in the production and sale of machinery and equipment for agriculture, recycling, and the transport industry, with a domestic market share of almost 50%. Thanks to its unwavering commitment, innovation, high quality, and continuous modernisation, it has also conquered international markets, creating a network of partners in all European Union countries, Scandinavia, and Russia. Pronar products are currently exported to more than 60 countries, including African countries, the U.S., New Zealand, and Australia.

The collaboration with Pronar and the range of available recycling products includes:

- ▶ **Mobile trommel screens in various sizes;**

- ▶ **mobile low- and high-speed shredders, with a rotating single or double shaft depending on the application, suitable for all types of waste and capable of handling excavation and demolition products;**
- ▶ **turners for optimising and accelerating composting for the production of organic compost; and**
- ▶ **mobile tracked conveyors for material transport and storage.**

Besides making this equipment available, ELTRAK undertakes the full maintenance and repair cycle, following the holistic approach it has adopted in recent years, aiming to enhance customer experience.



SANY Group specialises in the development and manufacture of high-tech mobile cranes, crawler cranes, and tower cranes, which include a full line of mobile cranes, ranging from 8 to 1,600 tonnes, crawler cranes ranging from 25 to 4,000 tonnes, and tower cranes ranging from 6 to 25 tonnes.



Palfinger is one of the world's leading lifting, loading, and handling systems manufacturers. Innovation, safety, reliability, and high flexibility are the pillars of the strategic solutions it

provides. When you are looking at lifting solutions for use in commercial vehicles, ships, and even stationary machinery, Palfinger is the best choice.

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ELASTRAK was created as a member of the ELTRAK Group in 2001 to represent the Bridgestone Group in Greece. The Bridgestone Group is the largest tyre and other rubber product manufacturer in the world. It produces the leading

Bridgestone & Firestone tyres in combination with a wide range of services and products, ranging from industrial materials to sporting equipment, with highly innovative technologies designed to diligently serve its customers providing top quality.



Elastrak's Products



Tyres for passenger, professional and 4x4 vehicles

Tyres suitable for all passenger, professional, and 4x4 vehicles, offering high performance accuracy, safety, and driving comfort. They ensure reduced rolling resistance, significantly contributing to fuel economy.



Tyres for motorcycles

Tyres that take the performance of your motorcycle to the next level, whether you are driving on- or off-road. From the city to dirt roads and the track with accurate performance, providing safety and comfort on two wheels.



Tyres for lorries and buses

The demanding driving conditions on national and international routes using lorries and buses are effectively addressed thanks to the performance of these tyres, which offer leading safety and wear resistance with significant fuel savings.



Tyres for off-road vehicles

Tyres for heavy vehicles that operate under particularly adverse conditions and which require enhanced durability, high precision, and increased safety and traction levels.

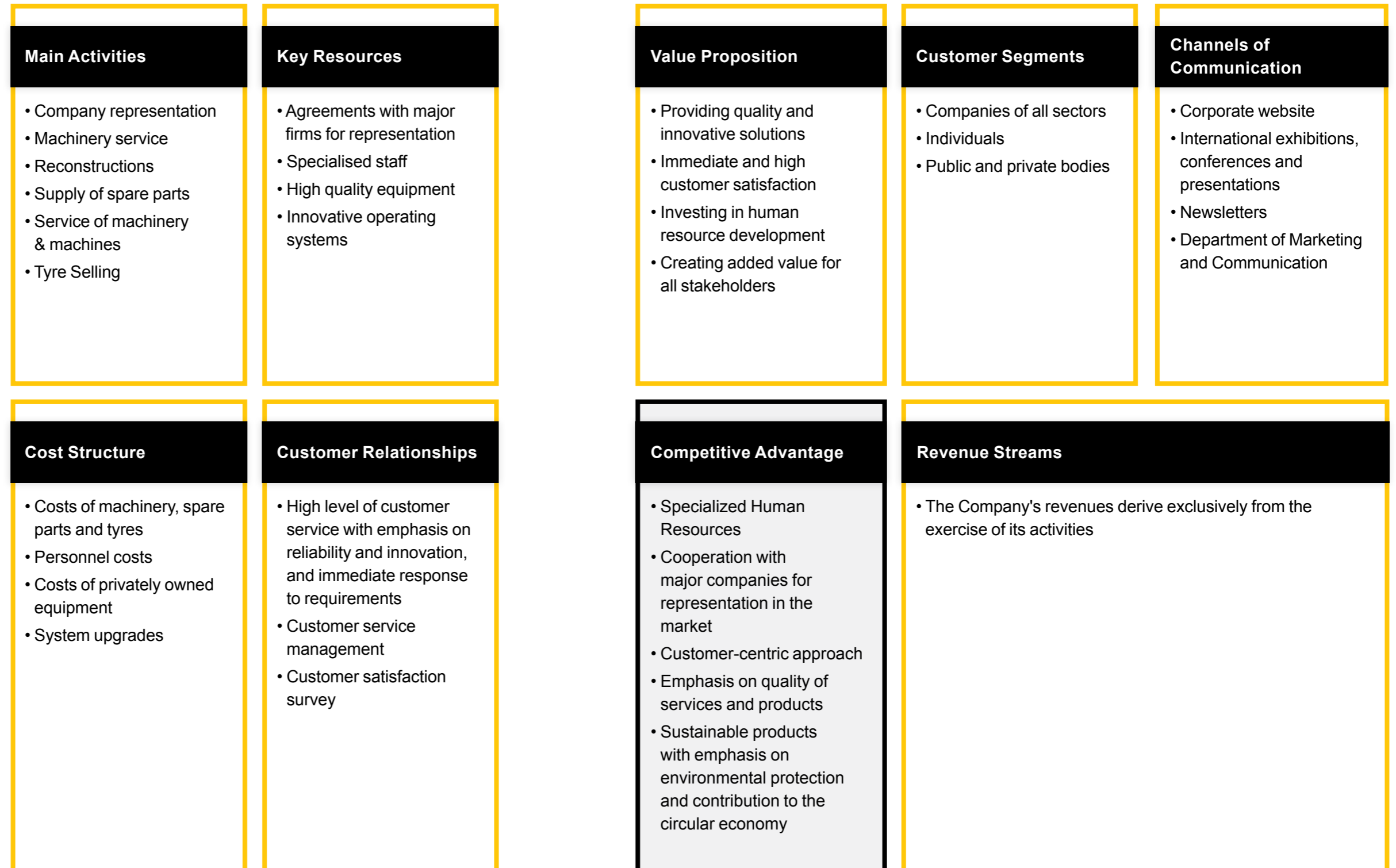


Tyres for agricultural machinery

The tyres that make agricultural vehicles unrivalled in the field, offering strong traction, high fuel economy, high self-cleaning capabilities, and a small footprint.

Resilient Business Model

The ELTRAK Group has developed a resilient and competitive business model that highlights its business activities, customer categories, and communication channels, the main resources, and assets required to perform its activities, while focusing on how Group companies create value.



Values and Strategic Priorities

At ELTRAK Group our values guide our continuous improvement and growth.

Our Values

Health and Safety		We actively promote the health and safety of our employees and customers.
Teamwork		We treat others with respect, collaborate, forge relationships, and learn from the practices within the team.
Commitment		We take personal responsibility for our decisions and actions, and we protect our assets and brands.
Education and Development		We invest in the future by training our employees and creating individual growth plans.
Excellence		We market the best brands and promote excellence in our work environment.
Integrity		We are honest, we compete fairly and report accurately.
Accountability		Conduct and governance accountability.

Unparalleled Quality for Sustainable Business

Modern and safe facilities, advanced IT systems, and certified management systems are just some of the quality characteristics that add value to the ELTRAK Group, greatly diversifying the

offered products and services. This achievement would not be feasible if the Group did not invest in specialised human resources, creating experienced teams.



Quality Policy

ELTRAK Group has adopted and implements a Quality Policy which reflects the Group's commitments to ensuring the highest quality of the provided services and products.

ELTRAK Group's leading position has been consolidated thanks to the high quality of the products and services offered.

The established Quality Policy and the commitment to comply with it through the inspections and the preventive actions implemented, contribute decisively to the continuous improvement and development of our companies, also making ELTRAK Group a balanced and pleasant working environment.

It was in this context that we created the Quality Policy, which follows the legislative requirements and any revisions made to ISO 9001 Standard, that is also subject to regular reviews, and is quite flexible in order to align with the Company's Objectives, Values, and Strategy, as well as the needs of our employees and customers. The values that characterise the Group's operation are inextricably linked to the strategic priorities we have set.

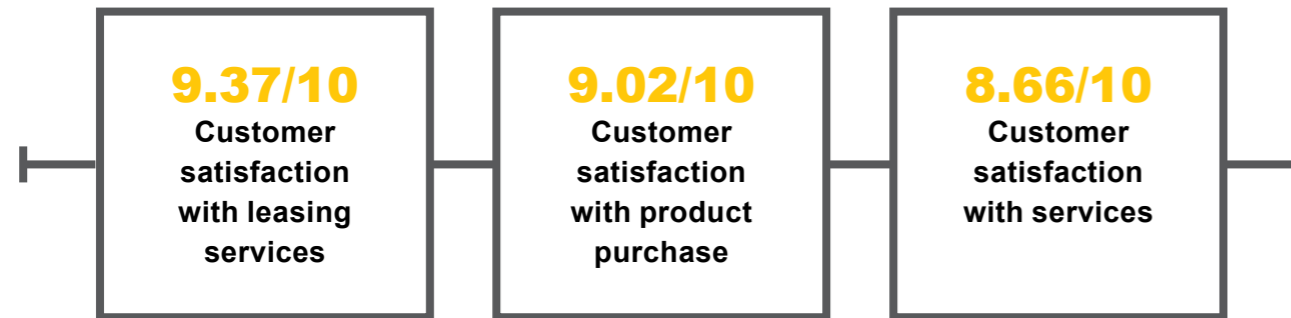
ELTRAK Group Priorities

-  **Establishing strong relationships with our customers**
-  **Expansion of our clientèle and our range of products**
-  **Providing fast and efficient service to our customers**
-  **Strengthening our position in the sector market**
-  **Increasing customer satisfaction**
-  **Eliminating errors**
-  **Continuous improvement of our facilities and equipment**
-  **Systematic training of our personnel**

Customer Satisfaction

Both ELTRAK and ELASTRAK are companies which cater to businesses (B2B) and individuals (B2C), having established a customer-oriented philosophy in the sector. Customer satisfaction is monitored through multiple communication channels. Corporate clients, individuals, and

all stakeholders are given the opportunity to contact the Group directly for any matter. Furthermore, the communication system the Group uses, facilitates immediate response to queries and real-time handling of comments and questions.



Partnerships and Distinctions

ELTRAK Group has determined important partnerships, both with the companies it represents and with bodies and institutions, aiming at enhancing research and providing

products and solutions, actively contributing to the protection of the environment through sustainable entrepreneurship. In this context, ELTRAK Group has developed the following partnerships:



Awarded by CAT for success at Gold level in the program PARTS Excellence



ELTRAK proceeded with the donation of a generator to NTUA. At the same time, the possibility of a cooperation between the Group and the NTUA concerning internships, professional employment, etc. was discussed.

In addition, in 2022 ELTRAK received the following distinctions from Caterpillar:

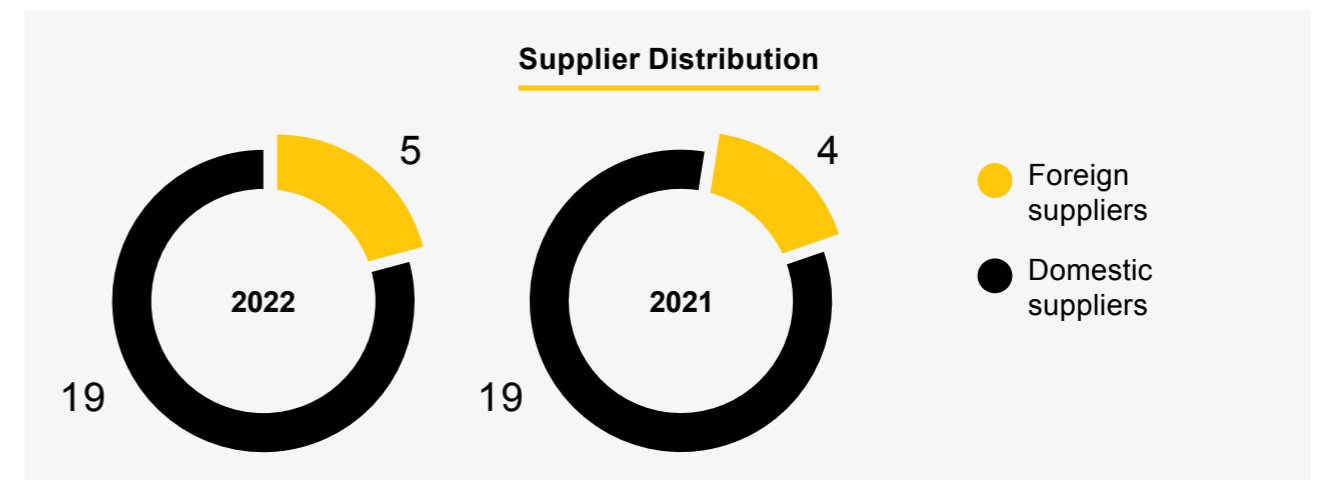
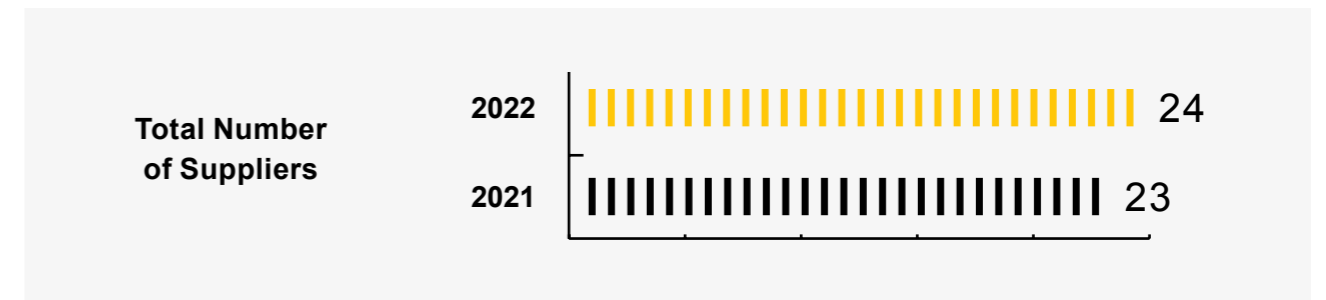
Caterpillar Excellence Programs



Responsible Supply Chain

ELTRAK Group has invested significantly in building mutual trust with its suppliers, while at the same time directly and indirectly supporting economic growth and prosperity in the areas in which it operates. In order to ensure a responsible supply chain management, the Group has developed internal procedures for the procurement of both raw materials and spare parts for the companies it represents,

as well as for internal use. Finally, aiming at further strengthening its supply chain, and in order to respond directly to the needs of customers, the Group is fully aligned with the relevant policies and procedures of the companies it represents and has made the creation of relevant supplementary procedures part of its strategic plan for the upcoming years.





SUSTAINABLE DEVELOPMENT IN ELTRAK

Our Contribution to the UN's Sustainable Development Goals



Through its initiatives, ELTRAK Group seeks to contribute to a balanced environmental, social, and economic development, creating value for all stakeholders. High-quality products, customer satisfaction, partnerships, skilled and well-trained human resources, as well as sound governance, play a decisive role in the Group's sustainable development.

Sustainability Report Pillars

ELTRAK Group has developed three main pillars for Sustainable Development, which concern the environment, society, and governance. The Group takes measures to protect the environment, educate and develop its employees, and support and strengthen

the local community, in an environment of accountability, transparency, and integrity. Sustainable development is a key priority for the Group, which seeks to implement actions in order to create a positive social impact and mitigate its environmental footprint.



Environment

Through our initiatives, we seek to mitigate our environmental impacts, installing photovoltaic panels and gradually replacing our fleet with new hybrid vehicles, reducing our energy consumption.



Society

Guided by our employees' well-being, we strive to provide them with an equal, safe, and open work environment which provides equal opportunities for all. Through continuous training we seek to expand their knowledge and enhance their skills. At the same time, our employees, through volunteering, contribute to the implementation of actions that benefit the local community.



Governance

Transparency, accountability and integrity govern the Group's operations and are the basis for building strong governance institutions. The Group takes all necessary measures to protect data, combat bribery and corruption, and has adopted policies to promote its values throughout the value chain.

Communication with Stakeholders




Dialogue and communication are essential elements in recognising the needs and expectations of the Group's stakeholders. Stakeholders are groups that are directly or indirectly, positively or negatively affected by the Group's activ-

ity. To this end, Eltrak Group has established communication channels which promote reciprocal and meaningful communication, aiming at timely disclosure and effective management of issues that are related to stakeholders' concerns.



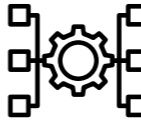
Stakeholders' communication channels

Stakeholders	Channels of communication	Topics of interest
 Shareholders	<ul style="list-style-type: none"> ▶ Press releases, announcements, and presentations ▶ General meetings ▶ Corporate website and Social Media ▶ Financial statements ▶ Sustainability Report 	<ul style="list-style-type: none"> ▶ Economic development ▶ Investments and strategic priorities ▶ Good governance and sustainable development ▶ Compliance with current laws and regulations
Communication frequency: Systematic communication and whenever it is deemed necessary		
 Employees	<ul style="list-style-type: none"> ▶ Email ▶ Newsletter ▶ Open-Door Policy ▶ Employee Satisfaction Survey ▶ Corporate website and Social Media ▶ CAT magazine ▶ Sustainability Report 	<ul style="list-style-type: none"> ▶ Education and development ▶ Pay and other benefits ▶ Health and safety at work ▶ Personal Data Protection
Communication frequency: Daily		

Stakeholders' communication channels

Stakeholders	Channels of communication	Topics of interest
 Customers	<ul style="list-style-type: none"> ▶ Corporate website and Social Media ▶ Press releases, presentations ▶ Participation in exhibitions ▶ CAT magazine ▶ Telephone, correspondence ▶ Financial statements ▶ Sustainability Report 	<ul style="list-style-type: none"> ▶ Product quality and safety ▶ Complaint management ▶ Responding to their requests ▶ Tech support
Communication frequency: Daily		
 Subcontractors/ Partners	<ul style="list-style-type: none"> ▶ Financial statements ▶ Sustainability Report ▶ Telephone, correspondence ▶ Corporate website and Social Media ▶ Press releases, presentations 	<ul style="list-style-type: none"> ▶ Fees ▶ Personal data protection ▶ Health and safety at work ▶ Keeping to schedules
Communication frequency: Daily		
 Suppliers/ Firms abroad	<ul style="list-style-type: none"> ▶ Procurement Division ▶ Regular electronic and telephone communication ▶ Corporate website and Social Media ▶ Press Releases, presentations ▶ Participation in exhibitions 	<ul style="list-style-type: none"> ▶ Payment and credit issues ▶ Terms of partnership ▶ Good governance and credibility ▶ New products ▶ Delivery times
Communication frequency: Daily		

Stakeholders' communication channels

Stakeholders	Channels of communication	Topics of interest
 State and regulatory authorities	<ul style="list-style-type: none"> ▶ Press Releases, presentations ▶ Financial statements ▶ Correspondence ▶ Meetings 	<ul style="list-style-type: none"> ▶ Compliance with applicable national and European legislation ▶ Tax compliance
Communication frequency: Whenever deemed necessary		
 Local community and NGOs	<ul style="list-style-type: none"> ▶ Meetings ▶ Press releases, presentations ▶ Telephone, correspondence ▶ Corporate social responsibility actions ▶ Corporate website and Social Media ▶ CAT magazine ▶ Sustainability Report 	<ul style="list-style-type: none"> ▶ Sponsorships and gifts ▶ Building trusting relationships ▶ Creating a positive impact on the community and environment in which we operate
Communication frequency: Daily		
 Financial Institutions	<ul style="list-style-type: none"> ▶ Financial statements ▶ Press releases ▶ Corporate Website ▶ Meetings ▶ Telephone, correspondence 	<ul style="list-style-type: none"> ▶ Targets and strategic priorities ▶ Risk management ▶ Liquidity ▶ Good governance and transparency ▶ Investments
Communication frequency: Daily		

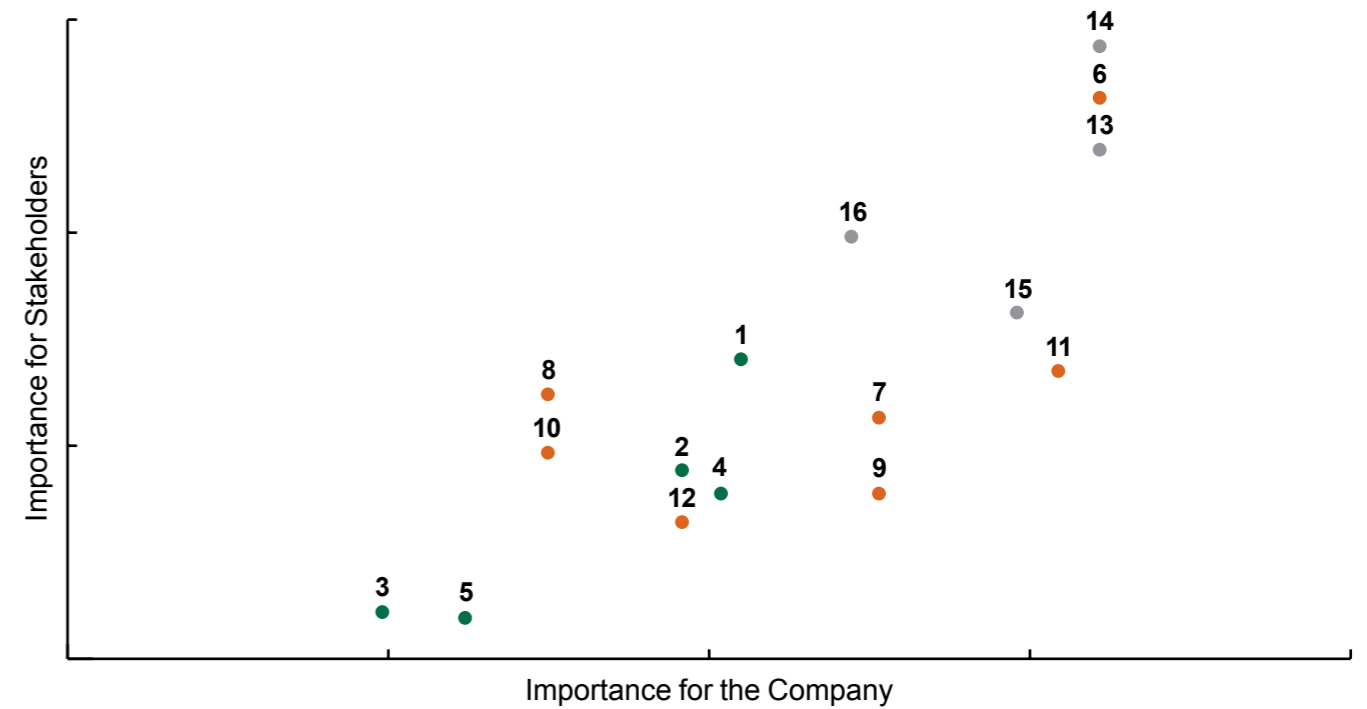
Material Issues

In the context of preparing the Sustainability Report, ELTRAK Group carried out a materiality analysis in 2022 to record, evaluate, and prioritise the Group's material issues regarding the environment, society, and corporate governance.

The process of evaluating and prioritising the issues was based on the GRI Standard guidelines and the sectoral classification and evaluation of the Sustainability Accounting Standards Board (SASB). Specifically, the process consisted of three stages:



Material Issues Map



Eltrak's Material Issues



Environment

- 1 Emissions and Energy Efficiency
- 2 Energy-Efficient Solutions for Customers
- 3 Responsible Water Management
- 4 Waste Management / Circular Economy / Recycling
- 5 Reconstruction and Remanufacturing



Society

- 6 Health and Safety at Work, and Well-being
- 7 Education and Development
- 8 Diversity and Inclusion
- 9 Attracting and Retaining Talent
- 10 Social Contribution / Social Actions
- 11 Customer Satisfaction
- 12 Responsible Supply Chain Management



Governance

- 13 Business Ethics and Integrity
- 14 Privacy and Data Protection
- 15 Stakeholder Participation
- 16 Risk Management

Our Contribution to the UN's Sustainable Development Goals (SDGs)

Through the Group's activities and the corporate responsibility actions it implements, we contribute to the achievement of the UN Sustainable Development Goals by 2030. Having focused its operations on Sustainable Development, the Group linked material issues to Sustainable Development Goals, as set out in the following table:

Material Issues	Global Sustainable Development Goals
Environment	
Emissions and Energy Efficiency	
Energy-efficient Solutions for Customers	
Responsible Water Management	
Waste Management / Circular Economy / Recycling	
Reconstruction and Remanufacturing	
Society	
Health and Safety at Work, and Well-being	
Education and Development	
Diversity and Inclusion	
Attracting and Retaining Talent	
Social Contribution / Social Actions	
Customer Satisfaction	
Responsible Supply Chain Management	
Governance	
Business Ethics and Integrity	
Privacy and Data Protection	
Stakeholder Participation	
Risk Management	

Goal Setting

Guided by its continuous development and the improvement of its performance, the Group has set specific goals which contribute to the implementation of its strategic priorities, the evaluation of its progress, and targeted review, if deemed necessary.

Goal setting	Year
Environment	
Reduction of Electricity Consumption by 15% (per employee) at the Company's Facilities	2025
Kg/CO ₂ Emissions Reduction -10%	2027
Development of Procedures for Identifying and Dealing with Risks related to Climate Change	2026
Development of a Waste Monitoring System	2030
Utilized Water Consumption through Reuse in Workshop Facilities	2025
Building Monitoring System Installation	2030
Society	
Create New Trainings to Raise Staff Awareness on ESG Issues	2025
Create a Plan to Enhance Employee Well-being	2024
Inclusion of Additional Soft Skills Trainings in the Annual Employees' Training Plan	2023
Governance	
Assessment of 15% of Major Suppliers According to Financial and ESG Criteria in 2024 and 80% Evaluation of Suppliers by 2027	2024-2027
Digitisation of Corporate Processes	2026



CARING FOR THE ENVIRONMENT

Our Contribution to the UN's Sustainable Development Goals



ELTRAK Group recognises the importance of environmental protection and operates responsibly by implementing internationally recognised standards and good practices.



Our Approach

ELTRAK Group has adopted an Environmental Policy and as of 2022 has implemented an ISO 14001:2015 certified Environmental Management System. It acknowledges the environmental aspects of its activity, assesses the environmental risks associated with them,

and implements measures to prevent and address them.

The Group aims to continuously improve its environmental performance through the implementation of initiatives and programmes in this direction.

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The market-leading companies the Group represents share the same philosophy. They design products and services based on respect for the environment and following the non-negotiable principle of compliance with relevant laws and regulations on waste management and resource efficiency. These companies thus have a profound contribution to ELTRAK's vision of a sustainable future, through the availability of environmentally friendly products and services, the design of smart facilities, and the digitalisation of business processes.

Employees play an important role in the continuous improvement of Eltrak's environmental management system, through their experience, technical training, and the methods they employ. With employee education and training as its driving force, the Group cultivates environmental

awareness during operations and achieves its goals to reduce waste and consumption of natural resources, improve infrastructure and logistics, implement good environmental practices during the planning of activities, and avoid environmental incidents.

15%
of electricity
consumption
from Renewable
Energy Resources

Conversion
of **10%** of
the vehicle fleet
to hybrid/ electric



Kg/CO₂ emissions reduction **-10%**

Based on the environmental management system and the Group's internal procedures, an Environmental Manager has been appointed, whose main responsibility is to monitor environmental indicators and to properly implement the environmental management system.

As the Group's activities vary and it is not possible to implement a training programme with the same content for all employees, department managers and heads undertake the training of employees, informing them of the environmental risks associated with their job and the relevant procedures that shall be followed. In addition, specialised training is provided by the companies

the Group represents, such as training for managing hazardous waste and for the protection of machinery.

Finally, with the aim of the employees remaining constantly vigilant regarding environmental issues which concern daily operations, promotional messages have been posted at various points in the Group's facilities, such as power switches and taps, prompting them to use natural resources rationally.

Lastly, Eltrak Group plans to establish regular newsletters which will highlight important environmental issues related to the project.

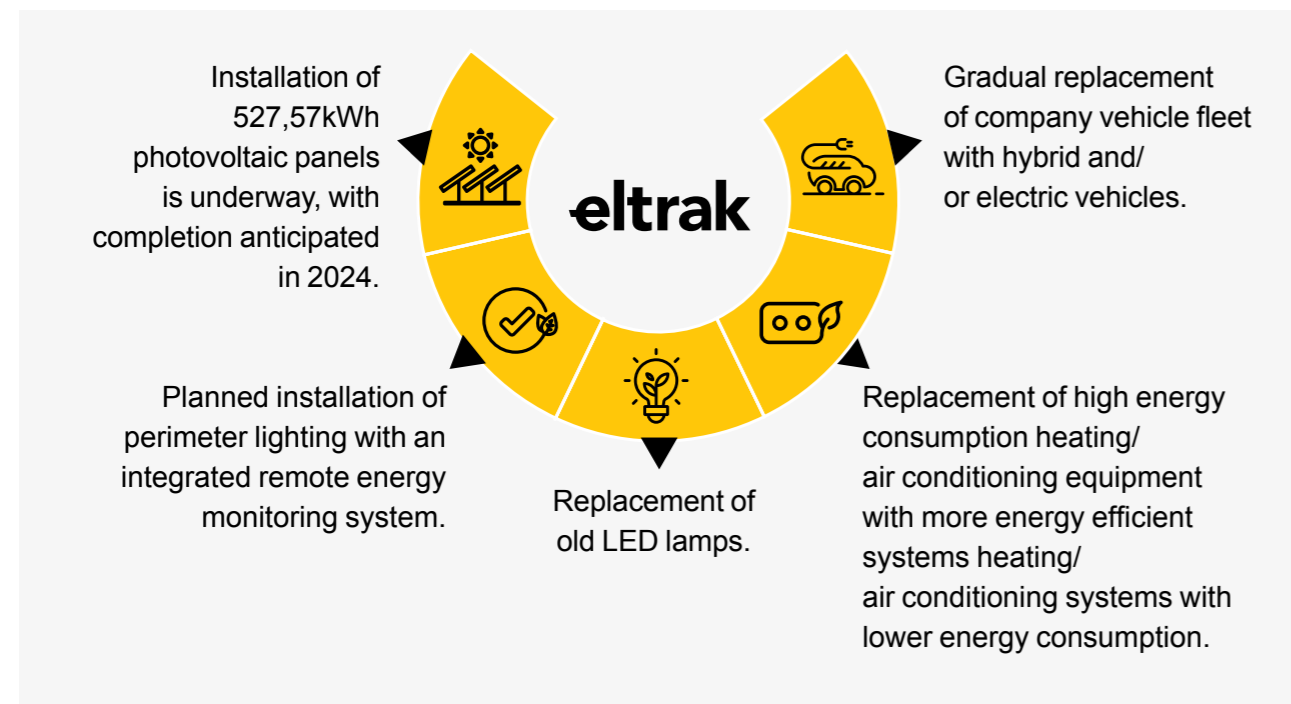
Environmental Management Sections

Energy Consumption ¹

To power our operations, the Group utilizes electricity for lighting and air-conditioning units, natural gas for heating and fuels used by vehicles in the Group's corporate fleet.

Energy Consumption in MWh	2022	2021
Electricity Consumption	1,143.6	1,175.6
Natural Gas Consumption	369.5	427.5
Diesel Consumption	2,348.04	1,584.6
Petrol (Gasoline) Consumption	1,126.82	885.38
Total Energy Consumption	4,987.96	4,073.08
Energy Intensity MWh/Employee	18.26	21.41
Energy Intensity MWh/Mil. Sales €	46.5	46.28

The Group systematically monitors energy consumption during its operation, with the aim of improving its environmental performance. To achieve this goal, it plans and implements energy saving programmes, as presented below.



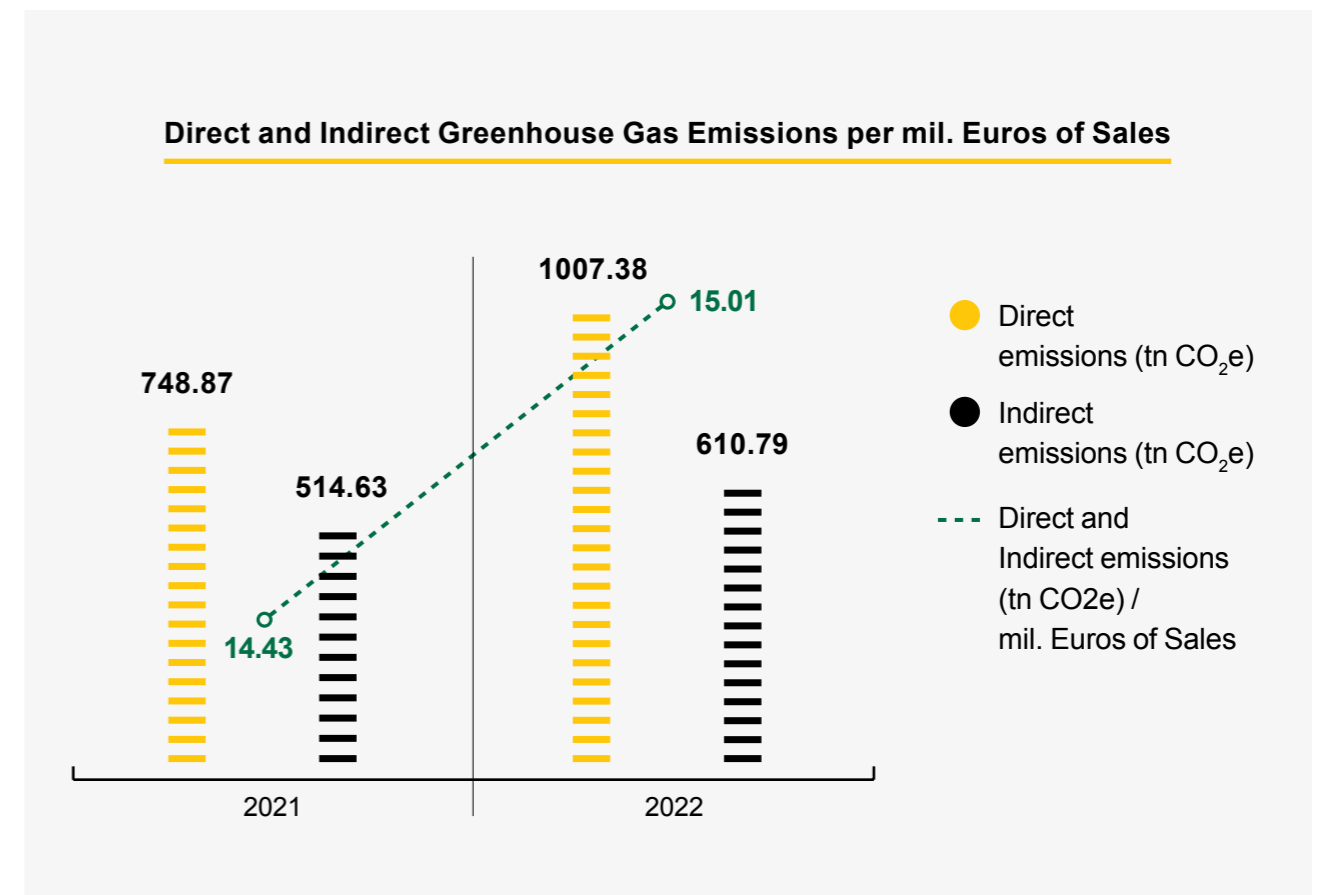
¹ Energy and water consumption, as well as data on waste include ELASTRAK S.A.

GHG Emissions

ELTRAK Group monitors the CO₂ emissions released during its operations and makes a substantial effort to reduce them.

The emissions of the Group are classified as:

- ▶ **"Direct emissions"** (scope 1) from the use of fuels within the Group for heating and transportation needs, as well as leaks of refrigerants from air conditioning units and other systems.
- ▶ **"Indirect emissions"** (scope 2) from the consumption of imported electricity from the grid.



The most recent factors published by the Ministry of Environment & Energy have been used to calculate the emissions.

The specific emissions indicator exhibits a small increase of 4% for 2022 as a result of the increase in the emission intensity factor from the residual mix provided by DAPEEP. Specifically, the factor for 2021 was 436.89 gCO₂/kWh, compared to

533.23 gCO₂/kWh in 2022 (+22%). The ELTRAK Group recognises the need to obtain clean energy and, to this end, it has planned to install photovoltaics at its facilities, which are expected to provide zero-emission electricity for the Company.

Water Consumption

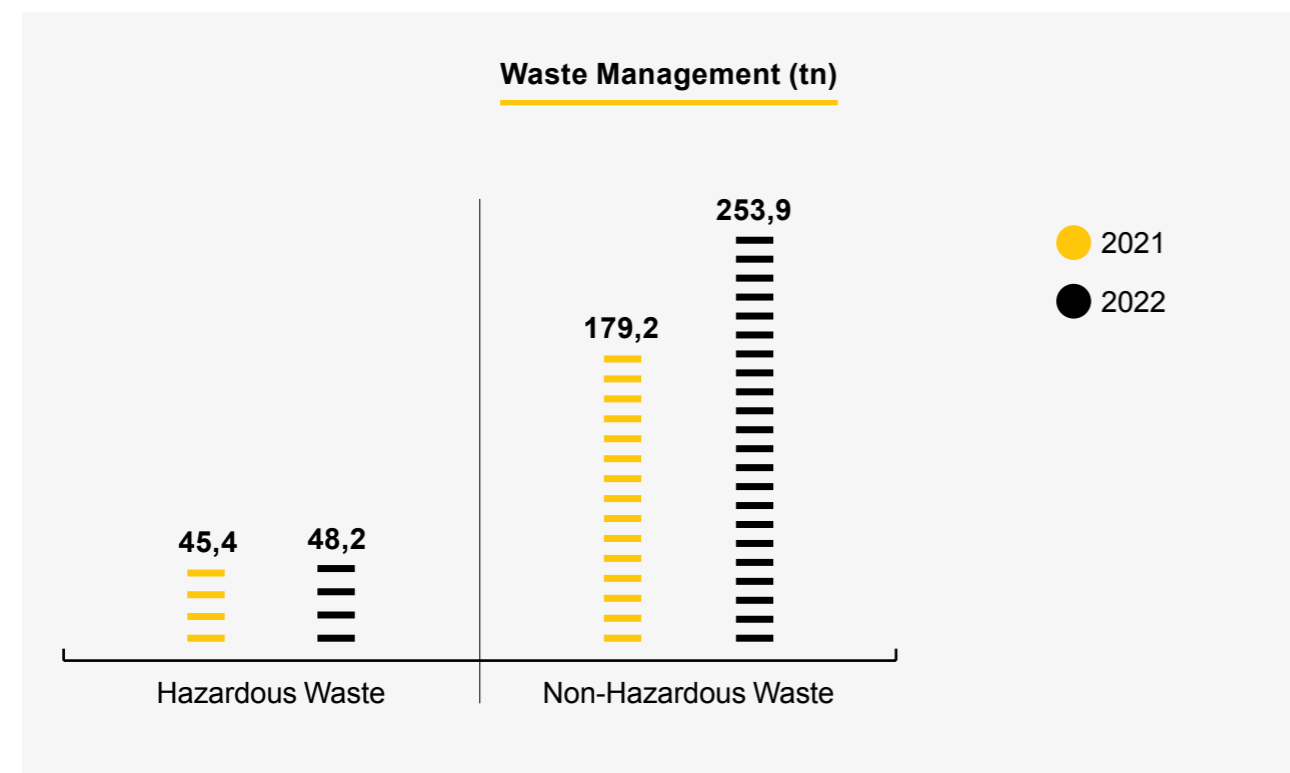
Water consumption is an important environmental aspect of the Group's activities, as, besides employee hygiene, water is also used for washing the machinery. The Group consumes water from both the public water supply network and from a drilled water well in the Group's workshops.

Eltrak Group systematically monitors water consumption during its operations and constantly seeks ways to reduce water consumption. The Group has already started designing a project for the installation of a water recycling and re-use system in its operations.

Water Consumption in m ³	2022	2021
Third-Party Water Consumption (m ³)	2,411	2,426
Water Withdrawn and Consumed (m ³)	8,940	3,266

Waste Management

Optimal waste management is a priority for the Group, given the nature of its operations. Besides the waste produced during the normal operation of its offices, waste - classified as hazardous or non-hazardous - is produced during maintenance works which take place at the workshops. In 2022, the Group generated a total of 302 tons of waste, compared to 224,6 tons produced in 2021.



The waste from the Group's office facilities is all collected and delivered to a licensed waste management company. This company then issues a detailed removal order and final disposal order for the waste material and, at the end of the year, Eltrak makes the relevant submission in the Electronic Waste Register

(EWR), as required by Law. In regards to the waste produced during maintenance at the workshops, the Group implements a specific on-site collection system. This waste is delivered to the licensed partner and follows the planned management process described above.

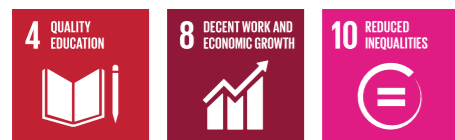
Environmental Management Indicators

The Group's commitment to operating in an environmentally responsible manner and continuously improving in this sector is consolidated through the implementation of the certified environmental management system and the indicators that the Group sets and monitors at regular intervals. Eltrak's environmental management initiatives for the coming years are set out below.

Target	Year of implementation
Installation of Photovoltaic System for Electricity Production	2023-2024
Conversion of 10% of the Vehicle Fleet to Hybrid/ Electric	2023-2025
Replacement of Fluorescent Lamps with LED Lamps	2023-2024
Installation of Perimeter Lighting with Integrated Energy Monitoring System	2023-2024
Installation of Water Recycling and Reuse System for Washing Machinery	2023-2025
Completion of the TCFD (Task Force on Climate-Related Financial Disclosures) Design	2023-2024

FOCUSED ON OUR PEOPLE

Our Contribution to the UN's Sustainable Development Goals



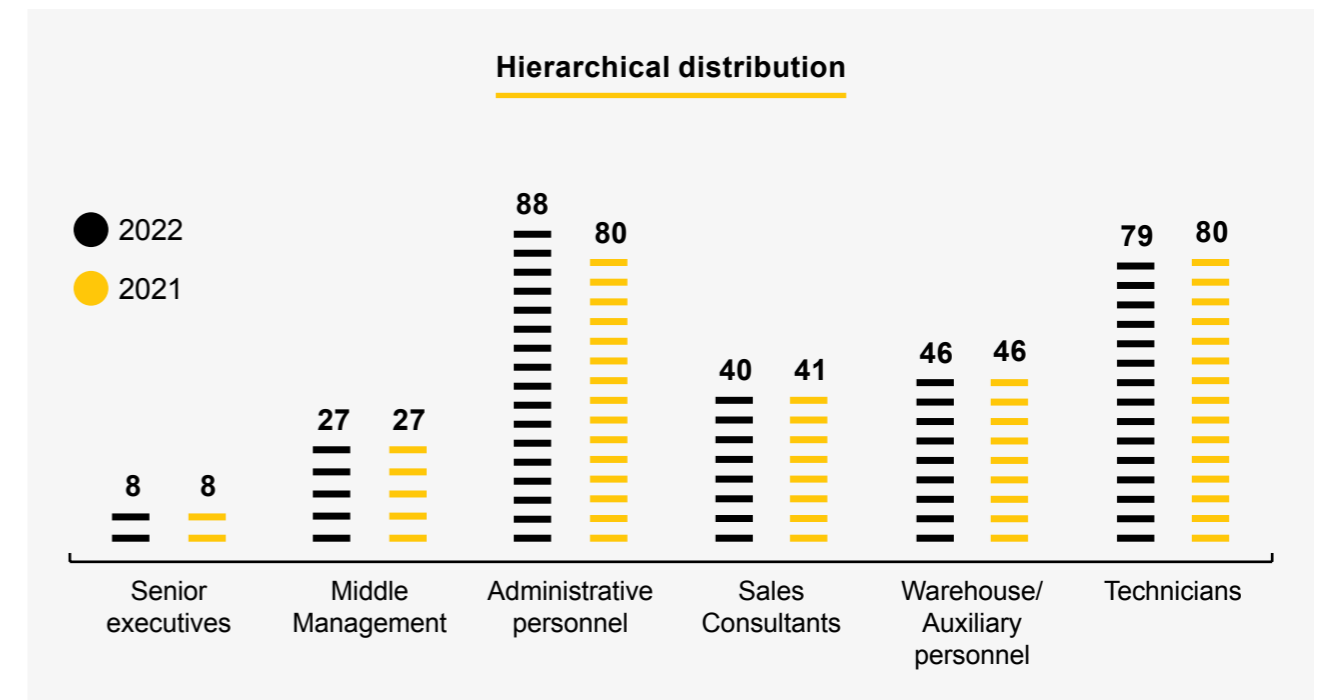
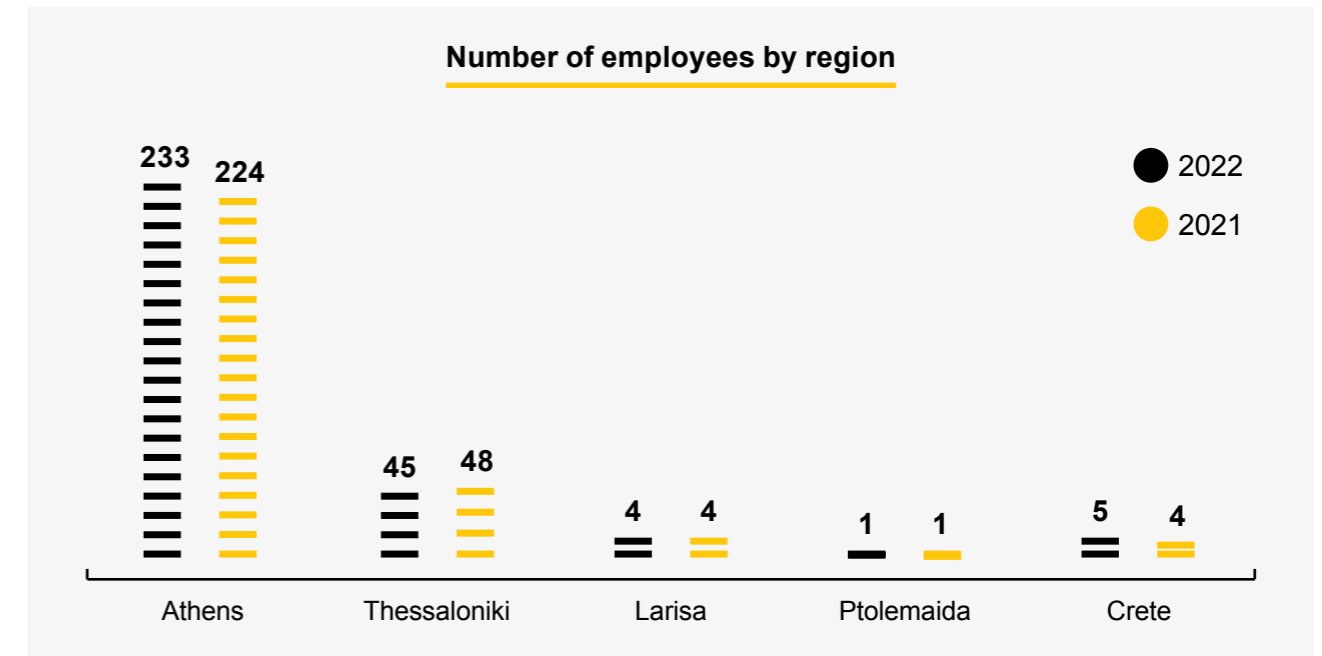
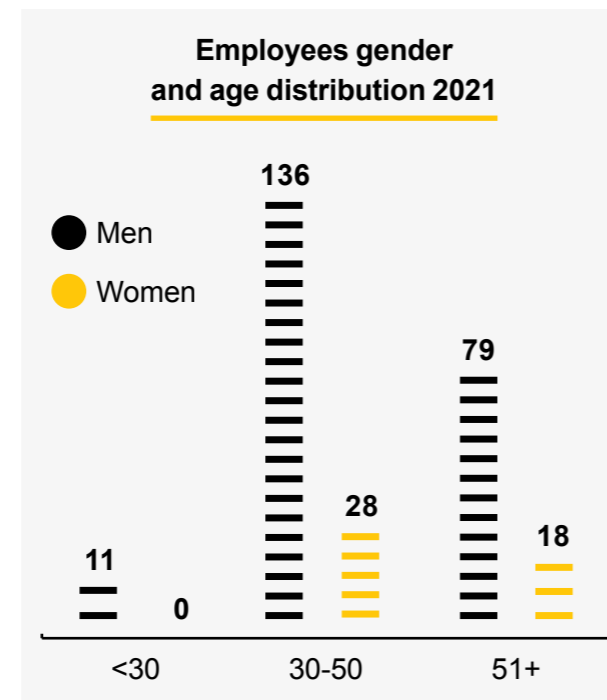
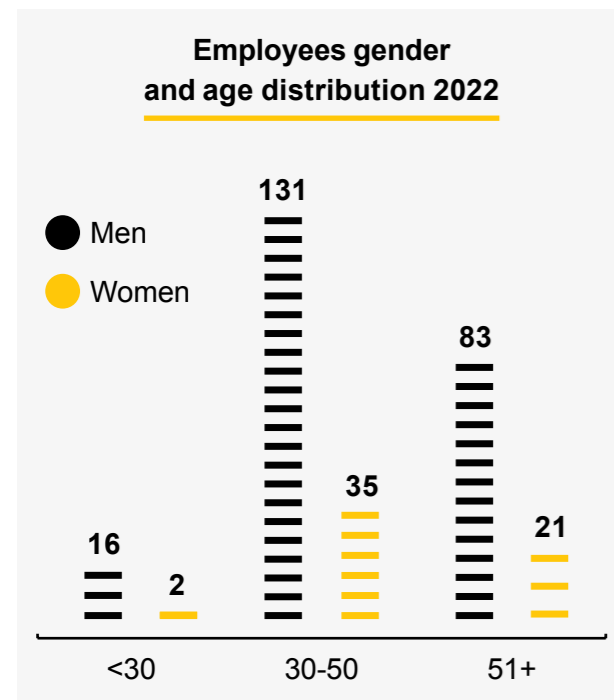
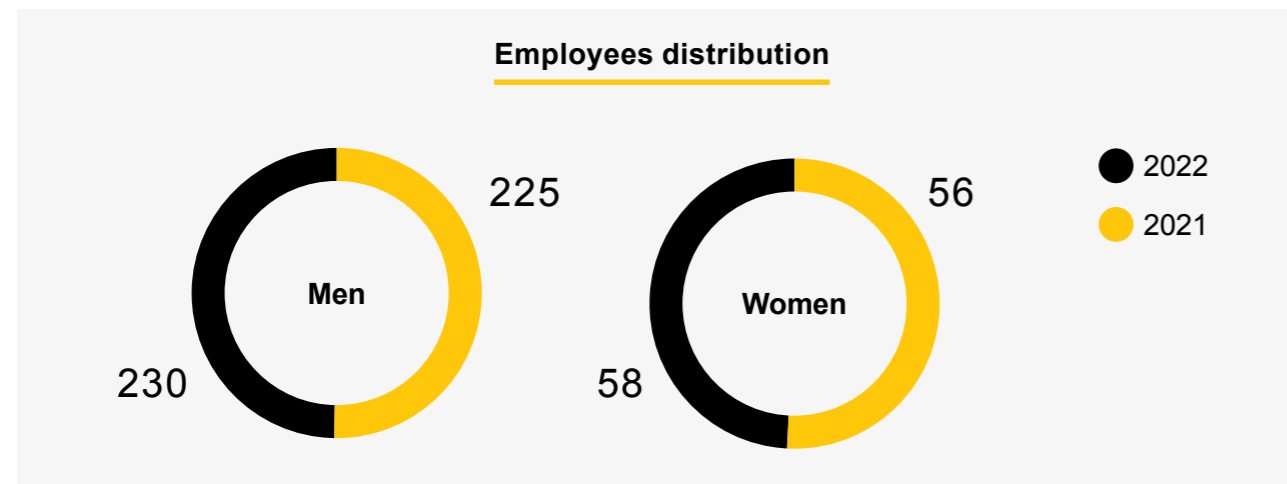
ELTRAK Group seeks to secure a fair, merit-based, and productive working environment for its people, which will significantly contribute to their professional and personal development. We have also recognised our people as our main competitive advantage and placed them at the center of our growth strategy.

Aiming for the continuous growth of our Group and the progress of our employees, we strive to provide them with equal opportunities without discrimination, ensuring they have the necessary tools to advance their careers.

The development of ELTRAK Group's human resources is achieved through performance evaluations, recruitment, and retention of employees, as well as continuous training and open and continuous communication with them.

Human Resources Distribution

ELTRAK Group employs a total of 288 people. Furthermore, 100% of our employees have a indefinite contract and 100% are employed full-time.





Communication with Employees

Two-way, substantial, and frequent communication is the basis for creating and maintaining relationships of trust. The purpose of this communication is to promptly inform employees about issues which concern the company, in order to ensure smooth operation and to incorporate any changes in a timely manner. To this end, we have developed communication channels that allow the immediate dissemination of

information within the organisation. The channels of communication within the Group are:

- ▶ **Email**
- ▶ **Newsletter with different content, depending on the department they are addressed to**
- ▶ **Open-Door Policy**
- ▶ **Employee satisfaction survey**

Employee Satisfaction Survey

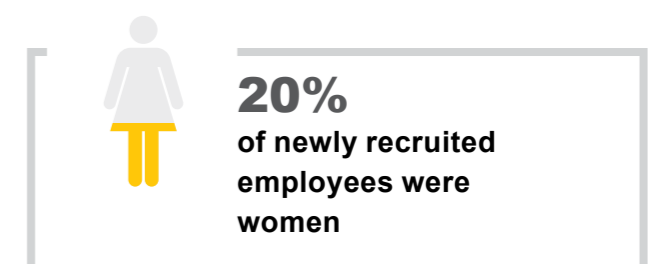
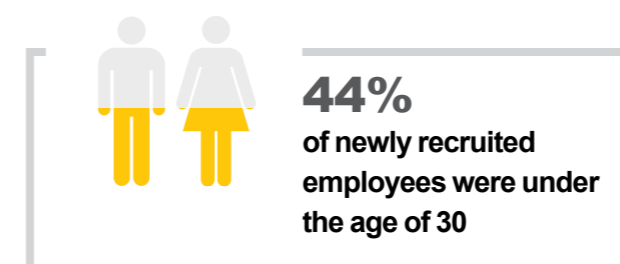
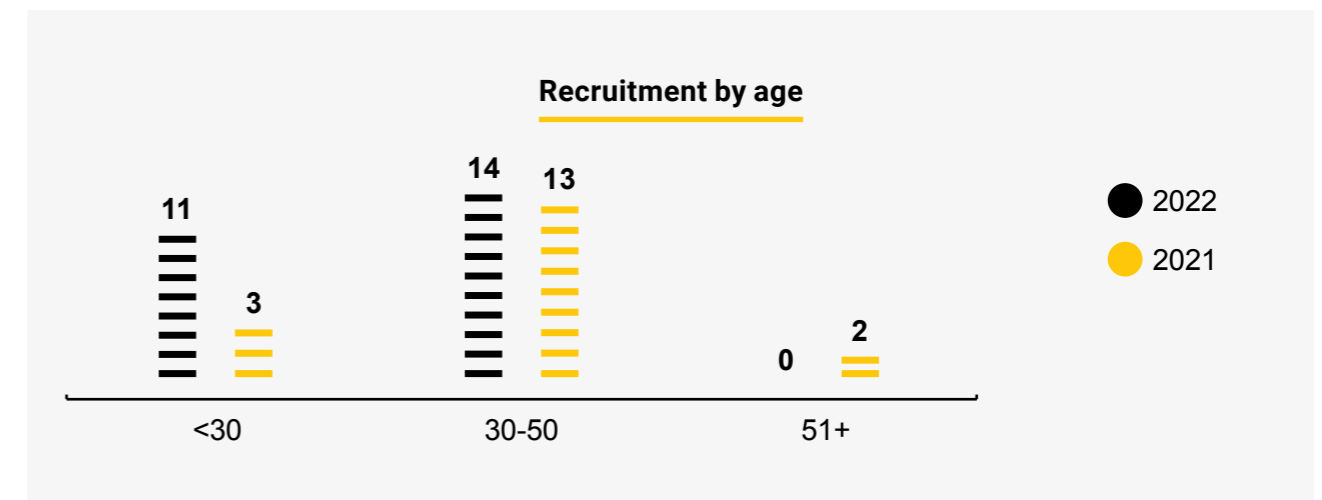
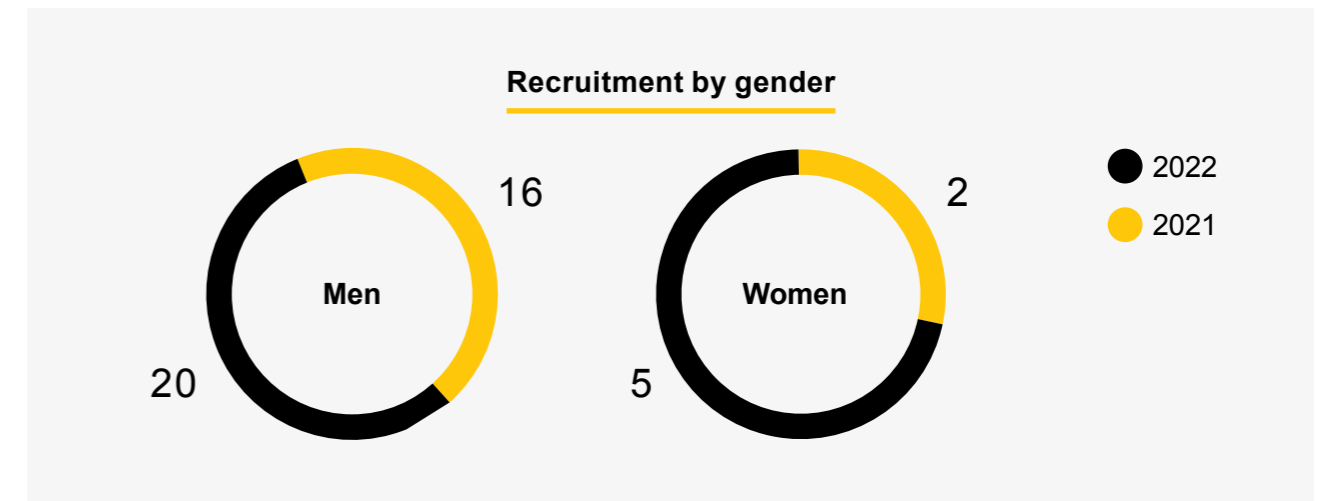
In 2022, the Group carried out an employee satisfaction survey for the first time in collaboration with an external company, ensuring the integrity of the survey and increased employee participation. Through the survey, which had a participation rate of 91%, everyone had the opportunity to propose improvements on issues that concern them, while the questions were the same for everyone, regardless of department and hierarchy level.

Attracting and Retaining Human Resources

Attracting the right people is a cornerstone for the Group's successful progress and for establishing relationships of trust with employees. Ensuring its leading position, ELTRAK Group has invested in the creation of new, modern digital communication channels aimed at attracting specialised personnel. In this context, new jobs are announced on ELTRAK's corporate

website, as well as on LinkedIn and partnered sites, such as kariera.gr, skywalker.gr, and xe.gr. Through this process, the Group communicates its vision and values to new candidates, while also ensuring that suitable candidates are attracted to each job.

In 2022, 18 employees left the Group.









Based on the selection of the right person for each position, recruitment can be carried out either externally, by posting positions on the company's website, on LinkedIn, and on partnered recruitment sites, or internally. Internal recruitment takes place through the expression of interest of an employee to move to the new position, as well as through the suggestion of someone they know. As for the internal coverage of positions, this can arise after employee assessment and based on their development plan, as recorded after their meeting with their manager. In this case, employees begin training as soon as possible, so that they can carry out their duties in the new job. Moreover, with the aim of providing equal opportunities and attracting people with new,

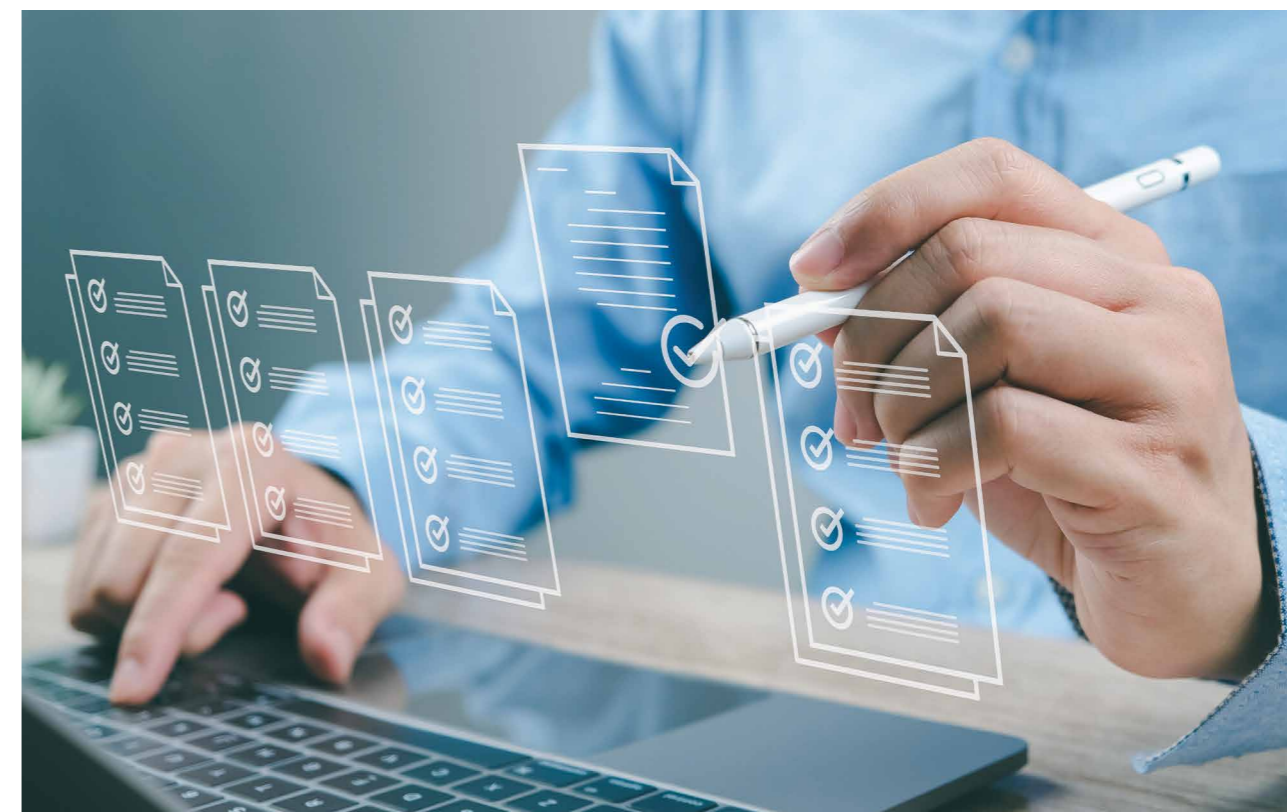
innovative ideas and suitable qualifications, the Group has developed partnerships with universities and private educational organisations in order to place young graduates at the Group, while it actively participates in the career days organised by these institutions.

This process develops strong ties with the educational community and creates new recruitment pools, contributing to the Group's successful response to challenges and its evolution. At the same time, talented young people are given the opportunity to work at an internationally recognised Group and learn how it operates, finding out about modern trends and innovative ideas.

Benefits

At ELTRAK Group, we have established a package of additional benefits in addition to those required by Law, in order to promptly respond to the needs of our employees and increase their satisfaction. The main benefits provided to our employees are:

 <p>Car and fuel expenditures for specific positions</p>	 <p>Gifts for the success of employees' children in the Panhellenic university entrance exams</p>
 <p>Company bus for transporting employees to and from the Athens offices</p>	 <p>Gifts at the New Year's Cake event</p>
 <p>Holiday gift vouchers</p>	 <p>Conditional postgraduate grants</p>



Performance Evaluation

Employee performance evaluation is one of the key tools which ensure the steady upward trajectory and the success of the Group and its people. The goal of the evaluation we carry out is to identify the strengths of our people and the points that can be improved upon through targeted actions that enhance their careers.

The Group's evaluation process is structured in such a way as to enhance open and two-way communication and constructive dialogue, while encouraging the free expression of the views of the involved parties. The evaluation is carried out annually via an internal electronic system, and it provides a detailed report on the sectors and the importance of each employee. Employees fill out their evaluation form and send it to the supervisor via email, who plans a meeting with the employee upon receiving it. The purpose of the meeting is to form the employee's final score, following a discussion with their supervisor, based on a log kept by the supervisor throughout the year. At the

same time, through this discussion, employees are first informed about their final evaluation score. HR calculates and checks department averages to rule out cases of extremely lenient or particularly strict evaluations, thus ensuring the fairness and soundness of the process.

The assessment is directly linked to the creation of employee development plans, which arise after the employee meeting with their manager, following the completion of the entire process. Both employees and supervisors fill out a questionnaire, which forms the basis of the meeting. The answers each has given are discussed at the meeting and together they arrive at the creation of a development plan.



For the years 2022 & 2021 100% of employees were evaluated.

Diversity, Equity and Inclusion

ELTRAK Group aims to create an inclusive environment that guarantees equal opportunities for all employees, without any discrimination whatsoever.

Equality is a key element of the Group's culture, which shows in practice that all employees are judged, evaluated, and progress in an objective and impartial manner.

Anti-Violence and Anti-Harassment Policy

To this end, the Group has established a policy and procedure against violence and harassment, so that such incidents can be communicated and resolved immediately.

Parental Leave

The Group takes measures that enhance work-life balance, supporting parenthood, and motherhood in particular, in order to help eliminate dominant prejudices and to support working mothers in their journey towards achieving their professional goals. This effort is supported by multiple structured channels of communication with employees, as well

as by the open-door policy implemented at the Group. Through these channels and the policy followed, ELTRAK Group is in a position to ensure immediate and effective communication with its people, while also receiving their opinions on the development of the strategic plan regarding human resources in a timely manner.

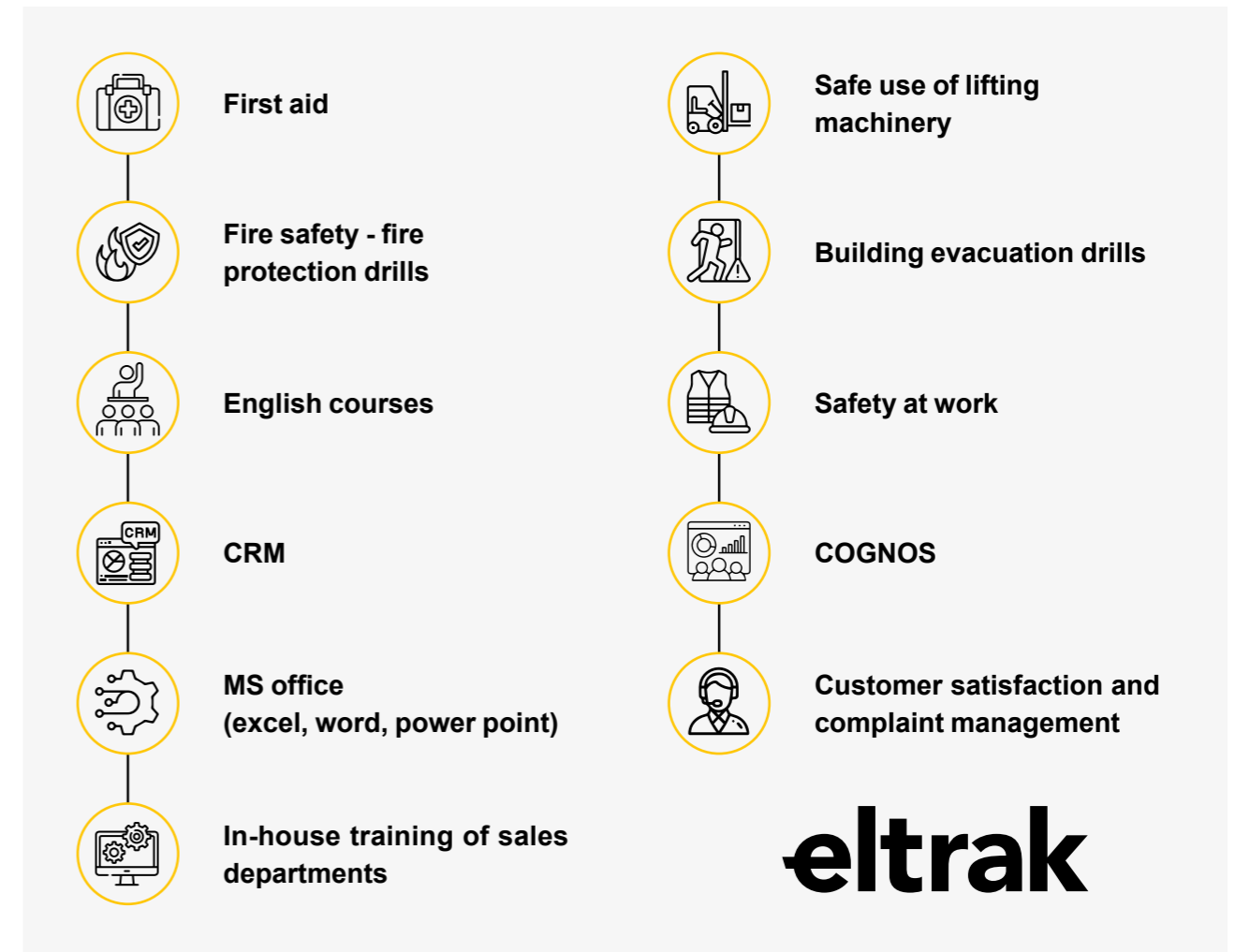
Employee Training

The training of our employees contributes substantially to the enhancement of their skills, the expansion of their job prospects, and the immediate and effective fulfilment of their duties. At ELTRAK Group we strive to provide all employees with equal opportunities for development, which is why we implement training programmes on a regular basis, while the employees, in consultation with their supervisor, create a 5-year plan for their development within

the Group. The aim of this plan is to record the desired professional progress of the employees within the Group, monitor their progress, and monitor all the necessary steps for their development.

On this basis, we undertake training linked to professional skills and conducted according to the employees' needs, as well as regular training on a wide range of subjects.

In particular, regular training sessions concern:



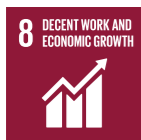
Newly Recruited Employee Training

Training at the Group is a continuous process that starts on the first day at work. Newly recruited employees receive a two-hour training session on the procedures, policies, and rules in effect at the Group, as well as the procedure to be followed when a communication issue arises. The new employees follow the '7-day process for newly recruited personnel', which includes a

broad range of information regarding their new position and the rules governing the operation of the ELTRAK Group. The description of the position, knowledge of the systems used in each position, and health and safety rules are some of the key issues covered. This procedure is monitored through a document signed by the training officer and the new employee.

ENSURING HEALTH & SAFETY

Our Contribution to the UN's Sustainable Development Goals



One of the Group's main priorities is to provide efficient solutions and services that fully contribute to the safety of its employees, customers, and society as a whole. The safe performance of complex tasks is ensured through the Group's efforts to maintain and further improve health and safety, both within the Group and with regard to the final product used by the customer.

Our Approach

ELTRAK has adopted the Caterpillar Safety Policy, which focuses on safety as the top priority of each department within the Group. To this end, the safety principles that govern the Group are communicated to all personnel, both during the initial induction training that monitors newly recruited personnel, and through continuous updates and reviews from management, which include the results of the health and safety performance of ELTRAK and ELASTRAK.

At the same time, the efforts of both Group Companies on health and safety issues are

achieved through the close collaboration of the Safety Coordinator and the Human Resources Department with the Safety Technician and the Occupational Doctor. In this context, the Group has entered into a partnership with an external partner to monitor issues related to the evaluation and handling of hazards related to health and safety, while it regularly renews the Written Occupational Risk Assessment, in order to ensure the timely identification and mitigation of the hazards which arise in the Group's operational structures.



In the context of its overall strategy for protecting health and safety, ELTRAK Group has organised the 'Defence Policy' as an independent institution with regard to its facilities in Athens.

With regard to promoting health and safety in the workplace, ELTRAK Group ensures that the procedures for using machines are available to all personnel who come into contact with said machinery, while the use of Personal Protective Equipment (PPE), which is provided by the Company to both employees and subcontractors,

is an absolute prerequisite, depending on the task being performed. Detailed reference to the category of suitable Personal Protective Equipment per job is made both in the Written Occupational Risk Assessment (WORA) and on the signs at the various workplaces so that personnel can be immediately informed and remain vigilant.

Health and Safety Risk Management

Early identification and effective management of health and safety hazards are top priorities for all the Group's personnel. This commitment is highlighted through the open-door policy, by

which, if a risk is identified, all employees can immediately notify the competent parties to eliminate the possibility of any form of accident or threat.

Safety Ticket System

Aiming to further reinforce a safe work environment, ELTRAK Group has adopted a system for recording incidents and proposals aimed at preventive measures related to health and safety at work. This system was first implemented in 2021 and contributes significantly to the prevention of accidents, as well as to producing results in terms of health and safety indicator performance. To this end,

safety ticket forms submitted are categorised into injury incidents, where the relevant investigation and corrective actions or hazard reports are analysed. The Quality Assurance Manager is responsible for managing the safety ticket system, while there is direct cooperation with the Human Resources Department on incidents involving injuries, in compliance with the procedures set out by law.

Hazard Reporting

Hazard reporting is vital to effectively ensure occupational health and safety. Moreover, it acts as a preventive mechanism, allowing Management to intervene in a timely manner to address potential hazards. Despite its importance, several organisations find it challenging to encourage their staff to immediately report hazards they are facing or have identified.

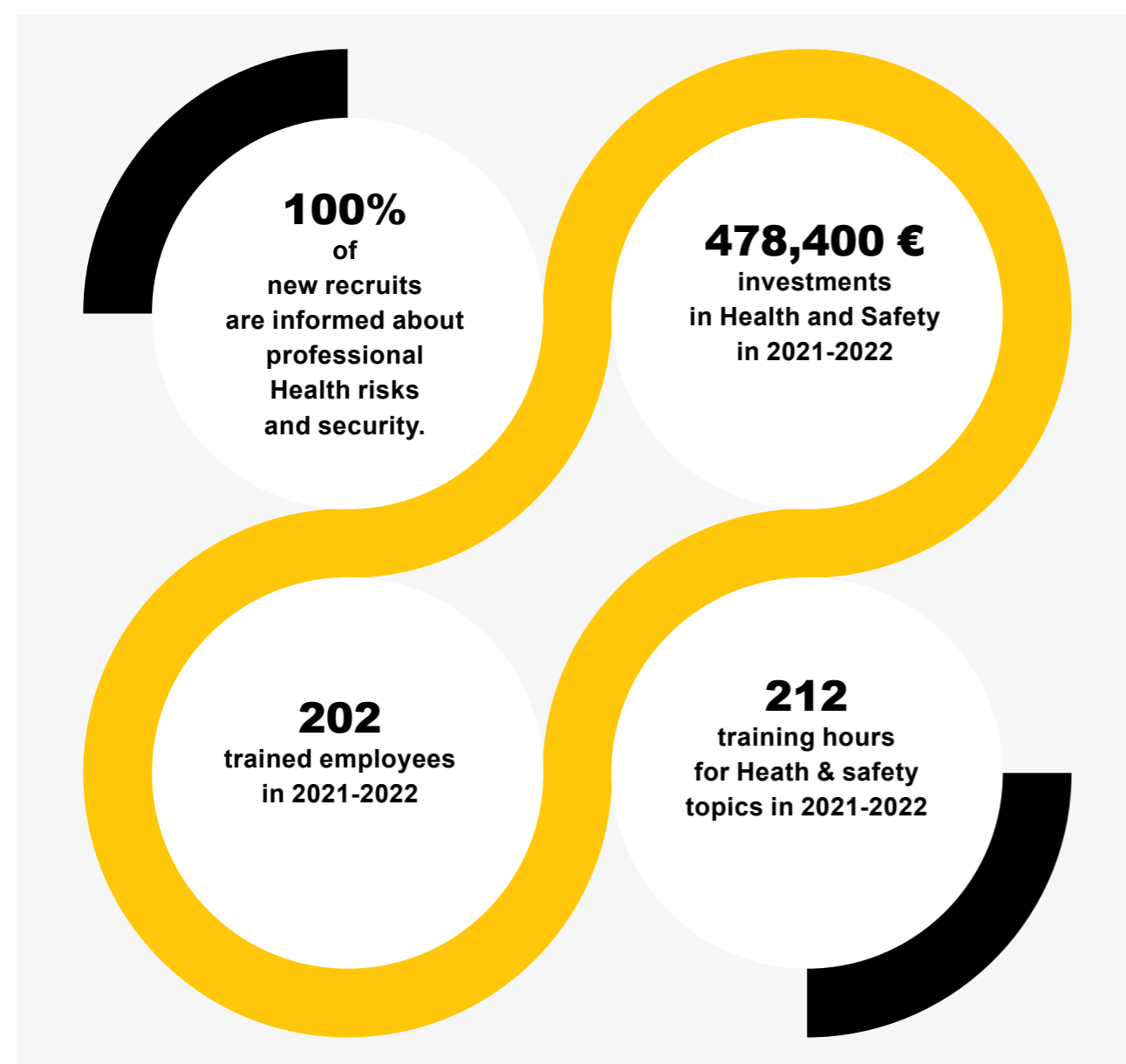
In this context, ELTRAK Group has developed an effective hazard reporting system that is based on efficiently motivating its people by continuously updating them and raising their awareness. The Group's efforts were rewarded in the best way possible, as in 2021 and 2022 employees sent more than 220 hazard reports, decisively contributing to the Group's overall health and safety performance.

Staff Awareness of Health and Safety Issues

Enhancing the Group's health and safety culture, ELTRAK Group ensures the continuous vigilance of staff, both through initial training sessions and through updates by the Safety Technician.

Health and safety is also promoted by regularly updating personnel through the implementation of safety surveys, sending safety newsletters,

safety shares, and ad hoc briefings on current issues. Furthermore, these efforts are also promoted through toolbox talks, which inform the staff on safety issues and reduce risks in the workplace, as all employees have the opportunity to highlight problems, indicate unidentified threats to their managers, and propose effective ways to resolve them.



Additional Safety Actions

ELTRAK Group has invested in the regular training and updating of its personnel on health and safety issues, while at the same time it supplies all its employees with all the necessary Personal Protective Equipment (PPE) for performing their work safely.

In addition, to carry out specialised work on offshore platforms, at mines, and at specific construction sites, ELTRAK Group provides personnel with special safety training. This training ensures they are adequately informed,

substantially reducing the likelihood of unsafe performance of the specialised tasks required. Lastly, ELTRAK follows specific Safety Performance Indicators (SPIs), which have been defined based on the requirements of Caterpillar, the largest company ELTRAK represents as a dealer, while the personnel are informed of what these indicators are and of performance in that regard. The Group thus ensures the overall participation of employees in the promotion of health and safety throughout the spectrum of its operation.

Health and Safety Performance Indicators

	2022	2021
Number of Recorded Injuries	1	0
Number of Injuries Leading to Loss of Working Days due to Injury in the Workplace	1	0
RIF (Recordable Injury Frequency)	0.38	0.00
LTIF (Lost Time Incident Frequency)	0.38	0.00
Hazard Reports	208	19
First Aid	13	0
Incident Investigation	20	-
Corrective Actions	52	-
Safety Shares	19	-

RESPONSIBLE GOVERNANCE

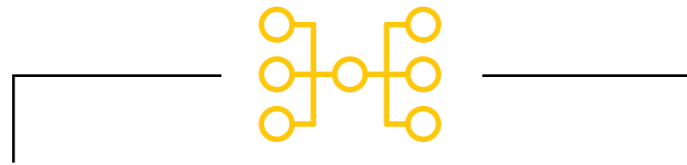
Our Contribution to the UN's Sustainable Development Goals



Governance at ELTRAK Group

ELTRAK Group operates in 2 countries and has a broad and diversified portfolio of products, which serve a variety of needs in many industries. Under these circumstances, the Group has adopted a decentralised operation and decision-making system that allows it to promote the principles of good governance throughout its value chain. This achieves effective management and business success, while enhancing the principles of transparency and integrity in all levels of the corporate structure.

ELTRAK and ELASTRAK have different Boards of Directors and management bodies, thus avoiding conflicts of interest. The operation of these Boards of Directors is supported by the corresponding committees that have been established to manage specific issues, as well as by the internal policies, procedures, and management systems they maintain. Specifically, both companies have an Audit Committee which includes independent members, as presented below:



Board of Directors ELTRAK	
Schreier Alexei	President BOD, Non-Executive Member
Covas Natasha	Vice president & CEO, Executive Member
Gibbor Mark Adam	Non-Executive Member
Sheridan Andrew Paul	Non-Executive Member
THATONE Capital Financial Advisory Services	Independent, Non-Executive Member
Mitropoulos Konstantinos	Independent, Non-Executive Member

Board of Directors ELASTRAK	
Covas Natasha	President BOD, Non-Executive Member
Diamantopoulos Panagiotis	Vice president & CEO, Executive Member
Doukeris Fragkiskos	Non-Executive Member
Diamantopoulos Lazaros	Non-Executive Member
Manakos Giorgos	Independent, Non-Executive Member

All these elements constitute the management structure of the companies and play a decisive role in enhancing accountability in the governance of ELTRAK Group.

Composition of the ELTRAK/ ELASTRAK Audit Committee	
THATONE Capital Financial Advisory Services	President, Independent, Non-Executive Member
Mitropoulos Konstantinos	Independent, Non-Executive Member
Schoinas Konstantinos	Member

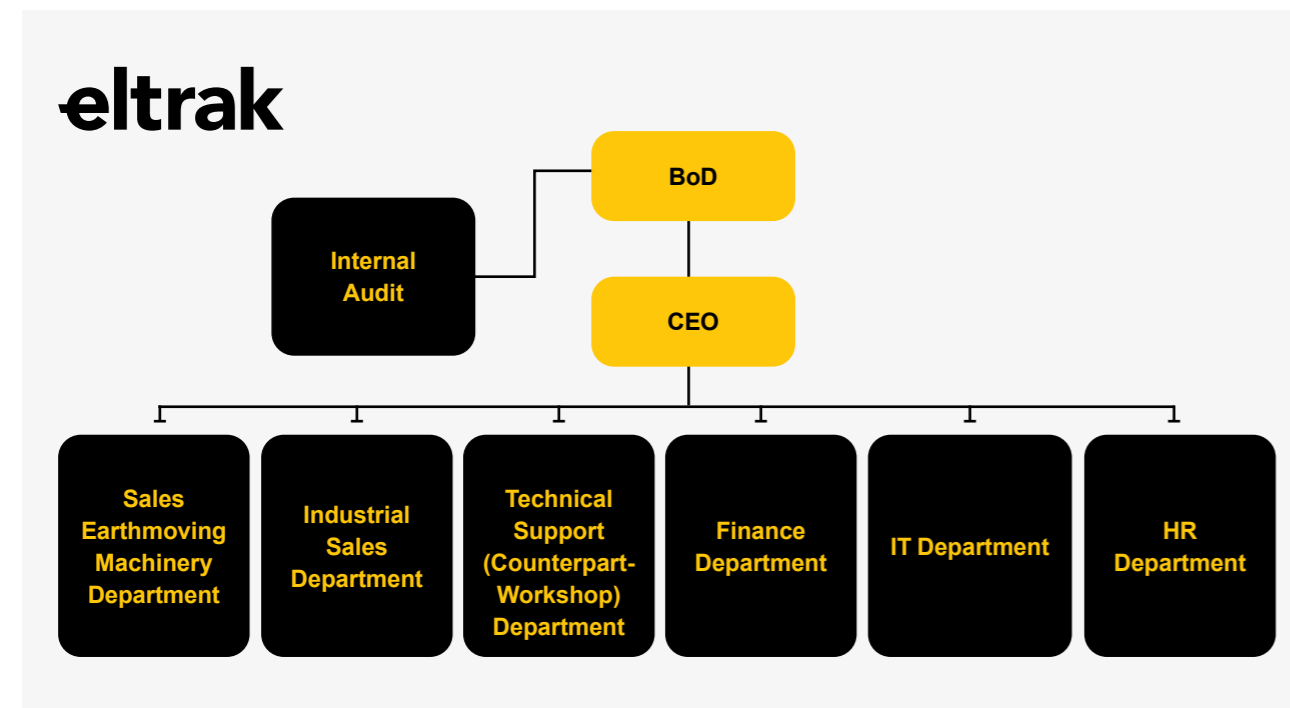
The activities of the Audit Committees of each company are carried out in accordance with the applicable provisions of law, and their respective competences focus on the more effective operation of the companies and the Group as a whole. Specifically, the responsibilities of the Audit Committee include, inter alia, the following:



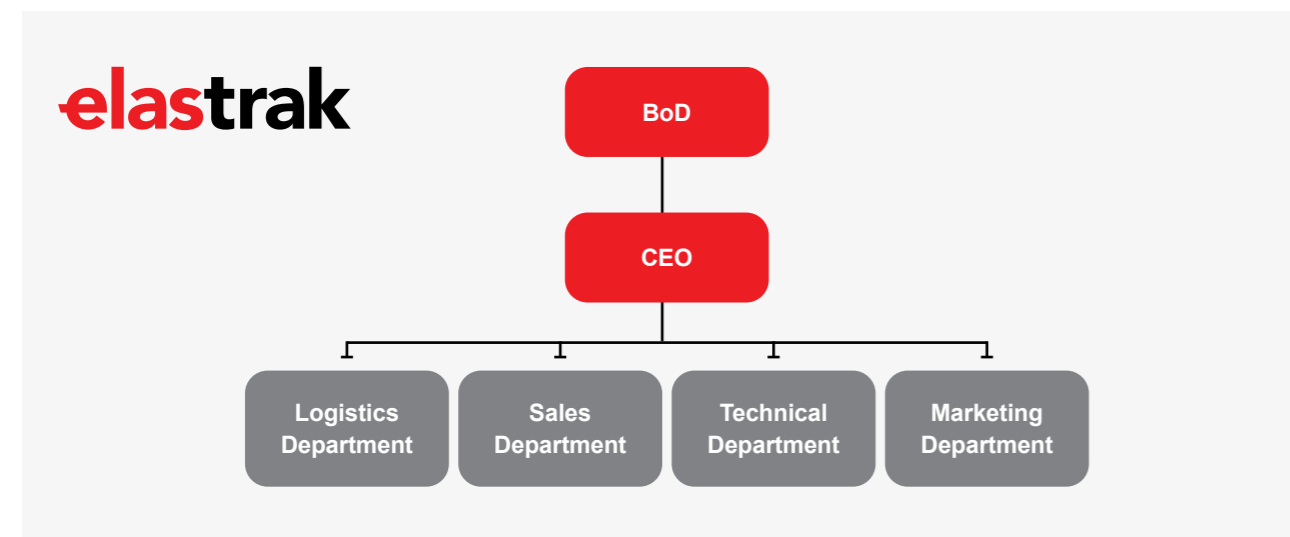
Internal Management at ELTRAK and ELASTRAK

The internal management of the companies of ELTRAK Group follows a common model-basis that had been adopted, initially, by the parent company and, subsequently, adapted for use in the subsidiaries. The model in question, as

presented in the following organisational chart, stands out for its immediacy and usability, which makes it suitable for application to all Group companies, regardless of their geographical location or market.



Correspondingly, ELASTRAK's organisational chart is a simplified form of the organisational chart of the parent Company and is as follows:



Internal Audit

ELTRAK has an Internal Audit Service which is responsible for the implementation of its Internal Audit System (IAS) and reports to the Company's Board of Directors via the Audit Committee. The Service conducts regular internal audits in accordance with the annual schedule, to ensure sound operation and to continuously improve

the existing procedures and the efficiency of individual departments. In particular, regular audits focus on key aspects of corporate governance, such as: The Company's general organisational structure, the organisational structure of its services, and the protection of its assets.

Risk Management

Risk Management operation is part of the IAS. It is an important factor in the business continuity of the Company and of the Group as a whole. Guided by the Prevention Principle, ELTRAK has designed and implements procedures for timely recognition and effective management of risks. For this reason, the Company's senior executives meet weekly to review current issues affecting

the Company. These procedures are designed to cover the business environment in which the Group operates and to ensure that the impact of these risks is minimised. Risk management shields the Group from the uncertainty of the global market and ensures its good performance in the future and the creation of value for its stakeholders.

Data Protection

Modern businesses handle large volumes of private data on a daily basis. The security of this data is both a legislative obligation and a basic pillar of responsible operation. ELTRAK Group acknowledges its responsibility for the management and protection of data entering its jurisdiction and takes all necessary measures

to align with national and European legislative provisions and to provide all its stakeholders with the maximum degree of security.

To this end, ELTRAK has adopted a special Privacy Policy and has an ISO 27001-certified Information Security Management System.

Group Policies

The activities of the management bodies of ELTRAK and ELASTRAK are supported by the policies developed by the Company in order to enhance Transparency within the Group and effectiveness in its day-to-day operations. These policies reflect Management's commitments to accountability in all of the Group's activities and to supporting ELTRAK's people in promoting these values throughout its value chain. More specifically, the policies developed by ELTRAK and ELASTRAK cover the following issues:

- ▶ **Quality Policy;**
- ▶ **Environmental Policy;**
- ▶ **Tax Evasion Policy;**
- ▶ **Anti-bribery and Anti-corruption Policy;**
- ▶ **Whistleblowing Policy (Internal complaints);**
- ▶ **Anti-violence & Anti-harassment Policy;**
- ▶ **Privacy Policy;**
- ▶ **Information Security Policy.**

Anti-bribery and anti-corruption policy

With this policy, ELTRAK and ELASTRAK clarify their position on how incidents of corruption and bribery are prevented and dealt with.

The Policy covers all Company employees, as well as consultants, contractors, trainees, seconded employees, remote employees, temporary employees, personnel, volunteers, agents, sponsors, or any other person or persons associated with the Company (including third parties) or any of its subsidiaries or employees, regardless of their location (in Greece or abroad). Specifically, the limits of acceptable actions in a

series of transactions are clarified, including, inter alia:

- ▶ **Gifts and Hospitality**
- ▶ **Facility Payments**
- ▶ **Contributions to Political Parties**
- ▶ **Charitable Contributions**

Furthermore, it informs stakeholders about what process to follow if such incidents are identified, as well as the impact this will have on the parties involved.

Whistleblowing policy (Internal complaints)

This policy aims primarily to ensure that Group employees feel supported when speaking in confidence to report issues they suspect may include anything untoward, unethical or inappropriate. The Policy provides employees with information on the channels at their disposal for submitting complaints, as well as examples of incidents that may fall under the

Policy. Moreover, the processes followed for investigating relevant complaints, collaboration with the local authorities, and the handling and consequences if misconduct is proven, are described. Lastly, all measures to protect the personal data of stakeholders are presented, in order to avoid retaliation and unwanted consequences.

Financial Performance

2022 was a year of dynamic growth for ELTRAK and ELASTRAK, as well as for the Group as a whole. The Group's turnover stood at €141 million, an increase of 18.6% compared to the previous year, while on a Company level, ELTRAK recorded even greater growth with an increase of 36.2% (almost double) compared to 2021, and ELASTRAK recorded growth of +1.08%. At the same time, in 2022, Group EBITDA came to €16 million in comparison to €11 million in 2021 (up by 44%), for ELTRAK it

came to €8 million in comparison to €5 million in 2021 (a 59% increase), and for ELASTRAK it amounted to €3.6 million compared to €3.1 million in 2021 (17.18% increase). Lastly, the Group's profits after taxes amounted to €10.8 million, increased by 59.2% compared to 2021 (€6.8 million), while ELTRAK recorded profits after taxes of €7.4 million compared to €6.6 million in 2021 (+12.63%), and ELASTRAK recorded profits after taxes of €2.3 million in comparison to €1.6 million in 2021 (+37.41%).

Financial Data	eltrak		elasttrak	
	2022	2021	2022	2021
Total revenue (turnover)	74,668	54,830	33,110	32,757
EBITDA	8,123	5,108	3,669	3,131
Profit/ (loss) before tax	8,732	7,355	3,009	2,209
Net profit/ (loss) after tax	7,438	6,604	2,303	1,676
Equity	37,860	33,097	10,062	8,234
Total assets	88,672	79,182	19,893	19,352



SOCIAL CONTRIBUTION

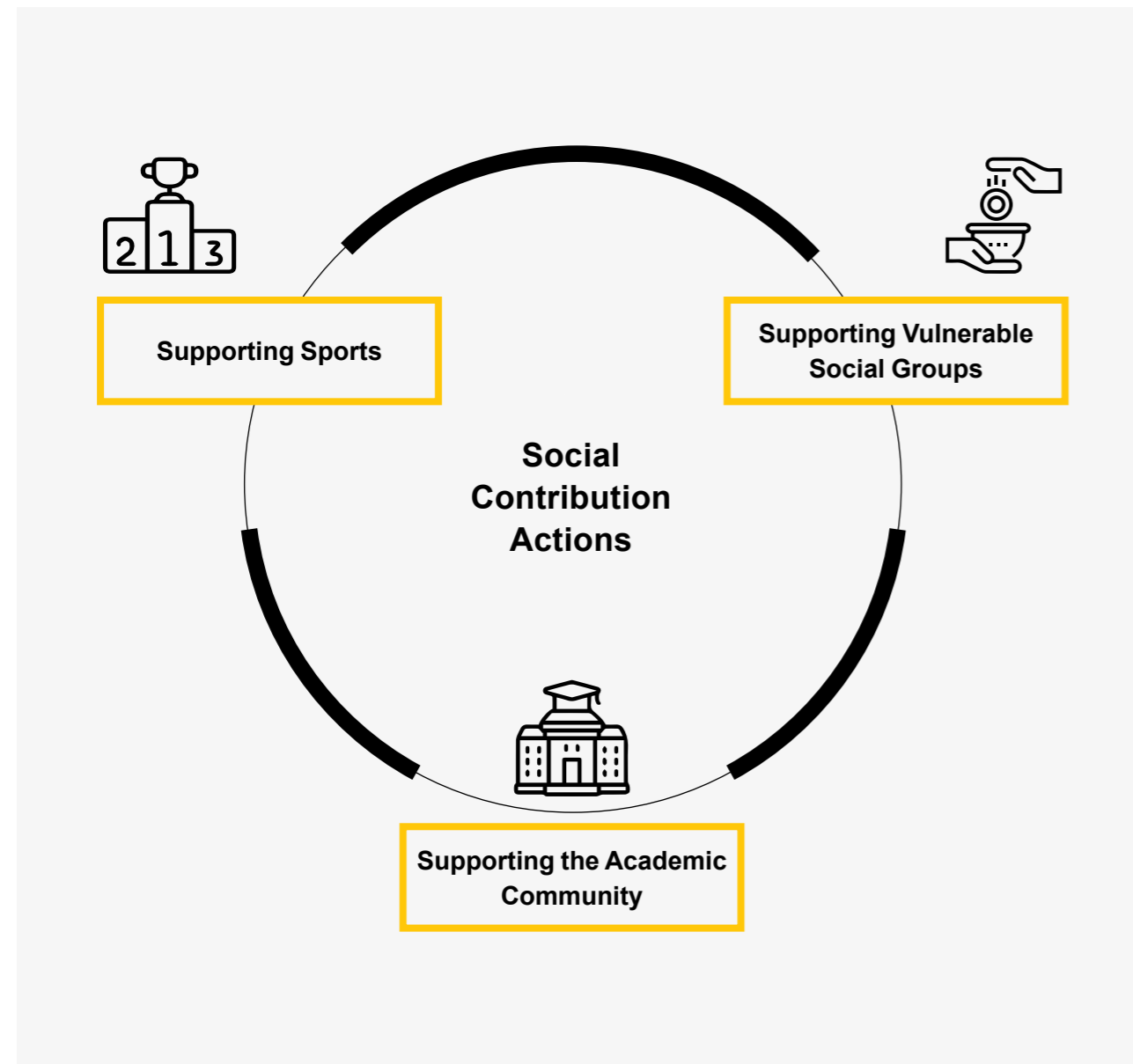
Our Contribution to the UN's Sustainable Development Goals



With the aim of creating added value for society, ELTRAK Group implements actions through which it seeks to respond effectively and in a timely manner to social needs, contributing to the shaping of a society that offers equal opportunities to all.

At the ELTRAK Group, we recognise the importance of social contribution, and to this end we have developed a network of multifaceted social actions aimed at strengthening sports, the academic community, and vulnerable social groups. The Group's goal is to enhance social cohesion by supporting actions that promote the values of volunteering, social contribution, education, and innovation.

ELTRAK Group's social contribution plan is based on three axes, as shown in the figure below:



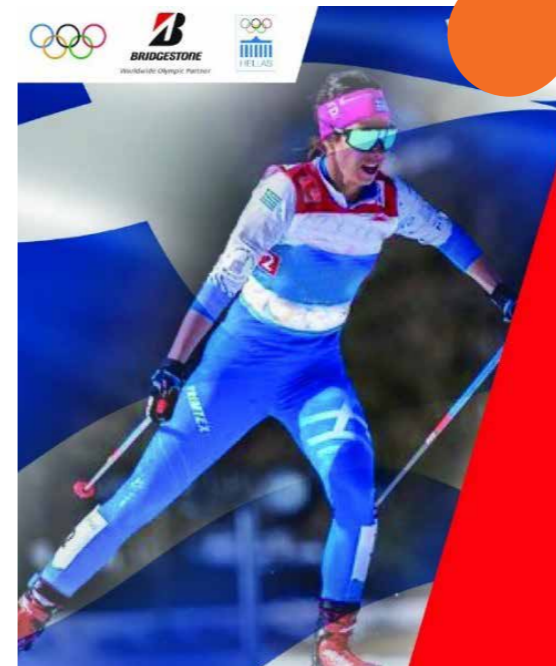
Supporting Sports



ELTRAK Group recognises the value of sports in terms of people's physical and mental health, and in promoting the values of fair play and inclusiveness. With this in mind, we encourage

employees to participate in sports events, while all Group companies actively support Greek athletes in their participation in major sports events.

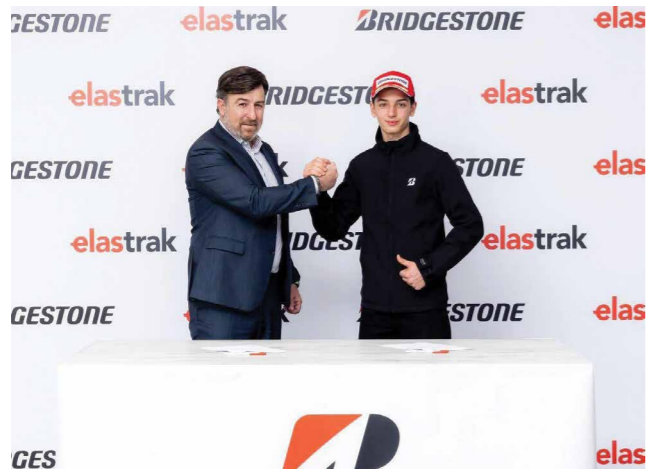
Proud Sponsor of the Winter Olympic Games



In 2021, Bridgestone was a proud sponsor of the Tokyo Winter Olympics. In this direction, ELTRAK Group significantly supported the participation of Greek athletes in this sport.



Proud Sponsor of Athlete Vassilis Panteleakis



ELTRAK Group, specifically ELASTRAK-Bridgestone, is now the sponsor of motorcycle athlete Vassilis Panteleakis and it stands by him and supports his participation in major sports events. ELASTRAK sponsored the young athlete in his participation in the Greek Championship, in which, in 2021, he won all the races he participated in, and in the Fim Junior World Championship.



Participation in the Athens Marathon



In 2022, ELTRAK Group employees participated in the 39th Athens Marathon, in the 5 km and 10 km races, contributing to this timeless institution and highlighting the importance of employee participation in actions related to health and well-being.



Supporting Vulnerable Social Groups



Employee Voluntary Blood Drive



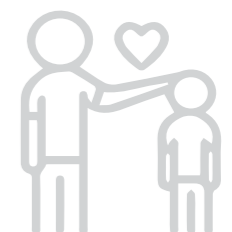
Focused on social contribution and supporting our fellow people in need, the Group's employees managed to collect 26 blood bags during a blood donation which took place at the Group.



Supporting the Smile of the Child



ELTRAK Group makes every possible effort to provide substantial support to vulnerable social groups, actively contributing to their immediate relief. To this end, the Group supports Smile of the Child, the work of which supports children and families in need in various ways. The Group purchased lottery tickets, communicating this action via social media to all its stakeholders, urging more people to do the same, thus enhancing both empathy and its contribution to society.



Supporting the Academic Community



Supporting young people and promoting knowledge are key elements of ELTRAK Group's social contribution. We seek to substantially support the academic community, build relationships of trust, and establish

new partnerships. In 2022, we succeeded in implementing actions in partnership with two of Greece's largest universities, the National Technical University of Athens and the University of West Attica.

Donation of Power Generator to the NTUA



In order to cover the NTUA's energy and research needs, we donated a Caterpillar DE165E0 power generator, with a continuous operating capacity of 120 kW, to the National Technical University of Athens.

The generator was received by the Dean of the School of Mechanical Engineering, with the aim of installing it in the school's facilities to meet the institution's energy needs, as well as being used for workshop classes. During the meeting held for this purpose, the potential for further partnerships between the Group and the NTUA - through the placement of the Institution's students at our facilities - was discussed.



Welcoming Students from the University of West Attica



At ELTRAK Group we had the pleasure of welcoming students from the Department of Topography and Geoinformatics of the University of West Attica to our facilities, as part of the 'Construction Machinery and Work Site Organisation' and 'Project Management' courses.

During this training visit, the students were given the opportunity to learn about the use and operation of selected Caterpillar machinery, as well as to see some of the

possibilities offered by CAT equipment in practice, and how it can significantly contribute to works in the construction sector.

At the same time, the students were briefed by the Training Manager on the operation of the workshop, while the Human Resources Manager presented how the Group operates and discussed topics such as the recruitment and evaluation processes.





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APPENDICES

About the Report

Report Profile

Eltrak Group's 2021-2022 Sustainability Report is the Company's first Report and covers the period 01.01.2021 - 31.12.2022.

In this Report, the Group presents how it responds to the various economic, social and environmental challenges, as well as the expectations/ requirements of its stakeholders. It also presents its policies, procedures, strategy, management practice, goals and ESG programs. The Group publishes its performance on each sustainability axis, with the ultimate goal of an open and transparent dialogue with its social partners.

The terms "Company" and "Eltrak" refer to "Anonymous Commercial, Industrial and Machinery and Spare Parts Representations and Shipping Company ELTRAK SA" with distinctive title ELTRAK S.A. and English name ELTRAK S.A.

Eltrak Group's 2021-2022 Sustainability Report is available on the corporate website (www.eltrak.gr).

Scope and limit

There is no restriction on the scope or boundary of the Report that affects the comparison of information from year to year. The data included in the Report refer to Eltrak Group's activity in Greece, in relation to Eltrak S.A. and Elastrak S.A.

Project Team

The Company's ESG Team is responsible for collecting and recording all necessary data and information regarding Eltrak Group's performance in the pillars of Sustainable Development. The members of the ESG Team come from all departments of the Company, coordinated by the Quality Assurance Division.

Methodology

Eltrak Group's Sustainability Report 2021-2022 has been prepared in accordance with the GRI Standards (2021) guidelines of the international organization Global Reporting Initiative (GRI), at the Core level, following both the principles of defining the content and the principles of determining the quality of the Report set out in the guidelines.

The material issues were identified, analyzed and prioritized in accordance with international and European standards, such as the European Union's Corporate Sustainability Reporting Directive (CSRD), the Global Reporting Initiative (GRI) guidelines and the Sustainability Accounting Standards Board (SASB).

Sources of information

The data and information published in the Report have been collected on the basis of monitoring procedures applied in the Eltrak Group, as well as from the databases maintained in the

context of the implementation of the Company's management systems. Where data obtained after processing or based on assumptions are listed, the way or method of calculation shall be indicated, according to the guidelines of the GRI Standards.

External assurance

The information in this Report has not been verified by an independent third party. However, recognizing the usefulness and added value that external verification of the Report's data can provide, the company will consider the possibility of an external audit in a subsequent publication.

Contact about the Report

Please send any comments or suggestions to the following address.

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GRI content Index

GRI 1: Foundation	
GRI 1: Foundation statement of use	The information provided in this Report reflects the activities of ELTRAK as of 31 December 2022 and presents the Company's economic, environmental and social performance. The Report is prepared in accordance with the Global Reporting Initiative (GRI) Standards 2021.
GRI 1 used	GRI 1: Foundation 2022
Applicable GRI Sector Standard(s)	No applicable GRI Sector Standard

GRI 2: General Disclosures 2021			
GRI Standards	Disclosure	Reference	Reason for omission
1. The organization and its reporting practices			
2-1	Organizational details	pp. 8-9	
2-2	Entities included in the organization's sustainability reporting	pp. 8	
2-3	Reporting period, frequency and contact point	1/1/2021-31/12/2022	
2-4	Restatements of information	This is the Company's first Sustainability Report, so there are no restatements.	
2-5	External assurance	The data in this Report has not been verified by an independent third party.	
2. Activities and workers			
2-6	Activities, value chain and other business relationships	pp. 23	
2-7	Employees	pp. 43-51	
2-8	Workers who are not employees	pp. 54-55	
3. Corporate Governance			
2-9	Governance structure and composition	pp. 62	
2-10	Nomination and selection of the highest governance body	pp. 63	

GRI 2: General Disclosures 2021			
GRI Standards	Disclosure	Reference	Reason for omission
2-11	Chair of the highest governance body	pp. 60	
2-12	Role of the highest governance body in overseeing the management of impacts	pp. 60-61	
2-13	Delegation of responsibility for managing impacts	pp. 62-63	
2-14	Role of the highest governance body in sustainability reporting	pp. 60-63	
2-15	Conflicts of interest	pp. 63	
2-16	Communication of critical concerns	pp. 60	
2-17	Collective knowledge of the highest governance body	pp. 60	
2-18	Evaluation of the performance of the highest governance body		Not available information
2-19	Remuneration policies		The information is not available due to confidentiality reasons.
2-20	Process to determine remuneration		
2-21	Annual total compensation ratio		
4. Strategy, policies and practices			
2-22	Statement on sustainable development strategy	pp. 5	
2-23	Policy commitments	pp. 64	
2-24	Embedding policy commitments	pp. 21	
2-25	Processes to remediate negative impacts	pp. 55, 63	
2-26	Mechanisms for seeking advice and raising concerns	pp. 50, 55	
2-27	Compliance with laws and regulations	pp. 60	
2-28	Membership associations	pp. 22	

GRI 2: General Disclosures 2021			
GRI Standards	Disclosure	Reference	Reason for omission
5. Stakeholder engagement			
2-29	Approach to stakeholder engagement	pp. 27-29	
2-30	Collective bargaining agreements	pp. 44-45	

GRI 3: Material Topics 2021			
GRI Standards	Disclosure	Reference	Reason for omission
GRI 3: Material Topics 2021	3-1 Process to determine material topics	pp. 30	
	3-2 List of material topics	pp. 31	
Emissions and energy efficiency			
Material topic for stakeholders: Shareholders, Employees, Customers, State and regulatory authorities, Financial Institutions			
GRI 3: Material Topics 2021	3-3 Management of material topics	pp. 36	
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	pp. 39	
	305-2 Energy indirect (Scope 2) GHG emissions	pp. 39	
	305-4 GHG emissions intensity	pp. 39	
	305-5 Reduction of GHG emissions	pp. 39	
GRI 302: Energy 2016	302-1 Energy consumption within the organization	pp. 38	
	302-3 Energy intensity	pp. 38	
GRI 302: Energy 2016	302-4 Reduction of energy consumption	pp. 38	
	302-5 Reductions in energy requirements of products and services	pp. 38	
Energy-efficient customer solutions			
Material topic for stakeholders: Shareholders, Employees, Customers, State and regulatory authorities, Financial Institutions			
GRI 3: Material Topics 2021	3-3 Management of material topics	pp. 36	

GRI 3: Material Topics 2021			
GRI Standards	Disclosure	Reference	Reason for omission
Responsible water management			
Material topic for stakeholders: Shareholders, Employees, Customers, State and regulatory authorities, Financial Institutions			
GRI 3: Material Topics 2021	3-3 Management of material topics	pp. 40	
GRI 303: Water and Effluents 2018	303-5 Water consumption	pp. 40	
Waste management / Circular Economy / Recycling			
Material topic for stakeholders: Shareholders, Employees, Customers, State and regulatory authorities, Financial Institutions			
GRI 3: Material Topics 2021	3-3 Management of material topics	pp. 40	
GRI 306: Waste 2020	306-3 Waste generated	pp. 40	
Reconstruction and Remanufacturing			
Material topic for stakeholders:			
GRI 3: Material Topics 2021	3-3 Management of material topics	pp. 18	
Health and Safety at Work, and Well-being			
Material topic for stakeholders: Shareholders, Employees			
GRI 3: Material Topics 2021	3-3 Management of material topics	pp. 54	
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	pp. 55	
	403-2 Hazard identification, risk assessment, and incident investigation	pp. 55	
	403-4 Worker participation, consultation, and communication on occupational health and safety	pp. 55	
	403-5 Worker training on occupational health and safety	pp. 56	
	403-6 Promotion of worker health	pp. 56-57	

GRI 3: Material Topics 2021			
GRI Standards	Disclosure	Reference	Reason for omission
GRI 403: Occupational Health and Safety 2018	403-8 Workers covered by an occupational health and safety management system	pp. 54	
	403-9 Work-related injuries	pp. 57	
	403-10 Work-related ill health	pp. 57	
Education and Development			
Material topic for stakeholders: Employees, Customers, Subcontractors/ Partners, Suppliers/ Firms abroad			
GRI 3: Material Topics 2021	3-3 Management of material topics	pp. 50-51	
GRI 404: Training and Education 2016	404-2 Programs for upgrading employee skills and transition assistance programs	pp. 51	
	404-3 Percentage of employees receiving regular performance and career development reviews	pp. 49	
Diversity and Inclusion			
Material topic for stakeholders: Employees, Local community and NGOs			
GRI 3: Material Topics 2021	3-3 Management of material topics	pp. 63	
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	pp. 60-61	
GRI 406: Non-Discrimination 2016	406-1 Incidents of discrimination and corrective actions taken		No incidents of discrimination were reported
Attracting and Retaining Talent			
Material topic for stakeholders: Employees, Customers, Subcontractors/ Partners, Suppliers/ Firms abroad			
GRI 3: Material Topics 2021	3-3 Management of material topics	pp. 44	
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	pp. 44-45	

GRI 3: Material Topics 2021			
GRI Standards	Disclosure	Reference	Reason for omission
GRI 401: Employment 2016	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	pp. 48	
	401-3 Parental leave	pp. 50	
Social Contribution/ Social Actions			
Material topic for stakeholders: Local community and NGOs			
GRI 3: Material Topics 2021	3-3 Management of material topics	pp. 68	
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	pp. 68-73	
Customer Satisfaction			
Material topic for stakeholders: Shareholders, Customers			
GRI 3: Material Topics 2021	3-3 Management of material topics	pp. 22	
Responsible Supply Chain Management			
Material topic for stakeholders: Shareholders, Suppliers/ Firms abroad, State and regulatory authorities, Local community and NGOs, Financial Institutions			
GRI 3: Material Topics 2021	3-3 Management of material topics	pp. 23	
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	pp. 23	
Business Ethics and Integrity			
Material topic for stakeholders: Shareholders, Employees, Customers, Subcontractors/ Partners, Suppliers/ Firms abroad, State and regulatory authorities, Local community and NGOs, Financial Institutions			
GRI 3: Material Topics 2021	3-3 Management of material topics	pp. 60	
GRI 205: Anti-corruption 2016	205-2 Communication and training about anti-corruption policies and procedures	pp. 64	
	205-3 Confirmed incidents of corruption and actions taken		No incidents of corruption were reported.

GRI 3: Material Topics 2021			
GRI Standards	Disclosure	Reference	Reason for omission
Privacy and Data Protection			
Material topic for stakeholders: Shareholders, Employees, Customers, Subcontractors/ Partners, Suppliers/ Firms abroad, State and regulatory authorities, Local community and NGOs, Financial Institutions			
GRI 3: Material Topics 2021	3-3 Management of material topics	pp. 63	
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data		No incidents of non-compliance were reported.
Stakeholder Participation			
Material topic for stakeholders: Shareholders, Employees, Customers, Subcontractors/ Partners, Suppliers/ Firms abroad, State and regulatory authorities, Local community and NGOs, Financial Institutions			
GRI 3: Material Topics 2021	3-3 Management of material topics	pp. 27-29	
Risk Management			
Material topic for stakeholders: Shareholders, Employees, Customers, Subcontractors/ Partners, Suppliers/ Firms abroad, Financial Institutions			
GRI 3: Material Topics 2021	3-3 Management of material topics	pp. 63	

Feedback form

Which stakeholder group of the ELTARAK Group do you belong to?

- Shareholders
 State and regulatory authorities
 Employees
 Local community and NGOs
 Subcontractors/ Partners
 Financial Institutions
 Suppliers/ Firms abroad

Based on the information presented in the 2021-2022 Sustainability Report, how would you assess Eltrak Group's performance in terms of Sustainability?

- Excellent
 Good
 Average
 Needs improvement

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

- Very easy
 Fairly easy
 Relatively easy
 Not at all easy

With regard to the information presented in the report, how much do you agree with the following statements?

(1) I strongly disagree, (2) I disagree, (3) I neither agree/ nor disagree, (4) I agree, (5) I strongly agree

Report Sections	1	2	3	4
The principles and issues that you consider necessary for the sustainable development of the Company are adequately covered				
There is a good balance and clarity between the different sections of the Report				
The structure has a nice flow and the Report is easy to read				
The graphical representation of the information is clear				
The visual aspect is satisfactory, and the included graphs positively enrich the Report				

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

Please describe the key concerns and/ or issues you identified during your cooperation with Eltrak Group.



Please send the completed evaluation form (by post or electronically) to the following address:

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