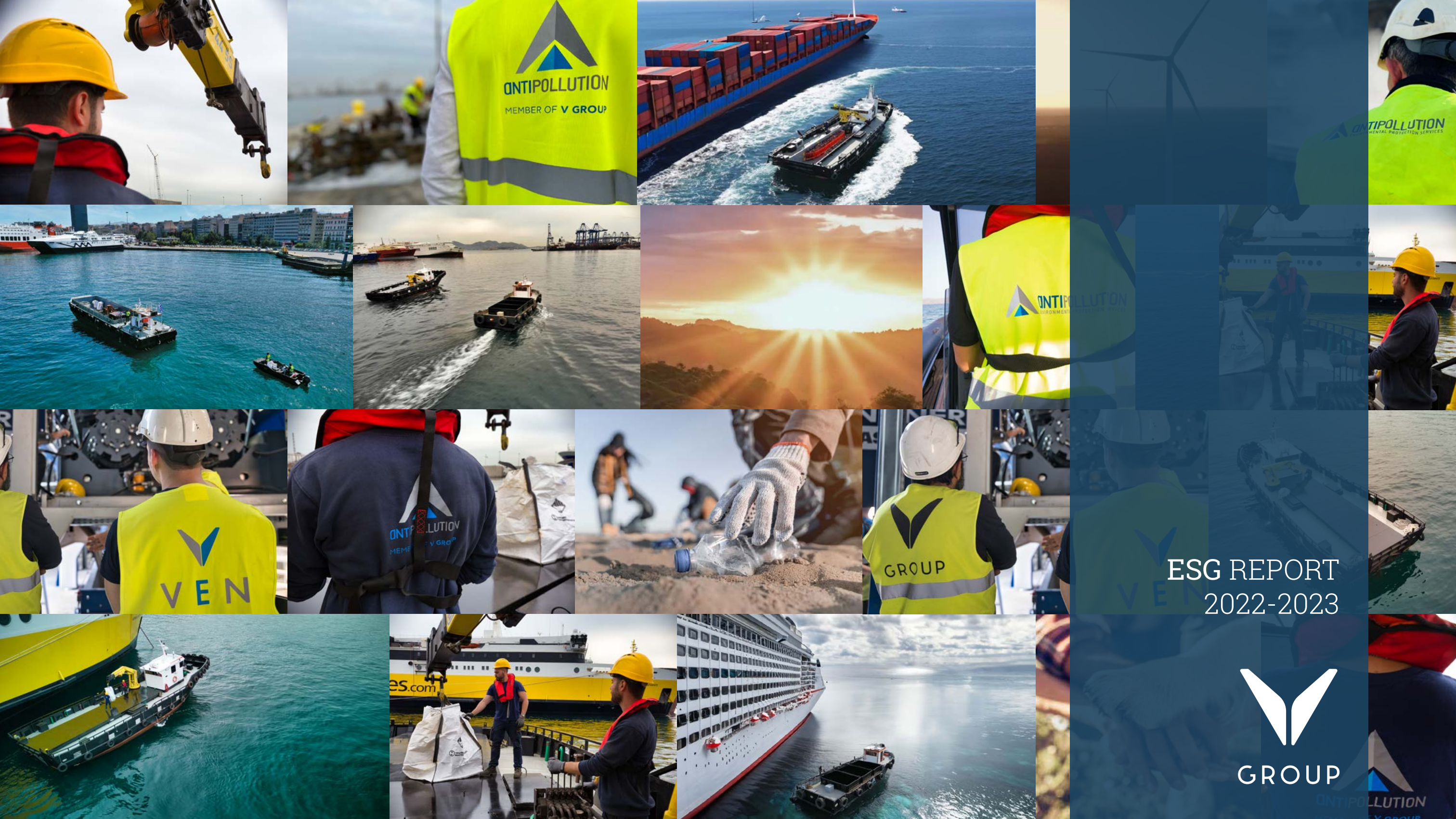






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Our Group found its roots in the port of Piraeus, **nearly 80 years** ago where the first boatmen set the foundation for the establishment of the later Antipollution.

Although the Group now has an international presence and partnerships outside the borders of our country, it never forgets the DNA from which it was made, consisting of the sea salt, the sweat of the workers and the efforts of an entire community for a cleaner environment.

---

**The legacy of the past, adapted to the present is our guiding light for the future.**

---







# Message from the Chairman

**V Group of Companies, a dynamic business Organization based in Piraeus, Greece, with a global strategic focus, has made a substantial contribution to sustainable development throughout its journey.**

We've consistently demonstrated adaptability by effectively navigating challenges and responding to evolving market dynamics. Our steadfast commitment to sustainability has been a guiding principle, resulting in significant accomplishments for V Group in the past year.

Our initiatives cover a wide range of areas, including investments in Renewable Energy Sources, the implementation of best practices in our manufacturing facilities, the execution of our Zero Waste strategy and efforts to reduce our carbon footprint. All the while, we've remained dedicated to supporting local communities.

Expanding our reach beyond our borders, particularly in the Balkans and the Eastern Mediterranean, we've embraced the principles of the Circular Economy, building trust-based relationships with stakeholders across various sectors.

Our dedication to sustainability is evident in our rigorous facility management standards for both hazardous and non-hazardous waste, ensuring top-notch services at sea and on land.

Notably, our growth in the energy sector, especially in wind and solar energy projects, has been substantial.

The significant contributions of the Deppy Vasileiadis Foundation, focused on supporting vulnerable groups, animal welfare, and environmental protection, highlight our core values of inclusivity, solidarity, and volunteerism.

We take great pride in the pivotal role of our workforce, investing significantly in their professional and personal development, while emphasizing meritocracy, equal opportunities and ensuring their health and safety.

These fundamental values define our organizational ethos, as we continue to serve as model for sustainable development, with every aspect of our operations reflecting our commitment to creating a better and more equitable future for all.

Furthermore, our dedication to innovation is demonstrated by our continuous integration of digital transformation and cutting-edge technologies, enhancing our operational efficiency and emphasizing our commitment to sustainable practices.

**As we move forward on this journey, our commitment remains unwavering, driven by a profound sense of responsibility and a vision for creating a lasting impact. This report stands as a testament to our enduring dedication and a blueprint for our ongoing pursuit of a sustainable and responsible future.**

**Vyron Vasileiadis**  
Chairman



GROUP

70+  
years of experience



99.8%  
of collected  
Waste diverted  
from disposal

56%  
waste recycled  
or traded for  
recycling



23%  
waste used  
for RDF  
production



9,185 MWh  
of generated  
clean energy



48%  
of the Aspropyrgos  
facility consumed energy  
was produced by  
photovoltaic panels



> 120k €



invested in employees'  
Health and Safety

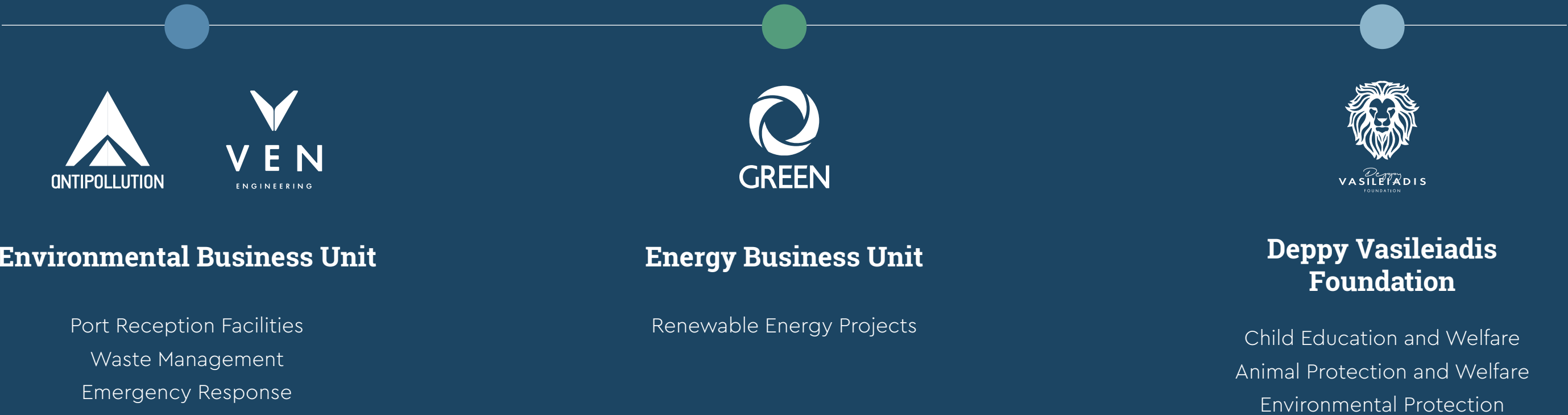
200

total training hours  
in Health and Safety



# 1. V Group Profile

GRI 2-6





# 1.1 Activities, value chain and business relationships

GRI 2-1, GRI 2-6

V Group of Companies is a privately owned corporation headquartered at 2, Akti Poseidonos Str, Piraeus, 185 31, in Piraeus, with a significant presence in the Eastern Mediterranean, Egypt and the Balkans, operating in seven main business pillars including Port Reception Facilities, Emergency Response Services, Decontamination Services, Waste Management, Renewable Energy Sources (RES), Alternative Fuel Production from waste and Technology. We have established a strong presence in Greece and we consistently demonstrate impressive growth over the years with our 2022 total revenues reaching 48.9m.€, representing a 26% growth in comparison with the respective 2021 figure. We operate in the sectors of waste management and production of alternative fuels through the companies Antipollution and VEN Engineering, and in the sector of energy and energy storage through GREEN.

**In V Group, we provide highly innovative, reliable, and effective services, and remain committed to the highest standards of ethical and responsible entrepreneurship and sustainable development. Operating in a highly competitive environment, we invest steadily in innovation and new technologies, strengthening the competitive advantages, such as insight, experience, and flexibility, especially in periods of crisis.**

Our land-based facilities are active in most of the major state and private ports and marinas in Greece. We offer 24/7/365 services, with skilled technicians and scientists – a dynamic team that has been growing rapidly in recent years.

Moreover, offering help to people and society is a priority which we express both by our business model and through the actions of the Deppy Vasileiadis Foundation, which was founded with the single purpose of providing significant charitable support to local and global communities. Our Group actively supports non-profit organizations and social structures, while the Foundation implements programs that promote respect for people and the environment.



# V Group Environmental Business Unit



**Antipollution S.A. is recognized as the top Port Reception Facilities (PRF) provider in the Mediterranean region as well as ranked among the top 10 companies in the industry globally.**

Applying our vast experience of that 80 years, combined with the latest digital technologies and a holistic zero-waste philosophy, we have evolved into a leading provider in Port Reception Facilities and Emergency Response Services in all major ports, shipyards, private marinas and terminals in Greece and abroad. Drawing upon our expertise, our team of skilled professionals, rigorously trained and equipped with cutting-edge technology, delivers pioneering environmental solutions rooted in the ethos of circular economy and sustainability. With a determined commitment to excellence, we consistently provide innovative and dependable services, ensuring sustainable outcomes for our clients and the planet alike.

Antipollution is also well equipped to provide a wide range of services on a 24-hour basis, 7 days a week, such as oil spill response services, removal of destroyed/distressed cargo, and treatment of the generated hazardous and non-hazardous wastes from wreck removals in an environmentally sound manner. Our team is composed of highly skilled professionals who are trained to handle emergencies and critical situations efficiently.

**Our unwavering dedication to environmental stewardship, coupled with our advanced capabilities and commitment to sustainability, positions us as a trusted partner in driving positive change towards a greener future. We remain steadfast in our mission to create lasting impact, promoting environmental harmony and resource efficiency for generations to come.**







QNTIPOLLUTION

# The top PRF provider in the Mediterranean

## Among the top 20 PRF providers in the world









# V Group Environmental Business Unit



## VEN Engineering (VEN) is a dynamic and fast-growing company of our Group in the field of Waste Management and Alternative Fuel Production.

VEN has invested considerable time and effort to remain at the forefront of high -quality waste management services in Greece. We provide services including Hazardous and Non-Hazardous Waste Management, Recycling and Recovery, Alternative Fuel Production, Industrial Waste Management, Handling, Final Disposal of Off-Specification Products & Distressed Cargo, and Soil Remediation.

Since March 2021, the company has operated a new hazardous waste treatment plant with a capacity of **30,000 tons**, an area of **3,300 m²**, in Ritsona Evia, which is one of the **most modern and competitive hazardous waste management facilities in Southeast Europe**.



VEN's contribution to the Greek waste management industry is deemed significant as it is constantly developing initiatives aimed at improving health and safety standards.

At the same time, the company closely monitors new technologies and innovation in the environmental sector to provide integrated high-level services in waste management, while maintaining its commitment to sustainable operation and protection of the environment.







# V Group Energy Business Unit



In the context of the implementation of a clear strategy in the energy sector, the decision to merge two companies of our Group, GREEN and VEN Energy, was made in 2022. Since then, the photovoltaic and wind farms managed by VEN Energy were integrated into GREEN.

**Green was one of the first private companies to trade energy in Greece. Since it was founded in 2008, Green has grown rapidly, playing a significant role in the energy sector in Greece and internationally.**

After a long and successful course in energy wholesale trade, Green set out to enter renewable energy sources (RES) industry as a renewable energy producer and energy transition pioneer. The company's goal is to acquire a leading position in ownership and management of renewable energy production facilities. By investing in wind and solar energy, Green seeks to redefine the electricity generation mix to dynamically contribute to the reduction of Greece's overall carbon footprint.

As part of a dynamically growing group, Green has the size and resources necessary for promoting a clean energy future by developing renewable energy facilities. Generating renewable power is key for a more equitable and sustainable future.

The company aims to become the leading developer, owner, and manager of renewable energy generation assets throughout Greece. GREEN has the scale and resources necessary to foster a clean energy future through the development of renewable assets, currently investing in solar, wind, and energy storage projects across Greece.











Deppy  
VASILEIADIS  
FOUNDATION

**The Foundation is a charitable organization that aims to provide grants to not for profit organizations and initiatives that have a long and successful track record and have demonstrated significant work in their field of activity.**

At the Deppy Vasileiadis Foundation we support organizations and initiatives that develop actions for the:

**Education and well-being of children**

**Protection and welfare of animals**





# 1.2 Our values

## LEADERSHIP

### Dare to be tomorrow's pioneers

We value original thinking and embrace creativity in every business aspect. We invest in cutting-edge technology and continually improve the effectiveness of our services. We offer sustainable and tailor-made solutions to new challenges in the sectors in which we operate.

## COMMITMENT

### Devoted to fundamental purposes

We remain faithful to our values. We work toward achieving our business goals, while keeping our contribution to society and the protection of the environment among our top priorities. We reinforce a corporate culture that is based on integrity, and we build strong relationships of trust with our employees, partners, and customers.

## Our Vision

is to create a legacy of values that will **inspire and motivate future generations to strive to continuously evolve, while maintaining respect for the environment and the climate.**

## Our Mission

is to continue to provide pioneering services **in the environmental and energy sectors, which reflect our team's commitment to excellence and respect for the environment, with the ultimate goal of broadening social benefits.**

## Our Goal

is to create long-term value by formulating effective environmental, social, and corporate governance strategies, demonstrating responsibility and commitment to action towards sustainability.

## INSPIRATION

### Create meaningful change

We continuously aim to be the change we want to see in the world. We are aware that every decision we make has an impact. Through our corporate practices, we promote a zero-waste philosophy, enhancing environmental awareness for our employees, partners, and customers, and we add value to the communities with which we interact.

## COMMUNITY

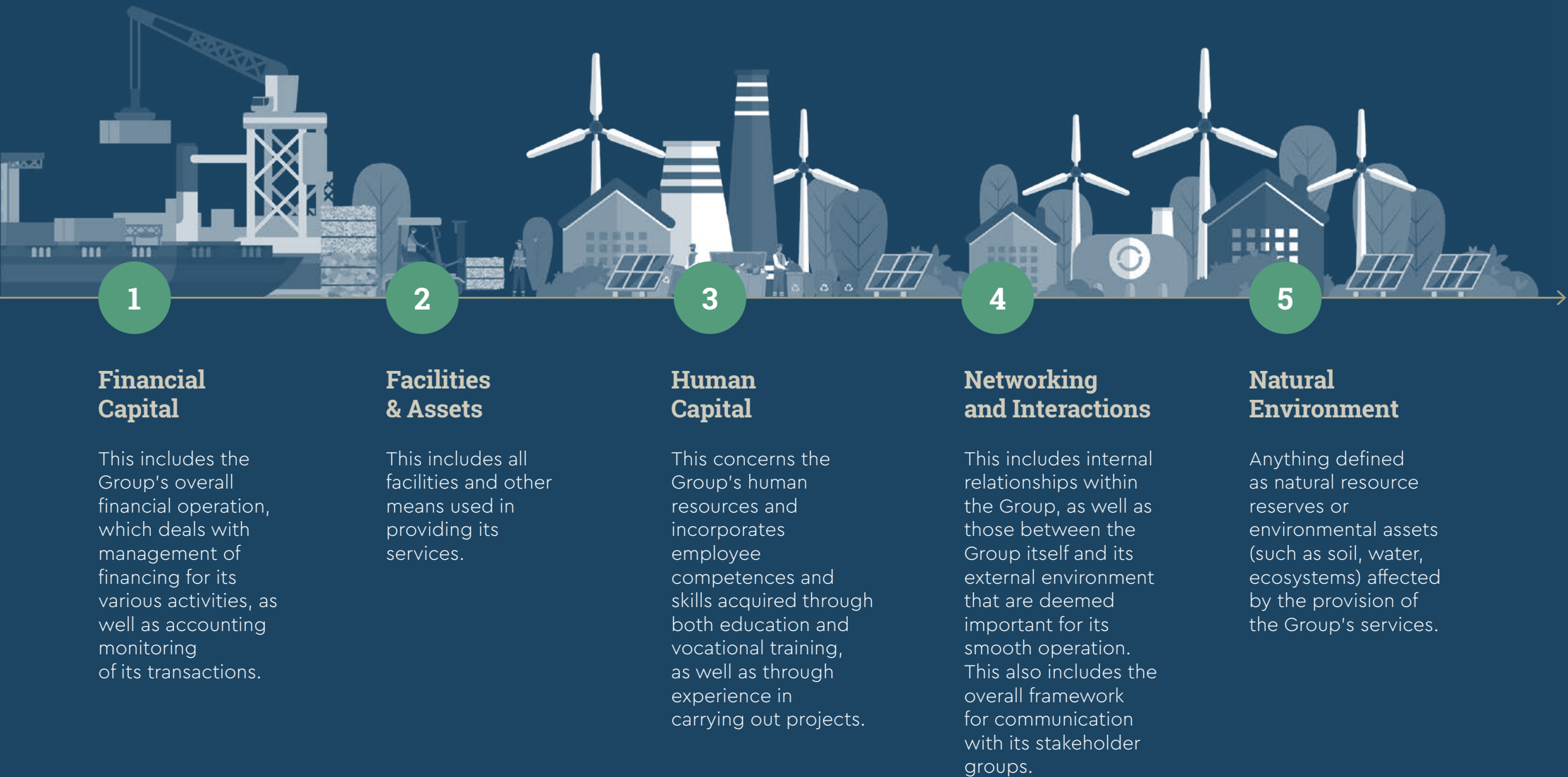
### Promote teamwork and collaboration

We acknowledge that people are the heart of our businesses. We embrace and respect each person's diversity and unique potential. We consider our stakeholders part of our team. Together, we achieve more.



# Creating Value\*

V Group’s activities have a positive impact on the environment and society and cover a broad range, including alternative waste management and energy recovery, investments in clean energy, and rational management of natural resources.



Significant investments and high-quality and innovative services that have a positive impact on the environment and focus on:

- mitigating climate change impacts
- sound management and utilization of waste based on the principles of Circular Economy
- responding to environmental incidents
- generating power from RES

Human resources that are developing through high-level technical training

Financial robustness and sustainable development

Contribution to the prosperity of local communities

\* Capturing the Group's value production model based on the Integrated reporting Framework.



# 1.3 High Quality of V Group Services

Our customers are at the heart of our actions, and thus providing high-quality service is our priority. At V Group, in order to fulfill this commitment, we have implemented an effective quality management system that ensures our customers are receiving the best possible services, demonstrating responsibility to society and the environment.

The excellent quality of the services provided is based on the following three pillars:



## 1. Policies

V Group has established a Quality, Environment, Health and Safety Policy that is determined by senior Management and is implemented in full by all its companies. This Policy includes:

- Monitoring of the implementation of procedures to ensure continuous improvement of V Group's operation and the Organization's Quality, Environment, Health and Safety management system
- Full compliance with current national, European, and regulatory requirements
- Prioritizing human capital, with particular emphasis on and commitment to accident prevention
- Establishment of actions and measures aimed at preventing non-compliance
- Consultation with stakeholders and competent bodies, and notification of this Policy



## 2. Responsible supply chain

The high quality of V Group's services could not be achieved without the contribution of a complete and well-organized supply chain. The necessary supplies, which are received at the appropriate time and place, ensure the implementation of V Group's commitments to immediate response to customer needs. In V Group, we have implemented a dedicated 'Procurement Regulation', which determines the broader framework of cooperation with each supplier, as well as the specific practices followed.

The supply chain management framework is complemented by the procedures defined by the ISO 9001:2015 quality management standard. According to this standard, a systematic assessment of suppliers is carried out based on criteria set by V Group, mainly concerning labor and social issues



## 3. Certifications

Alongside the adoption of policies, evaluation of the procedures in place contributes significantly to achieving the high quality of the services V Group provides to its customers. The following table presents certifications acquired per Group Company:

| CONTIPOLLUTION                                                                        |                                                       | CONTIPOLLUTION                                                                        |                                             | VEN ENGINEERING                                                                       |  |
|---------------------------------------------------------------------------------------|-------------------------------------------------------|---------------------------------------------------------------------------------------|---------------------------------------------|---------------------------------------------------------------------------------------|--|
|  | Ship-generated Waste Management System ISO 16304:2018 |  | Quality Management System ISO 9001:2015     |  |  |
|  | Social Accountability Standard (SA 8000:2014)         |                                                                                       | VEN also has ISO 27001, 28000, 37001, 50001 |                                                                                       |  |
|  | Renewable Energy Directive (RED II) – ISCC EU         |  |                                             |  |  |
|  | European Eco-Management and Audit Scheme EMAS         |                                                                                       |                                             |                                                                                       |  |



# 1.4

## Memberships, participations and recognitions

GRI 2-28

### Participation in Bodies and Associations

Active participation in collective bodies and business and social activities is part of our effort to continuously promote innovation, exchange of know-how, good practices, and foster partnership at both national and international levels

Since our establishment, we have supported the Greek society and economy through initiatives and actions for the benefit of our customers, shareholders and workforce. Aiming to further fulfill this purpose, we actively participate in the following bodies and associations:



|  |                                                            |
|--|------------------------------------------------------------|
|  | CSR HELLAS                                                 |
|  | Global Compact Network Hellas (GCNH)                       |
|  | Wista Hellas (Participation by 2 members of V Group's BOD) |



|  |                                                                                |
|--|--------------------------------------------------------------------------------|
|  | Hellenic Marine Environment Protection Association (HELMERA)                   |
|  | Hellenic Shortsea Shipowners Association (HSSA)                                |
|  | Union of cruise ship owners & associated members                               |
|  | Federation of Recycling and Energy Recovery Industries and Enterprises (SEPAN) |
|  | Greek Association of Environmental Protection Companies (PASEPPE)              |
|  | Hellenic Solid Waste Management Association (HSWMA)                            |
|  | Syn-enosis                                                                     |
|  | Euroshore                                                                      |
|  | International Solid Waste Association (ISWA)                                   |
|  | International Spill Control Organization                                       |



|  |                                                                                |
|--|--------------------------------------------------------------------------------|
|  | Hellenic Federation of Enterprises (SEV)                                       |
|  | Association of Industries of Central Greece (SVSE)                             |
|  | Federation of Attica And Piraeus Industries (SVAP)                             |
|  | Federation of Recycling and Energy Recovery Industries and Enterprises (SEPAN) |
|  | Greek Association of Environmental Protection Companies (PASEPPE)              |
|  | Hellenic Solid Waste Management Association (HSWMA)                            |



## Participation in ESG -related conferences and speeches

| Conference/Speech                                                  | Organizer                                                                                  |
|--------------------------------------------------------------------|--------------------------------------------------------------------------------------------|
| <b>Climathon Chania November 2022<sup>1</sup></b>                  | Ecogenia, Youthmakers Hub, EIT Climate-KIC Hub Greece                                      |
| <b>BiG Focus (Blue is Green)</b>                                   | Helmepa, American College of Greece                                                        |
| <b>15th Conference on Energy &amp; Climate Change</b>              | Energy Policy and Development Centre of the National and Kapodistrian University of Athens |
| <b>ATHENS ESG FORUM 2022</b>                                       | Boussias                                                                                   |
| <b>20th Annual Corporate Responsibility Conference – Headwinds</b> | American-Hellenic Chamber of Commerce (AMCHAM)                                             |

<sup>1</sup>V Group of Companies and its member Antipollution supported the 1st Climathon in Chania, an innovative action to tackle climate change including a program of workshops for children, teenagers and young people, aiming to find and develop innovative and sustainable solutions with a positive impact on the climate.

## 2022 Awards and major events

### Posidonia 2022

Antipollution and VEN Engineering, the two companies that complete V Group's environmental sector, participated with great success in the International Maritime Exhibition "Posidonia 2022", which took place at the Athens Metropolitan Expo between June 6 – 10.



### Bravo Environment Pillar Award for

Initiative Investments in photovoltaic and wind projects for the production of green energy and protection against climate change

### Sustainability ambassador 2022

Award from QualityNef







# 2022 CSR Actions

## Antipollution & VEN Engineering participated in coastal and underwater clean-ups

On Saturday, 3 September 2022 in Delos, the V Group members participated in voluntary coastal and underwater clean-ups. The actions were organized by members of OFET Group — UNI-PHARMA & InterMed and were held under the auspices of the Municipality of Mykonos and with the support of the Mykonos Port Authority, the Ephorate of Antiquities of Cyclades and the Ephorate of Maritime Antiquities.

This initiative is the result of broader cooperation between the two Groups, based on shared corporate values, goals, and missions related to the promotion of sustainable development. It emphasizes the adoption of circular economy principles and the full utilization of waste (zero waste), underlining a commitment to ensuring sustainability for future generations.

## Antipollution combats plastic pollution

In an effort to combat plastic pollution in Greece's ports, the Rafina Port Organization, the General Secretariat of Ports of the Ministry of Shipping, and the company Enaleia joined forces to create an innovative initiative. Together, they collected plastic waste from eight ports across Greece and processed it into solid material. This material was then used to create benches, which were donated to the eight major ports of Greece.

These ports are critical hubs for trade and tourism, and the installation of the benches serves as a powerful reminder of the importance of preserving our oceans and natural resources. The benches are also intended to raise awareness about plastic pollution and encourage people to take action to reduce their plastic consumption and properly dispose of their waste.







## 2022 CSR Actions

Delivered modern **chemotherapy and dialysis chairs** to the Hospitals of Patras and Karditsa, supporting the very important work of our country's medical staff.

**Fund the treatments** and occupational therapy sessions for **7 children** who are growing up in the Smile of the Child house in Corfu.

**Educational action**, in cooperation with ANIMA, for the **release of wild animals**, to inform students about the **protection of the natural environment and biodiversity**.

**Sponsored and participated in the 6th HIGGS Donors Speed Dating Event**. Over 4 hours, more than 270 online meetings (Speed Dates) were completed between 90 NGOs from all over Greece and 31 representatives of businesses, non-profit institutions and embassies.

### Deppy Vasileiadis Foundation supported Sheldrick Wildlife Trust's mission in enhancing community awareness

It was with great pleasure that Deppy Vasileiadis Foundation supported Sheldrick Wildlife Trust's mission in enhancing community awareness, through the provision of 5 school field trips for children living on the borders of Tsavo National Park, with these trips taking place in early 2022. More specifically, Sheldrick Wildlife Trust's Community Outreach Officer was able to offer five groups of students the opportunity to experience Tsavo and to better acquaint them with their wild world.

We are very happy that we assisted in this project, ending up teaching a total of 157 students about sustainability and how to peacefully keep wildlife away from their homes without harming them.

### Giving Tuesday 2022

On Giving Tuesday, the global movement of generosity, the Deppy Vasileiadis Foundation and the employees of V Group donated books and toys to the Minors Protection Association of Piraeus 'The Good Shepherd', which currently hosts 26 children.

### Together for Children

With the support of Deppy Vasileiadis Foundation, the association "Together for Children" opened the "Irina" hostel to welcome mothers and children from Ukraine, in cooperation with 'MEDIN', covering its operational needs. The hostel operates in a recently renovated building under the supervision of the Ministry of Labor & Social Affairs and following the initiative of Deputy Minister Mrs Domna Michailidou.



## 2. Our Sustainability Approach

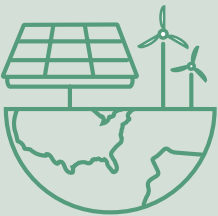
Nowadays, more than ever, integrating sustainability into our business strategy is critical to ensure a future-proof business and maintain a social license to operate.



Climate change has been transformed into a risk for the industry sector, and society as a whole and the need for appropriate measures to tackle its negative impacts is evident. Almost every day, we become witnesses of disasters and extreme weather conditions that affect not only our country but the whole world. We fully acknowledge the essential need for a sustainable development, in line with economic growth, and devote our business operations to energy saving initiatives, GHG emissions reductions, green energy investments, waste reduction, recycling initiatives and engaging in CSR activities. In V Group, we remain confident that by collective and well-built actions a better future for generations to come is feasible.

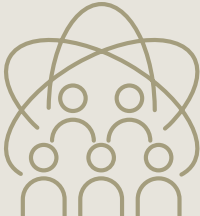
**We have decided, to build a consistent and contemporary sustainability approach, addressing Environmental, Social and Governance factors (ESG) and incorporating them into its business strategy and the overall value chain, in full alignment with the Company’s mission, values and business scope.**

We



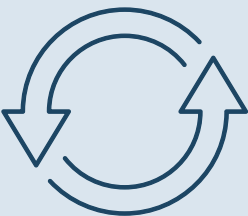
**E**

have adopted and continuously improve strategic sustainability initiatives as well as targets to our environmental commitments



**S**

remain committed to following socially acceptable labor practices with a system compliant with the requirements of the SA 8000 standard



**G**

implement certified management systems and we abide by strict business conduct protocols



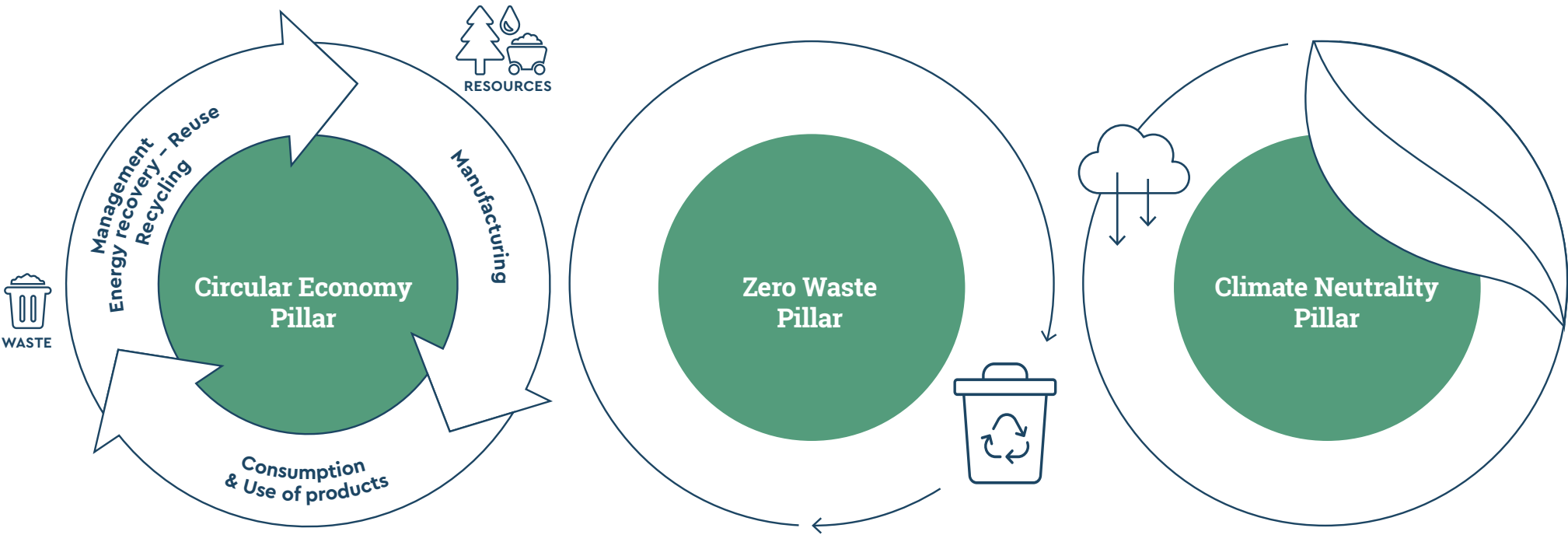
# 2.1 Environmental commitments

Sustainability practices have been incorporated in our policies, proving our approach to long-term sustainable development and our commitments and actions regarding the ESG aspects.

We are positive that our activities have a beneficial impact on the environment and society, as they extend to sectors such as investments in clean energy, sustainable natural resource management, alternative management of waste and energy recovery from waste.

## Environmental Strategy Pillars

In order to remain faithful to our climate commitments, we have developed a 3-pillar environmental strategy.



For optimal implementation of reuse, recycling and energy utilization methods

Waste production in all sectors of activity, putting forward a new approach to waste reuse design and the implementation of innovative management methods that promote utilization and recovery.

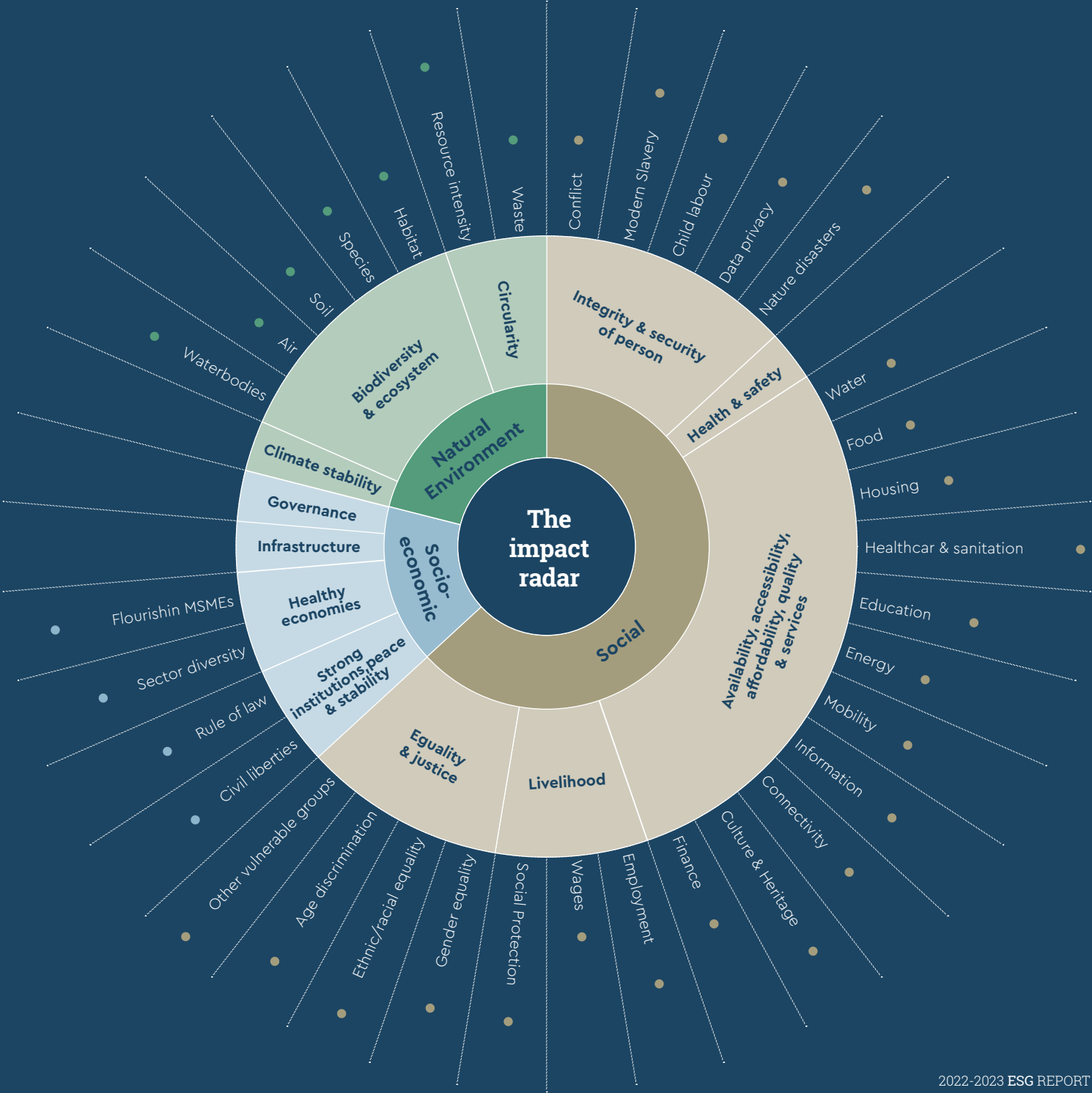
Aligned with EU's Climate Neutral Target for 2050. V Group promotes the transition to a carbon-neutral economy through its activities and closely monitors carbon emissions produced by our activities.

# 2.2 Materiality Analysis

GRI 3-1, GRI 3-2

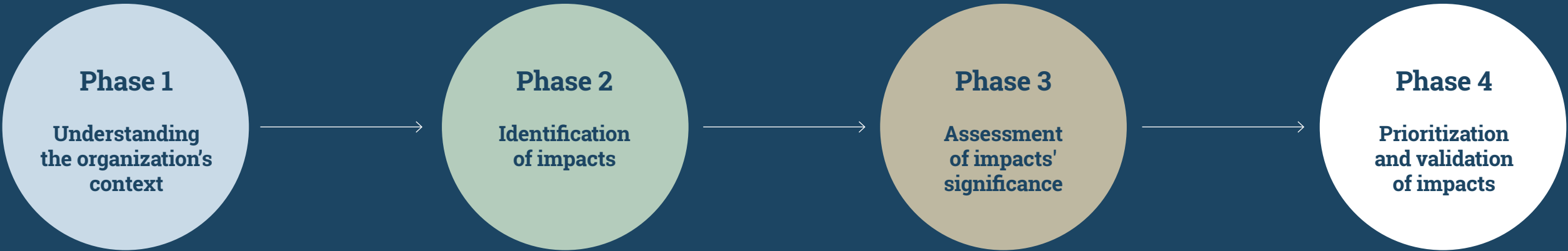
For the purposes of defining the material topics for the Sustainability Report 2022, we conducted a materiality analysis for our Group based on the GRI Standards 2021 in order to identify and prioritize the positive and negative impacts that V Group has or may have (actual and potential impacts) on the environment, people and economy through its operations, services and activities.

The GRI materiality analysis was conducted using the UNEP FI Impact Radar, a compilation of Impact Areas and Topics across the three pillars of sustainable development, as a basis.





The four phases of the materiality analysis are further explained below:



An initial overview of our Group's activities, business relationships and external environment was conducted, through a review of documentation and available relevant material (e.g., sectoral criteria) in order to provide critical information for identifying actual and potential impacts.

We identified both negative and positive impacts (actual and potential) on the environment, people and economy stemming from its products and services, as well as its supply chain and operations. To this end, a scoping exercise was conducted, utilizing information from a diverse array of sources, aiming to capture both direct and indirect impacts.

- Direct impacts created by V Group's own operations, such as its direct workforce, own assets, and offices
- Indirect impacts created by V Group's business activities across its value chain and vendor relationships

**Phase 3 – Assessment of impacts' significance**  
During the third phase of the materiality analysis, an on-line internal survey was carried out, completed by internal executive experts for the assessment of the identified impacts' significance.

The criteria for assessing positive impacts were the scale, scope and likelihood of them occurring (in case of positive potential impacts) and the criteria for assessing negative impacts where the scale, scope, irremediable character and the likelihood of them occurring (in case of negative potential impacts).

**Phase 4 – Prioritization and validation of impacts**  
The impacts were grouped into sustainable development topics. As part of this process, 8 material topics were prioritized as most material:

- **Climate stability**
- **Waste**
- **Soil**
- **Resource intensity**
- **Air**
- **Infrastructure**
- **Health & safety**
- **Employment**

Even if they were not prioritized as the most Material Impacts through the evaluation, "Infrastructure" and "Employment" were also considered as material, since we continue to invest responsibly in them and consider them crucial topics for our operations.

# V Group Materiality Results

The following table shows the prioritized positive and negative impacts and their connection with SDGs.

## Strategic pillar: Environment

| Material topics    |                                                                                     | Main Impact                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | Impact Type                         | Actual/Potential | Associated SDGs                                                                                                                                                                                                                                                                                                                                                      |
|--------------------|-------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------|------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| CLIMATE STABILITY  |    | <p>Positive impacts through reduction (i.e., energy efficiency initiatives) and avoidance (i.e., renewable energy sources) of GHG emissions in the company's operations, energy efficient products and from the recovery and handling of hazardous and non-hazardous waste.</p> <p>Negative impacts through the creation of direct and indirect GHG emissions through the company's operations and value chain.</p>                                                                                                                                                                                                                                                            | <div><div>+</div><div>−</div></div> | Actual           | <div><div><div>3</div><div>GOOD HEALTH AND WELL-BEING</div></div><div><div>9</div><div>INDUSTRY INNOVATION AND INFRASTRUCTURE</div></div><div><div>12</div><div>RESPONSIBLE CONSUMPTION AND PRODUCTION</div></div><div><div>13</div><div>CLIMATE ACTION</div></div></div>                                                                                            |
| AIR                |    | <p>Positive impacts through initiatives that improve the quality of outdoor and indoor air (including through the use phase of products sold) by reducing exposure to contaminant or pollutant substances (i.e. NOx, SOx, PM, VOCs) that do not disperse properly and that interfere with human health and welfare or produce other harmful environmental effects.</p> <p>Negative impacts through activities that affect the quality of outdoor and indoor air as exposed to contaminant or pollutant substances (i.e. NOx, SOx, PM, VOCs) that do not disperse properly and that interfere with human health and welfare or produce other harmful environmental effects.</p> | <div><div>+</div><div>−</div></div> | Actual           | <div><div><div>3</div><div>GOOD HEALTH AND WELL-BEING</div></div><div><div>13</div><div>CLIMATE ACTION</div></div></div>                                                                                                                                                                                                                                             |
| SOIL               |  | <p>Positive impacts through V Group's operations that reduce quantities heading to landfills and therefore contribute to the improvement of the composition of soil and its ability to deliver ecosystem services, in terms of food production, as biodiversity pools and as a regulator of gases, water and nutrients.</p>                                                                                                                                                                                                                                                                                                                                                    | <div><div>+</div></div>             | Actual           | <div><div><div>3</div><div>GOOD HEALTH AND WELL-BEING</div></div><div><div>13</div><div>CLIMATE ACTION</div></div><div><div>15</div><div>LIFE ON LAND</div></div></div>                                                                                                                                                                                              |
| RESOURCE INTENSITY |  | <p>Positive impacts through V Group's services and operations that support the efficient use of limited, non-renewable natural resources (which cannot be regenerated after exploitation) and renewable natural resources (which can return to their previous stock levels by natural processes of growth or replenishment).</p>                                                                                                                                                                                                                                                                                                                                               | <div><div>+</div></div>             | Actual           | <div><div><div>6</div><div>CLEAN WATER AND SANITATION</div></div><div><div>8</div><div>DECENT WORK AND ECONOMIC GROWTH</div></div><div><div>12</div><div>RESPONSIBLE CONSUMPTION AND PRODUCTION</div></div><div><div>13</div><div>CLIMATE ACTION</div></div><div><div>14</div><div>LIFE BELOW WATER</div></div><div><div>15</div><div>LIFE ON LAND</div></div></div> |
| WASTE              |  | <p>Positive impacts through V Group's services and operations that enhance the ability to manage waste efficiently, including the control, monitoring and regulation, collection, transport, treatment and disposal of waste, and the prevention of waste production through in-process modifications, reuse and recycling during a project lifecycle.</p>                                                                                                                                                                                                                                                                                                                     | <div><div>+</div></div>             | Actual           | <div><div><div>6</div><div>CLEAN WATER AND SANITATION</div></div><div><div>11</div><div>SUSTAINABLE CITIES AND COMMUNITIES</div></div><div><div>12</div><div>RESPONSIBLE CONSUMPTION AND PRODUCTION</div></div><div><div>14</div><div>LIFE BELOW WATER</div></div><div><div>15</div><div>LIFE ON LAND</div></div></div>                                              |



# V Group Materiality Results

## Strategic pillar: Socio-economic

| Material topics |                                                                                   | Main Impact                                                                                                                                                                                                                                                                | Impact Type | Actual/Potential | Associated SDGs                                                                                                                                                         |
|-----------------|-----------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------|------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| INFRASTRUCTURE  |  | Positive impacts through activities/products that improve the development and creation of vital services and systems that range from transport systems to power grids and sanitation networks, providing services that enable society to function and economies to thrive. | +           | Actual           |   |

## Strategic pillar: Social

| Material topics |                                                                                     | Main Impact                                                                                                                                                                                                                               | Impact Type | Actual/Potential | Associated SDGs                                                                                                                                                             |
|-----------------|-------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------|------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| HEALTH & SAFETY |  | Positive impacts through activities/products that enhance stakeholders' ability to live in a state of complete physical, mental and social well-being including the aspects of safety and not merely the absence of disease or infirmity. | +           | Actual           |                                                                                        |
| EMPLOYMENT      |  | Positive impacts through activities that improve stakeholders' accessibility to productive work in conditions of freedom, equity, security and human dignity across its value chain.                                                      | +           | Actual           |   |

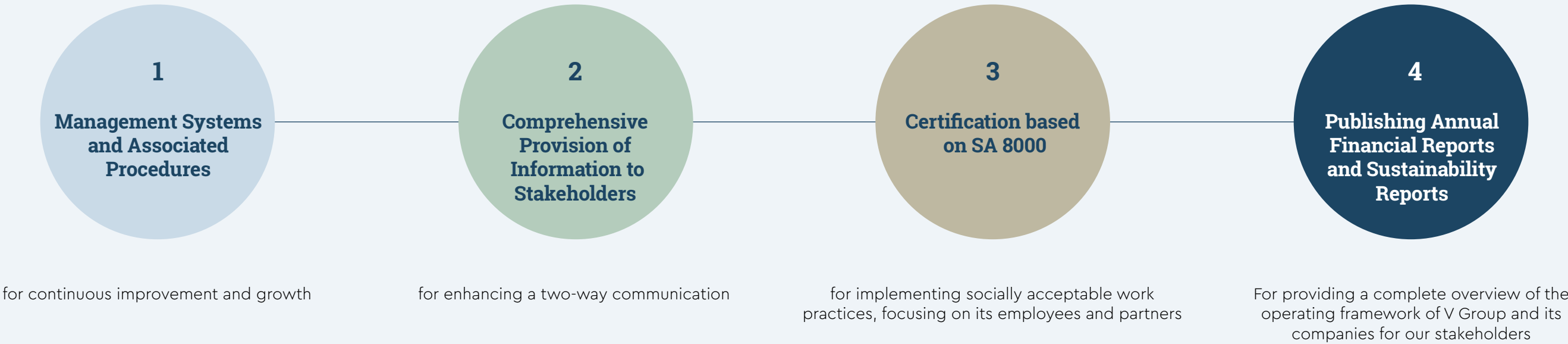
In relation to material topics included in 2021 Sustainability Report, it should be noted that due to the adoption of the Impact Radar for impact identification in 2022, it is not possible for a direct comparison between the list of material topics of the two reporting periods to be performed.

# Management of Sustainability Issues

Since 2020, we have established an intra-group Corporate Responsibility & Sustainability Team, which includes executives from the majority of the management teams and departments of V Group's companies, for the systematic and responsible attitude towards Sustainability issues, demonstrating our commitment for an effective and systematic management of issues related to ESG. The team's main task is to monitor Corporate Responsibility and Sustainable Development issues, gather information required for the development of the annual Sustainability Report, and participate in the development of the organization's Sustainable Development Strategy.

- The team is focusing on:
- Designing of Corporate Responsibility and Sustainability strategy
  - Collecting data for the annual Sustainability Report
  - Developing and implementing the annual action plan per ESG pillar
  - Drafting of sustainable activity proposals during the planning phase of new projects
  - Defining strategic priorities for the development of ESG practices

For the efficient and direct management, the following practices have been adopted:





# 2.3 We Create Value for our Stakeholders

At V Group, the coexistence of environmental responsibility, robust corporate governance practices and healthy societies is extremely important.

Sustainability and Circular Economy determine our business model and thus we are committed to leveraging modern technologies to provide innovative solutions for Circular Economy implementation while also contributing to redesigning activities to mitigate climate change impacts.

Protecting and respecting the environment is the main pillar of our mission, as through our services we contribute substantially to the full recovery of waste, the prevention of pollution incidents, and the availability of green energy, ensuring the elimination of the impact of human activity on the planet, while at the same time creating significant added value.

In V Group we plan to actively engage our stakeholders in the materiality process in future publication, in order to collect valuable feedback to assess and prioritize our impacts and determine appropriate remedies for V Group's negative impacts to the environment, people and the economy.

More specifically, the resulting benefits are:



### For the Environment

Prevention of pollution at sea and on land

Utilisation and conservation of resources

Environmental risk management

Innovation, research, and development

Minimization of waste disposed of in landfill

Modern facilities and investments

Reduction of environmental footprint

Active participation in achieving National and International environmental targets



### For Society

Making Health and Safety at work a top priority

Defence of human rights

Strengthening the financial robustness of the local community

Social contribution and volunteering

Supplies from the local community

Collaboration with the academic community

Contribution to the transition to more sustainable cities

University student internships

Jobs for the local community

Participation in ensuring the Greece's energy supply



### For Corporate Governance

Implementation of certified management systems

Strict business conduct protocols

Adoption of a sustainable business model

Open dialogue with stakeholders

Transparency and meritocracy

# Stakeholder Engagement Framework

GRI 2-29

Stakeholders are defined as individuals or groups that have an interest that is affected or could be affected by the organization's activities. In that framework, we aim to build relationships with our stakeholders based on trust and open and transparent communication. Through ongoing consultation on ESG performance, in V Group we are building trust, transparency and common understanding, to identify material impacts that our activity have or could have on the environment, people, including on their human rights, and economy.

We identify stakeholders by categorizing the key stakeholders and their interests for the group, either positive or negative, while we assess the influence, the importance and the level of impact upon each stakeholder. We engage with our key stakeholders, both internal and external and the respective categories are being presented on the below table:

| Stakeholders | Purpose of stakeholder engagement                                                                                                                                                            |                                                                                                                                                                                                                     | Communication Channels                                                                                                                                                                                                                                            | Frequency of stakeholder engagement                                                   |
|--------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------|
| Shareholders | <ul style="list-style-type: none"><li>Expansion into new markets</li><li>Ensuring timely and valid information</li></ul>                                                                     | <ul style="list-style-type: none"><li>Discuss profitability and Group's financial results, business Plan and Group's strategic goals</li><li>Enhancing competitiveness</li><li>Sound corporate governance</li></ul> | <ul style="list-style-type: none"><li>Annual General Meeting of Shareholders</li><li>Regular Updates</li></ul>                                                                                                                                                    |    |
| Employees    | <ul style="list-style-type: none"><li>Development and personal progress discussions</li><li>Educational programs &amp; Employees benefits Updates</li><li>Work Health &amp; Safety</li></ul> | <ul style="list-style-type: none"><li>Assess Employee evaluation procedure</li><li>Personal data protection</li><li>Insurance coverage</li></ul>                                                                    | <ul style="list-style-type: none"><li>Internal electronic network Group (Intranet)</li><li>Employee satisfaction survey</li><li>Annual evaluation</li></ul>                   |   |
| Customers    | <ul style="list-style-type: none"><li>High-quality services</li><li>Level of service</li><li>Personal data protection</li></ul>                                                              | <ul style="list-style-type: none"><li>Support on issues partners/subcontractors</li><li>Complain management and problem – solving</li></ul>                                                                         |    |  |



Phone calls



Meetings



Online meetings



Email



Newsletters & press releases



Conferences & events



Social media



Daily/ongoing



Weekly



Monthly



Three-months



Six-months



Yearly



Ad-hoc



| Stakeholders               | Purpose of stakeholder engagement                                                                                                                                     |                                                                                                                                                              | Communication Channels                                                                                                                                                                                                                                      | Frequency of stakeholder engagement                                                                            |
|----------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------|
| Partners / Sub-contractors | Discuss: <ul style="list-style-type: none"><li>Financial strengths</li><li>Payment issues</li><li>Equipment availability</li></ul>                                    | <ul style="list-style-type: none"><li>Work Health &amp; Safety</li><li>Education and information Issues</li><li>Personal data protection</li></ul>           |    |                             |
| Suppliers                  | Discuss: <ul style="list-style-type: none"><li>Financial strengths</li><li>Expansion into new markets</li><li>Objective evaluation</li></ul>                          | <ul style="list-style-type: none"><li>Adherence to payment schedules</li><li>Supporting local suppliers</li></ul>                                            |    |                             |
| Local communities          | <ul style="list-style-type: none"><li>Sound operating practices of V Group</li><li>Employment support through recruitment of workers from local communities</li></ul> | <ul style="list-style-type: none"><li>Supporting local suppliers</li><li>Support in local community actions</li><li>Environmental protection</li></ul>       |  <ul style="list-style-type: none"><li>Corporate websites</li><li>Local community events</li><li>Press Releases</li><li>Cooperation with local agencies</li></ul>        |                             |
| State / Public authorities | <ul style="list-style-type: none"><li>Compliance with the applicable legal framework and regulations</li><li>Payment of taxes and employers' contributions</li></ul>  | <ul style="list-style-type: none"><li>Response to emergency periods (such as pandemics)</li><li>People employment</li><li>Personal data protection</li></ul> |  <ul style="list-style-type: none"><li>&amp; Extraordinary communication (due to the nature of V Group's activities)</li></ul>                                          |  & on emergency situations |
| Media                      | <ul style="list-style-type: none"><li>Environmental issues awareness projection</li></ul>                                                                             | <ul style="list-style-type: none"><li>Promotion of services and information on new investments of V Group</li><li>Correct information</li></ul>              |  <ul style="list-style-type: none"><li>Corporate websites</li><li>Press Releases</li><li>Cooperation with local agencies</li></ul>                                     |                           |

 Phone calls

 Meetings

 Online meetings

 Email

 Newsletters & press releases

 Conferences & events

 Social media

 Daily/ongoing

 Weekly

 Monthly

 Three-months

 Six-months

 Yearly

 Ad-hoc





# 3. Environment



## Creating Value for the Environment

**At V Group, sustainable entrepreneurship and environmental protection are associated with our core values and our sectors of operation, Waste Management, Emergency Response and Renewable Energy Source (RES) Projects.**

Our environmental strategy reflects the Group's commitment to environmental protection as we actively promote the adoption of environmentally responsible practices, investing in innovative technologies, enhancing environmental awareness and responsibility of employees and partners assisting to achieve performance improvement. The Environmental Management System, certified with ISO 14001 and EMAS, monitors and develops all relevant activities and facilities.







# 3.1 Climate Stability

## Our energy consumption

GRI 302-1

MATERIAL TOPIC



CLIMATE STABILITY

As we integrate sustainability into every aspect of our business, we monitor our direct environmental impacts.

Towards this end, and due to electricity being the main energy source of our operations, we closely track our energy consumption. We increase our positive impact through business initiatives that reduce energy consumption and improve energy efficiency. At the same time, we decrease the emissions production with offsetting carbon dioxide emissions produced by the Group's activities and thus mitigating our environmental impact in climate stability.

GRI 302-1

### Energy consumption within the organization (MJ) <sup>1,2,3</sup>

|                                                   | 2020         | 2021          | 2022          |
|---------------------------------------------------|--------------|---------------|---------------|
| Total fuel consumption from non-renewable sources | 10,474,888   | 11,560,227.05 | 12,254,255.50 |
| Electricity consumption                           |              |               |               |
| Electricity consumed (purchased)                  | 1,983,600    | 1,800,000     | 2,100,420     |
| Electricity consumption from RES (self-generated) |              |               |               |
| Solar PV                                          |              |               | 1,450,800     |
| Energy produced and sold                          |              |               |               |
| Electricity produced from renewable               |              |               | 33,066,000    |
| Total energy consumption                          | 1,994,057.86 | 13,360,227.05 | 14,354,675.50 |

<sup>1</sup> Fuel consumption from renewable energy sources is zero.  
<sup>2</sup> Electricity, heating, steam and cooling sold is zero.  
<sup>3</sup> The purchased electricity consumption from RES is zero.

Petroleum and other fuels are used to power vehicles and the operation of machines as part of Group company projects.

We also have started closely monitoring closely our energy consumption outside of the Group's operations, such as business travel and employee commuting, to be able to detect any increases, understand the sources of the fluctuations -if applicable, and take actions where deemed necessary.

### Energy consumption outside of the organization in tons of CO<sub>2</sub>e

|                          | 2022   |
|--------------------------|--------|
| Business travel          | 437,43 |
| Employee commuting       | 127,25 |
| Total energy consumption | 564,68 |

2022 Targets

Conclusion of a long-term Power Purchase Agreement, shaping a new framework in the energy market allowing electricity to be made available at a long-term fixed price for consumers.

Result

Portfolio expansion, additional green energy production, alignment with our strategic plan

Upgrading of the Aspropyrgos facility with an increase in production capacity and construction of new buildings.

Result

In process



3.2 Climate Neutrality

Climate Stability & Air

GRI 305-1, GRI 305-2, GRI 305-3

MATERIAL TOPIC



CLIMATE STABILITY

MATERIAL TOPIC



AIR

**In V Group, we have recognized our activities’ impacts on climate stability and air and we regularly discuss our investment plan in the context of further reducing our carbon footprint.**

Similar to our energy consumption management and as a part of our climate goals, we undertake initiatives which minimize air pollutants and we measure the carbon footprint of our operations. We have also proceeded with the installation of photovoltaic panels for electricity generation which not only reduces the use of non-renewable sources to cover part of our energy needs, but also improves their efficiency by upgrading our facilities, as part of our strategy.



The promotion of the use of alternative fuels instead of conventional fuels enhances our Group's action to mitigate Climate Change, by contributing to the reduction of gas emissions from industrial activity and to the elimination of emissions that would result from the disposal of diverted waste at disposal and landfill sites, by using this management method.

Also, to contribute to the improvement of air quality, annual measurements are conducted in production units in order to protect the health and safety of workers and to ensure that legal requirements resulting from the Decision on the Approval of Environmental Conditions (AEPO) are met. In cooperation with an external provider and by ISO standards, sampling tests and dust and noise measurements are carried out at the premises of Antipollution and VEN Engineering.



Measuring our carbon footprint

Continuing this best practice as part of our responsible operation, the greenhouse gas (GHG) accounting assessment was conducted for 2022, by SCB Environmental Markets S.A and we included in our measurements Scope 3 categories, in particular, Category 3: Fuel-and Energy- Related Activities (not included in Scope 1 & 2), Category 6: Business travel and Category 7: Employee Commuting. The greenhouse gas emissions resulting from the daily operations of V Group in 2022 were estimated and calculated according to the GHG Protocol guidelines. These emissions were then compensated through the certified Hydroelectric Project in Cambodia.

V Group's operations (Scope 1,2,3)  
CO<sub>2</sub> offset project



We also estimated emissions attributed to the digital footprint, specifically from our websites and associated with web traffic. The websites assessed were the ones of V Group, Antipollution and VEN Engineering. Through our cooperation with SCB we offset voluntarily the CO<sub>2</sub> emissions generated by the use of these websites through the certified Sierra Leone Safe Water Project. This process allows us to contribute to reducing our footprint while simultaneously enhancing sustainability

Websites CO<sub>2</sub> offset project



GRI 305-1, GRI 305-2, GRI 305-3

2022 Scope 1,2,3 emissions

| Scope                      | Emission sources                                   | 2022 Emissions (tCO <sub>2</sub> e) |
|----------------------------|----------------------------------------------------|-------------------------------------|
| Scope 1 <sup>1,2</sup>     | Gross direct GHG emissions                         | 857.02                              |
| Scope 2 <sup>3,4</sup>     | Gross location-based energy indirect GHG emissions | 231.62                              |
| Scope 3 <sup>5</sup>       | Fuel and energy related activities (Category 3)    | 318.25                              |
|                            | Business travel (Category 6)                       | 437.43                              |
|                            | Employee commuting (Category 7)                    | 127.25                              |
|                            | Website related emissions                          | 0.05                                |
| Total                      |                                                    |                                     |
| Scope 1                    |                                                    | 857.02                              |
| Scope 2 (location – based) |                                                    | 231.62                              |
| Scope 2 (market – based)   |                                                    | -                                   |
| Scope 3                    |                                                    | 882.98                              |

<sup>1</sup> Scope 1 Emissions factors sourced from GHG Protocol and Intergovernmental Panel data.  
<sup>2</sup> Scope 1 Direct GHG Emissions cover sources owned or controlled by the company such as emissions from combustion in owned or controlled boilers or vehicles.  
<sup>3</sup> Scope 2 Emissions factors sourced from the European Environment Agency (EEA).  
<sup>4</sup> Scope 2 Indirect GHG emissions cover the generation of purchase electricity, steam, heating and cooling consumed by the company.  
<sup>5</sup> Scope 3 Emissions factors sourced from the UNFCCC Climatiq (Based of BEIS), the World Bank.



# 3.3 Zero Waste

Our waste management operations

MATERIAL TOPIC



WASTE

MATERIAL TOPIC



SOIL

MATERIAL TOPIC



RESOURCE INTENSITY

## We believe in the necessity of implementing Zero Waste policies globally and we serve that commitment daily.

The issue of overflowing -an alarming issue faced by Greek landfills today- is an indisputable indicator of the urgency of the matter of waste. For this reason, we ensure that innovative management methods are adopted in all waste management procedures as we handle hazardous and non- hazardous waste. Due to the nature of our business operations we not only maximize waste recovery but also minimize waste destined for landfills, further enhancing our positive impact to the environment. We provide to our customers the appropriate equipment for all types of material, which can be separated, recovered and upcycled in our units.

Soil protection and waste management are key priorities for our Group. This is achieved through an intensive monitoring of the proper final handling of recovered waste, providing more environmentally friendly management methods on a case-by-case basis. The materials which are led to the RDF stream for secondary fuel are those with no potential for recyclability potentials due to their composition or size. By enhancing diversion from landfill policies, we limit the use of raw materials, we provide recycled raw materials to the secondary market thereby limiting the demand for virgin raw materials.

We follow best practices in waste management streams of hazardous and non-hazardous waste, keeping in mind:





Our Waste Management Procedure involves the provision of waste management services in a safe and environmentally sound manner and ensures that all operations are conducted in accordance with the licensing of our Group's companies.

We operate with strict principles, including documentation, service provision, sustainability, and evolution, that not only enhance the quality of our services but also contribute to the development of a growing environment that accounts for the

climate challenges of our times. In addition, specific objectives and KPIs are assigned to each division in order to correspond accurately and efficiently to our customers and actively monitor our processes.

We apply the highest possible standards in waste management, and we expect the same from our partners and subcontractors. For this reason, we take into consideration the following criteria:

- Environmental Licensing
- Certifications
- Experience

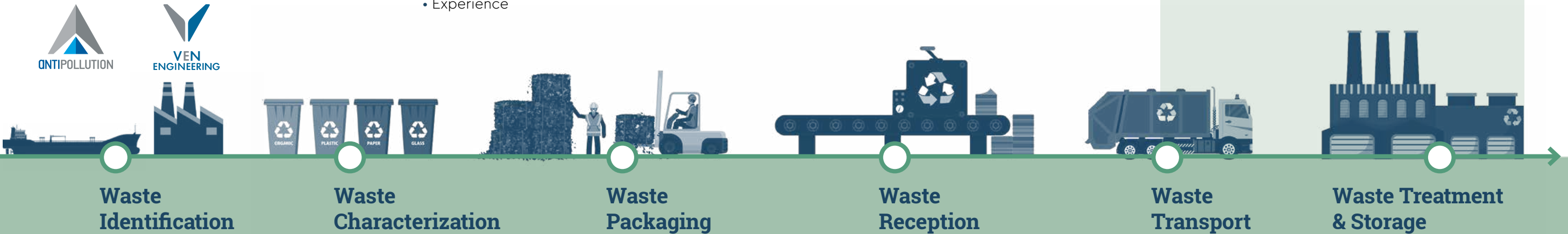
At V Group, we handle waste management through our companies Antipollution and VEN Engineering. Antipollution is fully licensed to collect, transport, and manage hazardous and non-hazardous waste and VEN Engineering is licensed for management of hazardous and non-hazardous waste. Our Group has a privately owned recyclable material recovery facility, which is an intermediate stop between the production sites and the recycling industry.

99.8%

Waste Recovery 2022

0.2%

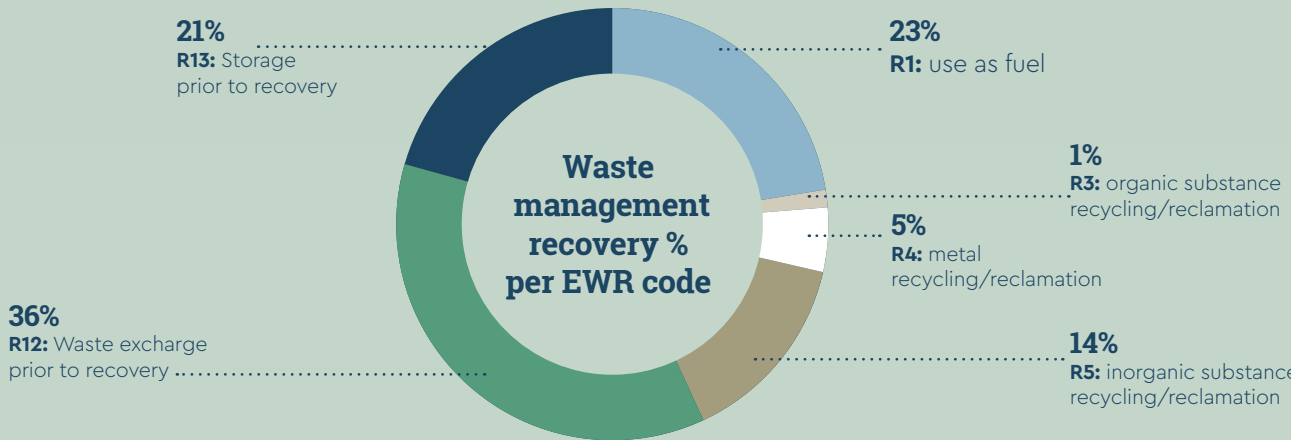
Waste Disposal 2022



Our Waste Management Department (WMD) is responsible for the environmentally sound management of all waste streams received from ships, port facilities, shipyards, marinas, industries and private customers where the companies operate.

Initially, we begin from understanding the nature and potential hazards of waste quantities produced from clients, in collaboration with the Quality Department, to propose the most efficient and safe way for waste transportation and conduct on-site inspection on prospective client's sites. Then, we proceed with the project implementation and ensure the safe execution of all contractual responsibilities. Our Waste Management Department also is responsible for reporting to the Ministry of Environment and Energy the annual waste registration. For the accurate reporting of our data and the correct completion of the Annual Activity Report to the Ministry of Environment, we use a detailed form for record registration which includes specific information such as the European Waste Catalogue (EWC) code and description of the waste stream, dates, quantities in cubic meters and kilograms, transportation vehicles and waste collection facility.

We perform waste management and recovery under the below codes of the Electronic Waste Register (EWR):



Hazardous Waste Management

Antipollution is fully certified for the collection and transport of hazardous waste, in accordance with the conditions and requirements laid down by national and European legislation. The waste management team, staffed by respective specialists, is positioned to choose the optimal treatment solution for all types of hazardous waste. We work closely with a European partner network to offer complete robust and competitive services, such as separation of waste, issuing of permits by-transport, marking and packaging, loading and transport, final processing (retrieval/ disposal).

Our Waste Management Department carries out supervisory visits in order to obtain the best and most accurate depiction of the waste stream situation that that will be received and provide guidelines to ensure their safe receipt and transportation. Delivery, packaging, and transport of waste require information regarding the type, origin, and quantity of waste to be as exact as possible. This information is a decisive factor in determining the processing method, the best preparation of the team, the selection of suitable packaging, the determination of the means of transport, preparation of appropriate labelling and related documents, as well as facilitation throughout the supply chain stages, from the loading point to the destination point.

Hazardous substances are accompanied by Safety Data Sheets (SDS) which include instructions for the safe use of the material, its handling as waste, as well as other relevant information such as melting point, boiling point, flash point, toxicity, health effects, and first aid and required actions in case of an accident. Upon receipt of the hazardous waste from the vessels, a representative of WMD is present to ensure that the waste is delivered in accordance with the specifications or to note any failures to be successfully addressed in future deliveries.

Also, the Ritsona facility maintains a waste entry register of VEN Engineering for quantities received by the facility from all customers (AP or other industries) as well as a register of consignments sent to final recipients. Our facility in Ritsona is a hazardous waste treatment unit with a capacity of 30,000 tones, within an area of 3,300 m².

Non-Hazardous Waste Management

We have invested considerable time and effort to remain at the forefront of high -quality waste management services in Greece. The company's ambition has now been extended to its new Hazardous Waste Handling Facility, specialized in the production of Alternative Fuel and Alternative Raw Materials from Hazardous Waste.

Our integrated waste management services reflect our dedication to Zero Waste. Using the latest technologies, we are able to treat all kinds of waste effectively. We invest in advanced technologies in order to reduce the waste directed for disposal, in accordance with relevant guidelines set by the EU. We promote and implement recycling and recovery, through a separation process in our facilities, to produce alternative fuel from Hazardous and non-Hazardous waste streams.





## Our equipment

Our Group owns a competent fleet and modern equipment for the execution of waste management projects and for emergency response incidents. The fleet includes:

### Refuse collection vehicles

Containers and types of Road Rollers

Absorbent materials of all types

Towed barges

### Hoists with hooks & cranes vehicles

Loaders, scanners, etc.

Packages of all types approved by the United Nations

Submersible pumps

### Skid steer loaders

Hazardous liquid pumping systems substances

Shore cleaning machinery

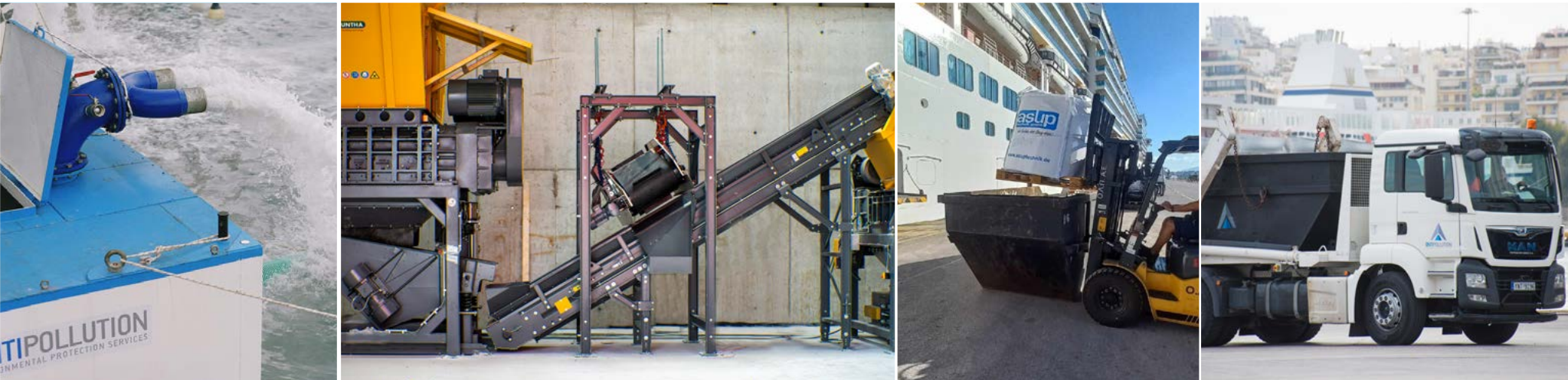
Oil collectors

### Tractors and tankers

Oil pumping systems

Boats / self-propelled barges

Antifouling dams



### Case Study – RO/PAX EUROFERRY OLYMPIA - February 2022

#### Provision of Decontamination and Environmentally Sound Waste Management Services

In February 2022, during the operation of the route Igoumenitsa – Brindisi by the passenger/car ferry EUROFERRY OLYMPIA, a fire broke out in the third parking garage, which soon spread to the rest of the ship. Tugs and lifeguard boats, as well as Greek and Italian coast guard vessels, arrived in the area to help rescue those on board and extinguish the fire.

Antipollution undertook the provision of decontamination and environmentally sound waste management services for waste generated by the fire. For four months, Antipollution's team provided on-site services, including the cleaning and removal of damaged vehicles destined for final disposal, decontamination of the port pier and areas on board, as well as other waste management tasks that resulted from the incident.

## Alternative Fuel Production (RDF/SRF)

As a result of its constant growth and ever-increasing investments, we are able to produce alternative fuel from hazardous and non-hazardous waste, minimizing the amount of waste sent to landfills and promoting the replacement of fossil fuels. In our facilities, during the past seven years, we have been recovering residue from solid waste. At first, recyclables are sorted, and organic fractions are separated, then the remaining residue, passes through the shredder and the fragmented material is specially processed to produce a high-specification alternative fuel, based on specific recipient standards, from non-hazardous waste, which is used to replace conventional fuels by appropriately licensed industries.

All of the above, align with our Group's prioritization of environmental protection and its dedication to provide sustainable waste management services of the highest quality.

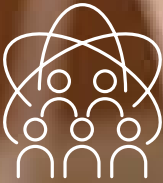
In line with our vision of high-quality sustainable solutions, we are in the process of upgrading Aspropyrgos' equipment with innovative and state-of-the-art technology. The renovation is expected to be finalized by 2024.



In V Group, our impact on waste generation is very limited due to the nature of our activities, generating mostly office waste from our headquarters in Piraeus, with the main categories including office supplies, electrical equipment, PCs, monitors, printers, use of paper and printer ink. During the reporting period we did not undertake any recycling initiatives for office waste and source separation. Currently, and while being in the process of relocating our headquarters, we commit to taking all possible measures to effectively manage even the limited amounts of waste produced in our new premises. In that context, we are developing our "Headquarters Waste Management Policy", which is expected to be applied in our new headquarters.







# 4. Social Responsibility



# 4.1 Taking Care of our People

Our People are our Priority

MATERIAL TOPIC

EMPLOYMENT

## In V Group we value our employees.

They are the ones that support daily our operations, contribute to shaping our corporate culture and add value to all our services. Ensuring a safe work environment, respecting human rights and providing training and development opportunities are at the center of our attention while at the same time we create and maintain employment under equal and non-discriminatory conditions. We operate in a merit-based environment always keeping in mind attracting talented personnel who share our vision.

We promote and support diversity in the workplace, valuing employees' differences and inviting them to bring their own views, experiences, and interactions. By doing so, they can achieve their potential and maximize their contribution to organizational goals

**We remain committed to an inclusive working environment in which all employees shall be treated with dignity and respect with practices that enable a diverse range of people to work together effectively. In this context, there is zero tolerance for any behavior or action that could violate these principles, directly or indirectly and forbids specifically any form of harassment or intimidation.**





## Employment practices

GRI 2-7, GRI 2-8, GRI 401-1, GRI 401-2, GRI 401-3

In 2022, the workforce of our steadily-growing Group amounted to 415 employees with a gender breakdown of 286 men and 129 women calculated with the headcount method on 31.12.2022. There was a 7.5% increase in the workforce in comparison to 2021 due to the increase of the Group's operational needs.

Furthermore, workers who are not employees amounted to 2 as the sum of the full-time employees who are permanent during the year. These two positions are held by the CFO and Vice President and Environmental Affairs Director of VEN Engineering.

The geographical location of V Group employees covers the total of its facilities. Contracts of all employees comply with the legal framework of the Greek state, and all of the employees are covered by the National General Collective Agreement.

GRI 2-7

### Employees <sup>1,2,3,4</sup>

GRI 2-8

### Workers who are not employees <sup>1,2</sup>

|                                               | 2020   |      |       | 2021   |      |       | 2022   |      |       |
|-----------------------------------------------|--------|------|-------|--------|------|-------|--------|------|-------|
|                                               | Female | Male | Total | Female | Male | Total | Female | Male | Total |
| Total number of employees                     | 115    | 199  | 314   | 131    | 255  | 386   | 129    | 286  | 415   |
| Indefinite term                               | 76     | 182  | 258   | 97     | 235  | 332   | 103    | 231  | 334   |
| Fixed term                                    | 39     | 17   | 56    | 34     | 20   | 54    | 26     | 55   | 81    |
| Full-time                                     | 69     | 189  | 258   | 101    | 241  | 342   | 104    | 265  | 369   |
| Part-time                                     | 46     | 10   | 56    | 30     | 14   | 44    | 25     | 21   | 46    |
| Total number of workers who are not employees | –      | –    | 2     | –      | –    | 2     | –      | –    | 2     |

<sup>1</sup>The data in the tables above have been compiled based head count on 31.12.2022  
<sup>2</sup> As locations of operation we have considered the Group's activity in Greece.  
<sup>3</sup> Indefinite term and fixed-term employees refer to permanent and temporary employees accordingly.  
<sup>4</sup> V Group does not employee non-guaranteed hours employees.

To further enhance the working environment, we have developed a Company Standard under the responsibility of the Human Resources (HR) Department for the purpose of developing and evaluating our employees, creating a common corporate culture and mentality throughout the Group, maintaining employee branding and proposing relevant policies and procedures aimed at achieving these goals.

The HR Department organizes a training program for each employee function (training matrix) while it is also in charge of finding new training programs and communicating with external agencies and department managers to understand Group's current training needs and perform training research accordingly. Our employees have the opportunity to request participation in new or existing training programs.

GRI 401-1

New employee hires and employee turnover

| 2020                        | <30 years old |      |       | 30-50 years old |      |       | >50 years old |      |       |
|-----------------------------|---------------|------|-------|-----------------|------|-------|---------------|------|-------|
|                             | Female        | Male | Total | Female          | Male | Total | Female        | Male | Total |
| Total number of employees   |               |      |       |                 |      |       |               |      |       |
| Number of new hires         | 14            | 21   | 35    | 18              | 26   | 44    | 10            | 15   | 25    |
| Rate of new employee hires  | 0.74          | 0.64 | 0.67  | 0.29            | 0.23 | 0.25  | 0.30          | 0.28 | 0.29  |
| Employee turnover           |               |      |       |                 |      |       |               |      |       |
| Number of employee turnover | 4             | 8    | 12    | 9               | 24   | 33    | 12            | 11   | 23    |
| Rate of employee turnover   | 0.21          | 0.24 | 0.23  | 0.14            | 0.21 | 0.19  | 0.36          | 0.20 | 0.26  |

GRI 401-1

New employee hires and employee turnover

| 2021                        | <30 years old |      |       | 30-50 years old |      |       | >50 years old |      |       |
|-----------------------------|---------------|------|-------|-----------------|------|-------|---------------|------|-------|
|                             | Female        | Male | Total | Female          | Male | Total | Female        | Male | Total |
| Total number of employees   |               |      |       |                 |      |       |               |      |       |
| Number of new hires         | 15            | 25   | 40    | 23              | 57   | 80    | 5             | 13   | 18    |
| Rate of new employee hires  | 0.52          | 0.52 | 0.52  | 0.33            | 0.39 | 0.37  | 0.15          | 0.21 | 0.19  |
| Employee turnover           |               |      |       |                 |      |       |               |      |       |
| Number of employee turnover | 8             | 18   | 26    | 18              | 50   | 68    | 8             | 16   | 24    |
| Rate of employee turnover   | 0.28          | 0.38 | 0.34  | 0.26            | 0.34 | 0.32  | 0.24          | 0.26 | 0.25  |

GRI 401-1

New employee hires and employee turnover

| 2022                        | <30 years old |      |       | 30-50 years old |      |       | >50 years old |      |       |
|-----------------------------|---------------|------|-------|-----------------|------|-------|---------------|------|-------|
|                             | Female        | Male | Total | Female          | Male | Total | Female        | Male | Total |
| Total number of employees   |               |      |       |                 |      |       |               |      |       |
| Number of new hires         | 11            | 28   | 39    | 14              | 60   | 74    | 3             | 18   | 21    |
| Rate of new employee hires  | 0.35          | 0.56 | 0.48  | 0.21            | 0.36 | 0.32  | 0.10          | 0.26 | 0.21  |
| Employee turnover           |               |      |       |                 |      |       |               |      |       |
| Number of employee turnover | 11            | 19   | 30    | 12              | 55   | 67    | 2             | 17   | 19    |
| Rate of employee turnover   | 0.35          | 0.38 | 0.37  | 0.18            | 0.33 | 0.29  | 0.06          | 0.25 | 0.19  |



During 2022, 4 of our employees, 3 men and 1 woman, took parental leave, as entitled, and returned to their posts. In 2021, 2 employees, both women, took parental leave and the number was the same for 2020.

GRI 401-3

Parental leave

|                                                                                                                                          | 2020   |      |       | 2021   |      |       | 2022   |      |       |
|------------------------------------------------------------------------------------------------------------------------------------------|--------|------|-------|--------|------|-------|--------|------|-------|
|                                                                                                                                          | Female | Male | Total | Female | Male | Total | Female | Male | Total |
| Total number of employees that were entitled to parental leave                                                                           | 2      | -    | 2     | 2      | -    | 2     | 1      | 3    | 4     |
| Total number of employees that took parental leave                                                                                       | 2      | -    | 2     | 2      | -    | 2     | 1      | 3    | 4     |
| Total number of employees that returned to work after parental leave ended                                                               | 2      | -    | 2     | 2      | -    | 2     | 1      | 3    | 4     |
| Total number of employees that returned to work after parental leave ended that were still employed 12 months after their return to work | 2      | -    | 2     | 2      | -    | 2     | 1      | 3    | 4     |
| Return to work rate                                                                                                                      | 100    | -    | 100   | 100    | -    | 100   | 100    | 100  | 100   |
| Retention rate                                                                                                                           |        |      |       | 100    | -    | 100   | 50     | -    | 50    |

We provide a variety of benefits to our employees in Greece, such as:

- Private insurance program
- Funding of postgraduate studies and other certifications
- Learning a foreign language (English)
- Skill development and training by external entities
- Monthly vouchers
- Special occasions gifts for (Weddings, baptisms)
- Company gifts for employees and their families on national and religious public holidays
- Company car, depending on the employee's rank and position

## Training, Evaluation and Development

GRI 404-1, GRI 404-2, GRI 404-3

As we strive to cultivate an environment of developing skills and knowledge, we invest in continuous training and implementing training programs that add value based on the role and needs of each individual and the requirements of their job.

The importance of training in our human resources lies in the realization that an effective training program contributes to the cultivation of critical thinking in our people, increased employee productivity, the provision of quality services, the strengthening of their self-esteem, the understanding of problems and their efficient solution.

### The key-subjects are:

- **Technical Matters**
- **Health and Safety**
- **Social Responsibility**
- **Environment**

The positive contribution of the company to the creation of opportunities that promote education is highlighted through the programs that are developed on an annual basis and are included in its annual budget. Requests for seminars as well as other training programs can be approved upon employee's request and after management confirmation that is based on educational needs, budget limitations and business priorities.

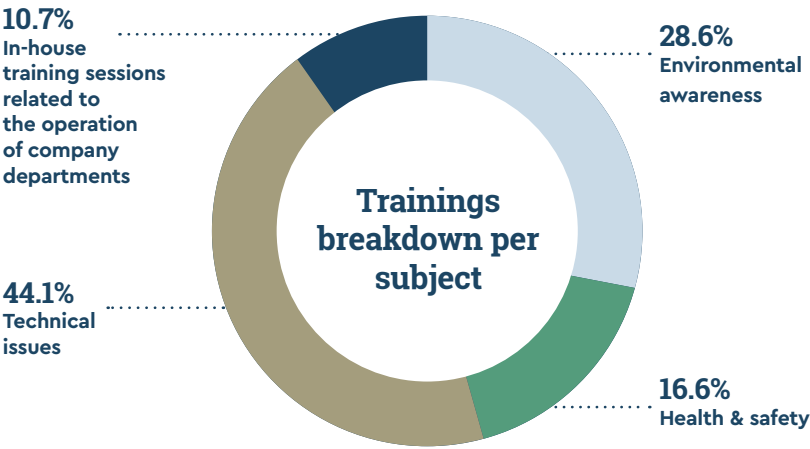
### GRI 404-1 Average hours of training per year per employee

|                            | 2020   |      | 2021   |      | 2022   |      |
|----------------------------|--------|------|--------|------|--------|------|
|                            | Female | Male | Female | Male | Female | Male |
| (average)                  |        |      |        |      |        |      |
| Board of Directors¹        | 0.0    | 0.0  | 0.0    | 0.0  | 0.0    | 1.2  |
| By employee level          |        |      |        |      |        |      |
| Directors/ Heads/ Officers | 1.0    | 1.0  | 0.1    | 0.4  | 0.0    | 5.4  |
| Clerks                     | 1.0    | 1.0  | 0.3    | 0.4  | 2.3    | 2.9  |
| Workforce                  | 1.0    | 1.0  | 0.1    | 0.1  | 2.0    | 0.9  |
| Total                      | 1.0    | 1.0  | 0.2    | 0.2  | 2.0    | 2.0  |

¹ The differentiation among female and male training hours in 2022, is due to the fact that only the Board of Directors and Directors/ Heads/ Officers of Antipollution participated in training programs which is consisting solely of men.

In our training programs, depending on the position or specialty of the employee, priority is given to new technological developments in our fields of activity, health and safety, especially for those working in the facilities, as well as any subject deemed necessary for the effective operation of the organization.

Also, regarding our new hires, we implement a designated induction program focused on necessary information regarding our Group and its principles and operating policies. Moreover, through the "work buddy" system we ensure a smoother integration into the team, as every new hire has a colleague to guide them through their first steps and provide useful insights from everyday tasks to internal operations.





# Employee Satisfaction Survey & Internal Communication Channels

**One of our long-term priorities is to be recognized as “employer of choice”. To this end, we ask our employees to provide valuable feedback on the Group’s practices through the Employee Satisfaction Survey.**

Each employee has the right to participate in an anonymous survey via a designated electronic platform. The results of the survey serve as an indicator to continue the implementation of our good practices as well as understand areas of improvement and actions to consider. HR is responsible for creating and informing our employees of the process as well as gathering the data and present the results. Management then uses the feedback to assess the Group’s effectiveness and wellbeing and proceed with adopting necessary actions and determine appropriate remedies.

The first Employee Satisfaction Survey took place in 2020 and was structured on three axes concerning the relationship of employees with supervisors, Management and the Group. In 2022 we performed our 2nd Employee Satisfaction Survey with a participation rate of 23,6%<sup>1</sup>. The participation rate was low due to the survey being held on an electronic platform where employees with no access to company email were unable to participate, as they are being occupied in our industrial units. As we aim to keep performing the “Employee Satisfaction Survey” as an active tool for communicating with our employees, we are exploring new and more inclusive methods to conduct our surveys.

The results of 2022 survey indicated that 71% of our participating employees are happy in their workplace and 80% feel satisfied with the quantity and quality of their work. The results were also encouraging in employee’s relation with their managers and supervisors, as 90% believe in their effective cooperation and 82% believe that their supervisors ensure equal treatment.

Based on these results, we will focus on maintaining these healthy professional relationships among our Group’s staff and keep enhancing teamwork with our activities that will build stronger bonds between the employees.

On top of our annual Employee Satisfaction Survey, we have developed Internal Communication Channels with a more frequent character. These include:

- Weekly and monthly meetings, as deemed necessary, for the Group’s units, Management, and the members of the Board of Directors
- Online communication for all employees and the Board of Directors
- Complaints procedure for the submission of complaints and grievances, whether signed or anonymously
- Corporate committees on health & safety matters
- Corporate events
- ‘It’s V time’ internal newsletter (keeping employees updated on Group’s activities, new investments, important collaborations, progress of work, new social action initiatives, participation in scientific conferences, sponsorships and other matters)

**Our channels of communication lie at the center of our Group’s philosophy of sharing information, enhancing internal communication and strengthen employee relationships. Immediate and fast communication is further achieved with our “open-door” practice.**

<sup>1</sup>Total number of employees on the day the Employee Satisfaction Survey was held, was 280 of which 130 had access to the Survey and 150 were unable to participate. The difference in the total number of employees of the Survey with the one presented on the GRI 2-7 table occurs due to fluctuations in the workforce of V Group during the year that is based on each project’s needs.

In V Group, meritocracy and recognition of our employee’s valuable work are significant components of our business.

To ensure recognition and enhance advancement, we perform evaluations based on objective performance indicators that apply to all employees, regardless of their position and rank.

GRI 404-3

Percentage of employees who received a regular performance and career development review

|                                         | 2020   |      | 2021   |      | 2022 <sup>2</sup> |      |
|-----------------------------------------|--------|------|--------|------|-------------------|------|
| (%)                                     | Female | Male | Female | Male | Female            | Male |
| By employee level                       |        |      |        |      |                   |      |
| Directors/ Heads/ Officers <sup>1</sup> | 100%   | 100% | 100%   | 100% | 73%               | 76%  |
| Clerks                                  | 100%   | 100% | 100%   | 100% | 100%              | 100% |
| Workforce                               | 100%   | 100% | 100%   | 100% | 100%              | 100% |
| Total                                   | 100%   | 100% | 100%   | 100% | 97%               | 98%  |

<sup>1</sup> Including BoD.  
<sup>2</sup>In 2022, the BoD of V Group did not receive a performance and career development review due to internal operations.

Our two-level evaluation system consists of a "Work Evaluation" carried out every six months and a "360° Evaluation" that takes place once a year.

More specifically:

|                     | Work Evaluation                                                                                                                                 | 360° Evaluation                                                                                                                                                         |
|---------------------|-------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Procedure Manager   | Direct supervisors of employees.                                                                                                                | Human resources department.                                                                                                                                             |
| Evaluated employees | All employees.                                                                                                                                  | All employees, including support staff and the members of the Board of Directors.                                                                                       |
| Areas of evaluation | The level of employee performance about leadership characteristics for positions of responsibility, as well as knowledge of the subject-matter. | The employee's overall skills and behavior regarding their contribution to the development and operation of the business, as well as their manner and behavior at work. |



## Collaboration with Educational Bodies

We provide internship and technical training opportunities for university students at its companies, supporting the younger generation in practice. We work with public and private educational organizations, aiming at fully exploring the capabilities of young people and facilitating their further development. In 2022, we offered internship opportunities in 8 university interns and 60% of the University interns continued their careers in our Group's companies.



|                                         |                                                                                                                                                                                                                               |
|-----------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| University of Piraeus                   | <ul style="list-style-type: none"><li>• Department of International and European Studies</li><li>• Department of Business Administration</li><li>• Department of Economics</li><li>• Department of Maritime Studies</li></ul> |
| University of the Aegean                | <ul style="list-style-type: none"><li>• Department of Environment</li></ul>                                                                                                                                                   |
| National Technical University of Athens | <ul style="list-style-type: none"><li>• Partnership for Technical Training of Employees</li></ul>                                                                                                                             |
| IEK AKMI                                | <ul style="list-style-type: none"><li>• Department of Shipping Management and Economics</li></ul>                                                                                                                             |
| IEK ALFA                                | <ul style="list-style-type: none"><li>• Department of Shipping Management and Economics</li></ul>                                                                                                                             |
| IEK Keratsini                           | <ul style="list-style-type: none"><li>• Department of Shipping Management and Economics</li></ul>                                                                                                                             |
| IEK Aigaleo                             | <ul style="list-style-type: none"><li>• Department of Computerized Accounting – Taxation</li></ul>                                                                                                                            |

# Health and safety practices in our operations

GRI 403-1, GRI 403-2, GRI 403-3, GRI 403-5, GRI 403-9, GRI 403-10

MATERIAL TOPIC



HEALTH & SAFETY

**The health, safety, and well-being of our people is of primary concern to us as it extends beyond mere compliance with national and European labor law provisions and standards and extends to the frequent assessment of potential risks and the adoption of further preventive measures, where deemed necessary.**

The nature of our operations necessitates a proactive safety environment to identify potential health and safety risks and, with this process, improve our Group's working conditions in their entirety.

Guided by the goal: **"No accidents and no occupational diseases"**, our Health and Safety Policy ensures the compliance of its Companies with the applicable legislation, international standards and the Companies' requirements. Each V Group Company has appointed a Health & Safety Officer at each of its facilities, who is responsible for implementing all relevant legal and regulatory provisions and ensuring the implementation of best practices. Additionally, the Companies set targets -beyond the permanent target of zero accidents and occupational diseases- and develop action plans a budget to promote H&S on an annual basis.

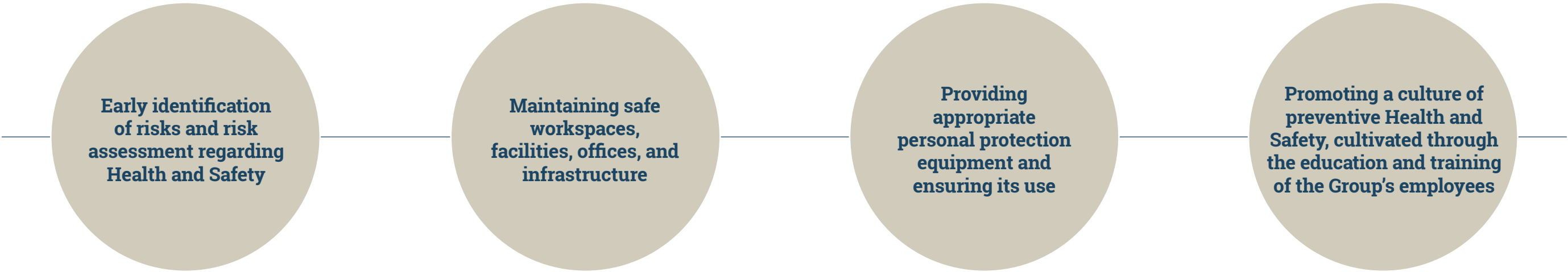
The cornerstones of this effort are the use of personal protective equipment as well as the provision of safe workplaces. Our Health and Safety Management System complies with the international standard ISO 45001<sup>2</sup> in all our facilities.

<sup>2</sup> The companies of V Group's that implement a Health and Safety Management System are Antipollution and VEN Engineering.





Our Health and Safety Management Framework relies on:



Our procedure is shaped as follows:

- 1. Health and Safety Indicator Monitoring** including hard copy occupational risk assessment and incident investigation procedure
- 2. Legislation Monitoring** for internal inspections and evacuation drills
- 3. Staff Updates & Training** including continuous Health and Safety training and collaboration with occupational physician and safety technician

An occupational physician and safety technician are always in place. Building & Facility Evacuation Exercises are conducted regularly and in accordance with legal provisions. Furthermore, one of our employees is appointed to monitor the implementation of procedures and relevant instructions, records performance and coordinate Health and Safety issues, in collaboration with the occupational physicians and safety technical experts at each facility. Finally, for any problems that may arise, our employees can communicate directly with HR, their supervisor or the facility manager.

Also, in the spirit of ensuring constant flow of information between the employees and the stakeholders, we have set up Health and Safety Committees which consist of employees and management representatives, and these committees have been appointed per point of reference (Group facilities, sites, or headquarters).

## Incident Prevention and Management

Recording and analyzing incidents, even minor accidents and near-miss accidents, play a major role in creating an environment that prevents serious occupational accidents. In order to be aware of any potential health and safety risk, we encourage all of our employees to report incidents, even if they seem minor. All reports are evaluated by experts who then propose corrective actions or additional prevention measures. Identifying all factors that may pose a risk is first step of maintaining a safe work environment and a catalyst in continuing the improvement of our practices.

In this way, we:

- Gain in-depth knowledge of the potential risks
- Assess the risks our employees face
- Develop targeted management measures

For monitoring and improvement purposes, each Company and production or storage unit maintains a log of statistical analysis of events, a log of monitoring H&S actions implementation, and a monthly progress report on objectives status. Every 3 months, all Companies are required to report all incidents regardless of their severity, if any, the causes of these incidents and suggested preventive measures applied to avoid recurrence. Our companies are subject to H&S external audits.

122,500 €  
were invested in Health and Safety  
in 2022

GRI 403-9

### Work-related injuries<sup>1</sup>

|                                            | 2020    | 2021 <sup>2</sup> | 2022                 |
|--------------------------------------------|---------|-------------------|----------------------|
| Number of fatalities                       | 0       | 0                 | 0                    |
| Rate of fatalities                         | 0       | 0                 | 0                    |
| Number of recordable work-related injuries | 2       | 1                 | 0                    |
| Rate of recordable work-related injuries   | 0,35    | 0,9               | 0                    |
| Number of hours worked                     | 457,098 | 568,596           | 532,216 <sup>3</sup> |

<sup>1</sup> Refers only to employees of V Group and not workers who are not employees.

<sup>2</sup> We have corrected the information on recordable work-related injuries since our 2021 Sustainability Report.

<sup>3</sup>Number of hours worked in 2022 decreased compared to 2021, due to the fact that V Group employs part time workers throughout the year, depending on workforce needs per project.

GRI 403-10

### Work-related ill health<sup>1</sup>

|                                                             | 2020 | 2021 | 2022 |
|-------------------------------------------------------------|------|------|------|
| Number of fatalities as a result of work-related ill health | 0    | 0    | 0    |
| number of cases of recordable work-related ill health       | 0    | 0    | 0    |

<sup>1</sup> Refers only to employees of V Group and workers who are not employees but whose work and/or workplace is controlled by the Group.



Health and Safety Training

Ensuring Health and Safety equals updating and training our employees in the collective effort of preventing accidents and achieving high levels of safety in the workplace.

We offer training courses by experienced personnel either internally or by external organizations. Our annual training sessions cover:

- **Safe working behavior**
- **Risk prevention**
- **Proper incident management**

Annual specialized seminars are provided at each company facility per company facility and per employee's position and responsibilities (for instance, technical training for the safe transport and storage of waste). All new employees are required to complete an induction training with the subject-matter adapted to the scope of their work. We evaluate our quality of training and results in order to offer the most updated Health and Safety trainings and incorporate observations in the following year's training program. Our training programs include:

- **Experience and lessons learned from investigations of serious incidents of the preceding years**
- **Employee proposals**
- **Information campaigns on Health and Safety at Work issues**
- **New work safety guidelines**

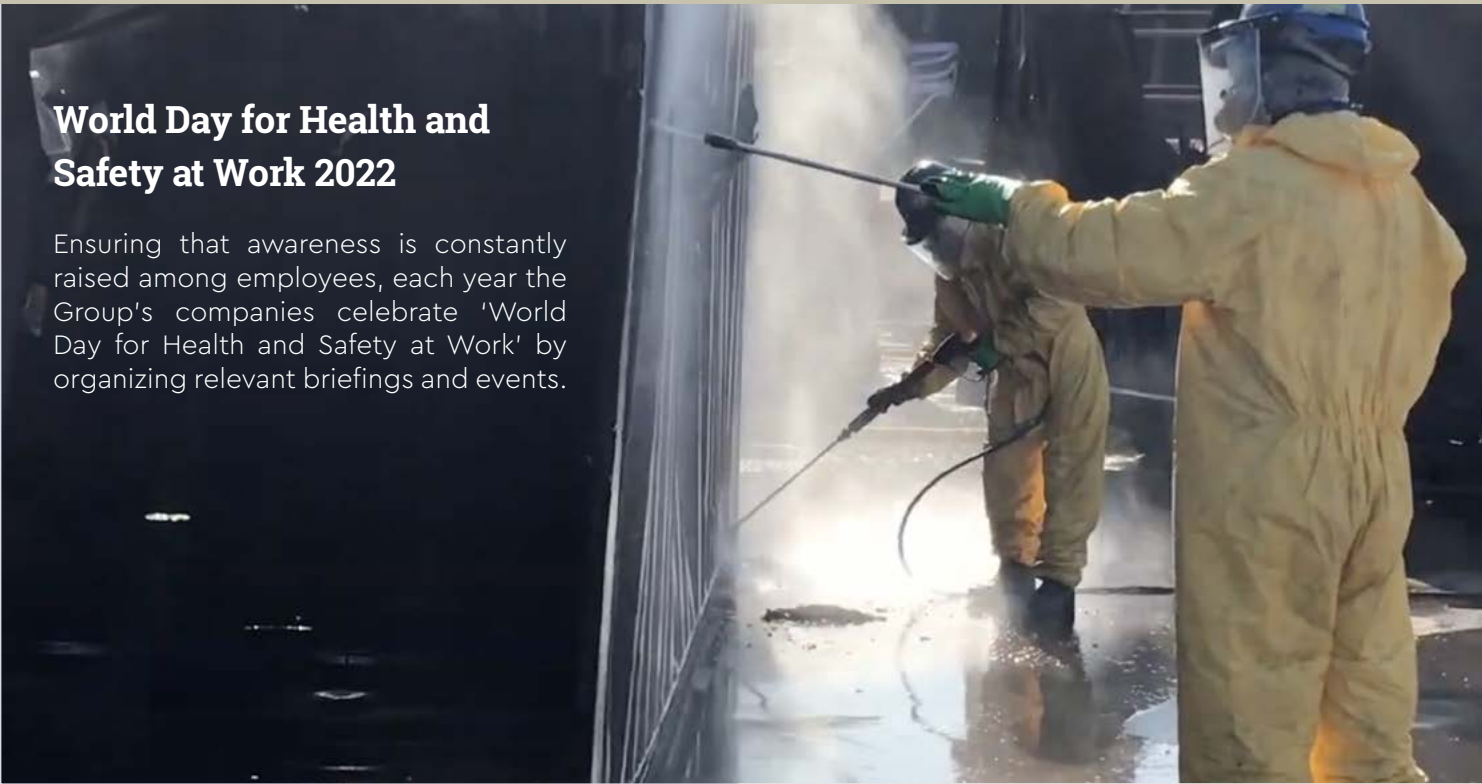
Health & Safety Trainings in 2022

|                                                                                 |                                       |
|---------------------------------------------------------------------------------|---------------------------------------|
| <b>69</b><br>employees<br>trained                                               | <b>200</b><br>total training<br>hours |
| <b>2.89</b><br>average<br>employee<br>training hours<br>in Health and<br>Safety | <b>5</b><br>seminars                  |

Antipollution's Emergency Response Department systematically carries out incident response training sessions. Due to the nature of Antipollution's activities and as part of our obligation to cooperate with port facilities management bodies, we carry out an annual theoretical and practical training to the emergency response teams and administrative staff. The theoretical training includes general information about the sources of marine pollution, properties and behavior of petroleum products, management of oil pollution incidents and information on the required equipment while practical training includes demonstration of equipment and execution of an emergency response scenario from an incident of pollution.

World Day for Health and Safety at Work 2022

Ensuring that awareness is constantly raised among employees, each year the Group's companies celebrate 'World Day for Health and Safety at Work' by organizing relevant briefings and events.





# 4.2 Green Investments and Infrastructure

MATERIAL TOPIC



**INFRASTRUCTURE**

**The rapid developments in the climate sector that the modern world is experiencing are putting serious pressure on the economic sector.**

It is now clear, more than ever, that the latter will not be able to maintain a steady development without incorporating more environmentally friendly practices. In V Group investments in renewable energy systems are a part of our business plan as we aim to adopt best practices for a sustainable future.

Faithful to the vision of sustainable development, we are launching investments and implementing important projects in the sectors of renewable energy sources and green technology, promoting the transition to clean energy and environmental protection, mainly through the reduction of pollutant discharge. At the same time, we invest in our facilities as we strive to merge sustainability measures in our daily operations.

## Promoting Energy Transformation

**In 2021, the first major investment of our company GREEN was launched with the construction of two wind farms of 2.35 MW of capacity each.**

**We designed and implemented the installation of two ENERCON E-92 wind energy converters – with a height of 69m and a capacity of 2.35 MW — for its wind farms at the 'Megalo Vouno 1' and 'Mougdoti' sites in the Municipal Unit of Dervenochoria, Municipality of Tanagra, Regional Unit of Viotia.**

In this way we will:

**Increase Renewable Energy Sources (RES) destined for domestic consumption**

**Contribute to achieving energy savings for the end consumer**

**Enhance energy stability**



# Our Facilities

**Our modern facilities in Greece operate in accordance with high standards and specifications, ensuring not only high quality of services but also enhancing our environmentally friendly approach.**

Our Group owns facilities in Aspropyrgos, a non-hazardous waste management unit, used for the receipt and storage of commercial and industrial waste (metallic and non-metallic waste and residues) that is then separated and/or submitted in processing for mechanical recycling or alternative fuel production.



| Location           | Aspropyrgos                                                                                                                                                                                 |
|--------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Facility           | <p>Refuse Derived Fuel (RDF)/ SRF Facility Industrial and urban waste treatment and storage facility.</p> <p>The production process converts non-hazardous waste into alternative fuel.</p> |
| Power / Total Area | 1,693 kW / 2,258 sq. m. covered area                                                                                                                                                        |
| Construction Year  | 2015                                                                                                                                                                                        |
| Employees          | 28                                                                                                                                                                                          |
| Certifications     | ISO 9001, ISO 14001, ISO 45001, ISO 39001, SA 8000                                                                                                                                          |



The new hazardous waste management unit in Ritsona use the best available techniques and methods of waste treatment and recovery.

In the same facility, in an adjacent area, also it also operates a reception and storage unit for hazardous waste.



| Location           | Ritsona                                                                                                                                                                                                                                                                          |
|--------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Facility           | RDF Facility. Facility for the treatment and storage of hazardous and non-hazardous waste. Hazardous waste management concerns the production of refuse derived fuel, alternative raw materials, and the processing of hazardous and non-hazardous sludge and contaminated land. |
| Power / Total Area | 2,070 kW / 2,781 sq. m. covered area                                                                                                                                                                                                                                             |
| Construction Year  | 2015                                                                                                                                                                                                                                                                             |
| Employees          | 19                                                                                                                                                                                                                                                                               |
| Certifications     | ISO 9001, ISO 14001, ISO 45001, ISO 39001                                                                                                                                                                                                                                        |



Antipollution also has facilities in Patras for the recovery of metal and non-metal waste, where trained technicians perform manual separation.

Non-hazardous solid waste is collected and segregated by type such as plastic, wood, paper, metal, and then delivered to appropriately authorized businesses for further use or final disposal.

|                                                                                     |                    |                                                                                                                  |
|-------------------------------------------------------------------------------------|--------------------|------------------------------------------------------------------------------------------------------------------|
|  | Location           | Patras                                                                                                           |
|                                                                                     | Facility           | Non-hazardous waste management. Waste is sorted at the facility and then sent for recycling and energy recovery. |
|                                                                                     | Power / Total Area | 55 kW / 1,800 sq. m.                                                                                             |
|                                                                                     | Construction Year  | 1971                                                                                                             |
|                                                                                     | Employees          | 24                                                                                                               |
|                                                                                     | Certifications     | ISO 9001, ISO 14001, ISO 45001, SA 8000                                                                          |

For the provision of services for receiving solid waste from ships and cargo residues in the Port of Piraeus, the company started operating facilities in Drapetsona after completing necessary construction works in December 2019.

These facilities are the center of business planning and ensure the immediate provision of high-quality services in the largest port of the country. Our Drapetsona facilities consist of 2 sites of 5.145m² and 1.585m².

|                                                                                     |                   |                                                                                                                        |
|-------------------------------------------------------------------------------------|-------------------|------------------------------------------------------------------------------------------------------------------------|
|  | Location          | Drapetsona                                                                                                             |
|                                                                                     | Facility          | Station for the transshipment of waste received from ships approaching the marine area within the jurisdiction of PPA. |
|                                                                                     | Construction Year | 2019                                                                                                                   |
|                                                                                     | Employees         | 62                                                                                                                     |
| Certifications                                                                      |                   | ISO 9001, ISO 14001, ISO 45001, SA 8000                                                                                |



We also have a storage facility for non-hazardous waste, including waste electrical and electronic equipment and waste edible oils. This unit is in the village of Tembloni in the Municipality of Corfu and it operates for the collection and storage of non-hazardous waste until a sufficient quantity is collected, before being forwarded for handling to authorized bodies. With the workforce of 6 people, storage is handled by our trained staff, while the facilities have all the necessary equipment to carry out transshipment and storage operations ensuring environmental protection.

Another important initiative, involves the installation of photovoltaic panels at our facilities. As electricity is our main energy source, we continuously search for ways to reduce electricity consumption from non-renewable sources.

**A photovoltaic energy compensation system Net Metering) with a capacity of 200 kWp is installed at the Aspropyrgos’ facility’s roof. This system produced a quantity equal to 48% of the consumed energy for 2021 and resulted in a 38% reduction of electricity consumption compared to 2019. For 2022, the electricity generated increased by 54% in comparison to the 2021 production.**

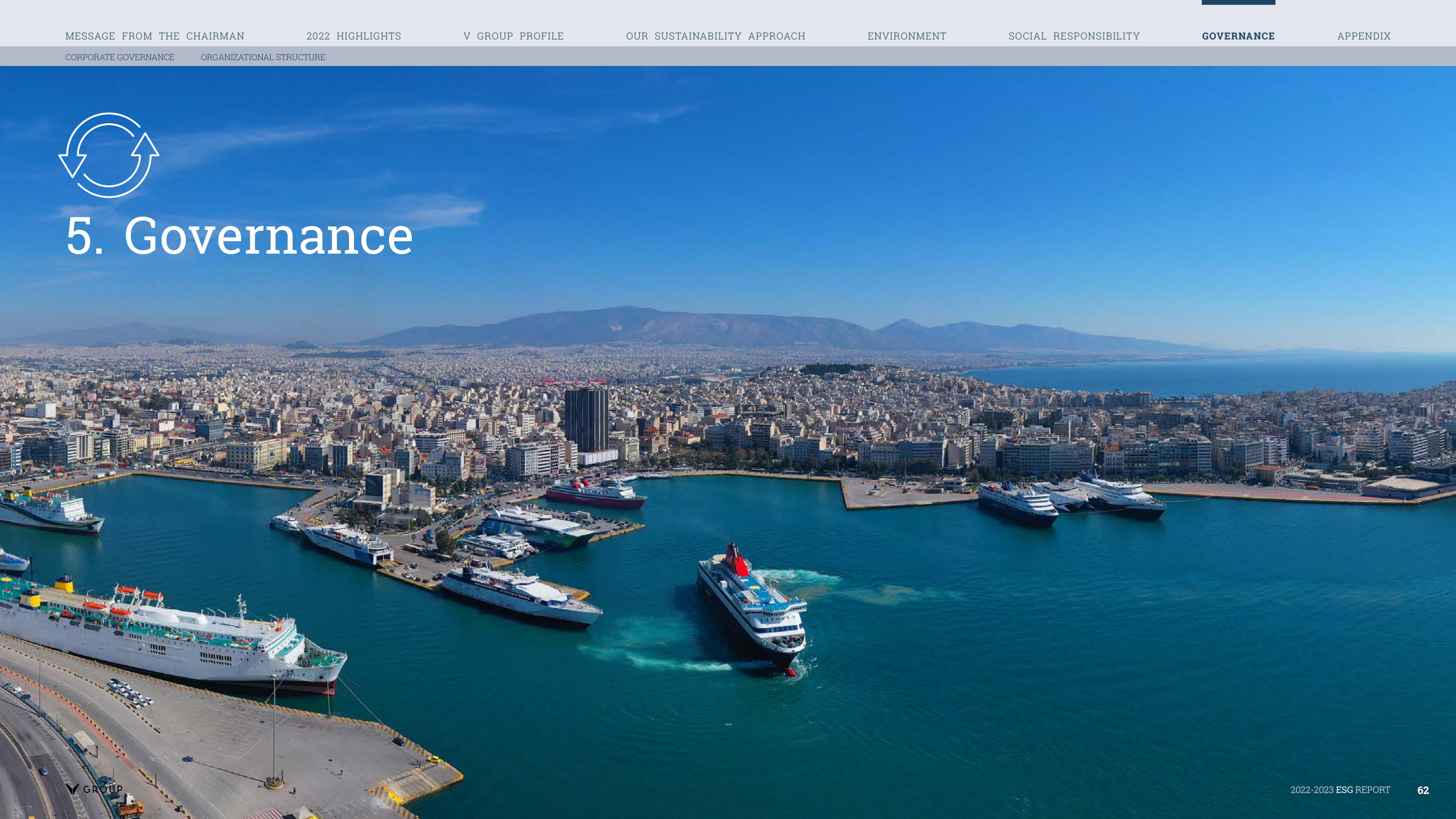
Also, the installation of photovoltaic panels at the new building of the Ritsona facility is in progress and it is expected to be completed by 2024.







# 5. Governance







5.1 Corporate Governance

Our Corporate Governance Framework

**In V Group we have adopted corporate governance standards to ensure value for of our stakeholders and ensure the smooth operation of our companies.**

At the core of this philosophy lies the combination of entrepreneurship with our values for respect for environmental protection, value creation for our stakeholders, and sustainable development.

Our Corporate Governance Framework is based on the principles of transparency, innovation, responsibility, and effectiveness and it is being implemented by the Board of Directors (BoD) who's responsibility is to develop respective policies, systems and individual procedures. Operating with the principles of transparency, effectiveness, responsibility and innovation, and in view of setting and achieving short- and long-term objectives, it oversees:



# 5.2 Organizational Structure

**The organizational structure we follow is characterized by increased autonomy between our Group companies in the aim of creating a strong structure.**

Defined boundaries of areas of responsibility contribute to the enhancement of our governance as they define the roles, responsibilities and competences for each employee position.

Our system includes:





# Board of Directors

GRI 2-9, GRI 2-11

## The Board of Directors is the supreme governing body of V Group.

The Board of Directors of each company holds the responsibility of managing the company they direct as well as coordinating with the rest of our Group's companies to ensure that our goals and vision are achieved.

### Composition, organization, and responsibilities

The BoD is responsible for defining Group's values and strategic orientation and for monitoring their adherence, as well as the approval of the strategy and business plan of the Group and its Subsidiaries. In this context, it regularly reviews risks and opportunities in relation to the defined strategy and any relevant measures previously taken to address them.

The responsibilities of the BoD include, among others, designing strategic directions, the approval of our long-term strategy and operational goals, monitoring the executive management on matters concerning environmental matters and identification and examination of the risks of our Group and its Subsidiaries.

| Name                      | Board of Directors <sup>1</sup>                | Gender | Nationality |
|---------------------------|------------------------------------------------|--------|-------------|
| Vyron Vasileiadis         | Chairman of the Board,<br>Non-executive Member | Male   | Greek       |
| Linaraki Georgia          | Vice-President                                 | Female | Greek       |
| Vourgas Anastasios        | CEO                                            | Male   | Greek       |
| Vasileiadis Dimitrios     | Advisor                                        | Male   | Greek       |
| Triantafyllidou Anastasia | Advisor                                        | Female | Greek       |
| Drakos Dimitrios          | Executive Member                               | Male   | Greek       |

<sup>1</sup>The new Board of directors was appointed on 01.09.2023 for a tenure of three years.

The Board of Directors consists of executive and non-executive Members, who are appointed as such by a decision of the BoD with a tenure of 4 years. The tenure can be extended, under exceptional circumstances, until the forthcoming annual General Meeting of the Shareholders, which may not exceed five years. The number of members of the Board of Directors is defined by the Articles of Association or by the General Meeting of the Shareholders in conjunction with the requirements of the Corporate Governance Code and within the limits provided for in the Articles of Association.

## Oversight of sustainability

GRI 2-13, GRI 2-14

We are considering the establishment of a Monitoring and Reporting system, where members of the BoD and supervisors of departments will report performance on specific KPIs that will include the impact of the company's operations on the economy, the environment and people.

Similarly, we are in the process of integrating sustainability issues oversight officially in the BoD responsibilities, switching from the "ad hoc" practice which currently is being followed. The aim is that the BoD should always review those issues and any sustainability related reports in detail, before their communication to relevant stakeholders. Our current practice is to make an effort to ensure that all those responsible for sustainability issues collect the necessary information on activities and performance in the economic, environmental and social sectors, which are assessed internally for accuracy and then submitted to BoD for verbal verification.

## Remuneration of the BoD

GRI 2-19, GRI 2-21

The competent body for the election of the BoD is the General Meeting of Shareholders, except in cases of appointment of a member of the Board of Directors or election of a member of the Board of Directors to replace another.

The BoD, after its election, is formed as an executive body, electing by secret ballot and by an absolute majority of its members present or represented, the Chairman, the Vice-President and the Chief Executive Officer and appoints the executive and non-executive members.

V Group's BoD members are compensated based on the Group's Remuneration Policy for members of the Board of Directors and General Directors and their deputies. The respective regulations include fixed and variable remuneration and compensation paid by the Company in case of a withdrawal. The Remuneration Policy is submitted for approval to the General Meeting of the Shareholders.

Fixed remuneration reflects educational attainment, experience, responsibility and job requirements and represents a sufficiently high share of total remuneration in relation to variables while they remain competitive to retain skilled and experienced individuals. In this spirit we monitor wage levels in the (Greek and/or international/European) market through relevant surveys. The remuneration is designed to contribute to the implementation of the strategy (taking into account the risk profile), the long-term interests and sustainability of the Company.

GRI 2-21

### Annual total compensation ratio of the highest-paid individual to the median annual total compensation for all employees

|                                                                                                                                                                                               | 2020 | 2021 | 2022 |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------|------|------|
| Annual total compensation for the organization's highest-paid individual to the median annual total compensation for all employees                                                            | 4.8  | 3.4  | 4.5  |
| Ratio of the percentage increase in annual total compensation for the organization's highest-paid individual to the median percentage increase in annual total compensation for all employees | -    | 0    | 0    |



# Code of Conduct

GRI 2-30, GRI 406-1

**Our Code of Conduct sets out the principles of cooperation and mutual respect among employees, and also between employees and all external partners.**

The Code designs the framework of our operations in the view of creating a fair working environment. No form of discrimination or violation of the rights of our employees is tolerated and we had zero Incidents of discrimination for the last three years.

The Code of Conduct aim is to create, through its principles, an environment where employees can perform to the best of their capabilities, while maintaining our reputation through an effective governance framework. Based on this approach, the Code provides employees with all the necessary guidelines ensuring that employees act with honesty, integrity, independence, impartiality, discretion, disregarding self-interest and avoiding any situation that could give rise to personal conflict of interests.

The work practices applied within our Group are in full compliance with the requirements of the relevant national legislation, the Conventions of the International Labor Organization, as well as international standards ISO 45001, OHSAS 18001 and SA8000.

Furthermore, the Social Responsibility Policy includes our commitment to supporting employees' right to freedom of association and collective bargaining.

**100%**  
of our employees are covered by collective bargaining agreements in 2022.

## Acceptance of gifts

We have established a strict gift-acceptance prohibition recognizing the potential disruption of professional business relationships. More specifically, based on the Gifts and Hospitality Policy, which is based on international standards and best practices methodologies and is aligned with relevant regulatory/legal requirements, our employees may accept non-monetary gifts of small value from suppliers, potential employees, potential vendors or suppliers, or any other individual or organization, within the context of normal social decency and business practices.

# Policy to Prevent and Combat Violence and Harassment at Work

Assessing the risks of violence and harassment at work is in line with our Policy to Prevent and Combat Violence and Harassment at Work, considering any inherent risk arising from the nature of the activity, the job, factors such as gender and age or other characteristics that constitute grounds for discrimination, as well as risks related to specific groups of employees and and adopting of measures to prevent, manage and limit related risks.

The company also has a report/complaint handling process and regularly evaluates the effectiveness of its actions.

**In V Group, we take actions to inform and create awareness among our employees about the possible risks of violence and harassment in the workplace and the relevant prevention and protection measures to be followed in case of an incident. We also encourage management executives and employee representatives to participate in training seminars targeting on identification and management of risks of violence and harassment at work.**

# Conflict of interest

GRI 2-15

**In V Group managing conflicts of interest is a priority on our agenda due to their nature and potential stakes. Conflicts of interest are handled by the BoD of each company of our Group and each BoD is also responsible for creating prevention mechanisms to avoid emergence of such cases.**

Towards this direction, clear principles have been established and are followed by all companies regarding engagement in parallel activities, which involve the risk of creating conflicting interests for the executives involved. For example, specific rules and restrictions apply to partnerships with family members of, or people related to our employees. We have adopted a strict processing and safeguarding framework of confidential information to further strengthen our efforts and commitment in preventing conflicts. To promote transparency and protect all parties involved, interested parties are required to inform the Company and record any potential conflicts, including agreed measures to prevent a conflict as well as inform their immediate supervisor and the Regulatory Compliance Officer of all existing or potential conflicts of interest, following the directions of the Code of Conduct.

In 2022, we approved the Conflict Management Policy, for the timely, proper and effective management and monitoring of disputes. Our Chief Legal Officer (CLO) is informed of any conflict interest or any emerging or potential conflict and respectively the CLO informs the BoD of ongoing disputes or actions taken to resolve any situation.



# Transparency and Corruption

GRI 2-26, GRI 2-27

Each company of V Group implements Management and Staff Corruption Response Policies, as stated in our Code of Conduct and each company has a competent body responsible for adoption, implementation and assessment of these policies. We fully comply with the current legislation and no fine or sanction has been imposed due to non-compliance within the reporting period.

Our approach to transparency and corruption lies on:



Our transparency and corruption principles extend across our value chain to suppliers, partners, and other stakeholders. Our external communication process with suppliers/subcontractors includes a self-assessment questionnaire where policies for Quality, Health, Safety and Environmental (QHSE), social responsibility and road safety are communicated.

Our Code of Conduct includes a reporting procedure for problems related to human resources policies and procedures within the organization. All employees have the right to exercise the whistleblowing procedure, and in this context, no individual may be punished, dismissed, or be subject to any kind of discretionary measures, merely for exercising their whistleblowing rights.

Remaining committed to actively creating processes to identify and manage the negative impacts that may arise from our operation to people, the economy and to the environment, we aim to establish effective processes for mitigating those impacts, including effective identification, assessing and addressing upcoming issues and remaining transparent by informing our stakeholders in a timely and sincere manner.

It is within our intentions to establish mechanisms for submitting and managing complaints, such as electronic forms, internal complaints reception desks (HR) and stronger communication procedures adapted to the needs of each company of the group. In this process we wish to actively include our people with respective training sessions, ensuring that information on complaints mechanisms is accessible to all employees.

# Personal Data Management

**Personal Data Management is an important consideration in our business and regulatory environment.**

Abiding by all applicable national and European laws, rules, and other legal requirements related to data privacy we have appointed an accredited external partner that is acting as Data Protection Officer (DPO) for the entire Group.

Our strict Data Protection Policy ensures that the Group will provide training to all employees to help them understand their responsibilities when handling data. Access to personal data is granted only to those who need it to perform their work and after relevant authorization. In this context, employees are advised to use strong passwords, to never share information informally or to unauthorized people, either within the company or externally, and to request help from the data protection officer if they are unsure about any aspect of data protection.

Once a year, all employees and contractors receive appropriate periodical security awareness education and training to cover relevant and the most current user- vulnerabilities. Furthermore, an induction training related to the secure storage, processing and use of information, as well as to a secure behavior is given to new employees. During this training, new employees are also informed about backup and anti-malware software update responsibilities as well as remote working connection guidelines. It is within Management responsibilities to ensure that all employees apply information security in accordance with the established policies and procedures of the organization.

# 6. Appendix

## 6.1 About this Report

GRI 2-2, GRI 2-3, GRI 2-5

This is the 3rd, consecutive and annual Sustainability Report issued by V Group presenting actions and performance on corporate responsibility and sustainable development issues, focusing on the ESG pillars: Environment (E) – Society (S) – Corporate Governance (G). This report is set to be published in 03/2023.

The respective reporting period from 1/1/2022 to 31/12/2022, aligning with the annual financial reporting period, and it incorporates data from 2021 and 2020 for reasons of comparability, providing a better and fuller understanding of the Group's activities. Each company of V Group of Companies publishes its own financial report. The qualitative and quantitative data presented in the Report cover the entirety of the Group's activities (unless otherwise stated in the individual data or sections), and the following companies in particular:

- **Antipollution**
- **VEN Engineering**
- **Greek Environmental & Energy Network S.A. (GREEN)**
- **Deppy Vasileiadis Foundation**

The Report aims to inform stakeholders of the impacts that V Group creates or may create on the environment, people, and the economy, as well as to form a basis for comparing the performance of V group in sustainability matters for the coming years.

The necessary information and data for calculating and presenting the key performance indicators of

the Report were collected in accordance with the recording procedures in place within the Group. The methodology for recording this data and information, as well as the method of their presentation, is based on the provisions of the GRI Standards 2021 guidelines.

This Report has been prepared in reference with the GRI Standards 2021 ("In reference with the GRI standards") while taking into account the Group's contribution in the establishment of the Sustainable Development Goals (SDGs) of the UN.

No external verification of the data in this Report has been performed by an independent third-party. However, recognizing the usefulness and added value that external verification of the data in the Report can provide, the Group will examine the possibility of an external audit for a subsequent publication.

For any issue regarding this Report as well as for any issues on Sustainable Development and Corporate Responsibility in relation to V Group you may contact us through the following postal or e-mail addresses:

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Marketing and Communications Department  
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[www.vgroup.gr](http://www.vgroup.gr)

# 6.2 GRI Table

|                  |                                                                                                                                                |
|------------------|------------------------------------------------------------------------------------------------------------------------------------------------|
| Statement of use | V GROUP has reported the information cited in this GRI content index for the period 01/01/2022–31/12/2022 with reference to the GRI Standards. |
| GRI 1 used       | GRI 1: Foundation 2021                                                                                                                         |

| GRI STANDARD /<br>OTHER SOURCE     | DISCLOSURE                                                                 | LOCATION                      |                        |
|------------------------------------|----------------------------------------------------------------------------|-------------------------------|------------------------|
|                                    |                                                                            | SECTION                       | PAGE IN THIS<br>REPORT |
| GRI 2: General<br>Disclosures 2021 | 2-1 Organizational details                                                 | 1.1 V Group of Companies      | 7                      |
|                                    | 2-2 (a,b) Entities included in the organization's sustainability reporting | 6.1 About this Report         | 70                     |
|                                    | 2-3 Reporting period, frequency and contact point                          | 6.1 About this Report         | 70                     |
|                                    | 2-4 (a.i) Restatements of information                                      | 4.1 Taking Care of our People | 54                     |
|                                    | 2-5 External assurance                                                     | 6.1 About this Report         | 70                     |
|                                    | 2-6 (a) Activities, value chain and other business relationships           | 1.1 V Group of Companies      | 6–7                    |
|                                    | 2-7 Employees                                                              | 4.1 Taking Care of our People | 45                     |
|                                    | 2-8 Workers who are not employees                                          | 4.1 Taking Care of our People | 45                     |



| GRI STANDARD /<br>OTHER SOURCE     | DISCLOSURE                                                           | LOCATION                                         |                        |
|------------------------------------|----------------------------------------------------------------------|--------------------------------------------------|------------------------|
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| GRI 2: General<br>Disclosures 2021 | 2-9 (a) Governance structure and composition                         | 5.2 Organizational Structure                     | 65                     |
|                                    | 2-11 Chair of the highest governance body                            | 5.2 Organizational Structure                     | 65                     |
|                                    | 2-13 Delegation of responsibility for managing impacts               | 5.2 Organizational Structure                     | 66                     |
|                                    | 2-14 Role of the highest governance body in sustainability reporting | 5.2 Organizational Structure                     | 66                     |
|                                    | 2-15 (a) Conflicts of interest                                       | 5.2 Organizational Structure                     | 68                     |
|                                    | 2-19 (a. i,ii,iii) Remuneration policies                             | 5.2 Organizational Structure                     | 66                     |
|                                    | 2-21 Annual total compensation ratio                                 | 5.2 Organizational Structure                     | 66                     |
|                                    | 2-26 Mechanisms for seeking advice and raising concerns              | 5.2 Organizational Structure                     | 69                     |
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|                                    | 2-28 Membership associations                                         | 1.4 Memberships, participations and recognitions | 19                     |
|                                    | 2-29 Approach to stakeholder engagement                              | 2.3 We Create Value for our Stakeholders         | 32-33                  |
|                                    | 2-30 Collective bargaining agreements                                | 5.2 Organizational Structure                     | 67                     |

| GRI STANDARD /<br>OTHER SOURCE | DISCLOSURE                                                                                                       | LOCATION                                                             |                        |
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| GRI 3: Material<br>Topics 2021 | 3-1 Process to determine material topics                                                                         | 2.2 Materiality Analysis<br>2.3 We Create Value for our Stakeholders | 26-27,<br>31           |
|                                | 3-2 List of material topics                                                                                      | 2.2 Materiality Analysis                                             | 28-29                  |
| GRI 302: Energy<br>2016        | 302-1 (a,b,c,e) Energy consumption within the organization                                                       | 3.1 Climate Stability                                                | 35                     |
| Internal<br>Indicator          | Energy consumption outside of the organization in tons CO <sub>2</sub>                                           | 3.1 Climate Stability                                                | 35                     |
| GRI 305:<br>Emissions 2016     | 305-1 (a,e,g) Direct (Scope 1) GHG emissions                                                                     | 3.2 Climate Neutrality                                               | 37                     |
|                                | 305-2 (a,e,g) Energy indirect (Scope 2) GHG emissions                                                            | 3.2 Climate Neutrality                                               | 37                     |
|                                | 305-3 (a,e,g) Other indirect (Scope 3) GHG emissions                                                             | 3.2 Climate Neutrality                                               | 37                     |
| Internal<br>Indicator          | Percentage of recovery methods for the total input (breakdown per e.g. recycling, alternative fuel, landfilling) | 3.3 Zero Waste                                                       | 39                     |
|                                | Percentage of quantities headed for recycling and diverted from landfill                                         | 3.3 Zero Waste                                                       | 39                     |

| GRI STANDARD /<br>OTHER SOURCE                  | DISCLOSURE                                                                                               | LOCATION                      |                        |
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| GRI 401:<br>Employment 2016                     | 401-1 New employee hires and employee turnover                                                           | 4.1 Taking Care of our People | 46                     |
|                                                 | 401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees | 4.1 Taking Care of our People | 47                     |
|                                                 | 401-3 Parental leave                                                                                     | 4.1 Taking Care of our People | 47                     |
| GRI 403:<br>Occupational Health and Safety 2018 | 403-1 (a) Occupational health and safety management system                                               | 4.1 Taking Care of our People | 52                     |
|                                                 | 403-2 (a) Hazard identification, risk assessment, and incident investigation                             | 4.1 Taking Care of our People | 53-54                  |
|                                                 | 403-3 Occupational health services                                                                       | 4.1 Taking Care of our People | 53-54                  |
|                                                 | 403-5 Worker training on occupational                                                                    | 4.1 Taking Care of our People | 55                     |
|                                                 | 403-9 (a) Work-related injuries                                                                          | 4.1 Taking Care of our People | 54                     |
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| GRI 404: Training and Education 2016 | 404-1 (by gender and employee level) Average hours of training per year per employee                                      | 4.1 Taking Care of our People | 48                     |
|                                      | 404-2 (a) Programs for upgrading employee skills and transition assistance programs                                       | 4.1 Taking Care of our People | 48                     |
|                                      | 404-3 (by gender and employee level) Percentage of employees receiving regular performance and career development reviews | 4.1 Taking Care of our People | 50                     |
| GRI 406:<br>Non-discrimination 2016  | 406-1 Incidents of discrimination and corrective actions taken                                                            | 5.2 Organizational Structure  | 67                     |

