



ELLAKTOR Group ESG Strategy: a key pillar of the new business development model

At ELLAKTOR Group, the active contribution and effective promotion of sustainable development are placed at the core of its operational planning and the activities of its business segments. Ensuring a safe and fair working environment, providing effective support for the economy and local communities, and reducing the impact of its environmental activities are the Group's basic principles. These commitments, a key guide for the fulfilment of the Group's mission, are expressed not only through the modern infrastructure projects that for decades upgrade the quality of people's lives, but also via the environment and energy projects that promote the circular economy and energy production through alternative and renewable sources, while creating added value for all Group's stakeholders.

ELLAKTOR Group's business strategy focuses on strengthening its footprint in the Environmental infrastructure, the Concessions, the Real Estate and Green Energy Production segments. Focusing on the use of innovative practices and modern technologies, the Group aims to create sustainable-green and secure infrastructure projects for the people and the environment, and to

produce alternative energy sources to respond to the need for protection against Climate Change and for the transition to Green forms of energy.

ELLAKTOR Group promotes circular economy with innovative waste management solutions, while enhancing its footprint in green energy production. Following best international practices (for example, the adoption of the United Nations 2030 Agenda for Sustainable Development, materiality analysis that identifies the needs and expectations of the Stakeholders in relation to the group's operation) and recognized standards (such as, the Global Reporting Initiative (GRI) guidelines, the Global Compact principles, the Sustainability Accounting Standards Board (SASB) guidelines, the ESG Reporting Guide of the Athens Stock Exchange), the Group's sustainable development actions are fully aligned with its corporate values, Meritocracy & Equal Opportunities, Collaboration & Excellence, Achievement & Efficiency, Innovation & Best Practices, Integrity & Respect, Encouragement & Advancement, Health and Safety.

Key strategic pillars in the direction of Sustainable Development and ESG are Climate Change and the Circular Economy, Health, Safety and Development of Employees, Social Responsibility and Integrity and Business Ethics. Innovation and Digital Transformation are at the heart of its strategy and act as a connecting link to equip the Group with modern tools to address more effectively future challenges in the above strategic pillars. **Within the framework** of the above strategic axes, individual goals have been set and a plan of short-term, medium-term and long-term actions has been designed to achieve them.