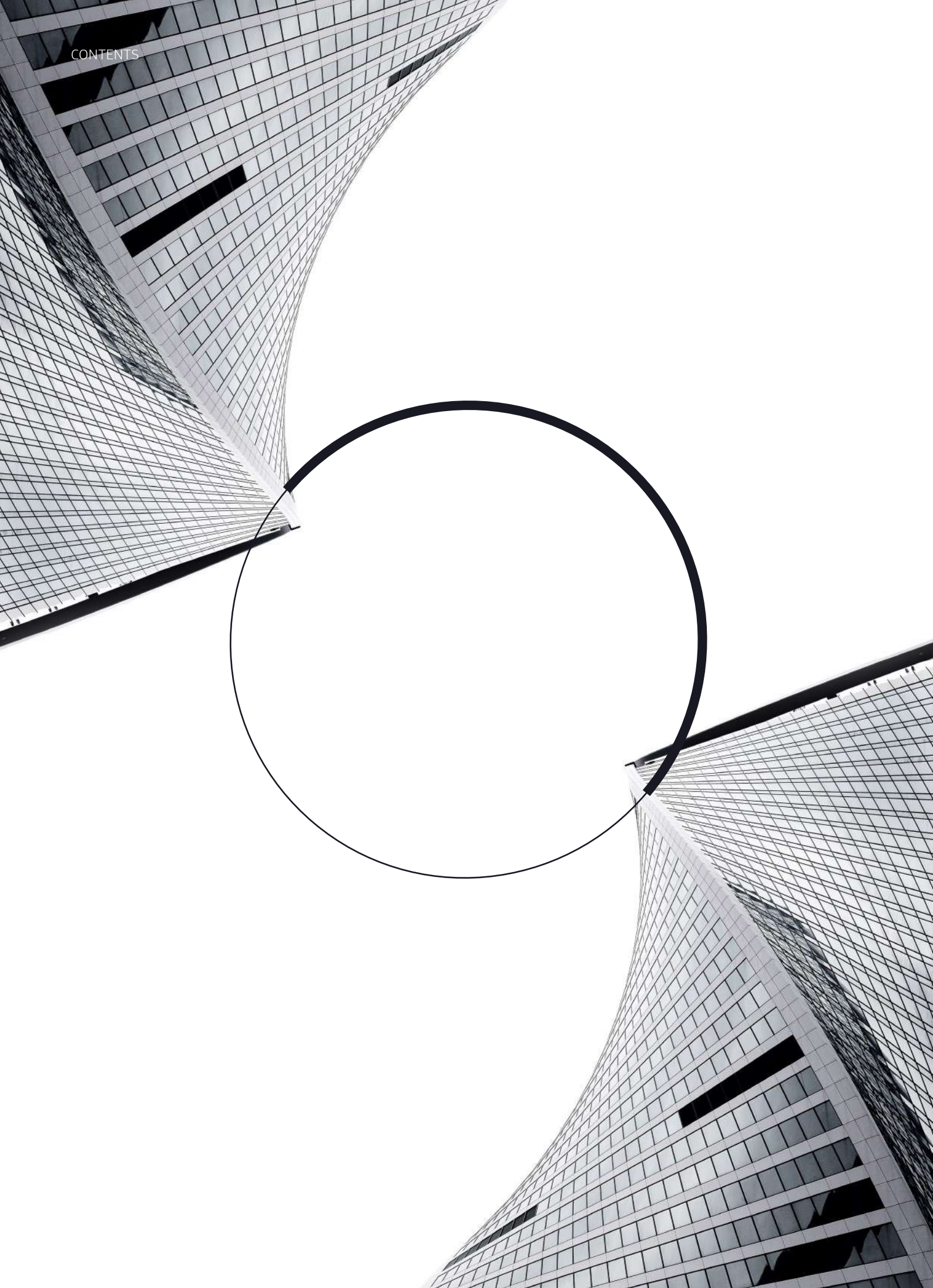


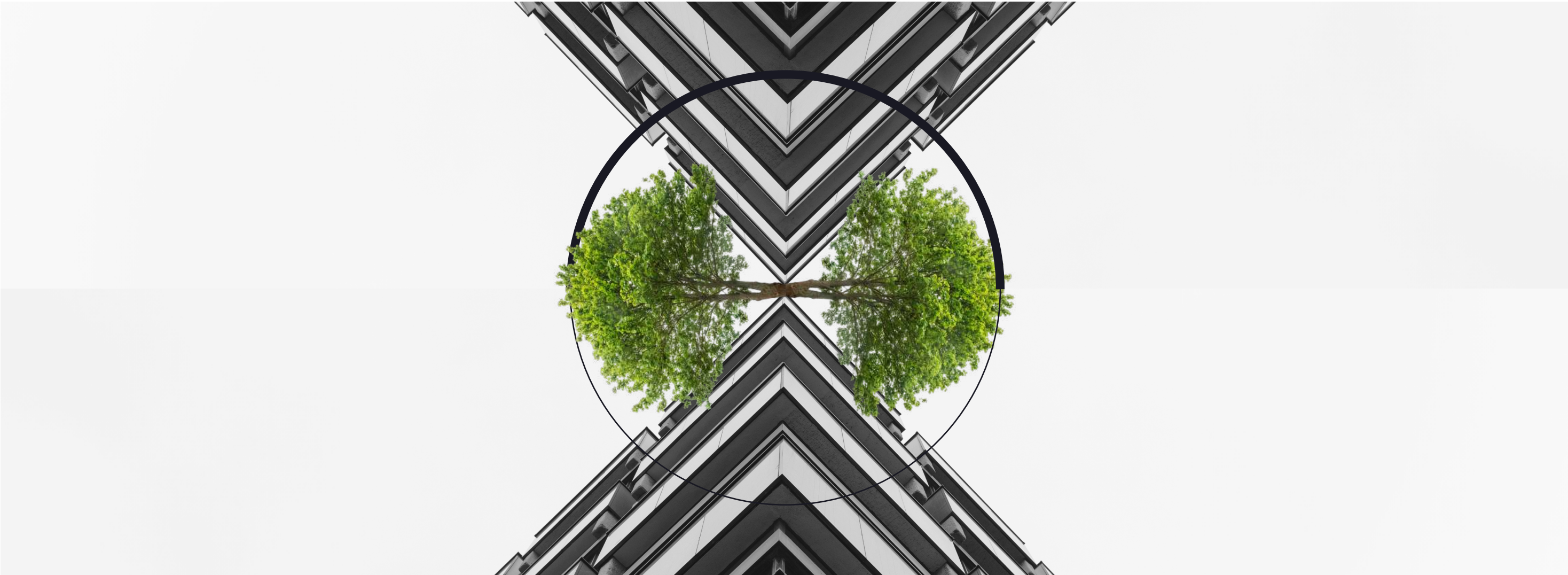


LEADING TOWARDS TOMORROW





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Dear readers,

2023 is a milestone year for KLEEMANN, as we celebrated 40 years of operation and commitment to quality and innovation. Over these four decades, our products and solutions have been installed in more than 100 countries. The Company's strong extroversion requires close monitoring of the geopolitical, economic and social conditions and constant readjustment to meet the global market's needs.

Despite the global challenges, the Company's 40th anniversary has strengthened and reinforced our determination and inspired us to continue growing in this competitive environment, achieving significant progress.

Our strategy has focused on digital transformation and innovation projects concerning our products and services, as well as the operations of the entire organisation, including its manufacturing facilities worldwide.

We have implemented a €5,5 million investment plan to upgrade factory machinery and maximise the use of digital tools and new technologies in all our activities, such as robotic systems, automation systems, and production management.

We further reduced our environmental footprint by achieving a 7.5% reduction in total electricity consumption and a 16.8% reduction in CO₂ emissions from our activities. In addition, we decided to invest in renewable energy production and initiated the licensing for the installation of a photovoltaic panel park. This park is expected to cover 70% of the Company's electricity requirements in the coming years.

In response to growing market expectations, we have integrated IoT into our products to enable 'smart' operation. We have also prioritised low-energy-consumption products, adhering to specific design principles (ECO Design Product) and adopting green technologies.

We participated in corporate responsibility initiatives and aimed to generate value in the countries where we operate, contributing to the prosperity and social cohesion of the broader community with significant direct and indirect economic impact.

This Corporate Responsibility Report is the seventh consecutive report demonstrating the Company's ongoing commitment to its Corporate Responsibility and Sustainable Development strategy.

We remain open to dialogue with all of you and welcome your feedback, which helps us improve and manage, strategically and comprehensively, all the issues we impact.

We entered 2024 with confidence, passion, and determination to continue strongly into our fifth decade, committed to our vision of "always growing" as a Company and as people.

Sincerely,
GIANNIS SANIDIOTIS
General Manager
KLEEMANN Group

2. RESPONSIBLE MARKET PRESENCE

Having been established in 1983 in Kilkis, Greece, KLEEMANN is one of the most important lift manufacturers in the European and global markets.

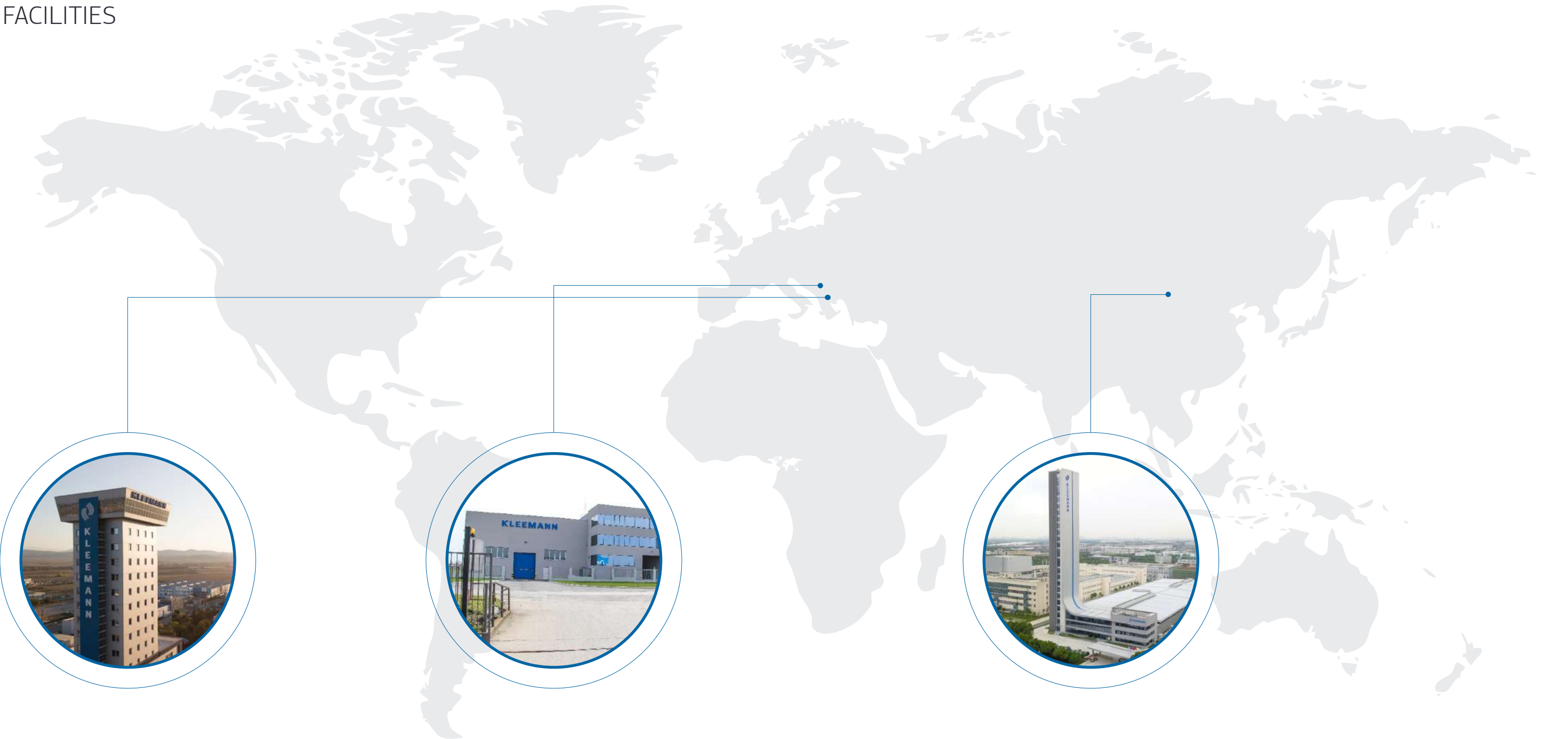
The Group is established in the global market, with its international sales corresponding to over 90% of its total turnover. Its sales network operates in over 100 countries, with local presence in important markets including the UK, France, Germany, Australia, USA, and with local production facilities in Greece, as well as in Serbia and China.

In 2023 -a milestone year- KLEEMANN celebrated 40 years of operation and commitment to quality, innovation, and customer service. More than 250 customers of KLEEMANN from Greece and abroad, along with representatives from the business community and the Greek government, honored the company with their presence at a festive event held at its headquarters in Kilkis. KLEEMANN guests explored its state-of-the-art facilities and visited the renovated showroom that featured the latest cabin series and the new Digital Innovation Spot, which showcased the KLEEMANN Digital tools and IoT solutions. In addition, the new 360° Factory Tour VR provided a guided tour of KLEEMANN's production facilities in Serbia, and China.

KLEEMANN's 40th-anniversary celebrations were held at two prominent lift industry exhibitions – Interlift in Augsburg, Germany and the Global Elevator Exhibition (GEE) in Milan, Italy.



FACILITIES



GREECE
Kilkis

The Group Headquarters, the main production facilities, the 61-meter testing tower and the logistics center are located in the Kilkis Industrial Zone, covering an area of 180,000 m². The Company also has showrooms and sales offices in Athens and Thessaloniki.

SERBIA
Belgrade

KLEEMANN Liftovi located in Belgrade, Serbia, operates production facilities, a logistics center and office buildings covering a total area of 10,000m².

CHINA
Kunshan

KLEEMANN China was established in 2011 in Kunshan, China, under the KLEEMANN Group’s growth strategy. In 2017, KLEEMANN made a new investment, which included the construction of new facilities - office buildings, manufacturing facilities, and a test tower of 100 meters covering a gross floor area of approximately 19,000 m². This investment enables us to offer complete lift systems, high-quality services and 24-hour support service in China and Southeast Asia.

OUR VISION

We are a world leader in the manufacturing of lifts. We achieve constant growth and success by investing in innovation, infrastructure and our people.

OUR MISSION

As a global enterprise, we innovate, we invest in our people and we grow, aiming at exceptional customer experience through a personal approach.

OUR VALUES

At the core of our culture lie our values, which shape our daily behaviour and direct our actions, decisions, and collaborations with our colleagues, customers, and all our business partners.

We highly value and prioritize Sustainable Development and transparency in every aspect of our operations. We aim to contribute positively to society and the environment.



Safety

We take all necessary measures to ensure the health and safety of our personnel, customers and users when using our products and within our premises.



Trust

We do what we say and we say what we do. We place trust in our people and their abilities. At KLEEMANN, we are a united front. We are all aligned with each other and with our vision.



Passion for People

The well-being of our colleagues and customers is of utmost importance to us. We invest in the strength of the bond between the Company and its personnel. We are truly passionate about what we do and we strive to create opportunities for personal and professional development for all.



Breakthrough culture

Innovation, growth, development and improvement are all vital to our business model. We set high goals, we commit to them, we take risks and we determinedly turn any opportunity into a learning experience. We are not afraid to fail.





PRODUCTS & SERVICES

KLEEMANN stands out for its widest range of products in the world, high quality and control standards, world-class design, expertise in special projects, and record-fast delivery for standard products. Over time, it has been investing in state-of-the-art testing towers, product innovation, incorporating IoT and energy-saving technologies in production automation, and process digitization.

KLEEMANN offers integrated lift solutions, for residential or commercial use, for persons or freight, as well as lift systems, escalators and moving walks, marine lifts, modernization solutions, and other solutions with special requirements. KLEEMANN's products have been installed in public and private buildings around the world, in office buildings, airports, stadiums, shopping malls, theaters, industries, and cruise ships.

Passenger & freight lifts

We produce all types of passenger and freight lifts, with rated loads up to 30 tons and speeds up to 7m/sec. We successfully respond to major-scale public ventures with high-specification objectives and short turnarounds, to cost-effective, compact and hard-wearing business solutions or affordable private residence projects. We offer complete traction and hydraulic lift systems, both with and without machine room, from initial concept through development to final production. Each lift is strictly tested to ensure ease of use and reliability.

In cooperation with the internationally renowned industrial designer Andreas Zapatinas, we have launched unique cabins, doors and operating panel designs. With dedication to KLEEMANN's innovation strategy, the Design team serves as the creative force behind the development of lifts for any challenging project. KLEEMANN's specialists combine functionality-oriented design solutions, providing high-quality virtual proposals, digital animation of the project and direct collaboration with the architect or engineer of each project for material selection.

Escalators and moving walks

KLEEMANN escalators and moving walks are versatile and suitable for use in all kinds of buildings, with tailor-made design alternatives that offer high rise, outdoor, heavy duty, high capacity, and eco-friendly options to meet the requirements of any special projects.

Accessibility

KLEEMANN has developed "freeSTAIR" systems to provide autonomy, comfort and access where the option of a conventional lift is not available.

Requiring minimum space, the "freeSTAIR" systems can be installed both outdoors and indoors and on walls or floors. Each unit is manufactured individually, according to the exact specifications of its destined space, and is delivered and installed quickly and with minimum disruption. Robustly built, each system is rigorously tested for maximum safety and low maintenance requirements.

Marine lifts solutions

We offer a range of Marine solutions for the vertical transportation of passengers and goods in private and commercial cruise ships, luxury yachts, ferries, cargo ships, and offshore rigs. Whatever the project, KLEEMANN's expertise and experience ensure tailored design options and flexible installation solutions that will enhance both the operational functions and the unique environment of a specific vessel.

Parking lift systems

KLEEMANN parking systems offer a diverse range of vertical stacking and sliding platform solutions. Featuring the options of single, double, triple, and quadruple parking configurations, KLEEMANN parking systems fulfill the most stringent urban planning specifications, ensuring optimum utilization of space, cost efficiency, and quick installation. Our Parking Systems also offer reduced CO₂ emissions and excellent energy efficiency. KLEEMANN parking systems integrate smart solutions with innovative design to deliver truly unique experiences to passengers.

Modernization solutions

KLEEMANN provides an array of customized and compatible Modernization Services for the renewal of lifts, ranging from component upgrades and replacements through to full or partial modernization and special solutions. The KLEEMANN Modernization Services department is staffed by highly experienced design and modernization specialists who guide customers through every step of the way.

NEW PRODUCTS & SERVICES

In 2023, KLEEMANN introduced the following new products and services:

Purity C cabin

The new addition to the Purity cabins' range offers the ability to choose stylish materials for cabin wall and floor options, enhancing the minimalist aesthetic of the design. The new materials are in line with architectural trends and create a strong visual impression.

The advantages of Purity C include:

- ease of installation, from the cabin interior
- installation time reduction by 20%
- the new special design that allows easy replacement of lighting
- the new cladding wall and floor materials that enrich the range

Design Your Lift digital tool

“Design Your Lift” is an innovative tool for Purity cabins, which enables the combination of materials and accessories by choosing from a wide range with numerous styles for walls, ceilings and floors. Users of the tool can visualize their choices in real-time, create and save their draft and based on this, even proceed to place an order.

Maison 200 H

Easily adapted to any architectural need and design, Maison 200 H is a hydraulic solution for private residences and residential buildings. Its design specifications maximize the efficient use of shaft space, while at the same time, in case there is no shaft, it is possible to install an aluminum one. Maison 200 H offers the option to choose from a wide range of cabin types and interior finishes. The overall passenger experience is characterized by comfort due to its premium construction quality, low noise levels, and minimal vibrations.



KLEEMANN Live Lift Control & Lift Control Pro Apps

The Company designed the KLEEMANN Live Lift Control and KLEEMANN Live Lift Control Pro mobile phone applications for facility managers and lift maintainers to effortlessly monitor lift operation.

With the KLEEMANN Live Lift Control app, facility managers can easily monitor and call lifts, manage their lift documents, use a ticketing system for support, and even keep track of the service/repair scheduled appointments with the calendar feature.

Maintainers can easily inspect and control all lifts connected to KLEEMANN Live via the KLEEMANN Live Lift Control Pro App, using their mobile device. The application allows its users to receive an instant update on the real-time status of the lift, receive notifications and messages and gain valuable insights to ensure precise and remote or on-site effective actions.

Thanks to the ability to monitor the operation of lifts 24/7, facility managers are updated on time, while maintainers benefit from better targeted facility maintenance and reduced repair times. It is worth noting that the reduction in the visits of the maintainer also leads to a reduction in carbon dioxide emissions, having a positive impact on the environment. By using KLEEMANN Live, users can enjoy a heightened sense of safety and peace of mind.

360° Virtual Reality Tour

KLEEMANN designed the 360° Virtual Reality Tour application, offering the opportunity for a guided tour around its facilities in Greece, China, and Serbia with special VR glasses and via augmented reality. It was launched at the 40th anniversary event and at the Interlift & GEE 2023 exhibitions.

New Digital Cabin

Utilizing the cabin as a source of information, the Company designed a new cabin that incorporates digital display screens on its sidewalls and offers the option to watch the lift's route and speed. With black glass paneling walls and satin elements, the cabin floor features perimeter lighting and special safety glass, as well as hidden lighting on the ceiling. The new cabin creates a new integrated user experience.

2023 NOTABLE PROJECTS



Carpet Mill showroom – New Zealand

Carpet Mill is one of the largest companies for integrated flooring solutions in New Zealand. KLEEMANN’s project was implemented at the company’s showroom in Hamilton and included the installation of a special FlexyLIFT R without a shaft. FlexyLIFT R is an environmentally friendly and flexible solution that can adapt and suit the machine room requirements.

Birmingham Airport – United Kingdom

In terms of passenger traffic, Birmingham International Airport is one of the UK’s busiest airports, connecting the city to more than 120 destinations around the world. Offering a reliable solution that meets all the commercial, public, and industrial airport needs, KLEEMANN successfully completed the modernization of four Atlas Super Gigas lifts.

Highway administration buildings “Autoroute Est-Quest”- Algeria

Linking eastern and western Algeria, the 927 km highway “Autoroute Est-Quest” is a major infrastructure project. KLEEMANN installed five Core Lifts in the administration buildings located at various points along the highway, facilitating vertical transportation to workspaces.

Ozcare Toowoomba health and family care facility - Australia

The Ozcare Toowoomba facility is a health and family care landmark in the community of Toowoomba in eastern Australia, offering high quality care services. As part of the implementation of this project, KLEEMANN installed two Atlas Gigas R, with very low energy consumption and reduced noise levels.

RESPONSIBLE PRACTICES

Since 1983, KLEEMANN has been committed to implementing ethical and transparent practices in all interactions with its customers and suppliers.



QUALITY CONTROL

KLEEMANN implements a comprehensive quality assurance system, across all stages of the production processes, that meets all safety and quality standards and exceeds legal requirements. Our goal is to ensure that all components of the lift and its subsystems are tested for their quality. Our lifts are designed according to the EN 81-20 European standard, which defines the safety requirements for the construction and installation of lifts, and according to EN 81-50, which sets out test and examination requirements for certain lift components.

Our customers', installers' and end-users' safety is of utmost importance to us. Their safety is ensured through the high quality and reliability of our products. Upon completion of the production process, products are tested and assessed by an independent body regarding their safety and then receive the relevant certification.

Specifically, regarding the potential impacts of our products and services on the Health and Safety of end-users, we strive to minimize such risks. This is achieved by carrying out risk assessments (failure mode and effects analysis), as required by ISO 9001:2015 and Directive 2014/33/EU.

The Company's employees strictly follow more than 80 internal procedures and are constantly trained and work in full compliance with the requirements of the following standards:

- Directive 2014/33/EE of the European Parliament on the harmonization of the laws of the Member States relating to lifts and their safety components
- EN ISO 9001:2015 Quality Management System
- EN 1090-1:2009 + A1:2011 Steel and aluminum structures set
- EN ISO 10002:2018 Quality Management – Customer Satisfaction
- EN ISO 45001:2018 Occupational Health and Safety Management System
- EN ISO 14001:2015 Environmental Management System
- EN ISO 50001:2018 Energy Management System
- EN ISO 14006:2011 Guidelines for incorporating eco design

Top Management is kept informed about the adherence to procedures and standards, through monthly meetings. In addition to safety and quality issues, the agenda includes all other important sustainability issues. At the same time, the annual audit for the ISO 9001:2015 standard is carried out, during which the entire quality management system and its implementation are evaluated.



CUSTOMER COMPLAINTS
MANAGEMENT AND SATISFACTION
SYSTEM

KLEEMANN implements a comprehensive Complaint and Customer Satisfaction Management System, based on the relevant ISO 10002:2018 standard, which is managed by the Customer Experience and Quality Assurance departments. This system allows customers to directly voice their complaints, propose improvements, and suggest modifications to products, services, or processes.

Adopting a multi-channel approach, KLEEMANN receives customer complaints through a special contact form on the Company’s website, email or telephone. At the same time, employees are encouraged to collect information about customer complaints as well. These are then assessed and forwarded to the person responsible for Complaints Management, if they are related to technical issues or to the Customer Experience Department, if they are related to commercial and service issues.

For all complaints, receipt confirmation is provided to the customer within 24 hours and a final response with the resolution of the issue and any improvement actions within 10 working days. In 2023, 102 improvement and corrective actions regarding systemic changes, products, process changes, digital tool improvements, service issues, etc. were taken, utilizing the results obtained through the complaints handling process.

Annual Customer Satisfaction Survey

Our customers’ satisfaction is a top priority for KLEEMANN. Maintaining their trust is our longstanding goal.

As part of the customer satisfaction survey, 78 customers were invited to take part, representing markets in 30 countries. The survey invitation is sent to customers via email.

The indicators we calculate and monitor, via the survey are:

- Customer Satisfaction Score
- Net Promoter Score
- Customer Effort Score
- Product Quality Index
- Pre-Sales Service Index
- After Sale Service Index



The questionnaire includes an additional open-ended question where customers are kindly asked to suggest areas of improvement (services/support/products). Upon survey completion, the responses are thoroughly examined and analyzed by all relevant departments (Sales, After Sales, Quality Assurance, Customer Experience, Marketing, and Training). In addition, an interim six-month customer survey is carried out to check their satisfaction level, assess the impact of improvement actions and adjust the Company’s actions based on customer feedback. Each department evaluates and implements actions that are needed to meet specific customer requirements.

The results of the customer satisfaction survey for 2023 were:

KEY PERFORMANCE INDICATOR	2023 SCORE	SHORT DESCRIPTION
Customer Satisfaction Score	91	Level of customer satisfaction
Effort Score	83	Level of overall ease of doing business with KLEEMANN

PARTICIPATION IN ASSOCIATIONS & ORGANIZATIONS

As part of its participation in the wider business dialogue, KLEEMANN, over time, has been seeking partnerships that promote innovation and competitiveness. The Company closely monitors new trends and developments, shares know-how and actively promotes the interests of the industry by participating in important Associations and Professional Bodies:

- Panhellenic Union of Lifts and Escalators Technology
- Federation of Industries of Greece (SBE)
- Greek Exporters Association (SEVE)
- Hellenic Marine Equipment Manufacturers & Exporters (HEMEXPO)
- Worldwide Industrial & Marine Association (WIMA)
- European Lift Association (ELA)
- Hellenic Network for Corporate Social Responsibility (CSR Hellas)
- Hellenic African Chamber of Commerce
- American-Hellenic Chamber of Commerce
- Greek People Management Association (GPMA)
- Association of Certified Fraud Examiners (ACFE)
- Technical Chamber of Greece (TCG)
- Arab-Hellenic Chamber of Commerce & Development
- The Institute of Internal Auditors (Greece)
- Piraeus Chamber of Commerce & Industry (PCCI)
- French-Hellenic Chamber of Commerce & Industry
- German-Hellenic Chamber of Industry & Commerce
- Marketing Club Greece - Specialized Marketing and Business Administration Executives Association

COOPERATION WITH EDUCATIONAL BODIES AND RESEARCH INSTITUTIONS

Linking research with business, KLEEMANN has cultivated and maintains close partnerships with educational bodies and research institutions. Through the following collaborations, innovations that evolve the Company's manufacturing processes, products and solutions are developed:

- The International Hellenic University (IHU)
- The Aristotle University of Thessaloniki (AUTH)
- The National Technical University of Athens (NTUA)
- The Center for Research and Technology Hellas (CERTH)
- The University of Patras
- The University of Thessaly
- The Foundation for Research and Technology-Hellas
- Tekniker | Research and Technology Centre, Spain
- RWTH Aachen University, Germany
- National Technical University of Ukraine, Ukraine
- Cranfield University, UK
- Centre National de la Recherche Scientifique (CNRS), France
- Czech Institute of Informatics, Robotics and Cybernetics, Czech Republic
- Institut National De Recherche En Informatique Et Automatique, France
- Universitat Politècnica de València, Spain
- Universitat Autònoma de Barcelona, Spain
- Bremer Institut für Produktion und Logistik GmbH, Germany

RESPONSIBLE MARKETING PRACTICES

KLEEMANN has established its presence worldwide in more than 100 countries. This is due to the reliability, safety, and quality of its products and services, as well as its business strategy and excellent working environment.

The Company complies with all national and international regulations regarding product labeling. We provide our customers with detailed, clear information about our products' characteristics, such as parts sourcing and instructions for the safe use of each product.

All activities related to the marketing and promotion of our products, fully comply with and follow the code of conduct & ethics of the Hellenic Advertisers Association.



During 2023, KLEEMANN demonstrated for yet another year, full compliance with communication, advertising and marketing regulations regarding its products and services. As a result, there were no relevant incidents of non-compliance.

At KLEEMANN, we support and promote sustainable consumption and production practices. We:

- Are consistent in our commitments to customers, partners, industry representatives, and society
- Anticipate and follow industry trends
- Ensure high-quality products, services, and customer support
- Adapt to and respect different cultures, customs, traditions, and local habits of our customers, suppliers, and business partners, around the world
- Respect our competitors, promote honesty and fair competition
- Continuously improve our products and services, invest in innovation, aiming to contribute to science and our industry's advancement



RESPONSIBLE PROCUREMENT MANAGEMENT

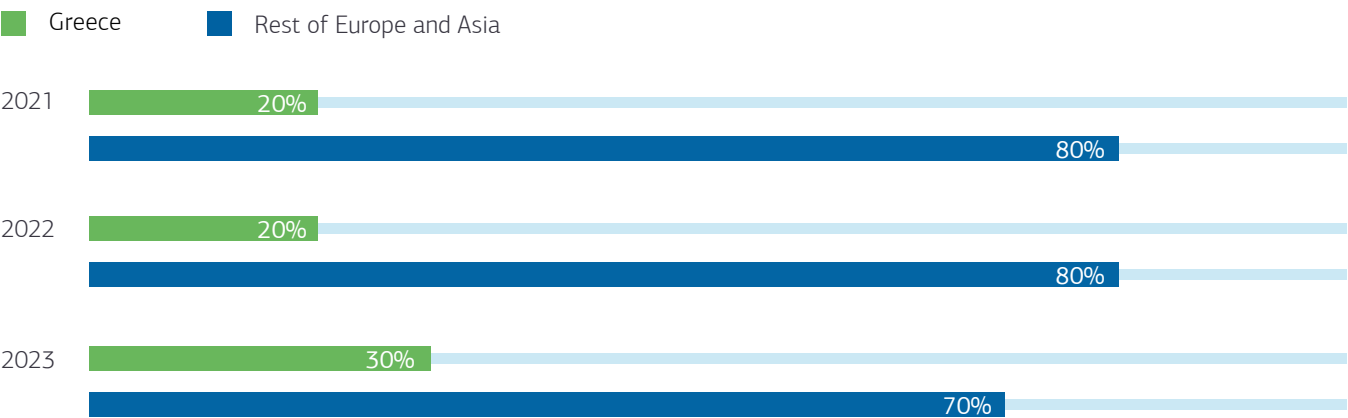
The optimal flow management of products and services is a longstanding strategic goal and guarantees its business continuity. KLEEMANN cultivates close relationships based on mutual trust, transparency, and reliability with all its suppliers and partners and strategically invests in responsible procurement.

The Company has a list of approved suppliers, ensuring the excellent quality of its materials. A prerequisite for any potential supplier to join our approved list is ISO 9001 certification. Additionally, we consider accordance with ISO 14001 (Environmental Management System), and the implementation of the Occupational Health and Safety Management System, according to OHSAS 18001 / ISO 45001:2018 as essential factors in our supplier selection process.

For the Company, transparency and impartiality in its relationships with its suppliers are crucial. For this purpose, every new supplier signs the Company’s Procurement Policy. In addition, the KLEEMANN Code of Ethics should be accepted and signed by our key suppliers. To ensure procurement processes’ integrity, regular evaluations of our suppliers are conducted on a bi-annual basis.

Supplier location is an important criterion for their selection. Selecting local suppliers provides support to the local economy in both direct and indirect ways and has multiple economic, social and environmental benefits. It ensures faster product delivery with low or zero transportation costs and low environmental impact regarding indirect gas emissions. For the Company, local suppliers are considered those operating in Greece.

Procurement Expense Breakdown:

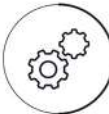
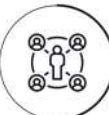


Despite the widespread supply chain crisis due to war, global conflicts, the energy crisis and economic instability, KLEEMANN has made every possible effort to ensure raw materials availability through its network of subsidiaries. To ensure the smooth operation of its factories, the timely delivery rate of raw materials amounted to 98%.

3. CORPORATE RESPONSIBILITY & SUSTAINABLE DEVELOPMENT

Corporate Social Responsibility (CSR) is integrated into every aspect of KLEEMANN operations, its principles and vision. It constitutes an essential part of its strategic planning. Through CSR, the Company acknowledges its overall impact on society, the environment and the economy, in order to minimize or eliminate negative impacts and increase the positive ones resulting from its operation. CSR promotes transparency and responsible corporate operation, both internally, and across the entire value chain. It strengthens mutual trust relationships between the Company and its stakeholders and society, while simultaneously contributing to the improvement of customer and partner satisfaction, reputation and corporate image.

KLEEMANN's CSR strategy is based on the following pillars:

-  Human Capital
-  Corporate Governance
-  Health & Safety
-  Society
-  Environment
-  Market



KLEEMANN is an official member of the Hellenic Network for Corporate Social Responsibility (CSR Hellas), actively supporting the promotion and dissemination of the principles and practices of Corporate Social Responsibility. The Company plans to become a member of the Global Compact Network Greece, the official platform of the UN Global Compact.

In addition, the corporate strategy is aligned with the 17 Sustainable Development Goals (SDGs). The table below presents the individual sub-targets of the 17 SDGs in relation to the GRI (Global Reporting Initiative) disclosures, elements of which can be found in the Report. To make this correlation, the GRI organization’s tool “Linking the SDGs and the GRI Standards, 2022” was used.

CORRELATION BETWEEN SUSTAINABLE DEVELOPMENT GOALS AND GRI STANDARDS

UN GLOBAL SUSTAINABLE DEVELOPMENT GOALS (SDGs)	SUB-TARGETS TOWARDS WHICH THE COMPANY CONTRIBUTES
	By 2030, reduce at least by half the proportion of men, women and children of all ages living in poverty in all its dimensions, according to national definitions (GRI 202-1)
	- By 2030, end preventable deaths of newborns and children under 5 years of age, with all countries aiming to reduce neonatal mortality to as low as 12 deaths per 1,000 live births and under-5 mortality to as low as 25 deaths per 1,000 live births (GRI 401-2) - By 2030, reduce, by one third, premature mortality rates due to non-communicable diseases, through prevention and treatment and promote mental health and well-being (GRI 403-10)
	- By 2030, ensure equal access for all women and men to affordable and quality technical, vocational education (GRI 404-1) - By 2030, substantially increase the number of youth and adults who have relevant skills, including technical and vocational skills, for employment, decent jobs and entrepreneurship (GRI 404-1) - By 2030, eliminate gender disparities in education and ensure equal access to all levels of education and vocational training for the vulnerable, including persons with disabilities, indigenous populations and children in vulnerable situations (GRI 404-1)
	- End all forms of discrimination against women and girls everywhere (GRI 201-1, 401-1, 401-2, 401-3, 404-3, 405-1, 406-1) - Ensure women’s full and effective participation and equal opportunities for leadership at all levels of decision-making (GRI 2-9c, 2-10, 405-1)

UN GLOBAL SUSTAINABLE DEVELOPMENT GOALS (SDGs)	SUB-TARGETS TOWARDS WHICH THE COMPANY CONTRIBUTES
	- By 2030, increase substantially the share of renewable energy in the global energy mix (GRI 302-1, 301-2) - By 2030, double the global rate of improvement in energy efficiency (GRI 302-1, 301-2, 301-3)
	- Achieve higher levels of economic productivity, through diversification, technological upgrading and innovation, including through a focus on high-value added and labor-intensive sectors (GRI 404-1, 404-2) - Promote development-oriented policies that support productive business activities, decent job creation, entrepreneurship, creativity, and innovation and encourage the formalization and growth of micro-, small- and medium-sized enterprises, through easier access to financial services (GRI 204-1) - By 2030, progressively improve global resource efficiency in relation to consumption and production, and endeavor to decouple economic growth from environmental degradation, in accordance with the Ten-Year Framework of Programmes on Sustainable Consumption and Production, with developed countries taking the lead (GRI 301-1, 301-2, 301-3, 302-1, 302-2, 302-3, 406-1) - By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and ensure equal pay for work of equal value (GRI 2-7a, 2-7b, 202-1, 401-1, 401-2, 401-3, 404-2, 404-3, 405-1) - Substantially reduce the proportion of youth not in employment, education or training (GRI 404-1) - Protect labor rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment (GRI 2-30, 402-1, 403-1, 403-2, 403-3, 403-4, 403-5, 403-7, 403-8, 403-9, 403-10, 406-1, 407-1, 414-1, 414-2)
	- Develop quality, reliable, sustainable and resilient infrastructure, including regional and transborder infrastructure, to support economic development and human well-being, with a focus on affordable and equitable access for all (GRI 2-5) - By 2030, upgrade infrastructure and retrofit industries to make them sustainable, with increased resource-use efficiency and greater adoption of clean and environmentally sound technologies and industrial processes, with all countries taking action in accordance with their respective capabilities (GRI 302-2, 302-5)

UN GLOBAL SUSTAINABLE DEVELOPMENT GOALS (SDGs)	SUB-TARGETS TOWARDS WHICH THE COMPANY CONTRIBUTES
	• Ensure equal opportunity and reduce inequalities of outcome, including by eliminating discriminatory laws, policies and practices and promoting appropriate legislation, policies and action in this regard (GRI 2-7, 401-1, 404-1, 404-3)
	• By 2030, reduce the adverse per capita environmental impact of cities, including by paying special attention to air quality and municipal and other waste management (GRI 306-1, 306-2, 306-3, 306-4, 306-5)
	• By 2030, achieve the sustainable management and efficient use of natural resources (GRI 302-1, 302-2, 302-3) • By 2020, achieve the environmentally sound management of chemicals and all wastes throughout their life cycle, in accordance with agreed international frameworks, and significantly reduce their release to air, water and soil, in order to minimize their adverse impacts on human health and the environment (GRI 305-1, 305-2, 306-1, 306-2, 306-3) • By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse (GRI 301-2, 301-3, 306-1, 306-2, 306-3) • By 2030, ensure that people everywhere have the relevant information and awareness for sustainable development and lifestyles in harmony with nature (GRI 2-16, 2-22, 2-28, 2-29, 3-1)
	• Strengthen resilience and adaptive capacity to climate-related hazards and natural disasters in all countries (GRI 302-1, 302-2, 302-3, 305-1, 305-2)
	• Significantly reduce all forms of violence and related death rates everywhere (GRI 403-9, 403-10) • Promote the rule of law at the national and international levels and ensure equal access to justice for all (GRI 2-23, 2-26, 206-1, 307-1, 416-2, 417-2) • Develop effective, accountable and transparent institutions at all levels (GRI 2-11, 2-15) • Ensure responsive, inclusive, participatory and representative decision-making at all levels (GRI 2-9c, 2-10, 2-12, 403-4) • Ensure public access to information and protect fundamental freedoms, in accordance with national legislation and international agreements (GRI 418-1)

STAKEHOLDER ENGAGEMENT

Stakeholders are individuals and groups of people that are or may be affected by the Company’s operations, as well as those who affect the Company’s ability to perform and pursue its strategic goals. Stakeholders can be external or internal and can have a significant impact on the Company’s business objectives, across all its activities. The Company maintains open communication channels with its stakeholders and aims to engage in a sincere and meaningful dialogue. This two-way communication allows for a timely understanding of stakeholders’ perspectives, both in the field of Sustainable Development and corporate responsibility, as well as in the Company’s broader operations. Stakeholders’ knowledge and observations contribute to the identification of any omissions or risks and new opportunities. Through open communication with everyone, the Company takes into account the different perspectives, concerns, comments and expectations of the different groups of people with whom it interacts.

Communication with stakeholders promotes cooperation towards the achievement of common social and environmental objectives.

The most significant stakeholder groups for KLEEMANN are the following:



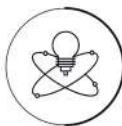
Shareholders



Government and Regulatory Authorities



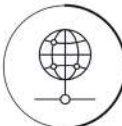
Employees



Scientific Community



Customers



Local Communities



Suppliers



Mass Media & Social Networks



STAKEHOLDER ENGAGEMENT & INTERACTION			
STAKEHOLDER CATEGORIES	COMMUNICATION CHANNELS	MAIN DISCUSSION TOPICS	FREQUENCY
SHAREHOLDERS	• Board meetings • Company announcements	• Profitability • Future Performance • Latest developments in the sector	• Regularly and whenever deemed necessary
EMPLOYEES	• Meetings with Senior Management • Meetings between production/line Managers and technical staff • Performance evaluation system • Interdepartmental meetings • Breakthrough workshops • Annual corporate meeting • Employee satisfaction surveys • New Ideas' Box – Review of new ideas • Complaint Box • Email • Whistleblowing channels	• Growth and development • Benefits • Reward • Responsibilities and tasks • Equal opportunities • Health & Safety • Training • Work environment	• Continuous
CUSTOMERS	• Communication with Commercial Department • On site visits to the Company's or the customer's premises • Company's on site visits where products are delivered and installed • Participation in exhibitions • Hosting customers' events to attend • Provide customers with informational material and relevant training • Customer satisfaction surveys	• Product quality • Pricing policy • Pre & after-sales service • Payment methods • On-time delivery of products • Custom-made products • Green technologies in products	• Continuous

STAKEHOLDER ENGAGEMENT & INTERACTION			
STAKEHOLDER CATEGORIES	COMMUNICATION CHANNELS	MAIN DISCUSSION TOPICS	FREQUENCY
SUPPLIERS	• Communication with the Procurement Department • On site visits and meetings at the suppliers' premises • On site visits and meetings on our premises • Annual supplier performance evaluation	• Maintaining and expanding cooperation • On time payment at the agreed time • Adherence to the agreed terms (quality of materials, quantities, prices, deliveries) • Customer reliability and profile	• Continuous/ whenever deemed necessary
GOVERNMENT AND REGULATORY BODIES	• Contact with corporate legal department • Public services and local authorities • Associations and Chambers • Press Releases • Participation in workgroups concerning legislation	• Compliance with the requirements of the legislation at all levels • Taxation • Environmental compliance • Labor and social issues • Health & Safety • Corporate profitability	• Whenever deemed necessary
SCIENTIFIC COMMUNITY	• Participation in Greek and European research programs • Participation in scientific conferences, forums, and workshops • Lectures at educational institutions	• Link research tools to industrial production • Application of the tools in industry aiming at innovation and performance improvement • Development of tools related to the improvement of environmental management in all stages of product life cycle • Consolidate a permanent cooperation between the scientific community and the industry • Ensure revenue	• Continuous/ whenever deemed necessary

STAKEHOLDER ENGAGEMENT & INTERACTION			
STAKEHOLDER CATEGORIES	COMMUNICATION CHANNELS	MAIN DISCUSSION TOPICS	FREQUENCY
LOCAL COMMUNITY	• Dialogue with local authorities • Attend local communities' events • Communication with Company executives	• Support employment by recruiting people from local communities • Purchase of products and services from local suppliers • Support local community actions and initiatives • Environmental protection	• Continuous
MASS MEDIA & SOCIAL NETWORKS	• Direct contact and cooperation • Newsletters and updates via the Company's website • Press releases • Social media posts • Company executives' interviews and articles	• Update on the Company's business news • Further strengthening the cooperation • Promotion of social initiatives undertaken by the Company • Press conferences	• Whenever deemed necessary

MATERIAL SUSTAINABILITY TOPICS

Materiality analysis is a key tool for KLEEMANN to identify and prioritize the most significant issues on which the Company has an impact. Materiality analysis allows the identification of the impact (positive or negative, direct or indirect, actual or potential) and its better management. It serves as a compass for corporate responsibility actions and helps the Company improve its positive impacts and limit or eliminate all negative impacts.

In 2023, discussion of material topics was limited to the validation of the materiality analysis that was carried out in 2021. Because of the new legislative framework introduced by the European Corporate Sustainability Reporting Directive CSRD, the Company plans to carry out an updated materiality analysis within the next two years, so as to include the financial dimension of the topics (double materiality).

Sustainability issues in the Company are managed by the Corporate Social Responsibility and Communication Department (CSR & Communication). The responsibilities for managing the impact are shared among the individual Departments that are related to each topic. All commitments and new policies are approved by the KLEEMANN Group's General Manager.

The progress towards achieving the defined objectives is assessed through regular internal Department meetings and the publication of relevant information and indicators in the annual Sustainability Report.



KLEEMANN CORPORATE GOVERNANCE MODEL

The Company has designed and adopted a corporate governance framework that relies upon its liable and transparent operations throughout corporate activities. Its corporate governance model fully complies with Greek legislation and follows international best practices.

The General Meeting of Shareholders elects the Board of Directors (BOD) members. The Board of Directors is responsible for shaping business strategy, decision-making and ensuring compliance with the principles and practices of corporate governance.

The Board of Directors meetings are held at a regular, but also irregular time span during the year so that appropriate decisions are made, ensuring the orderly and proper management of the Company. The BoD in order to achieve its goals, takes into account all the risks and opportunities arising from the external and internal environment and takes proper actions accordingly.

BOARD OF DIRECTORS

NIKOLAOS K. KOUKOUNTZOS
President

MENELAOS K. KOUKOUNTZOS
Vice President

KONSTANTINOS N. KOUKOUNTZOS
Managing Director

NIKOLAOS N. KOUKOUNTZOS
Managing Director

EKATERINI N. KOUKOUNTZOU
Member

IOANNIS K. SANIDIOTIS
Member

MARIA D. KARADEDOGLOU
Member



INTERNAL AUDIT AND RISK MANAGEMENT

KLEEMANN implements a comprehensive Internal Control System (ICS) across all its operations, which includes all the control mechanisms (Internal Audit, Risk Management, Regulatory Compliance), policies and procedures, that contribute to its proper operation and the achievement of its strategic and operational goals. An effective ICS adds value to the Company and ensures the effectiveness of its internal processes. The results of each audit are assessed and corrective actions are taken if deemed necessary. The need for an effective ICS within KLEEMANN is reflected in the management of risks that may affect its business objectives. The Internal Audit Department (IAD) plays a crucial role in assessing the ICS.

The IAD’s approach to identifying and prioritizing audit needs involves two steps:

- determining the audit universe
- risk identification and assessment

During the risk identification process, the IAD examines all documented procedures, policies, directives and regulations, along with past audit reports, financial statements and the legal and regulatory framework.

The identified risks are grouped into five main categories:

- K1: Operational Risk**
- K2: Compliance Risk**
- K3: Strategic Risk**
- K4: Fraud Risk**
- K5: Financial and non-financial Reporting Risk**

The list of identified risks is updated annually and, where appropriate, whenever required.

Following the identification of risks within each area, these are evaluated individually based on their probability of occurrence (likelihood) and potential impact (severity). The likelihood and severity of risks are evaluated together using the following scale:

0.	NOT RELEVANT	Risk outside the scope of the defined audit areas.
1.	LOW	Negligible risk with little to no effect on the company’s objectives.
2.	MODERATE	Low likelihood risk, but with potential for substantial negative impact on the company’s objectives.
3.	HIGH	Significant risk with a high likelihood of occurrence and/or the potential to severely hinder the company’s objectives.



The probability and severity of each risk are largely based on the assessment of Risk owners as well as on the evaluation of IAD executives. For each decision, various characteristics and trends of the audit area are considered, which can be both quantitative and qualitative.

Risk assessment results are used to develop the Annual Audit Plan. During 2023, 13 audits were conducted, 8 regular and 5 unscheduled. In addition, in order to automate internal audits and optimize employees' productivity, the Internal Audit Department invested in a dedicated risk management ERM (Enterprise Risk Management) platform. This Internal Audit Platform covers the following areas:

- Risk Management
- Audit Management (Audit programs, audit findings, actions for mitigation of findings and risks)
- Self-Assessment (Online assessment questionnaires for internal audit)

The ERM platform simplifies the process of recording and documenting findings, facilitating seamless information sharing and enabling risk visualization through historical data analysis. As a result, Annual Audit Plans are drafted faster. Furthermore, Self-Assessment questionnaires are utilized to identify weaknesses and vulnerabilities within various audit areas. The Internal Audit Department is progressively integrating all Group companies into the ERM platform.



WHISTLEBLOWING (GRIEVANCE) MECHANISMS

KLEEMANN is committed to fostering transparency and accountability by implementing two grievance mechanisms that facilitate the investigation and resolution of potential critical incidents. These mechanisms are accessible to both employees and external stakeholders, ensuring complete protection from any form of retaliation.

The first mechanism, the Whistleblowing Policy, establishes a framework for promptly identifying and addressing unacceptable, illegal or unethical actions that occur or are planned during employees' duties. These actions may be inconsistent with the principles and values outlined in KLEEMANN's Code of Conduct or may violate the current Policy against workplace violence and harassment.

Complaints are submitted via email, hotline, post or an online reporting platform on the Company's website. The Director of Internal Audit is responsible for implementing and coordinating the mechanism.

In 2023, four complaints related to human resources issues were submitted through the mechanism. The complaints were thoroughly investigated according to the established procedure and successfully resolved by the designated team.

To ensure compliance with the Greek Law N. 4990/2022, the Company developed and implemented a supplementary mechanism, the "Protection of persons reporting violations of EU law". This mechanism provides legal protection to those reporting breaches of EU law and covers the submission, receipt, and monitoring of such reports. The Whistleblowing Reports Monitoring Officer (WRMO) implements and coordinates the mechanism.

During 2023, no complaints regarding breaches of EU law were submitted through that mechanism.

REGULATORY COMPLIANCE

KLEEMANN maintains strict adherence to all applicable regulations and laws governing its industry and business operations, including labor law, tax regulations, and other relevant legal frameworks. During 2023, at KLEEMANN:

- There were no cases of non-compliance with laws and regulations, and no fines were imposed.
- There were no complaints about anti-competitive behaviour or anti-trust and monopoly legislation violations.

5. RESPONSIBILITY TOWARDS OUR PEOPLE



At KLEEMANN, people are the most significant factor in its ongoing corporate development. This is the key reason why the Company has been investing in providing a safe and healthy work environment that empowers employees and enables their personal development. Respect for human rights and equal opportunities in all aspects of work life in the Company are ensured, through the establishment of policies, procedures, and compliance with applicable labor laws (national, European, and ILO).



CODE OF ETHICS AND CONDUCT

The Code of Ethics and Conduct is a set of principles, rules, and good practices that govern the operation of the Company. It defines the operating and conduct framework of employees and Management and sets the conflict-of-interest management framework. The Code is not a substitute for the applicable legislation or the existing procedures of the Company and is complementary, with the main objective of promoting transparency, integrity, reliability, and healthy competition within the Company.

The Code of Ethics and Conduct binds all employees, regardless of their hierarchical rank. In addition, implementation of the Code is mandatory for all external partners, consultants, customers, suppliers, and shareholders. It is communicated to everyone separately and it is binding. At the start of the cooperation, each new employee is informed accordingly and receives a copy from the Human Resources Department. The Code is reviewed annually or sooner if deemed necessary. In the event of a revision, the Leadership Team communicates the updated version to all employees.

The Company's Management and the Human Resources Department are responsible for informing all employees and ensuring compliance with the principles of the Code of Ethics and Conduct. Internal Audit is responsible for the handling of compliance issues of the Code by employees, shareholders, investors, customers, suppliers and representatives of the Company. For this reason, it carries out regular audits, inside and outside of the Company, in order to address possible non-compliance risks. The relevant findings that ensure proper application of the Code and its further revision are a responsibility of the Board of Directors.

DIVERSITY, EQUALITY & INCLUSION (DEI) POLICY

Diversity, equality, and inclusion are fundamental components of KLEEMANN's corporate culture. Factors such as gender, ethnicity, religion, and sexual orientation do not affect the recruitment or evaluation procedures of employees. The Company maintains an environment of equality and inclusion, where all employees can demonstrate their capabilities and develop their careers in a fair environment.

Signing the Diversity Charter

In November 2023, the Company signed the Diversity Charter Greece, a European Commission initiative to promote diversity in the business world. As defined by the Charter itself, diversity management in a work environment is an organization's systematic practice to recognize and respect the diversity of its people and to seek to promote it in order to combine and utilize the unique characteristics of each individual without any discrimination regarding gender, age, race, color, disability, chronic disease, national or ethnic origin, sexual orientation. By being a member of the Charter, the Company is committed to implementing equality and diversity in its working environment and respecting the coexistence of people with different genetic or acquired characteristics.



POLICY AGAINST VIOLENCE AND HARASSMENT

KLEEMANN, through its Policy against violence and harassment in the workplace, is committed to preventing and addressing all forms of violence or harassment in the workplace, whether linked to or resulting from it. It aims to create a working environment where respect for human dignity prevails. The Policy pertains to all employees regardless of employment relationship, as well as third parties that deal with the Company.

The Company is committed to receiving, investigating and managing any relevant complaint, as defined by the Whistleblowing Policy, showing zero tolerance to violence and harassment, with confidentiality and respect for human dignity. It is also committed not to obstruct the procedure and receive, investigate and handle such complaints. Finally, during the investigation of any incident of violence and harassment, it is obliged to provide assistance and access to any competent public, administrative or judicial authority.

INTERNAL COMMUNICATION

Continuous, open and two-way communication contributes to the development of trust and the encouragement of cooperation between employees, as well as the solidification of a common corporate culture. In this context, the Company has developed an internal communication system involving employees from all levels of hierarchy.

Through the internal communication system, dialogue and constructive criticism, across departments, are encouraged to enhance performance, professional relationships and daily operational activities. The main internal communication channels include:

- Monthly meetings between employees and heads of departments of the Company, at each facility
- Monthly online meetings between employees and Top management
- Monthly meetings between the Top management and supervisors, where departmental goals and progress are discussed, along with future actions to be implemented
- Monthly Leadership Team meetings
- Weekly or, if deemed necessary, daily informative meetings between the General Manager and Directors
- Weekly Top Management meetings
- Regular meetings of factory directors with labor staff, on the second Friday of each month and whenever deemed necessary
- Unplanned Crisis Management Team meetings, in cases that require immediate action
- Employee engagement and satisfaction surveys
- Annual Strategy Meeting
- Social media posts

EMPLOYEE BENEFITS

The Company's benefits to its employees are additional incentives and advantages that express a modern and dynamic philosophy on behalf of the Management and are determined on the basis of the Company's remuneration and benefits policy. The Company seeks the continuous expansion and improvement of its benefits, which by no means replace the paid salary, and contribute significantly to attracting and retaining competent staff, as well as to improving staff performance to achieve the Company's objectives.

The Company recognizes that ensuring the health, employee development, and growth opportunities and achieving work-life balance, substantially contribute to satisfaction levels increase and performance improvement. For this reason, it plans employee support initiatives beyond what is mandated by labor laws. Additional benefits to employees include, among others:

- Financial support in cases of temporary or permanent incapacity for work
- Life insurance
- Transportation of employees with Company's buses, or alternatively coverage of commuting expenses
- Access to a gym and a playroom
- Subsidized meals at our Company's restaurant
- Well-equipped infirmary
- Happy Benefits
- Sponsored training programs
- Vouchers
- Blood bank
- Additional financial support in cases of serious health problems
- Flexible work hours for new mothers
- Newborn and wedding gifts
- Rewards to employees' children who are accepted at Higher/Technological Education Institutes and when achieving outstanding performance at High School/Senior High School
- Internship opportunities for employees' children
- Participation in various corporate events and celebrations

It is worth noting that the Company, to constantly motivate employees, provides additional rewards and awards for long-term dedication, innovative ideas, and good performance.

EMPLOYEE EVALUATION

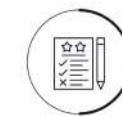
KLEEMANN's employee performance evaluation system supports the development of its people on both professional and personal level. Through this evaluation process, each employee is evaluated by their immediate supervisor on specific dimensions and behaviors, which are in line with the Company's values and behavioral standards mentioned in the evaluation form. In this context, employees are motivated and consequently work with increased dedication towards the Company and its operational goals. The process is carried out at the beginning of each year, online, through an information system for the administrative employees, while the same files in printed form are used for the evaluation of production staff.

Evaluation Steps



Employee & Supervisor Preparation

The employee conducts self-assessment and sets up a Development Plan, based on the areas for improvement and the supervisor completes the employee's evaluation form for the meeting that follows.



Performance Review Meeting

Through the comprehensive feedback provided, a discussion on the employee's performance for the previous year is held, and the evaluation and Development Plan are mutually agreed upon.



Submission to HR

After the end of the meeting, and once the evaluation and the Development Plan have been agreed upon, the supervisor completes the evaluation and submits the entire process to the Human Resources Department.

The 360° annual evaluation of all executives who, according to their position, coordinate and manage teams (Directors, Sr Managers, Managers, Supervisors, Team Leaders, foremen & production Team Leaders), acts as a supplementary process. The process aims to develop the Company's people through providing feedback and improving communication and collaboration between colleagues.

During the process, executives assess themselves on specific characteristics and behaviours. They are also evaluated by their direct supervisor, their subordinates and three colleagues they work with, regardless of hierarchical level. Ultimately, each executive receives a personalised report of their results and commits to an action plan with actions related to the 360° evaluation feedback. The tool used is based on our Values, Safety, Trust, Passion for People & Breakthrough culture. Questionnaire completion is carried out online, having ensured complete anonymity.



EMPLOYEE TRAINING

Employee training is a priority for the Company. KLEEMANN invests in its employees' continuous and targeted knowledge and skill development by implementing an education & development policy.

Training needs are identified during the employee's annual performance evaluation, and the need for targeted seminars, on-the-job training, e-learning, or project participation arises.

The training programs cover both hard and soft skills, and are carried out in the following ways:

- Training courses delivered by an external training provider, at their premises
- Internal training courses delivered by an external training provider, at the Company's premises
- In-company training programs delivered by KLEEMANN's experts and instructors-executives
- On-the-job training
- E-learning

It is worth noting that the Company subsidizes postgraduate programs and certifications for employees, depending on their relevance to the field of work, employee performance, and future dynamics. In addition, foreign language courses are also subsidized and take place in private language schools.

One of the Company's key strategic goals is to have 95% of its employees participate in a training or educational program each year. In 2023, 718 employees completed a total of 13,221 hours of training across a range of subjects.

All Company employees receive targeted training on the Company's products. Training is structured on three levels.

Level I introduces employees to the basic specifications of the products. Level II involves a more comprehensive and detailed presentation of lifts and their operation. Level III provides in-depth training on the operation of the lift and all its parts and components.

KLEEMANN Academy

Since 2020, the KLEEMANN Academy training platform has been used mainly to carry out training programs for all employees, aiming at their professional and personal growth. It includes the content of the entire training about the Company's products, operations, and procedures in the form of ready-made digital courses.

The platform is also used as an online training tool, to train and inform our customers' lift technicians, without requiring their physical presence, through webinars, presentations, and video tutorials.

The platform's content is regularly updated, improved, and expanded with new features to provide a more user-friendly experience. In 2022, the application became accessible on both Android and iOS operating systems. As a result, all users can remotely access courses via their mobile phones or tablets. The application includes all the functions and services provided by the web-based platform. Furthermore, users have the option to download course materials and access them offline.

Coaching Program

Since 2011, KLEEMANN has been implementing coaching programs for all employees, regardless of their hierarchy level, with the aim of aligning employees' goals and actions towards a common direction. Coaching constitutes a fundamental element of the Company's strategy and serves its values. Its implementation supports the coordination of actions and cultivates a Breakthrough culture that fosters the achievement of outstanding results. Trust is promoted, participation is encouraged, and a free-thinking approach is desired. Every challenge is seen as an opportunity for personal growth with commitment, dedication, and responsibility.

Coaching results in self-awareness and an in-depth understanding of each employee's motivations, it boosts their self-confidence, maximizes their potential, and can lead to a more effective management of success, failure, and progress.

In 2023, breakthrough thinking workshops were implemented and attended by the new employees of the Group's Companies as part of the integration of breakthrough culture. In addition, leadership team coaching meetings were held, and managers continued their one-on-one coaching sessions, either with an external coach or internal coaches of the Company, aiming to strengthen each subsidiary company's leadership teams. Individual one-on-one coaching sessions with internal coaches for employees who asked for it and group training of employees to become internal coaches were also conducted, contributing to the enhancement of the breakthrough culture and the dissemination of the coaching mindset throughout the entire Company. Finally, KLEEMANN employees, committed to the Company's mission of "always growing", set their professional and personal breakthrough goals for 2023, pursuing new achievements and taking risks without the fear of failure.

EMPLOYMENT DATA 2023				WORKFORCE GEOGRAPHIC DISTRIBUTION	
	MEN	WOMEN	TOTAL		
Total workforce	641	183	824	Kilkis	489
				Thessaloniki	281
				Attica	27
				Other	27
				TOTAL	824

WORKFORCE BY EMPLOYMENT TYPE			
EMPLOYMENT TYPE	MEN	WOMEN	TOTAL
Permanent employees	630	177	807
Temporary employees	6	5	11
Non-guaranteed hours employees (seasonal)	-	-	-
Full-time employees	632	176	808
Part-time employees	4	6	10

OTHER PERSONNEL BY EMPLOYMENT TYPE			
OTHER PERSONNEL	MEN	WOMEN	TOTAL
Interns	3	2	5
Apprentices	3	-	3
Temporary staff, via agencies	-	-	-
Self employed	5	1	6
Contractors	-	-	-
Subcontractors	-	-	-
Volunteers	-	-	-

WORKFORCE BY AGE AND GENDER				TOTAL RECRUITMENTS BY GENDER AND AGE			
	<30	30-50	51+		<30	30-50	51+
MEN	51	408	182	MEN	28	42	3
WOMEN	23	139	21	WOMEN	14	9	2
				TOTAL	42	51	5



TOTAL RECRUITMENTS BY REGION AND AGE			
REGION	<30	30-50	51+
Kilkis	23	26	2
Thessaloniki	19	20	2
Attica	-	3	1
Other	-	2	-
TOTAL	42	51	5

WORKFORCE BY JOB POSITION			
JOB POSITION	MEN	WOMEN	TOTAL
Directors	10	1	11
Managers	46	10	56
Employees	211	161	372
Foremen and staff	374	11	385
TOTAL	641	183	824

EDUCATION & TRAINING HOURS - BREAKDOWN BY JOB LEVEL AND GENDER						
JOB POSITION	Number of employees trained by gender			Number of training hours by gender		
	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL
Directors	7	0	7	152	0	152
Managers	43	8	51	1.575	453	2.028
Employees	296	4	300	4.718	3.206	7.924
Foremen and staff	220	140	360	3.086	33	3.119
TOTAL	566	152	718	9.531	3.692	13.223

BOD training hours are not included.

TRAINING BY SUBJECT	NUMBER OF TRAININGS	TRAINING HOURS
Quality control	1	80
Exports	4	1.536
Other	318	8.109
Finance	7	8
Management information systems	32	2.070
Corporate social responsibility	1	14
Health and Safety	16	1.314
Production	2	328
TOTAL	381	13.459

BOD training hours are included.

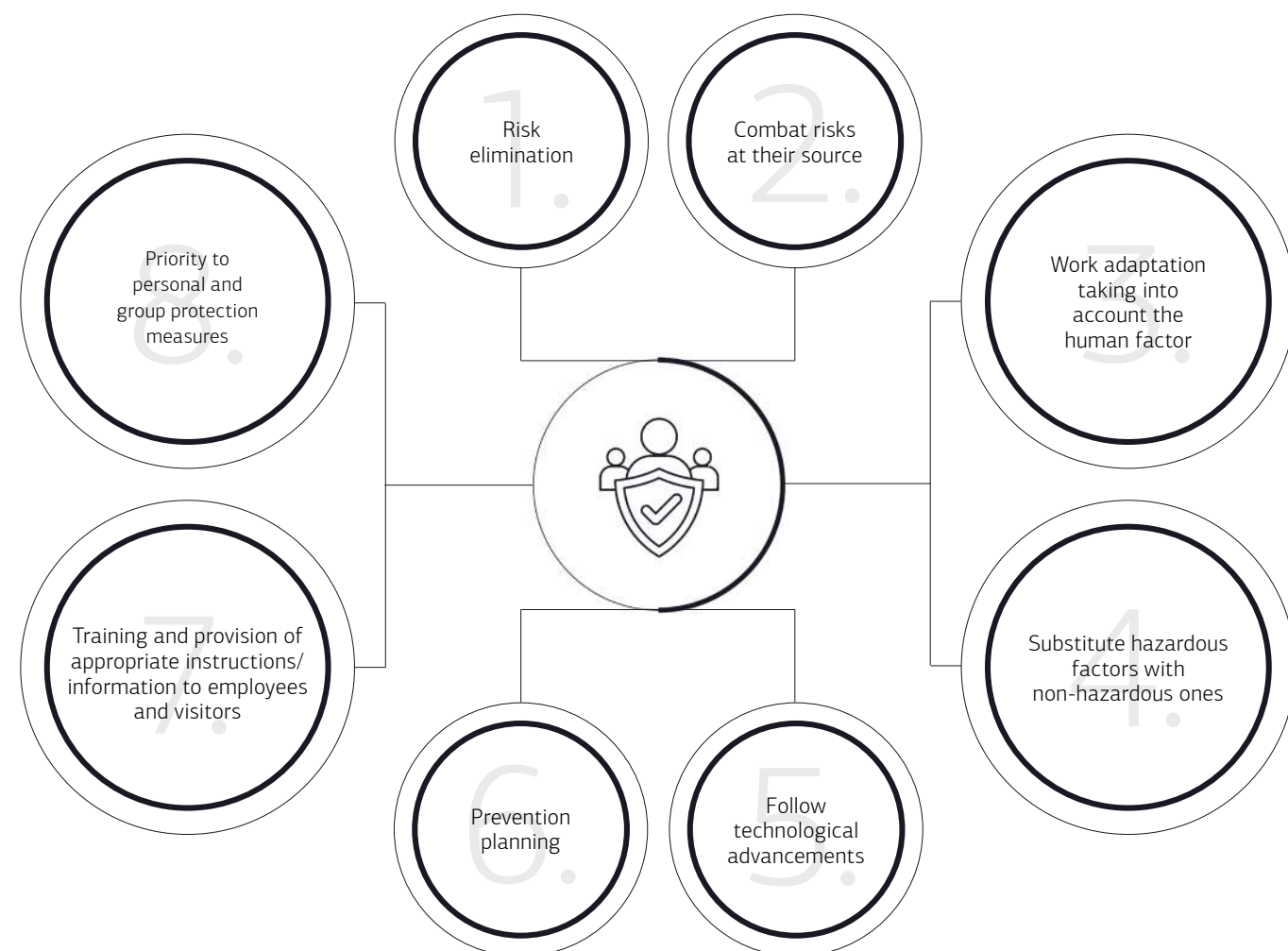


6. HEALTH AND SAFETY AT THE WORKPLACE



8 PREVENTION PRINCIPLES

KLEEMANN prioritizes the health & safety of its employees. This is summarized in the 8 Prevention Principles that govern the Company's operation, which are the following:



HEALTH & SAFETY MANAGEMENT PLAN

In full compliance with the applicable legislation, a Health and Safety Management Plan (H&S MP) is implemented, according to the international standard ISO 45001:2018. The H&S Management Plan covers all employees and activities carried out at its headquarters in the Industrial Area of Stavrochori, Kilkis.

The H&S MP aims to prevent workplace accidents and illnesses, as well as to ensure safe working conditions. It also incorporates additional health and safety aspects, such as employee well-being. The proper implementation of the H&S MP sets out systematic procedures that examine the working environment, taking into account risks and any legal requirements or other commitments. Potential risks are identified and assessed, with the goal of eliminating them, carrying out controls, and taking measures to minimize their impact. For any accident or condition that could lead to an accident, possible causes are investigated to take measures and prevent the recurrence of risks that can lead to them.

The H&S MP applies to all employees at all levels of the hierarchy. Employees can assess and report any omissions, through direct communication with the Safety Technician, or their immediate supervisors. In order to identify a risk, there is a relevant form which is completed by the employees and then sent to the Safety Technician.

Beyond ensuring the health of the Company's people, proper implementation of the Health & Safety Management System facilitates the achievement of:

- Reduction of the total cost related to damage restoration resulting from incidents, such as damage and workplace accidents
- Minimization of production down-time, due to an incident and the corresponding economic losses and costs incurred
- Reduction of insurance costs
- Maintaining the Company's reputation as a safe working environment



EMPLOYEE TRAINING ON HEALTH & SAFETY

In order to strengthen the culture of Health & Safety, the Company is committed to providing continuous training and information to all employees on health and safety issues. New employees are also considered those who assume a new job role within the organization as they become new to a specific position. It is worth noting that during training, employees are informed that they have the right to cease work at any time if they believe that the working conditions pose a risk to their safety or health.

Health & Safety trainings carried out in 2023 include:

- Managers and Supervisors were trained in risk identification and risk control
- New administration employees were trained in safe office and remote work conditions. This includes both safe working rules and hazard identification
- Newly hired production staff were trained on the safe use of Personal Protective Equipment (PPE), injury prevention, safe use of equipment, rules of safe working and behavior in production areas, as well as hazard identification
- Installation and maintenance staff were trained on hazard identification and risk assessment, safe working rules, and the characteristics and use of Personal Protective Equipment
- Employees were trained on the safe use of mechanical equipment and freight handling
- Employees were trained in CPR and defibrillator use

WRITTEN OCCUPATIONAL RISK ASSESSMENT

A key tool in overseeing and managing employees' Health & Safety is the Written Occupational Risk Assessment (WORA).

The WORA aims at identifying the weak points of the H&S Management Plan and the corresponding actions required to improve it. The Company complies, reviews and updates the WORA annually, as defined by national law. The WORA is reviewed, where changes have been made, whenever a new job position is created, or when replacing equipment that may impose risks with a new one. The actions identified are integrated into the H&S Management Plan in the form of goals and objectives, resulting in its continuous improvement. The WORA is prepared by the Safety Technician and the person responsible for the H&S System Plan, in accordance with law and regulations (Presidential Decree 3850/10). The model implemented is developed by the person responsible for the H&S System Plan, based on a corresponding international model.

The WORA is accompanied by guidelines that enable employees to properly plan and execute their tasks safely. The guidelines include valuable information regarding:

- The nature of each task and the place where it is carried out
- The machinery used, its safe operation, and preventive maintenance
- The people involved
- Equipment control
- The pre-work and preparation of working areas and equipment
- Signage and access restrictions
- Personal Protective Equipment

Q-CONPASS PROGRAM

In the first quarter of 2023, the innovative research program Q-Compass was successfully completed, in collaboration with the Aristotle University of Thessaloniki, the Centre for Research and Technology Hellas (CERTH), and ATLANTIS Engineering. The objective of this project is to develop an innovative system that will improve quality control in modern production lines, minimize the use of resources through optimizing quality control, and ensure better working and health conditions for employees. The project utilized the changes in industrial production lines brought about by advancements in digital technologies and the Internet of Things (IoT) and connected the day-to-day quality control processes with digital production. During 2023, the final tests were conducted, aiming to perform an ergonomic analysis of the movements of employees in the assembly of cabins, using the REBA system. Their movements were analyzed and evaluated with the assistance of specially designed software to identify movement patterns, potential hazards, and to pinpoint potential areas and activities that require improvements.

The program’s main objectives are:

- Increased product quality in the production line
- Monitoring employees’ ergonomic profile and the identification of Health & Safety hazards

EMERGENCY RESPONSE PLAN

The Company sets and follows a procedure for identifying and responding to emergencies. Across all facilities, emergency response teams are set up, which are trained annually and are on alert 365 days a year. These teams include employees who have previously worked as volunteers for the Fire Services or have participated in disaster and emergency response teams.

Their training includes, among other topics:

- Building evacuation and first aid provision training
- Training on the use of firefighting equipment, conducted in the presence of the Fire Department, the Safety Technician, and all those involved in building’s fire safety
- Cardiopulmonary resuscitation (CPR) training

PROMOTION OF EMPLOYEE HEALTH

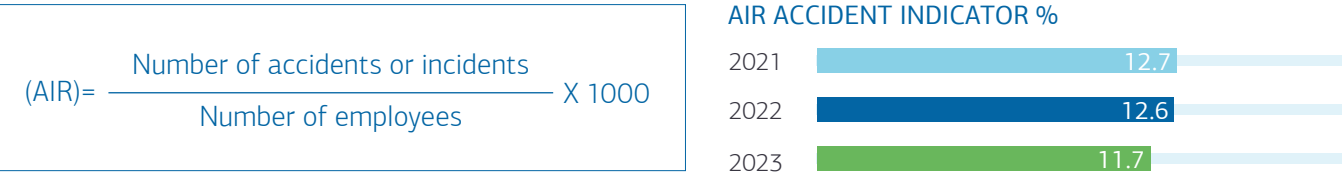
The Company promotes the health of its employees even outside the physical, defined working environment. In this context, it provides private health and life insurance, which includes coverage in case of temporary or permanent incapacity for work. In addition, KLEEMANN has a blood bank to which its employees contribute and cater to both their own needs and the needs of their close relatives. Along the same lines, actions to improve facilities and workplaces are organized, and medical examinations are offered regularly.

MONITORING INTERNATIONAL INDICATORS

The Company’s performance in Health & Safety issues is evaluated using international performance indicators, which calculate accidents and other incidents in proportion to the total number of employees. During 2023, there were no incidents of fatal injuries or serious injuries during working hours. On top of that, there were no recorded

cases of occupational diseases among our entire staff. The 9 accidents in total for 2023 were caused, among others, by falling on the same level, hitting on a fixed object, and getting hit by a falling object.

The indicators are calculated according to the mathematical formulas proposed by the Occupational Safety and Health Administration (OSHA):



To measure the safety of its working environment, KLEEMANN updates and publishes specific indicators.

Lost Time Incident Rate (LTIR)

The LTIR indicator is the total number of accidents at work per 100 full-time employees within a calendar year. The formula for calculating the LTIR is:

LTIR= $\frac{(\text{Total number of work-related accidents}) \times 200.000}{\text{Total hours worked}}$	The LTIR indicator for 2023 is 1,10 compared to 1,3 for 2022.
	The benchmark of the corresponding industry sector is < 1,6 .

Lost Time Injury Frequency Rate (LTIFR)

The LTIFR indicator is the total number of accidents at work per 1.000.000 hours worked. The formula for calculating the LTIFR is:

LTIFR= $\frac{(\text{Total number of work-related accidents}) \times 1.000.000}{\text{Total hours worked}}$	The LTIFR indicator for 2023 is 5,51 compared to 6,49 for 2022.
	The benchmark of the corresponding industry sector is 8 .

“Zero accidents at work” is a continuous and non-negotiable goal for the Group.



HEALTH & SAFETY ACTIONS 2023

The most significant initiatives for Health & Safety in 2023 were:

- Production staff and administration employees were trained and certified in cardiopulmonary resuscitation (CPR). CPR training provides employees with the basic knowledge and, necessary skills to respond promptly to emergencies, contributing to timely first aid delivery and increasing chances of survival.
- A mental health and wellbeing survey was conducted, in which 395 questionnaires were studied. The data analysis facilitated the identification of any possible problems and areas for further investigation.

HEALTH & SAFETY GOALS FOR 2024

- Reduce the number of accidents and incidents with the goal of eliminating them.
- Health & Safety Management software installation. The software will offer the ability to train, follow procedures, investigate accidents, incidents, report risks, assess risks, and monitor indicators.
- Carry out medical examinations for all employees.
- Strengthen the Health & Safety culture with additional training.
- Submit a research proposal for a program regarding the creation of a virtual employee Health & Safety consultant. The program aims to develop a personalized Industrial Virtual Health and Safety Agent. The virtual agent will be able to provide information, advice, and guidelines, both for production staff and administration employees, as well as for the factory management.



7 ENVIRONMENTAL RESPONSIBILITY



Environmental responsibility is a core part of KLEEMANN's operations, with a focus on protecting the environment. KLEEMANN is committed to improving its environmental performance and design products that are more eco-friendly. The Company closely monitors updates on climate protection at a global, European, and national level, operates within the legislative and regulatory framework, and implements additional standards and procedures beyond the legislative requirements.

In 2023, for yet another year, the Company:

- Did not receive any environmental fines or penalties
- Did not receive any complaints regarding environmental issues



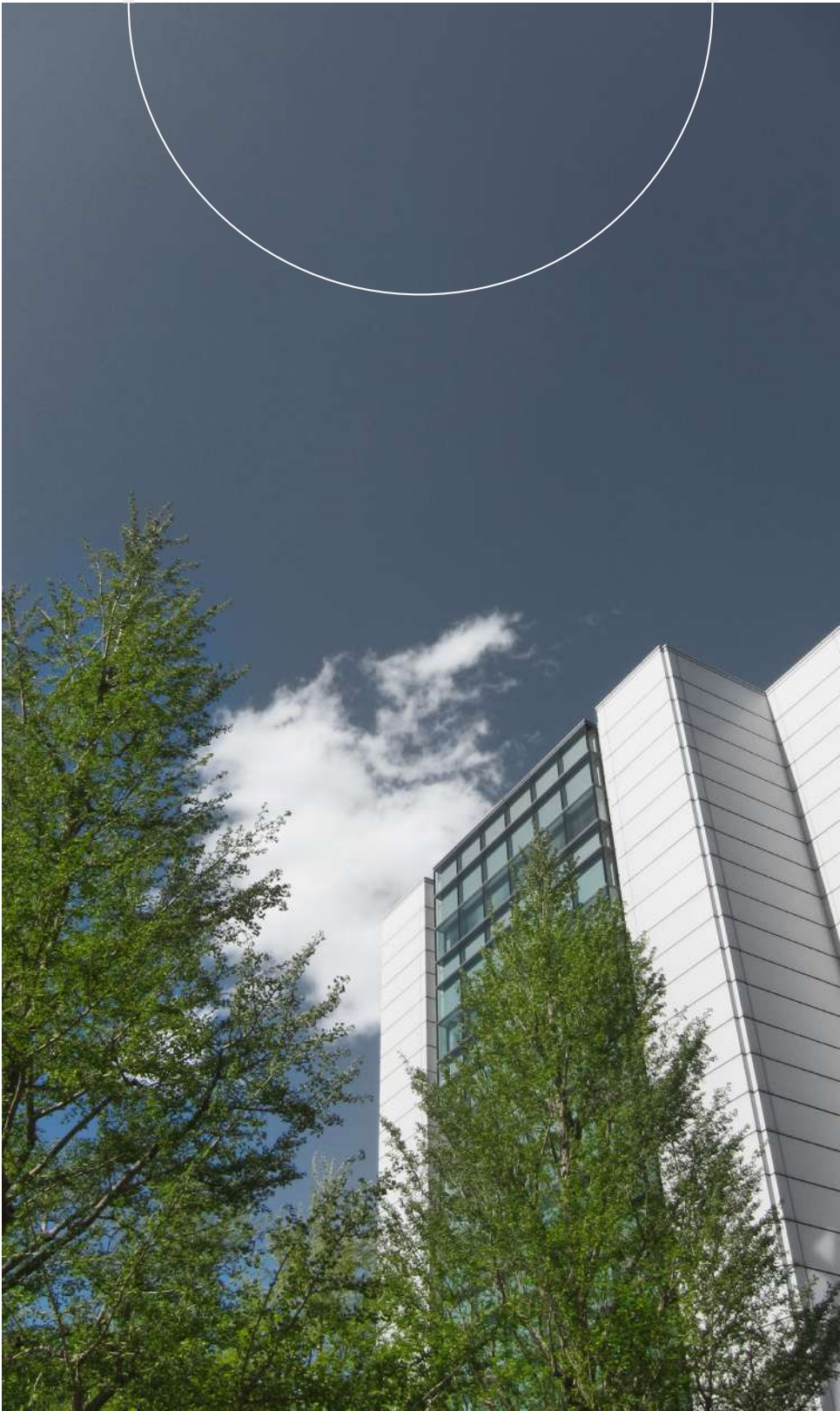
ENVIRONMENTAL POLICY AND CERTIFICATIONS

The Company’s commitment to responsible environment friendly operation is reflected, among other things, in the environmental policy applied throughout the Company and to the relevant environmental certifications. The Company implements the international standards ISO 14001:2015, ISO 14006:2011 and ISO 50001:2018, with which it has been certified.

An extract from the Environmental Policy

The Management of KLEEMANN, in collaboration with the Company executives, is committed to respecting and protecting the environment and, for this purpose, to providing all the required resources. We aim to supply our customers with environmentally friendly products and additionally:

- To take measures to protect the environment, in compliance with environmental legislation, environmental conditions, and other compliance obligations of the Company to its stakeholders
- To evaluate and improve our overall Environmental Performance, by designing and implementing Action Programs to achieve our Environmental Goals and Objectives
- To adopt specific rules of environmental controls in the internal production operation
- To carry out regular energy efficiency audits and to improve, where possible, the energy performance of the Company’s activities by taking appropriate energy-saving measures
- To implement continuous training and keep the staff informed on Environmental issues
- To promote open dialogue and inform the public
- To spread the concept of Sustainability and our environmental vision across all our employees
- To design and develop our products, taking into account the principles of eco-design and life cycle analysis, with the aim of minimizing their environmental impact at all stages, while continuously improving the environmental performance of the Company



ENERGY EFFICIENCY

KLEEMANN implements an energy policy aimed at direct and indirect energy saving. In addition, it is certified with the global energy management standard ISO 50001:2018. Between 2022 and 2023, the total electricity consumption was reduced by 7,5%. The energy-saving initiatives that led to the reduction of the Company’s energy footprint were:

- Replacement of lighting with new LED ones
- Maintenance of heating system combustor
- Minimizing losses by installing appropriate insulation
- Accurate recording and monitoring of electricity consumption through the use of a Building Energy Management System (BEMS)
- Preventive audit to detect energy losses and leaks in buildings, the network and installations

Energy intensity 2023

=

Total energy consumption
(4.977.337,8 kWh)

Number of employees
(770)

=

6.464,1 kWh/ employee

Meanwhile, in 2023, natural gas consumption dropped significantly, by 30,11%, compared to 2022. In total, electricity and natural gas consumption decreased by 1.396.463 kWh. In addition to the direct reduction of energy consumption in 2023, the energy requirements of specific products have also been reduced, through the application of Eco Design principles, based on the ISO 14006 standard.

The Company’s goal is to use electricity from Renewable Energy Sources (RES), based on the capabilities of existing networks. According to the energy mix, 44.8% of the energy consumed at KLEEMANN facilities in Kilis came from RES.



KLEEMANN wants to invest in renewable energy production and has started licensing procedures for the installation of a 1,2 MW photovoltaic panel solar park. The photovoltaic park is expected to cover 70% of the Company’s electricity requirements.

ENERGY CONSUMPTION PER CATEGORY	2022	2023	METABOLH
Electricity (kWh)	2.312.136	2.138.448	-7,5%
Natural gas (kWh)	4.061.665	2.838.889	-30,1%
Forklifts and generators (kWh)	470.542	174.319	-62,9%
Total energy consumption (kWh)	6.844.344	5.151.657	-24,7%

An extract from the Energy Policy

“With the goal of the Sustainable Development of the Company, as part of the implementation of the Energy Management System, KLEEMANN is committed to taking measures to reduce its energy consumption and the emissions related to its operations and in particular is committed to:

- Provide a framework for the definition and review of the energy objectives and goals it sets, identifying potential risks that may hinder their achievement
- Ensure the availability of the required information and resources to achieve its energy goals and objectives
- Satisfy the applicable legal requirements, as well as other requirements and regulations related to its energy efficiency, use and consumption
- Ensure the continuous improvement of its energy efficiency and the Energy Management System it implements
- Support the supply of energy efficient products and services that may affect its energy performance
- Support design activities that ensure the improvement of its energy efficiency
- Ensure the continuous informing and raising awareness of its employees regarding established energy goals, so that the energy impacts of their way of working can be understood and they can contribute to their elimination”

AIR EMISSIONS

KLEEMANN monitors and attempts to systematically reduce the atmospheric pollution caused by the production of its products. All actions carried out to improve the Company’s energy efficiency, also contribute to the reduction of greenhouse gas emissions resulting from energy consumption indirectly. In recent years, there has been a gradual reduction in carbon dioxide emissions.

Within the Company, air emissions are produced exclusively from the two finishing areas. Measurements to regulate the exhaust gases are carried out at all combustor outlets, while activated carbon filters are installed to ensure that emission levels are below the limit values for the protection of natural environment.

The Company is preparing to implement the ISO 14064 system (GHG Emissions). In this context it calculated the greenhouse gas emissions in 2023. The relevant certification is expected to be obtained in 2024.

Emissions calculated in 2023 include both direct emissions from the Company’s operations, as well as indirect emissions arising from purchased electricity and the entire KLEEMANN value chain. The calculations include CO₂, CH₄ and NO₂ gases, while biogenic emissions are zero.

KLEEMANN recognizes that its business partners and the broader value chain contribute, indirectly, to greenhouse gas emissions production. It was, therefore, strategically decided to include these emissions in the calculations, to quantify and reduce them.

Carbon footprint calculation and the identification of primary emission sources allow for detection of risks and opportunities and the precise planning of measures aimed at gradually reducing the footprint.

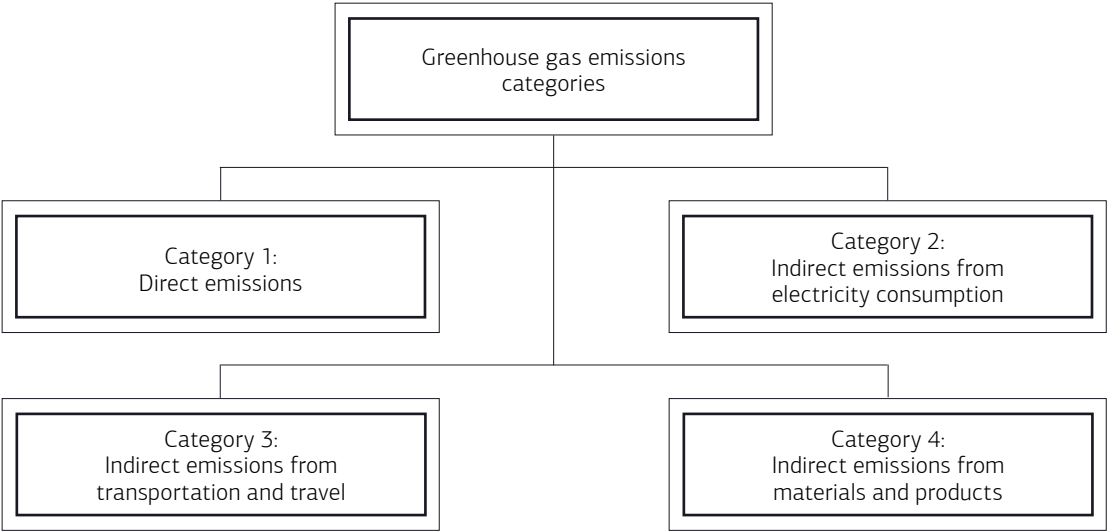
The results refer to the calendar year 2023 and direct emissions include all KLEEMANN facilities in Greece. The results of the indirect emissions (Categories 3 and 4) refer exclusively to the Company’s headquarters, in the industrial area of Kilkis.

Indirect emission categories included in the calculations were selected based on their importance and relevance to KLEEMANN’s activities and taking into account data quality and availability.



Table 1 Emission categories included in 2023 calculations

CATEGORY ACCORDING TO ISO 14064-1:2018	KATHΓΟΡΙΑ KATA GHG PROTOCOL
Category 1 - Direct emissions	Scope 1: Stationary & mobile combustion and fugitive emissions
Category 2 - Indirect emissions from electricity consumption	Scope 2: Purchased electricity
Category 3 - Indirect emissions from transportation and travel	Scope 3: Category 4 - Upstream transportation and distribution
	Scope 3: Category 9 - Downstream transportation and distribution
	Scope 3: Category 6 - Business travel
	Scope 3: Category 7 - Employee commuting
Category 4 - Indirect emissions from materials and products	Scope 3: Category 1 - Purchased goods and services
	Scope 3: Category 3 - Fuel and energy
	Scope 3: Category 5 - Waste generated

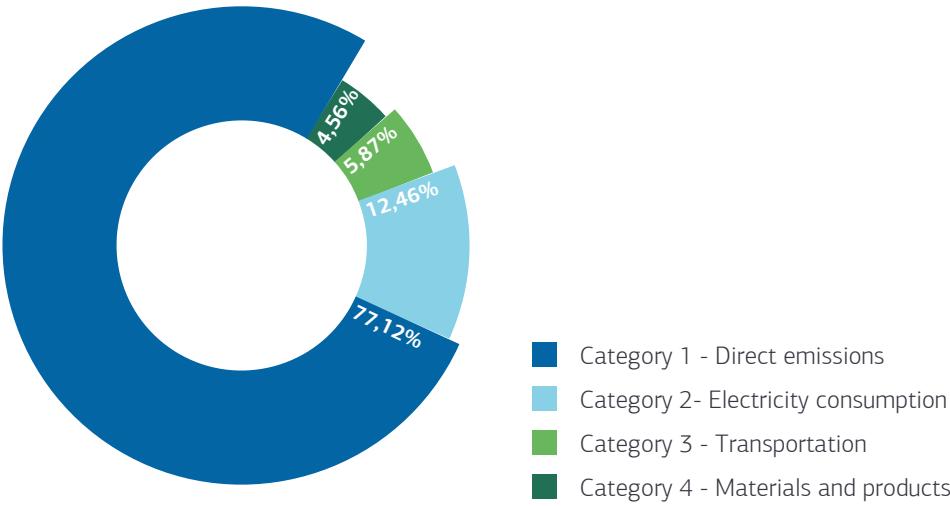


EMISSIONS PER CONSUMED ENERGY TYPE (IN TN CO ₂)			
Emission source	2021	2022	2023
Electricity	200	112,6	1.230,1
Natural gas	978	796,1	574,3
TOTAL	1.178	908,7	1.804,4



FUEL CONSUMPTION - 2023	
Type	Litres
Diesel	99.584,1
Petrol	16.117,9

EMISSION CATEGORY	EMISSIONS TONS CO ₂ EQUIVALENTS
Category 1 - Direct emissions	956,5 tn CO ₂ e
Category 2 - Electricity consumption	1.230,1 tn CO ₂ e
Category 3 - Transportation	2.611,6 tn CO ₂ e
Category 4 - Materials and products	16.169 tn CO ₂ e
Total indirect emissions (categories 2,3,4)	20.010,7 tn CO ₂ e
Total emissions (categories 1,2,3,4)	20.967,2 tn CO ₂ e



DIRECT CO ₂ EMISSIONS (TN)				
2019	2020	2021	2022	2023
1.661,9	1.483,8	1.397,3	890,6	956,5

Emissions from electricity consumption are increased, compared to previous years, as the Company took the strategic decision not to receive a certificate that electricity comes from Renewable Energy Sources (RES) in 2023. Instead, it was decided to invest in the licensing and installation of a photovoltaic solar park, which in the long run will lead in self-production of renewable energy.

2023 is the first year in which KLEEMANN calculates greenhouse gas emissions, based on the ISO 14064 standard. Therefore, it can be considered as a reference year, and based on the GHG emissions results in that year, specific, numerical goals can be set for the future. The results of the coming years can also be compared against those of 2023 to monitor progress towards these goals.

Primary data were collected from the internal databases of the individual departments and facilities. The factors and assumptions used for the calculations were obtained from several reliable, internationally recognized sources (IPCC, GHG protocol, EPA, DEFRA, Greece National Inventory Report, DAPEEP). The methodology followed is the one described in the ISO 14064 standard.

For 2024, the target is for all emission categories to be reduced by 2%.



ENVIRONMENTALLY RESPONSIBLE SUPPLIERS

The Company selects and prefers suppliers with increased environmental and social responsibility. All new Company suppliers sign the Code of Ethics & Conduct and the Procurement Policy. Suppliers are evaluated internally, every 6 months, based on financial and CSR criteria, the collaboration duration and their overall reliability. In 2023, no incidents with negative impact on the environment or society were identified across KLEEMANN supplier network. Suppliers with the highest and lowest rating are updated to improve their rating.

“FIT FOR 55” INITIATIVE

In line with the European Union’s (EU) Fit for 55 initiative, in 2023 KLEEMANN started calculating and publishing a carbon statement on the emissions of steel suppliers, since steel is used in its products.

The period until 2026 has been set as a transitional period, in line with the phasing out of free credit trading under the EU Emissions Trading System (ETS) to decarbonize EU’s industry. A list of “authorized importers” who will have successfully applied to the relevant authority in their country, will be gradually conducted.

The transition period is aimed at:

- serving as a pilot learning phase for importers, producers and authorities involved
- the collection of valuable information, which will be utilized to improve the calculation methodology
- the alignment of the price of carbon produced in the EU with the price of carbon-intensive goods imported into the EU

The “Fit for 55” initiative promotes the reduction of carbon emissions and energy consumption throughout the value chain. The name “Fit for 55” refers to the EU’s goal to reduce net greenhouse gas emissions by at least 55% by 2030, in line with the climate targets set by the European Council and the European Parliament.

For every steel material supplied, the Company calculates any gas emissions that occurred during its production, processing and transportation to the Company’s facilities. Emissions are calculated according to the production methods used, the type of energy consumed, the means of transport used and the specificities of each importing country.

Management type	2021	2022	2023
Recovery/reuse/recycling	96,7%	96,1%	97,2%
Waste landfilled	3,3%	3,9%	2,8%

SOLID AND LIQUID WASTE MANAGEMENT

Solid waste

KLEEMANN ensures both the prevention and reduction of solid waste generation and its proper management, while simultaneously it seeks to increase the recycling and reuse rates. In this direction, internal monitoring systems have been developed and implemented at all stages of collection, temporary storage and intra-transport processes of all waste.

In alignment with the relevant legislation, KLEEMANN collaborates exclusively with certified waste management companies, ensuring proper management practices. Additionally, it collects and records annually in the Electronic Waste Registry (EMR) quantitative and qualitative data on waste generation and management.

In 2023, the Company generated, in total, 1,901.45 tons of waste, 1,849.16 tons of which were recovered (97,24%) and only 52,29 tons (2,75%) were landfilled. Hazardous waste amounted to 54,3 tons and were collected by a licensed company for recycling and reuse.

Liquid waste and wastewater management

KLEEMANN manages water responsibly. The entirety of the limited amount of water required by production processes (painting and grinding machinery) is entirely reused. Via a closed-loop system, the used water is channeled via sewerage and directed to the wastewater treatment plant for further processing. In addition, water analyses are carried out twice a year.

The corporate operation does not result in wastewater generation, as for many years targeted actions for its proper management have been implemented. In particular, the paint sludge, soap oil, as well as the entirety of solvents, lubricants and printing inks used in the Company’s premises are recycled. All the above wastewater streams end up in licensed management bodies.



Packaging materials

The Company aims to minimize the materials used in its packaging, while selecting materials with a smaller environmental footprint. In this context, 8,3% less plastic packaging was used in 2023 compared to 2022 and 13,9% less compared to 2021.

Tons/Year	2021	2022	2023
Paper and cardboard	90,1	88,1	90,2
Plastic	11,5	10,8	9,9

ENVIRONMENTAL GOALS

Overall, in 2023, the Company achieved the following environmental goals:

- Replaced old forklifts with new or electric ones
- Reduced electricity and natural gas consumption
- Use of thermal cameras to detect energy losses in buildings
- Re-designed production line to optimize energy efficiency
- Reduced energy losses by installing appropriate insulation

The most significant environmental targets set for 2024 are:

- To license and install a photovoltaic solar park, with a capacity of 1,2 MW, for energy production that will cover 70% of the Company’s requirements
- To develop a software that accurately calculates greenhouse gas emissions and other environmental indicators
- To reduce energy consumption per employee by 2%, compared to 2023
- To obtain an ISO 14064-1: 2018 management system certification, for greenhouse gas emissions verification



8 RESEARCH, DEVELOPMENT & INNOVATION



INNOVATION AT KLEEMANN

At KLEEMANN, innovation is an essential pillar of its strategy and a driving force towards sustainable development.

Over time, the Company has been investing in the modernization of its infrastructure, integrating new technologies into products and services, creating a digital ecosystem that enables effective data management, its business processes and, of course, the education of its employees.





More than 100 people are employed in the Group's R&D and Digital Innovation departments. They are constantly updated on technological developments and market trends and introduce innovations to further improve existing products and services or develop new innovative solutions.

In the process of designing its products, beyond formal compliance with the applicable legislation, KLEEMANN implements the European standard EN 81-20, which defines the safety requirements for the construction and installation of lifts, as well as the standard EN 81-50, which sets out test and examination requirements for specific lift components. Each product is subject to strict controls and is certified by independent bodies, ensuring its quality and reliability. Regarding new products, they are tested under real conditions to achieve comprehensive documentation of the characteristics of each product before entering the production process.

Adopting technological progress and innovation is a critical element of the Company's culture. In this context, R&D regularly organizes innovation meetings, encouraging employees to think "out of the box" and share their ideas. These ideas are further examined and, when feasible, implemented based on a specific action plan. The coordinated actions of the R&D department lead to obtaining patents, both at the national and European levels. It is worth noting that in 2023 alone, 11 Industrial Property applications were filed.



ECO DESIGN & LIFE CYCLE ASSESSMENT (LCA)

At KLEEMANN, our commitment to sustainable development extends beyond producing high-quality products. In this context, the Company has incorporated the principles of circular economy into the entire value chain, developing products and services that contribute to the appropriate management of natural resources and the limitation of waste production. We have adopted Eco-Design principles since 2014; we were one of the first companies in Greece to implement ISO 14006.

We aim to reduce our environmental impact at every step, from saving energy and resources to minimizing waste. We utilize tools such as Life Cycle Analysis (LCA) to achieve this goal and effectively implement the standard, which provides a comprehensive overview of a product's environmental impact. LCA is an essential tool for monitoring and evaluating a product's environmental impact while improving its energy efficiency by identifying appropriate interventions and corrections. We have already carried out an LCA for eight products, obtaining the Eco Design certification ISO 14006. For the implementation of LCA, we use SimaPro, a user-friendly and internationally recognized software.

Based on LCA results, we have implemented changes in the production process, aiming to improve the environmental footprint of a lift. These changes concern the following:

Raw materials

- Materials that do not belong to the category “hazardous materials” are mainly used. If the use of hazardous materials is inevitable, the quantities used are minimized to the lowest possible levels, always adhering to the relevant environmental health and safety limits.
- The use of paints and vanishes that may contain hazardous materials is minimized.
- The minimum possible quantities of raw materials are used.



Industrial Processing

- Product design minimizes the number of additional processing stages required compared to the past and contributes to reducing errors. Materials are grouped and can be used in more than one product. By grouping, maximum performance during processing is achieved as the waiting time for production systems decreases.
- Energy efficiency, throughout production, is continually improved.



Transport and installation

- The subsystems' compact packaging allows for the loading of more products on the same transportation vehicle, thus reducing the corresponding transportation needs, associated costs, energy consumption, and gas emissions.
- Eco-design leads to a reduction in installation times, thus benefiting both employees and customers.



Energy consumption

- VVVF systems: These systems modify the voltage and frequency of the power line (variable voltage - variable frequency). They are the most efficient motor control option.
- Standby mode: Temporary deactivation of cabin lighting, inverter, displays, door mechanism, and other electrical devices when the lift is not in operation. Depending on the lift's usage, “Standby mode” can lead to up to 50% energy savings throughout its lifespan.
- Option of conducting specific studies, according to VDI4707, ISO25745-2, BREEAM and LEED.
- LED: Replacing cabin and shaft lighting with LED lamps can reduce energy consumption by up to 60% compared to halogen lamps. They also have a longer lifespan and are 100% recyclable.

- Energy recovery (Regeneration): The “regeneration” energy recovery system can return some energy to the grid. It can return up to 70% of the energy consumed during lift operation to the grid.
- Destination Control (Efficient Passenger Movement with Smart Control Systems): Using intelligent call optimization systems to avoid unnecessary lift movements, starts, and stops, thus reducing energy consumption.
- Smoother lift movement with appropriate movement components (Rollers).

Recycling-Disposal

- The largest part of the lift consists of large metallic parts, which can be easily disassembled and recycled.
- Cables can follow the corresponding recycling process. During the final destruction of the lift, the battery contained in the UPS subsystem must be removed so that there are no leaks of dangerous chemicals. However, such materials constitute less than 0.1% of the lift.



CASE STUDY

PURITY S AND PURITY E

In 2023, two new lift cabins, Purity S and Purity E, were studied. The two new cabins were developed following eco-design principles, and Life Cycle Analysis (LCA) was applied.

The study aimed to assess the environmental impact of Purity S and Purity E throughout its entire life cycle, from raw material extraction to end-of-life disposal or recycling. As the products assessed are subsystems of a lift, LCA was focused on three points:

- Raw materials
- Production process
- End-of-life, recycling

LCA results showed that the two new products are more environmentally friendly as they combine optimized manufacturing processes and upgraded materials, compared to the L310 and A510 models, which will be replaced. A reduction in the quantities of raw materials used and the energy consumed during production is achieved by 21% for Purity S compared to L310 and 19,8% for Purity E compared to A510.

	Purity S	L310	Purity E	A510
Total weight (kg)	308	322	437	438
Energy consumption during production (kWh)	69,9	88,5	72,4	90,3

In addition, disassembly is facilitated to create a better disposal scenario. The lift cabin can be disassembled into smaller parts easily, allowing efficient recycling of individual elements (metal, glass, LED, MDF). Following the proposed procedures, at least 99% of the cabin can be recycled.

COLLABORATION WITH RESEARCH ORGANISATIONS & ACADEMIC INSTITUTIONS

We have established significant collaborations with academic institutions, such as the Aristotle University of Thessaloniki (AUTH), the International Hellenic University (IHU), the University of Patras (UP) and the National Technical University of Athens (NTUA), with institutes of research and technology development, such as the Centre for Research & Technology (CERTH), the Laboratory for Manufacturing Systems and Automation (LMS), the Fraunhofer FIT (Germany), the Tyndall National Institute (Ireland), Cranfield University (UK) and the CNRS (France). These collaborations allow us to carry out important collaborative research in various fields of our sector and lead us to submit research proposals, both at the European and national level or to develop technologies and solutions applied in manufacturing processes or unique products of high quality and safety.

In addition, KLEEMANN participates in five research and innovation projects funded by “Horizon Europe”, “Horizon 2020” and the European Institute of Innovation and Technology (EIT). One of them is the Cooperative Agile 4.0 Cluster, which is an enhanced Digital Innovation Hub in Central Macedonia. Through the Agile 4.0 Cluster, 14 leading partners in the field of Industry will gain access to all technologies that can be used in the 4th industrial revolution (Industry 4.0) to improve and increase the flexibility of their manufacturing processes and to cope with European and global competition.

Finally, the Company, in collaboration with the Departments of Physics and Mechanical Engineering of AUTH, is carrying out a research project under the framework of the Action «Investment Plans of Innovation» of the Operational Program «Central Macedonia 2021 – 2027» that is co-funded by the European Regional Development Fund and Greece.

2023 GOALS and 2024 GOALSETTING



Goals achieved in 2023

- Design, production, and testing of new innovative products
- The development of “smart” functions continued. Greater emphasis was placed on the development of the “smart” GBraille application



Goals for 2024

- Expand partnerships with universities and research institutions, both at national and international level
- File new patents
- Further development of “smart” applications using IoT technology
- Improvement of existing products and development of new ones



9. SOCIAL INITIATIVES



KLEEMANN recognizes the immense contribution of Corporate Social Responsibility initiatives to sustainable development attainment. In this context, the Company has adopted an active approach, developing partnerships with important organizations and implementing and/or participating in initiatives with social and environmental impact.

The Department of Corporate Social Responsibility and Communication (CSR & Communication) is responsible for implementing corporate responsibility initiatives and the CSR Policy. The Policy maximizes the Company’s positive impact on its stakeholders and meets the requirements of modern corporate governance standards. It outlines the critical steps towards implementing initiatives. At the same time, it defines the framework for the annual CSR budget allocation and monitoring, the preparation of a CSR Report, and the need to maintain a modern CSR toolkit adapted to the specific requirements of legislation and/or financial institutions.

KLEEMANN’s CSR actions focus on five main pillars: Health, Education, Vulnerable Social Groups, Culture and the Environment and are mainly implemented in collaboration with Non-Profit Organizations, local authorities and other social partners.





KLEEMANN's social initiatives prioritize health. In this context, the Company implements awareness and prevention initiatives on important health issues, donations to strengthen the National Health System, and programs to support vulnerable groups.

Hospital Donations

Once again, this year, KLEEMANN has donated to the Kilgis General Hospital, providing insulated food trays. This initiative ensures proper hygiene conditions for patients' meals, significantly improving the quality of care.

In addition, the Company supported a charity event organized by the Special Committee of the Region AHEPA HELLAS, the proceeds of which were allocated for the renovation of the Surgical Intensive Care Unit of AHEPA Hospital.

Kilkis General Hospital Blood Bank Support

On June 14th, "World Blood Donor Day", KLEEMANN, in collaboration with the non-profit organization "The Smile of the Child", organized a voluntary blood donation event at its premises, with the employees' active participation supporting the hospital's blood bank.

Breast Cancer Prevention Campaign Support

On Sunday, May 14th, on Mother's Day, the Panhellenic Association of Women with Breast Cancer "Alma Zois" organized a big prevention celebration dedicated to all mothers. The event involved awareness-raising activities on breast cancer prevention, providing information and advice on women's health. KLEEMANN supported the initiative, strengthening the message of prevention and early diagnosis.

In October, Breast Cancer Prevention and Awareness Month, KLEEMANN distributed collectable bags created by "Alma Zois" to all female employees as a reminder for their annual check-ups.

Donation of defibrillators

Two automatic defibrillators have been installed in two locations at the Metropolitan Organization of Museums of Visual Arts of Thessaloniki, a donation from KLEEMANN, as part of the program of the Social Solidarity & Support Network "I Offer to Health". The defibrillators, located in the MOMus - Museum of Modern Art in Lazaristes Monastery and the MOMus - Museum of Contemporary Art within TIF - Helexpo, are critical tools for the care of citizens' health and early intervention in cases of need. It is important to note that these two specific sites were chosen by the Civil Society Humanitarian Organization KIDS SAVE LIVES based on the corresponding map, which shows the available defibrillators in the two areas.





EDUCATION

The Company recognizes the importance of education for the progress of society. In this context, it implements various initiatives aimed at supporting innovation programs, knowledge and skill development of children and youth, to prepare them for future challenges.

Eduact-Action for Education

For the 10th consecutive year, KLEEMANN supports the Non-Profit Organization Eduact-Action for education, which introduces new educational programs focusing on new technologies, coding, and robotics and promotes cooperation between citizens and national, European, and global institutional bodies.

Eduact implements initiatives in the field of modern education by using practices that aim to introduce innovation into the educational process. In 2023, KLEEMANN supported programs that create opportunities for skill development and talent recognition. Actions include:

- Sponsorship of the Panhellenic robotics competition FIRST® LEGO® League Greece. At the same time, a KLEEMANN employees' volunteer team was created. The employees were trained as judges and acted as members of the jury of the competition. During the final Panhellenic competition held in Thessaloniki, KLEEMANN judges evaluated the students' efforts, contributing to the promotion of innovation and creativity.
- Sponsorship of the Greek National Robotics Team FIRST Global, which participates every year in festivals, exhibitions, and presentations, spreading the message of STEM and teamwork. In 2023, the team represented Greece in the World Robot Olympiad on the topic of "Hydrogen Horizons," achieving 3rd place.
- Donation of robotic equipment to implement an educational robotics program at the 4th primary school in Kos, contributing to the students' experiential learning experience.



- Support of programs implemented at the organization's facilities in the center of Thessaloniki, such as events (with physical and online presence), coding and robotics workshops for children and parents, teacher training, school visits, European Programs.

Teen Business School: Youth Entrepreneurship

For yet another year, KLEEMANN supported the "Teen Business School, a stepping stone into the realm of entrepreneurship - Developing creative and technical skills". The educational program, organized by professors from the University of Macedonia, aims to promote entrepreneurship among young individuals aged 14-18. The program aims to provide to the students:

- Experiential learning of career options
- Knowledge about the concept of entrepreneurship
- Information about the operation of a business

Technological Equipment Donations to Schools

KLEEMANN donated technological equipment to primary and secondary schools in Kilkis and Thessaloniki regions, contributing to the evolution of the educational process and the familiarization of students with modern learning tools.



SOCIAL VULNERABLE GROUPS

With a sense of responsibility and solidarity, KLEEMANN implements actions supporting vulnerable social groups.

Solidarity Boxes and Gift Cards

In the spirit of Christmas and Easter giving, 650 solidarity gift cards were donated to churches in Kilikis and Thessaloniki, offering support to families in need.

“I offer to Family” Program

As part of the program “I Offer to Family” of the Network of Social Solidarity & Assistance, KLEEMANN undertook the responsibility of covering the basic needs, such as food and essential supplies, of a family that had been facing financial difficulties, for an entire year.

Humanitarian Aid to Turkey & Syria

In response to the earthquakes in Turkey and Syria, KLEEMANN and KLEEMANN Asansör provided humanitarian aid to the earthquake victims. At the same time, the Company’s employees actively participated in the collection of essential supplies.

Support for the Flood Victims of Thessaly

In collaboration with the Region of Central Macedonia, KLEEMANN sent 25 tons of bottled water to the flood-affected areas of Thessaly, providing substantial assistance to the victims. At the same time, in cooperation with "The Smile of the Child", the Company supported the Non-Profit Organization’s initiative to operate an Emergency Holistic Support and Care Center for children and families in the Municipality of Palamas, Karditsa. Specifically, the Company collected and provided school supplies for 200 children, ensuring a smooth start to the school year.

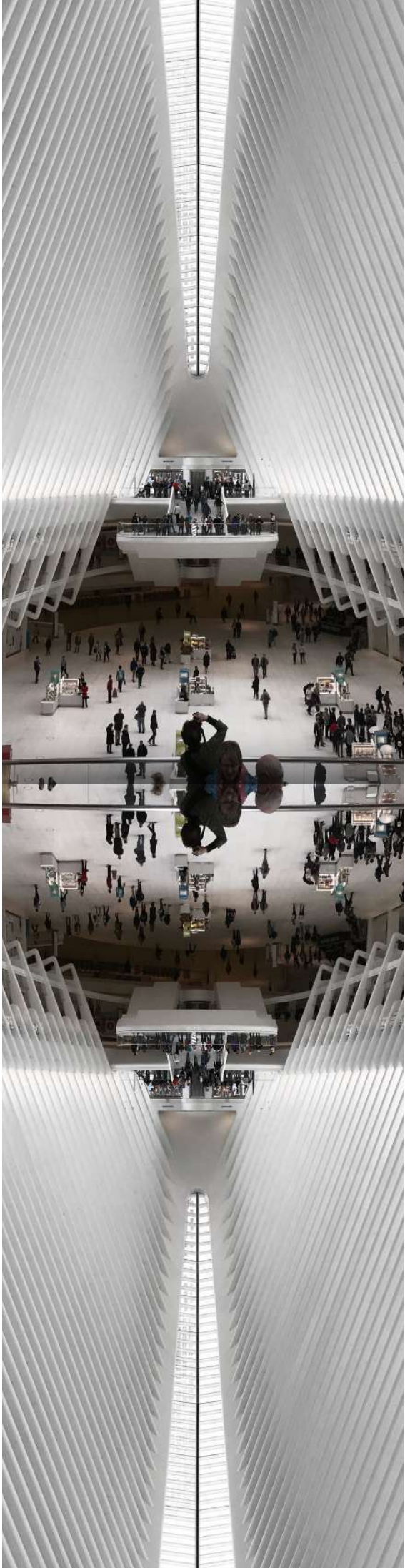
Support of the Social Welfare Center of Central Macedonia

On March 8th, Women’s Day, KLEEMANN supported the Social of Central Macedonia in hosting an event dedicated to the women who work there and provide services to the 700 people the organization cares for.



CULTURE

Recognizing the role of culture in the development of society, the Company implements actions aimed at promoting cultural heritage.



Open House Athens & Thessaloniki Support

Open House is one of the most important international initiatives for promoting architecture and culture both in Greece and globally. For the sixth consecutive year, KLEEMANN supported the initiatives of Open House Athens and Open House Thessaloniki, which invite the public to explore and understand the value of architecture and the built environment. These activities include guided tours, thematic routes, and informative events in public and private buildings across Athens and Thessaloniki.

Cultural Associations Support

At KLEEMANN, we believe that our cultural heritage connects us with the past while serving as a legacy for the future. The cultural sector, particularly in smaller communities, requires financial support to continue to act as a vehicle for social progress. In this context, in 2023, the Company once again financially supported cultural associations in the broader region of Kilikis and Thessaloniki.



ENVIRONMENT

Based on the principle that the Earth is home to all of us, KLEEMANN is committed to protecting the environment. Its goal is that future generations will inherit a place where they can live and create as they dream. In this context, in November 2023, the Company became a member of the non-profit environmental and humanitarian organization WE4ALL. The goal of the collaboration with the organization is to carry out tree planting activities in various areas of Greece, thus actively contributing to the restoration and protection of the environment.



SPORTS

KLEEMANN actively supports sports, which promote a healthy lifestyle and contribute to the socialization of young people and their understanding of the values of solidarity and teamwork.

On April 30th, KLEEMANN team participated in the 17th International Marathon "Alexander the Great" representing "The Smile of the Child", carrying a message of solidarity and love for our fellow human beings and especially for children in need. Each participation of the Company’s people in the 10 and 40 km road races supported the remarkable work of "The Smile of the Child".

In 2023, the Company continued to support the local sports clubs of Kilikis.



EMPLOYEE VOLUNTEERING

At KLEEMANN, social responsibility is an integral part of our corporate culture. We encourage both collective and individual initiatives to support society. In addition to centrally organized CSR initiatives, KLEEMANN promotes volunteering among employees, offering opportunities for individual contribution and solidarity. Through its volunteering policy, KLEEMANN encourages employees to actively participate in social giving actions, both during their personal time and working hours.

Voluntary activities foster social awareness, strengthen cooperative relationships, and develop skills by enhancing employees' trust and dedication.

Easter Workshop

In April 2023, together with the Non-Profit Organization "The Smile of the Child", an Easter workshop was held at the Company's facilities in Kilis, where volunteering employees participated. Under the guidance of "The Smile of the Child" team, the volunteers crafted Easter candles for the organization's bazaar.

Visit to "The Smile of the Child" in Thessaloniki

During Christmas, KLEEMANN employees visited the premises of the organization "The Smile of the Child," where children reside in Thessaloniki. The volunteers enjoyed spending time with them, playing, discussing, and handing out gifts, highlighting the importance of generosity and human connection. This social responsibility and solidarity initiative strengthens the sense of community and reminds us of the value of giving.



10. ABOUT THIS REPORT

This Corporate Responsibility Report is the seventh consecutive publication of non-financial information by KLEEMANN HELLAS SA (referred to as “KLEEMANN” and “Company” in this Report). All presented information data refers to the calendar year 2023 (01.01.2023 to 31.12.2023). The Report was prepared having taken into account the UN Global Compact Initiative guidelines (CoP, UNGC), the International Standards for Corporate Sustainability Reporting, the GRI Universal Standards (with Reference to the GRI Universal Standards) and the Greek Sustainability Code. We support the UN Sustainable Development Goals (SDGs) for 2030. Information about the individual targets of each SDG, to which KLEEMANN contributes, can be found under the “Corporate Responsibility and Sustainable Development” section.

CONTACT DETAILS

Your suggestions present us with an opportunity for further and continuous improvement. We welcome any questions, inquiries, or comments. Any feedback and observations are welcome, and you can submit them either electronically or by post:

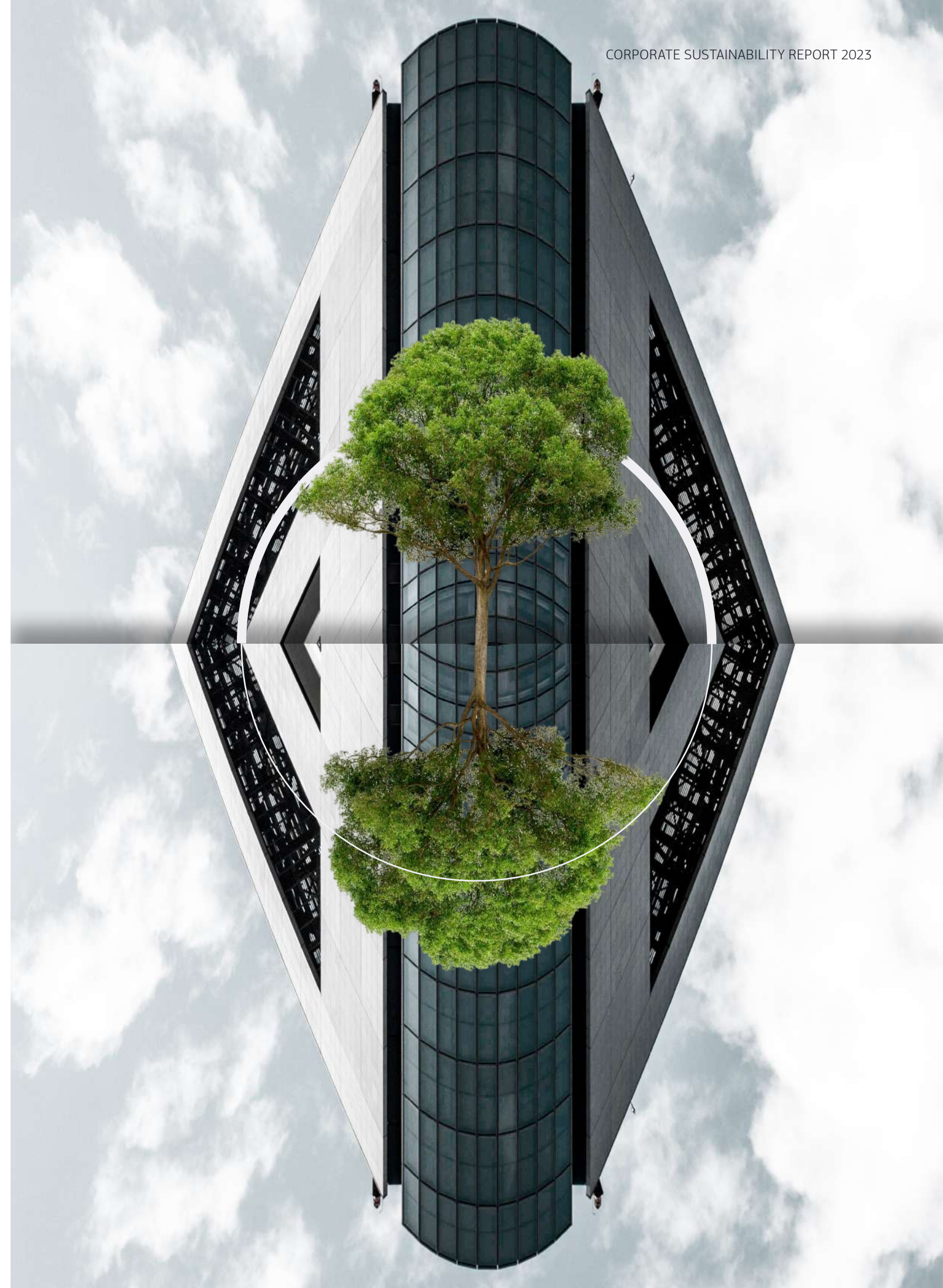
KLEEMANN SA

Attention of Mrs Maria Sympilidou, CSR & Communication Manager

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E: csr@kleemannlifts.com



11. GRI TABLE, UN GLOBAL COMPACT,
. GREEK SUSTAINABILITY CODE

GREEK SUSTAINABILITY CODE

CODE SECTIONS	REPORT SECTION
STRATEGY	
Strategic Analysis & Action	• Letter from the General Manager • Corporate Responsibility & Sustainable Development • About this Report
Materiality	• Corporate Responsibility & Sustainable Development
Goal Setting	• Letter from the General Manager • Corporate Responsibility & Sustainable Development • Reporting objectives in individual chapters
Value Chain Management	• Letter from the General Manager • Corporate Responsibility & Sustainable Development • Responsible market presence
MANAGEMENT APPROACH	
Responsibility	• Letter from the General Manager • Corporate Responsibility & Sustainable Development • Social initiatives
Rules & Procedures	• Corporate Responsibility & Sustainable Development • Corporate Governance
Monitoring and Tracking	• Corporate Responsibility & Sustainable Development • Corporate Governance • KPIs in individual chapters
Rewarding Schemes and Motives for Sustainable Development	• Corporate Governance • Responsibility towards our people
Stakeholder Engagement	• Corporate Responsibility & Sustainable Development
Responsible Production and Innovation	• Responsible market presence • Research, Development & Innovation • Environmental Responsibility
ENVIRONMENT	
Use of Natural Resources	• Environmental Responsibility • Research, Development & Innovation
Management of Resources	• Environmental Responsibility
Air Emissions & Climate Change	• Environmental Responsibility



CODE SECTIONS	REPORT SECTIONS
SOCIETY	
Employment Rights	• Responsibility towards our people
Equal Opportunities	• Responsibility towards our people
Qualifications	• Responsibility towards our people
Human Rights along the Supply Chain	• Responsible market presence
Local Communities	• Corporate Responsibility & Sustainable Development • Responsible market presence • Social Initiatives
Initiatives and Political influence	• Responsible market presence • Social Initiatives
Corruption Prevention and Fighting	• Corporate Governance • Responsibility towards our people

UNITED NATIONS GLOBAL COMPACT

PRINCIPLES	REPORT SECTIONS
A statement by a chief executive that commits the Company to operate responsibly	• Letter from the General Manager
PRINCIPLE 1: Businesses should support and respect the protection of internationally proclaimed human rights	• Corporate Responsibility & Sustainable Development • Responsibility towards our people • Health & Safety at the workplace • Responsible market presence
PRINCIPLE 2: Businesses should make sure that they are not complicit with human rights abuses	• Corporate Responsibility & Sustainable Development • Responsibility towards our people • Responsible market presence • Health & Safety at the workplace • Corporate Governance
PRINCIPLE 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining	• Responsibility towards our people • Health & Safety at the workplace • Corporate Responsibility & Sustainable Development
PRINCIPLE 4: Businesses should uphold the elimination of all forms of forced or compulsory labor	• Responsibility towards our people • Health & Safety at the workplace • Corporate Responsibility & Sustainable Development • Responsible market presence
PRINCIPLE 5: Businesses should uphold the effective abolition of child labor	• Responsibility towards our people • Health & Safety at the workplace • Corporate Responsibility & Sustainable Development • Responsible market presence

PRINCIPLES	REPORT SECTIONS
PRINCIPLE 6: Businesses should uphold the elimination of discrimination in respect of employment and occupation	• Responsibility towards our people • Corporate Responsibility & Sustainable Development
PRINCIPLE 7: Businesses should support a precautionary approach to environmental challenges	• Environmental Responsibility • Research, Development & Innovation
PRINCIPLE 8: Businesses should undertake initiatives to promote greater environmental responsibility	• Environmental Responsibility • Research, Development & Innovation
PRINCIPLE 9: Businesses should encourage the development and diffusion of environmentally friendly technologies	• Environmental Responsibility • Research, Development & Innovation
PRINCIPLE 10: Businesses should work against corruption in all its forms, including extortion and bribery	• Corporate Responsibility & Sustainable Development • Corporate Governance • Responsibility towards our people



KLEEMANN has reported with Reference to the GRI Universal Standards (GRI Universal - 2021) for the period from 01.01.2023 to 31.12.2023

GRI STANDARD	KPI	REPORT SECTION
GRI 2: General Disclosures 2021	2-1 Organizational details	Responsible market presence
	2-2 Entities included in the Organization's Sustainability Reporting	About this Report
	2-3 Reporting period, frequency and contact point	About this Report
	2-4 Restatements of information	About this Report
	2-5 External assurance	About this Report
	2-6 Activities, value chain and business relationships	Responsible market presence
	2-7 Employees	Responsibility towards our people
	2-8 Workers who are not employees	Responsibility towards our people
	2-9 Governance structure and composition	Corporate Governance
	2-10 Nomination and selection of the highest governance body	Corporate Governance
	2-11 Chair of the highest governance body	Corporate Governance
	2-12 Role of the highest governance body in overseeing the management of impacts	Corporate Governance
	2-13 Delegation of responsibility for managing impacts	Corporate Responsibility & Sustainable Development
	2-14 Role of the highest governance body in sustainability reporting	Corporate Responsibility & Sustainable Development Social Initiatives
	2-15 Conflicts of interest	Responsibility towards our people
	2-16 Communication of critical concerns	Corporate Governance Corporate Responsibility & Sustainable Development Responsibility towards our people
	2-17 Collective knowledge of the highest governance body	Corporate Responsibility & Sustainable Development
	2-18 Evaluation of the performance of the highest governance body	Corporate Responsibility & Sustainable Development
	2-19 Remuneration policies	Not disclosed for confidentiality reasons
	2-20 Process to determine remuneration	Not disclosed for confidentiality reasons
	2-21 Annual total compensation ratio	Not disclosed for confidentiality reasons
	2-22 Statement on sustainable development strategy	Letter from the General Manager
	2-23 Policy commitments	Letter from the General Manager
	2-24 Embedding policy commitments	Letter from the General Manager
	2-25 Processes to remediate negative impacts	Letter from the General Manager
	2-26 Mechanisms for seeking advice and raising concerns	Corporate Governance Corporate Responsibility & Sustainable Development

GRI STANDARD	KPI	REPORT SECTION
GRI 2: General Disclosures 2021	2-27 Compliance with laws and regulations	Corporate Governance
	2-28 Membership associations	Responsible market presence
	2-29 Approach to stakeholder engagement	Corporate Responsibility & Sustainable Development
	2-30 Collective bargaining agreements	There are no collective bargaining agreements in the Company
GRI 3: Material topics 2023	3-1 Process to determine material topics	Corporate Responsibility & Sustainable Development
	3-2 List of material topics	Corporate Responsibility & Sustainable Development
	3-3 Management of material topics	Corporate Responsibility & Sustainable Development
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Environmental Responsibility
	302-2 Energy consumption outside of the organization	Environmental Responsibility
	302-3 Energy intensity	Environmental Responsibility
	302-4 Reduction of energy consumption	Environmental Responsibility
	302-5 Reductions in energy requirements of products and services	Environmental Responsibility
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	Environmental Responsibility
	303-2 Management of water discharge-related impacts	Environmental Responsibility
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Environmental Responsibility
	305-2 Energy indirect (Scope 2) GHG emissions	Environmental Responsibility
	305-3 Other indirect (Scope 3) GHG emissions	Environmental Responsibility
	305-5 Reduction of GHG emissions	Environmental Responsibility
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	Environmental Responsibility
	306-2 Management of significant waste-related impacts	Environmental Responsibility
	306-3 Waste generated	Environmental Responsibility
	306-4 Waste diverted from disposal	Environmental Responsibility
	306-5 Waste directed to disposal	Environmental Responsibility

GRI STANDARD	KPI	REPORT SECTION
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	Environmental Responsibility
	308-2 Negative environmental impacts in the supply chain and actions taken	Environmental Responsibility
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Responsibility towards our people
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Responsibility towards our people
GRI 403: Υγεία και Ασφάλεια στην εργασία 2018	403-1 Occupational health and safety management system	Health & Safety at the workplace
	403-2 Hazard identification, risk assessment, and incident investigation	Health & Safety at the workplace
	403-3 Occupational health services	Health & Safety at the workplace
	403-4 Worker participation, consultation, and communication on occupational health and safety	Health & Safety at the workplace
	403-5 Worker training on occupational health and safety	Health & Safety at the workplace
	403-6 Promotion of worker health	Health & Safety at the workplace
	403-8 Workers covered by an occupational health and safety management system	Health & Safety at the workplace
	403-9 Work-related injuries	Health & Safety at the workplace
	403-10 Work-related ill health	Health & Safety at the workplace
GRI 404: Training and education 2016	404-1 Average hours of training per year per employee	Responsibility towards our people
	404-2 Programs for upgrading employee skills and transition assistance programs	Responsibility towards our people
	404-3 Percentage of employees receiving regular performance and career development reviews	Responsibility towards our people
GRI 405: Diversity and equal opportunity 2016	405-1 Diversity of governance bodies and employees	Responsibility towards our people

GRI STANDARD	KPI	REPORT SECTION
GRI 414: Supplier social assessment 2016	414-1 New suppliers that were screened using social criteria	Environmental Responsibility
	414-2 Negative social impacts in the supply chain and actions taken	Environmental Responsibility
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	Responsible market presence
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	Responsible market presence
GRI 417: Marketing and labeling 2016	417-1 Requirements for product and service information and labeling	Responsible market presence
	417-2 Incidents of non-compliance concerning product and service information and labeling	Responsible market presence
	417-3 Incidents of non-compliance concerning marketing communications	Responsible market presence
KLEEMANN's indicators for Research, Development & Innovation	KLEEMANN's approach and progress in Research, Development & Innovation	Research, Development & Innovation