

**GEKTERNA**  
GROUP OF COMPANIES

# ESG Key Performance Index 2023

**COORDINATOR**

Division of Corporate Social Responsibility  
and Sustainable Development

[www.gekterna.com](http://www.gekterna.com)



# Material topic: Value Creation

GRI, ATHEX ESG, SASB	ESG Performance indicators	Unit	2023	2022
	<b>Direct Economic value generated</b>			
GRI 201-1	Revenues	thousand €	<b>3,549,715</b>	<b>3,961,409<sup>1</sup></b>
	<b>Direct Economic value distributed</b>	thousand €	<b>3,257,182</b>	<b>3.617,252<sup>2</sup></b>
GRI 201-1	Operating costs	thousand €	2,787,242	3,167,863 <sup>3</sup>
GRI 201-1	Employee wages and benefits	thousand €	174,300	144,728
GRI 201-1	Payments to providers of capital	thousand €	211,600	164,545
GRI 201-1	<b>Payments/Contributions to the State (total)</b>	thousand €	<b>72,455</b>	<b>134,995</b>
GRI 201-1	Greece	thousand €	69,792	130,803
GRI 201-1	Cyprus	thousand €	39	297
GRI 201-1	North Macedonia	thousand €	-158	74
GRI 201-1	Albania	thousand €	12	53
GRI 201-1	Bulgaria	thousand €	185	189
GRI 201-1	Romania	thousand €	2	2
GRI 201-1	Serbia	thousand €	1,026	121
GRI 201-1	UAE.	thousand €	12	21
GRI 201-1	Qatar	thousand €	6	7
GRI 201-1	Iraq	thousand €	5	0
GRI 201-1	Saudi Arabia	thousand €	78	71
GRI 201-1	Bahrain	thousand €	11	4
GRI 201-1	Poland	thousand €	2,056	2,212
GRI 201-1	U.S.A	thousand €	-614	1,139
GRI 201-1	Netherlands	thousand €	0	1
GRI 201-1	<b>Community investments</b>	thousand €	<b>11,586</b>	<b>5,121</b>
GRI 201-1	<b>Economic value retained</b>	thousand €	<b>292,533</b>	<b>344,158<sup>4</sup></b>

<sup>1,2,3,4</sup> Restatement of published 2022 value due to recalculation.

GRI ATHEX ESG SASB	ESG Performance indicators	2023				2022			
		Value of period purchases (in thousand €)	Percentage	Number of suppliers	Percentage	Value of period purchases (in thousand €)	Percentage	Number of suppliers	Percentage
Categorization of suppliers by scope									
GRI 204-1	National suppliers	2,318,614	70.8%	6,791	89.8%	2,799,938	83.4%	6,056	90.3%
GRI 204-1	International suppliers	817,903	25%	747	9.9%	553,604	16.5%	637	9.5%
GRI 204-1	Related parties	140,162	4.3%	25	0.3%	1,936	0.06%	16	0.2%
GRI 204-1	Total	3,276,679	100%	7,563	100%	3,355,478	100%	6,709	100%



# Material topic: Corporate culture

GRI, ATHEX ESG, SASB	ESG Performance indicators	Unit	2023	2022
GRI 205-3	Confirmed incidents of corruption	#	0	0
GRI 418-1, ATHEX SS-S2	Substantiated complaints concerning breaches of customer privacy and losses of customer data	#	0	0
GRI 307-1, IF-EN-160a.1	Non-compliance with environmental laws and regulations	#	0	0
GRI 406-1	Total number of incidents of discrimination	#	0	0
ATHEX A-G2, IF-EN-510a.2	Total amount of monetary losses as a result of court proceedings associated with charges of (1) bribery or corruption and (2) anti-competitive practices	€	0	0



# Material topic: Climate change mitigation

GRI, ATHEX ESG, SASB	ESG Performance indicators	Unit	2023	2022
<b>Direct GHG emissions (Scope 1)</b>				
ATHEX C-E1, GRI 305-1	Total direct GHG emissions	t CO <sub>2</sub> e	570,779.6	880,184.6
ATHEX C-E1, GRI 305-1	Biogenic CO <sub>2</sub> emissions	t CO <sub>2</sub> e	5,847.3	4,273.4
ATHEX C- E1	Scope 1 emissions – GHG intensity of Scope 1 emissions	t CO <sub>2</sub> e/€ turnover	0.00016	0.00022
<b>Indirect GHG emissions (Scope 2)</b>				
ATHEX C-E2, GRI 305-2	Location-based emissions	t CO <sub>2</sub> e	22,972.8	32,346.3
ATHEX C-E2, GRI 305-2	Market-based emissions	t CO <sub>2</sub> e	11,880.1	21,066.3
ATHEX C-E2, GRI 305-2	Which gases were included in the calculation of the indirect emissions (e.g., CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , or all)?		ALL	ALL
ATHEX C- E2	Scope 2 emissions – GHG intensity of Scope 2 emissions	t CO <sub>2</sub> e/€ turnover	0.000010	0.000014 <sup>5</sup>
<b>Indirect GHG emissions (Scope 3)</b>				
ATHEX A -E1	Total indirect Scope 3 GHG emissions	t CO <sub>2</sub> e	4.166.441,9	3.337.570 <sup>5</sup>
ATHEX A- E1	Scope 3 emissions – GHG intensity of Scope 3 emissions	t CO <sub>2</sub> e/€ turnover	0,0012	0,00085 <sup>5</sup>
<b>Other air emissions</b>				
GRI 305-7, ATHEX SS-E2	NOx emissions (including NO and NO <sub>2</sub> and excluding N <sub>2</sub> O)	t	2.4	302.6
GRI 305-7, ATHEX SS-E2	SOx emissions (including SO <sub>2</sub> and SO <sub>3</sub> )	t	1.4	6.2

<sup>5</sup> Restatement of published 2022 value due to recalculation.



# Material topic: Energy

GRI, ATHEX ESG, SASB	ESG Performance indicators	Unit	2023	2022
Energy consumption within the organization				
GRI 302-1	Fuel consumption within the Group from non-renewable sources	GJ	9,972,041.91	14,885,006.1
GRI 302-1	Electricity consumption within the Group	GJ	221,161.8	236,158.9 <sup>6</sup>
GRI 302-1	Electricity consumption within the organization from renewable sources – with guarantees of origin	GJ	106,526.4	95,634.1
GRI 302-1	Electricity consumption within the Group from renewable sources -without guarantees of origin	GJ	114,635.4	140,524.8 <sup>7</sup>
GRI 302-1	Electricity consumption within the Group from renewable sources – self generated	GJ	0	0
GRI 302-1	Total energy consumption within the Group	GJ	10,272,266.8	15,493,160.8 <sup>8</sup>
GRI 302-1	Percentage of energy consumed within the Group from renewable sources	%	1.8	0.6
ATHEX C-E3	Total energy consumption within the Group	MWh	2,853,407.5	4,303,655.8 <sup>9</sup>
ATHEX C-E3	Total electricity consumed	MWh	61,433.8	65,599.7 <sup>10</sup>
ATHEX C-E3	Percentage of electricity consumed over total energy consumption	%	2.2	1.5
ATHEX C-E3	Total energy produced	MWh	4,350,588	4,512,437
ATHEX C-E3	Percentage of energy produced from renewable sources	%	59.7	53.3

<sup>6, 7, 8, 9, 10</sup> Restatement of published 2022 value due to recalculation.



# Material topic: Waste

GRI, ATHEX ESG, SASB	ESG Performance indicators	Unit	2023	2022
	Waste generated	t	1,994,928.6	414,490.9
Hazardous waste				
GRI 306-3	Waste generated	t	300.4	454.2
GRI 306-3	Waste diverted from disposal	t	278.9	445.3
GRI 306-3	Waste directed to disposal	t	21.5	8.9
Non - hazardous waste				
GRI 306-3	Waste generated	t	1,994,628.2	414,036.7
GRI 306-3	Waste diverted from disposal	t	431,070.4	340,694.9
GRI 306-3	Waste directed to disposal	t	1,563,557 <sup>11</sup>	73,341.9

<sup>11</sup> The difference compared to 2022 is due to the significant increase of construction projects hence increasing excavation materials generated from the Group's construction sites.



Material topic: Waste

GRI, ATHEX ESG, SASB		ESG Performance indicators	Unit	2023			2022		
Waste diverted from disposal				Onsite	Offsite	Total	Onsite	Offsite	Total
Hazardous waste									
GRI 306-4	Preparation for reuse	t	0.0	29.9	29.9	0.0	18.1	18.1	
GRI 306-4	Recycling	t	0.0	63.2	63.2	0.0	416.5	416.5	
GRI 306-4	Other recovery operations	t	0.0	185.8	185.8	0.0	10.7	10.7	
GRI 306-4	Fuel	t	0.0	0.0	0.0	0.0	0.0	0.0	0.0
GRI 306-4	Total	t	0.0	278.9	278.9	0.0	445.3	445.3	
Non- hazardous waste									
GRI 306-4	Preparation for reuse	t	0.0	44,521.6	44,521.6	263,465.5	16	263,481.5	
GRI 306-4	Recycling	t	307.9	384,859.2	385,167.2	534.7	72,140.3	72,675.0	
GRI 306-4	Energy recovery (20 03 01)	t	1.7	15	16.7	1.4	4,536.9	4,538.3	
GRI 306-4	Recovery	t	0.0	0.0	0.0	0.0	0.0	0.0	0.0
GRI 306-4	Other recovery operations	t	1.7	15	16.7	1.4	4,536.9	4,538.3	
GRI 306-4	Total	t	309.6	429,395.8	431,070.4	264,001.6	76,693.2	340,694.9	



GRI, ATHEX ESG, SASB	ESG Performance indicators	Unit	2023			2022		
Waste directed to disposal			Onsite	Offsite	Total	Onsite	Offsite	Total
Hazardous waste								
GRI 306-5	Incineration (with energy recovery)	t	0.0	0.0	0.0	0.0	0.0	0.0
GRI 306-5	Incineration(without energy recovery)	t	0.0	0.0	0.0	0.0	0.0	0.0
GRI 306-5	Landfilling	t	0.0	18.1	18.1	0.0	0.0	0.0
GRI 306-5	Special disposal	t	0.0	0.0	0.0	0.0	0.0	0.0
GRI 306-5	Other disposal operations	t	0.0	3.4	3.4	0.0	8.9	8.9
GRI 306-5	Total	t	0.0	21.5	21.5	0.0	8.9	8.9
Non – hazardous waste								
GRI 306-5	Incineration (with energy recovery)	t	0.0	0.0	0.0	0.0	0.0	0.0
GRI 306-5	Incineration (without energy recovery)	t	0.0	0.0	0.0	0.0	4 <sup>12</sup>	4 <sup>13</sup>
GRI 306-5	Landfilling	t	0.0	1,561,383.2	1,561,383.2	0.0	68,893.6	68,893.6
GRI 306-5	Other recovery operations	t	0	2,174.7	2,174.7	0.4	4,443.5	4,443.9
GRI 306-5	Total	t	0	1,563,557.9	1,563,557.9	0.4	73,341.5	73,341.9

<sup>12, 13</sup> Restatement of published 2022 value due to recalculation.



Material topic: Waste

GRI, ATHEX ESG, SASB	ESG Performance indicators	Unit	2023	2022
	Waste generated	t	1,994,928.6	414,490.9
Percentage of waste by type of treatment				
ATHEX A-E3	Recycling	%	19.3%	17.6%
ATHEX A-E3	Preparation for reuse	%	2.2%	63.6%
ATHEX A-E3	Landfilling	%	78.3%	16.6%
ATHEX A-E3	Incineration (with energy recovery)	%	0.0%	0.0%
ATHEX A-E3	Incineration (without energy recovery)	%	0.0%	0.0%
ATHEX A-E3	Other recovery operations	%	0.1%	2.2%
ATHEX A-E3	Fuel	%	N/A	N/A



Material topic: Water Withdrawal - Consumption - Use

GRI, ATHEX ESG, SASB	ESG Performance indicators	Unit	2023		2022	
Total water withdrawal, discharge, consumption			All areas	Water-stressed areas	All areas	Water-stressed areas
GRI 303-3, ATHEX SS-E3	Total water withdrawal	ML	3,31,733	3,730,529	3,963,907	3,963,203
GRI 303-4, ATHEX SS-E3	Total water discharge	ML	3,730,926	3,730,525	3,963,407	3,963,200
GRI 303-5, ATHEX SS-E3	Total water consumption	ML	807	4	500	2

## Material topic: Working conditions for the Group's workforce

GRI, ATHEX ESG, SASB		ESG Performance indicators	Unit	2023 <sup>14</sup>			2022		
Greece				Total	Men	Women	Total	Men	Women
GRI 2-7		Number of employees	#	3,967	2,987	980	3,201	2,336	865
GRI 2-7		Number of permanent employees	#	3,822	2,892	930	3,132	2,289	843
GRI 2-7		Number of temporary employees	#	145	95	50	69	47	22
GRI 2-7		Number of full-time employees	#	3,928	2,978	950	3,166	2,325	841
GRI 2-7		Number of part-time employees	#	39	9	30	34	10	24
GRI 2-7		Number of self-employed employees	#	795	629	166	685	555	130
GRI 2-7		Total number of employees (including those self-employed)	#	4,762	3,616	1,146	3,885 <sup>15</sup>	2,890 <sup>16</sup>	995
GRI 2-30		Percentage of employees covered by collective bargaining agreements	%	100			100		
GRI 2-8		Workers who are not employees and whose work is controlled by the organization	#	1,278 <sup>17</sup>			31 <sup>18</sup>		

<sup>14</sup> The number of employees has been calculated using the Headcount method.

<sup>15, 16</sup> Restatement of published 2022 value due to recalculation.

<sup>17</sup> Includes all trainees, third party employees and subcontractors insured by the Group.

<sup>18</sup> Includes all interns, workers from third party organizations.

## Material topic: Working conditions for the Group's workforce

GRI, ATHEX ESG, SASB	ESG Performance indicators	Unit	2023						2022					
Greece			Total	Men	Women	<30 years old	30-50 years old	>50 years old	Total	Men	Women	<30 years old	30-50 years old	>50 years old
GRI 401-1	Number of new employee hires	#	1,640	1,377	263	284	932	424	1,305	1,081	224	234	651	420
GRI 401-1	Ratio of new employee hires	%	34.4	28.9	5.5	6	19.6	8.9	33.7	27.9	5.8	6	17	11
GRI 401-1	Number of employee turnover	#	599	477	122	77	356	166	563	459	104	97	328	138
GRI 401-1	Ratio of employee turnover	%	12.6	10	2.6	1.6	7.5	3.5	14.6	11.9	2.7%	2.5	8.5	3.6
GRI 401-1	Voluntary turnover rate	%	7.4	5.6	1.7	1.1	4.9	1.4	10.1	7.8	2.2%	2.0	6.4	1.6
GRI 401-1	Involuntary turnover rate	%	5.2	4.4	0.8	0.5	2.6	2.1	4.5	4.0	0.5%	0.5	2.1	2 <sup>19</sup>

GRI, ATHEX ESG, SASB	ESG Performance indicators	Unit	2023		2022	
Greece			Men	Women	Men	Women
GRI 404-1	Average training hours per year per employee	h	4.5	10.1	4.0 <sup>20</sup>	3.3 <sup>21</sup>
GRI 404-1	Employees in the top 10% of employees by total compensation	h	6	9.2	2.1 <sup>22</sup>	3.8 <sup>23</sup>
GRI 404-1	Employees in the bottom 90% of employees by total compensation	h	4.4	10.1	4.3 <sup>24</sup>	3.3 <sup>25</sup>
GRI 404-1	Administrative staff	h	14.1	12.9	9.5	5
GRI 404-1	Technicians	h	6.4	7.2	3.8	2.4
GRI 404-1	Rest of workers	h	1.4	3.4	3.1 <sup>26</sup>	0 <sup>27</sup>
ATHEX A-S2	Total amount of monetary expenditure on employee training	€	199,987		171,827	

<sup>19, 20, 21, 22, 23, 24, 25, 26, 27</sup> Restatement of published 2022 value due to recalculation.



# Material topic: Working conditions for the Group’s workforce

GRI, ATHEX ESG, SASB	ESG Performance indicators	Unit	2023			2022		
Abroad			Total	Men	Women	Total	Men	Women
GRI 2-7	Number of employees	#	290	234	56	484	404	80
GRI 2-7	Number of permanent employees	#	251	202	49	456	382	74
GRI 2-7	Number of temporary employees	#	39	32	7	27	22	5
GRI 2-7	Number of full-time employees	#	279	225	54	465	391	74
GRI 2-7	Number of part-time employees	#	11	9	2	18	12	6
GRI 2-7	Number of freelancers	#	1	1	0	1	1	0

## Material topic: Working conditions for the Group's workforce

GRI, ATHEX ESG, SASB	ESG Performance indicators	Unit	2023						2022					
Abroad			Total	Men	Women	<30 years old	30-50 years old	>50 years old	Total	Men	Women	<30 years old	30-50 years old	>50 years old
GRI 401-1	Number of new employee hires	#	116	94	22	28	55	33	86	56	30	21	35	30
GRI 401-1	Ratio of new employee hires	%	39.9	32.3	7.6	9.6	18.9	11.3	32.3	21.1	11.3	7.9	13.2	11.3
GRI 401-1	Number of employee turnover	#	274	247	27	57	170	47	114	97	17	7	59	48
GRI 401-1	Ratio of employee turnover	%	94.2	84.9	9.3	19.6	58.4	16.2	42.9	36.5	6.4	2.6	22.2	18
GRI 401-1	Voluntary turnover rate	%	92.1	83.2	8.9	19.6	57.4	15.1	13.5	8.6	4.9	1.9	7.1	4.5
GRI 401-1	Involuntary turnover rate	%	2.1	1.7	0.3	0	1	1	29.3	27.8	1.5	0.8	15	13.5

GRI, ATHEX ESG, SASB	ESG Performance indicators	Unit	2023		2022	
Abroad			Men	Women	Men	Women
GRI 404-1	Average training hours per year per employee	h	0.9	0	3.2	2.4
GRI 404-1	Employees in the top 10% of employees by total compensation	h	1.8	0	3.5	4
GRI 404-1	Employees in the bottom 90% of employees by total compensation	h	0.7	0	3.1	2.2
GRI 404-1	Administrative staff	h	0	0	0.9	2.4
GRI 404-1	Technicians	h	5.4	0	6.6	2
GRI 404-1	Rest of workers	h	0.1	0	3.7	3



# Material topic: Equal treatment and opportunities for all

GRI, ATHEX ESG, SASB	ESG Performance indicators	Unit	2023	2022
Greece				
ATHEX C-S2	Percentage of female workers	%	24.07	25.72
ATHEX C-S3	Percentage of female employees in the top 10% of employees by total compensation	%	11.1	12.3
Abroad				
ATHEX C-S2	Percentage of female workers	%	19	16
ATHEX C-S3	Percentage of female employees in the top 10% of employees by total compensation	%	3	15.6





# Material topic: Working conditions for the workforce in the value chain

GRI 403-8: Workers covered by an occupational health and safety management system <sup>28</sup>	2023	2022
Employees and workers who are not employees but whose work and/or workplace is controlled by the organization <sup>29</sup>		
Total number	8,003	6,873
Number and percentage of all employees and workers who are not employees but whose work and/or workplace is controlled by the organization, who are covered by an H&S management system		
Number	8,003	6,873
Percentage	100%	100%
Number and percentage of all employees and workers who are not employees but whose work and/or workplace is controlled by the organization, who are covered by an H&S management system that has been internally audited		
Number	8,003	6,873
Percentage	100%	100%
Number and percentage of all employees and workers who are not employees but whose work and/or workplace is controlled by the organization, who are covered by a H&S management system that has been audited or certified by an external party		
Number	7,711	6,873
Percentage	96%	97%

<sup>28</sup> For GRI 403-8, the number of employees refers to the number of employees and workers who are not employees but whose work and/or workplace is controlled by the organization (number of employees and subcontractors) per month, which are summed for the whole year and the average of the year is obtained.

<sup>29</sup> Employees who are not employees but whose work and/or workplace is controlled by the organization include all interns, employees of third-party organizations and employees of subcontractors of the Group. The number of subcontractor employees in the Group's joint ventures has been calculated on a percentage basis and based on the Group's proportionate share in the joint ventures.

## Material topic: Working conditions for the workforce in the value chain

GRI 403-9 <sup>30</sup> : Work – related injuries	2023	2022
<b>Employees</b>		
Number of hours worked	8,798,66	6,923,812
Number of fatalities as a result of work-related injuries	0	0
Rate of fatalities as a result of work-related injury	0	0
Number of high-consequence work-related injuries (excluding fatalities)	1	0
Rate of high-consequence work-related injuries (excluding fatalities)	0.02	0
Number of recordable work related injuries <sup>31</sup>	69	52
Rate of recordable work -related injuries (IR) <sup>32</sup>	1.6	2.1
Accident severity rate	15.02	44.5
<b>All workers who are not employees but whose work and/or workplace is controlled by the organization</b>		
Number of hours worked <sup>33</sup>	6,254,085	2,540,268
Number of fatalities as a result of work-related injury	0	0
Rate of fatalities as a result of work-related injury	0	0
Number of high-consequence work-related injuries (excluding fatalities)	0	0
Rate of high-consequence work-related injuries (excluding fatalities)	0	0
Number of recordable work-related injuries	25	65
Rate of recordable work -related injuries (IR)	0.80	3.2
Accident severity rate	10.61	40.7

<sup>30</sup> Indicators presented, are rounded.

- Indicators are calculated at a rate of 200,000 ([total number of recordable work-related injuries or number of working days lost due to work-related accidents / total number of working hours of all employees per year] x 200,000). The rate of 200,000 indicates the number of hours worked by 100 full-time employees in a year.
- Occupational hazards that may result in injuries have been identified and recorded by the safety technician in collaboration with the operation and project managers of each facility, through the occupational risk assessment process. The Safety Technician, in case of any injury, makes recommendations for the proper monitoring of safety rules and instructions to show due care.
- Work related near-misses and First Aid Cases are not included
- Workers who are not employees but whose work and/or workplace is controlled by the organization, include all trainees, agency workers as well as subcontractors working in the operations of GEK Terna activities.

<sup>31</sup> They refer to:

- LTI > 3 (Lost Time Injuries), Lost Time Injuries of more than three (3) days
- LTI < 3 (Lost Time Injuries).
- MTC (Medical Treatment Case), Medical treatment cases
- RWC (Restricted Work Cases)

<sup>32</sup> Accident frequency index based on the terminology of the Athens Exchange ESG Disclosure Guide.

<sup>33</sup> The number of hours worked by subcontractor employees in the Group's joint ventures has been calculated on a percentage basis and based on the Group's proportionate share in the joint ventures.

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