

ESG Key Performance Indicators 2024

VALUE CREATION

Material topic: Value creation



ESRS	GRI, SASB, ATHEX ESG	Business areas	2024	2023
			Turnover (in thousand €)	
-	-	Construction	1,221.3	1,301.4
		Electricity production from RES	283.2	244.7
		Electricity production from thermal sources	1,661.2	1,700.0
		Concessions	337.5	227.5
		Real Estate	4.6	4.1
		Industry/Mining	24.3	18.6
		Total	3,532.1	3,496.3

ESRS	GRI, SASB, ATHEX ESG	Suppliers' scope	2024				2023			
			Value of purchases (thousand €)	Percentage	Number of suppliers	Percentage	Value of purchases (thousand €)	Percentage	Number of suppliers	Percentage
-	GRI 204-1	National suppliers	5,882,838	92.8%	4,935	92.9%	2,318,614	70.8%	6,791	89.8%
		International suppliers	428,406	6.8%	364	6.9%	817,903	25.0%	747	9.9%
		Related parties	25,829	0.4%	14	0.3%	140,162	4.3%	25	0.3%
		Total	6,337,073	100.0%	5,313	100.0%	3,276,679	100.0%	7,563	100.0%

BUSINESS CONDUCT

Material topic: Corporate culture



ESRS	GRI, SASB, ATHEX ESG	Key Performance Indicator (KPI)	Unit	2024	2023
ESRS G1-4	GRI 205-3	Confirmed incidents of corruption	#	0	0
ESRS S4-3 ESRS S4-4	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
ESRS S1-17	GRI 406-1	Incidents of discrimination	#	0 ¹	0
-	ATHEX A-G2-2	Total number of business ethics violations	#	0	0
-	ATHEX A-G2-1 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

1. In 2024, there were 12 reports submitted through the whistleblowing mechanism concerning incidents of discrimination.

CLIMATE CHANGE

Material topics: Climate change mitigation, Climate change adaptation



Environment

ESRS	GRI, SASB, ATHEX ESG	Key Performance Indicator (KPI)	Unit	2024	2023
DIRECT GHG EMISSIONS (SCOPE 1)					
ESRS E1-6	ATHEX C-E1-1, GRI 305-1	Direct GHG emissions	t CO _{2e}	801,370.8	570,779.6
	ATHEX C-E1, GRI 305-1	Biogenic CO ₂ emissions	t CO _{2e}	6,913.0	5,847.3
	GRI 305-1	GHG included in the calculation of direct emissions	-	CO ₂ , CH ₄ , N ₂ O	CO ₂ , CH ₄ , N ₂ O
	ATHEX C-E1	GHG intensity of Scope 1 emissions	t CO _{2e} /€ turnover	0.00022	0.00016
INDIRECT GHG EMISSIONS (SCOPE 2)					
ESRS E1-6	ATHEX C-E2-1, GRI 305-2	Indirect emissions (Scope 2) Location-based approach	t CO _{2e}	57,541.3	22,972.8
	ATHEX C-E2-3, GRI 305-2	Indirect emissions (Scope 2) Market-based approach	t CO _{2e}	52,551.1	11,880.1
	GRI 305-2	GHG included in the calculation of indirect Scope 2 emissions	-	CO ₂ , CH ₄ , N ₂ O	CO ₂ , CH ₄ , N ₂ O
	ATHEX C-E2-2	GHG intensity of Scope 2 emissions Location-based approach	t CO _{2e} /€ turnover	0.000016	0.000010
	ATHEX C-E2-4	GHG intensity of Scope 2 emissions Market-based approach	t CO _{2e} /€ turnover	0.000015	0.000005
INDIRECT GHG EMISSIONS (SCOPE 3)					
ESRS E1-6	ATHEX A-E1-1	Total amount of other indirect emissions (Scope 3)	t CO _{2e}	6,434,242.3	4,166,441.9
	ATHEX A-E1-2	GHG intensity of Scope 3 emissions	t CO _{2e} /€ turnover	0.002	0.001
TOTAL EMISSIONS					
ESRS E1-6	ATHEX A-E8-1	Total GHG emissions Location-based	t CO _{2e}	7,293,154.4	4,760,194.3
	ATHEX A-E8-2	Total GHG emissions Market-based	t CO _{2e}	7,288,164.2	4,749,101.6
AIR POLLUTANT EMISSIONS					
ESRS E2-4	GRI 305-7, ATHEX SS-E2-1, ATHEX SS-E2-2	Total amount of NO _x (excluding N ₂ O)	tn	157.8	2.4
		Total amount of SO _x	tn	1.5	1.4



Environment

Material topic: Energy

ESRS	GRI, SASB, ATHEX ESG	Key Performance Indicator (KPI)	Unit	2024	2023
ESRS E1-6	GRI 302-1 ATHEX C-E3-1 ATHEX C-E3-3	Fuel consumption from fossil sources	MWh	3,724,177.2	2,770,011.6
		Consumption of purchased or acquired electricity from fossil sources	MWh	56,972.6	31,843.2
		Total fossil energy consumption	MWh	3,781,149.8	2,801,854.8
		Share of fossil sources in total energy consumption	%	96.1	98.2
		Consumption from nuclear sources	MWh	53,246.0 ²	0.0
		Share of nuclear sources in total energy consumption	%	1.4	0.0
		Fuel consumption for renewable sources	MWh	20,321.4	21,962.0
		Consumption of purchased or acquired electricity from renewable sources	MWh	79,021.0	29,590.7
		Self-generated non-fuel renewable energy consumption	MWh	323.9	0.0
		Total renewable energy consumption	MWh	99,666.4	51,552.7
		Share of renewable sources in total energy consumption	%	2.5	1.8
		Total energy consumption	MWh	3,934,062.2	2,853,407.5

ESRS	GRI, SASB, ATHEX ESG	Key Performance Indicator (KPI)	Unit	2024	2023
ESRS E1-6	ATHEX C-E3-2 ATHEX C-E3-4 ATHEX C-E3-5	Total amount of energy consumed within the organisation	MWh	3,934,062.2	2,853,407.5
		Total amount of electricity consumption	MWh	136,317.5	61,433.8
		Percentage of electricity consumed	%	3.5	2.2
		Total amount of energy produced	MWh	4,782,793.7	4,350,588.0
		Percentage of renewable energy produced	%	62.0	59.7

2. For 2024, the amount of energy from nuclear sources has been derived using the values of the Residual Energy Mix by country, in alignment with ESRS specifications.

OTHER IMPORTANT TOPICS

Resource Use and Circular Economy | Waste



Environment

ESRS	GRI, SASB, ATHEX ESG	Key Performance Indicator (KPI)	Unit	2024	2023
ESRS E5-5	GRI 306-3 ATHEX A-E3-1 ATHEX A-E3-2	Waste generated	tn	2,502,921.6	1,994,928.6
		Waste diverted from disposal	tn	248,059.6	431,349.3
		Waste directed to disposal	tn	2,254,862.0	1,994,927.8
		Total amount of hazardous waste	tn	556.8	300.4
		Total amount of non-hazardous waste	tn	2,502,364.8	1,994,628.2
WASTE DIVERTED FROM DISPOSAL					
ESRS E5-5	GRI 306-4	Hazardous waste	tn	271.0	278.9
		Preparation for reuse	tn	32.4	29.9
		Recycling	tn	151.5	63.2
		Other recovery operations	tn	87.0	185.8
		Non-hazardous waste	tn	247,788.6	431,070.4
		Preparation for reuse	tn	673.4	44,521.6
		Recycling	tn	105,437.2	385,167.2
		Other recovery operations	tn	141,678.0	16.7



Environment

ESRS	GRI, SASB, ATHEX ESG	Key Performance Indicator (KPI)	Unit	2024	2023
WASTE DIRECTED TO DISPOSAL					
ESRS E5-5	GRI 306-5	Hazardous waste	tn	285.8	21.5
		Landfilling	tn	285.8	18.1
		Incineration (with energy recovery)	tn	0.0	0.0
		Incineration (without energy recovery)	tn	0.0	0.0
		Other disposal operations	tn	0.0	3.4
		Non-hazardous waste	tn	2,254,576.2	1,563,557.9
		Landfilling	tn	62,036.8	1,561,383.2
		Incineration (with energy recovery)	tn	0.0	0.0
		Incineration (without energy recovery)	tn	5.5	0.0
		Other disposal operations	tn	2,192,533.9	2,174.7
PERCENTAGE OF WASTE BY TYPE OF TREATMENT					
ESRS E5-5	ATHEX A-E3-3 ATHEX A-E3-4 ATHEX A-E3-5 ATHEX A-E3-6	Recycling	%	4.2	19.3
		Composting	%	0.0	0.0
		Incineration	%	0.0	0.0
		Landfilling	%	2.5	78.3
		Other recovery operations	%	5.7	0.1
		Other disposal operations	%	87.6	2.2

OWN WORKFORCE

Material topic: Working conditions | Employment



ESRS	GRI, SASB, ATHEX ESG	Key Performance Indicator (KPI)	Unit	2024			2023		
				Total	Male	Female	Total	Male	Female
ESRS S1-6	GRI 2-7	Number of permanent employees	#	4,481	3,452	1,029	3,822	2,892	930
		Number of temporary employees	#	124	84	40	145	95	50
		Number of full-time employees	#	5,359	4,145	1,214	3,928	2,978	950
		Number of part-time employees	#	56	22	34	39	9	30
		Number of self-employed	#	814	634	180	795	629	166
		Total number of employees³	#	5,419	4,170	1,249	4,762	3,616	1,146

ESRS	GRI, SASB, ATHEX ESG	Key Performance Indicator (KPI)	Unit	2024			2023		
				Total	Male	Female	Total	Male	Female
ESRS S1-7	GRI 2-8	Workers who are not employees and whose work is controlled by the organization ⁴	#	1,550			1,278		
		Non-employee workers ⁵	#	684	305	379	-	-	-
ESRS S1-8	GRI 2-30	Percentage of total employees covered by collective bargaining agreements	%	100.0			100.0		

3. The total number of employees (domestic workforce) includes the number of self-employed. In 2024, there are four employees with non-guaranteed working hours (three male, one female).

4. The value includes all interns, employees from third-party organizations, as well as subcontractors covered by the Group's insurance.

5. According to ESRS (S1-7) disclosure requirement for the implementation of the CSRD Directive. The indicator was calculated for the first time for the 2024 reporting year.



ESRS	GRI, SASB, ATHEX ESG	Key Performance Indicator (KPI)	Unit	2024			2023		
				Total	Male	Female	Total	Male	Female
ESRS S1-6	GRI 401-1 ATHEX C-S4-3	Total employee turnover	#	924	754	170	599	477	122
		Employee turnover rate	%	17.1	18.1	13.6	12.6	10.0	2.6
		Voluntary turnover rate	%	12.8	13.2	11.4	7.4	5.6	1.7
		Involuntary turnover rate	%	4.2	4.9	2.2	5.2	4.4	0.8

ESRS	GRI, SASB, ATHEX ESG	Key Performance Indicator (KPI)	Unit	2024		2023	
				Male	Female	Male	Female
ESRS S1-13	GRI 404-1 ATHEX C-S5-3 ATHEX C-S5-4	Average training hours per year per employee	h	5.0	10.2	4.5	10.1
		Administrative staff	h	14.6	13.9	14.1	12.9
		Technicians	h	6.8	2.3	6.4	7.2
		Rest of workers	h	1.4	1.4	1.4	3.4
	ATHEX C-S5-1	Average training hours of employees at top management level	h	19.9	54.8	6.0	9.2
	ATHEX C-S5-2	Average training hours of the rest employee categories	h	4.9	9.9	4.4	10.1
	ATHEX A-S2-1	Total amount of monetary expenditure on employee training	€	177,888.0		199,987.2	



Material topic: Working conditions | Health & Safety

ESRS	GRI, SASB, ATEX ESG ⁶	Key Performance Indicator (KPI)	Unit	2024		2023	
				Number	Percentage	Number	Percentage
ESRS S1-14	GRI 403-8	Total number of employees and workers who are not employees but whose work and/or workplace is controlled by the organization ⁷	#	9,399		8,003	
		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 occupational H&S management system	# %	9,399	100.0%	8,003	100.0%
		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 an occupational H&S management system that has been internally audited	# %	9,045	96.2%	8,003	100.0%
		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 occupational H&S management system that has been audited or certified by an external party.	# %	9,023	96.0%	7,711	96.4%

6. For the GRI 403-8 indicator, the number presented refers to the total number of individuals—both employees and non-employees of the Group—whose work and/or workplace is controlled by the organization (including employees and subcontractors).

7. Workers who are not employees of the Group but whose work and/or workplace is controlled by the organization include all interns, workers employed by third-party organizations, and subcontractors engaged by the Group. The number of subcontractors workers in the Group's joint ventures (JVs) has been calculated proportionally, based on the Group's percentage of participation in each JV.

Material topic: Working conditions | Health & Safety

ESRS	GRI, SASB, ATHEX ESG	Key Performance Indicator (KPI)	Unit	2024	2023
EMPLOYEES					
ESRS S1-14	GRI 403-9⁸ ATHEX SS-S6-1 ATHEX SS-S6-2 ATHEX SS-S6-3 ATHEX SS-S6-4	Number of hours worked	#	10,207,974	8,798,266
		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 recordable work-related injuries ⁹	#	74	69
		Rate of recordable work-related injuries ¹⁰	#	1.5	1.6
		Number of days lost due to work-related injuries and fatalities resulting from occupational accidents	#	777	-
		Accident frequency rate	#	1.5	-
		Accident severity rate	#	15.2	15.0

8. The indicators are presented in rounded figures.

- The indicators have been calculated using the 200,000 factor:
- (total number of recorded work-related injuries or number of lost workdays due to occupational accidents / total number of hours worked by all employees during the year) × 200,000¹⁰. The factor 200,000 represents the number of hours worked by 100 full-time employees in one year.
- Work-related hazards that may cause injuries have been identified and documented by the Safety Technician in collaboration with the operations and project managers of each facility, through the occupational risk assessment process. In the event of an injury, the Safety Technician provides recommendations to ensure compliance with safety rules and guidelines, aiming to promote due diligence.
- Near-miss incidents and first aid cases are not included.

9. Refers to: LTI > 3 (Lost Time Injuries) – Work-related incidents resulting in more than three (3) lost workdays., LTI ≤ 3 (Lost Time Injuries) – Work-related incidents resulting in up to three (3) lost workdays., MTC (Medical Treatment Cases) – Incidents requiring medical treatment beyond first aid., RWC (Restricted Work Cases) – Incidents where the employee is assigned restricted duties due to a work-related injury.

10. Accident frequency rate, as defined by the ESG Disclosure Guide of the Athens Stock Exchange.



Material topic: Working conditions | Health & Safety

ESRS	GRI, SASB, ATHEX ESG	Key Performance Indicator (KPI)	Unit	2024	2023
WORKERS WHO ARE NOT EMPLOYEES BUT WHOSE WORK IS CONTROLLED BY THE ORGANIZATION¹¹					
ESRS S1-14	GRI 403-9¹² ATHEX SS-S6-1 ATHEX SS-S6-2 ATHEX SS-S6-3 ATHEX SS-S6-4	Number of hours worked ¹³	#	7,713,685	6,254,085
		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 recordable work-related injuries	#	27	25
		Rate of recordable work-related injuries	#	0.7	0.8
		Number of days lost due to work-related injuries and fatalities resulting from occupational accidents	#	350	-
		Accident frequency rate	#	1.5	-
		Accident severity rate	#	15.2	15.0

11. Workers who are not employees of the Group but whose work and/or workplace is controlled by the organization include all interns, workers employed by third-party organizations, and subcontractors. This also includes non-employee workers, as defined by the ESRS.

12. The indicators are presented in rounded figures.

- The indicators have been calculated using the 200,000 factor: (total number of recorded work-related injuries or number of lost workdays due to occupational accidents / total number of hours worked by all employees during the year) × 200,000]. The factor 200,000 represents the number of hours worked by 100 full-time employees in one year.
- Work-related hazards that may cause injuries have been identified and documented by the Safety Technician in collaboration with the operations and project managers of each facility, through the occupational risk assessment process. In the event of an injury, the Safety Technician provides recommendations to ensure compliance with safety rules and guidelines, aiming to promote due diligence.
- Near-miss incidents and first aid cases are not included.

13. The number of subcontractors workers in the Group's Joint Ventures (JVs) has been calculated proportionally, based on the Group's percentage of participation in each JV.



Material topic: Equal treatment and opportunities for all

ESRS	GRI, SASB, ATHEX ESG	Key Performance Indicator (KPI)	Unit	2024	2023
ESRS S1-9	ATHEX C-S2-1	Percentage of female employees	%	23.0	24.1
	ATHEX C-S3-1	Percentage of women at top management level (at the top 10% of employees)	%	16.4	12.3

ESRS	GRI, SASB, ATHEX ESG	Key Performance Indicator (KPI) 2024	Unit	<30 years	30-50 years	>50 years
ESRS S1-9	-	Breakdown of total number of employees by age group	#	498	3,107	1,814
	-	Percentage of total number of employees by age group	%	9.2	57.3	33.5

ESRS	GRI, SASB, ATHEX ESG	Key Performance Indicator (KPI)	Unit	Male	Female	Total
ESRS S1-15	GRI 401-3	Number of employees entitled to family leave	#	724	463	1,187
		Number of employees entitled to and who took family leave	#	111	124	235
		Total number of employees	#	4,170	1,249	5,419
		Percentage of employees entitled to family leave	#	17.4	37.1	21.9
		Percentage of employees entitled to and who took family leave	%	15.3	26.8	19.8

GEK TERNA S.A.

85, Mesogeion ave., Athens 115 26, Greece

T. +30 210 6968000

info@gekterna.com