



2024
ESG REPORT



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Message from the CEO



2024 was a turning point for the company since we have been in operation for 70 years. Our values over time have consistently been quality, reliability, transparency and innovation. Our people are our driving force; our commitment is to “moving towards tomorrow.”

elin's ESG Sustainability Report for this year sets out in detail our consistent, responsible and well-planned steps as we moved towards Sustainability. This is a path that can be traced across all our business activities as part of our strategic plan on environmental, social and corporate governance issues.

Undoubtedly, it was also a year marked by generalised uncertainty due to major geopolitical developments and their consequent impact on the global economic landscape.

These conditions disrupted the energy sector, which was called upon to respond to them while simultaneously facing another challenge: the rapid and ongoing development of new technologies. At the same time, the Greek market faced significant distortions, particularly those related to illicit practices and retention of the cap on the gross profit margin for fuels.

A milestone in our business growth in 2024 was our entry into the alternative fuels market, with the operation of the first LNG-CNG plant in Attica, and our expanded partnership with PPC Blue to install fast chargers for electric vehicles across a large part of our network of service stations. At the same time, we have not stopped investing in the training and professional development of our people and in digitising the company, incorporating innovative technologies into the core of our strategy. These investments allow us to operate with greater transparency and efficiency in all stages of the value chain.

Looking forward, we recognise that climate change is a reality that is already shaping our present and determining our future. For that very reason, we’ve set a target of achieving climate neutrality by 2050 by fully complying with constantly evolving regulatory provisions and the UN's 17 Sustainable Development Goals. For us, sustainability is not just a strategic priority; instead it’s an integral part of our identity and a compass that guides our daily decisions; our aim is not only safeguarding our business growth but also creating value for the communities in which we operate

With seven decades of dynamic presence in the Greek and international energy market, we are well poised to monitor developments in the global energy landscape and turn challenges into opportunities for progress. Respecting both society and the environment, we continue to do business, while contributing to the creation of a sustainable energy future for future generations.

We continue to **«moving towards tomorrow»**.

Sincerely,

Giannis Ch. Aligizakis
CEO, ELINOIL Group

About the Report

This 2024 Sustainability Report is a comprehensive, systematic overview of the initiatives, results and overall approach taken by the ELINOIL Group in the Sustainability sector. Although the Group is not yet under any obligation to implement the ESRS standards, it has chosen to prepare this report for the first time based on the new European framework, thereby actively bolstering its commitment to transparency and responsible entrepreneurship.

The report analyses the Group's performance from 1 January to 31 December 2024 and provides information about strategies, actions and results on issues that fall within the three key dimensions of Sustainability: Environmental, Social and Corporate Governance. The information is presented in a way that combines both qualitative descriptions and quantitative data, thereby enhancing its completeness and clarity.

This year's approach follows the principles and structure of the European Sustainability Reporting Standards (ESRS), while the choice of topics and disclosures was based on a double materiality analysis carried out in line with the provisions of the Corporate Sustainability Reporting Directive (CSRD). Use of this framework seeks not only to comply with future requirements but also to bolster the Group's ability to identify, manage and transparently deliver on issues which are of material importance to it and its stakeholders.

Where possible, comparisons with data from previous years are included to provide a clear picture of progress or possible divergences. This report covers all Group activities. Preparation of this report reflects the company's intention to achieve substantive harmonisation with European guidelines on sustainability and to further bolster our trust-based relationship with all our stakeholders. By transparently presenting its initiatives, ELINOIL stresses its strategic focus on Sustainability, on managing risks and opportunities and on promoting positive social and environmental impacts.

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The Group at a glance

• Environment

 **6,890 m³**
Total water consumption
(elin & elin Shipping)


 **4,910 MWh**
Electricity consumption

 **734.47 tn**
Waste disposal for recycling
and recovery

1,183.71 tn
Scope 1 and Scope 2

• Society

 **79**
Female employees

 **0**
Fatal accidents

 **26**
Social initiatives


 **2,146**
Employee training hours

• Governance

 **€ 2,757 mil.**
Turnover

 **€ 81.5 mil.**
Gross profit

 **46%**
Increased EBITDA

 **14**
Countries of operation



Presentation of the Group

History of the Group

1954

The Company is established under the corporate name D. Diamantidis - Ch. Kourouklis & Co. Its main activity is the import of fuel oil

1963

Renamed to ELINOIL

1964

Aspropyrgos facility goes into operation

1977

Began trading ELINOIL lubricants

1997

Planning and implementation of quality control programme

1998

elin brand launch 2000

2000

Establishment of elin Techniki

2004

The Company is listed on the Athens Stock Exchange

2015

Turnover exceeds € 1 billion for the first time

2016

Launch of New Generation Unleaded Crystal fuel

2019

Expansion to electricity and natural gas activities

2021

Installation of AC and DC electric vehicle charging stations at service points. Company is listed on the ATHEX ESG index of the Athens Stock Exchange



1979

Began trading in solid fuel

1983

Construction of innovative tanker ships for safe fuel transport

1984

Construction of the solid fuel processing plant in Aspropyrgos

1989

Porto Lagos facility goes into operation

2005

Establishment of elin Stations and elin Shipping Company

2006

Construction of biodiesel production plant and purchase of fuel facility in Volos

2013

Development of sales in the International Market

2014

Diesel Crystal next-generation fuels

2022

Signing of Memorandum of Understanding (MoU) with DESFA in the framework of the Important Project of Common European Interest for Hydrogen (IPCEI Hydrogen)

2023

Creation of the Corporate Responsibility Programme "othisi"

2024

Launched the first LNG/CNG station for vehicles in Greece



• **elin Group - subsidiaries**

In the competitive energy environment, *elin* stands as the oldest Greek company in the industry. It is an example of healthy entrepreneurship for Greece thanks to its reliability, focus on goals, innovation and ethos with which it has conducted itself since its establishment, 71 years ago. Driven by innovation, *elin* invests in its energy transformation with the purpose to respond to the challenges of energy transition and meet the needs of the consumers who trust it.

In this light, aiming to better distribute its activities, the Group has created the following subsidiary companies:



elin Techniki Single Member S.A.

Business segment:
Design, construction and technical support of industrial and commercial buildings

elin Techniki Single Member S.A. was established in 2000 in order for the Group to become active in the Greek construction market. The effective management of technical projects, the know-how, as well as its flexibility in the market, gave impetus to the company, resulting in an expansion of its activities in additional segments.

It has a fully organised mode of operation which is comprised of and supported by expert scientific and technical personnel, mainly comprised of Engineers (Mechanical Engineers, Electrical Engineers, Civil Engineers, Architects, Technologists) - Engineers certified according to the LEED & BREEAM standards. It also has an evolved IT system that supports the monitoring of construction and maintenance projects.

The accumulated know-how in the field of construction and the flexible operation of the Company enable it to implement highly demanding projects ensuring:

- Optimal quality–time–cost relationship
- Commitment to detailed budgets
- Absolute reliability as regards compliance with specifications and time-frames.

The Company’s construction and technical solutions are provided with the highest safety and functionality specifications.



elin Shipping Company

Business segment:
Safe and environmentally friendly maritime transport of fuels

elin Shipping Company was established in 2005 to manage time-chartered tankers used by ELINOIL to transport fuel to the island network of *elin* petrol stations and to supply the Company’s fuel facilities at Volos and Porto Lagos. In addition to meeting the fuel supply needs of the petrol stations and facilities of ELINOIL, *elin* Shipping Company also offers fuel transportation services to third parties, providing them with the same high level of quality and safety. *elin* Shipping is a member of the Hellenic Shortsea Shipowners Association (EENMA) and has a top-class fleet of three ships of innovative design built after 2004.

The company implements procedures based on the International Safety Management (ISM) and ISPS (International Ship and Port Facility Security) Codes as a tool for managing its ships effectively. Moreover, it employs experienced, well-trained staff.

Acknowledging the crucial importance of the protection of biodiversity, the microclimate and the particular characteristics of the Aegean Sea and the Greek islands, the ELINOIL Group plans to issue an independent Sustainability Report for *elin* Shipping Company in 2024. This report will reflect the commitments and initiatives of the Company with respect to environmental protection and sustainable development in the area.



elin Stations S.A.

Business segment:
Operation of petrol stations and vessel refueling stations

The company was established in 2005 to operate petrol stations, vessel refueling stations and in general to engage in retail sales.

Priority of the petrol stations of *elin* Stations S.A. is excellent customer service by offering high-quality services. Both the Company’s know-how in matters of organisation, operation and marketing of petrol stations and the innovations which it gradually implements also extend to the wider petrol station network and improve overall customer experience. *elin* Stations S.A. operates innovative petrol stations on behalf of *elin*.

• Activities

The ELINOIL Group holds a leading position in the Greek energy market, selling fuel via a network of petrol stations, refueling pleasure craft and merchant ships with liquid fuels, solid fuels and lubricants, supplying industrial units and businesses with energy products and providing heating services for homes and buildings. Since 2019 the Group has been expanding its activities in the electricity and natural gas supply sector, bolstering its portfolio in the wider energy sector.

Domestic market activities

elin petrol stations

Trading in liquid fuels is the Group's main activity in the domestic market. Since 2007, the Group has already been active in the operation of petrol stations through its subsidiary ELIN STATIONS Single Member S.A. It has developed a network of more than 560 service points across all of Greece and for liquid fuel distribution, the Group operates 3 storage and distribution facilities and a fleet of 21 privately-owned tanker trucks. Its petrol stations offer an advanced range of CRYSTAL NEXT fuels (unleaded and diesel) which increase engine performance, reduce consumption and environmental impact and offer lubrication/vehicle care services as well as mini market products. In addition, in cooperation with PPC, it has installed electric vehicle charging stations at its customer service points in connection with the PPC Blue network's online management platform, enabling up to two electric cars to be charged at the same time.

Industry

The Group provides advanced products and technical support to various industrial sectors. It trades in a wide range of mineral oils which include industrial lubricants and greases to meet the lubricating needs of industrial machinery (the HeavyTec series of *elin* lubricants) and pet coke, anthracite and flexi coke for industrial uses which can be used in cement, lime, ceramics, steel, etc. To this end it has two solid fuel processing (milling) plants in Volos and Aspropyrgos, Attica, with a total production capacity of 130,000 MT per year.

Heating oil

The ELINOIL Group is active in the heating oil retail trade sector, ensuring high standards of quality and reliability in customer service, implementing strict audit procedures for reliable delivery. In particular, a specialised quality control service is provided offering random checks at delivery, thereby ensuring compliance with the fuel technical specifications. The Group has a fleet of tankers equipped with GPS and level meters, allowing real-time monitoring of the route of vehicles and the quantities delivered.

Yachting

The Group has an extensive coastal and island network of petrol stations and fuel stations at the largest marinas in Greece, ensuring reliable, quality refueling of pleasure craft with fuel and lubricants. *elin* Yachting services have been designed to ensure safety, environmental responsibility and customer experience, and include a sample of fuel sealed in the customer's presence to ensure transparency and quality, special hose covers to protect the surface of the vessel during refueling and anti-pollution equipment, thereby ensuring the prevention of marine pollution.

Vehicle -
Industry Lubricants

ELINOIL Group is engaged in supplying vehicles and industrial plants with lubricants, greases, and products for specific uses. The *elin* Lubricants product line, with its Tec signature, ensures top performance and reliability, while the *elin* Special Products line includes high-quality antifreeze products, brake fluids, de-icing products, lighting oil, special cleaning agents, and antifreeze fluids for vehicle windscreens.

Electricity and
Natural gas

Since mid-2019, the ELINOIL Group has been active in the supply (trade) of Natural Gas and Electricity in Greece with the creation of two new products "*elin* Electricon" and "*elin* Aerion", completing the range of energy products it offers. The Electricon and Aerion products offer electricity and natural gas to household customers and businesses, providing competitive programmes and a high level of personalised service. The dynamic entry into new markets and the expansion in the supply of electricity and natural gas bolsters the Group's strategic footprint and confirms its commitment to Sustainability, diversification of services and meeting the modern energy needs of citizens and businesses with reliability and know-how.

Technical and
Construction Works

The ELINOIL Group is involved in the design, construction and maintenance of technical works via its subsidiary *elin* TECHNIKI SINGLE MEMBER S.A.

elin TECHNIKI has developed strong know-how in implementing highly demanding private projects, covering a wide range of activities including the construction and renovation of commercial stores, the development and layout of industrial sites, and the provision of technical and construction solutions tailored to the needs of each project.

Activities on international markets

International trade of petroleum products

The Group's involvement in international trade in petroleum products is one of the key pillars of its business activity and contributes significantly to turnover at consolidated level. The Group trades in a wide range of products such as liquid fuels (petrol, diesel, aviation fuels, fuel oil), solid fuels, petrochemical products and specialised products for industrial uses. *elin* is one of the largest export companies in Greece. Its commercial activities include both exports and imports of petroleum products, as well as intermediation and commercial transactions in more than 40 countries worldwide.

Marine Lubricants

The parent company of the ELINOIL Group, *elin*, was the first Greek company to offer its own brand range of marine lubricants, providing reliable solutions that meet the specific needs of its customers. The range of lubricants is available at all Greek ports and key global shipping hubs such as Singapore and the United Arab Emirates. Moreover, thanks to long-term partnerships with leading international suppliers and strategic alliances, it ensures that lubricants can be delivered to more than 300 ports worldwide, thereby dynamically bolstering its position on the global shipping map. The *elin* range of lubricants stands out for its high quality and compatibility with all major producers.

• Financial Presentation of the Group

In 2024 the company reported an encouraging financial picture, bolstering its operational resilience and confirming its strategic direction. Turnover rose by 11% compared to 2023, primarily due to the strong growth in international trade (+15%) and the steady strengthening of the domestic fuel market. The commencement of operations in Spain as well as the expansion of its network of petrol stations decisively contributed to this.

More specifically, for the parent company *elin*, the total volume of liquid fuel sales rose by 5% as a result of the expansion of its industry and pleasure craft customer base. An increase was also recorded in the volume of solid fuels and lubricants on the domestic market, while marine lubricants were negatively affected by geopolitical developments in the Middle East.

Gross profit rose by 23%, bolstered by performance in international trade and improved margins on the domestic market. On the contrary, the electricity business was affected by 3-year retroactive charges of € 1.42 million.

EBITDA increased by 42%, mainly due to the major contribution of the International Trade sector. Performance in the domestic fuel market was limited by the existing cap and the increase in operating expenses.

Financial costs rose by 51% as a result of increased financing needs, while EBT rose by 16%. Total borrowings rose by 49%, helping cover working capital needs and the implementation of investment plans.



€ 2,757,271,861.64
Consolidated Turnover

€ 311,943,372.33
Total Assets

25%
Increase in gross profit

€ 430,835.42
Employee benefits

46%
Increased EBITDA

€ 27,281,652.39
EBIT

Sales by activity

Activity	1/1-31/12/2024	1/1-31/12/2023
Domestic market fuels	735,816,393.06	724,883,650.95
Domestic market lubricants	3,896,145.03	3,277,596.82
Solid Fuels	7,775,892.20	9,658,862.61
Marine lubricants	5,141,864.47	6,637,806.17
Electricity sales	21,978,404.26	19,373,016.53
Natural gas sales	575,613.68	489,671.16
Construction of private technical works	18,023,373.48	16,813,399.61
Tanker ship operations	1,941,936.38	2,213,564.31
International Trade	1,961,671,460.45	1,699,878,557.66
Miscellaneous	450,778.63	454,108.77

Taxonomy

In the context of the EU Taxonomy Regulation, and taking into account the supplementary Commission Delegated Regulations (EU) 2021/2139, (EU) 2021/2178, (EU) 2023/2485 and (EU) 2023/2486, *elin* submitted a relevant report disclosing the proportion of their turnover, capital expenditures (CapEx), and operating expenditures (OpEx) of each economic activity that is taxonomy-eligible and taxonomy-aligned.

The Company has assessed 4 activities: a) production of electricity using solar photovoltaic technology, b) installation, maintenance and repair of electric vehicle charging stations in buildings (and parking spaces attached to buildings), c) collection and transport of non-hazardous waste in fractions separated at source, d) installation, maintenance and repair of energy efficiency equipment.

Having completed the assessment for eligibility and alignment with Regulation (EU) 2020/852 (the EU Taxonomy Regulation) for all its activities, it was found that 1.82% of the capital expenditures and 0.45% of operating expenditures of activities are taxonomy-eligible/ taxonomy-aligned for 2024.

1.82%
Taxonomy-eligible/taxonomy-aligned capital expenditure

0.45%
Taxonomy-eligible/taxonomy-aligned operating expenditure

ECONOMIC VALUE 2024	
Economic value generated	
Sales (€)	€ 2,737,515,477.53
Economic value distributed	
Costs of Materials	€ 2,380,584,310.58
Amortisations/provisions	€8,582,695.14
Operating Costs	€ 31,062,132.94
Employee salaries & benefits	€ 12,870,589.33
Payments to providers of capital (net interest expenses)	€ 15,668,686.95
Payments to the State (excise duty)	€ 276,828,399.99
Payments to Government (ψ)	€ 1,858,075.43
Payments to the State (duties)	€ 203,833.52
Community-related investments	€ 101,863.64
Total	€ 2,727,770,587.52

• Social Product

The company recognises that its business activity generates significant value not only for shareholders and customers but also for society as a whole. The concept of social product reflects all financial resources the company puts into circulation and the positive impacts it generates on society and the economy.

Its social product for 2024 was € 316.4 million. This amount arises from the difference between all inputs (which include the value of sales and other operating income) and all outputs (which include the cost of products, direct purchase expenses, operating expenses and depreciation).

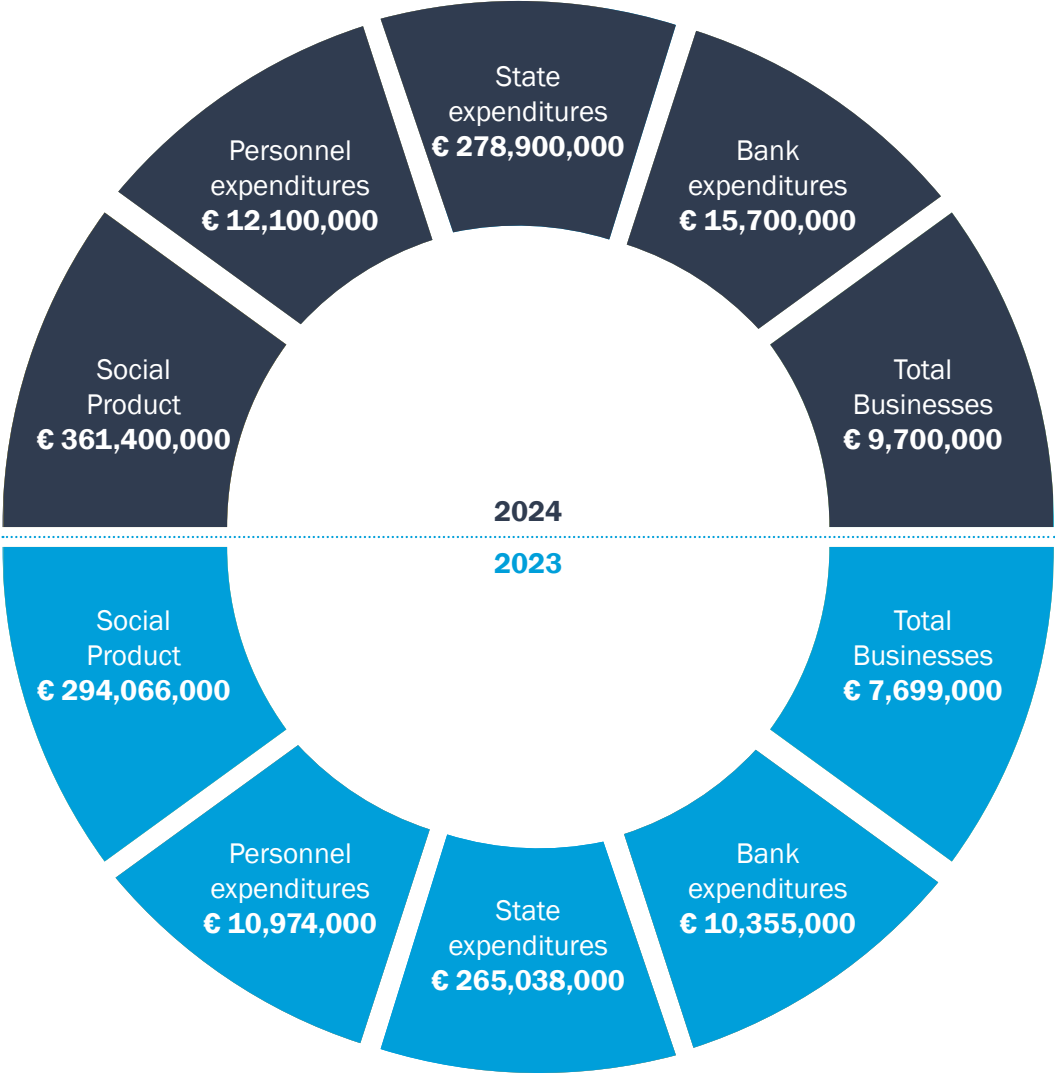
This financial contribution demonstrates the company's ability to generate added value which goes beyond a mere financial result. Investing in operating costs and infrastructure and managing resources responsibly reflect its dedication to developing society, bolstering employment and supporting the sustainable economy.

Breakdown of social product allocation

The allocation of the social product for 2024 clearly reflects the company's wide-ranging impact on multiple social and economic recipients:

State	Having paid the state approximately € 278.9 million (which includes duties, taxes on purchases, income taxes and other contributions) the company contributes substantially to the enhancement of public resources and to supporting social infrastructure and services.
Personnel	Salaries and employer contributions amount to € 12.1 million, which demonstrates the company's commitment to providing fair pay and social security, thereby bolstering the well-being and safety of its employees.
Banks	Interest of € 15.7 million reflects the discharge of financial obligations to financial institutions, ensuring the company's financial stability.
Businesses	Net profits after taxes of € 9.7 million confirm the company's financial viability and its ability to distribute profits to shareholders and associates, thereby contributing to improved investments and growth.

This allocation highlights the company's strategy of constantly supporting society, its employees and associates, bolstering corporate responsibility and ensuring Sustainability with a positive impact on all levels of social and economic life.



• Our vision and values

Our Vision

Our vision is to remain a dynamic and evolving company which refuses to stand still; a company moving towards sustainability using the energy transformation as a compass.

With consistency, responsibility and ethos, we are creating value that is disseminated to our people, associates and society as a whole.

Every year we make steady strides forward, thanks to strategic thinking and a responsible approach, as we invest in our own continuous improvement. Our goal is to constantly evolve and transform ourselves into something better, as a driving force for the progress and prosperity of the communities in which we operate.

Looking to the future, we are committed to *moving towards tomorrow*.

Our Values

Our values are the moral and functional core of ELINOIL; they guide our every decision, our every collaboration and our every step towards the future.



Integrity & Responsibility

When we commit to something, we make it happen. We act with moral integrity and continuously assess the impact of our actions on people, society and the environment.



Respect

We have adopted and incorporated corporate governance principles into what we do.



Trust

We build long-lasting relationships based on transparency and reliability.



Quality

We are committed to excellence at every level of our operations.



Innovation

We invest in innovation and the adoption of cutting-edge technological tools.



Dedication & Collaboration

We work by placing faith in our people, our associates and our vision.

Our Objectives



Ensuring ethical and fair financial progress

We promote sustainable economic growth with a fair footprint for all social partners, thereby bolstering social cohesion and prosperity.



Digital transformation with an environmental impact

We cultivate environmental and social innovation, placing emphasis on creating knowledge and sustainable solutions for future generations.



Respect for diversity and equality

We foster a working environment where equal opportunities, inclusion and respect for diversity are promoted.



Caring for people

We promote the well-being and development of employees by ensuring health and safety, continuous training, and team spirit, implementing meritocratic principles and dedication to high ethical standards.



Environmental responsibility and energy transition

We are gradually integrating renewable energy sources and alternative fuels, in parallel with targeted investments in environmental schemes that bolster the protection of the natural environment, reduce the carbon footprint and ensure full compliance with environmental legislation.



Training and awareness raising among society and customers

We run information and citizen participation campaigns about how to responsibly consume energy, how to make sustainable choices and how to develop environmental awareness.



Supply chain sustainability

We seek to extend the principles of Sustainability to the entire network of associates and suppliers, thereby bolstering sustainable entrepreneurship.

• Value Chain

ELINOIL has consistently and effectively integrated the key principles of Sustainability into its entire value chain. The aim is to bolster its positive footprint in the communities in which it operates, and to ensure that the natural environment is protected in line with ESG criteria.

The value chain covers all critical stages, starting from the supply of raw materials, the transport and storage of fuels, to their distribution to the final market. In each of these stages, strict, certified safety and environmental management standards are applied which ensure the high quality and reliability of services. In addition, the value chain extends to the development and operation of modern petrol stations that combine high energy efficiency with quality service and consumer friendliness. It is completed by providing energy products and solutions such as liquid and solid fuels, electricity and natural gas that meet the needs of industry, shipping and end consumers, while also contributing to reducing the environmental footprint and promoting Sustainability.

At the same time, the company is making major investments in the production and supply of clean energy, utilising renewable sources. This promotes green innovation by implementing renewable energy source (RES) projects and by providing e-mobility services which showcase the future of sustainable energy.

In addition, ELINOIL maintains close and stable relations with its suppliers and the local communities in which it operates, while at the same time implementing a series of digital transformation initiatives and quality programs that constantly improve internal procedures and customer experience.

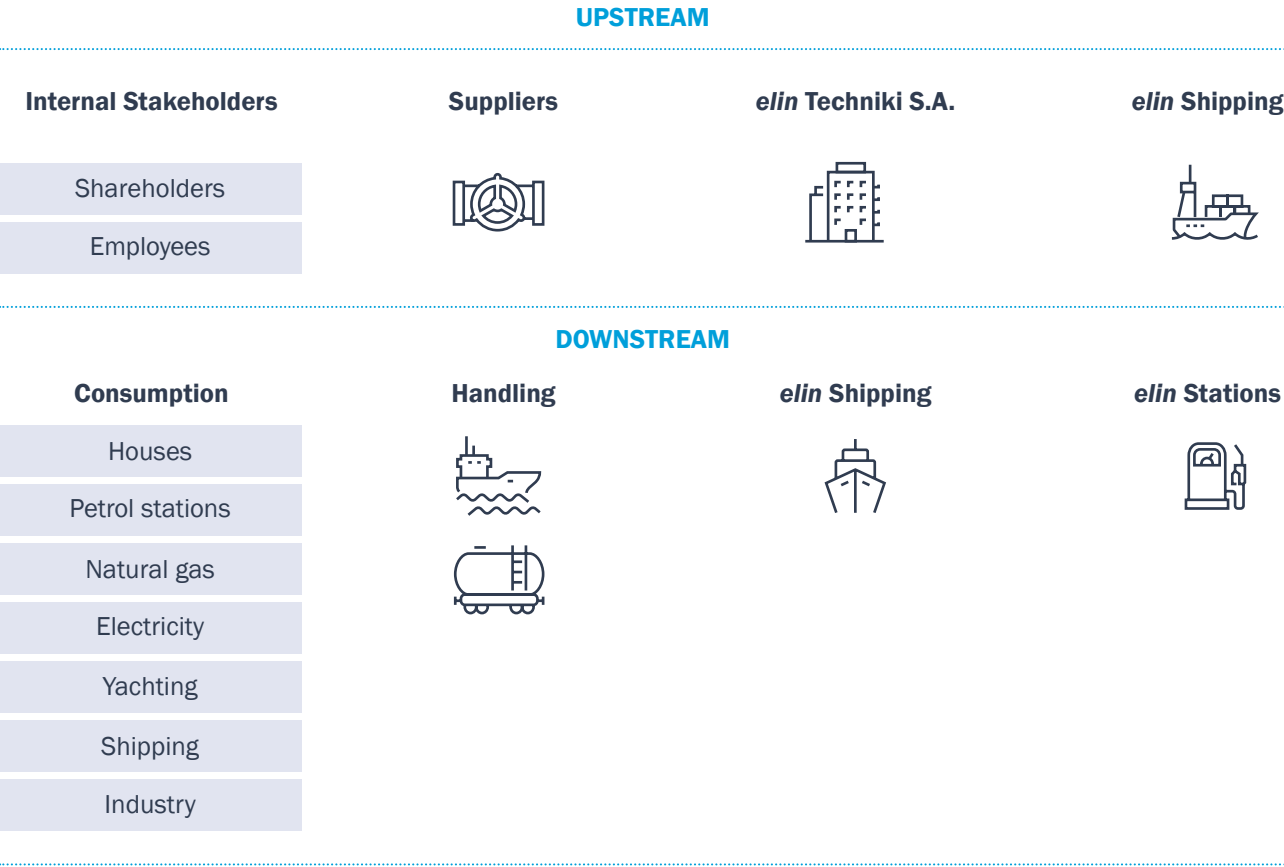
The diagram below presents the Group's value chain in detail, capturing both core activities and critical interconnections with the social partners involved, whether they affect or are affected by it. Among them, suppliers, company staff (employees and management), transport, distribution, petrol stations and consumers play an important role. The Group's value chain is constantly improving through systematic feedback from customers, which ensures high competitiveness and long-term sustainability.

• Business model

The Group serves a wide range of customers including individuals, industries, shipping, petrol stations and public bodies, while it has a dynamic presence abroad through the Directorate for International Trade. *elin*'s business model focuses on meeting the needs of its social partners and seeks to maintain its competitiveness and create long-term value, ensuring uninterrupted supply to its customers on mainland and island Greece and on international markets. The company has a presence in strategic energy and fuel sectors, with integrated activities including the supply, storage, distribution and trade of liquid and solid fuels and lubricants. At the same time, it provides services in the energy sector through its activity in electricity and gas.

At the same time, the company is effectively utilising its available resources -a fleet of tanker trucks, tanker ships and facilities- by investing in its know-how and human resources. It places particular emphasis on customer needs, systematically monitors developments and new trends in the fuel market, and cultivates relationships of safety and trust with all its social partners. In addition, it seeks to reduce the impact of its operations on the environment and society, ensuring quality and safety at every stage of the supply chain through certified systems and international quality controls (e.g. Lloyd's Register, Bureau Veritas) and the timely transport of fuels, while closely monitoring cost and revenue flows, demonstrating its financial viability and resilience in the changing business environment.

The Group is not involved in activities such as the extraction or production of coal, the production or distribution of controversial weapons, the chemical industry using hazardous or prohibited materials, and the cultivation or production of tobacco and related products. Its activities focus on gradually bolstering clean energy such as renewable energy sources and electrification solutions. A significant percentage of the Group's turnover continues to come from trading in liquid and solid fuels, but its strategy is firmly focused on sustainability.



Inflows

Value Generation

Outflows

Financial Capital

Added Value in Supply Chain

Industrial Capital

- 3 liquid fuel storage and handling facilities
- 2 modern solid fuel processing plants
- >560 petrol stations (including electric vehicle charging stations)
- 3 tanker ships
- 22 privately owned tanker

Human Capital

- 289 employees
- 2,063.5 hours of training

Social Capital

26 social initiatives

Our vision is

To move towards tomorrow with consistency, responsibility and ethos, creating value which is disseminated to our people, our associates and the communities in which we operate.

Activities

- elin petrol stations
- Industry - liquid and solid fuels, and lubricants
- Heating oil
- Yachting
- International trade of petroleum products
- Vehicle lubricants
- Marine Lubricants
- Electricity and Natural gas

Financial Capital

- Sales of € 2,757.27 million
 - Taxes paid € 278,900,000

Productive capital

Electric vehicle recharging infrastructure at petrol stations

Human Capital

- Remuneration of Personnel € 10,054,000
 - Employer contributions € 2,024,000

Social Capital

> 1,500 beneficiaries of social responsibility initiatives

Strategy



Environment

Reduction of environmental footprint by implementing the principles of the Environmental Policy and the Environmental Management System in line with the international ISO 14001:2015 standards in all activities.



Society

- Creation of a modern working environment that ensures the health and safety of employees according to the international standards ISO 45001:2018
- Contribution to the prosperity of local communities.



Corporate Governance

Ensuring good corporate governance, transparency and implementation of Laws.

• Distinctions and Awards - Participation in organisations

Distinctions and Awards

Bravo Sustainability Dialogue & Awards 2024

elin received a distinction for the "No source of pollution is insignificant" programme implemented in collaboration with Aegean Rebreath and the Blue Municipalities Network in the "Multi-stakeholder Partnerships" category for its work in developing awareness-raising and environmental education initiatives.

The innovative initiative focuses on protecting Greece's marine waters and the environment in general, addressing the intense pollution problem that arises near marinas on Greece's islands. For 70 years, elin has operated in close connection with the sea and sought to contribute to the prevention and proper management of such phenomena. At the same time, recognising that without the involvement of experts and local authorities, the initiative would not have had the same result, the company collaborated with the dynamic and well-equipped organisation Aegean Rebreath and the Blue Municipalities Network.

During the two years of the programme, company executives and representatives of Aegean Rebreath visited 8 islands in the Blue Municipalities Network (Santorini, Alonissos, Lefkada, Poros, Amorgos, Paros, Antiparos and Kea) and shared valuable knowledge with Port Funds and professional fishermen about how to deal with marine water pollution from fuels or lubricants, equipping them with the tools they need to manage marine ecosystem themselves. At the same time, elin also donated anti-pollution equipment to each island.

In 2024 the initiative was bolstered by the introduction of a research programme entitled Marine Census. As part of this program, elin donated an underwater robot to Aegean Rebreath, that allows nets to be lifted from the seabed and samples of water and sediments to be systematically collected; the overriding objective here is to analyse the quality of water at Greek ports. The Hellenic Centre for Marine Research then analyses and evaluates the samples to more fully inform local communities about the sources of pollution and to develop specialised policies to address them.

Hellenic Responsible Business Awards 2024

The 'No source of pollution is insignificant' programme run by the company in collaboration with Aegean Rebreath and the Blue Municipalities Network won another award at the Hellenic Responsible Business Awards. In particular, the company received the Silver Award in the category "Cooperation for the Sustainable Development Goals."

Loyalty Awards 2024

Three important distinctions were won by elin at this year's Loyalty Awards, an institution that highlights business excellence and innovation through "reward programmes" that impressed the public. The company received an award for its innovative elin up reward scheme that rewards consumers for each purchase at its network of petrol stations.

More specifically, elin received:

- A silver award in the Best in Omnichannel category, in recognition of the effectiveness of its programme in implementing 360° practices, offering customers the option to purchase fuel online easily and safely, and utilising cutting edge mobile technologies.
- A bronze award in the Best in Energy category - as a company operating in the energy sector.
- A bronze award in the Best Initiative During Crisis category, as proof of the successful practices implemented during the COVID-19 period, bolstering customer trust and offering the possibility of contactless transactions in the fuel market.

Thanks to a modern, dynamic and easy-to-use mobile app that improves the user experience, consumers can purchase fuel directly from their mobile phone while also earning points to be redeemed. Among other things, via the app they learn about their available points, cash out gifts or vouchers and participate in contests and draws.

Interior Awards 2024

elin Techniki, a subsidiary of the *elin* Group, which has a dynamic presence in the construction sector, received a distinction in the Large Workspace >800 m² category at the 2024 Interiors Awards. The company won the Silver Award for renovating Nestle Hellas' head offices and the Bronze Award for total reconstruction of VIVA WALLET's office space.

elin Techniki collaborated with A&M ARCHITECTS (NESTLE Genesis Project) and Pieris. Architects (Viva.com HQ) to implement the projects. Specialising in commercial buildings, through its flagship projects the company stood out for its consistency, professionalism and service to the real needs of its clients; all values that have characterised it over the years.

Participation in organisations

elin acknowledges the importance of participation in collective bodies, associations and organisations that contribute to the development of the industry and the promotion of best practices. The participation of the Company in these organisations strengthens its presence in the Greek and international market and, at the same time, it promotes the principles of sustainability, business ethics and industrial development. More specifically, *elin* is a member of the following organisations:



The Hellenic Federation of Enterprises is one of the most important business associations in Greece, promoting industrial development and improving the business environment in Greece. Thanks to its participation in the Federation, *elin* is able to actively contribute to shaping policies that bolster industry and support the development of entrepreneurship in Greece.



IENE (Institute of Energy for South-East Europe) is a leading research and analysis organisation in the field of energy in South-East Europe which provides valuable knowledge and data pertaining to the energy sector. The participation of *elin* in IENE allows the Company to stay up to date on the latest developments and trends in the energy sector and to contribute to the promotion of energy security and sustainability in the area.



The Association of Petroleum Product Trading Companies has been in operation since 1977 and represents 13 petroleum product trading companies which handle 90% of Greece's liquid fuels and other petroleum products and directly and indirectly employ tens of thousands of employees. The primary goal of the Association is to develop jobs/positions and manage issues concerning the proper operation of the Petroleum Marketing Industry.



elin's participation in CSR Hellas highlights its devotion to sustainable development and responsible entrepreneurship. The Company embeds the principles of sustainability in its strategy and strengthens cooperation between public and private law enterprises and civil society. It seeks to adapt to new trends, improve competitiveness and promote education and the exchange of knowledge. Through its participation, *elin* is bolstering its efforts to systematically address social and environmental challenges, while promoting networking and cooperation with the aim of long-term profitability and the prosperity of society.

Sustainable Development Strategy

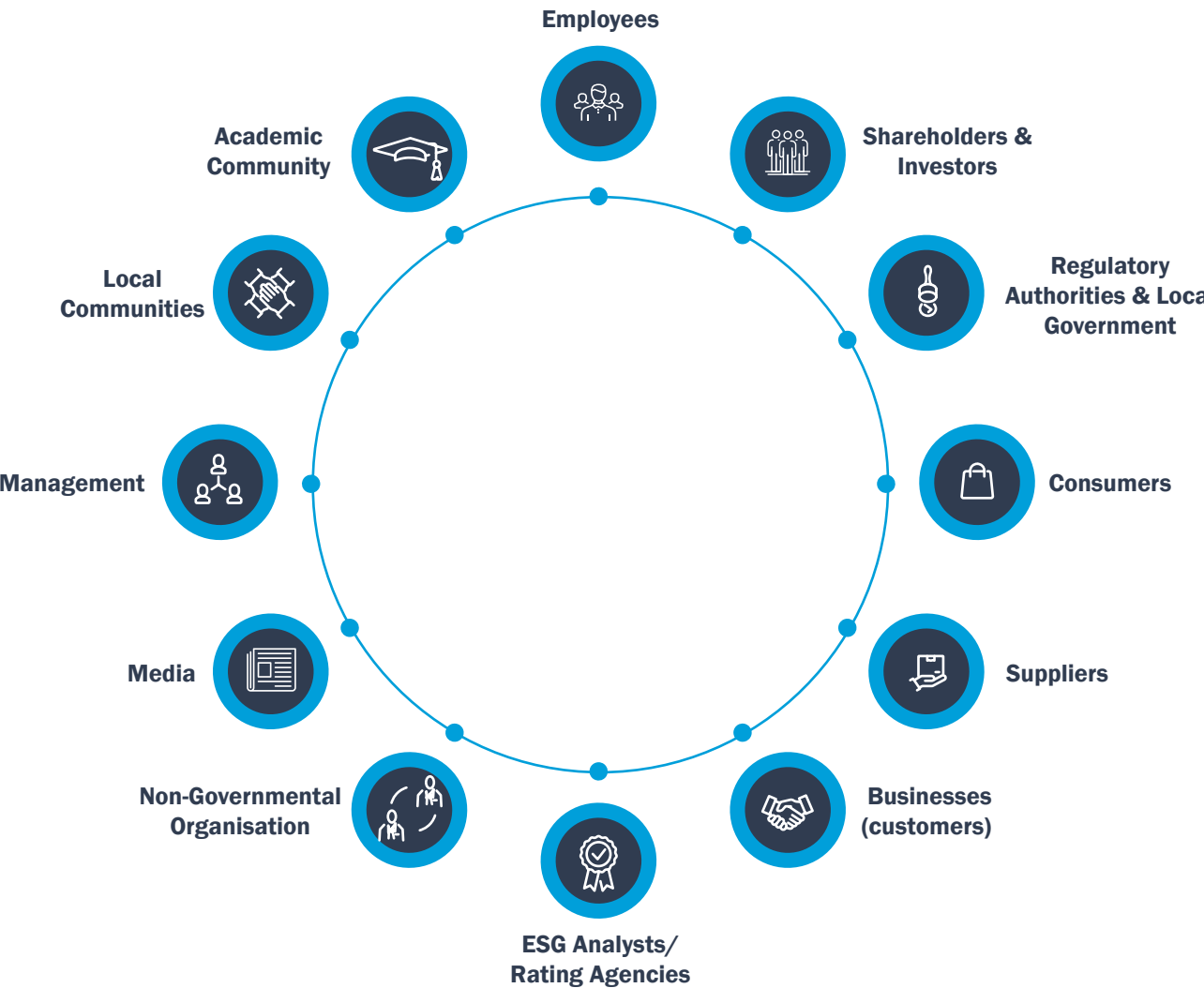
Stakeholders

The ELINOIL Group's relations with its social partners consist a key pillar of its Sustainability strategy. Through cooperation and systematic interaction, it seeks to achieve a substantive understanding of the impacts of its activities, and to respond to stakeholder expectations, building relationships based on lasting trust and transparency.







Stakeholders are defined as all persons who exert direct or indirect impact on the Group's operations and activities or are affected by them. It approaches stakeholder management as a dynamic, constantly evolving process. Stakeholders are evaluated at regular intervals and re-examined whenever necessary, bearing in mind fundamental values, strategy and developments in the business and social environment.

Ongoing communication and dialogue with stakeholders bolster the decision-making process and support sustainable operation, while also contributing to maintaining relations of mutual respect and cooperation. The company recognises that understanding and integrating stakeholder needs and expectations is the foundation for long-term success and responsible business development.

Below is a list of the main stakeholders based on the materiality assessment process, with the primary criterion being the nature and importance of their relationship with the Group:



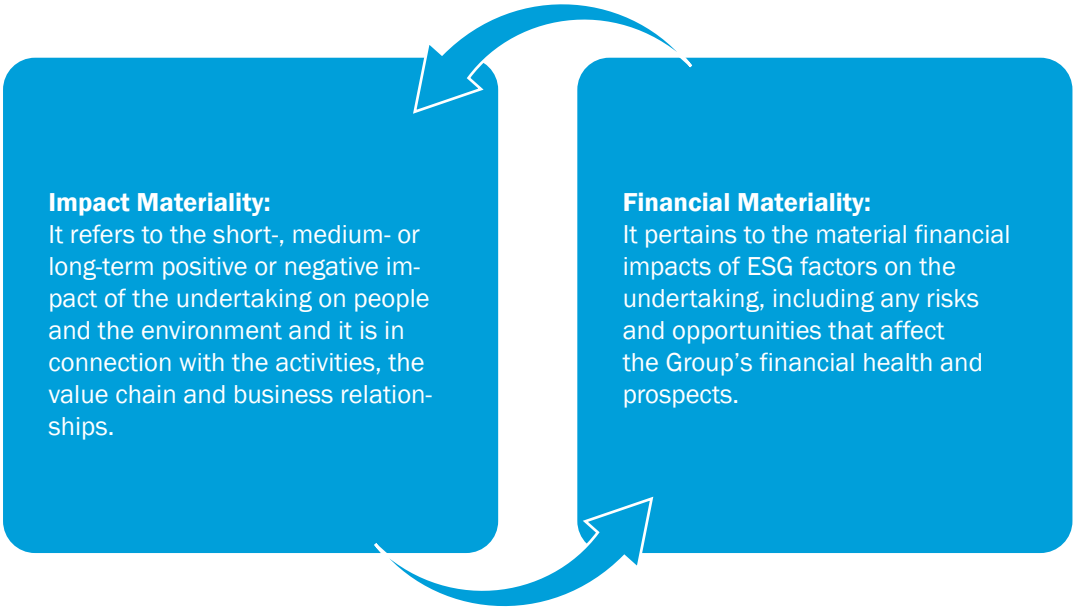
STAKEHOLDERS	COMMUNICATION CHANNELS/ METHODS	KEY ISSUES OF INTEREST
 Shareholders & Investors	Information via the media Electronic Communication Telephone communication Information via website In-person contact	Information about actions taken by the company, general meetings, obligations of major shareholders, dividends, shareholder structure
 Management	E-mails Telephone communication Written instructions Quality assurance policies	Strategic organisation of the Company Effective management Achievement of goals Smooth operation
 Employees	In-person contact Electronic communication Continuous education and training	Excellent working conditions Safe work Well-paid work Communication with management Life-long training
 Suppliers	Telephone Communication E-mails In-person contact	Uninterrupted operation Smooth operations Reliability in transactions
 NGOs	Company website Sustainability Department Sustainability Report	Supporting the objectives of NGOs Financial support Public awareness
 Public bodies	Telephone Communication E-mails In-person contact Scheduled and non-scheduled communication ("open door" policy, meetings, participation in local events). Communication on an annual basis in the framework of implementation of Social policy	Compliance with the legislation Immediate payment of social security and tax office debts Protection of the natural environment Human rights protection
 Consumers	Information via website	Provision of quality products and services Provision of products at competitive prices

STAKEHOLDERS	COMMUNICATION CHANNELS/ METHODS	KEY ISSUES OF INTEREST
 Businesses (customers)	Electronic communication Telephone communication Information via website	Immediate and safe fuel supply Competitively priced fuels Quality fuels
 Regulatory Authorities	Regular and ad-hoc communication (provision of data and information through questionnaires, meetings, participation in consultations). Participation in events held by the agencies on an annual basis	Identification of Material Sustainability topics Compliance with and staying up to date with the legislation
 Local Communities	Information via the media Information via website Information via petrol stations/associates CSR initiatives	Uninterrupted supply Safe supply Protecting the natural environment
 Academic Community	Information via the media Electronic Communication Telephone communication Information via website Participation in career events and career days at universities	Identification of Material sustainability topics
 Media	Electronic Communication Telephone communication In-person communication Notification of current business developments	Provision of information about financial sustainability, corporate responsibility and the position of the Company in the energy planning of the country
 Rating Agencies/ ESG Analysts	Electronic Communication Telephone communication In-person communication Notification of current business developments	Briefing about business developments and ESG performance. Safeguarding sustainability and implementing strict corporate governance standards and principles.

• **Materiality Assessment**

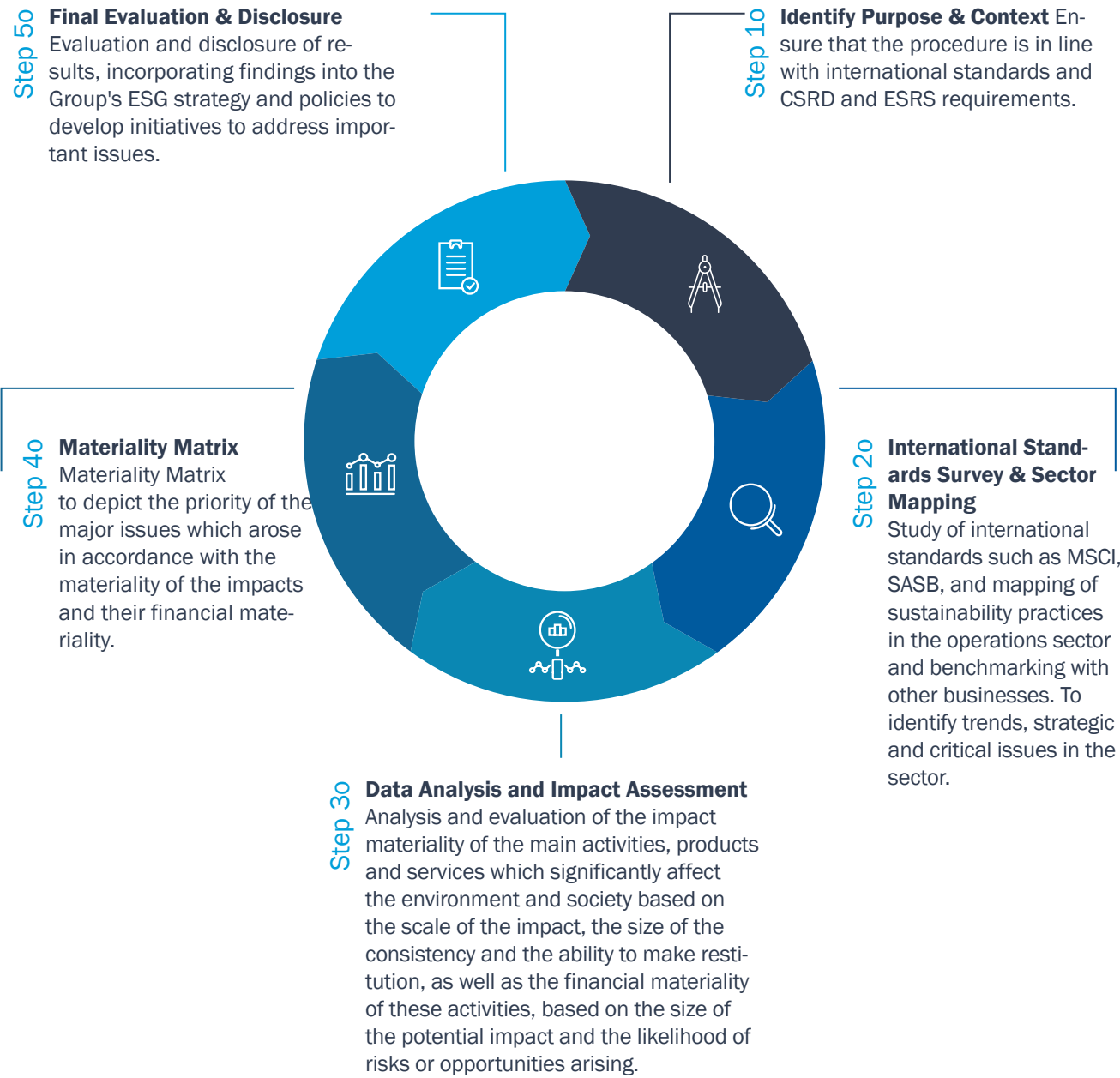
Based on all relevant European Union directives (2013/34/EU, 2019/C 209/01) on the publication of non-financial information and the international ESRS standard, according to which this Report is prepared, the Group identified the material issues arising from its operations according to the double materiality approach.

The Double Materiality Assessment enables the Group to approach the challenges and opportunities associated with environmental, social and economic factors in a holistic way and in accordance with the ESG criteria. Through this process, it evaluates the impact of its activities on the environment and society ("impact materiality") on the one hand and the financial impact of sustainability matters on its operation and strategy ("financial materiality") on the other hand.



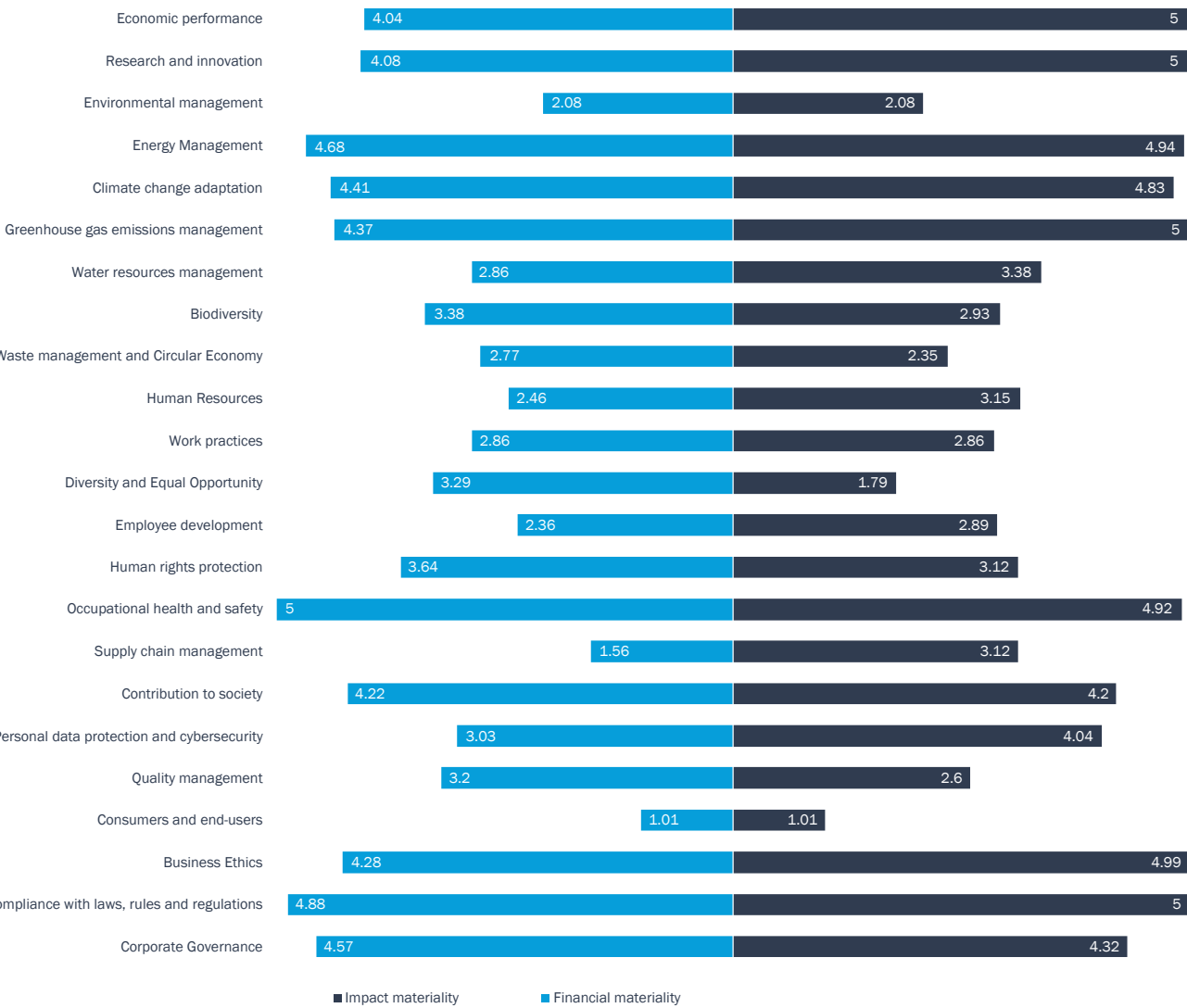
The Double Materiality Assessment carried out for 2024, utilising sources such as sustainability reports from Greece and abroad, existing legislation and sectoral analyses by international organisations, further enlightened the Group as to the important issues to the sector but also the opportunities and risks that arise for the Group. Through this process, the significant sustainability matters (Material Issues) were identified, clearly highlighting the areas where the Group has the most significant impacts, as well as those where key risks and opportunities arise.

The procedure followed to analyse material issues is detailed and presented in the diagram below:

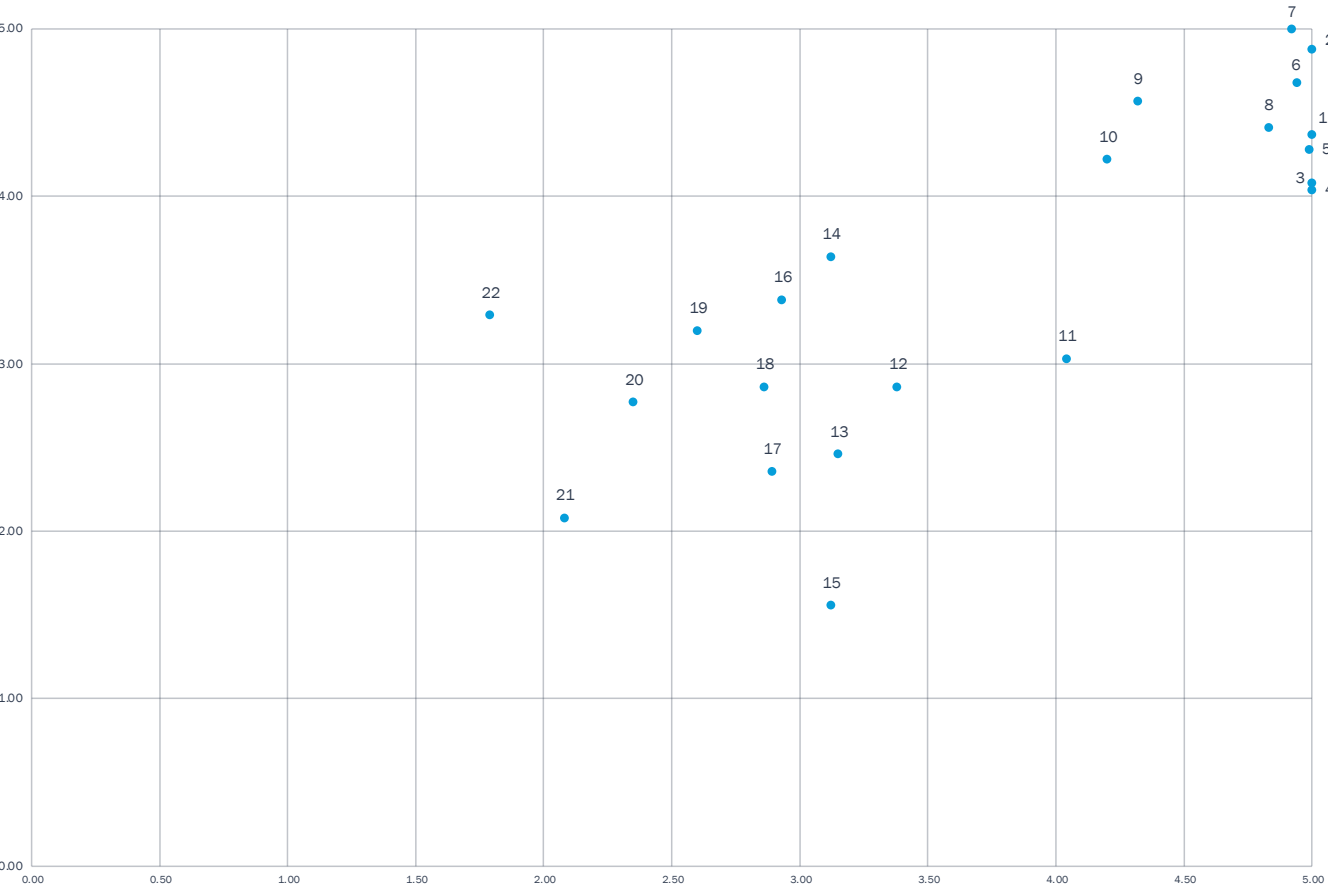


An integrated approach was followed in analysing the main impacts, risks and opportunities stemming from the environmental, social and corporate governance (ESG) aspects of the business activity. Each item is evaluated based on the quality of its effect (positive or negative), the degree of realization (actual or potential), as well as its scope – either within the company itself or along the value chain. The classification of Material Issues includes specific subtopics, for example, the topic "G1 Governance" is broken down in the subtopics "Corporate Governance", "Business Ethics" and "Compliance with Laws, Rules and Regulations".

The following diagram presents the results of the Double Materiality Assessment, highlighting the financial evaluation and the impact of each matter.



The prioritization of the outcomes is summarized in the following Materiality Matrix, which provides an overview of the ranking of all material issues. The Table is created through the visualisation of the outcomes on a two-axis system: Financial Materiality (Y axis) and Impact Materiality (X axis).



- 1

Greenhouse gas emissions management
- 2

Compliance with laws, rules and regulations
- 3

Research and innovation
- 4

Financial performance
- 5

Business ethics
- 6

Energy Management
- 7

Occupational health and safety
- 8

Adaptation to climate change
- 9

Corporate governance
- 10

Contribution to society
- 11

Personal data protection and cybersecurity
- 12

Water resources management
- 13

Human Resources
- 14

Human rights protection
- 15

Supply chain management
- 16

Biodiversity
- 17

Employee development
- 18

Labour practices
- 19

Quality management
- 20

Waste management and circular economy
- 21

Environmental management
- 22

Diversity and Equal Opportunity

Regarding environmental priorities, particular emphasis was placed on Adaptation to Climate Change, Greenhouse Gas Emissions Management, as well as Energy Management across the range of the Group’s activities.

Key priorities in the social field are Occupational Health and Safety, as well as Support of Local Communities through initiatives that contribute to the society.

In the corporate governance sector, particular emphasis is placed on bolstering corporate governance, adopting business ethics principles, complying with laws, rules and regulations, the company's financial performance and research and innovation, as well as personal data protection and cybersecurity.

Material issues

- Climate change adaptation
- Greenhouse gas emissions management
- Energy Management
- Occupational health and safety
- Contribution to society
- Economic performance
- Research and innovation
- Business Ethics
- Compliance with laws, rules and regulations
- Corporate Governance
- Personal data protection and cybersecurity



• Sustainable Development Goals

The ELINOIL Group has developed a strategic framework for sustainability which seeks to achieve a positive social and environmental footprint and to bolster its resilience to modern challenges. The goals it sets stand out for their strategic horizon and their grounding in reality, seeking to generate long-term value for all stakeholders.

Short-term goals

Climate Change Risk Assessment

The Group will carry out a comprehensive assessment of the risks associated with climate change, taking into account both natural risks (such as floods and extreme weather phenomena) and transitional ones, which arise from changes in legislation, technologies and markets. This assessment will allow the Group to identify and manage future impacts and to adapt in good time to new conditions.

Recording CO₂e emissions (Scope 1, 2 & 3)

The Group will fully record CO₂ emissions, covering all categories in line with the GHG Protocol. This will provide a clear picture of major sources of emissions and will form the basis for developing reduction strategies.

Medium-term goals

Environmental Risk Reduction Strategies

The Group will focus on reducing environmental risks from its operations. It seeks to reduce the energy footprint and improve resource efficiency, while also bolstering the use of renewable energy sources and reducing waste.

Improving corporate governance

Corporate governance will be improved, ensuring transparency, responsibility and compliance with international standards and guidelines. At the same time, it will promote social and environmental innovation, seeking to constantly improve working conditions and the quality of life in local communities.

Long-term goals

Supporting society and protecting vulnerable groups

It seeks to continue to bolster support for vulnerable social groups and to promote social inclusion and solidarity. By taking strategic initiatives and bolstering its CSR initiatives, the Group seeks to contribute to social development and prosperity by enhancing the cohesion of local communities.

Promoting continuous improvement and innovation

The Group seeks to promote environmental and social innovation in all sectors of its activities, developing responsible standards for future generations and ensuring long-term sustainability by constantly evolving and adapting to new technologies and practices.

Environment



• Introduction

The Group's objectives to improve its environmental performance include reducing the environmental footprint by 2030 by investing in various environmental programmes which seek to constantly improve the company's environmental footprint and to comply with the requirements of the relevant environmental legislation, with the overriding aim being to achieve full decarbonisation by 2050.

Moreover, as part of its Environmental Policy, the Group seeks to:

- Fully comply with the applicable environmental legislation and other regulatory requirements relating to its activities.
- Prevent pollution and protect the environment in line with its potential and range of activities.
- Improve its environmental performance by monitoring and evaluating relevant targets.
- Prudently use natural resources, placing emphasis on rational management of energy, water and raw materials.
- Cultivate environmental responsibility among its staff by providing information and training.
- Collaborate with suppliers, contractors and other stakeholders to bolster environmental performance across the entire value chain.
- Integrate environmental parameters into decision-making processes and business planning.

Environmental Performance of the Group

740.03 tn

Hazardous waste produced

1,204.1 MWh

Electricity consumption

1,183.71 tn

Total CO_{2eq} emissions

3,216 m³

Total water consumption

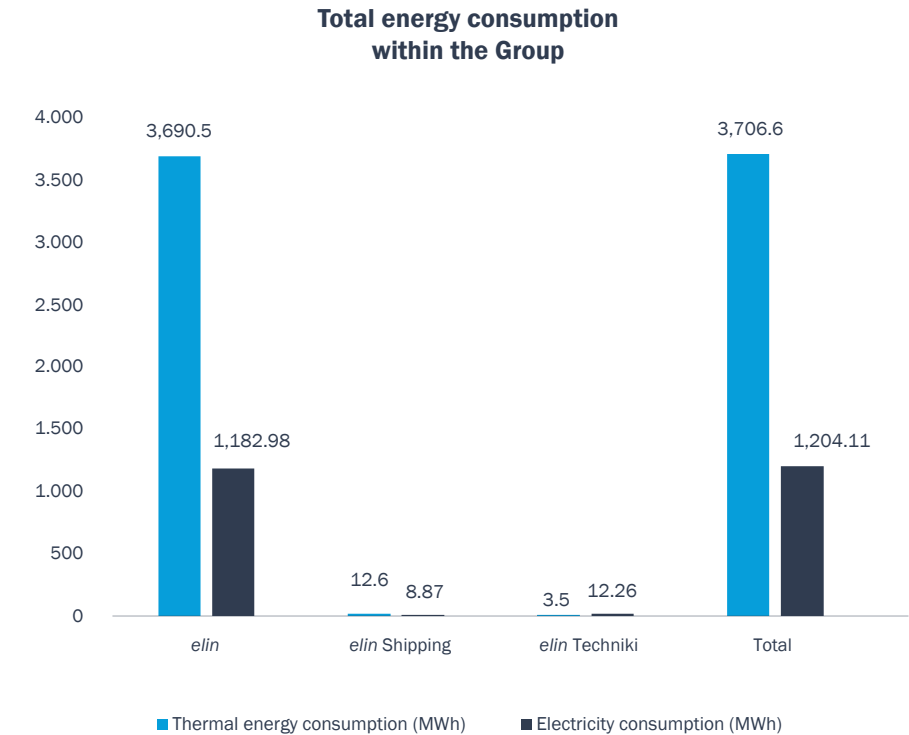
• Energy and Carbon Emission Management

Energy Management

The Group recognises the need for optimal energy management and the reduction of greenhouse gas emissions and adopts practices to more effectively utilise the energy consumed in relation to its financial performance and profitability.

Total energy consumption within the Group for the reporting year 2024 was 4,910.48 MWh, of which 3,706.38 MWh relates to thermal energy consumption from main sources of combustion of petrol, diesel and natural gas, and 1,204.10 MWh relates to electricity consumption (24.5% of the total energy consumed).

The highest percentage of electricity consumption was recorded at the facilities in Volos and Athens, as shown in the diagram below.



More specifically, *elin*, which is the parent company and accounts for around 99% of the Group's total energy consumption, installed a 114-kW photovoltaic power plant in Aspropyrgos and two plants in the Agria area of Volos with a total capacity of 697.62 kW.

In 2024 the Aspropyrgos power plant produced 122.8 MWh while 99.61 MWh were produced in Volos. This difference is due to the fact that the units installed in Volos only commenced operations at the end of 2024. *elin's* energy output in 2024 came entirely from photovoltaic systems, reaching 222.41 MWh.

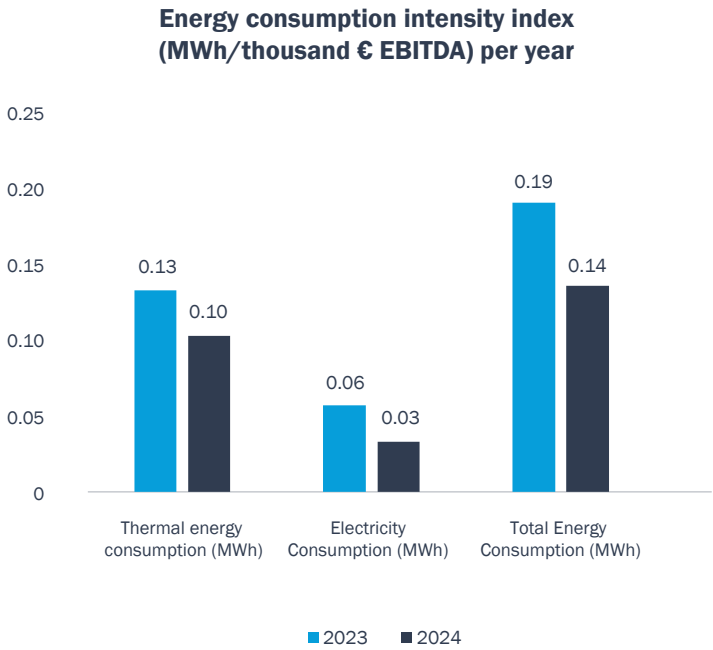
elin consumed 71% of all the electricity it produced from renewable sources (158.73 MWh) for its own purposes, while the remaining percentage was sold on the market. These investments seek to gradually integrate renewable energy sources into the energy mix used by the Group.

Below we present some key performance indicators for *elin*.

To monitor the efficient use of *elin*'s energy consumption, we use an indicator that links the company's financial performance to energy consumption (MWh/thousand € EBITDA (see Table below).

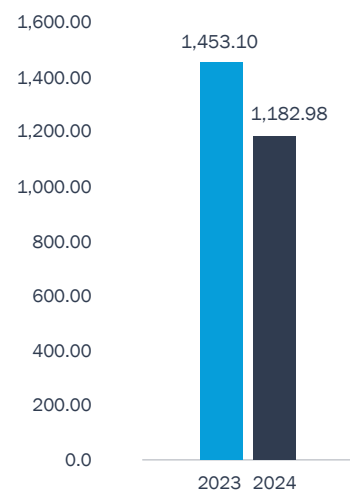
INDICATOR	2023	2024
EBITDA (in thousands of euros)	25,257	35,864
Thermal energy consumption (MWh)	3,364.88	3,690.49
Electricity consumption (MWh)	1,453.10	1,182.98
Total Energy Consumption (MWh)	4,817.98	4,873.47
MWh/thousand € EBITDA (Thermal Energy)	0.13	0.10
MWh/thousand € EBITDA (Electricity)	0.06	0.03
MWh/thousand € EBITDA (Thermal Energy)	0.19	0.13

The total energy consumption intensity index in MWh/thousand € EBITDA for 2023 and 2024 was 0.19 and 0.13 respectively. This translates into a 32% reduction in the intensity of total energy consumption for *elin*.

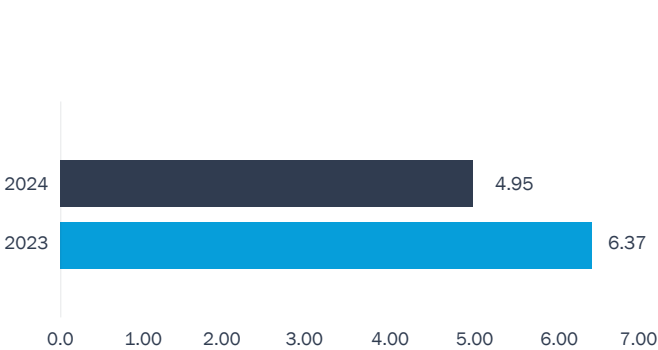


Below are the diagrams showing *elin*'s electricity consumption (in MWh) for 2023 and 2024 and the reduction in consumption per employee. In 2024 there was a 18.5% drop in overall electricity consumption compared to 2023, while consumption per employee dropped by 22.2%. These data demonstrate an improvement in *elin*'s energy efficiency.

Electricity consumption (MWh)



Electricity consumption (MWh)/employee



Greenhouse gas emissions

Through its Sustainability Policy, the Group has undertaken to contribute to climate change mitigation through actions to reduce greenhouse gas emissions and generate energy savings.

The Group is seeking to develop a comprehensive Transition Plan to bring its strategy into line with the requirements of the National Climate Law (Law 4936/2022) and with European commitments to achieve climate neutrality by 2050 and to reduce greenhouse gas emissions (Regulation (EU) 2021/1119, Directive (EU) 2023/958). In this context, it has implemented key Scope 1 & 2 emission monitoring and management measures using the GHG Protocol and ISO 14064-1:2018, ensuring transparency and accuracy in emissions management.

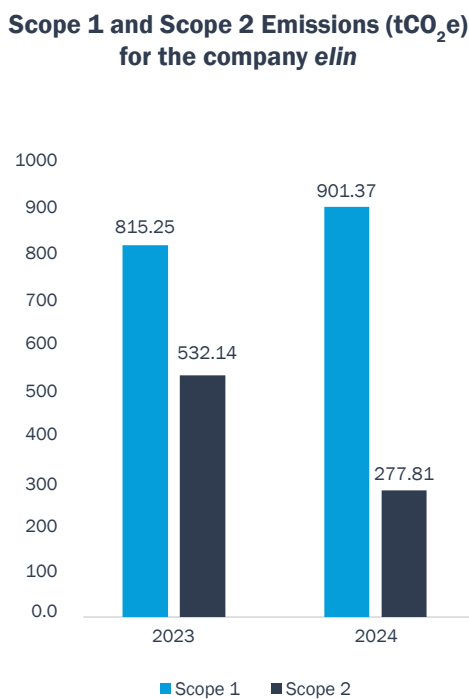
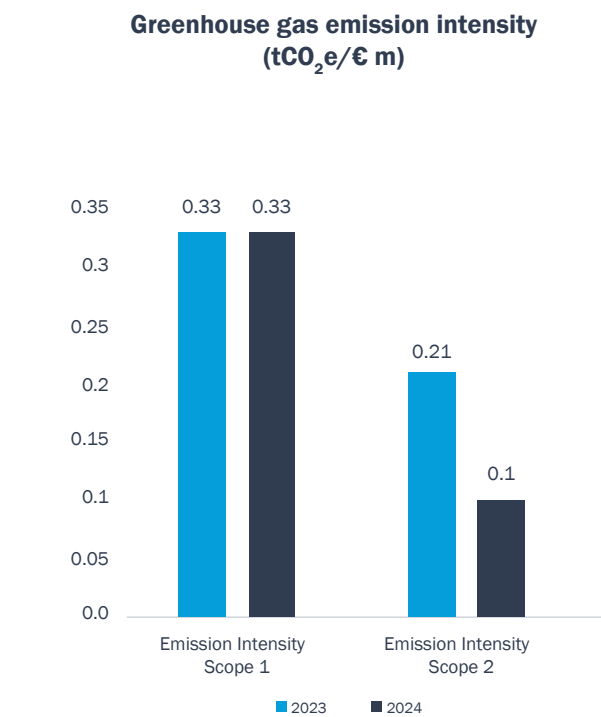
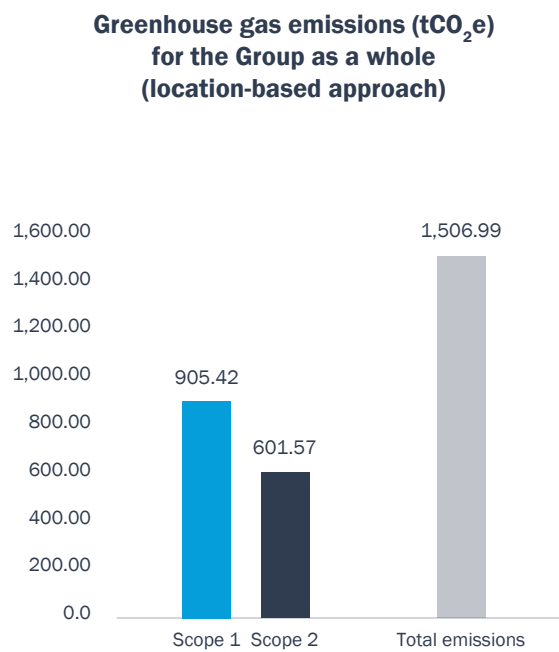
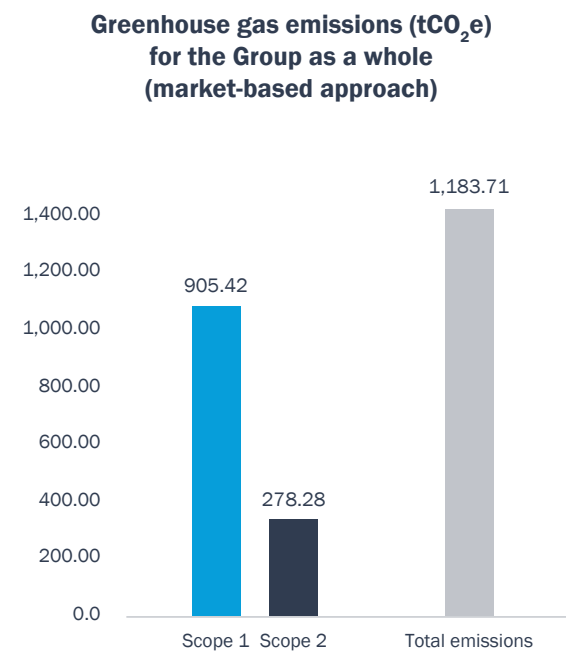
Scope 1 emissions for the Group in 2024 stood at 905.42 tCO₂e (metric tons of CO₂). Scope 2 emissions stood at 278.28 tCO₂e (using a market-based approach) and 601.57 tCO₂e using a location-based approach. Total greenhouse gas emissions for 2024 were 1,183.71 t CO₂e (using a market based approach) or 1,506.99 tCO₂e using a location based approach. 99.6% of all emissions generated come from the parent company. This information is presented below in diagram form.

More specifically, in order to calculate direct greenhouse gas emissions in Scope 1, the Ministry of the Environment's coefficients provided to calculate the carbon footprint were used in accordance with the obligations arising from the National Climate Law for businesses. The reference year for coefficients is 2023 since the most recent coefficients for the current reference year (2024) had not been published at the time this report went to press.

It is worth noting here that 709 MWh of the Group's total electricity consumption was recalled in line with Guarantees of Origin certificates (issued by DAPEEP, Greece's RES & Guarantees of Origin Operator).

In 2024, using the market-based approach, due to acquisition of guarantees of origin (GOs), a weighted coefficient for the remaining energy mix was applied to calculate indirect greenhouse gas emissions (Scope 2) in accordance with the methodology proposed by the Ministry of the Environment and Energy.

In order to calculate indirect greenhouse gas emissions (Scope 2) using the location-based approach, the emission coefficient for the remaining energy mix for 2023 was used. That year was chosen as the reference year since at the time this report was prepared the updated coefficients for 2024 had not yet been published by the Ministry of the Environment and Energy.



The table below shows specific Scope 1 emission values for *elin* compared to Scope 2 emission values, as measured for 2023 and 2024. As the parent company, *elin* accounts for around 99.6% of the Group's total greenhouse gas emissions.

	2023	2024
Scope 1 (tCO ₂ e)	815.25	901.37
Scope 2 (tCO ₂ e)	532.15	277.81 (market based)
Total emissions (tCO ₂ e)	1,347.4	1,179.18
Consolidated turnover (in millions of euro)	2,463	2,735
Scope 1 emission intensity (tCO ₂ e/€ m)	0.33	0.33
Scope 2 emission intensity (tCO ₂ e/€ m)	0.21	0.10

The reduction in Scope 1 and 2 emissions is shown in the greenhouse gas emission intensity diagram, which is expressed in tCO₂e per million euros of turnover. This diagram presents both the reduction in emissions and the progress of the emission intensity index, offering a comprehensive picture of the efficiency of emission reduction strategies in relation to the company's financial performance.

The Scope 1 and Scope 2 gas emissions diagram for *elin* is set out below. In 2024, there was a major drop in Scope 2 emissions which were down 47.8% compared to 2023, which is attributed to the use of Guarantees of Origin (GOs) and improved energy efficiency. Scope 1 emissions showed a small increase compared to the previous year, which is related to slightly increased operational needs and fuel consumption.

In 2024, the parent company *elin* began its effort to assess indirect greenhouse gas emissions (Scope 3), following the principles of the GHG Protocol Corporate Value Chain (Scope 3) Accounting and Reporting Standard. This standard proposes a gradual, iterative data collection and improvement process which gives priority to activities involving: high emissions, high potential for reduction, and strategic importance for the business and stakeholders.

In this context, a first level quantitative approach was taken to rank the 15 Scope 3 categories and identify those which are expected to have the most important climate footprint, combining available financial / operational data with emission factors based on best practices.

In 2024 the parent company *elin* focused on five categories which it considered to be representative and also manageable as part of the first phase of implementation:

- 1. Purchased Goods and Services
- 2. Capital Goods
- 3. Fuel- and Energy-Related Activities
- 4. Waste Generated in Operations
- 5. Business Travel

For 2024, the total indirect emissions calculated for the five Scope 3 categories were 2,393.50 tons of carbon dioxide equivalent (tCO₂e), in accordance with the available methodologies and data.

In 2025 the parent company *elin* plans to:

- 1

Extend the analysis to other Scope 3 categories based on a new materiality assessment.
- 2

Improve the quality and accuracy of data used in existing categories based on the iterative nature of the process.
- 3

Develop internal data collection and management procedures.

• Water management

Water is one of the most valuable natural resources and protection of water is a long-term priority for *elin*. In this context, all its facilities and offices seek to optimally and responsibly utilise natural resources to reduce environmental impacts and bolster sustainability. This approach is fully in line with Goal 6 of the UN SDGs, which relates to universal access to clean water and its efficient management. In addition, the company complies with the requirements of the European Union's Water Framework Directive (Directive 2000/60/EC) and has made it a priority to protect and rehabilitate aquatic ecosystems. Through this holistic strategy, the company confirms its commitment to responsible water use and transparent environmental governance.

As regards water management, consumption is monitored and measured systematically. By way of this procedure, any considerable or abnormal water consumption, such as leakage, is detected so that any corrective measures can be taken in a timely manner. This approach includes the use of advanced data monitoring and analysis technologies enabling the early detection of anomalies and the immediate resolution of potential issues.

The facilities of the parent company are not located in areas characterised by high risk of water scarcity, droughts, water shortage or increased water stress. However, its commitment to sustainable management of water resources remains strong.

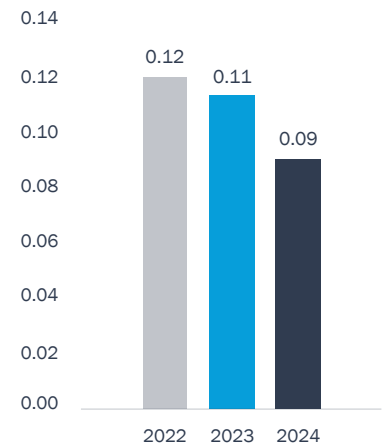
The commitment to protecting water resources is fully integrated into the company's sustainability strategy, ensuring that practices are both environmentally responsible and cost-effective. In the context of its commitment to sustainable management of natural resources, *elin* recorded a 24% reduction of water consumption in 2023, compared to 2022. In 2024 there was a 13% increase in consumption compared to 2023, while still remaining 14% lower than 2022 levels. During the same period, the company's EBITDA increased significantly by 46%, which indicates an improvement in the relationship between consumption of natural resources and economic performance.

In order to capture the most efficient use of the company's natural resources, an environmental efficiency indicator has been used which correlates economic performance (EBITDA) with water resource consumption, expressed in m³/thousand € EBITDA (see relevant table). In 2024 water resource consumption and management was more efficient, as reflected in the 23% drop in this indicator compared to 2023. It is worth noting that the water consumption intensity index (m³/thousand € EBITDA) has been steadily falling over recent years, which tells us that water resources are being rationally managed.

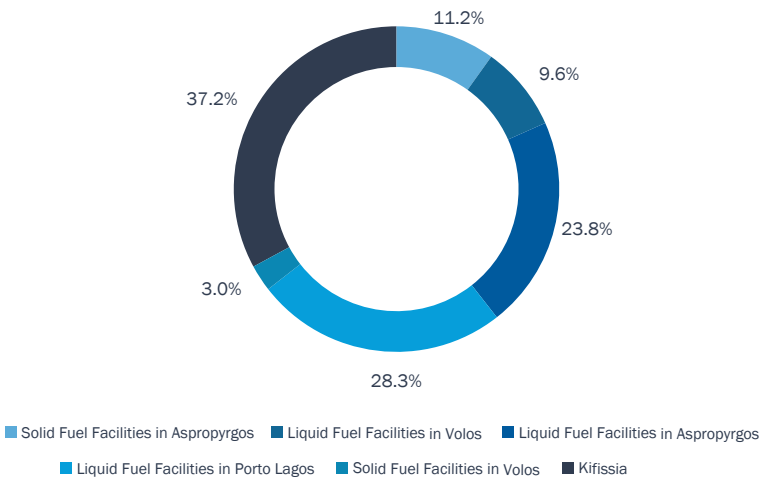
YEAR	WATER CONSUMPTION (m³)	EBITDA (IN THOUSANDS OF €)	m³/ THOUSAND € EBITDA
2022	3,750	31,379	0.12
2023	2,846	25,257	0.11
2024	3,216	35,864	0.09



Total water consumption per year
(m³/thousand €)



% water consumption per facility



Water consumption varies significantly among the different facilities of *elin*. The facility with the highest percentage of water consumption is the offices in Kifissia, which represents 37.2% of total water use.

On the contrary, the facility with the lowest percentage of water consumption is the Solid Fuel unit in Volos, which consumes only 3.0% of total water. The water consumed at the Company's facilities comes from the water supply network. Consequently, after use, it is discharged directly into the sewerage system and thus cannot be re-used or recycled. *elin* Shipping's tankers consumed 3,674 m³ of water.

• Waste management and Circular Economy

The European Green Deal is a framework of initiatives, which aims to set the EU on the path to a green transition, with the ultimate goal of reaching climate neutrality by 2050. The transition to circular economy is a main aspect of this deal, strengthening sustainability and promoting the decoupling of economic growth from resource use, and it will be applied fairly for all EU citizens.

The Group considers the circular economy essential for the path toward sustainable development and prosperity. In this manner, it creates long-term value for the economy, society and the environment, at the same time promoting sustainable practices.

Although pollution and waste management is not one of the material issues of the Group, each year it meets its regulatory obligations relating to the management of hazardous and non-hazardous waste generated. To this end, it takes measures to reduce the quantity of the waste produced to the lowest possible level, implementing best practices in all its business activities.

Due to the nature and materials it manages, the petroleum products sector is governed by a strict framework of environmental terms and conditions which are accompanied by the relevant body of European and national legislation. As a company that focuses on environmental responsibility *elin* has taken targeted steps to safely collect and transport waste, implementing practices that prevent such waste from leaking to the environment or to bodies of water.

Reusing and recycling material across the entire range of its activities is a priority. Any waste which cannot be reused or recycled is disposed through certified management bodies in accordance with the applicable legal requirements.

The total quantity of waste generated by the Group in 2024 was 1,220.12 tons, of which 740.03 tons related to hazardous waste and 481.09 tons of non-hazardous waste. It is worth noting that 92.3% of waste was diverted from disposal for recycling, thereby contributing to the circular economy and reducing the Group's environmental footprint.



740.03 tn
Hazardous waste produced



481.09 tn
Non-hazardous waste diverted for recycling



734.47 tn
Waste for disposal diverted for recycling and recovery

More specifically, of all Group waste, 1,192.15 tons were waste generated by *elin* Shipping; that related to 711.11 tons of hazardous waste and 481.04 tons of non-hazardous waste associates with the activities of its three tank-ers. Of all waste generated by *elin* Shipping, which includes plastics, food waste, edible oils and fats, operational waste and liquid petroleum-based waste, 92.6% was directed for recycling and disposal.

The remaining tons include waste generated by *elin* of which 28.2 tons was hazardous waste and 0.05 tons was non-hazardous waste. Instead of final disposal, a very high percentage (82.7%) of the company's hazardous waste was diverted from disposal for recycling through recovery codes R12 and R13, in accordance with Directive 2008/98/EC, which relate to temporary storage pending treatment operations to render waste suitable for recovery. It should be noted that in 2024 no quantities of waste were recorded for *elin* Techniki.

The waste generated does not include radioactive materials and no quantities were sent for management via land-fill, incineration or composting. Moreover, no liquid waste was disposed of.

Recycling of batteries and electric appliances

In the context of its commitment to sustainable development and environmental protection, the company has assumed an active role in the recycling of batteries and electric appliances. *elin* collects used batteries and electric appliances, ensuring that they are managed in a safe and environmentally responsible manner and contributing to the reduction of waste and the prevention of impact caused on the environment by hazardous waste. It cooperates with certified recyclers, strengthening environmental awareness and promoting a culture of responsibility and sustainability in its daily operation. In 2024 48 kg of batteries and accumulators were collected to be recycled.

Lubricant Waste Management

Since February 2004, ELINOIL has fully complied with all national and EU directives, having great concern for the environment. The Company actively participates in ENDI-ALE's collective alternative management system for waste lubricating oils, which was approved by the (then) Ministry of Environment, Energy and Climate Change, ensuring proper management of lubricant waste. Regenerated lubricants are placed on the market through seven certified regeneration companies, which are responsible for the regeneration procedure. In Greece, recycled lubricants which return to the market cover one third of the total annual consumption, thus contributing significantly to the protection of the environment and the strengthening of circular economy.

The Company has not carried out any financial assessment of the benefits of its participation in this system, but its contribution is important for the national and global goal of sustainable management of natural resources. The use of 2,500,000 metric tonnes (MT) of crude oil is required to produce 25,000 MT of primary base oils. The recycling of lubricating oils reduces the need for primary base oils, contributing to the reduction of consumption of natural resources. ELINOIL was one of the first members of ENDIALE's system, within the framework of which authorised collectors are responsible for collecting and disposing waste in certified units for processing and regeneration.

• Biodiversity

Protecting biodiversity is a firm, non-negotiable priority for *elin*, and this is fully integrated into its environmental management and sustainability strategy. Taking into account the location of the facilities and the transportation of fuel through *elin* Shipping, the possibility of causing damage to the natural environment and biodiversity is constantly evaluated.

Office facilities: The company's administrative facilities are located in an urban setting and have no impact on local flora and fauna.

Industrial facilities: At *elin*'s fuel storage and distribution facilities in the prefectures of Magnesia and Xanthi, intervention to the natural environment is limited exclusively to the boundaries of the company's privately-owned plots. Their operation is governed by fully updated and valid environmental permits, which include special provisions on the protection of biodiversity, in compliance with national and European environmental legislation.

The conservation of biodiversity is a key element of *elin*'s environmental management plan. As part of strengthening its commitment to environmental protection, in 2024 it actively participated in the marine pollution awareness and prevention programme 'No Source of Pollution is Insignificant' which is being implemented in collaboration with Aegean Rebreath and the Blue Municipalities Network. During the first year of the programme, ELINOIL executives, along with representatives of Aegean Rebreath, visited four islands in the Blue Municipalities Network (Santorini, Alonissos, Lefkada, Poros) and collaborated with Port Funds and professional fishermen to raise awareness and exchange knowledge with them about how to prevent marine pollution caused by fuels and lubricants. At the same time, *elin* also donated anti-pollution equipment to each island. The initiative continued in 2024, this time on Paros, Antiparos, Amorgos and Kea. The aim was to convey the message 'No Source of Pollution is Insignificant' to local communities by training 40 fishermen during the course of the year.

elin has implemented all necessary measures to prevent adverse impacts on biodiversity such as:



Identifying, analysing and assessing environmental impacts



Raising awareness among employees in order to cultivate environmental awareness & responsibility



Taking all relevant steps



Carrying out a periodic assessment of all aspects of its performance

Society




• Introduction

The Group's employees are crucial in its efforts. Employees are the embodiment of the principles and values of the Group, as well as the core of its success and business development. In the context of their development and training, the Group organises seminars to improve the knowledge of performance of its employees, whereas it approaches their needs implementing a people-centric philosophy in order to safeguard their health and safety and to establish a modern working environment that protects human rights.

The Group's respect and sense of responsibility towards all social partners has led it to build relationships of trust and maximise the value it contributes to the community as a whole, for 71 consecutive years. It is committed to protecting their interests nsuring timely, reliable, and continuous communication regarding the needs and concerns of local communities. In this manner, it ensures that it receives feedback on its efforts for substantial innovation in its business practices, which have established the company as a leader in the Greek market.


Social Performance of the Group



23
New hires



2,146 hours
Total duration of Training Programmes



0
Recorded work-related injuries



€ 30,500
Total expenditure on training courses



0
Fatal accidents



26
Social initiatives

• Human Rights and Work Management

At the ELINOIL Group, respect for human rights and the creation of a fair, safe and decent working environment are non-negotiable principles. The Group recognises that its employees are not just critical productive capital but key participants in implementing its strategy and achieving its goals. For that reason, it invests in empowering, training and ensuring the well-being of its staff, by constantly developing a work-based, people-centred culture that promotes equality, inclusion and social responsibility.

The Group's approach to human rights protection issues is reflected in the Human Rights Policy that applies across the board to all its activities, its subsidiaries and its supply chain. The Policy is based on recognised international standards such as the UN Guiding Principles on Business and Human Rights, the ILO Core Conventions, the UN Global Compact and the principles of the European Charter of Fundamental Rights, and is also in line with international sustainability practices.

The Policy covers a wide range of issues which include preventing discrimination and harassment, prohibiting forced and child labour, ensuring decent working conditions and supporting work-life balance. It incorporates provisions on zero tolerance of all forms of violence, protection of personal data and promotion of the right to freely join a trade union, recognising the importance of dialogue and collective representation. This Policy is not merely some theoretical tool; it is accompanied by procedures for timely identification, prevention, management and restitution of potential violations.

Furthermore, the Group respects Labour Law and protects in every way Human Rights in the workplace, fully aligning its operation with them.

For 2024, no incidents of child or forced labour, discrimination against members of the LGBTQI community or between different genders or any violation of human rights or sexual harassment in the working environment of the Company and the business activities of its suppliers, have been detected.

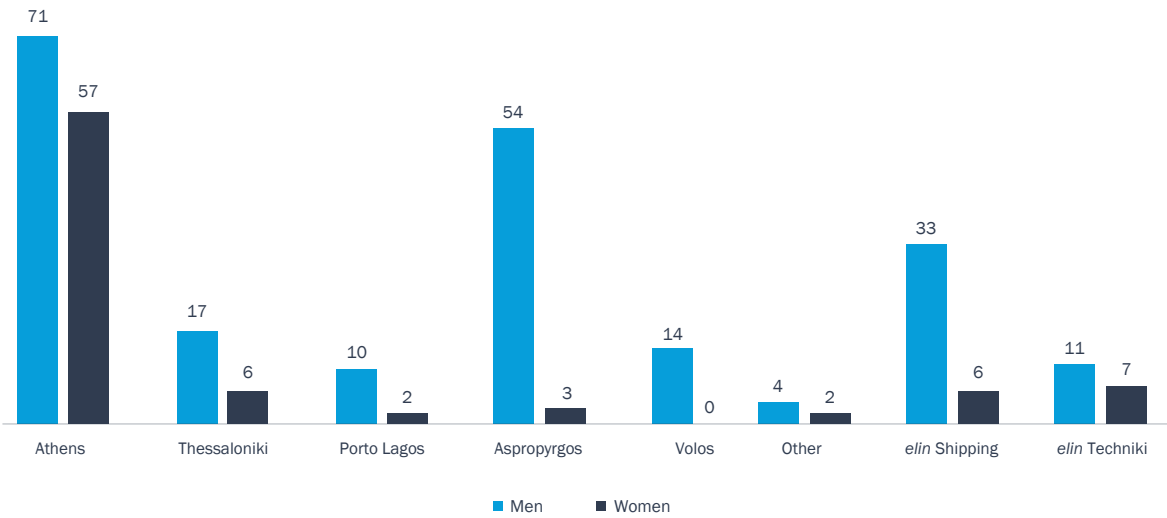
It safeguards the right to trade union freedom and the right of collective bargaining and conclusion of collective labour agreements, as such rights arise under the Greek Constitution, Labour Law, and the Charter of Fundamental Rights of the European Union, and supports their exercise. Up to this day, no violation of these fundamental rights of democracy has been detected.

At the same time, it ensures trade union freedom for its staff as a fundamental and inalienable right and encourages dialogue between employee representatives and its management. It is noted that all employees (100%) are covered by collective labour agreements.

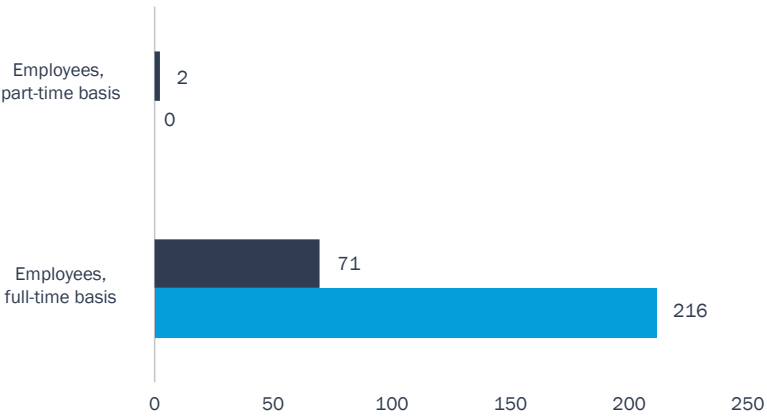
The Group's commitment is not limited to preventing violations. It invests in empowering and informing all employees via mandatory training courses on human rights and work ethics; these courses are updated on a regular basis. In this context, it promotes and encourages employee participation in initiatives relating to health, well-being and risk management, thereby bolstering the sense of responsibility and cooperation at all levels.

Effective implementation of the Human Rights Policy and related procedures is proof of the Group's responsibility and ongoing dedication to creating a working environment that promotes respect, dignity and the long-term prosperity of its people.

Permanent employees per area



Part/Full-time employees



• Diversity and Equal Opportunity

Diversity, equity and inclusion (DEI) are strategic priorities for the Group, which recognises that substantive integration of diverse experiences, perceptions and identities enhances innovation, promotes creativity and makes a decisive contribution to shaping an open, safe and supportive working environment.

To ensure equal opportunities for all members of staff, the Group has developed and implements a coherent framework of policies and procedures covering the entire labour relationship from recruitment and integration, to evaluation, development and rewards. All relevant practices are based on the principle of non-discrimination, irrespective of gender, age, nationality, social or economic status, disability, sexual orientation, gender identity or other personal characteristics.



Respect for Human Rights and Non-Discrimination

The Group has adopted an official Human Rights Policy based on the UN Guiding Principles on Business and Human Rights and the 10 Principles of the Global Compact.

This policy is incorporated into operational practices and governs its relations with employees, associates and social partners.

In this context, procedures have been put in place to ensure that phenomena of child or forced labour, discrimination and harassment are prevented. Compliance is monitored both within the Group and at all points in its supply chain, ensuring the absence of human rights violations. In 2024 no incidents related to such violations or discrimination were recorded.



Freedom of association & institutional dialogue

The Group acknowledges and fully respects the right of employees to join a trade union and engage in trade union activity and collective bargaining, as specified in the Constitution and Greek labour law. Institutionalised dialogue with employee representatives is being actively strengthened and is part of the Group's philosophy of transparency and cooperation.



Mechanisms for Inclusion and addressing harassment

The Group has adopted a Violence and Harassment Policy which includes clear mechanisms for preventing, reporting and managing relevant incidents. Employees can submit complaints anonymously or by name, safe in the knowledge that their details will stay confidential and that they are protected against any form of retaliation.

These procedures are transparent and objective, under the responsibility of authorised persons.

At the same time, open dialogue and employee participation in decision-making are bolstered, creating a working environment where each voice is respected and each individual feels they can make a substantive contribution.



Commitment to local communities

Promoting equality and inclusion also extends to the Group's societal activities. Partnerships with local bodies and targeted societal initiatives promote the participation of vulnerable groups, bolster social cohesion and support the cultural identity of the areas in which it operates.



Training, Development & Organisational Culture

The Group systematically invests in the professional and personal development of all its employees. Training courses cover topics such as: respect for diversity, combating discrimination, inclusive leadership, protection of personal data, and skills relating to fair and safe work.

Participation in training is equal and representative of the line-up of human resources, which strengthens internal cohesion and fosters mutual respect. At the same time, practices are used to support work-life balance, especially in cases of family or other sensitive circumstances.



Gender Equality & Empowerment of Women

In 2024, the Group employed 289 people, 210 of whom were men (73%) and 79 women (27%). This ratio is related to the nature of certain business roles; however, the Group implements targeted policies to bolster its female staffing at all levels, especially in positions of responsibility. Strategies such as equal evaluation and assessment, mentoring and bolstering internal development seek to reduce gender gaps.

The Group monitors and publishes key indicators relating to remuneration policy to ensure transparency and promote equal treatment in the workplace. For the parent company *elin* in the reference year, the average annual remuneration for employees was € 32,661.48 while the annual remuneration for the highest paid person in the company was € 1,100,649.64. The remuneration ratio between the highest and average acceptance is around 33.7.



• Human Capital Development and Employee Training

Human Capital Development

At the ELINOIL Group, employees are living embodiments of the company’s values and have always been at the heart of its operations. That's why it systematically invests in their professional and personal development, seeking to constantly bolster their knowledge, skills and performance.

Data relating to all employees was extracted by counting the fixed data in the HRMS payroll software used by the Group effective on 31.12.2024. This section presents the metrics relating to the characteristics of the Group's employees for the companies: *elin*, *elin* Shipping and *elin* Techniki.

The Group makes an effort to employ both men and women wherever possible, without exclusions. In 2024, 27.33% of employees were women and 72.66% were men.

In 2024 the parent company *elin* further increased its human resource numbers, bringing the number of staff to 239, an increase of 4.8% compared to 2023 (228 people). This reflects the company's steady growth and development. In the context of bolstering diversity and equality, there was an increase in the participation of women in the workforce: the figure rose from 61 women in 2023 (26.8%) to 69 women in 2024 (28.9%). *elin* is strategically investing in forging a working environment that promotes diversity and equal opportunities, recognising the contribution of inclusion to sustainable development and the company's long-term competitiveness.



During the same year, a total of 18 employee departures were recorded, both voluntary and non-voluntary, the majority of which related to men. 55.56% of departures were voluntary while the remaining 44.44% were non-voluntary. In addition, 22.22% of total departures related to employees aged over 50.

In 2024 there was an increase in human resources since 23 new recruitments were made. These recruitments cover the entire age range up to 50 years old and an equal proportion of men and women.



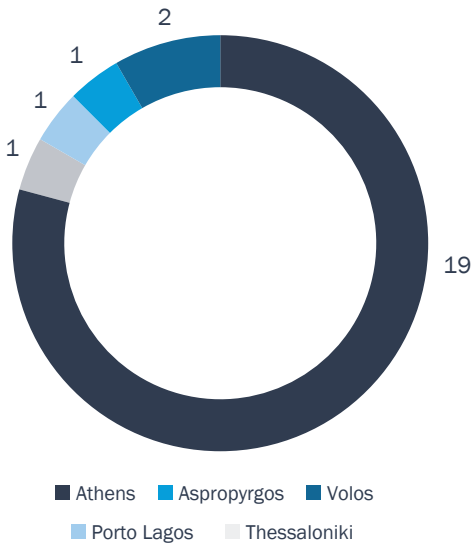
Corporate benefits

The Group offers employees a significant number of additional benefits. Recognising that each employee has different needs at different times in their career, the Group tries to -and has- put in place as flexible a benefit plan as possible to meet the needs of most of them. The Group invests in employee benefits and its objective is not only to maintain them but also to constantly improve them.

The Group may, at its discretion, provide additional benefits to employees which do not derive from the provisions of labour law or collective or individual employment agreements. These benefits are not a contractual obligation and may be amended, revised or abolished at any time, in whole or in part, at the Group's unfettered discretion, without establishing any right or claim of employees for them to continue. In 2024 the parent company *elin* employed a total of 24 people in senior management roles. The allocation of employees at top management level reflects the company's commitment to promoting diversity and gender equality. More specifically, of the 24 persons comprising the senior management staff, 20 were men (83.33%) and 4 were women (16.67%).

In addition, at *elin* Techniki, the line-up of senior management is balanced, with two men and two women holding positions of responsibility. This balanced distribution underlines the company's policy of bolstering female participation in leadership roles, contributing to the development of an inclusive and equal working environment where opportunities for development are accessible to all, irrespective of gender.

No. of senior management positions overall (*elin*)



Employee Training

Aiming to continuously strengthen its position in the Greek energy market, the Group seeks to keep the products and services it offers in line with technological and business developments. In this context, it focuses on bolstering the knowledge and skills of its human resources by making ongoing investments. This approach is designed to boost employee productivity, efficiency and self-confidence by ensuring that they have the necessary knowledge and skills to effectively discharge their duties.

The training courses help employees stay up-to-date with the latest technological developments and trends in the sector, bolstering the Group's flexibility and ability to respond to market changes. Moreover, each year a large part of employees participates in conferences and seminars organised either by external educational bodies or by company executives. These actions seek to develop new skills, provide information about the most recent trends, improve performance and personal development of each executive, while also contributing to overall growth of the Group.

The Group adopts a holistic approach that places the focus on people, attaching importance both to safeguarding health and safety and to creating a modern, fair working environment in which human rights are respected. As part of the ISO 45001:2018-certified Health and Safety Management System, all employees are trained and made aware of risk prevention issues to ensure zero occupational accidents and occupational diseases. Facilities and offices operate in accordance with strict risk identification, evaluation and minimisation standards, ensuring that each employee works in a safe and protected environment.

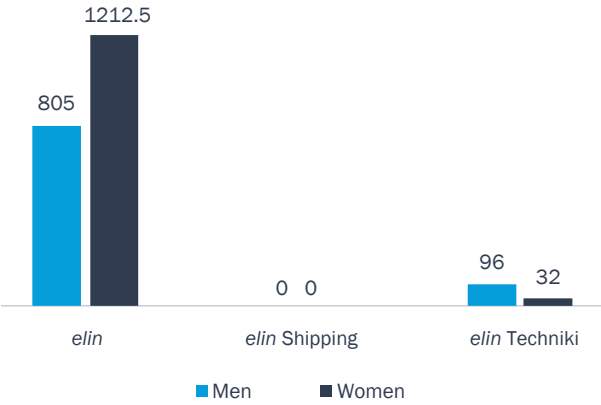
As far as bribery and corruption are concerned, all members of the administrative, supervisory and management teams have attended targeted seminars that help them identify and avoid such practices, and all employees are systematically briefed about the company's zero tolerance policy either in person or via short info-emails.

During the reporting year 2024, a total of 2,145.5 hours of training were provided within the Group. Of those, 1,244.5 hours of training related to women and 901 hours to men respectively.

In addition, at parent company level, the top 10% of executives were given 287 hours of training, providing them with more advanced tools and techniques. In this way, a culture of transparency, honesty and responsibility is continuously nurtured at every point of the company.


Lastly, the parent company's total expenditure for 2024 for training employees amounted to € 30,499.49.

Training hours



 **2,146**
Training hours

 **€ 30,500**
Cost of training

 **7.14**
Average training hours per employee

According to the annual remuneration report for Directors, in the reference year, 51.33% of the total annual remuneration of the CEO corresponded to variable remuneration associated with the achievement of predetermined targets and performance indicators. This structure reflects the company's commitment to providing incentives that enhance operational effectiveness, aligning the reward system with strategic direction, transparency, and the creation of sustainable value.

• Health and Safety of Employees and Consumers

Ensuring a healthy and safe working environment in all ELINOIL Group workspaces has been a long-standing priority for the Group and a commitment towards all its employees. The Group's primary objective is to safeguard occupational health and safety conditions for its employees.

In this context, it has adopted and implements a Health and Safety Policy that seeks to create a safe and healthy working environment that safeguards the well-being of employees and minimises the risks associated with Group activities.

In line with the Health and Safety Policy, the Group complies with the legislative requirements and specifications in ISO 45001:2018, trains staff and raises awareness about health and safety issues by encouraging their participation in risk identification and management, and ensures the necessary resources to implement and constantly improve the Health and Safety Management System. It also informs customers, contractors, suppliers and associates about health and safety issues and raises their awareness about those topics, operates its facilities and offices to protect the health and safety of employees and recognises, evaluates and minimises the relevant risks, seeking to prevent occupational accidents and occupational diseases.

In addition, it promotes employee participation in the process of seeking out effective methods for identifying, evaluating and eliminating occupational risks, adjusts the Occupational Health and Safety Management System whenever there are changes in the organisation, procedures, facilities, staff or equipment, and collaborates with the competent authorities and public bodies to improve the Occupational Health and Safety Management System. It investigates incidents in order to draw conclusions about how to evaluate and improve its own performance, carries out regular inspections and checks in accordance with established procedures and lays down clear, measurable targets for its occupational health and safety system, while constantly evaluating its own performance so as to ensure continuous improvement.

These policies are binding and must be strictly adhered to by all employees, irrespective of position or hierarchical rank, contractors and visitors to the Group's premises, and are part of the wider effort to ensure a working environment which respects and protects the human rights of all its members.

In addition, the Group has implemented training courses aimed at raising awareness about human rights, labour rights and anti-discrimination measures. There is also a transparent complaints procedure which allows employees to express their concerns without fear of retaliation.

100% of the staff at the three companies (*elin*, *elin* Shipping, *elin* Techniki) are covered by a health and safety management system during the reporting year.

Accidents - Incidents



All employees are fully covered by the Health and Safety Management System in line with the ISO 45001:2018 international standard, and no occupational accidents or related losses of working days were recorded in 2024.

In regards to labour rights, during the reporting period, no complaints were submitted by staff via the specified communication channels, and no incidents of discrimination or harassment were recorded which led to fines, sanctions or compensation being imposed. Moreover, there were no serious human rights issues or related incidents associated with the Group's human resources at the said companies.

Lastly, consumer protection is a strategic priority for the Group. Through an integrated framework of quality control, regulatory compliance and responsible information, we ensure the provision of safe and high quality products to end users. Our ongoing efforts focus on risk prevention, protecting consumer health and offering high reliability and safety energy solutions.

The key aspects of our consumer safety policy include:

- Strict fuel quality control
- Compliance with national and European standards
- Consumer information and transparency
- Training and certification of associates
- Complaint Reporting and Handling Mechanisms



Measures to prevent occupational accidents

1 Ensure financial resources and other means available to implement and constantly improve the Occupational Health and Safety Management System;	2 Ensure optimum occupational health and safety conditions achieved using available technical and financial means;	3 Systematically monitor and comply with health and safety legislation;
4 Stay in line with the requirements of the ISO 45001:2018 standard.	5 Set clear, measurable targets and evaluate its performance to ensure continuous improvement;	6 Inform and raise awareness about occupational health and safety issues among customers, contractors, suppliers and associates.
7 Stay in line with the requirements of the ISO 45001:2018 standard.	8 Set clear, measurable targets and evaluate its performance to ensure continuous improvement;	9 Inform and raise awareness about occupational health and safety issues among customers, contractors, suppliers and associates.
10 Carry out regular inspections and checks using an adopted procedure;	11 Be in a state of constant readiness for emergencies at all its facilities;	12 Encourage employee participation in the process of seeking out effective methods to identify, evaluate and eliminate occupational risks;
13 Investigate incidents and draw conclusions to evaluate and improve its occupational health and safety performance.	14 Collaborate with the authorities, competent public bodies and organisations to improve the specific policy;	15 Support prevention, education and training measures;
16 Carry out regular inspections and checks using an adopted procedure;	17 The Occupational Health and Safety Management System is adjusted, always in compliance with the requirements of the standard and the legislation, in cases of change;	

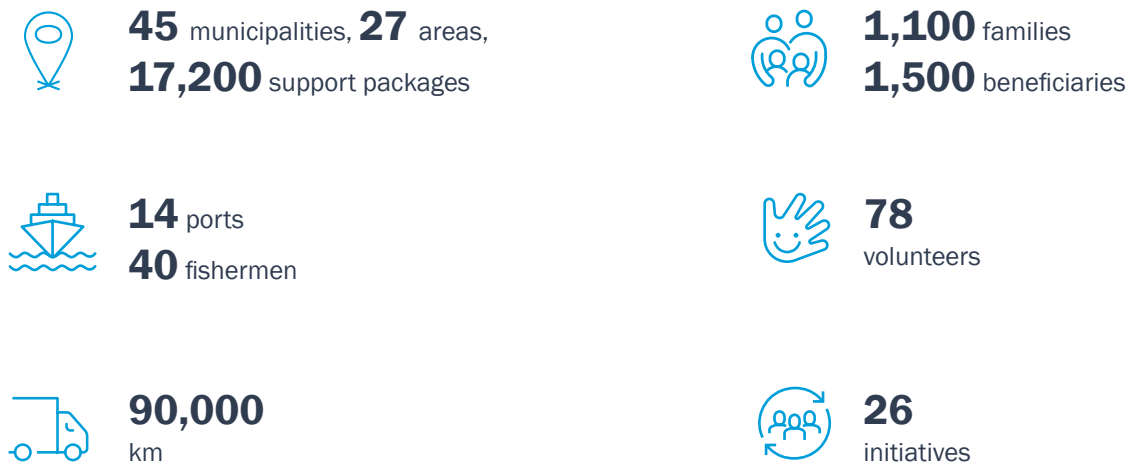
• Corporate Social Responsibility



Through its multi-faceted Corporate Social Responsibility (CSR) programme that goes by the name of "othisi " the Group is actively demonstrating its commitment to defending societal and environmental values.

Guided by its fundamental values, it continues to implement initiatives focused on people, solidarity and the protection of the natural environment, offering substantive support to vulnerable social groups and communities across the country.

Continuing -and deepening- these initiatives is a strategic priority to ensure a positive impact on society as a whole and the natural environment, and to establish the Group as a model of responsible corporate behaviour.



“othisi” to society

Support for social organisations and communities

5 vehicles
90,000+ km
27+ areas
1,100 families / month
17,203+ support packages
10,050+ beneficiaries

The Group actively supports non-profit organisations that engage in humanitarian work such as Humanity Greece, Emfasis Non-Profit and the street magazine Schedia.

HUMANITY•GREECE

Humanity Greece
The Group offers support packages to more than 1,100 families per month, with a total number of beneficiaries exceeding 10,000 people in more than 27 areas. Via its large network of petrol stations, the Group covers the fuel needs of volunteers' vehicles, ensuring immediate and effective transport and assistance throughout the entire Greek state. In total, more than 90,000 km were covered and more than 17,200 support packages were distributed.



Emfasis Non-Profit
The Group takes an active role in supporting society, with the aim of restoring the dignity of individuals experiencing homelessness or precarious living conditions. The Group covers the operating costs of the two Mobile Support Units (MSU), including fuel, parking fees and tolls, contributing to the uninterrupted provision of social support and access to the fundamental rights of these vulnerable groups.





Street magazine "Schedia"
We support the "Protected Post" scheme, that creates safe points of sale for accredited sellers of the magazine, thereby bolstering their ability to increase their income while also promoting their social inclusion.

The "othisi" team of volunteers
At the same time, the Group promotes volunteerism via its own 'othisi' team which is actively involved in various social solidarity initiatives such as preparing meals for vulnerable fellow citizens, participating in blood donations, organising charity bazaars, and collecting and sending basic necessities to affected areas.



"othisi" to the Environment
Protection of marine ecosystems



The Group collaborates closely with Aegean Rebreath to implement innovative initiatives to raise awareness and protect the seas.

Aegean Rebreath - No source of pollution is insignificant
4 islands
2 accident management operations
40 fishermen

The "No source of pollution is insignificant" programme provides training and equipment to fishermen and Port Funds on 4 islands (Paros, Antiparos, Amorgos and Kea) enabling them to manage the marine environment themselves and to actively contribute to pollution prevention.

Aegean Rebreath – Marine Census
14 ports
4 net hoisting operations
28 samples to be analysed

The innovative Marine Census programme seeks to systematically collect and analyse data on marine pollution at 14 ports in Greece using a Remotely Operated Vehicle (RoV). The Group finances and supports operations to lift abandoned nets from reefs and collect samples for lab analysis, providing valuable scientific data to develop specialised protection policies.



“othisi” to sports
Support for sport
promoting national
values

The Group recognises and honours the Olympic spirit by assuming the role of Supporter of the Hellenic Olympic Committee for the 2024 Olympic Games.

More specifically, it actively supported the Olympic Torch Relay in Greece, providing high quality fuel for Hellenic Olympic Committee vehicles along the Olympic Flame route, which covered more than 5,000 km and passed through 43 cities, 41 municipalities, 13 regions and 7 islands.

At the same time, it supported top athletes namely Miltos Tentoglou, who won a gold medal at the Olympic Games in Paris and Stelios Malakopoulos, who excelled at the Paralympic Games.



Governance



• Introduction

The Group’s optimal operation, the legitimate interests of all stakeholders, and transparency in decision-making are ensured by a set of safeguards that establish good and effective Corporate Governance.

This maximises long-term value for all stakeholders and brings about economic, environmental, and social benefits.


Smooth operation is protected by procedures such as the Organisational Chart, the Board of Directors, Committees, and company Policies. These rules ensure that the Group acts ethically, implements the legislation, complies with the regulations and safeguards confidential information.

The milestones in the establishment of Group's Corporate Governance are the separation of ownership and management in 1988 and the parent company’s listing on the Athens Stock Exchange in March 2004, as they formed the basis for planning and implementing the Company's Internal Rules of Operation. It is also important that it complies with the Greek Corporate Governance Code.

Performance of the Company


 **7**
BoD members

 **2**
Committees

 **2**
Independent of BoD members

 **4**
ISO Certifications

 **18**
Policies and Codes

 **0**
Incidents of Corruption

• **Organisation and Management**

Corporate governance means all principles, structures and mechanisms governing management and control of a business, that ensure transparency, accountability and efficient operation. Its aim is to create long-term value for shareholders and to respond to the expectations of all stakeholders, such as employees, customers, suppliers, creditors, the state and the local community.

At the ELINOIL Group, effective implementation of corporate governance principles bolsters the company's sustainability, protects the legitimate interests of all parties involved and ensures that decisions are taken responsibly and transparently. This approach bolsters the company's resilience and achieves positive economic, social and environmental results.

Milestones in establishing and developing corporate governance were the separation of ownership from management in 1988 and the listing of the company on the Athens Exchange in March 2004. These events laid the foundations for the establishment and adoption of the Internal Rules of Operation, a framework document that bolsters organisational cohesion and regulatory compliance. At the same time, it is in line with the Greek Corporate Governance Code, ensuring compliance with best practices.

Problem-free operation is ensured via a structured system of governance that includes the organisational chart, the Board of Directors, individual committees and approved corporate policies. These mechanisms promote business ethics, compliance with the regulatory framework and effective protection of sensitive and confidential information.

Board of Directors

An effective corporate governance system must allow the monitoring of the company's strategic direction and the effective control of executives by the Board of Directors (BoD). ELINOIL's supreme management body is the Board of Directors, which oversees the company's basic operations and determines its strategic course, while also ensuring greater transparency, responsibility and sustainability.

The Board of Directors consists of 7 members: 1 executive member (the Chairman and CEO), 4 non-executive members and 2 independent non-executive members, in accordance with the requirements of Greek law. This line-up ensures pluralism, independence and balanced decision-making. The Chairman of the Board of Directors is an executive member and a Vice Chairman has been appointed who is a non-executive member. Women accounted for 14.29% of members and men for 85.71%. The average age of Board members is 63, while the average term in office corresponds to the duration of their mandate, which is 5 years. The current Board of Directors and its committees were elected by the General Meeting on 7.7.2021 and their term in office expires in 2026.

Members of the Board of Directors are selected based on the Suitability Policy and the Remuneration and Nominations Committee's Charter and come from the business and academic sector, with extensive experience and a high level of know-how. Its line-up ensures professionalism, insight and a combination of multiple perspectives, contributing to effective handling of complex issues.

In addition to the Board of Directors, the company has also set up the following main committees:

- Remuneration & Nomination Committee,
- Audit Committee

The BoD's work is systematically supported by the Risk Management, Regulatory Compliance and Internal Audit Units which assist in complying with regulatory requirements, evaluating risks and bolstering internal procedures.

- Means of ensuring good Corporate Governance**
- Composition and functioning of the Board of Directors
 - Strict control mechanisms
 - Company organisational structure
 - Staff evaluation and pay system
 - Company disclosures policy

The Group has put in place a comprehensive procedure for checking and approving published sustainability information. Indicators are distributed to the competent departments so that information is collected by data owners and checked by specific verifiers. The Sustainability Department is responsible for overall supervision of the process, which ensures the consistency and validity of the data. Training has been provided about how to run the system without problems and the accuracy of information for all executives involved.

Management is fully committed to implementing the Sustainability Policy, ensuring continuous protection of the interests of all its social partners, preserving and showcasing the natural environment and bringing it into line with the UN's 17 Sustainable Development Goals. Management prepares the strategy and sets sustainability goals, monitors implementation of the relevant policies and ensures that executives are constantly briefed and trained on ESG and sustainability issues.

ELINOIL'S Board of Directors

Ioannis Ch. Aligizakis

BoD Chairman & CEO - Executive Member

Konstantinos Politis

BoD Vice-Chairman - Non-executive member

Angelique S. Karnesi

Director - Non-executive member

Ioannis Papaioannou

Director - Non-executive member

Leonidas P. Drollas

Director - Non-executive member

Konstantinos Th. Sarantis

Director - Independent, non-executive

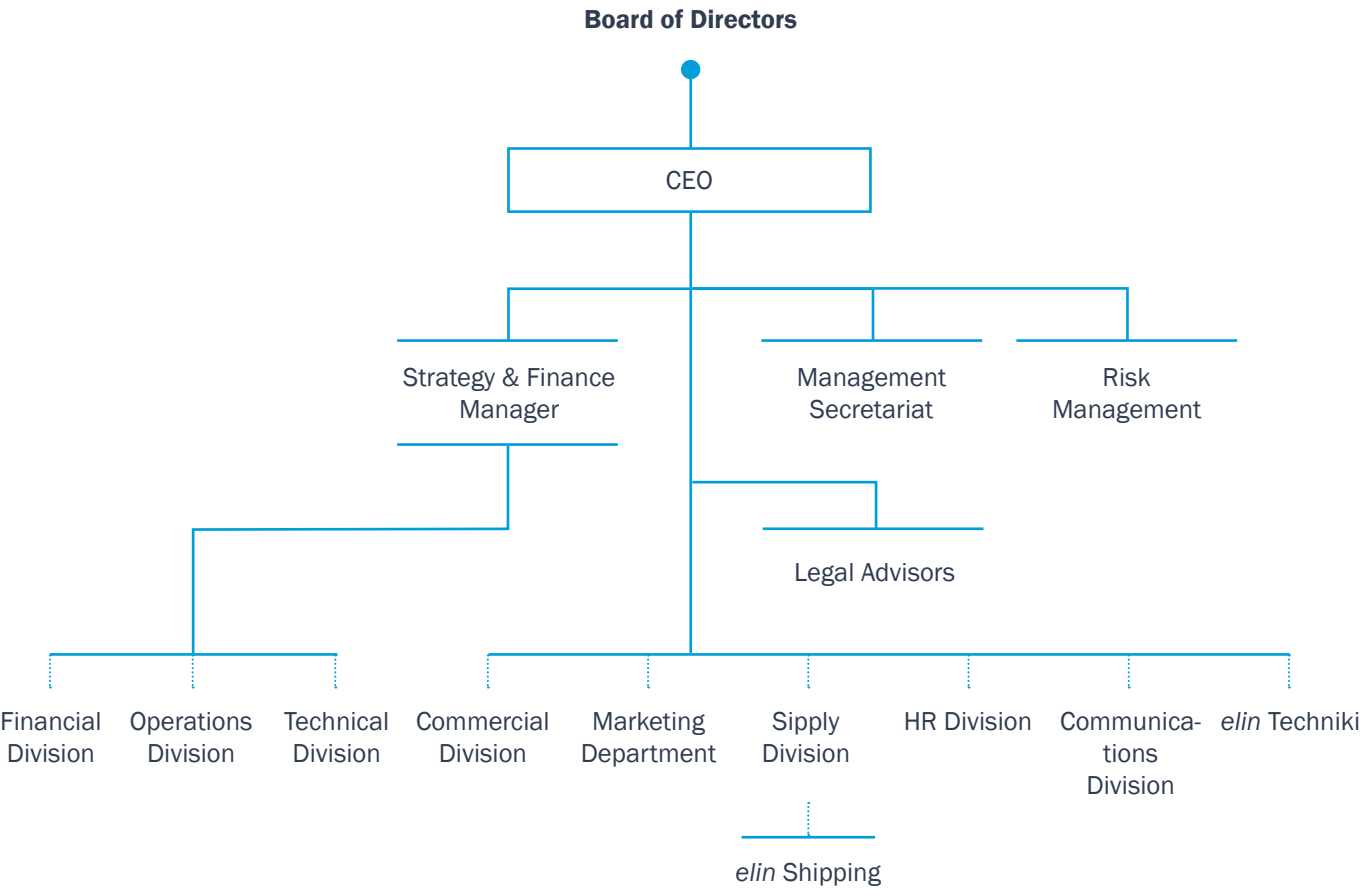
Dimitris Platis

Director - Independent, non-executive member



Organisational Chart

The Group's structure, which is reflected in the organisational chart, is designed in such a way as to separate the responsibilities of the managing executives and ensure better control of the company's activities. Decentralised decision-making against the backdrop of a common strategy enhances effectiveness and efficiency.



Committees

The Group's structure, which is reflected in the organisational chart, is designed in such a way as to separate the responsibilities of the managing executives and ensure better control of the company's activities. Decentralised decision-making against the backdrop of a common strategy enhances effectiveness and efficiency.

Audit Committee

In compliance with the provisions of Law 4449/2017, as amended and in force, *elin* has set up an Audit Committee to support the Board of Directors in its duties. The Audit Committee consists of three members, who are third parties and independent persons, who are not members of the Board of Directors, and its main purpose is to provide support to the Board of Directors by bolstering its supervisory role vis-à-vis shareholders and other stakeholders. It meets at least four times a year and the minutes of meetings are signed by all members.

It plays a key role in the problem-free, transparent operation of the company, exercising substantive powers that bolster sound management and improve stakeholder trust. One of its key duties is to oversee the preparation of the financial statements, ensuring that they accurately reflect the company's financial position. At the same time, it oversees and evaluates the Internal Audit System, examining the effectiveness of controls implemented to prevent and detect errors, omissions or abuses.

In addition, it ensures that the company complies with the applicable regulatory and legal framework, monitoring relevant developments and ensuring that company practices are within the limits laid down by law and the competent authorities. Particular importance is attached to overseeing implementation of the Code of Conduct, promoting a culture of ethics and transparency at all levels of organisational operations. Lastly, the Audit Committee is responsible for evaluating both external and internal auditors, examining the independence, adequacy and quality of their work, in order to ensure that the audit procedures effectively promote accountability and safeguard the company's credibility.

Michail Oratis
Chairman of the Audit Committee

Vasiliki Iliopoulou
Member of the Audit Committee

Evangelos Lampropoulos
Member of the Audit Committee

Remuneration & Nomination Committee

Complying with the provisions of Law 4706/2020, *elin* has set up a Remuneration and Nominations Committee which is a critical institution that makes a substantive contribution to ensuring effective, transparent management of the company. Its role focuses on selecting suitable members for the Board of Directors, making recommendations about the remuneration policy, and evaluating the suitability of members and candidates for management positions. In this context, the main task of the Committee is to identify and select persons who have the necessary qualifications, experience and values to contribute to the strategic and supervisory function of the Board of Directors.

At the same time, the Committee prepares recommendations to the Board of Directors on the Remuneration Policy, ensuring that the remuneration of Board members and senior executives is in line with company strategy, performance and long-term value creation. Lastly, the Committee is charged with evaluating the suitability of both existing and prospective members of the Board of Directors, examining criteria such as independence, integrity, experience and the ability to contribute to the collective operation of the body, with the aim of more effective corporate governance.

The Committee's Charter ensures transparency and effectiveness in pay evaluation and management procedures by promoting responsible corporate governance.

This Committee was elected by the Board of Directors on 7 July 2021 for a five-year term and its composition is as follows:

Dimitrios Sot. Platis
Chairman of the Remuneration & Nomination Committee

Konstantinos Th. Sarantis
Chairman of the Remuneration & Nomination Committee

Leonidas P. Drollas
Member of the Remunerations & Nominations Committee

• Business Ethics & Transparency

At the Group, business ethics is a key principle and strategic priority, embedded in the principles of responsible corporate governance and sustainability. Dedication to ethics, transparency and compliance is reflected in all operations and relations with stakeholders.

The Code of Ethics and Conduct lays down the principles and values governing the conduct of all employees, executives and associates of the Group. Its objective is to ensure honesty, transparency, equality, respect for human rights and to foster stakeholder trust.

It actively combats all forms of corruption, strictly complies with competition rules and encourages socially and politically responsible actions. In addition, it promotes an environment of cooperation, courtesy and dignity, and rejects all forms of intimidation and harassment. Implementation of the Code is mandatory and is accompanied by disciplinary consequences in cases of infringement.

It has adopted clear procedures and tools to support business ethics which include:

- Special Complaint and Report Handling Policy
- Investigation of complaints by specialised independent officers

The Policy and procedures are made public to all employees and associates and training is provided on a regular basis both in person and via electronic communication. These measures cover all departments considered to be at high risk, thereby enhancing a uniform culture of ethics and responsibility.



• Anti-corruption

The ELINOIL Group recognises the critical importance of preventing and combating corruption and bribery, understanding the serious impacts such practices could have on its business integrity, reputation and long-term viability. As part of its commitment to responsible, transparent corporate governance, it has adopted and implements an Anti-Bribery Policy which has been approved by the Board of Directors.

This policy is fully integrated into the system of governance and functions as a key pillar in shaping a culture of ethics, legitimacy and zero tolerance for corruption. The main objectives of the Policy are to prevent, deter and combat bribery, to fully comply with the applicable legal and regulatory framework, and to bolster awareness among all employees and external associates about their obligations and responsibilities.

It has put in place independent, secure reporting mechanisms which allow complaints to be submitted even anonymously, ensuring that whistleblowers are protected and that an objective investigation is ensured. Compliance with the ISO 37001:2016 standard is proof of a systematic approach to dealing with such phenomena.

Training and continuous monitoring are fundamental elements for the success of the Policy. All employees and members of the Board of Directors must participate in relevant training courses and the effectiveness of initiatives must be monitored by systematically collecting data and evaluating performance indicators. Regular evaluations ensure that the Policy is implemented consistently, enhancing transparency and responsibility at all levels of organisational operations.

The anti-bribery policy is complemented by wider quality assurance initiatives such as the “COMMITTED TO QUALITY” programme and by ELINOIL's collaboration with internationally recognised certification bodies such as BUREAU VERITAS and LLOYD'S REGISTER. Thanks to this targeted and holistic approach, the company enhances transparency, responsibility and long-term trust among stakeholders, ensuring integrity in all stages of its operations.

• Policies and Codes

The ELINOIL Group has put in place and implements a coherent, integrated system of policies and regulations which governs critical sectors of its business operations. This system has been designed to improve transparency, ensure accountability and support sustainability at all levels of the Group. These policies apply without exception to all companies in the Group, including subsidiaries, and are based on internationally recognised standards and best practices such as the Organisation for Economic Co-operation and Development (OECD) Principles, the UN Global Compact, and ISO standards.

The policies and standards it adopts, clearly set out the Group's basic operating principles, strategic objectives and commitments in each critical sector, and the procedures and mechanisms to ensure effective implementation and evaluation. Responsibility for overseeing implementation of these policies lies with the Board of Directors, the CEO, established committees and specialised business units.

Although there is no formal public consultation procedure when formulating policies, the Group actively incorporates the views, needs and priorities of stakeholders through systematic dialogue and continuous communication with them. Company policies are fully in line with the requirements of Directive (EU) 2019 and the Taxonomy Regulation (Regulation (EU) 2020/852), making a substantive contribution to environmental protection, social cohesion and responsible corporate governance.

All policies are available to the public via the official website and are subject to regular review to ensure continuous improvement and adaptation to changing regulatory and social requirements. This policy framework is uniform for the entire Group, is based on international standards such as the UN Global Compact, OECD guidelines and ISO standards, and is strictly supervised by the company's senior management and governance bodies.

Policies

- Internal Rules of Operation
- Corporate Governance Code
- Eligibility Policy for Members of BoD
- Remuneration Policy
- Regulatory Compliance Policy
- Code of Conduct
- Anti-Corruption and Bribery Policy
- Environmental Policy
- Quality Policy
- H&S Policy
- Policy against Violence and Harassment
- Human Rights Policy
- Sustainable Development Policy
- Corporate Social Responsibility Policy
- Conflict of Interest Policy
- Reporting and Complaint Management Policy
- Privacy and Personal Data Protection Policy
- Cookies Policy

Incidents of corruption or bribery	0
Bribes/convictions	0
Complaints which led to legal action	0
Contract cancellations or non-renewals	0
Staff trained in transparency issues	100%
Total amount of monetary losses as a result of breaches of business ethics	0

• Innovation and Digital Transformation

The Group acknowledges the need to adopt a digital transformation strategy aiming at modernising its operations, increasing efficiency and enhancing competitiveness.

Digitisation of Operations

- Contract Data Collection**


The Group uses an internal information management system (ERP) which constitutes a central tool for organising and monitoring contracts, certified according to the ISO 9001:2015 standard.
- Digital Management of ESG criteria**

Using the ESGenius! software, the Group managed to digitise data and the ESG indexes in order to implement the Sustainable Development Report and its goals in the best possible manner.

Improvement of Customer Experience

- Digital Service Channels**

The Group offers advanced digital service channels to its customers, such as a website and a mobile application, allowing easy access to information, payment, and other services.
- elin up rewards**



ενιψράβευσον

The Group has developed the application “elin up rewards” to reward its customers with offers. “elin up rewards” is an innovative programme that makes use of the latest developments in mobile technology and offers customers the opportunity to win quality prizes and services simply, easily and safely.

The Group acknowledges that digital transformation is fundamental to ensuring its sustainable development and long-term competitiveness. The adoption of an integrated digital transition strategy is crucial to the promotion of sustainability and innovation of the Group.

Performance

• Value creation and sustainability

The ELINOIL Group places sustainability at the heart of its strategy by systematically taking into account the challenges of energy transition and climate adaptation, while also investing in infrastructure and practices that bolster resilience, efficiency and a positive impact on the environment and society.

The Group's Management team and executives aim for their impact to be measured not solely in financial terms, but also in intangible values such as people, the environment, and nature. As part of its sustainability strategy over recent years, the Group has taken consistent, targeted steps to create real value for all stakeholders and its ecosystem (employees, customers, investors, society and the environment) and to create a comparative advantage over the competition.

ESG Strategy & Sustainability

- The Group implements a holistic ESG strategy which encompasses all horizontal and vertical management and operating structures. With an emphasis on innovation, it invests in infrastructure such as photovoltaic parks, electric vehicle charging facilities, and the use of alternative fuels (LNG, CNG). In 2024 the company has already developed two new RES units to bolster its energy independence, reduce its carbon footprint and provide clean energy for use in its own or associated facilities. These units significantly bolstered green energy's participation in the company's energy mix, in line with European targets for the green transition, and increased its own resilience to the volatile environment in the energy market.
- Its strategy is based on two axes: Improving environmental performance and integrating responsibility into all operations.
- The use of an IT system to collect, manage and strategically capture ESG indicators has improved transparency, accountability within the Group and the development and implementation of a strategy with tangible and measurable indicators. At the same time, its systems ensure organised, reliable monitoring of all data, allowing it to obtain the ISO certifications it needs (9001, 14001, 45001, 26000) to develop a robust, responsible business model.
- The Group's sustainable strategy is not limited to one-dimensional environmental issues, but includes ensuring social cohesion and equal treatment within the company, creating a solid foundation of trust and transparency.

Generating value for stakeholders

The value creation aspect of ELINOIL's strategy per stakeholder is analysed below:

For its customers and associates, *elin* is committed to providing quality fuels and highly reliable services via a range of inspection mechanisms. The *elin* up reward app connects the shopping experience with cutting-edge technology and has received an award for its innovation. At the same time, transparency in quality procedures, ISO certification and the ability to purchase fuels online create an environment of trust and operational convenience.

For investors, the impressive positive financial performance (EBITDA up by 42%) is combined with a clear improvement in ESG performance, such as a 32% reduction in energy intensity and a reduction in CO₂e emissions. Zero instances of corruption and full compliance with the Codes of Conduct bolster credibility and good corporate governance. This creates a strong commitment to long-term profitable growth.

For employees, the 5% increase in staff and the 13% increase in female representation confirm *elin*’s dedication to developing equal opportunities and enhancing skills through training in critical ESG sectors. Moreover, the zero occupational accident rate (LTIR/SR = 0) underlines the strong safety culture.

For the environment, *elin* has achieved a measurable and substantive reduction in the environmental impacts of its operations. Reducing CO₂e emissions by 12.5% has improved its environmental performance, bolstered sustainability, protected it against upcoming regulatory obligations and contributed to its long-term competitiveness and reliability, thereby generating value for all stakeholders and investors in particular.

For society, via social contribution programmes it has supported more than 1,100 families each month and contributed to promoting sport and running charitable organisations.

Major initiatives and measurable indicators (KPIs)

The 'No Source of Pollution is Insignificant' initiative enhanced local social awareness on an additional 4 islands (Paros, Antiparos, Amorgos and Kea) through visits and the training of 40 professional fishermen and 4 port funds. The donation of an underwater robot and collaboration with the Hellenic Centre for Research and Technology for water quality analysis shows ELINOIL's practical contribution to protecting the marine environment.

The *elin* Shipping fleet, which consists of three ships, has environmentally friendly specifications and operates without any recorded pollution incidents.

The “*elin* up rewards programme” app won Best in Omnichannel, Best in Energy and Best Initiative During Crisis awards.

This table summarises how ELINOIL's specific strategies translate into real added value for its stakeholders.

STRATEGY / ACTION	ADDED VALUE
EBITDA up by 42%	Long-term profitability, reliability for investors
32% reduction in energy intensity	Improved competitiveness and sustainability
12.5% reduction in CO ₂ e emissions	Environmental sustainability, reduction of regulatory risks
Quality controls and ISO certification	Ensuring trust and operational convenience
5% more staff	Job creation, support for human capital
13% increase in female employees	Promoting equality, bolstering corporate culture
Zero occupational accidents (LTIR/SR = 0)	Safety at work, risk reduction
“ <i>elin</i> up rewards programme” app	Improved customer experience, innovation, recognition awards
ESG, ethics and security training courses	Improving skills, complying with sustainability and ethical standards
Social support programmes (1,100 families)	Social responsibility, bolstering corporate reputation
"No source of pollution is insignificant” Initiative	Raising awareness among society, bolstering sustainable practices
Donation of underwater robots and collaboration with the Hellenic Centre for Research and Technology	Contributing to the protection of the marine environment, corporate responsibility
Use of ships that meet environmental standards	Reduced environmental risks, improved corporate credibility

Challenges, Opportunities and Commitment

Climate change and the shift in societies towards sustainability create challenges and opportunities for diversification. ELINOIL focuses on improving resilience via the Scope 3 inventory and on evaluating natural and transitional sustainability risks.

At the same time, digital transformation and sustainable innovation are recognised as foundations for the Group's competitiveness. Utilising modern technologies, investing in new RES groups and constantly supporting social groups are key drivers of positive impacts.

ELINOIL's long-term commitment relates to developing a responsible, innovative business model. The aim is to constantly improve, to maintain high standards of corporate responsibility and to prove that sustainability is not just an obligation, but a strategic choice with added but measurable value for all, while also ensuring transparency and accountability.

• Company Performance

The Group continues to place sustainability at the heart of its strategy. In 2024, *elin* stepped up its efforts to protect the environment, make a social contribution and ensure responsible corporate governance.

Environmental Commitment and Innovation

As part of the energy transition, the ELINOIL Group completed construction of photovoltaic parks in Aspropyrgos and Volos, bolstering the production of clean energy and reducing dependence on fossil fuels. At the same time, the company invested in innovative technologies to improve energy efficiency and reduce carbon emissions.

Social Responsibility and Participation

elin continued its collaboration with Aegean Rebreath and the Blue Municipalities Network, implementing the "No source of pollution is insignificant" programme. The programme which was recognized at the Bravo Sustainability Dialogue & Awards 2024 and the Hellenic Responsible Awards focuses on protecting marine ecosystems, via awareness-raising initiatives and the provision of anti-pollution equipment to island communities.

Corporate Governance and Transparency

elin ensures transparency and accountability by publishing detailed reports that reflect its performance on environmental, social and governance issues.

Sustainable Economic Growth

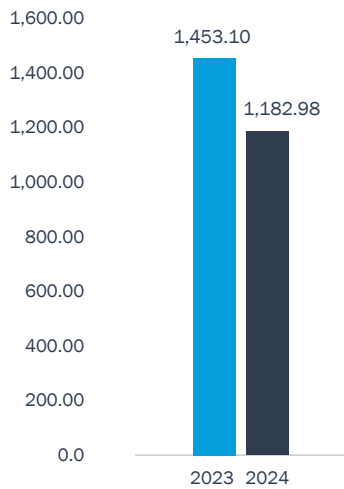
In 2024, *elin* reported an 11% increase in consolidated turnover, reaching € 2,757 million, while EBT stood at € 11.6 million. *elin* continues to invest in projects that combine economic growth with sustainability, such as expanding its network of petrol stations by adding electric vehicle charging points and LNG-CNG facilities. *elin* Shipping has chartered three state-of-the-art tankers, of which APILIOTIS and ZEFYROS have received awards for their environmentally-friendly design, effectively serving the needs of its facilities and its island network.


Ongoing commitment to the future

The company remains committed to creating a sustainable future by incorporating practices that promote environmental protection, social prosperity and responsible governance. Through continuous improvement and innovation, the company seeks to make a positive contribution to the Sustainable Development Goals and to become a model in the energy sector.



Electricity consumption (MWh)



 **18.5%**
reduction of electricity consumption in 2024 compared to 2023

 **21%**
Increase in recruitment in 2024 compared to 2023

New hires (*elin*)



In the reference year, 2024, a total of 2,063.5 hours of training were provided, while total employee training expenditure in 2024 was € 30,499.49.

 **2,146**
Training hours

 **€ 30,500**
Total Expenditure for Training

The following information underlines the Group's financial stability, transparency in its economic activities and its commitment to the responsible management of resources, ensuring long-term sustainability and value for stakeholders.

 **€ 2,757,271,000**
Consolidated Turnover

 **46%**
Increase in EBITDA

 **25%**
Increase in gross profit

• Performance Tables

Non-Financial Performance Indicators (NFPIs) - ELINOIL S.A.

ENVIRONMENT					
INDEX	2024 Value	2023 Value	2022 Value	Unit of Measurement	SDGs
Direct GHG emissions (Scope 1)	901.37	815.25	897.82	tCO ₂ e	13
Indirect GHG emissions (Scope 2)	277.81	532.14	935.69	tCO ₂ e	13
Other Indirect GHG emissions (Scope 3)	N/A	N/A	19,946.13	tCO ₂ e	13
GHG Emission Intensity (Scope 1)	0.33	0.491	0.239	tCO ₂ e / € mil. turnover	13
GHG Emission Intensity (Scope 2)	0.10	0.315	0.249	tCO ₂ e / € mil. turnover	13
GHG Emission Intensity (Scope 3)	N/A	N/A	19,946.13	tCO ₂ e / € mil. turnover	13
Total emissions (Scope 1 &2)	1,179.18	1,347.39	1,833.51	tCO ₂ e	13
Total amount of energy produced	3,690	3,361	N/A	MWh	13
Percentage of energy generated from RES	35.93	N/A	N/A	MWh	13
Total amount of non-hazardous waste	0.05	0.69	22.88	tn	13
Percentage of waste by type of treatment Composted	0	N/A	N/A	tn	13
Percentage of waste by type of treatment Incinerated	0	N/A	N/A	tn	13
Total amount of disposed waste contain- ing polluting substances	0	0	0	m ³	13
Description of the impact of business activities on biodiversity sensitive areas	Page 46	Page 10	Page 6	-	13
Total amount NO _x	0	3,631.2	N/A		13
Total amount SO _x	0	0	N/A		13
Total amount of Volatile Organic Compounds (VOCs)	0	0	<35	g/m ³	13
Total amount of particulate matter	0	0	40.9	kg	13
Electricity consumption at liquid fuel facilities	-	342,290.68	373,668	kWh	13
Electricity consumption at solid fuel facilities	-	779,271	1,015,249	kWh	13
Electricity consumption at office buildings	-	518,396.87	358,494	kWh	13
Total electricity consumption	1,182.28	1,453.10	1,747,411	MWh	13
Total annual water withdrawal	-	2,846	3,750	m ³	14
Total annual water consumption	3,216	2,846	3,750	m ³	14
Percentage of water recycled	0	0	0	m ³	14

SOCIETY

INDEX	2024 Value	2023 Value	2022 Value*	Unit of Measurement	SDGs
Total number of employees	239	228	227	No.	3,8
Female employees	69	61	61	No.	8,10
Percentage of female employees	28.9	26.75	26.87	%	8,10
Female employees in managerial posts	5	5	9	No.	8,10
Percentage of female employees in managerial posts	16.67	22.7	23	%	8,10
Employee Turnover	6.33	5.26	8	%	8
Gender pay gap	20	-	-	%	8,10
Recorded work-related injuries	0	0	0	No.	3,8
Fatal accidents	0	0	0	No.	3,8
Lost time incident rate (LTIR) ¹	0	0	0	%	3,8
Severity rate (SR) ²	0	0	0	%	3,8
Total training hours	2,017.5	2,918	825	No.	4,8,10
Average training hours per employee	8.4	7.81	3.63	No.	4,8,10
Total expenditure on employee training	30,499.49	45,492.16	20,810	€	4,8,10
Total hours of training for men	805	1,240	582	No.	4,8,10
Total hours of training for women	1212.5	1,678	243	No.	4,8,10

¹LTIR: Lost time incident rate (number of safety incidents/incidents with an absence from one full shift per 106 hours worked)
²SR: Severity rate (number of days of absence per 106 working hours)

GOVERNANCE					
INDEX	2024 Value	2023 Value	2022 Value*	Unit of Measurement	SDGs
No. of BoD members	7	7	7	No.	8
No. of female BoD members	1	1	1	No.	8,10
Percentage of women on the BoD	14%	14%	14%	%	8,10
Amount of fines for breaches of business ethics	0	0	0	€	12
Initiatives with a positive ESG impact	YES	YES	YES	YES / NO	8,9,11,12,13
Internal Rules of Operation	YES	YES	YES	YES / NO	8
Corporate Governance Code	YES	YES	YES	YES / NO	8
Directors' Suitability Policy	YES	YES	YES	YES / NO	8
Remuneration Policy	YES	YES	YES	YES / NO	8
Code of Conduct	YES	YES	YES	YES / NO	8
Anti-Corruption and Bribery Policy	YES	YES	YES	YES / NO	8
Environmental Policy	YES	YES	YES	YES / NO	8
Quality Policy	YES	YES	YES	YES / NO	8
H&S Policy	YES	YES	YES	YES / NO	8
Policy against Violence and Harassment	YES	YES	YES	YES / NO	8
Human Rights Policy	YES	YES	YES	YES / NO	8
Sustainable Development Policy	YES	YES	YES	YES / NO	8
Corporate Social Responsibility Policy	YES	YES	YES	YES / NO	8
Privacy and Personal Data Protection Policy	YES	YES	YES	YES / NO	8
COOKIES Policy	YES	YES	YES	YES / NO	8
Quality Management System, according to the standard ISO 9001:2015	YES	YES	YES	YES / NO	9
Environmental Management System, according to the ISO 14001:2015 standard	YES	YES	YES	YES / NO	9
Occupational Health and Safety System, according to the ISO 45001:2018 standard	YES	YES	YES	YES / NO	9
Social Responsibility Management System ISO 26000:2010	YES	YES	YES	YES / NO	9

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