



**SPYROPOULOS S.A.**

# ***ESG – CRS Policy Summary and Key Figures***

***December 2022***



# Message from CEO – Spyropoulos Alexios

*“ As RES professionals we are committed in combining our expertise, our management actions as long as our active ownership with utilizing comprehensive ESG guidelines aligning UN SDGs into our business process. Going forward, we are focused on advancing our capabilities on sustainable growth, making better-informed decisions and effectively improving our business allocation.*

*With our approach to responsible business, we serve the best interests of our clients in delivering high level quality services over the long run while contributing to sustainability.”*



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# About SPYROPOULOS SA

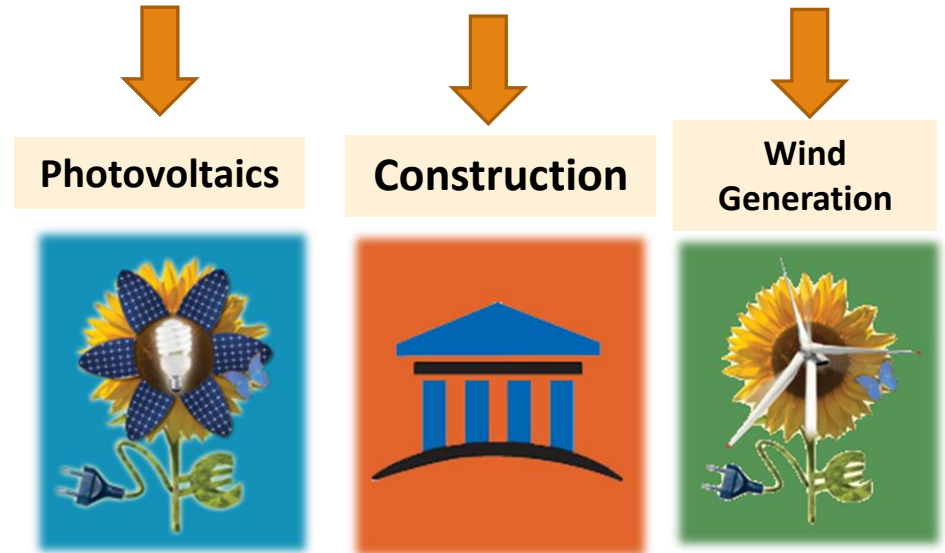
**SPYROPOULOS SA** is a non-listed private owned company, founded in **2004** as a commercial - engineering company that can offer complete turn key solutions in renewable energy installations including all **Development – Engineering – Procurement – Construction** services.

- **RES Sector:** Company is growingly responsible for the electromechanical maintenance over **200 MW plants** as well as for panel cleaning and grass cutting services of over **500MW** while the company has a portfolio of installed and “ready to be connected” PV plants over the years exceeding **200MW**.

- **Building Construction & FM Sector:** The company is also active in the fields of construction, renovations and maintenance of commercial and industrial buildings and also in the field of electro-mechanical installations and maintenance, covering the entire range of works needed to achieve the best sustainable result.



## Business Activity



*The company develops three fields of Business Structure:*

- ✓ **Photovoltaics** (O&M, Developing, EPC projects, Energy Monitoring, Claims)
- ✓ **Construction** (New Building Construction, Renovations, Facility Management, Medium Voltage O&M)
- ✓ **Small Wind Turbines** (Project Development, O&M)

# Our Values

Founded on a mission to create value and provide energy efficient and renewable solutions to the organizations we serve, SPYROPOULOS SA is relentless in the pursuit of a sustainable future while delivering solutions that enable a low carbon future.

Through the environmental impact of our independent energy solutions, our embrace of a diverse workforce with a deep bench of technical expertise, or engagement with our local communities with charitable activities – we have assembled a team of best-in-class industry leaders to execute on every level.

Sustainability has always been at the forefront of our business – from our energy saving customer projects and clean energy generation assets, to workplace green initiatives and giving back to our communities. We are committed to staying ahead of the curve and at the leading edge of innovation taking place in the energy sector.



# ESG Strategies & Principles at SPYROPOULOS SA

**Process - Strategy 1:** We adjust the business universe-projects with reference to value-based screening. We exclude from the business universe those projects, companies or countries which fail to meet, on an absolute or conditional way, our value-based criteria and those that breach international norms standards as defined by UN Guiding Principles of Business and Human Rights and the International Labor Organization Conventions.

**Process - Strategy 2:** We proactively screen for partners-associates in certain business activities and/or leading business practices, on the basis of ESG performance. The objective is to select best ranked partners-associates and disregard those with poor performance. We therefore screen for companies addressing key environmental and social challenges to cooperate with.

**Process - Strategy 3:** We integrate ESG factors to our active ownership to enhance best practices, while strengthen ESG in the local community. We further take account of the ESG characteristics of the company or country to identify ESG risks and opportunities and apply them to our business philosophy.

**Principle 1:** We will incorporate ESG practices into our mid and high level management and decision-making processes

**Principle 2:** We will be active owners and incorporate ESG issues into our ownership policies and practices

**Principle 3:** We will seek appropriate background on ESG issues by the entities in which we cooperate with

**Principle 4:** We will promote acceptance and implementation of ESG practices within our industry

**Principle 5:** We will work together to enhance our effectiveness in implementing the ESG practices

**Principle 6:** We will publish & report our activities and progress towards implementing ESG practices

Environmental (E)	Issues relating to the quality and functioning of the natural environment and natural systems. These include biodiversity loss, greenhouse gas (GHG) emissions, climate change, renewable energy, energy efficiency, water, waste management.
Social (S)	Issues relating to the rights, well-being and interests of people and communities. These include: human rights, labor standards in the supply chain, health & safety, diversity, relations with local communities, consumer protection.
Governance (G)	Issues relating to the governance of companies and other entities. These include: board structure, size, diversity, skills & independence, executive pay, minority shareholder rights, disclosure of information, business ethics and in general issues dealing with the relationship between a company's management, its board, its shareholders and its other stakeholders.





# ESG at SPYROPOULOS SA to align with UN SDGs

In SPYROPOULOS SA we try to align to the UN SDGs which is a collection of **17 interlinked global goals** designed to be the blueprint to achieve a peaceful and prosperous future for people and the planet. They address the global challenges we face, including poverty, inequality, climate change, environmental degradation, peace, and justice.

The SDGs recognize the inherent interdependency amongst ending poverty, improving health and education, reducing inequality, and spurring economic growth – all while tackling climate change and working to preserve our natural systems.

In recognizing the importance of SDGs, SPYROPOULOS SA has linked our material topics to them.

We have prioritized several SDGs that best align to our business and can make a positive impact in the communities around the globe in which we do business. Details can be found on the following slide.



**United  
Nations**










Department of Economic and Social Affairs  
Sustainable Development



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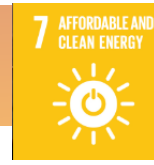


# Material Topic ESG Alignment at SPYROPOULOS SA

UN SDG	SPYROPOULOS SA Topic	Material Subtopic	Type ESG	UN SDG	SPYROPOULOS SA Topic	Material Subtopic	Type ESG
	Management and Board Diversity	Ensure Board and Mid-High level management representation that reflects diversity, equity, and inclusion objectives incorporating assessments of members' qualification as independent, as well as consideration of racial and ethnic diversity, gender, age, skills, other board service, and experience in the context of the needs of the Board	Governance		Food security and nutrition and sustainable agriculture	Ensure and promote actions such as agroenergy practices to enhance sustainable agriculture in the company's business model as well as social farming	Environmental, Social
	Climate Change Action	Take actions to combat climate change and its impacts, establish and maintain corporate ESG practices	Environmental		Ethical Supply Chain	Ensure sustainable consumption and production patterns and enhance resilient, sustainable supply chains	Environmental
	Sustainable operations	Ensure access to affordable, reliable, and sustainable energy for all and use renewable energy, reduces emissions from its operations and overall water consumption and waste production	Environmental		Innovation	Maintain and enhance agility to react to changing environmental, social and business conditions	Environmental, Social, Governance
	Employee Well-Being, Health & Safety	Ensure healthy lives, promote well-being for Spyropoulos SA employees as well as intensive H&S training seminars and conferences	Social		Lifelong learning opportunities	Promote and enhance employees to access lifelong learning opportunities	Social, Governance
	Equal Pay	Uphold labor compensation standards in the workforce, including minimum wage, promote decent payment for interns, provision of benefits and wage non-discrimination	Governance				



# Environmental - Key Examples



➤ **SPYROPOULOS SA** participated in the **Energy Mastering Awards 2019**, awarded with **SILVER** in the category Energy Efficiency Management/Renewable Energy implementation regarding the “**Construction of Net metering PV plant at the METALLOPLASTIKI AGRINIOY ABEE factory**”, as well as in **2022** regarding the 1MW PV project in the context of Greco Islands – Chalki.



➤ **SPYROPOULOS SA** promotes Energy Transition in Renewable Energy by sponsoring and promoting actions related to Green - Clean Energy solution and approaches such as sponsoring and addressing speeches in the 4<sup>th</sup>, 5<sup>th</sup> and 6<sup>th</sup> Energy Symposium in Greece as well as other union related conferences.



➤ **SPYROPOULOS SA** participated in the **Environmental Awards 2016 & 2020** contest and managed to be awarded three times, winning the **SILVER** award in the category of **circular economy (2016)** and **climate change (2020)** and the **BRONZE** award in the category of **sustainable development (2016)** in conjunction with the reduction of energy consumption, achieved by renovations of facilities and the creation of the technical branch network.





# Environmental Sustainability - Key Examples



➤ **SPYROPOULOS SA** enhances and supports low carbon footprint policies and actions by implementing in its head offices Renewable Energy production using Photovoltaic for Self consumption, battery recycling, as well incorporating best industry practices in reducing water consumption in PV cleaning, relamping with LED lights, reducing gasoline & petrol consumption.

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➤ Self consumption of electrical energy utilizing Photovoltaic in SPYROPOULOS SA premises while investing in PV Recycling Plant in nearby premises to operate in 2024



➤ Battery Recycling in all SPYROPOULOS SA premises

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➤ Utilizing battery driven grass cutting machinery vehicles instead of man-used gasoline & petrol traditional equipment

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➤ LED lighting Renovations

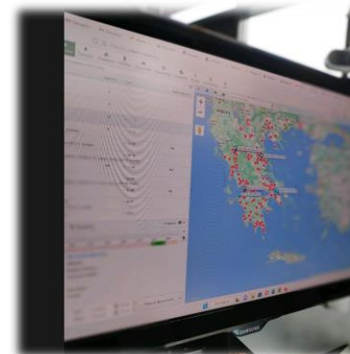
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➤ Promoting industry best practices to reduce water consumption by 20% in panel cleaning operations



➤ Promoting client & industries to utilize PV for self consumption



➤ Target to reduce gasoline & petrol consumption by monitoring via "Cosmote Fleet" digital management application

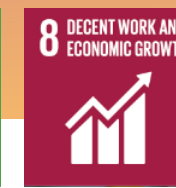
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➤ Target to electrical vehicle penetration in business activity scheme



# Social Responsibility - Key Examples



➤ **SPYROPOULOS SA** participated also in the **Health and Safety Awards 2021**, awarded with **BRONZE SILVER** regarding the “Holistic approach and operational actions regarding Covid-19”.



➤ **SPYROPOULOS SA** encourages employees to participate in holistic approach H&S seminar regarding electrical installations prepared by the Institute of Industrial and Business Education & Training (IVEPE) which is a non-profit educational organization, founded in 1980 by a group of big Greek industries, following an initiative of the Hellenic Federation of Enterprises and Industries (SEV), with the purpose of providing vocational training and further education to employees and unemployed. It constitutes the educational branch of SEV in the domain of Lifelong Learning and Training.



➤ **SPYROPOULOS SA** is active in supporting employee bonding by promoting social farming & giveaway to poor families as well as promoting operational actions in PV installations for «Agroenergy» purposes.



➤ Social Farming in SPYROPOULOS SA premises



➤ PV installations for Agroenergy purposes – greenhouses and PV use for water-well irrigation





# Social Responsibility - Key Examples



- **SPYROPOULOS SA** is active in supporting local communities with charities-donations in the fields of Culture, Sport, local Police, Orphanages, Institutions that support abused children, Employee bonding participating in Ecofest corporate games, Music festival sponsorns



Η ΣΠΥΡΟΠΟΥΛΟΣ ΑΕ αναδείχθηκε  
κυπελλούχος του Τουρνουά EcoFest  
2021 3on3 Basketball Tournament

- Corporate Games enhancing employee well-being while supporting Eco-Friendly practices



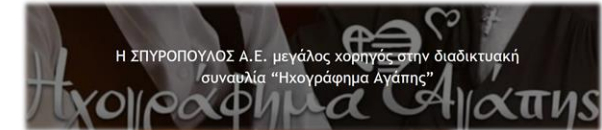
- Donation of Bed Matrices to Skargiopoulio Orphanage



- Donation of Drone to local Police Department



- Donation to Local Sport Clubs (Basketball & Football)



- Music festival sponsor



- Sponsoring to non-profit local theatrical groups



- Sponsoring to non-profit local Patras Carnival custom



- Donation to Support "The Smile of the Child" which implements effective and direct actions for preventing and addressing particular phenomena that threaten children

# Sustainable Governance - Key Examples



➤ **SPYROPOULOS SA** is implementing Gender Equality in Board Members as well as Mid-High level Management positions. As far as member Boards is concerned 50% are of women gender and 50% male gender while target is as company is growing women representation not to fall below 40% in Board but also in high-level management.



➤ **SPYROPOULOS SA** strongly support equality amongst payroll remuneration between all genders. All SPYROPOULOS SA employees of the same management position don't suffer any economic gender discrimination.

➤ As far as women participation in company is concerned 20% of total employees are of women Gender, while targeting to increase to at least 35% in total and in field operation 20% until 2025.

**Currently Gender structure:**

Total Company		Office		Office & Engineers		Field Operations	
male	80%	male	53%	male	65%	male	96%
female	20%	female	47%	female	35%	female	4%



➤ **SPYROPOULOS SA** strongly promotes continuous education and lifelong learning implementation on the employees as well as enhancing actions of educational expertise fostering seminar attendance and postgraduate schemes amongst employees. Target is every year 10% of employees to participate in lifelong learning options.



# SPYROPOULOS SA 2022-2025 Commitments

## Environmental

Achieve reduction in carbon emissions from SPYROPOULOS SA operations by 2025 to 40%.

### In Progress

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Reducing greenhouse gas emissions in its premises by 50% by self consumption and power production by photovoltaic applications, while reducing energy consumption. following Achieve net zero carbon emissions from SPYROPOULOS SA operations by 2024.

### Achieved

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Embark on a challenge to reduce our customers carbon footprint by 30% until 2025

### In Progress

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Reduce water usage by 30% on SPYROPOULOS SA operations by 2025

### In Progress

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Drive Employee engagement in environmentally-focused initiatives every year.

### Achieved

## Social

Increase the diversity of SPYROPOULOS SA workforce.

### In Progress

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Establish a baseline H&S of training hours per employee, report and evaluate key training initiatives over the next five years.

### In Progress

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Double annually charities & donations to local communities promoting social well-being.

### Achieved

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Participating every year to social actions and relevant corporate awards.

### Achieved

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Develop a quantitative mechanism to donate equipment to projects and areas impacted by natural disasters.

### In Progress

## Governance

Target zero accidents and injuries across all worksites and offices and maintain a safe and healthy work environment for employees, customers and the public..

### In Progress

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Increase the presence of women representation more than 40% in Office and administrative positions as long as 20% in field positions, while aiming to 40% in total workforce by 2025.

### In Progress

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Increase diversity of Board members

### Achieved

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Implement continuous cybersecurity behavior and process training for all employees.

### In Progress

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