



**SPANOS**

BUILDING ON TRUST

# Sustainability Report

2024-2025

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## 1



# Introduction & Company Information

## 1.1 Company Identity

Spanos Group, headquartered in Sindos, Thessaloniki, operates dynamically in the field of providing integrated solutions for the construction, infrastructure, and energy sectors. The company manufactures its own products and represents leading international brands of equipment and technology. Combining many years of experience, technical expertise, and continuous adaptation to market needs, the company offers products and services distinguished by

reliability, safety, and environmental efficiency. Today, Spanos Group stands as one of the most recognised partners in the fields of construction machinery, recycling equipment, energy technologies, and infrastructure systems, consistently promoting green and innovative solutions that drive the sustainable development of the industry.

## 1.2 Organisational Structure and Human Resources

The company employs **18 full-time staff**, including **14 men and 4 women**, distributed across departments of management, accounting, technical support, sales, and engineering.

Spanos Group's human capital is a key pillar of its success, supported by policies that emphasize professional development, continuous training, and workplace safety.

The organizational structure is based on a clear allocation of roles and responsibilities, with senior management ensuring transparency, accountability, and inclusive participation in decision-making processes.

The management team includes senior executives with specialised expertise in technical, commercial, and environmental fields, as well as a designated **ESG / Sustainability Officer**, responsible for developing and monitoring the company's sustainability strategy.

### 1.3 Facilities and Infrastructure

The company's facilities are located in Sindos, Thessaloniki, with a total area of 2,100 m<sup>2</sup>, comprising:

- **Office areas** (600 m<sup>2</sup>) with modern equipment and dedicated training spaces,
- **Production and technical areas** (1,500 m<sup>2</sup>) for maintenance, servicing, and technical operations.

Spanos Group is equipped with state-of-the-art mechanical systems (overhead cranes, welding systems, lifting and material handling equipment), in full compliance with all safety and quality standards.

The premises operate with energy-efficient **LED lighting** and **energy-saving systems**, contributing to the reduction of the company's environmental footprint. The mission of Spanos Group is to provide innovative, reliable, and sustainable technological solutions that

### 1.4 Vision – Mission – Values

enhance productivity, energy efficiency, and environmental responsibility in the construction and industrial sectors.

The company's vision is to become a model of sustainable business growth in the Greek and European markets, offering products and services that integrate technology, safety, and ecological innovation.

The values guiding every company activity are:

- Integrity and transparency,
- Respect for the environment and people,
- Innovation and technical excellence,
- Continuous improvement and collaboration,
- Social responsibility and corporate ethics.

### 1.5 Management Statement on Sustainability

*Spanos Group is committed to operating according to the principles of sustainable development, integrating environmental, social, and ethical criteria into every aspect of its operations.*

*Through continuous training, investment in green technologies, and transparent corporate governance, the company aims to create long-term value for its customers, employees, and society.*

Sustainability is a fundamental strategic priority and a driving force for the company's growth.

**Christos Spanos**

Sustainability Officer

**Spanos Group I.K.E.**

Thessaloniki, October 2025

# 2



## Sustainability Strategy

### 2.1 Integration of Sustainability into the Company Strategy

Spanos Group perceives sustainability not as an obligation, but as an integral component of its business strategy and corporate identity.

The company recognises that its future growth and competitiveness depend on the systematic incorporation of environmental, social, and ethical values (ESG) at every operational level.

Management's objective is to achieve full alignment with European sustainability standards, specifically following the Global Reporting Initiative (GRI) framework, which is also used by ICAP CRIF and Synesgy for corporate ESG assessments.

Spanos Group has already initiated the process of developing its ESG strategy in accordance with the principles of the GRI and the EU Taxonomy.

### 2.2 Key Strategic Sustainability Objectives

The company has defined the following **strategic sustainability pillars** for the period 2024–2026, corresponding to the **Environment – Social – Governance (ESG)** dimensions:

#### Environment (Environmental)

- Continuous reduction of energy consumption through equipment upgrades and the use of energy-efficient technologies (LED lighting, inverters, hybrid vehicles).
- Enhancement of recycling and utilisation of production residues (100% recyclable metal scrap).
- Gradual preparation for ISO 14001 certification and carbon footprint assessment.

#### Society (Social)

- Ongoing employee education and professional development through specialised training in technical skills, safety, and ESG awareness.

- Strengthening employee engagement and promoting a culture of respect, collaboration, and equal opportunities.
- Empowerment of the local community through donations, support of student initiatives, and knowledge sharing in educational and environmental projects.

#### Governance (Governance)

- Establishment of a **Code of Ethics** and Conduct, published on the company's website, serving as the framework for behavior and responsibility for all partners.
- Ensuring transparency and accountability in decision-making and business risk management.
- Implementation of internal **ESG monitoring procedures** and annual update of the **Sustainability Report**.

## 2.3 Alignment with the United Nations Sustainable Development Goals (SDGs)

Spanos Group's sustainability strategy is aligned with the **United Nations Sustainable Development Goals (SDGs)**, focusing particularly on the following objectives:

Goal (SDG)	Description & Link to Spanos Group
<b>SDG 7 – Affordable and Clean Energy</b>	Promotion of energy-efficient machinery and hybrid vehicles.
<b>SDG 8 – Decent Work and Economic Growth</b>	Creation of stable employment, training, and occupational safety.
<b>SDG 9 – Industry, Innovation and Infrastructure</b>	Development of technologies for green infrastructure and innovative industrial applications.
<b>SDG 12 – Responsible Consumption and Production</b>	Waste management and raw material recycling.
<b>SDG 13 – Climate Action</b>	Implementation of initiatives to reduce emissions and the company's energy footprint.

## 2.4 Holistic ESG Approach

Spanos Group adopts a holistic ESG approach, in which every business decision considers its impact on the environment, society, and governance.

Management prioritizes the creation of an integrated ESG reporting system, combining data from all departments to ensure measurable results and continuous improvement.

## 3



# Economic Sustainability

## 3.1 Financial Performance and Resilience

Spanos Group continues its growth trajectory with stable financial performance, despite the challenges affecting both the domestic and international economic environment.

For the fiscal year 2024, turnover reached **€8,910,845**, showing positive progress compared to previous years. This growth resulted from increased sales of green and innovative technologies, as well as from strengthened partnerships in infrastructure and energy projects. The company maintains a sound financial base and

strong liquidity, enabling it to plan mid-term investments without relying on high levels of external borrowing.

Its strategy focuses on ensuring sustainable growth by maintaining a balance between financial results and socio-environmental performance.

## 3.2 Risk and Opportunity Management

Spanos Group implements systematic processes for monitoring, assessing, and managing risks that may impact its operations, personnel, or the environment. The main categories of risks reviewed annually include:

- **Operational risks**, such as supply delays, equipment malfunctions, or fluctuations in raw material costs.
- **Environmental risks**, such as increases in energy costs, natural events, or changes in compliance requirements.
- **Market and liquidity risks**, mitigated through client diversification and stable partnerships with reliable suppliers and manufacturers.

- **Social and organisational risks**, related to employee safety and well-being, addressed through continuous training and communication.

At the same time, the company recognises opportunities arising from the transition to green technologies and consistently invests in sectors with **a low environmental footprint and high technological added value**.

### 3.3 Investment in Sustainable Technologies and R&D

Spanos Group allocates a significant portion of its capital expenditure to technologies that enhance **energy efficiency and environmental responsibility**.

In recent years, the company has undertaken the following initiatives:

- Development and promotion of new green products and technologies that contribute to emission reduction and raw material recycling.
- Upgrade of the vehicle fleet with hybrid models, reducing CO<sub>2</sub> emissions and fuel consumption.
- Investment in energy-efficient equipment for company facilities (LED lighting, energy-saving systems).

- Training of executives and engineers on sustainable development, ESG reporting, and energy performance management.
- Design of a **photovoltaic system** to partially cover the company's energy needs in the medium term.

In 2024, approximately **70% of capital expenditure (CAPEX)** was related to activities falling under the **EU Taxonomy** objectives, reflecting the company's strategic commitment to direct its investments towards **green and sustainable infrastructure**.

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### 3.4 Financial Governance and Transparency

The company applies transparent accounting and financial procedures in line with applicable national and European standards.

Financial performance is monitored on a regular basis to ensure sustainability, stability, and responsible growth.

In addition, Spanos Group is gradually integrating ESG financial indicators (KPIs) — such as the percentage of green investments and Taxonomy-related turnover — to provide a comprehensive depiction of the company's financial resilience and sustainable business model.

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### 3.5 Economic Growth Outlook

Spanos Group anticipates a steady growth trajectory over the coming years, prioritising the expansion of green product lines and its presence in the European market.

The main development priorities for the 2025–2027 period include:

- Expanding partnerships with international manufacturers of green technologies,
- Developing new technical support and training services,
- Advancing new systems for digitalisation and energy consumption monitoring,
- Further improving ESG performance indicators and strengthening social initiatives.

## 4



# Environmental Sustainability

## 4.1 Environmental Policy and Approach

Spanos Group operates with respect for the environment and has adopted a proactive and comprehensive environmental approach across all stages of its business activities.

The company recognises that environmental protection is a key factor in sustainable development and systematically invests in technologies and processes that reduce its ecological footprint.

Its environmental policy is based on the following pillars:

- Reduction of energy consumption and greenhouse gas emissions,

- Rational use of natural resources and responsible waste management, prioritising recycling,
- Promotion of green products and low-emission equipment,
- Continuous training of employees and partners in environmental responsibility,
- Full compliance with national and European environmental legislation.

Spanos Group aims to develop an **ISO 14001 Environmental Management System** in the near future, strengthening the systematic monitoring of its environmental performance.

## 4.2 Energy Consumption and Efficiency

The company operates in facilities with a total area of 2,100 m<sup>2</sup> (600 m<sup>2</sup> offices and 1,500 m<sup>2</sup> technical area), equipped with cranes, workshop tools, and maintenance machinery.

Annual electricity consumption is estimated at 75,000–80,000 kWh, considering a five-day working week and mixed office–production usage.

Spanos Group implements several energy efficiency practices, including:

- Extensive use of LED lighting throughout all areas,
- Regular maintenance of equipment to prevent energy losses,
- Staff training on the rational use of electricity.
- In addition, the company's fleet includes:

- **4 hybrid corporate vehicles** with an average consumption of 6 litres/100 km, and
- **1 light-duty truck** with annual mileage of approximately 15,000 km,

corresponding to annual emissions of approximately **10–12 tonnes of CO<sub>2</sub>**, a remarkably low amount given the company's size and activity.

The company is also considering the **future installation of a photovoltaic system** for self-generation of electricity, aiming to reduce total emissions by at least 20% **within the next three years**.

## 4.3 Water Management

Water use is limited to sanitary and cleaning purposes, with no industrial consumption.

Annual consumption is estimated at 250–300 m<sup>3</sup>, and there is no discharge of hazardous liquid waste.

The company applies water-saving measures such as regular leakage inspections and limiting outdoor cleaning activities, while also exploring the possibility of **rainwater collection** for technical use in the future.

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## 4.4 Waste Management and Recycling

Spanos Group operates a **waste management system** that promotes recycling and material reuse.

Metal residues from production are collected and delivered to **licensed recycling entities**, while non-recyclable waste accounts for less than 10% of the total volume.

The company is looking to source raw materials (metals, mechanical parts, and components) with **40–50% recycled content**, prioritising suppliers certified with recognised environmental standards.

All products and components traded by the company are **over 90% recyclable**, as they are composed almost entirely of metallic parts, significantly reducing the environmental footprint at the end of their life cycle.

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## 4.5 Pollutants and Emissions

The company does not release polluting or hazardous chemical substances into the environment.

Small quantities of technical materials (lubricants, cleaning agents) are handled by **licensed hazardous waste management companies**, in accordance with safe storage and disposal regulations.

Spanos Group monitors annual fuel and electricity consumption, with the goal of conducting more accurate **Scope 1 and Scope 2 emissions calculations** in the next stage of its ESG maturity.

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## 4.6 Insurance and Protection of Natural Resources

The company's facilities are covered by an **insurance policy** that includes protection against natural hazards (earthquakes, fire, flood, extreme weather phenomena). Spanos Group does not operate in protected or en-

vironmentally sensitive areas (e.g., Natura 2000) and complies fully with all required prevention and safety measures.

## 4.7 Continuous Improvement and Future Targets

As part of its environmental strategy, Spanos Group has set the following objectives for the 2025–2027 period:

- Reduce energy consumption by **15% per unit of output**,
- Reduce CO<sub>2</sub> emissions by **20%** through hybrid fleet operations and photovoltaic generation,
- Achieve at least **95% recycling of solid waste**,
- Integrate **ISO 14001** processes and an environmental performance measurement system,
- Raise awareness among employees and partners through educational programs.

Commitment to environmental responsibility is a **strategic advantage** and core value for Spanos Group, enhancing its reputation as a **responsible and innovative partner** in the field of green technologies.

# 5



## Social Sustainability

### 5.1 Approach to Social Responsibility

Spanos Group considers its human capital the most important factor in its success.

Its social strategy is founded on decent work, safety, continuous development, and equal treatment of all employees.

The company strives to create a safe, collaborative, and merit-based work environment that promotes learning, flexibility, and professional advancement.

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### 5.2 Human Resources and Equality

In 2024, the company employed **18 full-time employees**, including **14 men and 4 women**.

All employees hold permanent employment contracts, reflecting Spanos Group's commitment to stability, reliability, and social security.

The company does not apply any discrimination based on gender, age, religion, nationality, or sexual orientation. Recruitment and selection are based solely on qualifications, experience, and professional conduct.

The **Equal Opportunities and Human Rights Policy** is embedded in the **Code of Ethics**, published on the company's website, further enhancing transparency and accountability in employment relations.

## 5.3 Occupational Health and Safety

Spanos Group implements a system for the prevention and control of occupational risks, focusing on ensuring a completely safe working environment.

The company employs a **Safety Technician**, while the appointment of an occupational physician is not required by law due to the company's size and field of activity.

During **2024**, **no occupational accidents** were recorded. Management conducts regular safety inspections and training seminars covering the proper use of equipment, compliance with **Health & Safety at Work (H&S)** regulations, and accident prevention.

Indicative safety measures include:

- Periodic inspection of machinery and electrical installations,
- Use of **Personal Protective Equipment (PPE)** by all technicians,
- Training in **first aid and fire safety**,
- Annual inspection of fire extinguishers and firefighting equipment.

## 5.4 Employee Training and Development

Training is a fundamental priority for Spanos Group. In **2024**, the following training programmes were implemented:

- **Health and safety training** for all employees (approx. 2 hours per person annually).
- **Specialised technical training** for engineers and technicians, provided by international equipment manufacturers, focusing on troubleshooting, servicing, and after-sales support.
- **Accounting and administration training** on ERP and financial tools (approx. 15 hours per person annually).

- **ESG and ISO certification training** for the Sustainability Officer, who completed the programme as a Certified Sustainability Officer.
- **Internal briefings** on quality, health, safety, and corporate values (approx. 2 hours per employee annually).
- **Internal Trainings** per department (approx. 20 hours, approx. 5 employees).

In total, training hours in 2024 exceeded **450 hours**, confirming the company's commitment to continuous learning and professional growth.

## 5.5 Social Contribution and Corporate Social Responsibility (CSR)

Spanos Group actively strengthens its relationship with society through initiatives that promote education, innovation, and sustainable development.

Indicative actions include:

- Participation in conferences and seminars, sharing expertise on green technologies and sustainable solutions.
- Donations and sponsorships to student programmes, NGOs, and local community initiatives.
- Voluntary support to technical educational institu-

- tions, providing consulting and equipment.
- Promotion of environmental awareness among staff and partners.

The company plans to formalise **Corporate Social Responsibility (CSR)** as a permanent pillar of its ESG strategy, with annual social action planning and collaborations with local stakeholders.

## 5.6 Work Environment and Employee Motivation

Spanos Group cultivates a positive work environment that encourages participation, engagement, and teamwork. The company provides **performance-based bonuses, corporate transport, flexible working hours** when needed, and **corporate events or gifts** for holidays and special occasions.

Management encourages open communication and feedback from employees, fostering collaboration and trust at all organisational levels.

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## 5.7 Future Social Sustainability Goals

For the 2025–2027 period, the company has set the following objectives:

- Establish an **internal training program** for new employees,
- Achieve **ISO 45001 certification** on Health & Safety management,

- Institutionalize an **annual social action initiative** with local or educational organizations,
- Ensure **gender-balanced representation** in managerial positions,
- Conduct **annual employee satisfaction surveys** to enhance workplace well-being.

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Social responsibility is an integral part of Spanos Group's corporate culture and a key factor that differentiates it in the market.

The company invests in its people, in knowledge, and in society — promoting sustainable development with respect and accountability.

# 6



## Governance & Ethics

### 6.1 Corporate Governance and Management Structure

Spanos Group maintains a clear organisational structure with well-defined lines of responsibility, accountability, and decision-making.

Management is exercised by the **Board of Directors** and the **Managing Director**, who oversee corporate strategy, financial stability, and compliance with the regulatory framework.

The company's operations are based on the principles of:

- Transparency and accountability,
- Integrity and professionalism,
- Responsible business conduct,
- Continuous improvement and effective communication.

The governance structure includes distinct departments (Commercial, Technical, Engineering, Accounting), which operate within a unified strategic framework and shared corporate values.

### 6.2 Corporate Governance Policies and Procedures

The company implements governance policies and procedures that ensure legality, accountability, and integrity in every transaction and partnership.

Key policies include:

- **Regulatory Compliance Policy:** Full adherence to all legal and regulatory requirements.
- **Procurement Policy:** Supplier selection based on quality, reliability, and environmental and social criteria.
- **Data Protection Policy (GDPR):** Full compliance with EU Regulation 2016/679 and national data privacy laws.

- **Health & Safety Policy:** Prevention of occupational risks and protection of employees.
- **ESG Monitoring Policy:** Annual data collection and evaluation of sustainability indicators.

Spanos Group plans to establish an **Internal Operating Regulation**, which will define in detail the company's decision-making processes and responsibilities, further enhancing transparency and institutional governance.

## 6.3 Code of Ethics and Conduct

The company has developed a **Code of Ethics** and **Conduct** outlining the behavioural principles, values, and obligations of all employees, partners, and suppliers. The Code is published on the company's website and includes:

- Principles of transparency, honesty, and professional integrity,
- Commitment to equal treatment and zero tolerance for any form of discrimination,
- Respect for human rights and prohibition of forced or child labor,

- Environmental protection and responsible use of natural resources,
- Zero tolerance for corruption and bribery,
- **A communication and reporting framework ("whistleblowing") for violations.**

Employee awareness of the Code is ensured through internal training and readily available online materials, guaranteeing that all personnel understand and adhere to the company's ethical principles.

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## 6.4 Transparency, Ethics, and Anti-Corruption Management

Spanos Group maintains **zero tolerance** for any form of corruption, fraud, or unethical practice.

The company has established internal control mechanisms, including:

- Dual approval checks for major transactions,
- Cross-verification of data and records,

- Segregation of duties in critical positions,
- Annual financial audits and internal process reviews.

Ethical and integrity principles are also extended to suppliers and business partners through contractual clauses and **ESG-based selection criteria**.

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## 6.5 Quality and Compliance

The company is certified under ISO 9001:2015 (Quality Management System), ensuring full traceability of processes, product quality control, and customer satisfaction.

This certification provides the foundation for developing additional management systems (ISO 14001, ISO 45001) as part of the company's broader ESG strategy.

## 6.6 Corporate Governance and ESG Monitoring

Spanos Group has established the role of Sustainability Officer, responsible for:

- Collecting and evaluating ESG data,
- Preparing the Annual Sustainability Report,
- Coordinating with departments on quality, environmental, and social responsibility matters,
- Informing management on compliance and improvement actions.

Management receives an annual sustainability report, which includes performance indicators, risk assessments, and improvement proposals. This process contributes to the continuous enhancement of the company's ESG profile and strengthens stakeholder trust.

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## 6.7 Commitment to Continuous Ethical Development

Corporate ethics form the core of Spanos Group's business culture.

Management is committed to operating with integrity, social sensitivity, and respect — ensuring that every

business decision is guided by the principles of **sustainable progress, responsibility, and transparency**.

## 7



# Innovation & Quality

## 7.1 Technological Innovation and Development

Spanos Group has integrated innovation as a core pillar of its corporate strategy.

For decades, the company has been active in the supply, support, and technical specialisation of machinery for construction, infrastructure, and recycling, with a strong focus on promoting green technologies and sustainable solutions within the Greek market.

The company's technological initiatives focus on:

- High energy-efficiency and low-emission equipment,
- **Automation and control systems (Industry 4.0)** for enhanced safety and productivity,

- **Recycling and material reuse technologies,**
- **Digital technical support services (remote service & diagnostics),**
- **Customer and partner training** in modern technologies and sustainable practices.

Spanos Group is an industry pioneer, acting as a knowledge transfer hub and representative of innovative international manufacturers, promoting solutions that support the transition of industry and construction towards **low-carbon and high-efficiency operations**.

## 7.2 Green Innovation and Sustainable Products

The company systematically invests in products and services with environmental benefits, enhancing client competitiveness through solutions that combine technological excellence and ecological responsibility.

Indicative examples include:

- The development of **ECOBATCH®**, a fully aligned example of innovation and sustainable product design — **the world's first concrete production plant certified with an Environmental Product Declaration (EPD)**.
- Supply and support of next-generation construction and infrastructure machinery with reduced fuel consumption and increased energy efficiency.

- Equipment for recycling, waste management, and material reuse in municipal and industrial projects.
- Participation in exhibitions, seminars, and programs promoting the “green industry” and innovative technologies in public works.
- Today, green technologies account for over 90% of the company's turnover, confirming Spanos Group's strategic focus on **green transition and EU Taxonomy compliance**.

## 7.3 Quality Assurance

Spanos Group is certified under **ISO 9001:2015**, ensuring quality, traceability, and safety across all operations — from procurement and storage to delivery and technical service.

The company's **Quality Management System (QMS)** includes:

- Annual internal audits and evaluations,
- Non-conformity management and corrective actions,

- Continuous staff training on quality standards,
- Collaboration with certified suppliers and subcontractors.

The implementation of ISO 9001 serves as the foundation for adopting additional standards such as **ISO 14001 (Environmental Management)** and **ISO 45001 (Health & Safety)**, which are planned for future integration.

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## 7.4 Digital Transformation and Industry 4.0

Spanos Group is progressively advancing its **digital transformation**, investing in:

- **ERP and CRM systems** for integrated customer, inventory, and project management,
- **IoT and Smart systems** on machinery to improve performance, accelerate maintenance support, and reduce failures and overall carbon footprint,

- **Digital archiving and electronic approvals** to minimize paper use,
- **Teleconferencing and e-learning tools** for staff and client training,
- **Online technical support** to enhance response times and service quality.

The integration of digital tools improves efficiency, decision-making speed, and transparency, while reducing the environmental footprint.

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## 7.5 Research & Development (R&D)

The company actively participates in knowledge-sharing and product development programs in collaboration with international manufacturers and technical institutions.

R&D activities focus on:

- Optimising energy efficiency of machinery,
- Developing waste management and recycling systems,

- Applying advanced control and automation technologies.

Spanos Group acts as a technological facilitator and innovation accelerator, offering the Greek market solutions that enhance both **energy performance** and **environmental responsibility**.

## 7.6 Quality as a Corporate Culture

For Spanos Group, quality is not limited to production or products; it permeates every aspect of the company's operations — from customer service and technical support to communication and human resource management.

Quality represents a key element of corporate culture, associated with **reliability, responsibility, and continuous improvement**, and serves as a foundation for long-term sustainability.

## 7.7 Innovation, Sustainability and Environmental Responsibility

Spanos Group stands among the most innovative companies in the Greek equipment industry for infrastructure and recycling projects, with a strategy that directly links **technological advancement to sustainable development**.

Recognizing innovation as the driving force of the green transition, the company has invested in developing solutions that reduce emissions, conserve energy, and promote sustainable industrial production.

The result of this strategy is **ECOBATCH®**, the world's first concrete batching plant with an Environmental Product Declaration (EPD) certification.

This certification, based on Life Cycle Assessment (LCA), demonstrates that the product achieves significantly lower carbon emissions, high energy efficiency, and over 90% recyclability of its materials.

Through **ECOBATCH®** and other green technologies available in the Greek market, Spanos Group:

- Reduces the environmental impact of concrete production,
- Supports its clients in complying with **EU Taxonomy** and **Green Deal** principles,
- Contributes to the transition of the construction sector towards a **resilient and circular production model**.

For Spanos Group, sustainability is not merely an environmental obligation — it is a **strategic and business value**.

Innovation is integrated into every product and service design, guided by:

- Minimisation of CO<sub>2</sub> emissions,
- Efficient use of energy and raw materials,
- Long-term equipment reliability.

By adopting ESG principles, developing certified green solutions, and committing to continuous improvement, **Spanos Group** is shaping a **new model of sustainable industry** in Greece — one that unites **technology, environment, and responsibility** under a shared vision for the future.

## Alignment with the EU Taxonomy Regulation

Through its activities in designing, manufacturing, and promoting innovative concrete production systems and green technologies, **Spanos Group** fully complies with the principles and objectives of Regulation (EU) 2020/852 – EU Taxonomy for Sustainable Investments.

### 1. Substantial Contribution to Environmental Objectives

The ECOBATCH® technology, certified under EPD S-P-10261 in accordance with ISO 14025 and EN 15804, demonstrates measurable contributions to:

- **Climate change mitigation** through a significant reduction of CO<sub>2</sub> emissions during operation (only 0.18 kg CO<sub>2</sub> eq./m<sup>3</sup> of concrete, based on LCA),
- **Efficient energy use**, consuming only 0.5 kWh per m<sup>3</sup> of produced concrete, with no use of internal combustion engines,
- **Circular economy and recycling**, as >90% of plant materials are recyclable (mainly steel and metals),
- **Sustainable resource management**, with limited water consumption and a long technical lifespan (20 years).

### 2. "Do No Significant Harm" (DNSH) Principle

The production and operation of ECOBATCH® cause **no significant adverse impact** on other environmental objectives under the EU Taxonomy:

- No emissions of hazardous substances into soil or water,
- All consumables are free of SVHCs (>0.1%),
- The product complies with REACH Regulation and the Machinery Directive 2006/42/EC.

### 3. Alignment with EU Taxonomy Activity

#### Categories

The company's operations fall under "Construction and Technical Activities" (NACE Code C28.92 – Manufacture of machinery for mining, quarrying and construction), specifically under:

- 6.14 – Construction and civil engineering (supporting low-carbon infrastructure),
- 3.6 – Manufacture of energy-efficient equipment and machinery (technologies reducing energy and resource consumption).

### 4. Economic Contribution under the Taxonomy

For the reporting year 2024:

- **90% of turnover** derived from products and technologies aligned with the EU Taxonomy objectives.

### 5. Conclusion

Spanos Group's operations and the ECOBATCH® product are fully aligned with the EU Taxonomy framework, demonstrating:

- **Substantial contribution** to the green transition,
- **Full compliance** with European LCA and EPD standards, and
- **Active participation** in strengthening resilience and circularity within the construction sector.

## 8



## Indicators & Results (KPIs 2024)

Spanos Group monitors and evaluates its environmental, social, and governance performance annually, based on international ESG standards and the Synesgy guidelines.

The following indicators reflect the company's actual performance for the **reporting year 2024**.

**Table 8.1 – Environmental Indicators (Environmental KPIs)**

Indicator	2024 Value	Unit	Remarks / Context
Annual energy consumption	72,000	kWh	Office and production areas
Annual fuel consumption	6,600	litres (diesel/gas)	Corporate fleet (hybrid cars & light truck)
Annual water consumption	270	m <sup>3</sup>	Sanitary and cleaning use
Percentage of recycled waste	95	%	Recycling of metals, paper, and plastics
CO <sub>2</sub> emissions – Scope 1	11	tonnes CO <sub>2</sub> eq	Fuel & company vehicles
CO <sub>2</sub> emissions – Scope 2	20.64	tonnes CO <sub>2</sub> eq	Indirect emissions from electricity use
CO <sub>2</sub> emissions – Scope 3	11,890	tonnes CO <sub>2</sub> eq	Supply chain and upstream transport
Share of renewable energy	50	%	Estimated renewable contribution to grid
Environmental certifications	EPD	–	Certified Ecobatch system

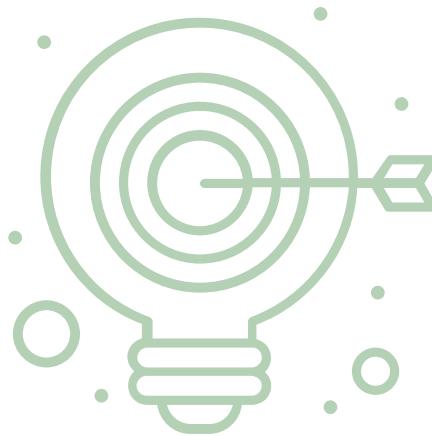
**Table 8.2 – Social Indicators (Social KPIs)**

Indicator	2024 Value	Unit	Remarks / Context
Total employees	18	persons	–
Female employees	22	%	–
Training hours per employee	15	hours/person	ESG, H&S, and technical training
Workplace accidents	0	–	No incidents reported
Benefits / policies	Yes	–	Bonus, training, flexibility
Corporate social responsibility (CSR) actions	Yes	–	Participation in conferences, donations, educational and environmental initiatives

**Table 8.3 – Governance Indicators (Governance KPIs)**

Indicator	2024 Value	Unit	Remarks / Context
Existence of ESG strategy	Yes	–	Based on GRI & Synesgy framework
Code of Ethics implemented	Yes	–	Published on the company website
Certifications	ISO 9001	–	Quality Management System
Women in management positions	40	%	–
Tax compliance / transparency	Yes	–	Full compliance
Alignment with EU Taxonomy	90	%	Activities aligned with green criteria

## 9



# Future Goals & Actions (2025–2027)

## Spanos Group

Spanos Group is entering the next phase of its strategy, aiming for the continuous improvement of its ESG performance and the further integration of sustainability principles across all business operations.

The following priorities reflect the company's vision for economic growth combined with environmental responsibility, social progress, and transparent governance.

### 9.1 Environmental Goals

Field	Target by 2027	Actions / Initiatives
Energy Efficiency	Reduce energy consumption by 15% per production unit.	Installation of photovoltaic panels (50 kWp self-production system).
CO <sub>2</sub> Emissions	Reduce total emissions by 20%.	Fleet renewal with hybrid/electric vehicles and optimisation of logistics.
Waste & Recycling	Recycle ≥ 95% of solid waste.	Enhanced metal waste collection and recycling programmes for paper and plastic.
Environmental Certification	Obtain ISO 14001 certification by end of 2026.	Develop an Environmental Management System (EMS) and staff training.
ECOBATCH Innovation	Extend EPD-certified technology to new products and units.	Collaboration with R&D institutions to enhance sustainability and circular economy practices.

## 9.2 Social Goals

Field	Target by 2027	Actions / Initiatives
Employee Training	≥ 25 training hours per employee per year.	Development of an internal training programme on ESG, technology, and safety.
Health & Safety	Achieve ISO 45001 certification by 2026.	Implement approved Health & Safety procedures and technical training.
Equality & Inclusion	Maintain 0% discrimination and increase female representation in management to ≥ 25%.	Enforce equal treatment policy and promote women's empowerment.
Social Contribution	Institutionalise at least one annual community action.	Collaborate with local organisations and educational institutions.
Workplace Climate	Maintain annual employee satisfaction > 90%.	Conduct satisfaction surveys and recognition programmes.

## 9.3 Governance Goals

Field	Target by 2027	Actions / Initiatives
ESG Reporting & Transparency	Annual publication of ESG Report with updated indicators.	Implement an ESG data monitoring mechanism integrated into ERP.
Code of Ethics	Annual review and training of all employees.	Conduct training sessions on ethics, human rights, and transparency.
ESG Certification	Maintain and improve ESG certification through Synesgy.	Regular evaluation and improvement of ESG performance score.

## 9.4 Cross-Cutting Goals & Investment Plans

- Invest >5% of annual turnover in digital tools and sustainable technologies.
- Develop ECOBATCH second-generation system with zero carbon emissions.
- Implement a real-time Energy & Emissions Monitoring System (EMS).
- Launch a "Green Supply Chain" programme applying ESG criteria to suppliers.

## 9.5 Management Commitment

The management of **Spanos Group** is committed to systematically monitoring the implementation of its ESG goals and publishing progress annually.

The company views sustainability not as an obligation but as a **driver of competitiveness, innovation, and long-term value creation**.

# 10



## Annexes, Certifications & Communication

### Spanos Group

#### 10.1 Certifications and Accreditations

Spanos Group holds, or is in the process of obtaining, the following certifications and accreditations, which

demonstrate its commitment to **quality, environment, safety, and sustainability**:

Certification / Standard	Status	Scope / Remarks
ISO 9001:2015 – Quality Management System	Active	Applied across all operations: procurement, sales, support, and technical services.
ISO 14001:2015 – Environmental Management	Under development (2026)	Scheduled for completion within 2025; covers energy, waste, emissions, and recycling.
ISO 45001:2018 – Occupational Health & Safety	Planned for 2026	Integration of safety and accident prevention procedures.
EPD – Environmental Product Declaration	Active (S-P-10261)	ECOBATCH® Stationary Concrete Plant – The world's first concrete batching system with an EPD certification.
ESG Certification – Synesgy / ICAP CRIF	Active	Participating in the 2025 ESG evaluation; aligned with GRI & EU Taxonomy standards (rating: B).

## 10.2 Compliance with European and National Standards

Spanos Group fully complies with the applicable legal and regulatory framework in the following areas:

- **Environment:** Law 1650/1986, REACH Regulation, Directive 2008/98/EC on waste management.
- **Health & Safety:** Presidential Decree 17/1996, Directive 89/391/EEC.
- **Data Protection:** General Data Protection Regulation (GDPR).

- **Sustainable Investment Taxonomy:** Regulation (EU) 2020/852 – EU Taxonomy for Sustainable Investments.
- **Environmental Product Declarations:** EN 15804 + A2:2019 Standard (EPD compliance).

This compliance ensures **legality, transparency, and continuous improvement** in the company's operations.

## 10.3 Attached Documents and Annexes

The annex of this Sustainability Report includes the following documents:

1. Copy of ISO 9001:2015 Certification
2. Copy of EPD – ECOBATCH® Stationary Concrete Plant
3. Quality & Environmental Management Policy

4. Code of Ethics & Human Rights
5. Energy and Environmental Consumption Report (2024–2025)
6. Training & CSR Actions Report (CSR 2024)
7. Synesgy ESG Evaluation Results (2025)

## 10.4 Contact & Sustainability Officer

For any information regarding this Sustainability Report or the company's ESG strategy, please contact:

Sustainability Officer:

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## 10.5 Management Statement

*Spanos Group reaffirms its commitment to operate with **responsibility, innovation, and transparency**, continuously strengthening its positive contribution to the environment, society, and the economy.*

*Sustainability remains a **core pillar** of our strategy and a **guiding principle** for building a better and more resilient future.*

**Signed on behalf of Spanos Group**

**Christos Spanos**

Sustainability Officer /  
Management Representative