

Training & Social Responsibility Report (CSR 2024–2025)

Spanos Group

Spanos Group., committed to the principles of corporate responsibility, consistently invests in the development of its people and in supporting society through educational and social initiatives.

Throughout 2024, the company implemented a series of actions in the areas of **Education – Health & Safety – Innovation – Social Contribution**, strengthening the link between business growth and sustainable progress.

1. Education and Human Resources Development

Continuous training is a core value for Spanos Group, ensuring the maintenance of high levels of expertise and quality.

During 2024, both internal and external training sessions were carried out, covering critical areas of the company's operations.

Training Category	Description / Topic	Participants	Training Hours
Occupational Health & Safety (OHS)	Training on accident prevention, use of PPE, and safety regulations.	All staff (18 people)	2 hours/person
Technical Training – Equipment & Maintenance	External training on troubleshooting, service, and customer support.	Technicians & Engineers (10 people)	40 hours total
Engineering Training – Design Software	Specialization in CAD/BIM tools and production facility design.	3 engineers	10 hours/person
Financial Department Training	Accounting and ERP tools, new invoicing procedures.	3 participants	15 hours/person
ESG & Sustainability	“Certified Sustainability Officer” certification and ESG seminars.	Sustainability Manager	70 hours
Internal Briefings	Updates on new policies, safety, environment, and quality.	All staff	2 hours/person

Total Training Hours: ~300 hours

Average per Employee: ~15 hours

Training is monitored and recorded annually, while each department develops its own training plan based on project needs and technological developments.

2. Corporate Social Responsibility (CSR Actions)

Spanos Group recognizes its role as an active member of society and seeks to make a meaningful contribution through social and environmental initiatives.

Actions 2024:

- Participation in conferences and technical forums presenting “green technology” solutions for sustainable infrastructure.
- Donations to non-profit organizations and support for university and student initiatives (indicatively: green innovation programs, environmental seminars).
- Promotion of ECOBATCH® technologies and green production through informational events and technical presentations for clients and partners.
- Internal social activities, such as company events and support for local community institutions.

All actions fall within the framework of the **United Nations Sustainable Development Goals (SDGs)** specifically **SDG 9 (Industry, Innovation and Infrastructure)** and **SDG 12 (Responsible Consumption and Production)**.

3. Impact & Benefits

In 2024, Spanos Group’s initiatives contributed to:

- Strengthening employee skills and workplace safety,
- Promoting technological innovation in the construction sector, and
- Supporting local education and community welfare.

The company will continue to expand its programs in training, sustainability, and social contribution, aiming to make a meaningful impact toward a more sustainable and responsible business environment.

📍 **Thessaloniki, November 2025**

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

Christos Spanos

Sustainability Officer / Management Representative