

2024

ESG Performance Report



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Organizational profile

GRI 2-1 • GRI 2-2 • GRI 2-6

K. TZANOS S.A. was established in 1982 and specializes in the import, marketing, and distribution of heating, water supply, insulation, and bathroom products. The company is headquartered in Metamorfosi, Attica, Greece, with additional facilities in Thessaloniki. Through its group structure and long-standing partnerships, K. TZANOS S.A. serves customers not only across Greece but also in Spain (Barcelona, Madrid) and the United Kingdom (London), solidifying its presence in major European markets. Committed to providing solutions that respond to evolving market needs, the company upholds high standards of quality and safety while prioritizing efficiency, reliability, and a dedication to environmental and social responsibility consistent with ESG and CSR principles.

K. TZANOS S.A. offers a comprehensive portfolio of products and services, including advanced heating systems, water supply and insulation systems, and solutions for natural gas and green energy applications. Catering to industries such as construction, energy, and home renovation, the company collaborates with well-established European and international suppliers, maintaining relationships with certified contractors and distributors. K. TZANOS S.A. focuses on sustainable practices throughout its value chain, promoting energy-saving technologies—such as high-efficiency condensing boilers—and environmentally friendly heating options that minimize CO₂ emissions. The company's commitment to ethical sourcing, innovation, and ergonomic product design ensures that customers benefit from reliable installations and reduced environmental impact.

This report refers to the operations of the company's headquarters located at Nafliou & Daskalogianni str,14452, Metamorfosi, Attiki, Greece



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With a presence that exceeds four decades, our Company, K. TZANOS S.A., is a solid reference point in the Greek market. Through exclusive partnerships with leading international companies, we constantly invest in innovation through our own Research & Development Department, as well as a specialized Technical Department that supports each solution in practice. Our commitment to sustainability is clear: we build a future centered on quality, reliability and continuous responsibility towards people and the environment. In short, we do not just offer products, we offer Integrated Technical Solutions with a Signature of Trust.

K. TZANOS S.A.



Reporting information

GRI 2-3 • GRI 2-4 • GRI 2-5

The company publishes its environmental, social, and governance (ESG) sustainability results in a report generated semi-automatically through the Synesgy View platform.

The ESG Performance Report is based on the questionnaire provided to K. TZANOS S.A. by Synesgy. This tool enabled the identification and assessment of the company's ESG values for the period 01/01/2024-01/01/2025.



Synesgy is an officially licensed software and tools partner of the Global Reporting Initiative (GRI) at the global level, ensuring that the report's disclosures comply fully with the GRI Standards. These standards provide a comprehensive, comparable, and credible framework for reporting on topics relevant to an organization, its impacts, and how they are managed.

Accordingly, the ESG Performance Report aligns with the GRI Sustainability Reporting Standards, updated to reflect the latest revisions as of January 1, 2024, and also complies with the European Sustainability Reporting Standards (ESRS) introduced under the new Corporate Sustainability Reporting Directive (CSRD). The ESRS, adopted by the European Commission on July 31, 2024, serve as a common framework for ESG reporting by companies within the CSRD's scope.

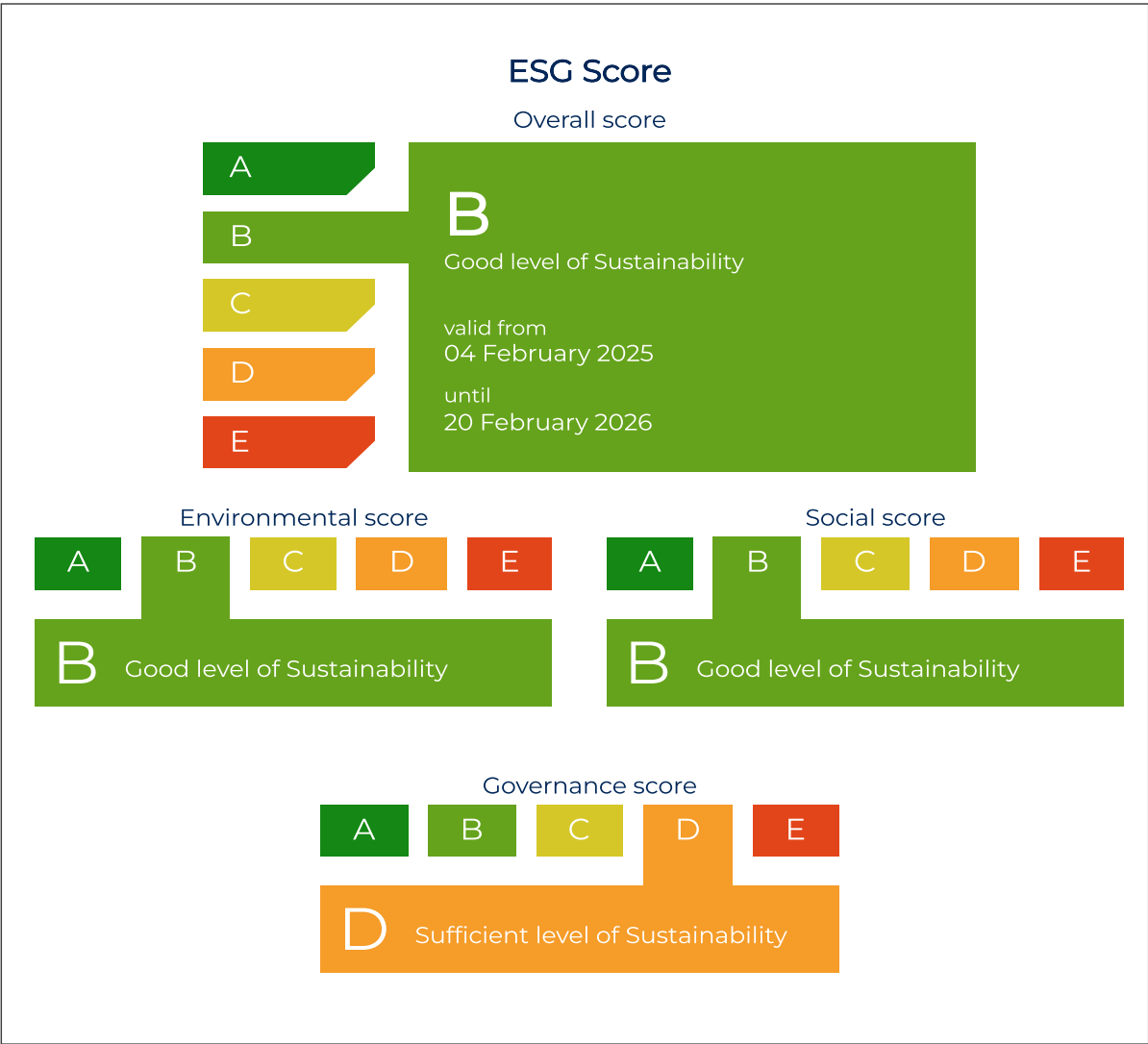
The Greek legislation incorporating this legislation, Law 5164/2024 (Government Gazette 102/12.12.2024), officially entered into force on December 10, 2024. The ESRS present a significant degree of harmonization with the GRI Standards.

- ✔ GRI Sustainability Reporting Standards
- ✔ ESRS European Sustainability Reporting Standards

For non-listed SMEs that fall outside the scope of the CSRD, EFRAG has developed a Voluntary Standard for SMEs (VSME) to encourage and guide these enterprises in reporting their ESG performance. This standard addresses the same sustainability topics as the ESRS do for large companies but is tailored to be proportionate and reflective of the specific characteristics of micro, small, and medium-sized enterprises.

By providing their information through Synesgy, SMEs can also ensure compliance with the voluntary requirements set forth in the VSME.

This declaration is available on the K. TZANOS S.A. website at <https://www.tzanos.gr>. For further information, please contact us at quality@tzanos.gr. The ESG Performance Report was prepared using the Synesgy View platform.



Why was it important for K. TZANOS S.A. to complete the Synesgy questionnaire?

- ✔ It has allowed the company to establish a positive and mutually reinforcing relationship with its customers, suppliers, and all stakeholders.
- ✔ The questionnaire is designed for use across all recognized banking networks, grounded in internationally established measurement frameworks such as the GRI and ESRS standards, ensuring consistency and comparability in sustainability reporting.
- ✔ Data is shared in real time
- ✔ It is powered by a platform that enables data collection within seconds.
- ✔ Developed by CRIF, a globally recognized leading company in the field of Sustainability.
- ✔ The integration of Synesgy with the Synesgy View platform allows for the automated preparation of this report.

Stakeholder Engagement

GRI 2-29

ESRS 1

In accordance with the ESRS, stakeholders are defined as individuals or groups who can reasonably be expected to influence, or be influenced by, the company’s activities, decisions, or impacts.

Strengthening a sustainable business model requires not only a commitment to adopting sustainable practices but also active engagement with stakeholders who are directly or indirectly involved in the company’s operations.

Understanding and assessing stakeholder needs and expectations is essential for aligning objectives and creating shared value. This approach can enhance both the quality of life and well-being of stakeholders, while also improving the company’s efficiency and legitimacy.

By engaging in dialogue with, and listening to, local stakeholders, the company lays the groundwork for developing sustainability strategies that reflect common interests and shared goals.

Within the General Requirements of the ESRS, the company’s key stakeholders are divided into two groups:

- ✔ Affected stakeholders: individuals or groups whose interests are or could be impacted by the company’s activities and its direct or indirect business relationships across the value chain (identified in the table with an **“A” for Affected**);
- ✔ Users of sustainability statements: the primary users of general-purpose financial reporting, along with other stakeholders such as business partners, civil society, and public authorities (identified in the table with a **“U” for User**).

The company’s stakeholder engagement system encompasses activities, tools, channels, and methods designed to address the diverse profiles and needs of stakeholders while considering the overall governance structure.

The following table summarizes the above:

Stakeholders	Definition	Engagement Tools
Employees	A	Meetings, corporate climate surveys and internal surveys; internal communication tools (press review, intranet, company e-mail, internal social network, etc.); group and training activities.
Suppliers	A	Selection procedures, meetings and visits; definition and sharing of standards; questionnaires; joint planning; dedicated portals.
Affected Communities	A/U	Communication and marketing campaigns; meetings with local community representatives; sponsorships and events.
Consumers/Clients	A	Direct sales or business meetings and visits; customer satisfaction and market research; tests and focus groups; social media and corporate website; dedicated meetings and industry events.
Trade Unions	U	Engagement through support and dialogue initiatives, and communication exchange.

Double Materiality Matrix

GRI 2-9
ESRS 1 • ESRS 2

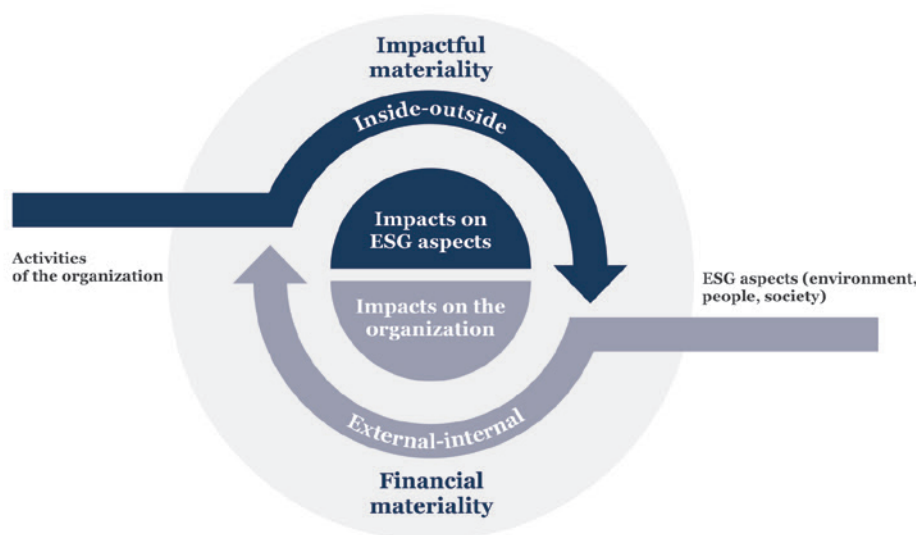
Once the company’s key stakeholders have been identified, the next step is to prioritize the most relevant issues for both the stakeholders and the company.

The materiality analysis process follows the guidelines set forth by the 2021 GRI Universal Standards, particularly “GRI 3: Material Topics 2021,” as well as the guidance provided in ESRS 1. ESRS 1 defines a sustainability issue as material from an impact perspective when it involves actual or potential positive or negative effects on people and the environment over the short, medium, or long term.

The current European reference standards adopt a double materiality approach. This concept involves assessing impacts from two complementary perspectives: “Inside-out” (Impact Materiality) and “Outside-in” (Financial Materiality). The former identifies the impacts that the organization and its value chain actually or potentially generate on the external environment, while the latter considers the risks and opportunities that may affect the company’s value creation, strategy, financial performance, and positioning over the short, medium, or long term.

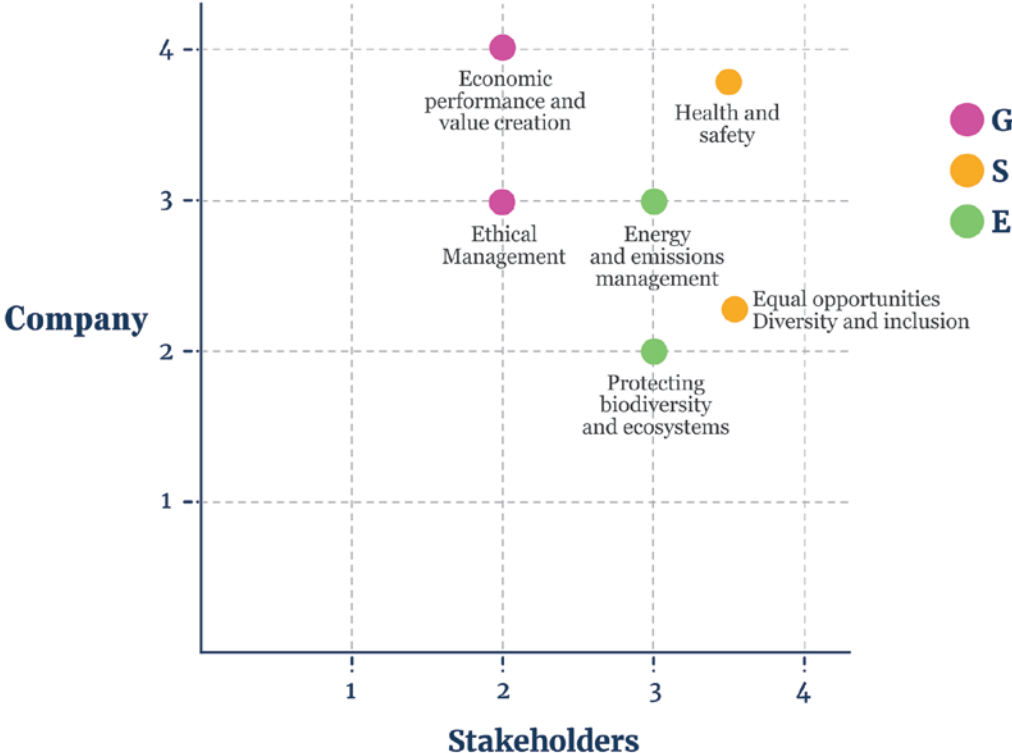
More specifically, the double materiality approach addresses two fundamental questions:

- ✔ **Financial Materiality:** How can ESG factors affect the financial stability and operations of the organization?
- ✔ **Impact Materiality:** How can the choices and activities of the organization influence the environment and society?

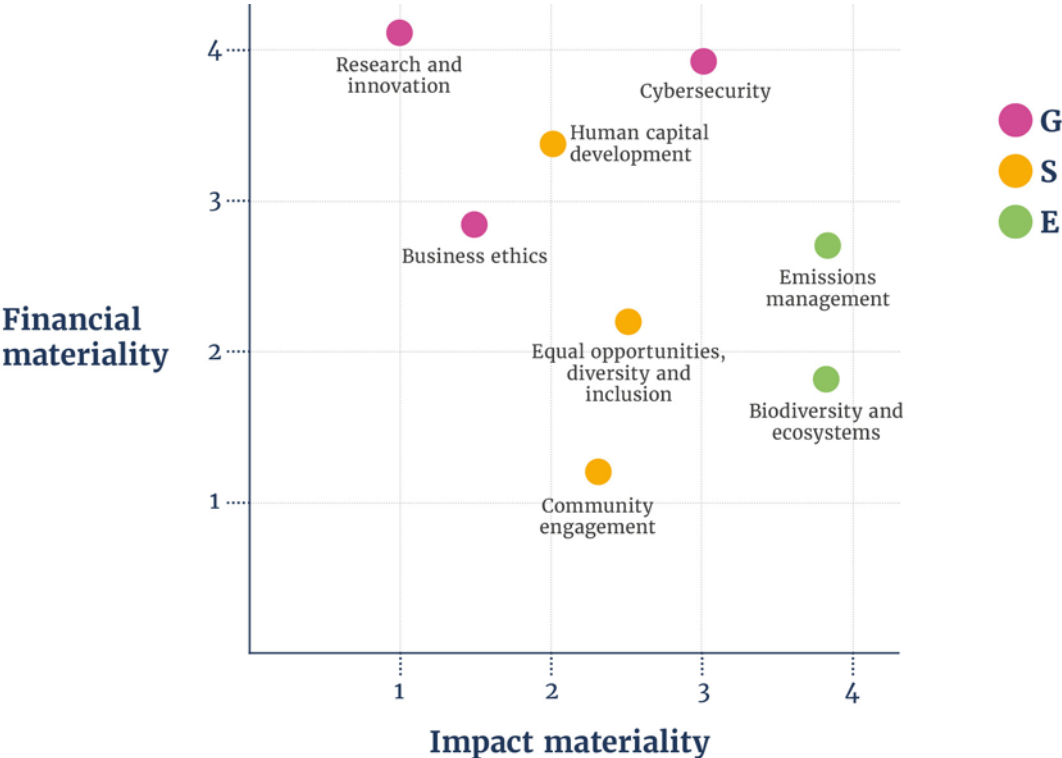


This analysis is visually represented by a matrix that offers an immediate overview of the material topics deemed significant to both stakeholders and the company, illustrating how these topics can positively or negatively affect the company’s external environmental and social footprint, as well as its financial impact.

Here is an example of identification of the most common material topics:



Specifically, as an illustrative example for the company K. TZANOS S.A. (operating in the (Tertiary sector), the following is a customized materiality matrix tailored to the relevant macro-sector:



INNOVATION
& INFRASTRUCTURE



1 NO POVERTY



8 DECENT WORK
& ECONOMIC
GROWTH



2 ZERO HUNGER



7 AFFORDABLE
& CLEAN ENERGY



4 QUALITY
EDUCATION



3 GOOD HEALTH
& WELL-BEING



6 CLEAN WATER
& SANITATION



5 GENDER

SDGs: UN Sustainable Development Goals



On September 25, 2015, the governments of 193 United Nations member states adopted the 2030 Agenda for Sustainable Development.

This action plan, approved by the UN General Assembly, includes 17 specific Sustainable Development Goals (SDGs), which are part of a broader framework comprising a total of 169 related targets.

The 17 SDGs are relevant not only to governments and nations but also to every business. ESG principles embody what companies are expected to do to contribute to these goals.

Environmental

- ✓ Reliance on fossil fuels
- ✓ Significant water footprint
- ✓ Involvement in deforestation
- ✓ Waste management and disposal

Social

- ✓ Conflicts with local communities
- ✓ Focus on employee health and safety
- ✓ Protection of diversity
- ✓ Appropriate interpersonal relationships between employees

Governance

- ✓ Bonuses disproportionate to employee salaries
- ✓ Involvement in corruption scandals
- ✓ Opening of offshore subsidiaries to evade tax

K. TZANOS S.A. and SDGs

The Synesgy questionnaire has enabled K. TZANOS S.A. to map material topics and sustainability-related issues, thereby highlighting the most significant achievements during the reporting year. It provides stakeholders with an immediate and, importantly, certified overview of the company's activities, as the assessment adheres to internationally recognized standards. The launch of this sustainability awareness initiative underscores the company's commitment to best practices, demonstrated by the alignment of its actions with 8 of the 17 United Nations Sustainable Development Goals (SDGs).



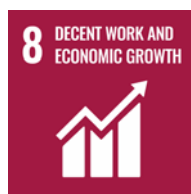
Good health and well-being

Ensure healthy lives and promote well-being for all at all ages.



Quality education

Ensure inclusive and equitable quality education and promote life long learning opportunities for all.



Decent work and economic growth

Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.



Industry, innovation and infrastructure

Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation.



Reduced inequalities

Reduce inequality within and among countries.



Responsible consumption and production

Ensure sustainable consumption and production patterns.



Climate action

Take urgent action to combat climate change and its impacts.



Partnerships for the Goals

Strengthen the means of implementation and revitalize the Global Partnership for Sustainable Development.

The identification of issues through Synesgy and the 26 material topics, linked to the ESG areas, has initiated a real path of awareness that engages all stakeholders through multiple communication channels.





Environment



Environmental impact management

GRI 305-5
 ESRS E1-1 • ESRS E1-2
 VSME ED BP3 • VSME ED BP4

Organizations can generate impacts not only through their own operations but also as a result of their business relationships with other entities. It is therefore essential for companies to identify not only the impacts they cause directly, but also those to which they contribute and those that are directly linked to their activities, products, or services through such relationships. In this context, a responsible company is one that systematically assesses these impacts and implements strategies to prevent, mitigate, or remediate adverse effects, while enhancing positive outcomes.

The company has:

- ongoing initiatives to reduce its environmental impact.
- made investments over the past three years to reduce its environmental impact.
- has ongoing climate change adaptation initiatives.

Insulation of walls, roofs, or fixtures	20000
Installation of heat pumps or solar collectors	40000

As part of its climate change adaptation initiatives, the company is taking steps to adapt to internal management system certifications (e.g. health and safety, environment, quality, etc.).

The table below presents key environmental performance indicators that reflect the company’s operational impact and resource efficiency.

KPI	Suggested KPI for Monitoring	Value / Insight
Annual Energy Consumption	Total kWh/year	81,232 kWh/year
Energy Efficiency Actions	# of systems implemented (e.g. LEDs, heat pumps)	Multiple actions applied in operations
Waste Management Practices	% of total waste recycled	Waste separation, recycling in place
Water Efficiency Measures	Use of water-saving devices (Y/N)	Yes – devices installed

Energy

GRI 302-1
ESRS E1-5
VSME ED B3

Energy consumption, in connection with resource rationalisation, represents a key indicator for assessing a company's impact—not only in terms of operational efficiency but also regarding its environmental footprint. An effective monitoring system that tracks energy usage, distribution, and savings enables the company to identify priority areas for intervention, thereby supporting a continuous improvement strategy aimed at enhancing resource efficiency.

According to the ESG Performance Report 2024, the total electricity consumed at company-owned and leased premises during the last reporting period (e.g. 1 January – 31 December) amounted to 81,232 kWh.



Waste

GRI 306-2
ESRS E5-1

In the context of the GRI Standards, the environmental dimension of sustainability concerns the impacts of an organisation on living and non-living natural systems, including soil, air, water and ecosystems. This context includes the issue of waste, which may be generated by the organisation's own activities, but may also be generated by upstream and downstream actors in the organisation's value chain. Waste, therefore, can have significant negative impacts on the environment and human health if poorly managed.

The company differentiates:

- paper at its sites
- computer equipment at its locations
- plastic at its sites.





People



Employment

GRI 2-7-a • GRI 2-7-b • GRI 401-2 • GRI 403-9 • GRI 405-1 • GRI 405-2
 ERSR S1-1 • ERSR S1-6 • ERSR S1-9 • ERSR S1-11 • ERSR S1-14 • ERSR S1-15 • ERSR S1-16
 VSME ED BP11 • VSME ED N4 • VSME ED B8 • VSME ED B10 • VSME ED B9 • VSME ED BP10

Understanding an organisation’s approach to employment and job creation – including recruitment, selection, and retention practices, as well as the working conditions offered – is fundamental. Contractual stability, supported by internal welfare policies, is essential for ensuring high levels of productivity. A suitable working environment that promotes social inclusion, supports work-life balance, values diversity, and provides equal opportunities – alongside employee welfare initiatives – enhances company performance and reinforces organisational resilience in the face of extraordinary events.

The organisation has implemented formal policies and procedures for regular consultation with key stakeholders, particularly employees, and systematically measures employee satisfaction through periodic surveys.

The number of female employees, interns/trainees and self-employed women by professional category:

Number of Directors	1
Number of Managers	0
Number of Office Workers	6
Number of Workers	2
Number of Apprentices	0
Self-employed	0

Women represent 41% of the workforce, and all employment contracts are permanent, demonstrating commitment to stability and inclusion.

The number of male employees, interns/trainees and self-employed workers by occupational category:

Number of Directors	0
Number of Managers	1
Number of Office Workers	16
Number of Workers	6
Number of Apprentices	0
Self-employed	0

The percentage difference in average taxable gross pay per most represented occupational category between men and women is 5%.

Percentage of total employees by contract type:

Permanent	97
Fixed term	0
Part-time	3

The number of accidents in the last five years was less than 3.

The hours worked during the last reporting period (e.g. 1 January - 31 December) by all employees are 64800.

The company:

- with a view to corporate welfare, provides agreements with local businesses (fuel vouchers/spending vouchers/discounts).
- grants productivity bonuses with a view to corporate welfare.
- with a view to corporate welfare agrees to flexible working hours/smart working.
- provides incentives for men to share the burden of care (e.g. parental leave).
- with a view to corporate welfare, makes RCA policies available to employees.

The following indicators highlight the company’s social performance in terms of workforce diversity, employee development, and community engagement.

KPI	Suggested KPI for Monitoring	Value / Insight
% Female Workforce	Gender diversity ratio	41% of total workforce
% Permanent Contracts	Employment contract stability	100% permanent contracts
Avg Training Hours per Employee	Learning & development investment	7.3 hours per employee
% Foreign Nationals in Workforce	Diversity metric	6.5%
Community Engagement	CSR activity scope	Strategic partnerships & donations

Training

GRI 403-5 • GRI 404-1
ESRS S1-13
VSME ED B10

The development and maintenance of professional skills and competencies are conditions that enable companies to pursue their strategic objectives of creating value for the organisation.

During the last reporting period (e.g. 1 January – 31 December), the training provided mainly covered topics related to environmental sustainability (such as combating the waste of materials and natural resources, waste management, water resource management, and energy use efficiency), privacy (including GDPR compliance), and occupational health and safety.



In 2024, employees completed a total of 336 training hours, averaging 7.3 hours per person, with a focus on safety and ESG awareness.







Suppliers, Local communities and Customers



Local communities and virtuous initiatives

GRI 203-1
ESRS S3-1 • ESRS S3-2
VSME ED B2

The integration of the company within the local community—through initiatives that actively open the production environment to residents—represents a significant and evolving strength in managing and improving the company’s impact on the surrounding area. From the perspective of creating shared value, the relationship established between the company and the territory in which it operates is fundamental.

This relationship fosters a reciprocal exchange of expectations, experiences, and insights that can meaningfully shape the company’s growth strategies while mitigating its social and environmental impact. It is therefore essential that the local community is not merely a passive recipient of the company’s activities, but an active stakeholder with the capacity to influence operational and strategic decisions.

The company:

- carries out projects in schools or in the community on sustainability issues.
- makes donations, sponsorships and donations to benefit the community in the area in which it operates.



Strategic donations such as the one to ‘The Smile of the Child’ reinforce the company’s social impact and stakeholder trust.

Customer relations

GRI 418
ESRS S4-1
VSME ED N3 • VSME ED N4 • VSME ED BP11

In terms of customer relations, it is of great importance how the company considers the impacts on the health and safety of its customers, starting from the products and services it produces, and how these impacts are assessed in the different phases of the life cycle of its business, from the development of the product concept, to the research and development phase and possible subsequent certification. The same impact is to be sought in the realisation phases, then manufacturing and production, but also in marketing, up to supply, use and the attention that the company pays afterwards, including an after-sales support phase up to the end-of-life cycle of the product or service.

In this logic, the initiatives taken by the organisation to address the issue of security during the entire life cycle of a product or service and the evaluations pertaining to this issue, including the increasingly important privacy and data security, become relevant.

The company has a Privacy and Data Security policy/procedure.

There is a policy/procedure for regular consultations with key stakeholders, in particular with consumers and customers.

Suppliers and procurement practices

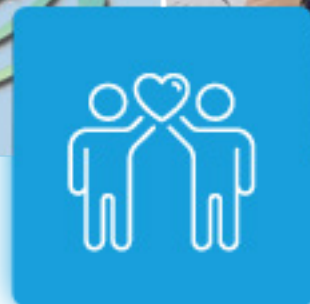
GRI 204-1 • GRI 308 • GRI 414-1
ESRS S2-1 • ESRS 2 G1-2
VSME ED B11

Within the framework of the organisation's relationships with its suppliers, an extremely important chapter concerns their environmental assessment, meaning the commitments that suppliers make in terms of sustainability and behaviour consistent with these issues.

With a view to the constant improvement of impacts and mitigation of negative ones, the organisation is increasingly inclined to assess the compliant behaviours of suppliers in terms of social, economic and environmental impacts as these impacts directly and indirectly reflect on the value chain of the company itself.

Therefore, on the one hand, the organisation is driven to monitor supplier behaviour and, on the other, to define strategies and actions to limit the scope of those that have negative impacts.

The company provides an assessment of suppliers on ESG areas, in particular on the possession of environmental certifications.



Supporting Child Welfare through Strategic CSR

Donation to “The Smile of the Child”

In 2024, K. TZANOS S.A. actively supported “The Smile of the Child” (Το Χαμόγελο του Παιδιού), one of Greece’s most respected NGOs dedicated to the protection, care, and empowerment of children at risk. The initiative reflects the company’s long-standing commitment to social responsibility and local community engagement.

CSR Objective:

To directly contribute to improving the lives of vulnerable children, promoting safe development environments, and reinforcing trust-based partnerships with society.

Type of Contribution:

- **Financial donation** to support operational needs and infrastructure
- **Awareness collaboration** through communication support and advocacy

ESG Relevance:

- **Social pillar (S):** Direct social impact for underprivileged youth
- **Governance (G):** Demonstrates ethical commitment and stakeholder trust-building



ESG Impact & SDG Alignment

Quantitative & Strategic ESG KPIs

Metric	Value	Description
% of annual donations to child-focused NGOs	Confidential	Portion of CSR spending directed to child welfare
Beneficiaries impacted	Estimated 100+	Based on NGO operational reports
Stakeholder engagement score (qualitative)	High	Based on community feedback & reputational index

Alignment with UN Sustainable Development Goals (SDGs)

SDG	Relevance
● SDG 3: Good Health and Well-being	Supports healthcare and emotional care for children in need
● SDG 4: Quality Education	Indirectly supports access to basic educational services and social inclusion
● SDG 10: Reduced Inequalities	Promotes equity for vulnerable and at-risk populations
● SDG 17: Partnerships for the Goals	Demonstrates effective collaboration between private sector and NGOs







Leadership and Governance



Governance

GRI 2-22 • GRI 2-23
 ERSR 2 GOV-1
 VSME ED N1 • VSME ED N5 • VSME ED BP5

The structure, composition, expertise, and roles within the organization’s governance are critical to understanding how ESG impacts — including human rights — are integrated into strategy and operations, and how capable the company is in overseeing these aspects.

The company revised its strategy to seize the opportunities of the new development model focused on sustainability: in particular, it implemented a regulatory impact analysis.

The company is insured against physical risks.

This table outlines governance-related KPIs that demonstrate the organization’s commitment to ethics, transparency, and stakeholder accountability.

KPI	Suggested KPI for Monitoring	Value / Insight
Code of Ethics Implementation	Policy coverage & employee reach	Active & shared internally
Whistleblowing Mechanism	Internal reporting system presence	Established
Anti-Corruption Policy	Ethics and compliance control	In place
Stakeholder Engagement Practices	Engagement frequency or mechanism	Structured dialogue in place



With active anti-corruption policies, a whistleblowing system, and stakeholder dialogue, the company ensures strong ethical governance.

Professional ethics

GRI 2-22 • GRI 2-23
ESRS 2 MDR-P
VSME ED N3

The organization’s political and ethical commitments must support responsible business conduct, including the protection of human rights. These commitments form the core values and guiding principles that should be reflected in its strategy and operations. Identifying ESG risks and implementing adequate tools to address them is key to ensuring ethical performance.

The company has adopted a Code of Conduct.

Normative compliance

GRI 2-26
ESRS S1-3

Regulatory compliance reflects the organization’s ability to operate in accordance with legal requirements and recognized standards. Relevant certifications serve as proof of compliance and help build trust among stakeholders, contributing to the mitigation of ESG-related risks.

The company holds ISO 9001 (Quality Management System) certification.



The company holds certifications such as ISO 22301.

There is a figure within the company who receives negative evidence of possible wrongdoing, violations of law or offences in the course of his or her activities (e.g. Whistleblowing).

Synesgy's recommend actions



Business and governance

- Strengthen governance safeguards.
- Evaluate the possibility of joining Benefit Corporations.
- Strengthen your company strategy to seize the opportunities of the sustainable development model.



Water, energy and waste

- Evaluate the implementation of separate waste collection for other materials as well.
- Measure corporate emissions related to air pollution to understand environmental impact and identify appropriate improvement actions.
- Provide employees with incentives (e.g., travelcards/discounts) to encourage the use of public transportation or eco-friendly vehicles to commute to work.

Environmental Certifications

- Adopt ISO 14001 certification for environmental management.
- Adopt ISO 50001 certification for energy management systems.



Personnel Management, Certifications and Regulations

- Consider adopting the guidelines provided by ISO 45001 for occupational safety and health management.
- Adopt policies to cover topics such as diversity and inclusion, as well as human rights management.
- Publish the company policy on Equality, Diversity and Inclusion on the website.
- Adopt policies for the management of human rights and child labour, including forced or compulsory labour.



Regulatory certifications

- Prepare a report containing the company's results regarding environmental and social sustainability.
- Adopt ISO 37001 certification for the anti-bribery management system.

GRI Key Concept

Key Concepts (GRI 1, Section 2, Page 8)

Understanding the basic concepts for sustainability reporting is essential for those who collect and prepare the information for reporting, as well as for those who read that information using the GRI Standards. The main concepts are:

- ✔ **Impacts:** Consequences of an organization's activities on economic, environmental and social systems, including human rights. They can be direct or indirect, short-term or long-term, and can occur inside or outside the organization. It is important to consider the entire value chain of the organization when evaluating its impacts.
- ✔ **Material topics:** Identified through a due diligence process that takes into account the organization's impacts, stakeholder expectations, and the operating context. Material topics should be relevant—meaning significant to both the organization and its stakeholders—comprehensive, encompassing all significant impacts of the organization, and comparable, enabling consistent comparison across organizations, sectors, and over time.
- ✔ **Due diligence:** An ongoing process that involves identifying and understanding the potential impacts of the organization, evaluating the severity and likelihood of these impacts, implementing prevention and mitigation measures to avoid or minimize negative effects, and continuously monitoring and reporting on the effectiveness of these measures and the progress achieved.
- ✔ **Stakeholders:** Individuals or groups who may be positively or negatively impacted by an organization's activities.

Requirements for Reporting in Accordance with the GRI Standards (GRI 1, Section 3, Page 11)

Reporting in accordance with the GRI Standards enables an organization to provide a comprehensive overview of its most significant impacts on the economy, environment, and people, including those related to human rights, as well as how these impacts are managed. This transparency allows users of the information to make informed assessments and decisions regarding the organization's impacts and its contribution to sustainable development.

To report in accordance with the GRI Standards, an organization must comply with all specified requirements, including applying the reporting principles, disclosing general and material topic-specific information, providing reasons for any omissions, publishing a GRI content index, and notifying GRI of the report's publication.

By adhering to these standards, organizations demonstrate accountability and enable stakeholders—such as investors, customers, employees, and regulators—to evaluate their sustainability performance with confidence.

Requirements for Reporting with Reference to the GRI Standards (GRI 1, Section 3, Page 11)

An organization may prepare a report with reference to the GRI Standards when it is unable to fully comply with all the requirements necessary to report in accordance with the GRI Standards. Over time, the organization should aim to transition to full reporting in accordance with the GRI Standards to provide a comprehensive overview of its most significant impacts on the economy, environment, and people, including human rights.

Additionally, an organization can prepare a report with reference to the GRI Standards if it uses selected Standards or parts of their content to disclose information on specific topics or for particular purposes, such as meeting climate change reporting requirements.

To report with reference to the GRI Standards, the organization must comply with three key requirements: publishing a GRI content index, providing a statement of use, and notifying GRI. The organization should also apply the reporting principles to ensure high-quality reporting and explain how it manages its impacts for the topics covered, as outlined in Disclosure 3-3 of GRI 3: Material Topics 2021.

This approach offers a more accessible pathway for organizations beginning their sustainability reporting journey, while encouraging continuous improvement towards full compliance with the GRI Standards.

Reporting Principles and Related Requirements (GRI 1, Section 4, Page 20)

Reporting principles are fundamental to achieving high-quality sustainability reporting. They guide organizations in ensuring that the information presented is accurate, reliable, and clearly communicated. The eight reporting principles are:

- ✔ **Accuracy:** Information must be correct and detailed enough to allow a proper assessment of the organization's impacts.
- ✔ **Balance:** Information should be presented impartially, providing a fair representation of both positive and negative impacts.
- ✔ **Clarity:** Information must be accessible and easy to understand for all users.
- ✔ **Comparability:** Information should be consistently selected, compiled, and reported to enable meaningful comparisons over time and across organizations.
- ✔ **Completeness:** The report should disclose sufficient information to fully assess the organization's significant impacts.
- ✔ **Sustainability context:** The organization's impacts should be presented within the broader context of sustainable development.
- ✔ **Timeliness:** Information must be reported regularly and in time to support informed decision-making.
- ✔ **Verifiability:** The quality and accuracy of the reported information should be capable of independent verification.

Additional Recommendations for Reporting (GRI 1, Section 5, Page 25)

An organization should align its sustainability reporting with relevant regulatory and legislative requirements, particularly those related to financial reporting. This alignment helps ensure consistency, transparency, and credibility across all disclosures.

To further enhance the credibility of its sustainability reporting, an organization can adopt various best practices, including:

- ✔ **Internal controls:** Examples include (i) establishing procedures to ensure the integrity and credibility of data and (ii) evaluating the adequacy of financial controls for sustainability.
- ✔ **External assurance:** Examples include (i) verifying the quality and credibility of the information and (ii) a publicly available assurance process.
- ✔ **Stakeholder engagement:** Examples include (i) seeking feedback and (ii) obtaining advice on the data to be reported.

GRI Index

Declaration of use

K. TZANOS S.A. has reported with reference to the GRI Standards for the period 01/01/2024-01/01/2025.

GRI Standard		GRI title	Chapter/paragraph	Page
General Disclosures 2021	2-1	Organizational details	Organization Profile	5
	2-2	Entities included in the organization's sustainability reporting	Organization Profile	5
	2-3	Reporting period, frequency and contact point	Informations of reporting	9
	2-4	Restatements of information	Informations of reporting	9
	2-5	External assurance	Informations of reporting	9
	2-6	Activities, value chain, and other business relationships	Organization Profile	5
	2-7-a	Report the total number of employees and a breakdown by gender and geographic area	Employment	24
	2-7-b	Report the total number of employees by employment contract type	Employment	24
	2-22	Sustainable development strategy statement	Governance	32
	2-22	Sustainable development strategy statement	Professional ethics	32
	2-23	Policy commitment	Governance	32
	2-23	Policy commitment	Professional ethics	32
	2-26	Mechanisms for seeking advice and raising concerns	Normative compliance	32
	Indirect Economic Impacts 2016	203-1	Infrastructure investments and services supported	Local communities and virtuous initiatives
Procurement Practices 2016	204-1	Proportion of spending directed to local suppliers	Suppliers and procurement practices	29
GRI 302: Energy 2016	302-1	Energy consumption within the organization	Energy	20
Emissions 2016	305-5	Reduction of greenhouse gas (GHG) emissions	Environmental impact management	20
GRI 306: Waste 2020	306-2	Management of significant waste-related impacts	Waste	21
Supplier Environmental Assessment 2016	308		Suppliers and procurement practices	29

GRI Standard		GRI title	Chapter/paragraph	Page
Employment 2016	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Employment	24
Occupational Health and Safety 2018	403-5	Worker training on occupational health and safety	Training	25
	403-9	Work-related injuries	Employment	24
Training and Education 2016	404-1	Average hours of training per year per employee	Training	25
Diversity and Equal Opportunity 2016	405-1	Diversity of governance bodies and employees	Employment	24
	405-2	Ratio of basic salary and remuneration of women to men	Employment	24
GRI 414: Supplier social assessment 2016	414-1	New suppliers that were selected using social criteria	Suppliers and procurement practices	29
GRI 418: Customer Privacy 2016	418		Customer relations	28



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