





Delivering energy to the world

SUSTAINABILITY REPORT 2019





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Methodological information

Scope and boundary

This publication consists the 12th Sustainability Report of Corinth Pipeworks for the period 01/01/2019 - 31/12/2019. The Sustainability Report presents the policies, procedures, actions and targets set by the Company, along with the economic, environmental and social performance of Corinth Pipeworks. The Company publishes a Sustainability Report annually. The information and data provided, cover all activities and operations of Corinth Piperworks in Greece. Issues, which apply to subsidiary companies, possible joint ventures, partners, suppliers or other third parties are not included in this Report. The terms "Company" and "Corinth Pipeworks" refer to Corinth Pipeworks Pipe Industry S.A.

Methodology

The Report was prepared in accordance

with the GRI Standards (Core option). The Reporting Principles for determining content and quality were applied in preparing the Report. In addition, the Company adheres to the guidelines of the international standard ISO 26000; it has adopted and complies with the Greek Sustainability Code and operates in accordance with the principles of the UN Global Compact.

Team

This Sustainability Report was prepared by the dedicated Sustainable Development team of Corinth Pipeworks, with the support and expert guidance of Grant Thornton (www.grantthornton.gr).

External assurance

Corinth Pipeworks cooperated with TÜV Hellas and undertook the external assurance of information related to performance indicators that apply to the Company's material topics.

Message from the Chief Executive Officer

With half a **century of growth** in the **energy** and **construction sectors**, we are able to meet the **challenges** of the future, accompanied by our stakeholders and guided by the **sustainability principles**

For the twelfth consecutive year, we present the initiatives and programs that have been implemented pursuing a sustainable future for all. It is therefore a great pleasure for all of us at Corinth Pipeworks to share both the initiatives and results that we have achieved. We continuously strive to structure a culture and strategy based on our values and principles, both in regards to society and the environment. To this end, we have established the necessary communication channels for a continuous dialogue with all our stakeholder groups, acting proactively and transparently.

Last year was a milestone for Corinth Pipeworks, as we celebrated 50 years of success since our establishment. The Company undertook a significant number of high technology demanding projects, as it was awarded to supply steel pipes for the Gas Interconnector Greece – Bulgaria (IGB) pipeline, the 114 km offshore Baltic Pipeline, which represents a key European infrastructure project aiming to introduce a new natural gas pipeline into the European market, as well as the 150km pipeline in Central Italy replacing the old gas pipeline network. The Company expanded its presence with continued business success around the world with a number of offshore projects in the North Sea through the assignment of the Midia gas project in the Black Sea.

We have grown guided by our vision "To be the pipe producer of choice delivering energy to the world". We monitor developments and respond to emerging trends to continue our sustainable growth. Capitalizing on our extensive experience with demanding projects and on our talent and expertise, we invest in research, development and innovation, confident that we can be effective. We focus on programs that ensure the Company's technological superiority, digital transformation and operational excellence. We believe that the success of these programs will enable us to return value to our stakeholders while, at the same time, we take responsibility for making a positive contribution to protecting the environment. Tackling climate change represents an integral part of how the Company operates. We endeavor to contribute effectively to the energy transition and, in the future. to a zero-carbon emission economy. In 2019, we invested in the transmission of electrical power via an ultra-highvoltage station to completely halt our use of supplementary power generators. We also ensured that 100% of our electricity needs, specifically in the production unit in Thisvi, are generated from Renewable Energy Sources (RES). We are particularly pleased with the reduction in both direct and indirect gas emissions that we achieved in 2019 and we will continue our efforts to further reduce the specific consumption of electrical and thermal energy. Finally, we implemented best practices and settings in our production machinery through the BEST operational excellence program.

At Corinth Pipeworks, our people are our most valuable asset. Continuous investment in our human resources is an integral part of our culture and philosophy. In 2019, female employees increased by 19% with a corresponding 26% increase in their training hours over the previous year. We emphasize on strengthening employment among the local community, which is reflected in the fact that 90% of our employees come from the wider local area. The safety of our people is a top priority for us. The steady implementation of the certified occupational health and safety management system includes important initiatives designed to enhance awareness and create a safety culture, with the aim of preventing any possible safety-related incident. The emphasis in the field of health and safety was confirmed once again, during these challenging times, with the evolution of the COVID-19 pandemic which impacted our country and the whole world. The health and safety of our people and partners is a primary value for all of us at Corinth Pipeworks and we are committed to protecting it in every way.

2020 is expected to be a decisive year at various levels due to challenges we have never encountered before. We remain consistent and committed to our goals. We are strengthening our market position and, as always, continuing to invest in sustainable growth and improvement. Operational excellence is a major investment for us in order to promote continuous improvement across operations and processes, in terms of health, safety, environment, production, quality and responsibility in the supply chain.

GRI index

We strive to be pioneers in the technological innovations in the industry, maintaining our position as one of the largest producers of top quality steel pipes. We are able to meet the challenges of tomorrow, while contributing to the economic and social prosperity of our stakeholders. Our commitments remain firm and include orienting investments towards the development of innovative products such as hydrogen trasportation and storage as well as responding to the demands of the upcoming energy transition. For us, sustainable development is an imperative and ongoing commitment.

Ilias Bekiros

Chief Executive Officer





Year of establishment



Sales to over 45 countries worldwide



"Where there is rivalry, there is victory"

Aristotle





(m of offshore pipelines (2002 – 2019)



Years of experience and expertise

Our **philosophy** is to continuously pursue **excellence** in all areas of our **activities**

GRI index

North America





South America

200* _{km}



Diamonds of the Greek Economy 2019

Corinth Pipeworks was distinguished for the second year in a row as one of the most dynamic and healthiest growing Greek companies at the "Diamonds of the Greek Economy 2019" business awards.



1 Value Creation





Worldwide presence

Sales to more than 45 countries worldwide, through our extensive sales network.



Investments in cutting-edge technologies and human capital

We invest in high quality, technology, and our people's expertise. We produce technologically advanced products in our plant.



Customer oriented philosophy

We provide immediate response to market trends and offer added value solutions to meet customers' needs.



CORINTH PIPEWORKS S.A. I Sustainability Report 2019

Vision and efficiency in the changing world of energy



Strategic priorities

For 50 years, Corinth Pipeworks has been one of the global leading producers of high quality steel pipes and hollow sections. Its products are used in energy transportation and large construction projects.

Our strategic priorities include the following:

- Our focus is to make a positive contribution to the energy transition and tackling climate change, through the development of innovative products while reducing the carbon footprint of our activities.
- We aim to establish our Company as our customers first choice by addressing their demands, gaining their trust, offering top quality products and excellent services in today's highly competitive market.
- We strive to always be one step ahead, developing products and services based on new technologies and wellestablished technical skills.
- We are constantly investing in cuttingedge technologies as well as in the development of **our people**. We are committed to achieving long-term growth with benefits for our customers, suppliers, people and shareholders, as well as the local community.



GRI index CORINTH PIPEWORKS S.A. I Sustainability Report 2019

Half a century's experience





Creating shared value for all our stakeholders

Corinth Pipeworks' strategy is founded on sustainable growth, innovation and value generation for all of its stakeholders. Strategic investments implementation, combined with the participation in major and demanding projects, firmly establish the Company internationally. Corinth Pipeworks Holdings SA is absorbed by Cenergy Holdings SA.

GRI index



1990s

International recognition

The Company is qualified by oil and gas companies and is awarded several demanding projects around the world.

1980s

Establishing presence in international markets

Strategic partnerships with top-quality raw material suppliers are built, while the Company's production processes are certified according to international standards.



©Cheniere



1960s

GR index

Establishment

The Company was established in 1969 and commenced operations at its production plant in Corinth.

Planning **initiatives** for a net **zero carbon emissions** future and innovative **solutions** for **tackling climate change**

GRI index

The future of energy

Climate change

Corinth Pipeworks constantly keeps abreast of international trends and aknowledges the objectives of the Paris Agreement. This is a strategic choice to strengthen competitiveness and promote the transition to a low-carbon future, with a view to creating value for

its stakeholders. The Company closely monitors the European Green Deal initiatives and commitments, taking all necessary measures to reduce its environmental impact and carbon footprint in its production processes, enabling its customers to reduce their emissions.





Wind energy

Wind energy offers nowadays a technologically mature, economically competitive and environmentally friendly energy choice. It is an inexhaustible source of energy, without any environmental burden. The wind energy industry is one of the fastest growing energy technologies, especially in offshore floating wind parks.

GRI index



Hydrogen

Hydrogen holds a key role in the energy mix towards energy transition, as it is considered the clean fuel of the future. One of the most important challenges is the production of 'green' hydrogen from renewable energy sources.

Corinth Pipeworks is currently conducting research regarding the development of hydrogen and hydrogen-natural gas mix transportation pipes. More information is available in the "Innovation" section.



Digitalization

The challenges in the field of digital transformation and the utilization of new technologies for energy management are a global challenge of the industrial sector.

Corinth Pipeworks implements a digital transformation program, utilising all the advantages offered by the use of new technologies. In recent years the Company has digitised a large percentage of its human resources system, through the "SAP SuccessFactors" cloud platform. The Intelex digital platform is also used to report all health, safety and environmental incidents. Finally, a specialised and customised platform is used to automate Quality Management System processes. More information is available in the "Digital transformation program" section.



Carbon Capture, Usage and Storage (CCUS)

Carbon capture and storage technology prevents the release of carbon dioxide into the atmosphere resulting from the combustion of fossil fuels. It is a proven and constantly evolving technology that contributes to tackling climate change.

Corinth Pipeworks already has a long experience in the production of CO_2 transportation pipelines. For the last 15 years the Company has produced CO_2 transportation pipelines with a total length of over 1,150 km and is ready to face any new challenge.

Value creation model*



GRI index

*based on the Integrated Reporting <IR> Framework by International Integrated Reporting Council (IIRC)

Value creation for each stakeholder group

Shareholders

Financial benefits - profits, robustness, sustainable development

Customers

High quality products and services, research, development and innovation (R&D&I), tailor made product development

Employees

Continuous development, training and expertise improvement, risk minimization, health and safety, remuneration and additional benefits

Suppliers

Support of local suppliers, evaluation and improvement on sustainability issues

Local communities and NGOs

Support local employment and public bodies, contribute to sustainable development of local communities

Government and institutional bodies

Strengthening the financial development of the country, cooperation with institutions

Academic institutions

Knowledge exchange, retraining opportunities, internships

Material issues per pillar**

Corporate Governance

- Sustainable growth
- Operational excellence
 Ethical governance and
- Ethical governance and business integrity

GRI index

- Data protection
- Digital transformation
- Stakeholder engagement

Marketplace

- Product quality
- Products and services innovation
- Supply chain
- responsibility
- Customer focus

Human capital and society

- Occupational health and safety
- Employee training and development
- Equal opportunities and human rights
- Support local communities

Environment

- Energy and emissions
 - Waste management
- Climate change

**The materiality assessment is analysed on pages 58-59

Sustainable Development Goals

















We continuously invest in **research** and **development** of new technologies related to pipe manufacturing

Developing pipes for transporting hydrogen and hydrogen-gas mixtures from renewable energy sources

The wide expansion of renewable energy sites and the optimization of electrolysis methods have made hydrogen (or hydrogen-gas mixtures) a particularly attractive solution for the transport and storage of energy with zero pollutants and CO_2 emissions. With "green" hydrogen as the main energy medium, new large-scale infrastructure projects (mega-projects) have already been launched on a European and global level.

The selection of suitable materials for the construction of hydrogen transport linepipe, as well as the certification of a product that will guarantee its long-term safe use in full operating conditions is a research priority for Corinth Pipeworks. Within this context, a properly designed specialized testing program has been launched in collaboration with the research institute RINA-CSM Italy. In addition, a wide range of research collaborations is also being developed with gas distribution companies, international forums, such as EPRG, and international research centres related to the subject.

Improving HFW autogenous welding technology/Improving Submerged Arc Welding (SAW) technology

In the context of the optimisation and standardisation of welding technologies, continuous improvement initiatives are carried out under the principles of Design of Experiments and Lean Six Sigma evaluation methodologies.

Non-Destructive Testing technologies

Corinth Pipeworks has installed and applies the advanced method of Phased Array ultrasonic - the latest technological development in the field of non-destructive ultrasonic testing - in testing the weld at the ends of autogenous welded pipes (HFW), as well as along the full length of submerged-arc welded (SAW) pipes. The application of this technology at the Thisvi plant improves significantly the quality of inspection, while it is concurrently a pioneering application of ultrasonic inspection for the sector.

Innovation

"Green energy" orientation

Optimization of welding and control technologies

Upgraded property products

Pipes resistant to H₂S sour environment

CPW's research effort is focused on the development of heavy gauge SAWL pipes with advanced sour service properties, on the development of innovative evaluation methods through non-destructive testing and on the behaviour study and design of HFW and SAWL pipes under non-standard hydrogen sulphide exposure conditions.

Deep offshore and collapse resistant pipes

The research team focuses on modelling with the finite element method in regards to the forming and welding processes for SAWL pipes and on investigating the pipe forming conditions for HFW and SAWL reellaying applications, aiming for optimal pipe elasticity and development of specialized laboratory tests to simulate stresses during installation.

High toughness pipes under low (sub-zero) temperatures

The Company is developing a series of research projects focusing on the optimisation of sub-zero pipe properties:

- Modelling and standardization of the metal squeeze-out percentage during HFW welding in collaboration with the ArcelorMittal OCAS Belgium research centre.
- The monitoring and standardization of the HFW welding temperature with a high resolution infrared camera.
- The analysis of post-weld heat treatment methodologies by means of electronic microscopy crystallo-graphy (EBSD) in collaboration with the Elkeme research centre. (www.elkeme.gr).
- The analysis of micro inclusions of HFW welds through electronic microscopy (EDX) in collaboration with Elkeme.
- The analysis of fracture toughness properties in the SAW submerged arc fusion line.
- The analysis of the parameters of specific CTOD (Crack-Tip Opening Displacement) in collaboration with Elkeme.

Collaborations with research centres and universities

The Company closely monitors international scientific developments and trends and creates long-term cooperation relationships with institutes, universities and international research organisations, while implementing pioneering technical projects.

EPRG (European Pipeline Research Group)



This European research organisation's members include leading pipe

manufacturers, pipeline users (oil and gas companies) and major pipeline construction contractors. EPRG develops major research programmes in all fields of interest at a global level through its collaboration with the respective organisations in the USA (PRCI) and Australia (APIA). The EPRG consists of one plenary committee and three technical committees (design, materials and corrosion). Corinth Pipeworks has representatives on all of these committees.

The Welding Institute

The Welding Institute offers services related to pipe welding technology. Corinth Pipeworks receives updates and occasionally takes part in research related activities and important industrial projects.

The Hellenic Research Centre for Metals, Elkeme S.A.

Corinth Pipeworks maintains a close working relationship with the Elkeme metals research centre as many research projects are carried out there while executives from Elkeme collaborate with the Company's research teams.

National Technical University of Athens (Metsovio)



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> Corinth Pipeworks has a continuous collaboration with the National Technical University of Athens, specifically with the welding

lab at the School of Mining Engineering and Metallurgy as well as the Shipbuilding Technology Laboratory at the School of Naval Architecture and Marine Engineering, supporting doctoral theses and dissertations. In particular a project is underway on: "Hydrogen Charging", which is part of a doctoral thesis.

University of Thessaly



Corinth Pipeworks, in collaboration with the University of Thessaly, has developed a sim-

THESSALY ulation methodology of SAW pipe forming and welding with finite elements and parallel support of doctoral research.

Our research

The Company's executives present their research at conferences as well as via international scientific publications.

Investigation of the effect of Hydrogen Cathodic Charging Conditions on toughness properties of Longitudinal SAW X65 pipeline steels, the 7th Pan-Hellenic Metals Conference 2019. Study of steel microstructure from an HIC resistant longitudinally welded pipe, 7th Pan-Hellenic Metals Conference 2019. Numerical Simulation of JCO-E Pipe Manufacturing Process and Its Effect on the External Pressure Capacity of the Pipe, ASME Journal of Offshore Mechanics and Arctic Engineering, 2019, Vol. 141 / 011704.



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BEST reflects our **strategy** towards **Operational Excellence**

BEST, operational Excellence program

Prioritising technological excellence and digital transformation, Corinth Pipeworks launched the pioneering operational excellence program (BEST) in July 2019. Through this program, the Company aims to continuously improve its operations and processes, to ensure that its production units operate efficiently without any losses whilst further developing its human resources thereby strengthening their role. In addition, BEST prioritises in efficient usage of resources and materials.Moreover in combination with the reduction of inventory and the wider cost of product management, contributes to the reduction of the environmental impact of our activities.



We are **accelerating** our digital transformation by enhancing the Company's **growth** prospects

Digital transformation program

Corinth Pipeworks implements a digital transformation program, utilizing all the advantages offered by the use of new technologies and digital media. The Company's goal is the application of a modern, transparent and reliable, digital model that significantly upgrades the corporate environment, simplifies processes and practices, as well as expands its possibilities and improves communication.

Digital human resources management

In 2018, Corinth Pipeworks adopted the leading cloud human resource management platform «SAP Success Factors».

This innovation allows the Company's employees to recognize their individual value and consistently motivates them to achieve top levels of performance. Through the platform, the Company develops new digital capabilities and functions and places employees at the heart of its digital strategy.

The platform also contributes significantly to the redesign of corporate processes, so that employees' daily lives are made simpler and more efficient. The advantages of digital human resource management include the provision of targeted services, the application of flexible, electronic approval flows, while reducing paperwork, and improving employees' digital-based skills.

Using this flexible digital innovation, employees are able to:

Record and manage their leaves.

• Complete their evaluation process electronically.

GRI index

• Access their personal profile.

Digital events management and monitoring

The Company procedeed further, aiming to continuously and effectively monitor any events. By installing the digital Intelex platform, which has been adapted to the Company's needs, all safety and environmental incidents are being easily tracked, investigated and reported. At the same time, health and safety inspections, and any observations concerning unsafe conditions and behaviours are submitted, while relevant indicators and the entire action plan for the improvement of health, safety and environment issues are monitored.

Quality

In the context of digital transformation aiming in a more efficient management of the Quality System the Company utilizes a specialized and fully customizable e-platform for the performance of document control, audits management, suppliers evaluation and for the handling of non-conformities/ customer complaints and corrective actions. Essentially, the tool achieves the automation of the relevant processes for the Quality Management System, minimizes errors, consequently improving products produced and services provided.

Nicolas Martiny \odot THIN MALE HAS NOT AND A STATE

Our news

Corinth Pipeworks has been awarded the Greece - Bulgaria Gas Interconnector line pipe

The supply contract for the 187 km long pipeline is to be executed over a period of 12 months. Steel pipes with a diameter of 32 inches (812 mm) will be manufactured during the period 2019-2020 at Corinth Pipeworks' production unit in Thisvi, Viotia. High production and quality standards ensure that the pipeline meets the highest safety standards and best mechanical design practices. The scope of supply also includes external 3LPE anti-corrosion coating and internal liquid epoxy lining, which will be applied at the same location as the pipe manufacturing.

Corinth Pipeworks is awarded line pipe for the Baltic offshore project by Energinet

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Corinth Pipeworks has been awarded a major offshore contract by Energinet, comprising 114km of 32" and 36" SAWL steel pipes with three-layer polyethylene anti-corrosion coating, epoxy lining for flow assurance, concrete weight coating with sacrificial anodes and bends. The supply awarded to Corinth Pipeworks forms the offshore part (Energinet LOT1) of the Baltic Pipe pipeline and comprises 43,000 tons of steel pipes. The Baltic Pipe project is a major gas infrastructure project that aims at creating a new gas supply corridor into the European gas market. The new gas pipeline will connect the existing Norwegian gas network in the North Sea with the Danish and Polish gas transmission networks.

Corinth Pipeworks is selected for the Midia Gas Development project in the Black Sea

Corinth Pipeworks was selected to manufacture and supply 8" steel pipes for the infield line and 16" steel pipes for the offshore gas transport pipeline. The pipes will be manufactured during 2019 at the Thisvi facilities and installation work will commence in 2020. The scope of supply also includes external 3LPE anti-corrosion coating and concrete weight coating applied at the same location as the pipe manufacturing itself in Thisvi, Greece.

Snam Italy awards 150km of natural gas line pipe to Corinth Pipeworks

Snam S.p.A., Europe's leading gas utility which operates mainly in Italy, awarded 150km of gas line pipe to Corinth Pipeworks. The 26" (660mm) diameter pipe will be used to replace the older network in Central Italy.

Major projects

During the past few years, the Company has demanding projects around the world, further undertaken a large number of technologically

reinforcing its activities.

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Customer	Description	Year
Technip	67km of offshore pipelines (Solveig & Finlaggan) in UK and Norway	2019
Saipem	52km offshore project "Tolmount" in UK	2019
Anglo American	35km slurry pipeline in Chile	2019
BSOG	145km offshore pipeline "Midia Gas" in Romania	2019
Technip	101km "Karish deep water pipeline" in SE Mediterranean	2018
Subsea 7	196km for offshore projects in UK North Sea and Norwegian sea	2015-2019
Baltic connector	79km offshore pipeline in Finland / Estonia	2018
TANAP	37km line pipe for the "Trans Anatolian offshore pipeline" in Turkey	2017
Gaz System	215km line pipe for onshore projects in Poland	2017-2019
Technip	65km offshore pipeline in Norway	2017-2018
TAP A.G.	495km "Trans Adriatic pipeline" in Greece	2016-2017
Wintershall	50km reel-lay offshore project "Maria" in Norway	2016
Plains All American	2,160km oil pipelines (including Cactus II & Wink to McCamey) in the U.S.A.	2015-2019
Energy Transfer	770km gas pipeline projects in the U.S.A.	2015-2019
GRT GAZ, TIGF, GDF	560km for gas pipelines in France	2003-2016
Snam Rete Gas	810km pipe for gas pipelines in Italy	2011-2019
Sonatrach	1,400km gas line pipe for projects in Algeria	2005 - 2019
BP	184km "In Amenas" onshore gas pipeline project in Algeria	2006, 2009, 2012
Denbury	385km "Greencore CO ₂ pipeline" in the U.S.A.	2011-2012
OMV	395km "Nawara" gas project in Tunisia	2013
OMV	62km "WAG EXPANSION 3" project in Austria	2011
BG	107km "Knarr field development" offshore gas pipeline project in Norway and 120km "Hasdrubal" offshore gas pipeline in Tunisia	2012, 2007
Chevron	128 km (total) offshore pipelines in the Netherlands, Angola and Thailand	2002 - 2010
Spectra Energy	443km "South East Supply Header" gas pipeline in the U.S.A.	2007
Chevron	490km "WAGP-West African Gas pipeline" offshore project in Ghana	2005
Shell	204km of offshore oil projects awarded by SHELL Deepwater in Gulf of Mexico, SHELL UK in the North Sea and SHELL Nigeria in West Africa	2005



Products, services and facilities

Added-value products

Corinth Pipeworks products are used to transport oil, gas, water, CO_2 and slurry, along with applications in the construction sector. Specifically, they are used in:

- Onshore and offshore pipelines for oil and gas transportation
- Casing pipes for oil and gas drilling and extraction
- Hollow structural section
- Pipelines for water transportation

Demanding applications and turnkey solutions

Company's products and services include:

- Internal lining and external coating of pipes. It also offers external concrete weight coating (CWC) for offshore applications.
- Destructive and non-destructive testing (raw materials, end products at the Company's accredited laboratory (to ISO/IEC 17025 standard).
- Weld-on connector facility for casing pipes used in drilling/ extraction.

- Additional tasks available at its facilities include treating, cutting, prefabricating and affixing special markings.
- Alternative solutions for the steel pipe manufacturing method, to reduce the cost of materials without compromising functionality or quality (such as welded pipe solutions instead of seamless pipes, which have a significantly higher cost and longer delivery time).
- Optimum packaging, transport and storage processes, procurement of pipes or subcontracting of pipe coating outside Corinth Pipeworks' own product range to approved subcontractors as part of large projects, thus providing total solutions.
- Multi-modal transportation of pipes, including ship loading/ offloading, carriage by sea, carriage by rail, offloading and transport by lorries.



Our production units	Specifications	Annual capacity
ERW/HFI pipe mill	 Steel grade: up to X80 External diameter: 8 5/8" - 26" Wall thickness: up to 25.4 mm Pipe length: up to 24 m (80') 	400,000 tons/year
SAWH mill	 Steel grade: up to X80 External diameter: 24"- 100" Wall thickness: up to 25.4 mm Pipe length: up to 18.3 m (60') 	375,000 tons/year
SAWL (JCOE) mill	 Steel grade: up to X80 (provision for X100 in future) External diameter: 16"- 56" Wall thickness: up to 40 mm Pipe length: up to 18.3 m (60') 	400,000 tons/year
ERW/HFI pipe mill	 Steel grade: up to S355J2H External diameter: 2" - 7 5/8" Wall thickness: 2.0 - 10.0 mm 	150,000 tons/year
External coating	 TCP 100: Pipe diameter: 8 5/8" - 100" Maximum pipe length: 24 m TCP 48: Pipe diameter: 4 1/2" - 48" Maximum pipe length: 18.3 m 	7,000,000 m ² annual production capacity
Internal lining	 TLP 56 Pipe diameter: 8 5/8" - 56" Maximum pipe length: 24 m 	2,000,000 m² / year
External concrete weight coating (CWC) facility	 External diameter: 8 5/8" - 40" Maximum pipe length: 13 m Concrete thickness: 40 - 120 mm 	
Weld-on connector facility	 Steel connector grade: up to X100 (pipe grade: up to X80) Connection point range: 3 - 18 m 	5,000 units/shift/year

For 50 years now we are delivering value added products and services

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Quality

Quality management

In seeking continuous improvement, Corinth Pipeworks implements a certified Quality Management System, in accordance with the requirements of the international standard ISO 9001: 2015 and the API Q1 specification. Its commitment to quality is reflected in the Quality Policy.

The Company manages the quality of its products through:

• understanding and covering the needs and expectations of customers

and other stakeholders,

- developing policies, processes and allocating the necessary resources
- identifying and appropriately treating the risks and opportunities related to the satisfaction of its customers, as well as conformance of its products,
- continuously monitoring and evaluating the implementation of relevant policies and processes, the results of their implementation, as well as their improvement, whenever necessary.



Accredited laboratory testing centre

The Company's laboratory testing centre is accredited by the Hellenic Accreditation System (ESYD) according to the ISO/IEC 17025 standard. The laboratory testing center boasts modern equipment for the mechanical preparation of the test specimens according to the applied standards, along with a computerized system for monitoring and reporting purposes.

The Company, by implementing an ambitious investment program and by acquiring new equipment, is aiming into further broadening of the testing scope and the improvement of the measurements' accuracy of the laboratory testing center. At the same time new technologies and automations are adopted in sample preparation stages and the actual testing performance.

The centre's activities fully meet the requirements of the applicable specifications as well as of the respective customers, including: mechanical tests, chemical analyses, as well as nondestructive testing.



API Q1 API 5CT API 5L AD 2000-Merkblatt HP 0 AD 2000-Merkblatt W 0 PED 2014/68 EU ISO 3834-2 ISO 3183/B-Mark EN 10219-1 ISO 9001

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Production standards

At all stages of the Company's production process, specific standards are followed. Hence, the Company is able to certify the compliance with high standards during production.

Longitudinally welded pipe production (ERW/HFI), 26"	• API 5L • API 5CT • ISO 3183 • EN10219	• DNVGL-ST-F101 • CSA Z245.1.
Helical/spiral welding production standards (HSAW), 100"	• API 5L • ISO 3183	• EN 10219 • CSA Z245.1.
Longitudinally welded pipe production standards (SAWL), 56"	 API 5L ISO 3183 DNVGL-ST-F101 EN10219 CSA Z245.1. 	
External coating	 ISO 21809-1 ISO 21809-2 DNVGL-RP-F106 CSA Z245.20 DIN 30670 	• DIN 30678 • NACE SP0394
External concrete weight coating (CWC)	• ISO 21809-5	
Internal lining	• API RP 5L2 • EN 10301	• ISO 15741 • AWWA C210

2 Our people, our future

CORINTH PIPEWORKS S.A.



90%

employees sourced from the local community





increase training hours for female employees



CORINTH PIPEWORKS S.A

"In our gradually shrinking world, everyone is in need of all the others"

Giorgos Seferis





full-time workforce



。 \$,339

man hours of training



increase in training

We give **our people** opportunities for personal **advancement** based on **results**

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Our people

The successful implementation of Corinth Pipeworks' strategy and its longterm performance are inextricably linked to its people.

During 2019, Corinth Pipeworks employed 515 employees with 94% consisting of clerical and blue collar employees, while 6% are senior executives and department directors. 69% of the workforce belongs into the 30-50 age group, with the 7% belonging into the under 30s age group. The percentage of female employees increased by 19% compared to the previous year.

The Company employs a large percentage of employees from the wider region of Viotia. The number of employees from the local community remains high over the years (90.4% in 2018 and 90% in 2019).



Strong foundations and values

Respect for Human Rights and the provision of equal opportunities are key elements of how the Company operates. In respect to the principles of the United Nations Global Compact for the protection of human rights, Corinth Pipeworks has incorporated the relevant human rights process, the necessary provisions to address issues that may arise - as well as the procedures for their management, while at the same time identifying employees duties and responsibilities.

Through its Code of Conduct and Business Ethics, Corinth Pipeworks clarifies its mission, values and principles and connects them with professional behavior standards. It is a tool that supports employees' daily decision-making processes. This in turn encourages ethics and compliance discussions, enabling employees to handle any dilemmas they may face in their daily work.

At the same time, it helps them to better

Workforce breakdown by gender

Men Women 465 448 422 318 318 40 50 42 39 2019 2018 2017 2019 2018 2017 40 29 50 40 29 50 30-50 2019

Workforce breakdown by gender and age group



understand how they can protect the Company's reputation from any deviant behaviour in relation to the Code.

GRI

During the year, the Company revised its Code of Conduct and Business Ethics, incorporating information on personal data protection, the report mechanism in the case of any violation of the Code of Conduct's principles and measures ensuring confidentiality.

In 2019, a survey was conducted in order to measure the degree to which employees identify with the Company's current values, including any discrepancies and points of improvement. All employees participated in the survey with a response rate of 76% while the values that emerged were respect, honesty, integrity, cooperation, health and safety, continuous improvement and responsibility at work.



We create **experiences**

We value talent

We treat our people with **respect** and transparency

Communication

The Company implements a flexible system of internal communication which promotes open dialogue, an exchange of views and substantive information.

The channels of our "open door" internal communication include:

- Daily departmental meetings at the beginning of the shift, in which the head of the Department, the engineers and the foremen of the shift participate.
- Weekly executive meetings (directors and senior executives).
- The evaluation process.
- The internal network (intranet).
- Posters on bulletin boards in production facilities and other places.
- Employee annual meeting for the cutting of the New Year's pie.

Staff meetings increased further through the application of the "BEST" program which proved to be one of the most effective tools throughout all levels of the hierarchy. As part of the program, a new routine entailing daily and weekly meetings was established, with the aim of resolving issues and strengthening communication. Through these meetings, the degree of employee participation within the production unit increased, while a culture of responsible participation and exchange of views has been cultivated.

Attracting and retaining talents

Attracting and retaining competent people contributes to the Company's long-term performance. We take great care in offering our people a working environment of personal advancement, equal opportunities, diversity and continuous training. Regarding issues related to recruitment, remuneration, promotions and training, the Company applies procedures with non-discriminatory criteria, which are not related to any form of discrimination based on sexual orientation, nationality, age, marital status and other characteristics.



Evaluation

Through the evaluation carried out using the Success Factors platform, high levels of performance are recognized, communication between the Manager and the employee is strengthened, their educational needs are identified and professional, as well as personal goals are set.

Every year, senior managers, managers and professionals, as well as the clerical staff and foremen are evaluated, in order to strengthen a fair working environment and the operating plan for each job position. During 2019, employee performance evaluations for 2018 were carried out and were completed for 8 senior executives, 37 managers and professionals and 88 clerical staff and foremen. An evaluation for the entire workforce, blue collar staff included, will be conducted during 2020.

Additional benefits

In addition to the salaries (which are set by law), the Company offers its people a number of additional benefits (e.g. health benefits, provisions for payment of school fees/tuition, summer camps for employees' children - up to 16 years) based on equal treatment, in all employee categories.

The performance of our people is directly related to their mental health. At Corinth Pipeworks we seek to offer a workplace where employees can feel safe, secure and can concentrate on developing their talents. In this context, employees and their families can contact specialized psychologists, through the psychological support help-line that the Company provides free of charge so that they can receive support in managing any difficult situations they may be experiencing.



For our people, knowledge enrichment never stops

GRI index

Training

Our employees' continuous training and skill development are of the most important characteristics of our operational excellence principles.

At Corinth Pipeworks, various training programs are designed and implemented in order to strengthen our employees' professional and social skills and their continuous development. Every year, training subject areas are re-evaluated

and expanded in scope, so that the Company can respond more effectively to any educational needs arising from the evaluation process.

Regarding the training programs, they are designed and implemented both internally and externally in collaboration with specialized trainers. The programs' topics vary and may relate to specialized training. as well as in soft skills development.



Average training hours per gender and Distribution of training hours per hierarchical level

training/education category (%)



*Internal training hours on relevant topics are not included


Our employees **develop** their talents, acquire new **skills**, participate in initiatives being our partners in implementing our **strategy** and strengthening our **culture**



1,396 Employees participated in in-house training

832 Employees participated in external trainings

Unit	2019	2018	2017
#	0 770	0.4.4.0	F 400
#	8,339	9,440	5,402
#	378	336	188
#	486	941	225
#	1,044	2,637	711
#	6,809	5,862	4,446
#	1,396	2,026	1,100
#	832	191	82
#	2,228	2,217	1,182
	# # #	# 8,339 # 378 # 486 # 1,044 # 6,809 # 1,396 # 832	# 8,339 9,440 # 378 336 # 486 941 # 1,044 2,637 # 6,809 5,862 # 1,396 2,026 # 832 191

*(participants x training hours)



Monitoring our human resources' progress ensures that our people are effectively managed and their performance is constantly improved

Workforce per gender and hierarchical level

Workforce per region and employment contract



Senior executives and workers 94% 2019: Men 437 Women 47 2018: Men 404 Women 35 Viotia 90% Attica 10% 2019: 2019: Permanent 452 Permanent 50 Fixed-term 13 Fixed-term 0 Total 2018: 2018: 2019: 515 Permanent 413 Permanent 44 Fixed-term 30 Fixed-term 3 2018: 490

New hires per region and age group



Departures per region and age group



36



Human resources key indicators

At Corinth Pipeworks we monitor specific indicators in order to improve the performance management of our people and implementing corrective actions, where required.

The key performance human resources

indicators are data based measurements in line with the Company's strategy and goals whereby first and foremost, we take care in maintaining the number of our people, as well as hiring new employees, especially from the local community.

New hires per gender and age group







Employment data	Unit	2019	2018	2017
Total workforce	#	515	490	461
Employee mobility* Recruitments (total recruitments/total number of employees 31.12)	%	9%	10%	10%
Departures (total departures/total number of employees 31.12)	%	5%	5%	5%

*2018 employee mobility rates have been revised, due to required changes in calculation method.

3 Occupational health and safety





emergency drills and training





health and safety seminars



"Prevention is the greatest cure" **Hippocrates**



3,178 hours of health

and safety training



<u>6</u>00 7.8

hours per employee in health and safety training



"golden" safety rules

For Corinth Pipeworks, protecting the health of our employees in a safe working environment is a good business practice. Each of us shares this responsibility to ensure our long-term success.

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Health and safety measures

The Company recognizes that integrated health and safety management is a key element in improving working conditions and eliminating accidents. Based on its strategy for the protection of health, prevention and reduction of accidents in all its production, supporting and administrative facilities, specific actions and safety rules are applied.



Golden safety rules

At Corinth Pipeworks' facilities, 15 "golden" safety rules are implemented which involve all the necessary measures that must be undertaken in the workplace.



Health and Safety Policy

The policy defines the framework of principles for promote a healthy and safe working environment for all. The policy also enables the Company to improve systems, standards and practices applied.



Occupational Health and Safety System

The Company implements a certified management system, according to the international standard OHSAS 18001: 2007. The aim of the system is to identify and manage occupational risks. It is based on the Health and Safety Policy and consists of a set of procedures.



Accident reduction program

Systematic safety checks are performed on the production line, following a daily plan, with the aim of eliminating unsafe behaviours and the preventive assessment of safety levels during each shift.



Digital events management

Through the Intelex digital platform, adapted to the needs of the Company, it is possible to monitor and report the events at the plant, trend analysis and the development of new investments, procedures and health and safety guidelines.



Awareness programs

Employee awareness programs related to safe working behaviour.



We build a **health and safety preventive culture** along with our people

Prevention practices

The Company systematically evaluates its performance in the field of health and safety. It monitors potential risks through the annual review of the Occupational Risk Assessment Study (ORAS), in order to continuously ensure proper health and safety conditions.

Health and Safety Committee

The Health and Safety Committee consists of 17 employees. It represents all employees; its main responsibility is the systematic monitoring and recording of all relevant issues, aiming at the sound implementation of health, safety and environment management system. It carries out regular internal inspections in all production departments and submits suggestions for improvement. In 2019, the internal inspection process was revised by adding more inspection points, thereby creating a more complete evaluation tool.

Emphasis on prevention

Enhancing the safety culture and preventing any kind of incident concerns all employees. It aims to minimise the interaction between human factor and workstations. This is achieved through enhanced safety signage, demarcated pedestrian and vehicle routes, blocking off dangerous crossings, and controlled access to pipe handling lanes and pipe rolling ramps. In order to improve air quality, detailed VOCs measurements took place at 15 points, in all job positions and throughout the production facility.

Managing incidents

The incident management process, through the digital platform Intelex is applied whenever any incident occurs (regardless of its severity) and the person



responsible for health and safety issues is informed. An investigation is conducted and all necessary corrective actions are planned. A statistical analysis of the incidents is also carried out, in order to facilitate the annual health, safety and environment management system review.

Health and safety training

All Company executives and employees participate in training programs for promoting and adopting safe work behaviour. A total of 3,178 hours of training and 343 seminars were held, with over 270 participants. In addition, 14 emergency response drills (fire safety, working at heights, first aid, evacuation of a building) and 3 exercises to prevent chemical leakages into the ground took place. Finally, driving culture and safety training were provided to the Company's executives by an accredited external partner.

Awareness program

Employees are encouraged to submit their views and suggestions through their respective personal notebook. In addition, all employees can, through a special form, submit their proposals anonymously or officially by placing them in the specific «suggestions/proposals» boxes so that important health and safety issues can be investigated immediately. The improvement proposals are examined and evaluated based on specific criteria by the Health and Safety Committee, in collaboration with the Director of the production unit.

Adherence to safety rules and promoting responsible work behaviour is a basic principle at Corinth Pipeworks. The implementation of the holistic 5S in all its facilities and the awareness programs contribute to this direction. In this context, in 2019, the electrical maintenance coatings team that effectively implemented the 5S was awarded.



Our performance assessment confirms our **commitment** to **continuously improving** occupational health and safety

Monitoring health and safety indicators in the workplace enables Corinth Pipeworks to collect data in order to improve its performance. Company can identify points or areas that need intervention and improvement and therefore conducts research, collects and analyzes employee statistics and monitors the following key performance indicators:

GRI index

Through continuous monitoring, the

Our performance	Unit	2019	2018	2017
Lost Time Injury Frequency Rate (LTIFR)*		1.04	3.39	3.03
Severity Rate (SR)**		106	118.1	374
Trainings	hours	3,178	5,000	2,473
Working at heights	hours	176	176	176
Advanced first aid	hours	304	320	320
Seminars	hours	343	468	214
Emergency response drills	#	14	17	13
VOCs detection and measurement	spots	15	5	15

*LTIFR - Lost Time Injury Frequency Rate: (number of incidents/man-hours worked) x10⁶

**SR – Severity Rate: (number of days of absenteeism from work due to accident/man-hours worked) x10^6 $\,$



Environment and climate change





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training hours of environmental protection



50001 energy management system



"Nature does nothing imperfect or in vain"

Aristotle





32% recycled water







index

We invest in the future

Corinth Pipeworks understands the challenges being brought about by climate change and takes serious responsibility for reducing its environmental footprint. In addition, the Company recognises the interest of its stakeholders on how it addresses the challenges posed by climate change. Based on the above, the Company has incorporated initiatives concerning its energy transition and improving its production efficiency in order to respond to these challenges in its strategic planning.

Climate change

Climate change is the focus of discussion, and its effects on both the economy as a whole and the natural environment are scientifically unshakable. Last year, the Intergovernmental Panel on Climate Change (IPCC) published a special report on the effects of global warming by 1.5 °C compared to pre-industrial levels, while at the end of 2019 the European Commission's European Green Deal activated investment plans and financial instruments to support environmental protection. The role of business in reducing carbon emissions and tackling climate change is also crucial, through the transition to a low-emission economy.

Today, industry is being called upon to meet the global demands of a growing population, while significantly reducing its impact on the climate.

Raw steel production is responsible for 5% (1,690Mt) of the global annual carbon footprint (CO_2), while significant increases in production are expected due to both population and GDP growth.

According to research carried out by the International Energy Agency (IEA), over the next five to ten years, the CO_2 reductions announced by the Paris Climate Agreement can be achieved by accelerating the implementation of energy efficiency measures and improving available technologies.

The Company has undertaken initiatives to tackle **climate change** that will enable it to become a steel pipe manufacturer with **zero carbon footprint activities.**

© Subsea 7

GRI index

UISMA

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Our priority is to continuously improve our **energy efficiency** in our production **process**

index



Energy transition

Climate change is a key factor in need of the energy transition, as energy consumption and production account for two-thirds of global greenhouse gas emissions.

The role of hydrogen in the future energy mix and its energy storage are an integral part of the energy transition. It offers great flexibility in the potential applications it may have. It can be used as a fuel in transport or in electricity generation, while it can be used in energy storage.

Today, hydrogen is mainly produced by 68% of natural gas, followed by oil by 16%, coal by 11% and electricity by 5%*.

To promote energy transition and low pollutants the Company includes in its applications the assessment and development of innovative products and solutions for hydrogen transmission and storage.

More information regarding the development of new products can be found in Section "Innovation" (p.16).

*according to International Renewable Energy Agency (IRENA)

Energy efficiency



Corinth Pipeworks uses operational excellence practices at a pilot level that cover a wide range of best energy efficiency applications.

As part of these practices, the Company has been recognized through the Energy Mastering Awards 2019, for the implementation of successful energy management practices.

In addition, for the smooth operation of the equipment and machinery, the Company invested in the transmission of electricity through a High Voltage Station. The Company aims to stop the use of power generators, which from 2014 until today consume approximately 340 tons of oil per year. Through this investment, the Company will immediate achieve reduction of carbon emissions.

As part of the continuous improvement of energy efficiency, the Company implements a certified Energy Management System, in accordance with the international standard ISO 50001:2011.



GRI index

Our priority is to continuously measure and monitor our environmental indicators

GRI index

Managing and protecting the environment

Corinth Pipeworks takes various measures to protect the environment and tackle climate change, by reducing its environmental impact. This commitment shapes how the Company procures raw materials, manufactures and transports its products. The Company's long-term strategy for minimising its impact on the environment is achieved by focusing on the following areas:



Proper energy management

Continuous monitoring energy efficiency, with the aim of improving the energy efficiency of equipment and production machinery.



Certified Environmental Management System

The Company implements a certified Environmental Management System, according to the international standard ISO 14001: 2015. The system includes actions and measures to ensure the environmental integrity of the areas in which it operates.



Environmental training and awareness

For Corinth Pipeworks, the protection of the environment is directly linked to the personal and practical contribution of each employee resulting in planned training seminars on environmental management.



Sound waste management

A specific waste management process is carried out in order to reduce their volume.



Digital incidents management

Through the digital Intelex platform, environmental incidents - that may affect the execution of tasks - are recorded.



Effectively monitoring the use of water

The Company applies the precautionary principle to water consumption and continuously controls, maintains and improves its water network, where necessary.



Aiming to continuously improvement

In order to maintain the sustainability of the environment and continue our operations as a responsible Company, we remain committed to actions which address air pollution, reducing the energy consumed and controlling any impact on the environment.

We measure our energy consumption and carbon footprint

Energy management and monitoring relevant indicators help us make the appropriate decisions for beneficial interventions in the process of tackling climate change. The electricity needs for the production unit in Thisvi, Viotia, which is responsible for 91% of the Company's total energy needs are ensured under the exclusive use of renewable energy sources.

The specific consumption of thermal energy per ton of product for 2019 decreased slightly by 0.2 kWh compared to the previous year (30.7 kWh/ton of product for 2019), which is due to the reduced operation of certain generators. The same reason contributed to the corresponding small reduction in direct CO₂ emissions, which amounted to 7.4 kg per ton of product, or 0.1 kg less compared to 2018.

The specific consumption of electricity per ton of product amounted to 144 kWh increasing by 26 kWh, due to changes in the product mix.

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Controlling water usage

The Company follows the precautionary principle in water consumption. It carries out regular checks and maintains its network, in order to avoid any leaks. In the context of saving natural resources, the Company focuses on water reuse - recycling practices in its production process. In 2019, the specific water consumption amounted to 0.22 cubic meters (m³) per ton of product, signifying an 8% reduction, compared to 2018.

We manage waste

Through efficient waste management, Corinth Pipeworks has significantly reduced its waste volumes. The largest percentage, i.e. 93.6% is sent for recycling, 5.7% is recovered (energy recovery or other type of recovery) and a very small percentage is sent to landfills. In addition, the Company cooperates with properly licensed companies for the management of all types of waste.



Energy consumption, per source





In 2019, **100%** of our **electricity** needs were sourced from **renewable energy sources (RES)**

Our performance	Unit	2019	2018	2017
Energy				
Electrical energy	kWh/tn	143.9	118.5	108.4
Thermal energy	kWh/tn	30.7		27.7
CO ₂ emissions*				
Total direct emissions				
(Scope 1)	kg/tn	7.4	7.5	6.7
Total indirect emissions				
(Scope 2)	kg/tn	0.0	78.4	67.7
Total emissions (Scope 1 and 2)	kg/tn	7.4	85.9	74.4
Water				
Water use	m³/tn	0.22	0.24	0.23
Water recycling	m³/tn	0.10	0.13	0.08
Waste				
Recovered	kg/tn	4.9	4.7	5.2
Recycled	kg/tn	80.4	77.8	67.5
Landfill	kg/tn	0.6	0.4	0.5

* Emissions were calculated based on the factor for each energy source provided by the Greenhouse Gas Protocol (GHG) and all emissions are CO_2 equivalent.



5 Materiality and stakeholder engagement



86% Customer satisfaction in terms of quality



Local suppliers



Support local communities (thousands of EUR)



"Unity is strength" Aesop



299 Million EUR in supplies and services





We contribute to 7 UN Global Goals for Sustainable Development



17 Materiality issues CORINTH PIPEWORKS S.A. I Sustainability Report 2019

Materiality

Corinth Pipeworks evaluates the most important issues arising from its operations for each axis of Sustainable Development. The evaluation of these issues is an important tool in the preparation of the Company's annual action plan, formulation of the annual Sustainability Report.

Significance of Financial, **Environmental and Social material** topics for the Company



GRI index

Evaluating materiality issues helps us to address the **challenges** that affect our **strategy** on our pathway towards **sustainable development**

Evaluating material issues

In order to determine the content of this Report, a re-evaluation of the Company's material issues was conducted.

In order to identify the issues for evaluation, extensive benchmarking research in the sector's material issues was carried out, whilst also referencing the issues proposed as material by the global, industry reference framework i.e. the Sustainability Accounting Standards, Board (SASB). During this process new and emerging factors that affect the Company's business have been identified. Based on the above, a table of topics was prepared for evaluation, per axis of Sustainable Development. These issues were evaluated by the Sustainability team, in a special workshop. The evaluation also included the views of representatives of the stakeholder groups, as they were recorded through electronic survey held during 2019. The results of the survey led the Company to draw useful conclusions and to re-prioritise its materiality issues. Overall, the process of evaluating and prioritising material issues was based on the Global Reporting Initiative guidelines and the international organization AccountAbility's AA1000 standard.

GRI index



Linking material issues with the Sustainable Development Goals

Recognizing the importance of contributing to the achievement of the United Nations Sustainable Development Goals (SDGs), to the best of its ability, the Company has linked its material issues with 7 Sustainable Development Goals. Through this process, Corinth Pipeworks is planning and implementing initiatives to better meet its objectives.

The material issues related to the Goals, the relevant targets, as well as specific performance indicators under the Guidance of the United Nations Conference on Trade and Development Directive* (ISAR SDG Reporting) are presented below.

Materiality issues and UN SDGs

innovation (R&D&I)

SDGs	Targets and performance indicators	Material issues
4 W İ	Relevant target: 4.3 Ensure equal access for all women and men to affordable and quality technical, vocational and tertiary education, including university. <i>Performance indicator:</i> 4.3.1 Average number of hours of training per employee	Employee growth and training
7 energieses energieses	Relevant target: 7.2 Increase substantially the share of renewable energy in the global energy mix. Performance indicator: 7.2.1 Renewable energy consumption as percentage of total energy consumption in the reporting period	Energy and emissions
8 mar an ar inter an ar	 Relevant targets: 8.2 Achieve higher levels of economic productivity through diversification, technological upgrading and innovation, including through a focus on high-value added and labour intensive sectors. 8.5 Achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value. 8.8. Protect labor rights and promote safe and secure working environments of all workers, including migrant workers, particularly women migrants, and those in precarious employment. Performance indicator: 8.2.1 Revenue minus costs of bought-in materials, goods and services (gross value added, GVA) 8.5.1 Total costs of employee workforce (wages and benefits) divided by the total revenue 8.8.1 Incident frequency and severity rates 	Sustainable growth Occupational health and safety
9 ministration	 Relevant target: 9.3 Increase the access of small-scale industrial and other enterprises, in particular in developing countries, to financial services, including affordable credit, and their integration into value chains and markets. 9.4 Upgrade infrastructure and retrofit industries to make them sustainable, with increased resource use efficiency and greater adoption of clean and environmentally sound technologies and industrial processes, all countries taking action in accordance with their respective capabilities. 9.5 Enhance scientific research, upgrade the technological capabilities of industrial sectors in all countries, in particular developing countries, including, by 2030, encouraging innovation and substantially increasing the number of research and development workers per 1 million people and public and private research and development spending. Performance indicator: 9.3.1 Proportion of procurement spending at local suppliers 9.4.1 Greenhouse gas emissions (Scope 1 & Scope 2) 9.5.1 Total amount of expenditures on research, development and 	Operational excellence Digital transformation Products and services innovation Supply chain responsibility Climate change
	9.5.1 Total amount of expenditures on research, development and	

GRI index

SDGs	Targets and performance indicators	Material issues
12	Relevant target: 12.5 Substantially reduce waste generation through prevention, reduction, recycling, and reuse. <i>Performance indicator:</i> 12.5.1 Total amount of waste reused, remanufactured and recycled	Waste management Product quality Customer focus
16 mil anter an come	Relevant target: 16.5 Substantially reduce corruption and bribery. Performance indicator: 16.5.2 Total monetary value of paid and payable courts in the reporting period	Ethical govern- ance and busi- ness integrity Data protection Equal opportunities and human rights
17	Relevant target: 17.17 Encourage and promote effective public, public- private, and civil society partnerships, building on the experience and resourcing strategies of partnerships. <i>Performance indicator:</i> 17.17.1 Total amount of charitable/voluntary donations and investments of funds in the broader community	Stakeholder engagement Supporting local communities

*ISAR SDG Reporting is a performance indicators framework linked to the Global Sustainable Development Goals. Developed in 2018 with the collaboration of the United Nations Conference on Trade and Development (UNCTAD) and the International Integrated Reporting Council (IIRC) as a methodological tool designed to help businesses and other private actors provide key performance data on issues sustainable development in a consistent and comparable way

Achieving targets set for 2019 and setting further targets for 2020

Action area	2019 targets	Performance	2020 targets
	1. Training on equal opportunities and fighting against discrimination in the workplace.	The goal has been transferred to 2020.	1. Education - information on the Code of Ethics, the fight against corruption and whistle blowing.
Human resources	2. Conducting human resources survey, in order to identify the values and attitudes that ensure continuous development and excellence.	Achieved	2. Digitization of employee training processes through the Human Resources Management system - SAP Success Factors
	1. Achieve average training in> = 6.5 hours / employee.	Achieved Average training per employee reached 7.8 hours.	1. Achieve average training in> = 5.5 hours / employee.
Occupation- al Health and Safety	2. Organizing blood donations with encouragement to increase employee participation.	Achieved	2. Organization of 4 blood donation cycles with encouragement to increase employee participation.
	3. Education on health, safety and environmental protection in local schools (ergonomics, road safety, electrical hazards, slips and falls, waste management, etc.)	The goal has been transferred to 2020.	3. Education on health, safety and environmental protection in local schools (ergonomics, road safety, electrical hazard, slips and falls, waste management, etc.)
Environ-	1. Improvement of infrastructure in the temporary storage area for solid and liquid waste.	Achieved	1. Achieve average environmental education in > = 1.0 hour / employee.
ment	2. Environmental actions: tree planting.	Achieved 1,800 trees were planted	2. Environmental actions: implementation of tree planting.

Framework for stakeholder groups interaction and communication

GRI index

Communication and open dialogue with stakeholders is essential for Corinth Pipeworks as it contributes to the understanding and response to the issues that concern them.

The Company communicates with its stakeholders through its website (www.cpw.gr), the website of Cenergy Holdings (www.cenergyholdings. com), the annual Sustainability report, as well as through its participation in conferences, fora and institutions, press releases and announcements. In addition, it communicates individually with each group of stakeholders depending on the circumstances and always within the framework of mutual benefit.

		Our response
	Shareholders	
	· · · · · · · · · · · · · · · · · · ·	
Annual General Meeting Regular meetings of shareholders with the Company's top managemen		Detailed information in section: "6. Corporate governance and economic performance "
Press releases, announcements and reports Publication of an annual financial report The Board of Directors of Corinth Pipework A requests the convocation of the Genera hareholder Meeting to decide upon the ubjects that fall within the capacity of the Company's Shareholder as per the provisions of Law 4548/2018. The decision idopted by the Shareholders are recorded in the Minutes of the Meeting and ar communicated to the stakeholders and the hovestors' community through publication in the General Commercial Registry of the tellenic Chamber of Commerce.	al e f e d e e n	Communication frequency: Monthly
lelience chamber of commerce.	Customere	
	Customers	
Customer satisfaction survey Continuous physical and telephone communication Participation at exhibitions Project Management Department and product certification procedures Participation in industry/clients' conferences, forums and events Marketing	 Quality, competitive products High quality services Timely and reliable project execution Policies and procedures that cater towards immediate customer service Information re. products and services Compliance with international environmental protection and safe work practices Conforming to anti-corruption rules Personal data protection 	Detailed information in sections: "1. Value creation", 3. Occupational health and safety", "4. Environment and climate change", "5. Materiality and stakeholder engagement" Communication frequency: Daily
	Employees	
Company internal network Ongoing communication between management and workforce Updating employees via emails and	 Development and career advancement Benefits Insurance coverage 	Detailed information in sections: "2. Our people, our future" and "3. Occupational health and safety"

Personal data protection

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Communication channels	Issues which of concern	Our response
	Suppliers	
Procurement department/per procurement category Communication through accounting department for financial issues Attending supplier exhibitions and events Constantly informing suppliers of market developments	 Merit based/objective evaluation Supporting local suppliers Informing suppliers of market developments Incorporation of responsible operation criteria 	Detailed information in sections: "1. Value creation" and "5. Materiality and stakeholder engag ment" Communication frequency: Daily
	Local communities and NGOs	
Constant communication with local	 Supporting local entrepreneurship 	Detailed information in section:
agencies and associations	 Collaborating and supporting NGO 	"5. Materiality and stakeholder
Involvement in local agency and associations' initiatives	initiativesResponding to local community	engagement"
Company representatives participating in events, forums – exchanging views Main member of CSR Hellas	issues (e.g. supporting associations)	Communication frequency: Daily
	State and institutional bodies	
Involvement in policy and decision making (through SEV)	 Compliance with the current legal framework and regulations 	Detailed information in sections: "1. Value creation" and
Conference participations Participating in events organised by	 Supporting State initiatives and programs 	"6. Corporate governance and economic performance"
state bodies	 Timely response to State require- 	·
Participating in state research and consultations Participating in local industrial	mentsCooperating to strengthen Greek exports	Communication frequency: Monthly
bodies		
bodies	Financial institutions	
bodies Meetings with Company representa-	• Sustainability	Detailed information in sections:
	· · ·	Detailed information in sections: "6. Corporate governance and economic performance"
Meetings with Company representa-	 Sustainability Liquidity 	"6. Corporate governance and

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- Research
- Knowledge dissemination and information exchange activities
- Linking academic research with applied practices
 Supporting and strengthening
- Supporting and strengthening scientific projects (e.g. through collaborations in European programs)
 Internships

Detailed information in sections: "1. Value creation" and "5. Materiality and stakeholder engagement"

Communication frequency: Whenever deemed necessary

Collaborative customer relationships

At Corinth Pipeworks we focus on meeting the needs of our customers, so that their goals and expectations are achieved. The success of our strategic choice is evidenced by maintaining long term relationships with our customers based on trust.

This is the result of our people's capability, the focused management of each project, and our know-how in providing customized solutions of high standards.



Creating added value for our customers

GRI index

Customer satisfaction

Corinth Pipeworks investigates, analyzes and systematically monitors its customers' level of satisfaction in order to constantly adapt and respond more effectively to their needs. For Corinth Pipeworks a project is only deemed as completed when the results of the customer satisfaction survey are received. This survey follows the international standards API Q1 and ISO 9001:2015 requirements and quantifies the degree of customer satisfaction at various stages of the project.

For 2019 the response rate to the survey was 88%. Corinth Pipeworks, staying true to its customer-centric philosophy, supports a specific grievance management process. During the year the Company received and processed three complaints from its customers, one of which concerned quality issues, while the other two concerned transportation issues.

Results from customer satisfaction survey	2019
Quoting	80%
Order management	83%
Quality	86%
Delivery time	80%
Health and Safety	81%
Facilities and staff	87%
Quality of documents	83%

GRI index

Trustful relationships with suppliers

The high quality of materials used in our production determines the Company's long-term relationships based on trust and cooperation with its customers, while at the same time being the nonnegotiable criterion for cooperation with its suppliers. The Company distinguishes its suppliers in terms of raw materials, auxiliary materials, consumables, services and other materials, depending on the type of supplies they provide. In order to ensure transparency in its relations with all categories of suppliers, Corinth Pipeworks applies a Transparency and Procurement Behaviour Regulation. This Regulation sets out the general principles and basic rules of ethics and transparency as well as the operational guidelines for the overall proper functioning of the procurement department and the prevention of corruption.

Geographical distribution of suppliers



Evaluation of new and re-evaluation of existing suppliers

Corinth Pipeworks applies a specific procedure for evaluating its suppliers, at regular intervals. The evaluation process is part of the certified Quality Assurance System (ISO 9001:2015). The criteria used include: the application of certified security systems regarding quality, health and safety, the environment and economic performance.

The Company fully complies with the REACH regulation and checks its partners for the certification of compliance with the said regulation, while always requesting that the respective safety data sheets be sent, where required.



Creating value in the community

Through its business activities, Corinth Pipeworks creates value for each group of its stakeholders. The Company's aim is to contribute to the development of the local communities, as well as to the wider economic development of the country. In this context, Corinth Pipeworks actively supports the local communities in which its facilities operate, mainly through strengthening the local labour market and local entrepreneurship, as well as through the implementation of social initiatives.

Annual contribution to social development	2019	2018
Salaries and other benefits (million EUR)	21	21
Payments to capital providers (million EUR)	53	17
Paid taxes (million EUR)	0	0,12
Supporting local community initiatives -		
sponsorships (thousands EUR)	148	96
Procurement of materials and services (million EUR)	299	371

GRI index

Supporting local communities

Through its efficient cooperation and communication with its stakeholders, Corinth Pipeworks actively supports the local community. The Company actively evaluates the needs that arise, and acts effectively in terms of any issue that may arise. Corinth Pipeworks seeks to support various local community initiatives, covering a wide range of needs by providing sponsorships and voluntary services to both local agencies and local government.

Social initiatives in 2019





Sports

Corinth Pipeworks systematically supports sports initiatives in the area with the belief that all kind of sport activities not only have a lasting effect on the daily lives of local community residents, but also beneficial effects on young people. More specifically, it supported the 3rd Love Race Dombraina Thisvi - Dombraina, which took place under the auspices of the Thebes Municipality. 101 people participated, both from the Company and the local community. In addition, 7 local football teams were sponsored with the provision of many of their needs being covered for the duration of the season.

Education

For yet another year, the Company undertook maintenance work, covered heating needs, and provided logistical aid. It also provided help to outstanding students for their admission to universities and covered the cost of providing computer seminars to 21 students. In addition, the Company was a gold sponsor of the 8th High School of Chalandri for the "GRECIA PREMIO F1 in Schools National Competition", the largest technology competition in the world and one of the most advanced educational programs aimed at enhancing students' interest in Science, New Technologies, Engineering and Mathematics (STEM Education).

GRI index



Vulnerable social groups

Every year, the Company supports Social Grocery Shops in the municipalities in the local area and in 2019 supported the Municipalities of Thebes, Levadea and Aliartos-Thespia, providing adequate food groceries. The Company also supported the Nursing Home of Thebes as well as the care institutions for the elderly in Thebes and Livadia by covering their needs for heating oil.



Culture

The Company sponsored cultural associations and various cultural events. In particular, in 2019 it supported the Ellopia women's association for the construction of a library, the Xironomis theatrical group, the Thespia cultural association «Dimofilos», the cultural association of Orchomenos, the cultural association of Lefktra, as well as the centre of Theban Culture.



Environment

Corinth Pipeworks covered part of the Fire Service of Thebes' material and technical infrastructure needs, while we assisted in cleaning initiatives in local areas (beaches, squares and schools). In addition, the Company provided the Municipality of Thebes with waste collection equipment.



Health

In the field of health, financial support was provided to fellow citizens who faced very serious health issues. For yet another year, Corinth Pipeworks covered the travel expenses of women from the local community, so that they could travel to Athens for their annual medical examinations.

6 Corporate governance and economic performance





355 Million EUR turnover





Investments 1998-2019 million EUR



Transparency International Greece several years membership



"Management relies on provision" *Alkiviades*









53 Million EUR paid to capital providers We operate responsibly applying sound Corporate Governance practices to every aspect of our activities. Effective risk management and strengthening internal organization systems are elements inextricably linked to Corinth Pipeworks' long-term growth.

GRI index

Our approach

In the context of its smooth operation, Corinth Pipeworks analyzes various factors. These include monitoring and responding promptly to market trends and customer needs, maintaining excellent relationships with its stakeholders, and implementing technological innovations. The business model applied by the Company is reflected as follows:

The business model

Key partnerships

- Suppliers of top quality raw materials
- Quality assurance bodies
- Research centres and organisations
 Specialists engaged to work on project implementation



Key activities

World's leading manufacturer of high-quality steel pipes, used to safely transport oil, gas and water and carry CO_2 and slurry, and of hollow structural sections for building and construction projects.

Key resources

- Production facilities
- Top-level mechanical equipment
- Port facilities
- Highly trained personnel



Competitive advantages

- Innovation and technological superiority
- Research and development of new technologies
- Customer-oriented philosophy
- Strict production standards
- Accredited quality control lab, compliant with the
- ELOT EN ISO/IEC 17025 standard
- Global sales network in more than 40 countries
- 925,000 tons annual production capacity

Cost structure

- Investments in new production facilities
- Maintenance of production facility infrastructure and equipment
- Certification of products and facilitie




Customer relationships • Customer-oriented philosophy

- Customer satisfaction surveys, in accordance with international standards API Q1 and EN ISO 9001:2015
- Well-trained project management team

[√.

⊡:

Channels

- Sector trade shows
- Tenders

Generating value and utility Energy transport One-stop-shop philosophy Delivering major projects

Customer segments

GRI

index

- Oil and gas companies
- Construction companies
- Commercial firms





Corporate Governance

Corinth Pipeworks' operations comply with European and national laws and regulations, while the fundamental principles and values that govern its operation are based on best international governance practices:

Clear roles and responsibilities

The governing bodies are selected according to their qualifications and experience in the field of Corporate Governance and have defined roles.

Effective risk management

The Company follows best international practices for both prevention and effective risk management.

Transparency and integrity

Decision-making processes require integrity and accountability, with the aim of promoting transparency in all aspects of the Company's activity.

Internal controls

The provision of internal control services by the Internal Audit Service Department represents a significant enhancement of Corinth Pipeworks' corporate transparency and control mechanisms.



Corporate governance framework

GRI index

We operate with **integrity** and a deep **sense of responsibility**, remaining **consistent** with our **principles and values**

Board of Directors and managerial processes

Corinth Pipeworks' Board of Directors consists of 6 members with a two-year term, and is responsible for developing and monitoring the effectiveness of Corporate Governance principles. In this context, a procedure has been developed in which the directors of departments present periodic information reports. These reports outline the progress of the work undertaken, as well as relatively important issues, including issues related to the Company's performance regarding the environment, health and safety at work, human resources, etc.

Board members

- Meletis Fikioris, Chairman
- Ioannis Panagiotopoulos,
- Vice Chairman
- Ioannis Stavropoulos, Member
- Adamantios Vasilakis, Member
- Nikolaos Galetas, Member
- Nikolaos Sarsentis, Member*

* New member as of May 2020.

The role and responsibilities of the Board of Directors is as follows:

 Supervising operations and control the achievement of business goals and long-term plans.

GRI index

- Defining key values and goals. Aligning the adopted strategy with the objectives.
- Eliminating cases of conflict of interest and deviation from the information privacy policy.
- Ensuring reliability and submit to General Shareholders Meeting Company's Annual Financial Statements for approval.
- Ensuring the exercise of daily business activity.

Risk management

Corinth Pipeworks' risk management system is designed to identify and manage potential threats and opportunities. It includes safety valves and control mechanisms within the Company. Through the system and adopting the principle of prevention, it identifies (in time) and evaluates risks at all levels while implementing preventive and corrective actions in order to ensure its effective operation and sustainable development. The procedures applied follow the Company's certified Management Systems (ISO 9001:2015, ISO 14001:2015, ISO 50001:2011 and OHSAS 18001:2007).

Managing transparency and corruption issues

In the context of taking precautionary measures to combat potential risks arising from issues related to transparency and corruption, the Company implements an Integrity and Transparency Policy against corruption and bribery. The Policy contains specific provisions to prohibit acts and conduct that constitute acts of corruption. The Policy also ensures that Corinth Pipeworks' business ethics and integrity are supported by all employees, while its implementation is mandatory for its business partners and suppliers.

In addition, with the recent update of the Code of Conduct and Business Ethics, it was established within the company the Code of Conduct Committee which monitors the proper implementation of the Code of Conduct and Business Ethics. In the same context, a secure reporting mechanism was put in place that allows all employees, suppliers, customers and associates to report anonymously or by name - to the Ethics Committee on any breaches of the Code. The new process allows the Company to take preventive or corrective measures regarding any deviations in relation to the Code and the relevant procedures and policies, actions and behaviours, while at the same time effectively protecting those who make the incident reports.

Corinth Pipeworks is a member of the Business Integrity Forum (BIF), which is a Transparency International-Greece initiative. It is a network, coordinated by Transparency International-Greece, whose participating companies - members are committed to operating transparently, adopting specific sound governance policies and practices. Through its participation in the BIF, the Company has the opportunity to access good practices of sound corporate governance, and to be informed about the latest developments in matters of transparency and anticorruption.

Corinth Pipeworks has been a participant of «Transparency International Greece» (www.transparency.gr) for several years now.

Financial figures (in million EUR)	2019	2018	2017
Net sales	354,740	427,514	326,118
Total revenue	355,834	429,425	327,271
Operating costs	339,775	418,256	312,353
Payments to providers of capital	53,408	17,119	24,228
Net profit /(loss) - before taxes	1,857	1,005	(4,931)
Net profit /(loss) – after taxes	1,243	2,597	116
Taxes paid	0	120	505
Equity	136,443	133,925	132,839
Investment in fixed equipment	8,337	3,558	3,010
Total investments	9,342	4,045	3,190
Total assets	402,535	463,639	414,707

GRI index



Participations in networks and institutions



CSR Hellas: mission is to develop the principles and practical applications of responsible entrepreneurship so as to enhance sustainability, innovation and social cohesion on a national and local level.



Athens Chamber of Commerce & Industry (ACCI): One of ACCI's key objectives is to promote the principles of Corporate Social Responsibility and support environmentally responsible business operations.



Hellenic Federation of Enterprises (SEV): Corinth Pipeworks has adopted the SEV Board's Code of Conduct for Sustainable Development.



Federation of Sterea Ellada Industries (SBSTE): The Federation's role focuses on highlighting industrial needs and putting in place the conditions for achieving sustainable development in a responsible manner.



American Petroleum Institute (API): Members of the Institute are committed to intensifying their efforts to improve the compatibility of their operations with the environment while investing in the development of energy resources to provide high quality products and services. API represents oil and gas producers.



European Steel Tube Association (ESTA): The European Steel Tube Association, which was established to engage in market watch, issues statistical reports on production per country, and briefs its members about major strategic issues affecting the industry, with a particular focus on economic, environmental and social sustainability.



The Welding Institute: TWI provides services in the field of pipe welding technology and also resolves potential problems that emerge during all pipe production stages. It provides outstanding guidance to its members as well as technical advice on specialised topics or projects, and also verifies techniques used in the working environment.



European Pipeline Research Group (EPRG): EPRG is a certified organisation comprising European gas pipeline manufacturers and companies. The research team deals with issues of gas pipeline technical integrity as well as pipe manufacture, operations and maintenance.



National Association of Pipe Coating Applicators (NAPCA): NAPCA represents pipeline coating/lining manufacturers, pipeline distributors, companies involved in the manufacture and sale of those materials as well as their suppliers. Its fundamental values include ethical business development standards and safeguarding human life.

GRI index

To: Management of CORINTH PIPEWORKS SA

1. Independent External Assurance Report The company CORINTH PIPEWORKS SA (hereafter CORINTH PIPEWORKS) has assigned TÜV HELLAS (TÜV NORD) SA (hereinafter referred to as TÜV HELLAS) the limited external assurance of the Sustainability Report, which covers the period 1/1/2019-31/12/2019.

2. Scope of the External Assurance project of the Sustainability Report

Scope of the assurance project is the conduction of the Application Level Check, according to the GRI Sustainability Reporting Standards (**GRI Standards**), referring to the Sustainability Report of **CORINTH PIPEWORKS** for 2019, as well as the provision of external assurance service about the accuracy of the claims mentioned for the total of the numerical indicators (except financial data indicators) that **CORINTH PIPEWORKS** reported at the Sustainability Report chapters (hereafter **Total Reporting Indicators**).

The Application Level Check as well as the data accuracy external assurance of the Total Reporting Indicators was conducted based on the corresponding correlation table of GRI Standards Indicators stated by **CORINTH PIPEWORKS** in its Sustainability Report, in order to confirm the Company's compliance to the requirements of the GRI Standards for the **"In accordance_Core"** Level.

The methodology used to verify the data as above, was based on the requirements of AA1000 Assurance Standard (2008). More specifically, the requirements for the provision of "moderate" service level assurance Type 2, based on AA1000AS, were followed. This service level means, "The assurance provider achieves moderate assurance where sufficient evidence has been obtained to support their statement, such as the risk of their conclusion being in error is reduced but not reduced to very low or zero".

3. The conclusions of TÜV HELLAS

Based on the scope of the project and as part of the external assurance procedures followed by **TÜV HELLAS**, the conclusions are as follows:

A. Adherence to the AA1000 AccountAbility Principles (Inclusivity, Materiality and Responsiveness) against the criteria found in AA1000APS.

Inclusivity: Dialogue on Sustainability Issues with the Stakeholders (interested parties)

 We have not realized any matter that causes us to believe that major stakeholder groups were excluded from consultation processes, or that the CORINTH PIPEWORKS has not implemented the principle of Inclusivity in developing its approach to sustainability.

Materiality: Focus on the material issues related to sustainability

We have not realized any matter that causes us to believe that the material issues definition approach which was followed by the **CORINTH PIPEWORKS** does not provide a comprehensive and balanced understanding of the material issues.

Responsiveness: Addressing the needs and expectations of stakeholders

 We have not realized any issue, which would lead us to believe that the CORINTH PIPEWORKS has not applied the principle of correspondence in the selection of subjects included in the Report.

B. Accuracy and completeness of data (qualitative and quantitative) related to the Application Level Check and claims accuracy of Total Reporting Indicators related to GRI Standards.

- During the external assurance project carried out, nothing came to the attention of TÜV HELLAS which would lead to the conclusion that the Report does not meet to the requirements of the GRI Standards for the "In accordance_Core" Level, as reflected on the corresponding correlation GRI content index (table with the GRI Standards Indicators).
- Nothing has come to the attention of **TÜV HELLAS** that would lead to the conclusion of the incorrect gathering or transferring of data concerning the claims mentioned to the total reporting indicators.

4. Review limitations

The range of the review was limited to the activities of **CORINTH PIPEWORKS** in Greece. No visits and interviews in subsidiaries and stakeholders of **CORINTH PIPEWORKS** have been conducted. In case of any discrepancy



in the translation between greek and english version of the Sustainability Report, the greek version shall prevail.

5. Review methodology

In order to draw conclusions, the external assurance team of **TÜV HELLAS** conducted the following (indicative and not restrictive) methodology:

- Reviewed the procedures followed by CORINTH PIPEWORKS to identify and determine the material issues in order to include them within the Sustainability Report.
- Interviews were conducted with selected executives of CORINTH PIPEWORKS having operational role in sustainability issues in order to understand the current state of sustainability development activities and progress achieved during the period under reference.
- Reviewed the CORINTH PIPEWORKS consultation approach with their stakeholders through interviews with executives responsible for communication with the interested parties at company level and review of selected documents.
- Reviewed the claims mentioned to the Total Reporting Indicators, in connection with the findings of the above steps and suggested improvements in the Sustainability Report where necessary.

Note: interviews with **CORINTH PIPEWORKS** executives were conducted using the teleconference method, due to measures to reduce COVID-19 disease.

6. Responsibilities and functions

The Sustainability team of **CORINTH PIPEWORKS** carried out the Sustainability Report, thus, is exclusively responsible for the information and statements contained therein.

The Level Check conducted, as well as the provision of external assurance service about the accuracy of the claims mentioned to the total reporting indicators, do not represent **TÜV HELLAS'** opinion related to the quality of the Sustainability Report and its contents.

The responsibility of **TÜV HELLAS** is to express the independent conclusions on the issues as defined in the project scope and in accordance to the relevant contract. The project was conducted in such a way so that **TÜV HELLAS** can present to **CORINTH PIPEWORKS** administration the issues mentioned in this report and for no other purpose.

7. Impartiality and independence of the external assurance team

TÜV HELLAS states its impartiality and independence in relation to the project of assuring the Sustainability Report of CORINTH PIPEWORKS.

TÜV HELLAS has not undertaken work with **CORINTH PIPEWORKS** and does not have any cooperation with the stakeholders that could compromise the independence or impartiality of the findings, conclusions or recommendations.

TÜV HELLAS was not involved in the preparation of the text and data presented in the Sustainability Report of the **CORINTH PIPEWORKS**.

Athens, July 8, 2020 For **TÜV HELLAS (TÜV NORD) SA**

Nestor Paparoupas Sustainability Product Manager





8

Appendices Table connecting the ISO 26000 standard with the principles of the UN Global Compact

Relevant ISO 26000 clause	Relevant ISO 26000 clause	Policies which include relevant references	Systems and procedures		
6.3					
6.3.3					
6.3.4			The Company ensures respect for human rights in		
6.3.5		Sustainability policy	all of its activities. More specifically, the Company		
6.3.6	Human rights	Code of Conduct and Business Ethics	has put in place:		
6.3.7	(Dringiples 1 and	 Internal Regulations Suppliers Code of Conduct 	• A special procedure on respect for human rights in the workplace.		
6.3.8	(Principles 1 and 2)			Procedures referring to respect for human right in its Internal Regulations.	
6.3.9			In its internal Regulations.		
6.3.10					
Box 7					
6.3					
Box 7					
6.3.3					
6.3.4					
6.3.7					
6.3.8			The Company ensures that recognized labour		
6.3.10	Labour		rights are complied with in all its activities. The Company follows procedures specified in Internal Regulations. Through the procedures		
6.4	(Principles 3,4,5	Ethics			
6.4.3	and 6)	Internal RegulationsSuppliers Code of Conduct	place, it ensures that all employees are over 18.		
6.4.4					
6.4.5					
6.4.6					
6.4.7					
6.6					
6.6.4					
6.5			The Company adheres to a certified (ISO		
6.5.3			14001:2015) Environmental Management System and strives to continually reduce its facilities'		
6.5.4	Environment		environmental footprint. In addition, the Company abides by the precautionary principle in managing		
6.5.5 6.5.6	(Principles 7,8 and 9)	 Sustainability policy Environmental policy Suppliers Code of Conduct 	environmental issues.		
6.6			The Company upgraded its strategic planning including energy transition and production		
			effectiveness, in order to focus on operational excellence and production efficiency. The		
6.6.4 6.6.6			Company's goal is tackling environmental challenges and mitigating climate change.		
6.6		Code of Conduct and Business Ethics			
6.6.3		 Internal Regulations Policy against bribery and 	The Company implements procedures to combat		
6.6.4	Anti-corruption (Principle 10)	corruption	corruption, as specified in the Internal Regulations Additionally, it carries out multiple audits internal		
6.6.6	Suppliers Code of Conduct Transparency and Conduct Regulation		and by independent auditors.		



Compliance table with the Greek Sustainability Code

Pillar	Criteria	Reference
	1. Strategic analy- sis & action	1.Value creation (p.4-7), Strategic priorities (p.9), The future of energy (p.12), Value creation model (p.14), Business model (p.70) UN Global Compact, UN Sustainable Development Goals, Greek Sustainability Code, ISO 26000 Corporate Responsibility standard
~	2. Materiality	Value creation model (p.14), Materiality (p.58)
STRATEGY	3. Objectives	Message from the Chief Executive Officer (p.2), Vision, mission, values (p.8), Strategic priorities (p.9), Value creation model (p.14), BEST, operational excellence program (p.20), Digital transformation program (p.21), 5. Materiality and stakeholder engagement (p.56), Achieving goals set for 2019 and setting further goals for 2020 (p.61) https://www.cpw.gr/en/solutions/
	4. Depth of value chain	Value creation model (p.14), 5. Materiality and stakeholder engagement (p.56) § Framework for stakeholder groups interaction and communication (p.62), Trustful relationships with suppliers (p.65), Business model (p.70) https://www.cpw.gr/en/ customer-suppliers/customers/, https://www.cpw.gr/en/solutions/
ш	5. Responsibility	Value creation model (p.14), 2. Our people, our future (p.28), 3. Occupational health and safety (p.38), 4. Environment and climate change (p.46), 5. Materiality and stakeholder engagement (p.56) § Framework for stakeholder groups interaction and communication (p.62), Creating value in the community (p.66)
CEDUR	6. Rules & Proce- dures	Code of Conduct and Business Ethics, Policy against bribery and corruption, Sustainability Policy, Environmental Policy, Health and Safety Policy, Internal Regulations, Suppliers Code of Conduct, Transparency and Conduct Regulation
PRC	7. Monitoring	External assurance report (p.76)
MANAGEMENT PROCEDURE	8. Pay Policy & Incentives for Sustainable Devel- opment	Value creation model (p.14), 2. Our people, our future (p.28), 3. Occupational health and safety (p.38), 4. Environment and climate change (p.46), 5. Materiality and stakeholder engagement (p.56), Business model (p.70)
MANA	9. Stakeholder Engagement	5. Materiality and stakeholder engagement (p.56) $\$ Framework for stakeholder groups interaction and communication (p.62)
	10. Product Responsibility & Innovation	Strategic priorities (p.9), The future of energy (p.12), Value creation model (p.14), Innovation (p.16), Collaborations with research centres and universities (p.18), Products, services and facilities (p.24), Quality (p.26)
IMENT	11. Use of natural resources	 4. Environment and climate change (p.46), Aiming to continuously improvement (p.53), Our performance (p.55) Hellenic Cables does not purchase biofuels, ethanol or hydrogen. Moreover, the Company does not produce or sell energy. It should be also noted that 100% of the Company's electricity needs come from renewable energy sources.
ENVIRONMENT	12. Resource Man- agement	4. Environment and climate change (p.46), Aiming to continuously improvement (p.53), Our performance (p.55)
ш	13. Greenhouse gas emissions & Climate change	4. Environment and climate change (p.46), We invest in the future (p.48), Climate change (p.48), Aiming to continuously improvement (p.53), Our performance (p.55)
	14. Employment rights	2. Our people, our future (p.28), § Our people (p.30), Strong foundations and values (p.31), 3. Occupational health and safety (p.38) § Prevention practices (p.42)
	15. Equal opportunities	2. Our people, our future (p.28), § Our people (p.30), Strong foundations and values (p.31)
	16. Employment	2. Our people, our future (p.28), § Our people (p.30), Strong foundations and values (p.31), Attracting employees (p.32), Evaluation (p.33), Additional benefits (p.33), 5. Materiality and stakeholder engagement (p.56) § Framework for stakeholder groups interaction and communication (p.62), Creating value in the community (p.66)
SOCIETY	17. Human Rights in supply chain	Trustful relationships with suppliers (p.65) The Company selects its partners based on strict criteria; however, specific terms and conditions on human rights are not included in the agreements and contracts it signs. Respect for human rights is safeguarded by Greek and international laws and consequently agreements the Company signs are concluded within that general legislative framework.
.,	18. Supporting local communities	2. Our people, our future (p.28), § Our people (p.30), Strong foundations and values (p.31), Attracting employees (p.32), 5. Materiality and stakeholder engagement (p.56) § Framework for stakeholder groups interaction and communication (p.62), Creating value in the community (p.66)
	19. Involvement in initiatives & Politi- cal influence	Participations in networks and institutions (p.75)
	20. Preventing & Combating Cor- ruption	During the reporting period, no incident of corruption has occurred. Additionally, no charges were lodged against the Company during the reporting period, nor was it subject to any fines in connection with social or financial matters.

GRI table of contents

GRI Standard	Disclosure	Page number and/or URL	Ex. Assurance
GRI 101: Found	dation 2016		
GRI 102: Gene	ral Disclosures 2016 (Core)		
Organizationa	l profile		
102-1	Name of the organization	"Corinth Pipeworks Pipe Industry S.A."	\checkmark
102-2	Activities, brands, products, and services	p.2, 4-7, 9, 14, 16, 22, 23, 24, 70 https://www.cpw.gr/en/solutions/	\checkmark
102-3	Location of headquarters	2-4 Mesogion Ave., Athens, GR-11527	\checkmark
102-4	Location of operations	p.24 The Company operates in Greece and its main production facility is located in Thisvi. https://www.cpw.gr/en/contactus/ https://www.cpw.gr/en/facilities/	\checkmark
102-5	Ownership and legal form	p.10, 62	\checkmark
		p.4-7, 9, 12, 14, 16, 22, 23, 24, 70	
102-6	Markets served	https://www.cpw.gr/en/customer-sup- pliers/customers/,	\checkmark
		https://www.cpw.gr/en/solutions/	
102-7	Scale of the organization	p.4-7, 14, 24, 28, 68, 70, 74 https:// www.cpw.gr/en/about-us/reports-pre- sentations/AnnualReports/	\checkmark
102-8	Information on employees and other workers	p.28, 30, 32, 36	\checkmark
102-9	Supply chain	p.65	\checkmark
102-10	Significant changes to the organiza- tion and its supply chain	p.1 During the reporting period, there were no significant changes to the organisation's size, structure, ownership or supply chain.	\checkmark
102-11	Precautionary principle or approach	p.12, 14, 16, 20, 21, 26, 28, 38, 42, 50, 51, 52, 53, 72, 74	\checkmark
102-12	External initiatives	UN Global Compact, UN Sustainable Development Goals, Greek Sustainability Code, The ISO 26000 Corporate Responsi- bility Standard	\checkmark
102-13	Membership of associations	p.75	\checkmark
Strategy			
102-14	Statement from senior decision-maker	p.2	\checkmark
Ethics and inte	egrity		
102-16	Values, principles, standards, and norms of behavior	Code of Conduct and Business Ethics, Pol- icy against bribery and corruption, Sustain- ability Policy, Environmental Policy, Health and Safety Policy, Internal Regulations, Suppliers Code of Conduct, Transparency and Conduct Regulation	V
Governance	·		
102-18	Governance structure	p.72, 73 https://www.cpw.gr/en/about-us/ whoweare/	\checkmark
Stakeholder ei	ngagement		
102-40	List of stakeholder groups	p.62	~
102-41	Collective bargaining agreements	p.28	\checkmark
102-42	Identifying and selecting stakeholders	p.62	\checkmark

GRI index



GRI Standard	Disclosure	Page number and/or URL	Ex. Assurance
102-43	Approach to stakeholder engagement	p.59, 62	√
102-44	Key topics and concerns raised	p.59, 62	\checkmark
Reporting pra	ctice		
102-45	Entities included in the consolidated finan- cial statements	p.1	\checkmark
102-46	Defining report content and topic Bound- aries	p.1	\checkmark
102-47	List of material topics	p.14, 58	\checkmark
102-48	Restatements of information	p.1	\checkmark
102-49	Changes in reporting	p.1	\checkmark
102-50	Reporting period	01/01/2019 - 31/12/2019	\checkmark
102-51	Date of most recent report	01/01/2018 - 31/12/2018	\checkmark
102-52	Reporting cycle	Annual	\checkmark
102-53	Contact point for questions regarding the report	p.1 https://www.cpw.gr/en/contactus/	\checkmark
102-54	Claims of reporting in accordance with the GRI Standards	p.1	\checkmark
102-55	GRI content index	p.80	\checkmark
102-56	External assurance	p.76	\checkmark
Material issues	5	1	
Sustainable gr	rowth		
	for: Shareholders, customers, employees, supp al institutions, academic organisations	pliers, local communities and NGOs, state and i	nstitutional
	103-1 Explanation of the material topic and its Boundary	p.2, 4-7, 8, 9, 12, 14, 68	\checkmark
GRI 103: Management approach	103-2 The management approach and its components	p.2, 4-7, 9, 12, 14, 68	\checkmark
	103-3 Evaluation of the management approach	p.58, 62, 68, 70, 74	\checkmark
GRI 201: Economic per- formance	201-1 Direct economic value generated and distributed	p.14, 66, 74	\checkmark
Operational ex	xcellence		
Material issue academic orga		oliers, state and institutional bodies, financial ir	stitutions,
	103-1 Explanation of the material topic and its Boundary	p.2, 4-7, 8, 9, 14, 20, 21	\checkmark
GRI 103: Management approach	103-2 The management approach and its components	p.4-7, 9, 14, 16, 18, 20, 21, 24, 26, 28, 31, 38, 68, 70	\checkmark
	103-3 Evaluation of the management approach	p.20, 21, 58, 62, 68, 70, 72	\checkmark
	Corinth Pipeworks Performance Indicator: Operational excellence program imple- mentation	p.20, 21	\checkmark
Ethical govern	ance and business integrity	· ·	
Material issue bodies, financi		pliers, local communities and NGOs, state and i	nstitutional
	103-1 Explanation of the material topic and its Boundary	p.2, 9, 14, 20, 28, 31, 68, 70, 72, 73, 74	\checkmark
GRI 103: Management approach	103-2 The management approach and its components	p.68, 70, 72, 73, 74	\checkmark
	103-3 Evaluation of the management approach	p.58, 62, 68, 70, 72, 73, 74	\checkmark
GRI 205: An-	205-3 Confirmed incidents of corruption	During the reporting period, no incident of corruption occurred / was reported.	\checkmark



Material issue bodies, financi		pliers, local communities and NGOs, state and in	stitutional
	103-1 Explanation of the material topic and its Boundary	p.28, 31, 56, 64	\checkmark
GRI 103: Management approach	103-2 The management approach and its components	p.28, 31, 56, 64	\checkmark
- I I	103-3 Evaluation of the management approach	p.28, 31, 56, 58, 64	\checkmark
GRI 418 Customer privacy	418-1 Substantiated complaints con- cerning breaches of customer privacy and losses of customer data	During the reporting period (2019), no breaches of customer privacy and losses of customer data were recorded.	\checkmark
Stakeholder e	ngagement		
	for: Shareholders, customers, employees, sup al institutions, academic organisations	pliers, local communities and NGOs, state and in	stitutional
0.5140.5	103-1 Explanation of the material topic and its Boundary	p.2, 4-7, 8, 9, 14, 18, 20, 24, 26, 28, 38, 56, 68, 70	\checkmark
GRI 103: Management approach	103-2 The management approach and its components	p.14, 56	\checkmark
	103-3 Evaluation of the management approach	p.14, 56, 62	\checkmark
	Corinth Pipeworks Performance In- dicator: Interaction framework with stakeholders	p.62	\checkmark
Product qualit	У		
Material issue	for: Shareholders, customers, employees, sup	pliers	
CDI 107.	103-1 Explanation of the material topic and its Boundary	p.2, 4-7, 8, 9, 10, 14, 16, 18, 20, 24, 26, 27, 28, 31, 34	\checkmark
GRI 103: Management approach	103-2 The management approach and its components	p.4-7, 14, 16, 18, 20, 24, 26	\checkmark
	103-3 Evaluation of the management approach	p.4-7, 14, 16, 18, 20, 24, 26, 56, 62, 70	\checkmark
GRI 417: Marketing and labeling	417-1 Requirements for product and service information and labeling	p.26, 27	\checkmark
Digital transfo	rmation		
Material issue	for: Customers, employees, suppliers, state ar	nd institutional bodies, financial institutions	
0.5140.5	103-1 Explanation of the material topic and its Boundary	p.2, 9, 12, 14, 20, 21	\checkmark
GRI 103: Management approach	103-2 The management approach and its components	p.9, 12, 14, 20, 21, 56, 62	\checkmark
	103-3 Evaluation of the management approach	p.21	\checkmark
	Corinth Pipeworks Performance Indi- cator: Digital transformation program implementation	p.21	\checkmark
Supply chain r	responsibility		
Material issue	for: Customers, employees, suppliers, state ar	nd institutional bodies, financial institutions	
0.01.107	103-1 Explanation of the material topic and its Boundary	p.2, 8, 9, 14, 20, 24, 56	\checkmark
GRI 103: Management approach	103-2 The management approach and its components	p.56, 62, 65, 70	\checkmark
State and an	103-3 Evaluation of the management approach	p.56, 62, 65	\checkmark



	Disclosure	Page number and/or URL	Ex. Assurance
GRI 308: Supplier Environmental Assessment	308-1 New suppliers that were screened using environmental criteria	p.65	\checkmark
GRI 414: Supplier Social Assessment	414-1 New suppliers that were screened using social criteria	p.65	\checkmark
Customer focu	S		
Material issue f	or: Shareholders, customers, employees, supp	oliers	
GRI 103:	103-1 Explanation of the material topic and its Boundary	p.2, 4-7, 8, 9, 10, 14, 16, 18, 20, 24, 26, 31, 34, 70	\checkmark
Manage- ment ap- proach	103-2 The management approach and its components	p.4-7, 8, 9, 10, 14, 16, 20, 24, 26, 28, 31, 34, 70	\checkmark
proach	103-3 Evaluation of the management approach	p.14, 16, 20, 24, 26, 56, 62, 64	\checkmark
	Corinth Pipeworks Performance Indicator: Customer satisfaction indicator	p.64	\checkmark
Products and	services innovation	'	
Material issue	or: Shareholders, customers, employees, sup	pliers academic institutions	
i lateriai issue	103-1 Explanation of the material topic and its	p.2, 4-7, 8, 9, 10, 12, 14, 16, 18, 20, 21, 24, 26,	
GRI 103:	Boundary	27	\checkmark
Manage- ment	103-2 The management approach and its components	p.12, 14, 16, 18, 48, 50, 51, 70	\checkmark
approach	103-3 Evaluation of the management approach	p.12, 14, 16, 18, 48, 50, 51, 56, 62, 70	\checkmark
	Corinth Pipeworks Performance Indicator: Research and development of new tech- nologies	p.12, 16, 18, 48, 50, 51	\checkmark
Occupational	health and safety		
Material issue bodies	or: Shareholders, customers, employees, sup	pliers, local communities and NGOs, state and	institutional
GRI 103:	103-1 Explanation of the material topic and its	p.2, 8, 9, 14, 20, 21, 38	
GRI 103: Manage- ment	Boundary		\checkmark
ment	103-2 The management approach and its components	p.9, 14, 20, 21, 38	✓ ✓
	103-2 The management approach and its	p.9, 14, 20, 21, 38 p.20, 21, 38, 40, 56, 62	
ment	103-2 The management approach and its components103-3 Evaluation of the management		√
ment approach GRI 403: Occu-	103-2 The management approach and its components 103-3 Evaluation of the management approach Corinth Pipeworks Performance Indicator: Monitoring of health and safety issues	p.20, 21, 38, 40, 56, 62	√
ment approach GRI 403: Occu- pational Health and	 103-2 The management approach and its components 103-3 Evaluation of the management approach Corinth Pipeworks Performance Indicator: Monitoring of health and safety issues performance 403-1 Health and safety management 	p.20, 21, 38, 40, 56, 62 p.38, 45	√ √ √
GRI 403: Occu- pational Health and Safety 2018	 103-2 The management approach and its components 103-3 Evaluation of the management approach Corinth Pipeworks Performance Indicator: Monitoring of health and safety issues performance 403-1 Health and safety management system 403-5 Worker training on occupational 	p.20, 21, 38, 40, 56, 62 p.38, 45 p.40, 42	✓ ✓ ✓ ✓ ✓
GRI 403: Occu- pational Health and Safety 2018 Employee gro	103-2 The management approach and its components103-3 Evaluation of the management approachCorinth Pipeworks Performance Indicator: Monitoring of health and safety issues performance403-1 Health and safety management system403-5 Worker training on occupational health and safety	p.20, 21, 38, 40, 56, 62 p.38, 45 p.40, 42 p.43, 45	✓ ✓ ✓ ✓ ✓
GRI 403: Occu- pational Health and Safety 2018 Employee gro	103-2 The management approach and its components103-3 Evaluation of the management approachCorinth Pipeworks Performance Indicator: Monitoring of health and safety issues performance403-1 Health and safety management system403-5 Worker training on occupational health and safetywth and training	p.20, 21, 38, 40, 56, 62 p.38, 45 p.40, 42 p.43, 45	✓ ✓ ✓ ✓ ✓
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ment approach GRI 403: Occu- pational Health and Safety 2018 Employee gro Material issue 1 GRI 103: Manage- ment approach	 103-2 The management approach and its components 103-3 Evaluation of the management approach Corinth Pipeworks Performance Indicator: Monitoring of health and safety issues performance 403-1 Health and safety management system 403-5 Worker training on occupational health and safety wth and training for: Customers, employees, academic instituti 103-1 Explanation of the material topic and its Boundary 103-2 The management approach and its components 103-3 Evaluation of the management approach 	p.20, 21, 38, 40, 56, 62 p.38, 45 p.40, 42 p.43, 45 ons p.2, 8, 9, 14, 20, 21, 28, 38, 46	
ment approach GRI 403: Occu- pational Health and Safety 2018 Employee gro Material issue 1 GRI 103: Manage- ment	 103-2 The management approach and its components 103-3 Evaluation of the management approach 103-3 Evaluation of the management approach Corinth Pipeworks Performance Indicator: Monitoring of health and safety issues performance 403-1 Health and safety management system 403-5 Worker training on occupational health and safety wth and training for: Customers, employees, academic instituti 103-1 Explanation of the material topic and its Boundary 103-2 The management approach and its components 103-3 Evaluation of the management 	p.20, 21, 38, 40, 56, 62 p.38, 45 p.40, 42 p.43, 45 ons p.2, 8, 9, 14, 20, 21, 28, 38, 46 p.20, 21, 28, 38, 46	



GRI Standard	Disclosure	Page number and/or URL	Ex. Assurance
Equal opportu	nities and human rights		
Material issue f	for: Customers, employees, local communitie:	s and NGOs	
GRI 103:	103-1 Explanation of the material topic and its Boundary	p.2, 8, 9, 14, 20, 28, 68	\checkmark
Manage- ment	103-2 The management approach and its components	p.28, 31, 32, 68	\checkmark
approach	103-3 Evaluation of the management approach	p.28, 31, 32, 56, 62, 68, 74	\checkmark
	Corinth Pipeworks Performance Indicator: Non-compliance incidents with the Code of Conduct and Business Ethics	p.74	\checkmark
Supporting lo	cal communities		
Material issue f	for: Customers, employees, local communities	s and NGOs	
GRI 103:	103-1 Explanation of the material topic and its Boundary	p.2, 4-7, 8, 9, 14, 28, 32, 56	\checkmark
Manage- ment	103-2 The management approach and its components	p.28, 32, 56, 66	\checkmark
approach	103-3 Evaluation of the management approach	p.28, 32, 56, 66	\checkmark
203: Indirect economic impacts	203-1 Infrastructure investments and ser- vices supported	p.55, 66	\checkmark
Energy and en	nissions		
Material issue f	for: Customers, employees, suppliers, state ar	nd institutional bodies	
GRI 103:	103-1 Explanation of the material topic and its Boundary	p.2, 4-7, 8, 9, 12, 14, 16, 20, 21, 46	\checkmark
Manage- ment approach	103-2 The management approach and its components	p.4-7, 12, 14, 16, 20, 21, 46	\checkmark
approach	103-3 Evaluation of the management approach	p.4-7, 12, 14, 16, 20, 21, 46, 56, 62, 70	\checkmark
GRI 302: Energy	302-1 Energy consumption within the organization	p.51, 53, 55 It should be noted that the Company does not purchase biofuels, ethanol or hydrogen. Moreover, Corinth Pipeworks does not produce or sell energy. The electrical power mix supplied by provider Public Power Corporation (PPC) for 2019 included 100% Renewable Energy Sources (RES).	V
	302-3 Energy intensity	p.55	\checkmark
	302-4 Reduction of energy consumption	p.51, 53, 55	\checkmark
GRI 305:	305-1 Direct (Scope 1) GHG emissions	p.53, 55	\checkmark
Emissions	305-2 Energy indirect (Scope 2) GHG emissions	p.53, 55	~
Waste manage	ement		
Material issue f	for: Customers, employees, suppliers, local co	mmunities and NGOs, state and institutional b	odies
GRI 103:	103-1 Explanation of the material topic and its Boundary	p.14, 16, 20, 21, 46	\checkmark
Manage- ment approach	103-2 The management approach and its components	p.14, 16, 20, 21, 46	\checkmark
	103-3 Evaluation of the management approach	p.14, 16, 20, 21, 46, 56, 62, 70	\checkmark



GRI Standard	Disclosure	Page number and/or URL	Ex. Assurance
GRI 306: Effluents and Waste	306-2 Waste by type and disposal method	p.53, 55	\checkmark
Climate chan	ge		
	for: Shareholders, customers, employees, supplied institutions, academic organisations	pliers, local communities and NGOs, state and	institutional
GRI 103:	103-1 Explanation of the material topic and its Boundary	p.2, 9, 12, 14, 16, 46	\checkmark
Manage- ment	103-2 The management approach and its components	p.9, 12, 14, 16, 46, 48, 50, 52	\checkmark
approach	103-3 Evaluation of the management approach	p.9, 12, 14, 16, 46, 48, 50, 52, 56, 62, 70	\checkmark
	Corinth Pipeworks Performance Indicator: Contributing to energy transition	p.9, 12, 16, 48, 50, 52, 53, 55	\checkmark



Feedback Form

Which Corinth Pipeworks stakeholder group do you belong to?

	□ Supplier
□ Shareholder	
Customer	□ Financial institution representative
□ Resident of the local community	□NGO member
□ Representative of State/institutional body	🗆 Mass Media Representative

Other: -----

On which section of the Report did you focus the most?

Report sections	Most focus	Less focus	No focus
Value creation			
Our people, our future			
Occupational health and safety			
Environment and climate change			
Materiality and stakeholder engagement			
Corporate Governance			
and economic performance			

With regard to the Corinth Pipeworks 2019 Sustainability Report, indicate how much you do agree with the following statements:

(1) Strongly disagree, (2) Disagree, (3) Neither agree nor disagree, (4) Agree, (5) Strongly agree

	The principles and issues crucial for the Company's sustainable development are covered. There is balance and clarity in the	1 🗆	2 🗆	3 🗆	4 🗆	5 🗆
Ζ.	way the sections are developed.	1 🗆	2 🗆	3 🗆	4 🗆	5 🗆
3.	The structure of the Report is functional.	1 🗆	2 🗆	3 🗆	4 🗆	5 🗆
5.	The charts and tables are easy to understand.	1 🗆	2 🗆	3 🗆	4 🗆	5 🗆
6.	The visual presentation is satisfactory					
	and enhances the Report in a positive way.	1 🗆	2 🗆	3 🗆	4 🗆	5 🗆

Please rank on a priority scale of 1 to 6 in which sections below, do you believe that Corinth Pipeworks developed remarkable initiatives?

Products and Services	
Human Resources	
Occupational health and safety	
Respond to climate change and energy transition	
Responsible supply chain	
Communication with stakeholders and social support	



Please list any topics or data you looked for but were not mentioned in the Report so they can be included in the next edition:

 	 -	

What actions would you suggest the Company take to respond to your needs and concerns?

Please send the completed form to the address below:

Corinth Pipeworks SA

Sofia Mylothridou Sustainability team coordinator 33 Amarousiou-Halandriou Str., Maroussi, Greece, GR-15125 Tel.: +30 210 6787534, +30 6974 402082 E-mail: info@cpw.vionet.gr





The photos in the Report have been sourced from photographs by the photographer Vyronas Nikolopoulos as well as Simon Pitsillidis and Megakli Gantzia.

The paper used for the Report is produced from sustainable managed FSC forests and plantations and contains 60% pulp from recycled paper.

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