

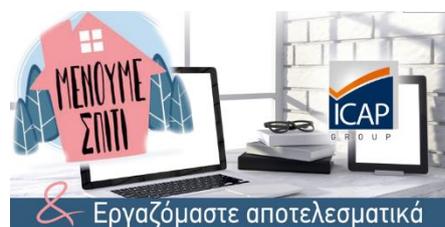


Corporate Social Responsibility Actions



The previous year, was very difficult for all of us, with many challenges due to the Covid-19 pandemic. ICAP, as a responsible company, had the safety and health of our People and, overall, the common sense of responsibility towards society as its main priority, thus we immediately harmonized with all the recommendations and instructions of the specialized and public authorities.

Despite the recommended relief measures in the 2nd half, we decided to keep teleworking up to 80%, to maintain the minimum intermingling of our People in the Company following the health and safety standards in place. Nevertheless, we also believe that in this way, we contributed to the alleviation of concentration on the transportation and road networks, to further reduce burdens on employees who do not have the option of teleworking.



We tried to maintain our team spirit as Colleagues, thus in January 2021, the traditional New Years' Pie Cutting and Christmas Tree Decorating customs were carried out virtually. Moreover, since our annual New Year's Celebration could not take place, we gifted an ergonomic backpack to all our employees, harmonized to the new realities of these times. We acted promptly, with all protective measures, to deliver Christmas presents to all employees' children, covering the difficulty that some may have faced in ordering Christmas presents with stores on lockdown.

Despite the unprecedented and adverse conditions, we tried to be close to families in need during the Christmas holidays, so we offered gifts to the association "Together for the Child", and contributed to their effort that no child would be left without a Christmas toy. Furthermore, this year we supported the nursing home "Girokomeio of Athens" and also, the NGO "PEKAMEA" via an e-bazaar hosted by the Company with the opportunity for all colleagues to order nationwide.

At ICAP, together we strive for a dynamic, innovative, and secure today, hoping that the next day is a step closer to a better "new normality".