



# RADE KONČAR-TEP



2024

REPORT



# ESG Report

## 2024



**RADE KONČAR-TEP**

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# Message from the General Director

**Dear partners,**

The effects of global developments such as climate change, environmental pollution and resource depletion have long since become part of our everyday life. The future depends on a sustainable economy and lifestyle, and the path to it is a task for society as a whole. In our Company, **ESG** care has become an integral part of our business for what we are very proud of. Transparency and responsibility are the principles "revived" through our practice and the foundations on which we build a relationship of trust with all stakeholders presented in this report.

We are aware that the success of the company depends not only on financial results, but also on our ability to positively influence the environment in which we live and work.

**Rade Končar - TEP** constantly strives to align its operations with the principles of sustainable development. New investments in production equipment necessarily include a sustainability perspective, both for the company and for the environment and the local community. We have already implemented energy efficiency measures and the use of renewable energy sources in our production plants.



General Director  
Msc. Antevski Goran,  
B.Sc. in Mechanical Engineering

The activities and measures we undertake in relation to ESG are presented in this report. As a Company that has been operating on the market for many years, the focus of our attention has always been and remains the care for the environment, employees and the community. In all these activities, the Management is guided by the fact that the employees of the Company are our top priority and we demonstrate this with our continuous care and protection of their health, application of all safety standards, respect for their rights

# Message from the General Director

Reducing harmful emissions, focusing on the use of "green energy", waste management, application of the most advanced technology, multiple controls, as well as the high awareness of employees, result in products manufactured using the highest environmental, safety and quality standards. Cooperation with the local community and the environment is diverse and multiple. Based on generally accepted rules, the Company continuously advocates for the spread of positive values, human dignity and satisfaction, and with concrete activities is involved in the life of the entire community. Our activities in this domain are aimed at supporting children, young people, their education and training, supporting socially vulnerable categories, sports activities and events, as well as participating in humanitarian actions.

The ability to make ethical and high-quality decisions is essential for building a sustainable business. Our long-standing history and existence, our awareness of the benefits of good corporate governance, our focus on the environment, our employees and our community, make us recognizable as a highly respected company locally and internationally, as a reliable and desired partner, a trusted partner, on whom our business partners can rely. As a management and a Company, we remain committed to our values, success, sustainable development and the environment.

• This ESG report covers the one-year reporting cycle, from 1 January to 31 December 2024.



**Who we are**



## Who we are

**Rade Končar TEP** is a leading company in the metalworking and electrical industry in Macedonia and the rest of the Balkan countries. It is part of the "Rade Končar" brand that has existed for 77 years.

Since its establishment in 2006, Rade Končar - TEP as part of Rade Končar-Service, has been continuously developing in the direction of innovation of new products, innovations in the production process, innovations in the approach to work and serving the market with quality production solutions. Our company offers complete solutions in the field of the generation and distribution of electricity, as well as specialized solutions for individual customer requirements.

Our technical departments are constantly working on improving the functionality, quality and appearance of our products.

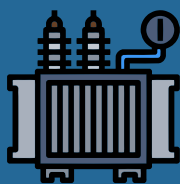
The success of our product solutions is due to the dedication, professionalism and passion of our team, constant monitoring of market demands and global trends, as well as combining the functionality and design of our solutions.

We believe that continuous investment in research and development is an essential part of supporting an innovative and developing economy, which helps maintain high-value jobs and helps attract new business opportunities and talented personnel.

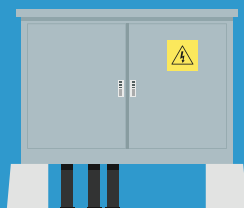


## The main activity of the Company :

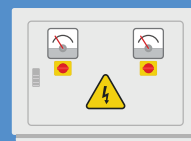
Production of  
oil-immersed  
distribution transformers



Production of substations  
for voltages 20 - 10 / 0.4 kV  
and power up to 1000 kVA



Production of connection and  
distribution cabinets



Production of cabinets for  
semi-indirect measurement



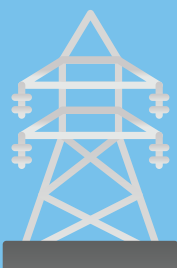
Production of low-voltage  
control panels, switchboards  
and  
cabinets for industrial needs



Production of command  
and control panels for  
industrial processes



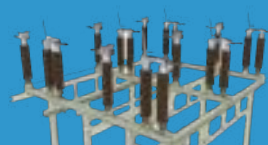
Production of high voltage  
plants for voltage levels up  
to 110 kV



Production of  
pellet stoves



Production of high-voltage  
disconnectors of  
12kV and 24 kV





## The main activity of the Company :

Production of  
Perforated Cable Carrier (PNK)



Production of racks for  
high- shelf warehouses



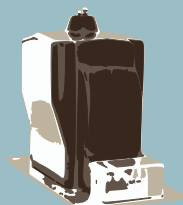
Production (assembly)  
of polyester cabinets



Measuring current  
transformers



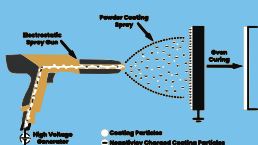
Voltage measuring  
transformers



Production of school furniture  
(desks and chairs)



Plasticizing of metal parts  
(surface protection of metals)



Preparation of complete projects, installation,  
testing and commissioning of low-voltage,  
medium-voltage and high-voltage complex facilities



# Our strategy and orientation

## Focus of our medium-term strategy

1. Socially responsible operation, in order to achieve sustainability in the social and economic environment.
2. Process management with the aim of realizing the prescribed quality of products and constantly improving the energy performance of plants and equipment.
3. Striving to understand all current and future needs of customers, meeting customer requirements and exceeding their expectations.
4. Planning goals and providing all necessary resources for the realization of our products and processes.
5. Involving all employees, their knowledge, health and safety, innovation and creativity.
6. Applying applicable laws, international standards, good industrial and business practices.
7. Beneficial relationships with suppliers, optimizing costs and resources, transparent communication, as well as creating conditions for quick and flexible responses to changes.
8. Procurement of energy-efficient products, in order to spread awareness of energy efficiency in our business environment.
9. Environmental protection, for the purpose of preventive action against pollution, as well as achieving a minimum risk of accidents.
10. Care for the health of employees, and elimination of negative consequences.
11. Social responsibility towards employees, young people, people with disabilities, local community and society as a whole.
12. Improving the quality of our processes and products, in order to achieve sustainable development and increase the energy efficiency of processes.



## Financial indicators

Total assets:

**1.530 mil. den.**

Total revenue:

**702 mil. den.**

Total profit:

**117 mil. den.**

Total investments:

**28,6 mil. den.**Donations and sponsorships  
given:**1,8 mil. den.**Number of employees by  
gender 2024:Men: **57**Women: **23**Number of employees by  
age 2024:Under 30: **14**From 30 to 50: **54**Over 50: **12**Number of employees by  
education 2024:< High school: **6**High School: **39**University degree: **28**> University degree: **7**Number of employees in the  
management team by gender  
2024:Men: **3**Women: **2**

## ESG data 2024

# SUSTAINABLE DEVELOPMENT GOALS

The reporting, in accordance with the standards of the Global Reporting Initiative (GRI), on the activities related to the social responsibility of Rade Končar – TEP, is structured according to three key groups of indicators. These indicators are defined based on the mission and vision of the company, the medium-term and long-term strategic plan, as well as on the basis of essential feedback from key stakeholders. Among them are: investors, employees, end consumers, the local community and the general public.

## 1 ECONOMIC indicators

- Sustainable financial growth
- Continuous work to improve products and provide added value for customers
- Investments in own research capabilities and development
- Operational efficiency
- Technological focus
- Internationalization of business and partnership with suppliers
- Continuous work to improve the professional skills of employees



## 2 SOCIAL Indicators

- Continuously building closeness with clients and partners
- Working on improving culture and two-way communication
- Involving employees in the community and sharing knowledge
- Membership in Macedonian and international societies and associations
- Continuous investments in development activities and innovations, employee's training, salary and reward system
- Support and co-financing initiatives, projects and activities related to mechanical and electrical engineering
- Sports, student projects, consumer education

## 3 ENVIRONMENTAL Indicators

- Continuous investments and investments in improving working conditions and processes, with a focus on environmental protection and the application of energy-efficient technologies
- Continuous education of employees on environmental protection
- Monitoring the socially responsible performance of partners and suppliers
- Encouraging employees to participate in volunteer actions for cleaning, reforestation, humanitarian aid, etc.
- Special emphasis on waste management



**Green planet - Green future**

**In this direction, in the overall business process and activities, we pay special attention to the integration of six global goals:**

**1**

Ensuring healthy living and promoting well-being

**2**

Achieving gender equality by encouraging the participation and inclusion of the female population

**3**

Protection and sustainable use of resources for sustainable development

**4**

Developing resilient infrastructure, promoting inclusive and sustainable industrialization, and fostering innovation

**5**

Ensuring sustainable forms of consumption and production

**6**

Promoting inclusive and sustainable economic growth, full employment and decent work for all



## Company Values





# Materiality

# Materiality

Material topics that we report on are determined based on internal and external factors.

The Company's mission is to improve the quality of life, healthcare and the strategic determinants are related to the internationalization of operations, operational efficiency, technological focus and continuous building of closeness with customers and partners.

In addition to the aforementioned internal factors, external factors that influence the definition of material topics relate to the directly expressed interests of stakeholders.

The summary of the responses received led to the following expectations, ours and our key stakeholders', according to which we identified the relevant material topics:

**The company is connected to impacts through its own activities, but also through activities resulting from business relationships with other authorities and bodies.**

**Ensuring the availability of resources  
for work**

**Continuous investment in  
education**

**Continuous care and improvement of  
investments in occupational health  
and safety**

**Environmental protection**

**Inclusion and knowledge sharing**

**Sustainable financial growth**





## SOCIAL ASPECTS

**Key social aspects** in the focus of our attention are: the employee reward system, employee training and development, gender equality and inclusion, prohibition of discrimination, encouragement and development of a pleasant working environment by incorporating the principles of humanity and respect.

In the process of employee promotion, the Company has defined promotion goals as a result of the engagement of all employees. Based on this, five goals have been confirmed that are included in the **Corporate Action Plan 2024 / 2025**:

1

**Setting up and implementing a competitive system of salaries, incentives, bonuses and benefits**

2

**Ensuring priorities and goals at the Company level as a whole and all employees**

3

**Creating a sense of belonging to the Company**

4

**Ensuring faster and simpler decision-making, as well as consistency in implementation**

5

**Setting up and implementing a system for promotion and career development**

**The focus is on providing the conditions for career development and employee advancement:**

1. The first phase involves setting up a simple, understandable and measurable system of competencies, which is the basis for employee development.
2. The second phase is part of regular performance. We continue with the assessment of the overall performance of all employees, which includes three key assessments:

**A**

Achievement of annual goals

**B**

Performance of regular tasks

**C**

Required level of competence for the current position

Two additional phases will include long-term competency for the Company's needs and the assessment of everyone's readiness in terms of long-term requirements.

A competency system has been set up that covers basic behaviors and primarily serves to guide the performance of regular tasks for individual success in the current job position.

Core competencies define expected practices and attitudes, which are common to all employees regardless of their function, role or job position.

These competencies determine the basic characteristics of all employees of the Company which represent the Company's values and corporate culture.





Also, a new program has been launched through which students and high school students are practically educated. For the implementation of the program, Memorandums of Cooperation have been signed with some of the faculties at the University "St. Cyril and Methodius", as well as some of the secondary public schools.

Employees in the Company are being promoted hierarchically, either to a greater extent through changes in the responsibilities of the existing job position, or through internal transfers to other job positions where they will acquire new knowledge, as well as improve existing knowledge and share it with other employees.

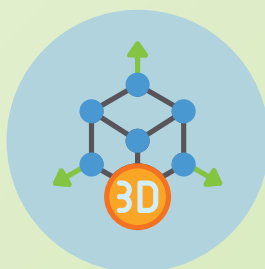
In the Company, there is no difference in the starting salary for men and women, and the Company's business results are reflected in rewards for employees. The predominant number of employees in the Company is men due to the nature of the production process itself, mechanical engineering.

The total number of employees in the Company during the business year 2024 is 80 employees.



## Employee trainings conducted in 2024

- 1 3D Technologies, Skopje
- 2 New product development as a growth strategy, Skopje
- 3 Robot management, Krakow Poland
- 4 Lean Six Sigma, Smart Learny Factory, Skopje
- 5 Continuous professional development in the field of accounting, Skopje
- 6 Introduction to new products, Slovenia
- 7 External training on occupational health and safety
- 8 Internal training on occupational health and safety
- 9 M6 Educational Center



## SUPPLY CHAIN

In its supply chain, the Company cooperates with a large number of suppliers. All suppliers must meet high standards of the mechanical and electrical industry, and materials and services are purchased exclusively from an approved source with consistent quality.

In addition to the initial check, new and long-standing suppliers are subject to regular inspections (every two to three years), where in addition to the quality system, their overall performance is also assessed.

The Company builds its relationships with partners on the principle of trust, mutual understanding and mutual respect for wishes and needs. Also, partnership with suppliers is a prerequisite for supply chain management, which directly affects the Company's savings and profitability

Special attention is paid to how much the partners also pay attention to caring for society and the environment, as well as for their employees and other stakeholders.

Companies that apply the principles of socially responsible operations have an advantage in selection, and for key suppliers this is a necessary prerequisite. All suppliers of the Company are certified according to ISO 9001, a standard that relates to quality management.



## SUPPLY CHAIN

Within the supply chain, companies that provide transport services also play an important role.

Suppliers are expected to prove themselves in terms of quality, speed, innovation and full economic transparency.

Companies are selected that regularly service and properly maintain their vehicles and have lower emissions of harmful gases.

In the warehouses and production facilities, the Company transferred from using diesel forklifts to gas or electric forklifts, which directly affects the reduction of environmental pollution.

All new transport vehicles have a built-in system for turning off the engine when braking, so we are also contributing to less environmental pollution there.



During 2024, a total of 10 projects were active in different stages of technological maturity:

8

Projects related to own development of a new product

2

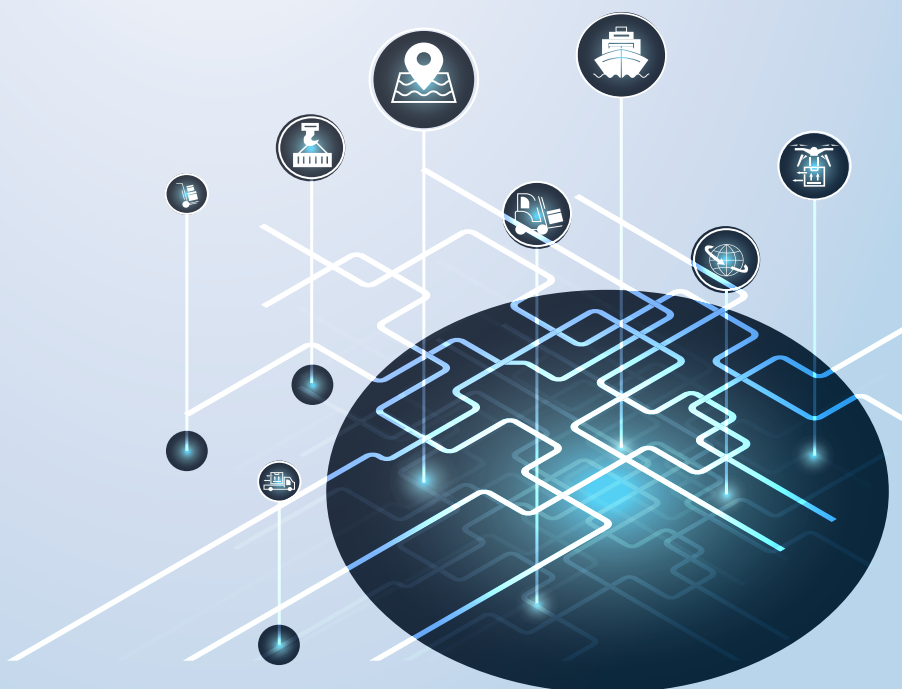
Projects for improving products from the existing portfolio

4

Projects are related to significant innovations compared to previous ones

Technology transfer project programs have been opened with **three partners**, which include **multiple products**.

**This change was initiated due to technological progress and monitoring of new technologies.**



## MEMBERSHIP IN ASSOCIATIONS

Membership in Macedonian and international associations provides an opportunity for continuous monitoring and adoption of new standards and current educational programs, as well as exchange of experiences and connection with leading experts in the field of mechanical engineering, electrical industry, economics and sustainable development.

### Rade Končar-TEP is a member of:

Chamber of Commerce of North Macedonia

Association of Electrical and Metalworking Industry

Employers' Organization of Macedonia

AOTS Macedonia, Macedonian-Japanese Association for Technical Cooperation

AHK Nordmazedonien Consumer

Organization of Macedonia

ATA Euro-Atlantic Council of North Macedonia

Chamber of Chartered Engineers and Architects

Institute for Standardization of the Republic of North Macedonia

### Additionally, it has signed:

- Memorandum of Cooperation with the Faculty of Mechanical Engineering at UKIM.
- Memorandum of Cooperation with the Faculty of Electrical Engineering and Information Technology at UKIM.



The background image shows three people in business attire sitting around a table in a modern office. They are silhouetted against a large window that looks out onto a city skyline at sunset. The sun is low on the horizon, creating a warm, golden glow and lens flare effects. The people are engaged in a meeting, with papers and water bottles on the table.

# Corporate Governance

## Corporate Governance

The ability to make ethical and high-quality decisions is essential for building a sustainable business.

Corporate governance defines an organization's power structure, accountability structure, and decision-making process.

The purpose of good governance is to establish practices and procedures for the Company to operate in a manner that will meet its objectives, as well as to ensure that appropriate decision-making processes and controls are in place to satisfy and protect the interests of all stakeholders (investors, employees, suppliers, customers and the community).

The Company has adopted a Corporate Governance Code, a Code of Ethics, and a Code of Conduct.

The Company's operations are based on the principles of legality, transparency, business publicity, prevention of conflicts of interest, effective internal oversight, strengthening of personal responsibilities and socially responsible operations.

The Company applies internal work policies and principles that guarantee the protection of the interests of all stakeholders in its operations.



## MANAGEMENT STRUCTURE

The composition of the Company's Management is:

**MSc. Goran Antevski,**  
**BSc. Mechanical Engineering**  
**General Director**

**Ana Kanceska,**  
**BSc. Electrical Engineering**  
**Head of Commerce**

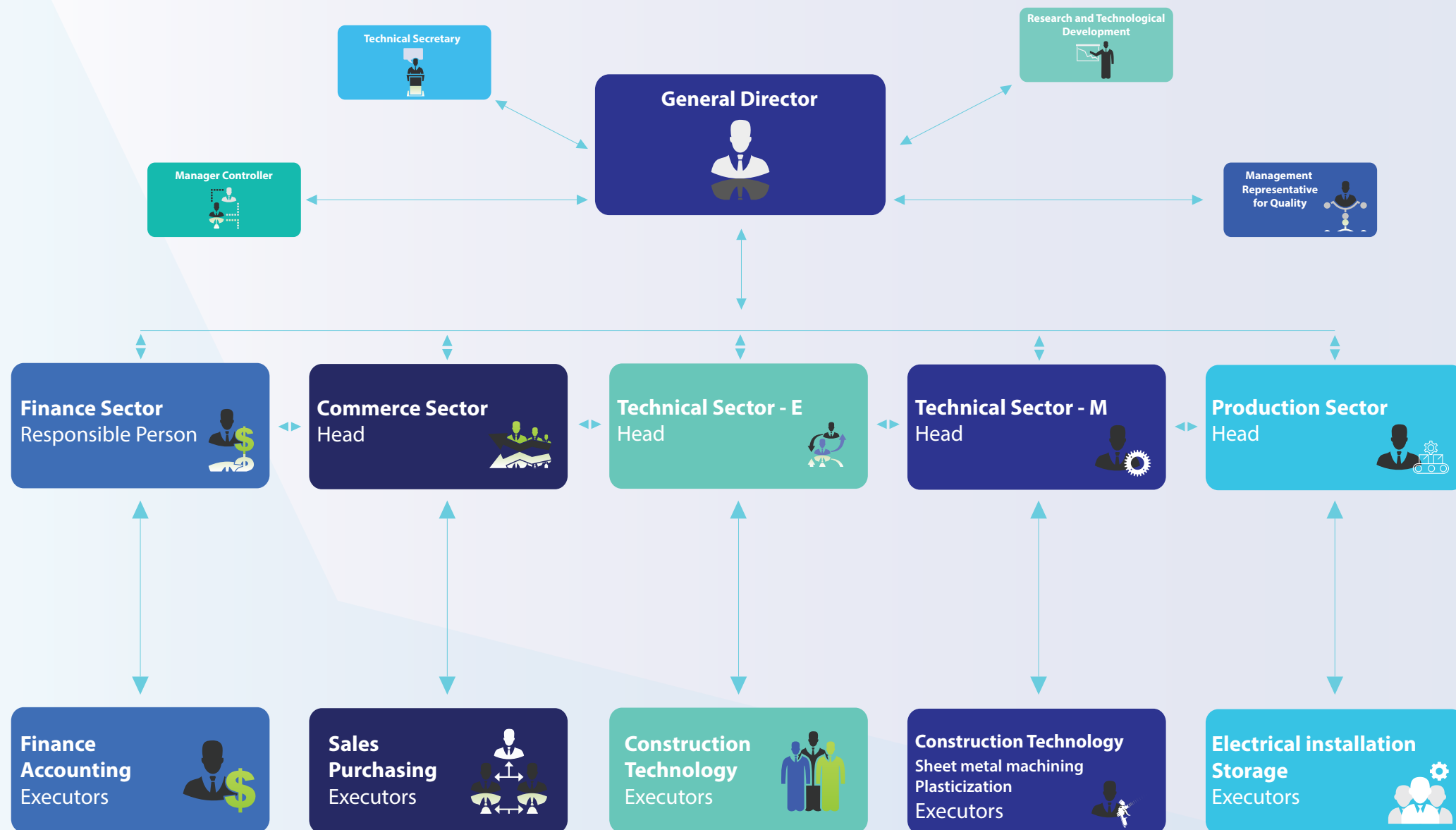
**MSc. Sasko Karadakov,**  
**BSc. Electrical Engineering**  
**Head of Technical Sector - E**

**Jane Taleski,**  
**BSc. Mechanical Engineering**  
**Head of Technical Sector - M**  
**Mechanical Processing of Sheet**  
**Metal and Plasticizing Sector**

**MSc Ivana Stojkovska,**  
**Electrical Installation**  
**Manager**

**MSc. Marjan Trajkovski,**  
**BSc. Mechanical Engineering**  
**Representative of Management for Implementation**  
**of Management Standards**

# Organizational Structure





# Stakeholders



## Stakeholders

Employees	Financial institutions
Business partners and suppliers	Investors
General public	State and local community
International certification bodies	Educational institutions



Aware of the importance of investing in future generations, strengthening the connection between the economic and scientific sectors, as well as the mutual sharing of knowledge and experiences, during the reporting period we further developed our cooperation with the academic community.

We listened to the interests, opinions, views and suggestions of students and therefore we classify them in this report among key stakeholders, with whom we jointly contribute to the sustainable development of the Company.

The process of continuous improvement of the management and decision-making process towards the sustainable development and growth of the Company contributes to added value for the shareholders or partners of the Company.

A sustainable operating model and promotion of responsible practices contribute to increasing sales and market share, reducing operating costs, increasing attractiveness for investors and financial analysts, which are key factors for the survival of modern companies in the competitive market.



# STANDARD CERTIFICATIONS

During 2024, Recertification / Supervisory Audits for the Standards:

## ISO 9001

## Quality Management System

## ISO 14001

## Environmental Management System

## ISO 27001

## Information Security Management System

## ISO 45001

## Occupational Health and Safety Management System





## CLIMATE CHANGE RISK

## CLIMATE CHANGE RISK

Climate change is one of the major economic, social and environmental challenges of our time.

The effects of climate change are being felt in all parts of the World.

In some regions, extreme weather and rainfall are becoming more frequent, while in others heat waves and droughts are becoming more intense.

The physical impact of climate change on health is already visible. In some regions, heat-related deaths have increased, while in others cold-related deaths have decreased.

Changes in the prevalence of some water-borne and vector-borne diseases are already visible.

Damage to property and infrastructure, as well as human health, pose a huge cost to society and the economy.

Additional risks related to climate change are regulatory risks, which arise from the introduction of regulations related to greenhouse gas emissions.

The impact of climate change risks on the Company is indirect and relates to potential damage to property and infrastructure, delays in the supply chain, increased health problems among employees and increased costs related to regulatory risk.

The Company protects itself from these risks by improving energy efficiency, by constantly caring for its environmental footprint and minimizing harmful gas emissions, by investing in infrastructure and by improving working conditions and air conditioning at all locations, as well as by educating employees about the consequences of climate effects on health.

## ECONOMIC IMPACTS

**The company has a positive impact on the working environment.**

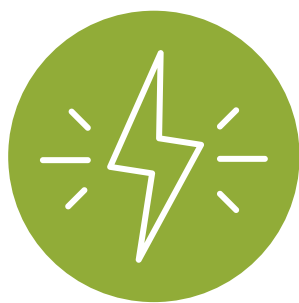
**The intensity and types of indirect economic impacts vary, but they are generated through:**

- Increasing production capacity and creating new
- Encouraging local producers and increasing the number of jobs in the supply chain
- Participation in numerous humanitarian actions



## ENVIRONMENTAL IMPACT

**2024 was marked by the implementation of energy efficiency measures or the implementation of new solutions, for better use of energy and resources, with a focus on savings.**





The topic is material to the Company due to the significant environmental and economic impacts related to energy, and the reasonable expectations and interests of the affected parties that the Company systematically takes care of:

Controlling energy losses in development, production and distribution, by applying preventive measures for network maintenance, and investments in the overall system.

Ensuring the availability of information and data and continuous improvement of methods for analyzing data on own energy consumption (electricity, water, fuel, gas), and identifying opportunities and implementing activities for improvement of energy performance.

Permanent compliance and striving to exceed legal and other requirements in the field of energy management, but also in all other areas applicable to work.

Constantly raising awareness of the importance of energy efficiency among all users.

Energy efficiency in the design, upgrade and modernization of the System.

Procurement of energy-efficient machines, devices and vehicles, as well as energy services.

Implementation of an Energy Management System, in accordance with the requirements of the ISO 50001:2018 Standard





The management determines the goals of energy system management and provides resources to achieve these goals.

At the same time, participation in the Energy Management System is a commitment of all employees as key bearers of the system's activities.

The main energy sources used within the Company are electricity and oil (extra light fuel).

By encouraging sustainable economic growth in the environment, the Company will continue, as in previous years, to use only electricity produced from renewable sources.

In our air conditioning system is used cooling agent which with its chemical composition does not pollute the environment.

We request services and repairs exclusively from authorized partners and are carried out on a regular basis

**In addition to good management measures and investment in equipment, the following measures were implemented to reduce energy consumption:**

- 1** Replacement of existing lighting with LED lighting
- 2** Temperature regulation of working, storage and office spaces
- 3** Solar heating of hot water
- 4** Remote monitoring system for the consumption of all energy sources used



# Fuel

# Fuel

## Fuel consumption (gasoline for motor vehicles):

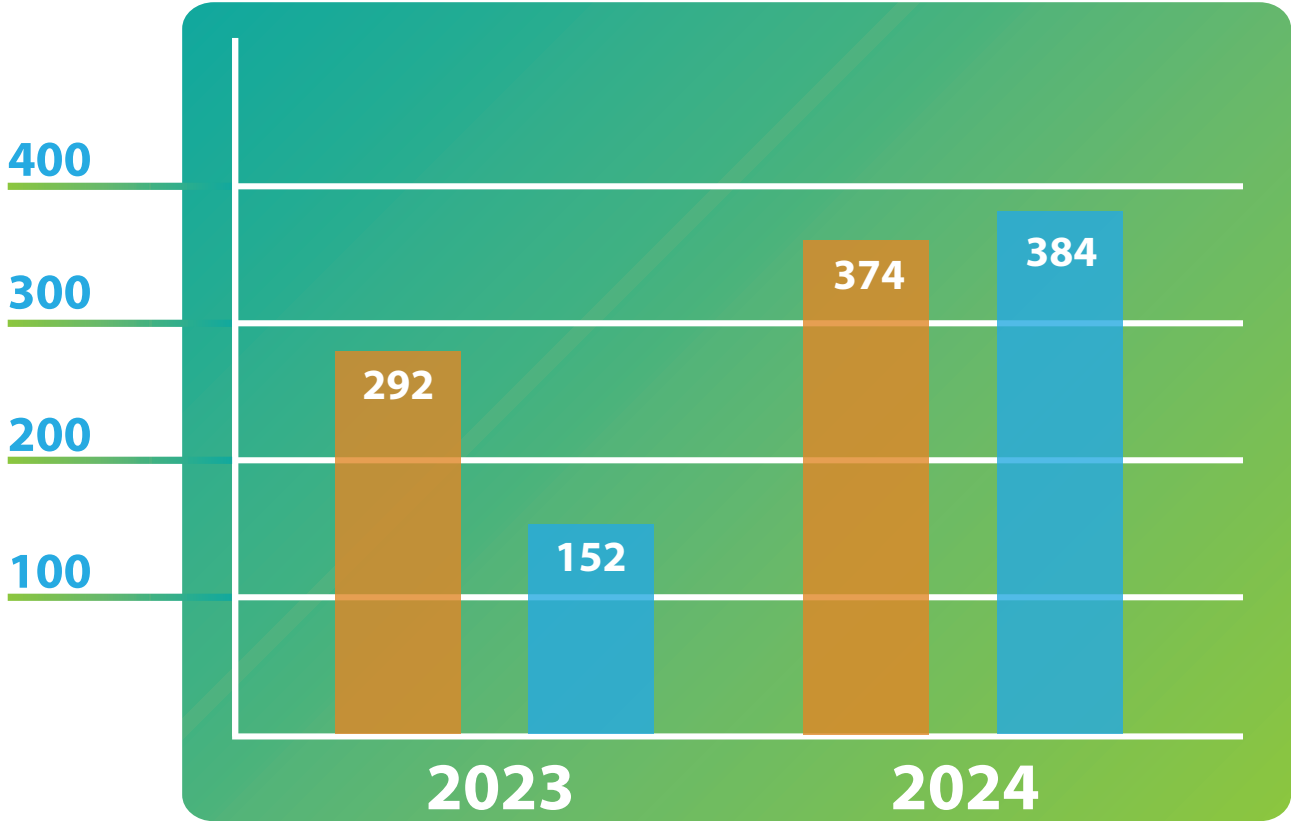
2024	Gasoline 95	Energy consumed	CO2 Emissions
	in liters	in kWh	in t / kWh
<b>Total</b>	<b>4.415</b>	<b>45.917</b>	<b>10.2</b>

- Specific CO2 emissions per liter of gasoline consumed are 2.31 kg (standard value according to IPCC and EPA)

## Fuel consumption (diesel for motor vehicles):

2024	Diesel	Energy consumed	CO2 Emissions
	in литри	in kWh	in t / kWh
<b>Total</b>	<b>11.827</b>	<b>125.365</b>	<b>31.5</b>

# ELECTRICITY



Consumed electrical energy

Generated electrical energy

We are reducing our electricity usage by integrating solar energy to power our machines and equipment in our production process. Over the past three years, we have achieved significant savings in consumption, resulting in reduced emissions and improved environmental impact.



## IMPACT ON THE ENVIRONMENT

During **2024**, the Company invested in photovoltaic panels and thus achieved significant savings in electricity.

Through the use of **green energy** in the production process and air conditioning of all work spaces, the use of oil for these needs was reduced.

At the same time, we reduced greenhouse gas emissions to a minimum amount of **36.1 tons** annually.

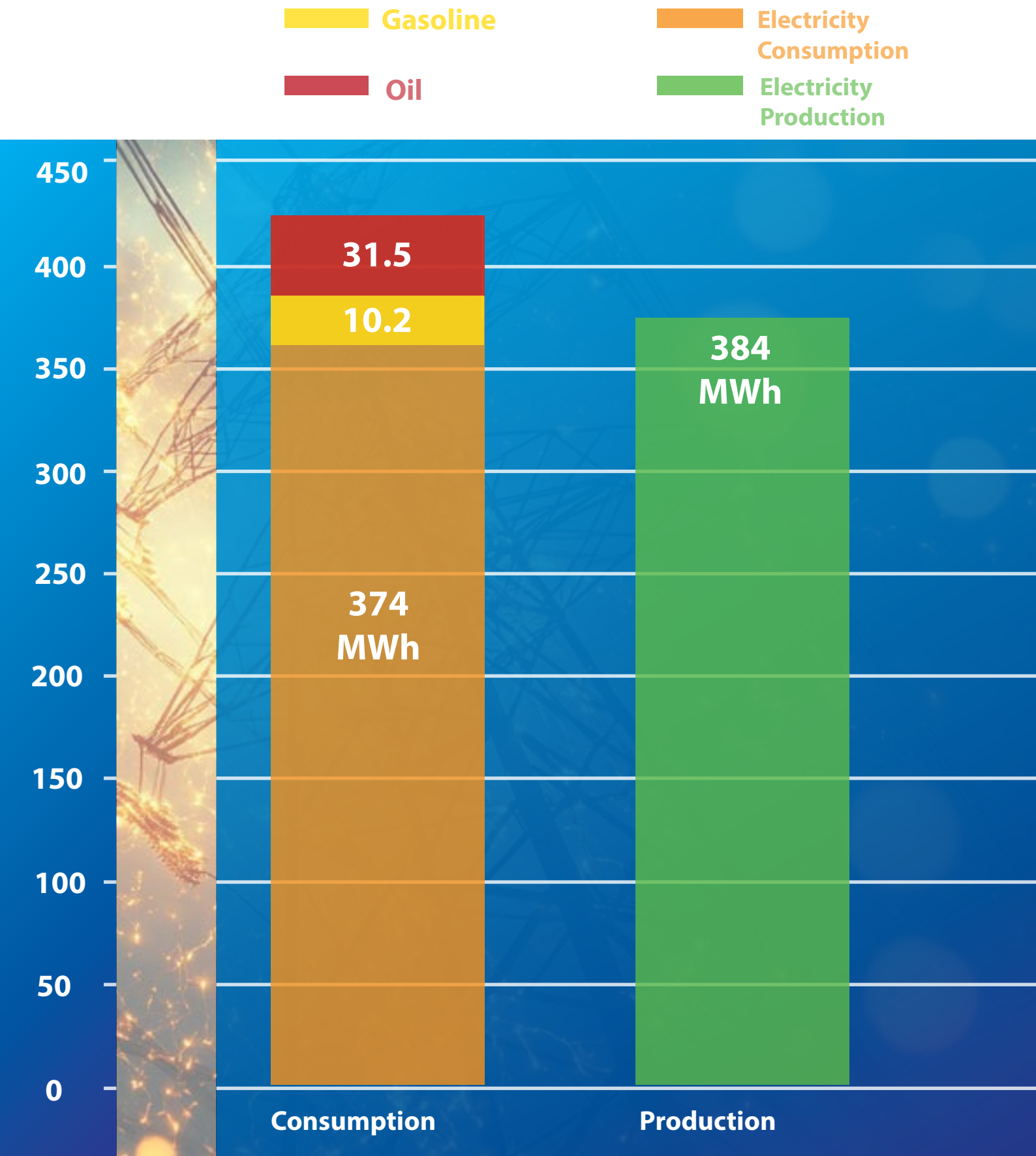
The Company's orientation is to constantly find and apply more environmentally friendly substances in the plasticization process.

The Company is preparing the implementation of the ISO 50001:2018 Standard for the Energy Management System, based on which we will constantly control consumption and seek improvements.





CO2 Production and Consumption 2024





# Water

**Due to the significant impacts of water on the environment, as well as the expectations and interests of stakeholders, the Company systematically takes care of:**

**Introducing advanced washing and cleaning processes**

**Using technical water for the plasticization process**

**Using technical water for irrigation of green areas**

**Controlled water discharge and water treatment through purifiers before discharge into municipal systems**



The water discharge is controlled and we treat it through purifiers before discharge into municipal systems.

There are purifiers at the plasticization site, which are being renovated in accordance with new technologies.

The purified water is discharged into the sewage system, drained and regularly treated, inspected, so that the quality of the discharged wastewater is in accordance with the set requirements.

## Water consumption 2024

The company is supplied with water from its own wells. It is used for the technological process of plastification, and for the toilet system.

Drinking water for employees is purchased from verified and approved suppliers.

Introduction of the Consumption Control Management System includes control and continuous monitoring of water consumption, resulting in direct savings and decrease of consumption.

### WATER

Technical water from own water wells :

Water consumption in m3	
January	12
February	9
March	8
April	37
May	20
June	21
July	14
August	48
September	24
October	21
November	9
December	41
<b>total:</b>	<b>264</b>

# 2024

• **Technical water is used for production processes, for watering green areas and for systems for the physiological needs of employees.**

• **Drinking water is purchased from suppliers and used through water dispensers installed in all sectors of the Company.**

## WASTE MANAGEMENT

Within the Company's environmental management processes, a responsible attitude towards waste and the development of a culture of proper waste management are a priority.

The Company's team dedicated to this segment works within the Technical Support Department and constantly strives for a comprehensive approach to waste management, reducing, utilizing and disposing of waste in an environmentally safe manner.



The Company promotes an environmentally friendly attitude by encouraging the recycling of batteries and paper, by not using plastic bags, by using materials that have a less harmful impact on the environment (ecological bags, eco-paper) and once a year it organizes a corporate action for cleaning up waste in the local community, to which all categories of employees, including top management, respond.

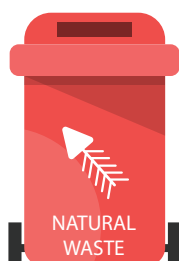
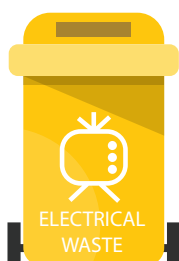
Through its production activities and processes, the Company generates hazardous and non-hazardous waste. We ensure that waste is disposed of in an adequate and ecological manner, we have signed a waste disposal agreement with several partners. The partners are authorized commercial companies for waste disposal on the territory of the Republic of North Macedonia and have all necessary permits for hazardous and non-hazardous waste management issued by the Ministry of Environment.

A large part of the non-hazardous waste is recycled (plastic, glass, metal, paper and cardboard...) and the Company's employees separate it at the Company's own location, where there is a space designated for waste separation. The separated waste is given to the partner for treatment, and the partner forwards it to the place where the waste is treated in appropriate ways and becomes a usable raw material again.

Hazardous waste is handed over to partners, and the partners take the waste to European incinerators (mainly Greece) where such waste is treated in accordance with high standards.

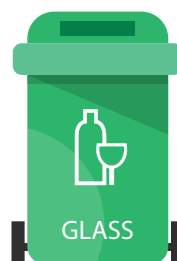
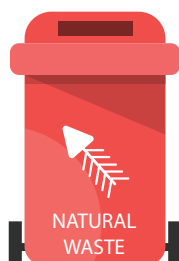
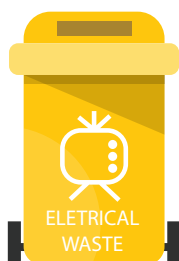
## Type of waste managed by the Company

Waste code	Waste description	Hazardous waste
20 01 21	Neon lamps and other waste containing mercury	Yes
20 01 21	Discarded electrical and electronic equipment other than those mentioned in 20 01 21 and 20 01 23	Yes
07 06 99	Plastics	No
07 06 99	Glass	No
15 01 01	Paper and cardboard packaging	No
15 01 02	Plastic packaging	No
15 01 04	Metal packaging	No
15 01 07	Glass packaging	No
15 02 03	Absorbents, filter materials other than those mentioned in 15 02 02	No
15 02 03	Wipe cloths and protective clothing other than those mentioned in are listed under 15 02 02	No
17 04 07	Mixed sheet metal scrap	No
17 04 01	Copper	No
17 04 05	Iron	No
17 04 02	Aluminium	No
17 04 01	Brass	No



## Report on waste generated in 2024

Waste code	Waste description	Weight (kg)
20 01 21	Neon lamps and other waste containing mercury	1
20 01 21	Discarded electrical and electronic equipment not mentioned in 20 01 21 and 20 01 23	20
07 06 99	Plastics	15
07 06 99	Glass	10
15 01 01	Paper and cardboard packaging	250
15 01 02	Plastic packaging	85
15 01 04	Metal packaging	65
15 01 07	Glass packaging	28
15 02 03	Absorbents, filter materials not mentioned in 15 02 02	7
15 02 03	Wipe cloths and protective clothing other than those mentioned in 15 02 02	12
17 04 07	Mixed sheet metal scrap	88500
17 04 01	Copper	1230
17 04 05	Iron	3660
17 04 02	Aluminium	10
17 04 01	Brass	157







**United Vision**  
**Sustainability through knowledge**



**In 2024, the project: European Platform for Excellence in Vocational Education and Training for Green Innovation (GreenoVET) was completed.**

The Project involved Austria (Styria), Finland (Regional level), North Macedonia (National level) and Portugal (Leiria County).

**GreenoVet is a project to stimulate the development of vocational education and training (VET).** With green innovations across Europe, an innovative, inclusive and sustainable economy is enabled. It provides a platform for the interconnection of European schools for vocational education and training at regional, national and transnational levels among themselves, as well as with key partners in local innovation and skills ecosystems.





**greenovet**  
Skills for a Green Europe

European VET Excellence Platform  
for Green Innovation  
Ref. number: 67114-EP-1-2020-LAT-EPN-VET-0016



Co-funded by the  
Erasmus+ Programme  
of the European Union

## General objectives of the Project achieved:

1. European models of excellence in vocational education and training created through inter-institutional centres for vocational excellence, which will foster sustainable partnerships between secondary vocational schools, higher education institutions and companies in the green technology industry.
2. Green innovation in Europe stimulated.
3. European strategies for best practices for cooperation between VET providers and green technology developed.
4. Environmental, social and economic development in Europe stimulated through green and sustainable innovation processes enabled by excellence in VET.

## Specific objectives of the project achieved:

- Platform for sustainable cooperation of European Centres of VET Excellence (CoVEs) in green innovation developed.
- Enabled green technology projects implemented by secondary and higher education students.
- Provided an international platform for collaboration and sharing of professional excellence in green innovation among key stakeholders.



- Established innovative teaching methods and educational trends in vocational education and training through CoVEs.

- Bringing green innovation opportunities closer to the wider public in Europe.



# SPONSORSHIPS



CERTIADRIA

**ESTIEM**

**1** Judo  
Federation

**2** Handball Club  
Aerodrom

**3** Japanet MK

**4** Certiadria

**5** Karate Club  
"Cvetan Dimov"

**6** Exhibition of  
Japanese  
paintings across  
Macedonia

**7** Galicnik cultural  
and musical event

**8** Re-Member  
Conference

**9** Estim LG

## Donations

**1** AAMK Autism Association of Skopje

**2** ATA Euro-Atlantic Council of  
North Macedonia

**3** ATA Euro-Atlantic Council of  
North Macedonia



As part of its **ESG strategy** for 2024, Rade Končar – TEP has strengthened its activities in the area of social responsibility by supporting sports, cultural, educational and humanitarian initiatives. The Company has invested significant resources in projects that directly contribute to community development, promoting healthy habits, encouraging education and nurturing cultural heritage. Through nine sponsorships and three fully transparent donations, Rade Končar – TEP demonstrates that corporate responsibility is an essential part of its sustainable growth strategy.

## Sponsorships

support with real impact

In terms of sponsorships, the Company has decided to invest in organizations and events with a long-term positive impact on society. First, the support of the Judo Federation of Macedonia represents an investment in sport, which fosters discipline, mental strength and self-confidence among young people. At the same time, through the sponsorship of the Aerodrom Handball Club, the Company has contributed to the development of collective spirit and physical activity among children and young people, which is important for building a healthy future.



## Sponsorships

support with real impact

1. The cooperation with Japanet MK reflects Rade Končar – TEP's interest in international cooperation and the transfer of values from Japanese culture such as precision, responsibility and respect.
2. In the cultural sphere, the Company supported the exhibition of Japanese paintings throughout Macedonia, thus encouraging creativity and cultural exchange.
3. Through the sponsorship of Certiadria, the Company directly invested in the digital literacy and professional development of young people through licensing and IT training.

In the sports segment, special attention was paid to the Karate Club "Cvetan Dimov", which encourages young people towards sportsmanship, responsibility and dedication.

The support of the Galicnik cultural and musical event represents a strong signal that the preservation of Macedonian tradition is important for future generations. Also, by participating in the Re-Member conference, the Company contributed to the professional education and networking of young leaders and entrepreneurs.

Finally, ESTIEM LG's support is aimed at students from technical faculties, where the development of future managers and engineers is encouraged.



## Donations

humanity and values

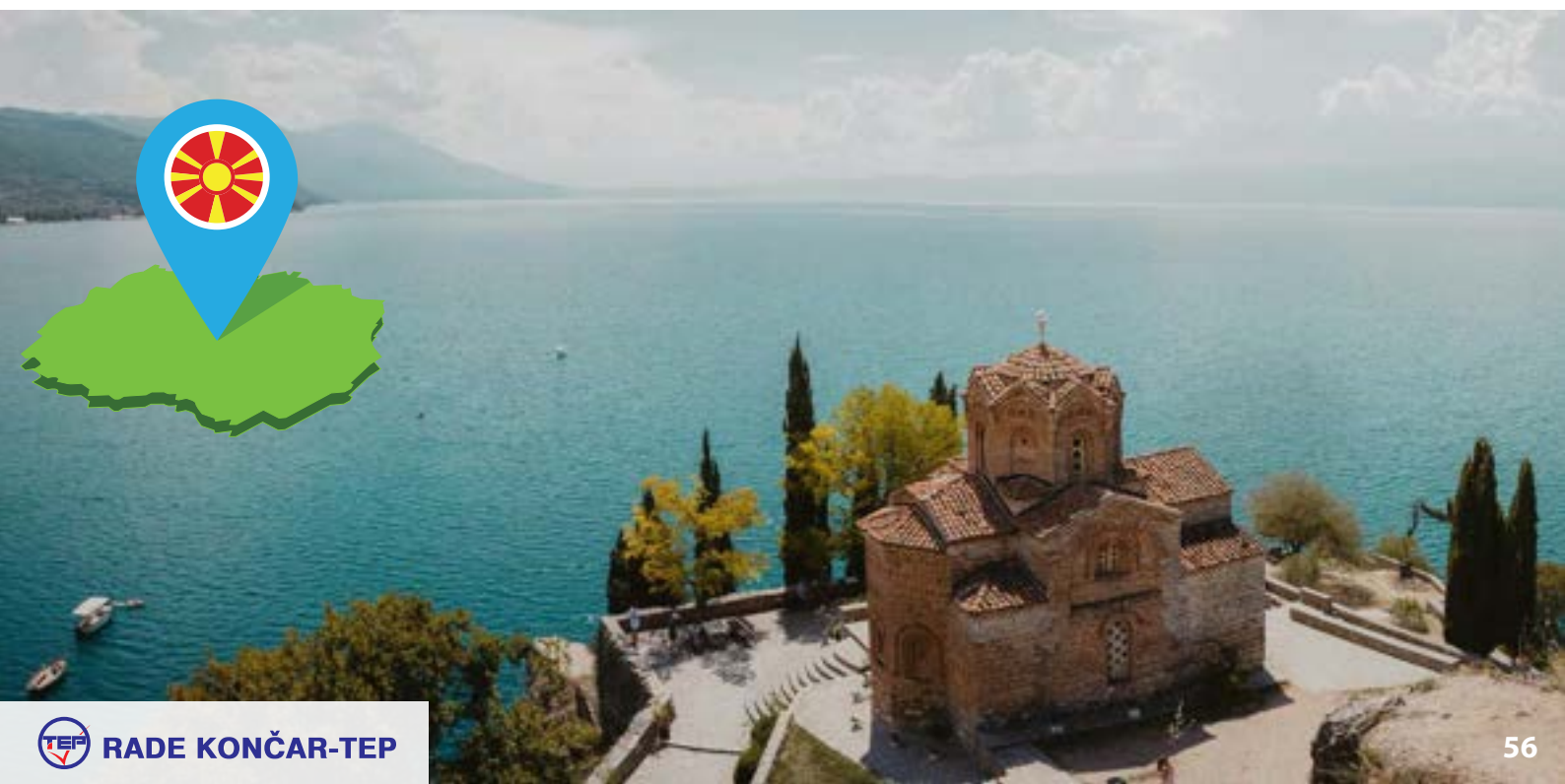
In addition to sponsorships, **Rade Končar – TEP** made three significant donations. First, the support of **AAMK – Autism Association** from Skopje represents an expression of deep solidarity with families and children with autism spectrum disorders, providing better conditions for their integration and support.

With the donation to **ATA – Euro-Atlantic Council of North Macedonia**, the Company supported the dialogue, expert forums and Euro-Atlantic values, as part of the broader picture of democratic development of the country.

Finally, with the support of the **Macedonian Orthodox Church – Ohrid Archbishopric**, the Company emphasized the importance of spiritual and traditional values in building a stable and human community.

## Conclusion

By implementing these 12 activities, **Rade Končar – TEP** sent a clear message that corporate strategy is not complete without social engagement. Supporting sports, culture, education and vulnerable groups is not just an act of goodwill, but a strategic commitment to creating a sustainable, human and stable society. These ESG activities are part of the Company's vision, through which it strives to be not only an industrial leader, but also an example of social responsibility.







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