



CORPORATE PRESENTATION
2024



OUR COMPANY



OUR COMPANY

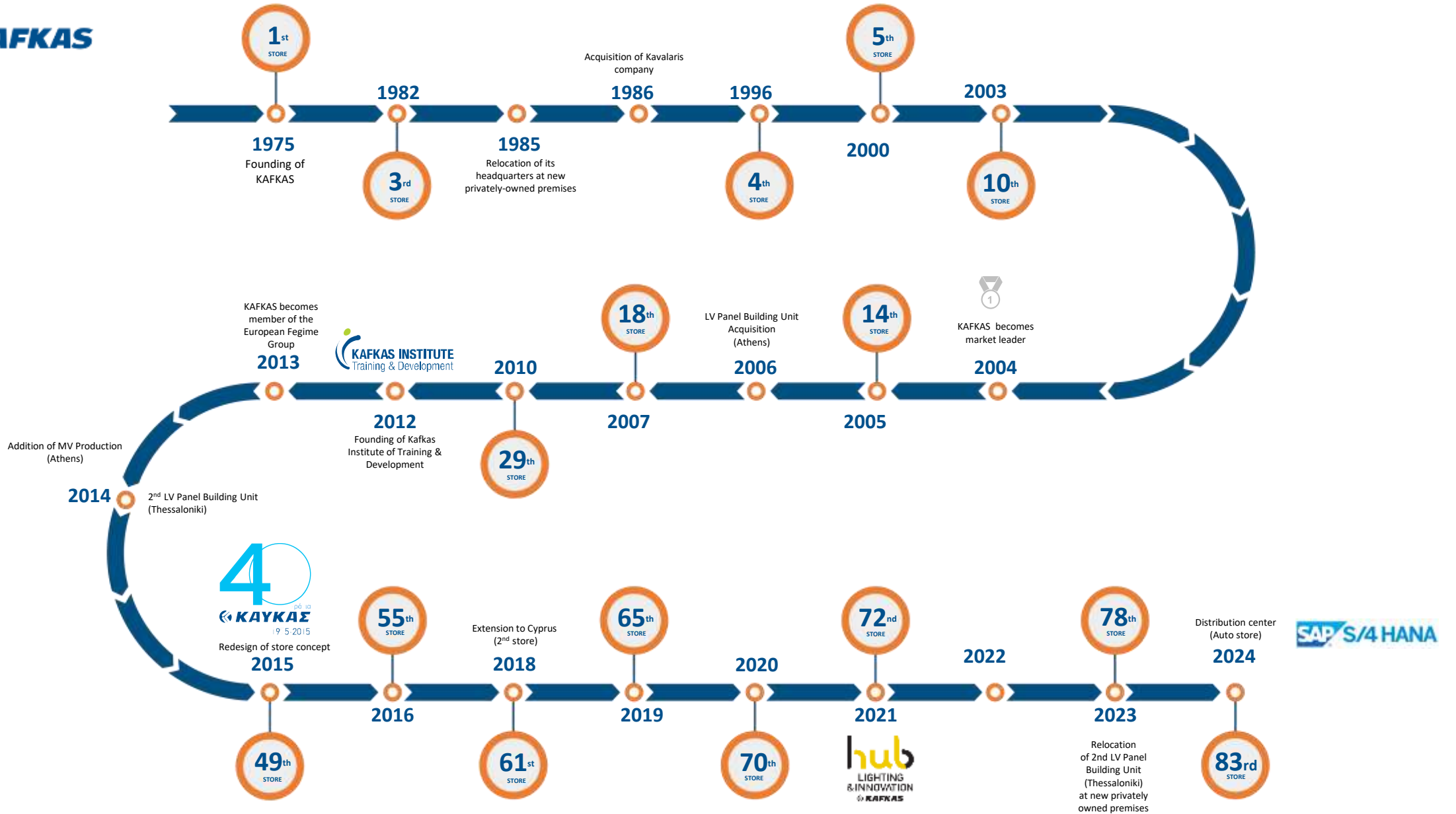
Founded in 1975, KAFKAS has grown to become the leading company in Greece in the field of electrical equipment, lighting and the relevant electrification solutions.



By harnessing decades of industry expertise, KAFKAS propels forward with solutions concerning new construction and renovation/upgrading of residential and commercial buildings, industries and infrastructure projects. Our dedication to sustainability ensures that the legacy of KAFKAS is one of positive impact, driving progress for our planet and communities alike.



OUR HISTORY





OUR MISSION



Our mission at KAFKAS is to empower our customers across residential, commercial, and industrial sectors, enabling them to excel in their ventures through our comprehensive suite of eco-conscious and cutting-edge products, services, and solutions. We strive to be the benchmark for both industry professionals and end-users, championing the integration of cutting-edge technology into everyday life.

Every day, we guide our clients in optimizing the safety, comfort, and energy efficiency of their spaces.

As a holistic one-stop destination, we provide robust support and innovative strategies to ensure our customers thrive in a business landscape that values sustainability as the key to success.



“

We envision a company that serves as a model for the integrity, passion, teamwork, and efficiency of our people.

”



OUR VALUES

ETHOS

We act with respect and integrity inside and outside the company

TEAMWORK

We trust our colleagues and we are committed to their success

PASSION

We approach our clients' needs with unwavering passion and dedication, striving to exceed expectations at every opportunity.

EFFECTIVENESS

We seek continuous improvement in everything we do.

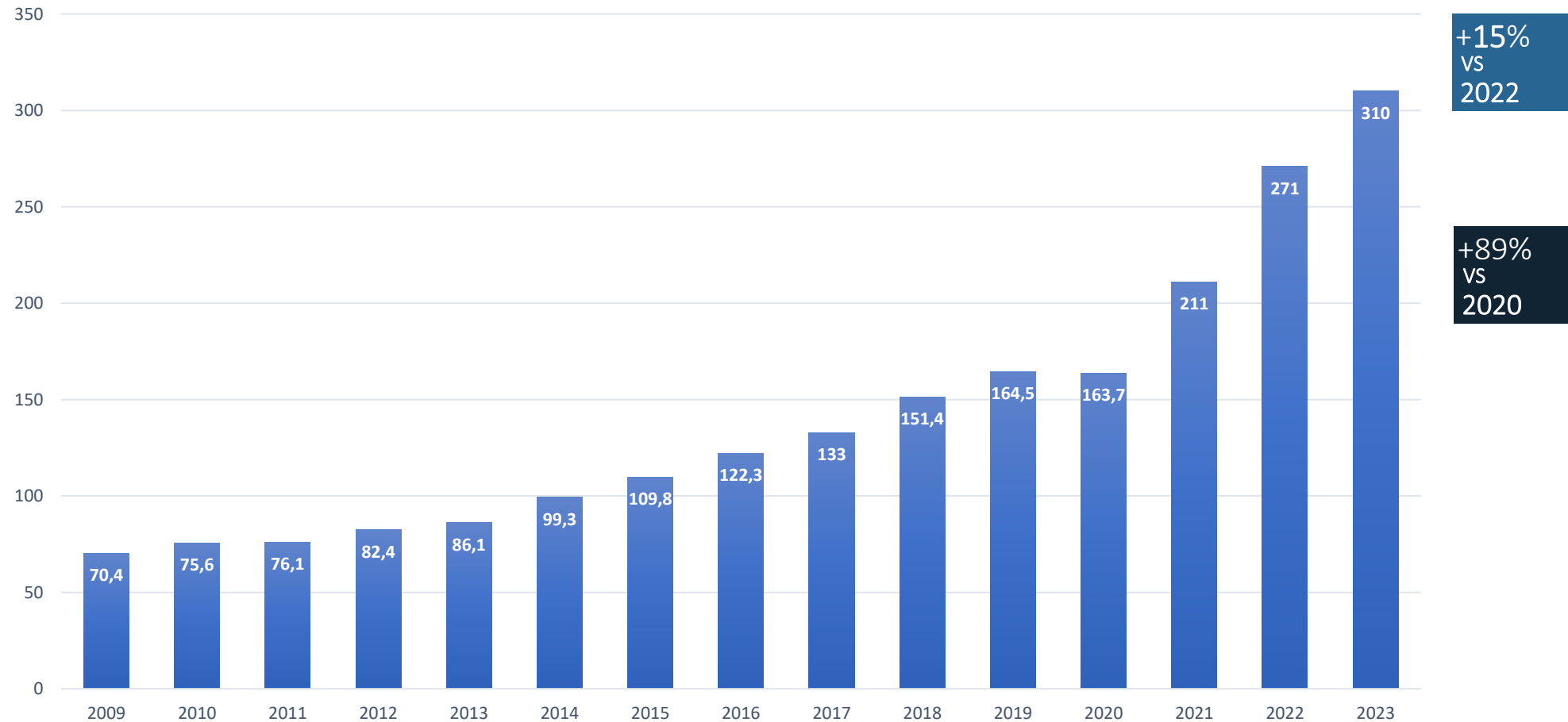




OUR RESULTS

OUR RESULTS

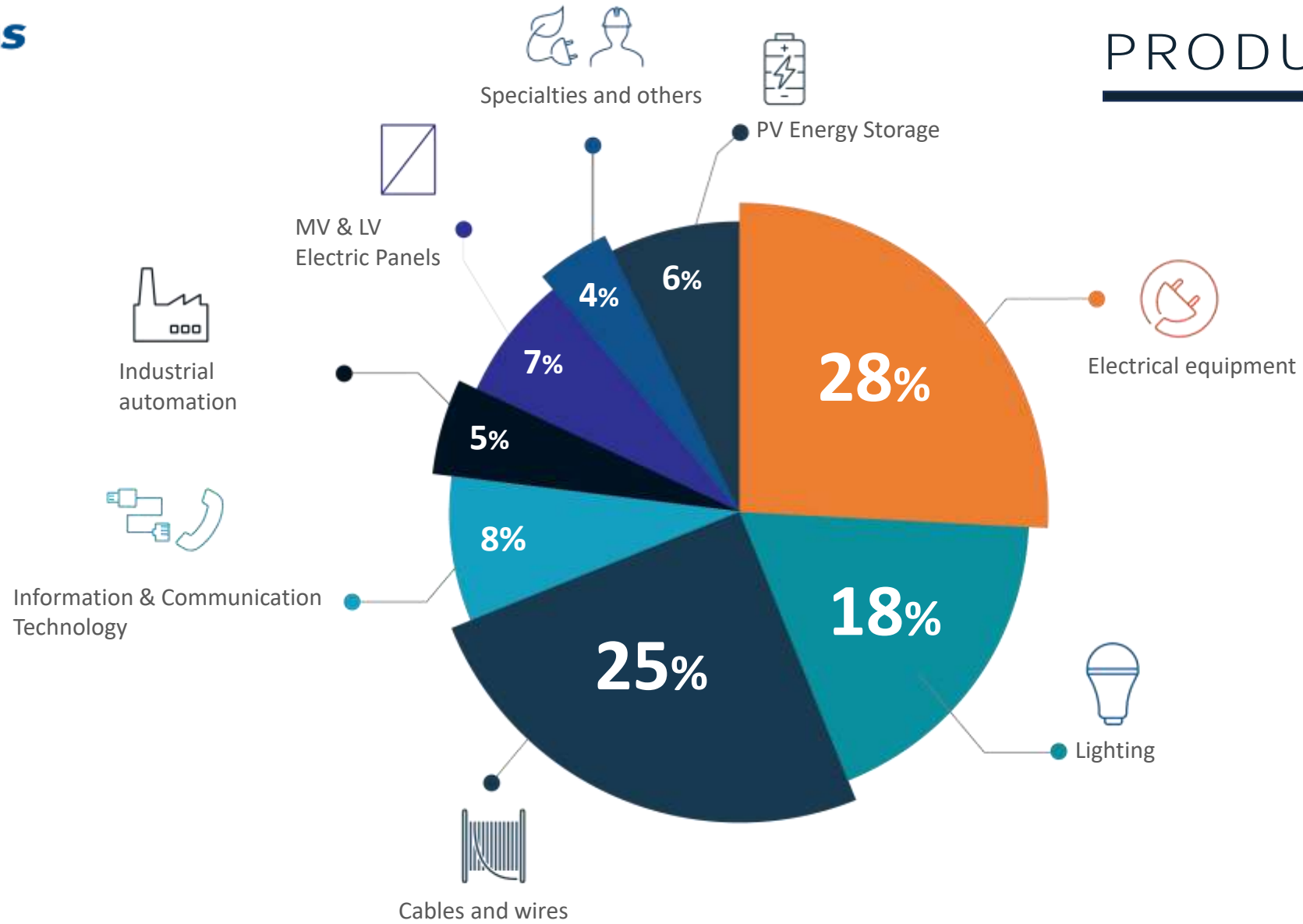
Sales in mil. €

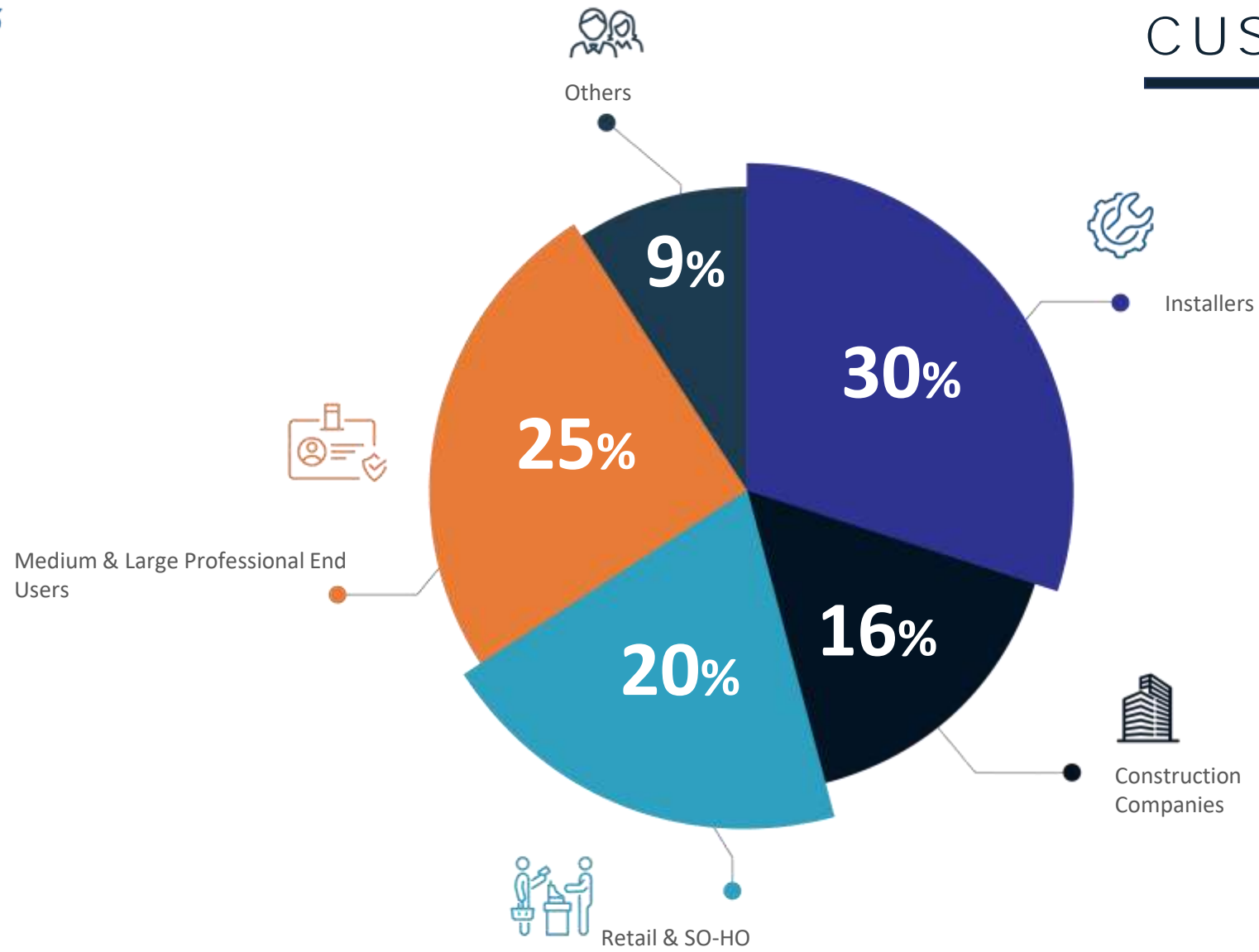


Network Expansion



2 6 2 9 3 1 3 4 3 8 4 5 4 9 5 7 6 1 6 5 7 0 7 2 7 8 7 9







83

Stores



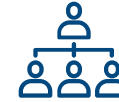
400

Suppliers



200.000+

Product codes



1.500+

Employees



105

Trucks for
product
deliveries



4

HUB
Lighting &
Innovation
by Kafkas



130.000+

Deliveries
annually



3

MV & LV Voltage
Panel Building
Units



5.000

MV & LV Electric
Panels
produced annually



13.500+

Customer visits daily



OUR COMMERCIAL ACTIVITY

Σημείο
Εξυπηρέτησης

Αυτοκόλλητες LED

Χώρος
αποθήκης

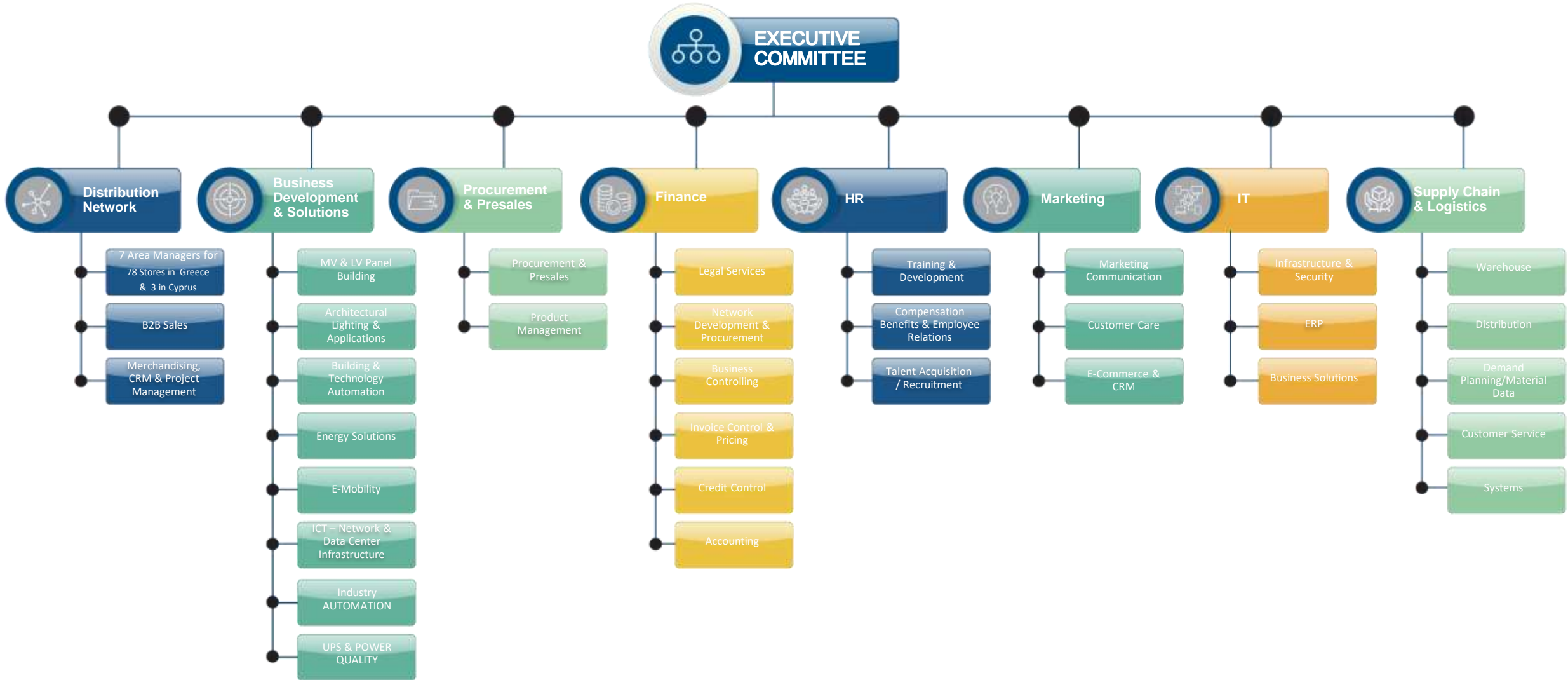
Smart Home
Αυτοκόλλητες, Άνεση
Εξοικονόμηση ενέργειας

OUR COMMERCIAL ACTIVITY



OUR COMMERCIAL ACTIVITY

ORGANIZATIONAL CHART

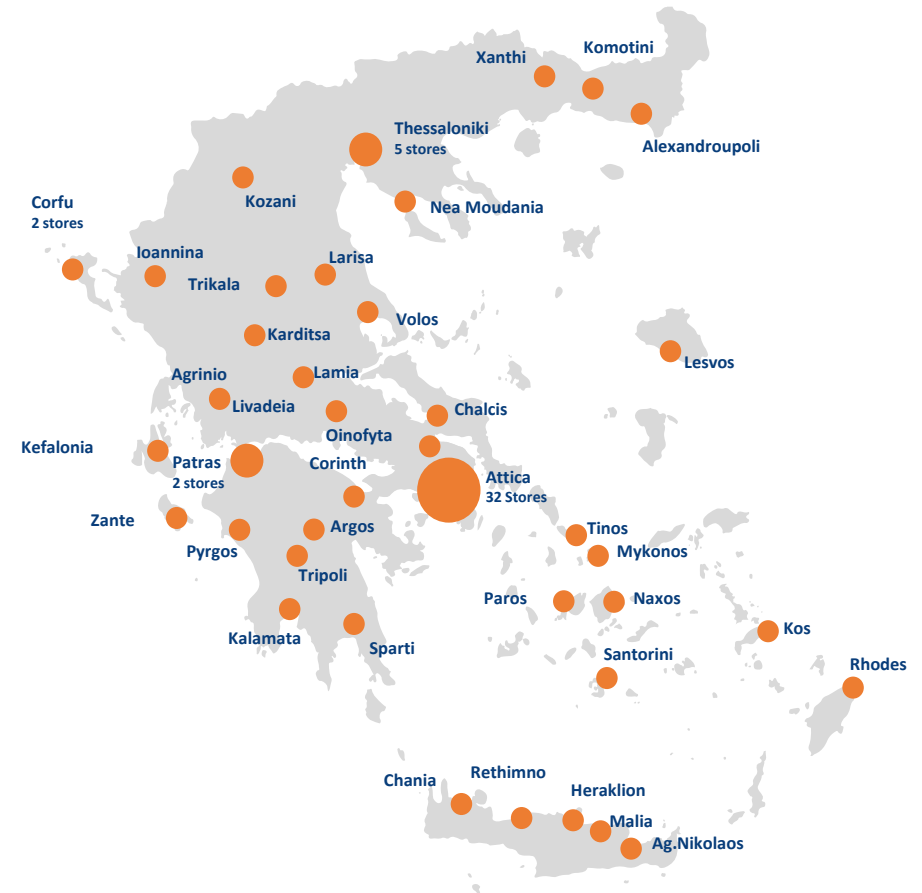




STORE NETWORK

STORE NETWORK

- Nationwide coverage
- One Stop Shop
- Excellent service for B2B & B2C customers
- Personnel of high expertise
- Technical support specialists at selected points of sale (Tech Experts)



83
Stores all over
Greece

80.000M²
Store surface
area

12.500
Invoices/day

700
Sales
representatives

OUR PRESENCE IN CYPRUS

- One Stop Shop
- Excellent service for B2B & B2C customers
- Personnel of high expertise

4 stores

3.300m² Store Area

3.000m² Distribution center



01. 1^o STORE

- EXHIBITION SPACE
- HQ & DISTRIBUTION CENTER

02. 2^o STORE

- EXHIBITION SPACE
- OFFICES & DISTRIBUTION CENTER

03. 3^o STORE

- EXHIBITION SPACE
- OFFICES & DISTRIBUTION CENTER

04. 4^o STORE

- EXHIBITION SPACE
- OFFICES & DISTRIBUTION CENTER



The innovative open-store philosophy combines the customer's ability to self-serve with the simultaneous physical presence of salespeople who provide advisory support in-store.

KAFKAS' customer service is enhanced through facilitating the purchasing decision, reducing waiting times during peak hours, and offering an aesthetic and technological approach that transforms a routine purchase into a unique experience.





BUSINESS DEVELOPMENT

Account
Managers
Key Account
Management
Sales Team

Vertical Markets
Teams for monitoring and
supporting vertical
markets (hospitality,
industry, public sector)



Lighting
Department

ICT - Network & Data
Centers
Infrastructure

A specialized ICT engineering team
supports physical infrastructure projects,
both at the building level and in data
centers.

BUSINESS DEVELOPMENT

Project Team
Support for large projects
during specification,
implementation, and
completion

MV & LV Panel Building

OUR
COMMERCIAL
ACTIVITY

**UPS & Power
Quality**

**Lighting
Solutions**

**Industrial
Solutions**

**Building
Automations**



**ICT -
Network & Data Centers
Infrastructure**

**Energy
Solutions**

BUSINESS
SOLUTIONS

E-Mobility

KAFKAS

KAFKAS
BUSINESS SOLUTIONS

MV & LV PANEL
BUILDING

#1

MV & LV PANEL BUILDING





Experienced members of KAFKAS, within Panel Building production units, located in Athens and Thessaloniki are designing and fully producing Medium and Low Voltage Electrical Panels.

In parallel the specialized members of the Power Solutions sub-department can provide technical solutions and support for Medium Voltage Transformers, Power Generators, Bus Bar Systems and Power Compensation Capacitor Banks.

Our products can be adjusted according to the special technical specifications of each project and always comply with EU legislation providing Guaranteed Solutions able to meet each of our client's needs.

Our smart | future | green "ready" | design of products, is a key advantage and indisputable added value for the end user.

The collaboration between KAFKAS and the largest worldwide renowned, electrical equipment manufacturing companies, combined with the Technical Knowledge and Certifications, guarantees the high quality, reliability and more adequate performance of all of our final products.

The combination of personnel and infrastructure investments of KAFKAS have led to the undertaking of significant reference projects in Greece and abroad (Airports, Commercial and Tourist Ports, Railways, Mines, Wind Farms, Data Centers, Stadiums etc.) thus allowing us to empower and further our Project Reference list and strengthen our Brand Name.

MEDIUM AND LOW VOLTAGE PANEL BUILDING PRODUCTION UNITS

3

Industrial Manufacturing Facilities occupying up to 5000m²

5.000+

Low Voltage Electrical Panels Medium Voltage Electrical Panels and Substations are being produced annually

200+

Significant projects in the last 3 years only

40+

Presales and Project Engineers

70+

Technical Personnel, QC Engineers and Supply Chain



3

Certified Licensed Partnerships, with Schneider Electric, ABB and Siemens for manufacturing Medium Voltage, Type Tested Panels

5

Certified Licensed Partnerships, with Schneider Electric, ABB, Siemens, Legrand and Cubic for manufacturing Low Voltage, Type Tested Panels

2

Exclusive partnerships for Bus Bar systems and Medium Voltage Power Transformers and with the largest Project Reference list in Greece

#2

LIGHTING SOLUTIONS



HUB LIGHTING & INNOVATION

HUB Lighting and Innovation by Kafkas, is a new conceptual framework of KAFKAS company, which is dedicated in the interaction between lighting and automation. It is hosted in a space of high standards, the most entrepreneurial in Europe, while the visitor has the chance to interact with the specialized experience rooms.

The goal of lighting specialists, architects, engineers, automators and KNX experts that staff the HUB Lighting and Innovation by Kafkas team, is to provide from the beginning of a project to its end, architectural, technical and decorative lighting applications as well as automation solutions for buildings.



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Chalandri - T: 210 6851932
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Corfu - T: 2661 041061
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- More than 1.100m² dedicated in lighting.
- Emphasis on the architecture & lighting dialogue.
- Different lighting solutions.
- Practical applications of lighting & automation in real time.



LIGHTING SOLUTIONS

The high expertise and passion of this team is validated through the Gold Award in Lighting Awards 2022 in the categories of Office & Enhancing Experience Through Lighting. Also, we earned 5 more awards in the same year's Lighting Awards.

In the Lighting Awards of 2022, KAFKAS, earned the Gold Award in the category of the Supplier of the Year. This award is the recognition of trustworthiness, expertise and high level of service in demanding projects.

The specialized Lighting department designs and implements holistic lighting solutions. The main axes of which are aesthetic excellence, functionality, ease of installation, use and maintenance.

With in-depth knowledge of technology and trends the Lighting department proposes the optimum solution for the specific needs of each project.



300+
Large scale projects
during the last 3 years



BUILDING AUTOMATIONS

The Business Unit Building Automation consists of an experienced team of engineers whose primary goal is to provide solutions for 'green' and sustainable buildings with applications in the areas of energy efficiency, energy management, and interaction with other systems (IoT solutions). The engineering team is well-trained in modern building automation and control applications, such as KNX or DALI techniques, and has certified trainers for these technologies within its dynamic workforce.

- Building automation and management systems
- KNX Technology
- Smart Metering Networks
- Monitoring of various subsystems

ENERGY SOLUTIONS

The Energy Solutions Department of KAFKAS is staffed by experienced electrical engineers specializing in the production, storage, and management of electrical energy, with a primary focus on photovoltaic systems. With a vision for a sustainable present and a "green" future, the team conveys the message that every photovoltaic panel, inverter, or battery delivered to customers contributes to the production of "Green Energy."

The goal of the Energy Solutions Unit is to support customers in the design and implementation of PV systems within the rapidly growing PV market in Greece and Cyprus, in conjunction with the increasing demand for electrical energy. This goal is achieved by providing selected equipment according to the highest levels of reliability, quality, and durability.

- Specialized energy and storage solutions, from an individual unit to a commercial project of several MW.
- Preliminary study
- Equipment selection and procurement
- Energy Assessment

KAFKAS has promptly developed a dedicated department which consists of a team of e-mobility engineers with the aim of supporting its partners in project implementation. The e-mobility team formulates holistic proposals based on the needs of the end user, ranging from solutions for home charging to professional charging systems in buildings, and even complex public charging projects for large installations with multiple chargers. Chargers are selected from reputable manufacturers, covering charging needs up to 400kW.

- Home Charging
- Charging for commercial vehicles
- Charging in large installations
- Over 500 electricians participating in charger training seminars
- 9 suppliers of electric vehicle chargers

ICT (NETWORK & DATA CENTERS INFRASTRUCTURE)

The specialized ICT team supports the design and implementation of integrated solutions for physical infrastructure in building facilities and data centers, with the main goal of providing a secure environment for hosting existing and future technologies applied in the business activities of end users. We play a significant role in supporting the implementation of data centers for telecommunication providers, colocation providers, and on-premises solutions. The project portfolio includes iconic projects in hotel infrastructure as well as office buildings.

- Network design support for structured cabling
- Integrated solutions for physical infrastructure
- Development of specifications based on the latest standards
- Best Practices
- Training - Partner certifications

INDUSTRIAL SOLUTIONS

In industry, there are complex applications of automation and motion, and now we are talking about smart interconnected systems, Industry 4.0. Products are constantly evolving with new capabilities that require high-level technical expertise. The Business Unit Industrial Automation Solutions is comprised of engineers with extensive experience in industrial applications, continuously trained by major industrial materials providers. Our goal is to be able to support Greek industries in both material requests and error handling, as well as in motion, automation, and energy-saving applications.

- 17 engineers throughout Greece
- Certifications from major manufacturers
- Schneider Electric – Certified Industrial Automation Distributor
- Siemens – Distributor Approved Partner

UPS & POWER QUALITY

The UPS & Power Quality Business Unit of KAFKAS is staffed by experienced engineers who with flexibility, reliability and efficiency are constantly next to the customer's needs, offering the best techno-economic solution in the field of uninterruptible power supply systems, based on the needs, the application and the type of electrical loads that need protection and power supply. Our goal is the complete satisfaction of our customers. Our aim is to keep up to date with the latest technology, quality of service, and high expertise.

- Autopsy at the application site, design and selection of the most suitable uninterruptible power supply system
- Technical support & after sales services
- Customer trainings



OUR PARTNERS

 **KAFKAS**

SIEMENS

 **HELLENIC
CABLES**

 **nexans**

 **legrand®**

 **Schneider
Electric**

ABB

 **hager**

 **OBO
BETTERMANN**

 **Eaton**
Powering Business Worldwide

PANDUIT™

 **olympia-
electronics**
SAFETY & SECURITY SYSTEMS

 **DEWALT**

theben®

 **KOUVIDIS**

3M somfy®

 **MENNEKES®**

Televes®

 **RITTAL**

BENNING

 **els spelsberg**

 **DEHN**

 **VIMAR**

Raycap

 **Scolmore®**
GROUP

cimco®

 **FACOM**

 **ctc**
electronic

OUR PARTNERS

KAFKAS

APC
by Schneider Electric

SPIT

VIOKAR

ACCORDIA
CABLES BEYOND STANDARD

BALLUFF



BOSCH
Τεχνολογία για τη ζωή

STANLEY

Panasonic

tp-link

D-Link

KASSINAKIS



Westinghouse

fischer
FIXING SYSTEMS

bticino

FRACARRO
RADIOINDUSTRIE **FR**

HellermannTyton

Jinko Solar
Building Your Trust in Solar

Palazzoli

KOSTAL

GOODWE

wallbox



HUAWEI

Icel
conduttori di energie

KBE
TUNISIE

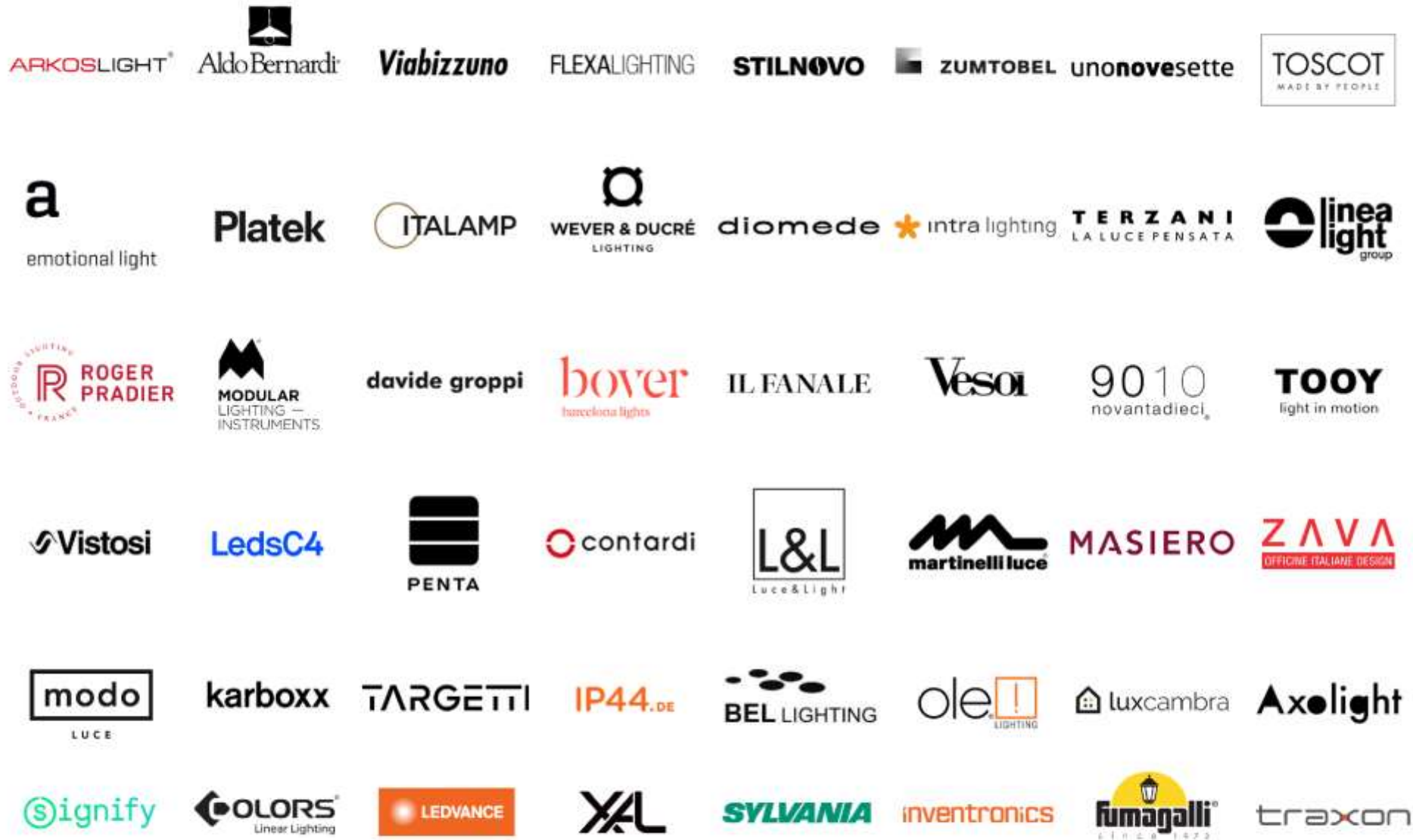
BITNER

CEMBRE

ΕΛΕΜΚΟ

DKC

OUR PARTNERS





OUR CUSTOMERS

OUR CUSTOMERS



Pharmaceutical Laboratories S.A.



OUR
PARTNERSHIPS
ALLIANCES

The background features a series of vertical, rounded rectangular panels. The first two panels show a view of Earth from space. The subsequent panels are filled with abstract, glowing blue patterns, including light trails and bokeh effects, creating a sense of motion and technology.

OUR PARTNERSHIPS ALLIANCES

Since 2013, KAFKAS is a member of FEGIME the pan-European group of electrical equipment trading companies.

The FEGIME Group aims to establish strong relationships among its members with leading suppliers and encourages the exchange of best practices among its member companies.

As a member of FEGIME, KAFKAS actively participates in the European industry activities and is the first to bring international developments and trends to Greece, offering added value to its customers.



FEGIME
HELLAS & CYPRUS



OUR DISTINCTIONS

ISO 9001:2008 | ISO 14001:2004 | OHSAS 18001:2007 / ΕΛΟΤ 1801:2008

OUR DISTINCTIONS



OUR DISTINCTIONS



HUB Lighting & Innovation by Kafkas
In the category of Office & Enhancing Experience through lighting



Experience Room
@ HUB Lighting & Innovation by Kafkas in the category of Enhancing experience through Lighting



St. Catherine's British School in the category of Public



Uni-pharma in the category Industrial





MET Cosmetic in the category of Public



Olive Sun Villa in the category of Hospitality

OUR DISTINCTIONS

OUR DISTINCTIONS

For the 10th consecutive time, KAFKAS was awarded as one of the top ten companies with the best work environment in Greece, taking the 4th place, in the context of the research Best Workplaces 2024 conducted by the Great Place to Work® Institute Hellas.

This distinction comes as a recognition of the practices that it applies based primarily on the employee and his further development.

This distinction confirms the development of mutual trust between the company's management and its employees, based on respect, open communication, understanding, consistency and honesty.



BEST WORKPLACE





OUR CORPORATE SOCIAL RESPONSIBILITY



KAFKAS's 2030 ESG strategy is composed of 2 strategic pillars, along with robust targets and internal strategic priorities that will drive the company's sustainable development

OUR CORPORATE SOCIAL RESPONSIBILITY

ESG vision:

“Together, we shape a positive, greener and sustainable future.”



Building business resilience

“Promoting Green Solutions, While Mitigating Our Environmental Footprint”

1

- >50% of revenue from green products by 2030.
- Reduce scope 1 & 2 emissions by 50%, compared to 2022, by 2030.
- Evaluate top 20 suppliers on ESG criteria by 2026.



Creating positive social impact

“Enhancing a confident working environment, while contributing to communities' prosperity”

2

- Maintain >80% employee satisfaction rate by 2026.
- Promote a diversity and equity culture across our organization by 2026.
- Develop a CSR strategy by 2030.



Internal strategic priorities

“Establishing sustainability priorities to drive business excellence by 2026”

3

- Develop a robust employee wellbeing plan.
- Engage all employees on specific awareness programs.
- Establish ethics and integrity policies.

OUR CORPORATE SOCIAL RESPONSIBILITY

CSR is one of the pillars of our strategy and focuses on 3 axes
“Society - Employees - Environment”.

The company implements throughout Greece a major CSR program renovating schools. The aim of the program is to provide schools located in remote areas or lacking in equipment with high-end educational & operational means. In addition to this, the company’s cooperation with a non-profit organization helping children, the foundation of KAFKAS blood bank for company employees and the recycling of batteries and lamps taking place in all of our stores and premises are only a few initiatives that our company has adopted in the context of its responsibility and respect to the society, our staff and the environment.



MEMBER OF CSR HELLAS



SUPPORTER OF
UN GLOBAL COMPACT



OUR PEOPLE

KAFKAS' people of high expertise and know how, is the company's main competitive advantage and the greatest asset to success.

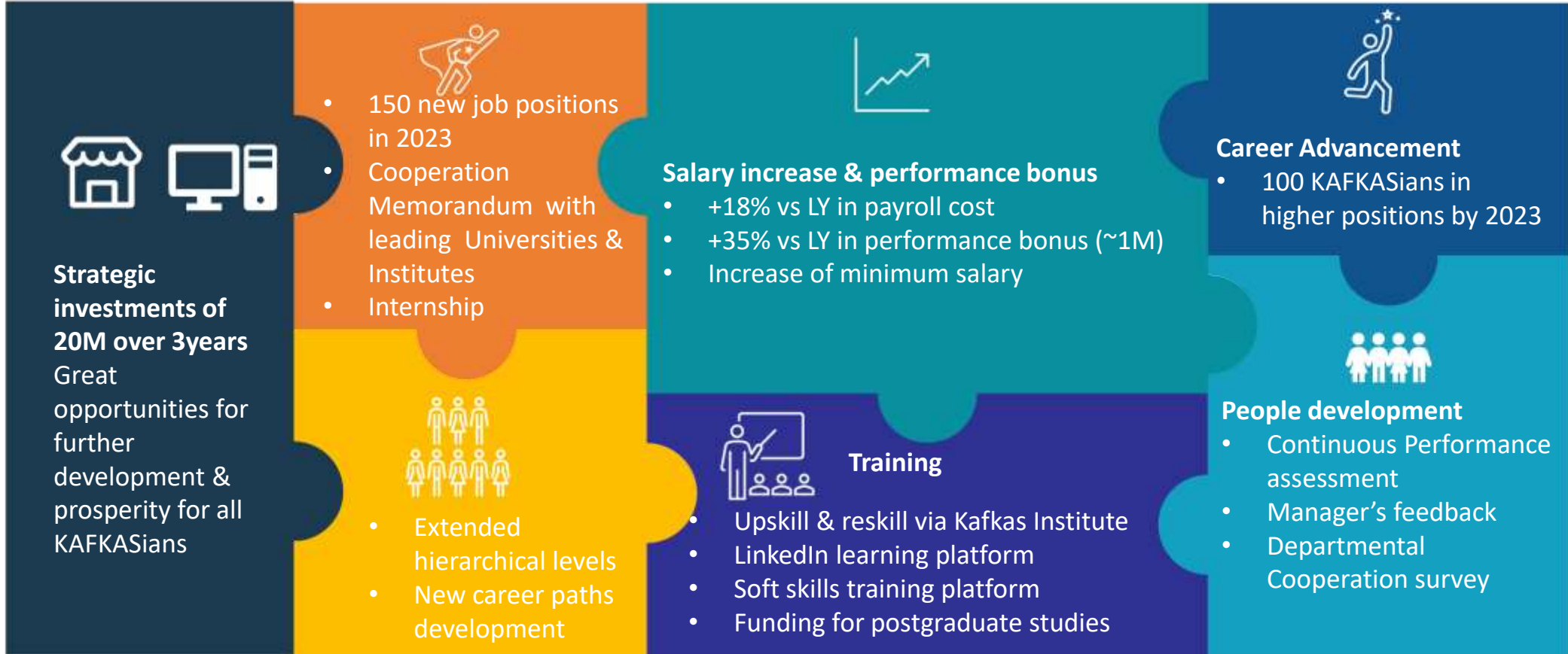
KAFKAS consistently invests in the professional and personal development of its employees through continuous training programs that enhance their knowledge, talents, and skills, enabling them to deliver added value and innovative solutions to its customers.



A testament to our commitment to creating an exceptional work environment is our recognition for the 10th time in the Best Workplaces awards in Greece.



OUR PEOPLE



OUR PEOPLE



- Personal life insurance
- Pension scheme for managerial positions



- Hybrid working model
- Work life balance



Transportation with corporate bus to HQ & DC



Youth support

- Marriage & Childbirth bonus
- Relocation to another region due to personal commitments, regardless the existence of a job



Family support (and not only...)

- V. Kafkas' memorial day, Christmas- Easter gift
- Parental allowance for a 3rd child & more
- Parental allowance for children with special needs



Blood bank



Wellbeing initiatives

- Sporting activities & events
- Environmental actions (tree planting, beach cleaning etc)

OUR PEOPLE





DISTRIBUTION CENTER (AUTOSTORE)

New Distribution Center

Where advanced
robotics meet customer
service excellence.
The future of innovation
in supply chain

16.000m²

Space

13.000

pallet locations

Autostore:

15 picking robots & 15.000 bins

Automatic
cable cutting
technology

DISTRIBUTION CENTER
(AUTOSTORE)



DISTRIBUTION CENTER
(AUTOSTORE)





KAFKAS INSTITUTE OF TRAINING & DEVELOPMENT





TRAINING

13 Years of operation

6 Certified Seminars from International Organizations

11.300 Trainees

390 Training Programs in-person

60 Webinars

95% Satisfaction Rate of Participant



Kafkas Institute of Training & Development, as a certified Level 2 Lifelong Learning Center, it is a meeting point for professionals in the industry, offering knowledge and skills to everyone interested in a wide range of specialized training programs.

It is addressed to: Professional Electricians, Engineers, Architects, Manufacturers, Conservators, Students, Executives, etc.

TRAINING & DEVELOPMENT PLANET



High Potential Program

Ready for the next step? KAFKAS High Potential program prepares our talents for leadership roles!

LinkedIn Learning

Free access to over 15000 learning courses for endless Upskill & Reskill



Open webinars addressed to people who wants to develop their soft and Business skills regardless of their role in the organization

Technical / Soft Skills training

In KAFKAS people do not need to know everything right from the start. Our training team has developed different learning paths for each job title.

Induction Training

New hires attend from the first day in KAFKAS a dynamic and customized (based on their position) induction & orientation program that lasts 3 week



TARGET
GROUP

WHAT'S IN IT FOR US

01- Clientele development

Our clients become confident with new products & technologies therefore there is an increase in the product categories they use and purchase.

02- Reputation, Brand Awareness

We are perceived as an organization that goes far and beyond selling electrical material. Brand awareness is increased.

03- Customer Loyalty

Providing added value service, we create lifelong partnerships with our clients.

04- Market Insights

We maintain a firm understanding of the market since we are constantly in touch with our clients needs.

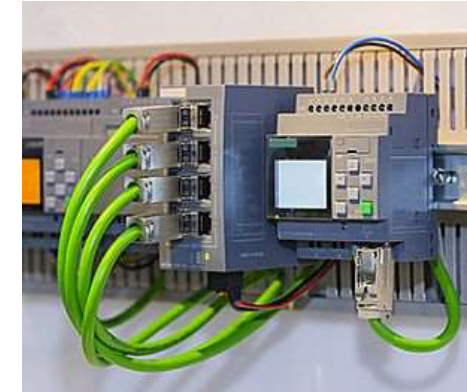
BEST SELLER SEMINARS



KNX Basic Course



PCT (Panduit Certified Technician)



Programming Siemens LOGO!Soft



Programming Siemens PLC S7-1200



Webinar: Dimming and Lighting Management Systems



RELUX Interior & Exterior

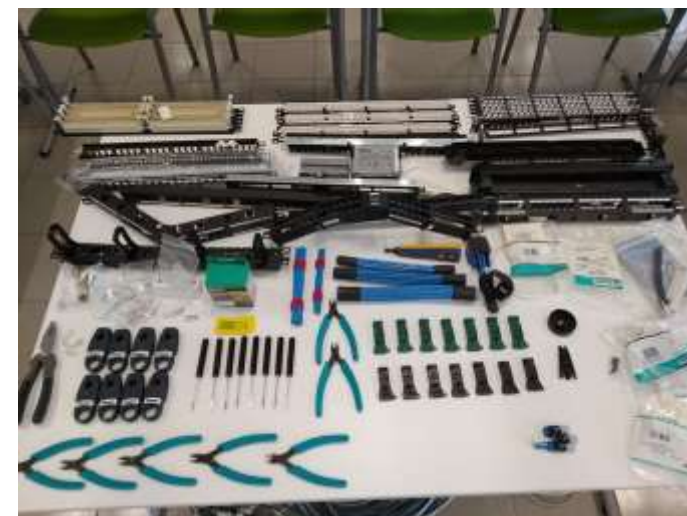


CASE STUDY EVENT



OUR TRAINING DEMOS







 **KAFKAS**