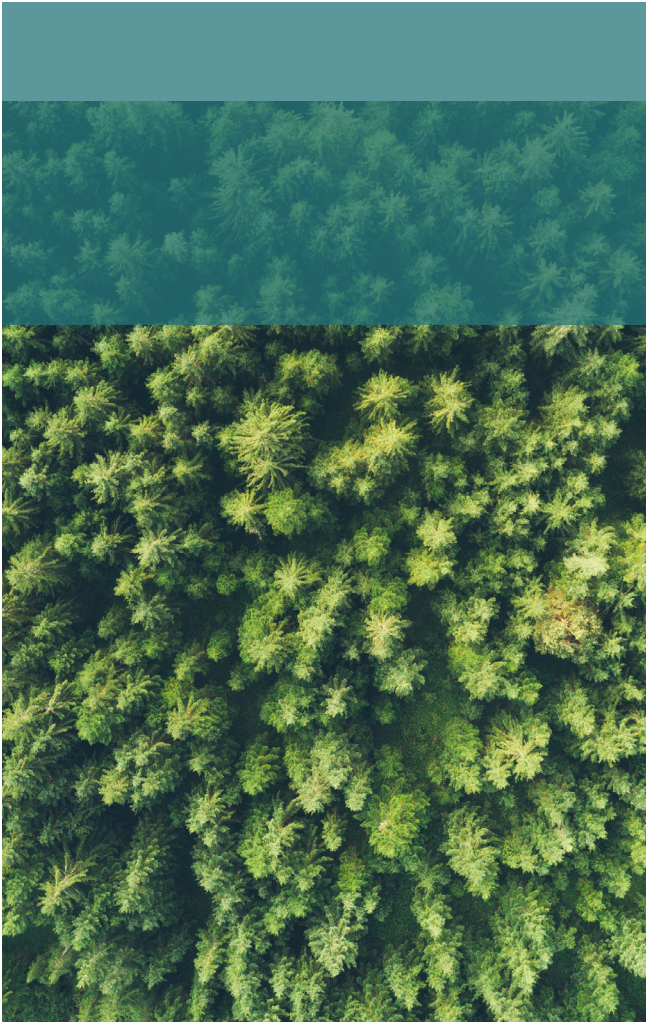




ESG Transparency Methodology



Metrics Categorisation

Environment ■

Society ■

Governance ■

Scope

The “ESG Transparency Methodology” evaluates a company’s level/percentage(%) of transparency with respect to the ESG metrics outlined in the ATHEX ESG Reporting Guide. It does not evaluate a company’s performance against these metrics over time or in comparison to other companies.

Input Data

The disclosed information which is evaluated according to the current methodology, may be available through various corporate communication channels, including annual financial reports, sustainability reports, integrated reports, or other publicly available sources of information (e.g., corporate websites).

The Core, Advanced and Sector-Specific metrics of the ATHEX ESG Reporting Guide are taken into account, as well as whether the company publishes a sustainability report. In total, 52 metrics corresponding to 86 individual data points are evaluated. For each sector, at least 55 data points are taken into consideration.

Core Metrics

ID	Metric Title
C-E1	Scope 1 emissions
C-E2	Scope 2 emissions
C-E3	Energy consumption and production
C-S1	Stakeholder engagement
C-S2	Female employees
C-S3	Female employees in management positions
C-S4	Employee turnover
C-S5	Employee training
C-S6	Human rights policy
C-S7	Collective bargaining agreements
C-S8	Supplier assessment
C-G1	Board composition
C-G2	Sustainability oversight
C-G3	Materiality
C-G4	Sustainability policy
C-G5	Business ethics policy
C-G6	Data security policy

Advanced Metrics

ID	Metric Title
A-E1	Scope 3 emissions
A-E2	Climate change risks and opportunities
A-E3	Waste management
A-E4	Effluent discharge
A-E5	Biodiversity sensitive areas
A-S1	Sustainable economic activity
A-S2	Employee training expenditure
A-S3	Gender pay gap
A-S4	CEO pay ratio
A-G1	Business model
A-G2	Business ethics violations
A-G3	ESG targets
A-G4	Variable pay
A-G5	External assurance

Sector Specific

ID	Metric Title
SS-E1	Emission strategy
SS-E2	Air pollutant emissions
SS-E3	Water consumption
SS-E4	Water management
SS-E5	Environmental impact of packaging
SS-E6	Backlog cancellations
SS-E7	Critical materials
SS-E8	Chemicals in products
SS-S1	Product quality and safety
SS-S2	Customer privacy
SS-S3	Legal requests of user data
SS-S4	Labour law violations
SS-S5	Data security and privacy fines
SS-S6	Health and safety performance
SS-S7	Marketing practices
SS-S8	Customer satisfaction
SS-S9	Customer grievance mechanism
SS-S10	ESG integration in business activity
SS-G1	Whistleblower policy
SS-G2	Critical risk management
SS-G3	Systematic risk management

Materiality

The Core and Advanced metrics are applicable to all companies. In order to integrate the concept of materiality into these metrics and, therefore, in the evaluation of each sector, sector-specific weights are applied to the three pillars (Environment, Society, Governance), according to international literature and practice.



Please see the below table.

Sectors	Environmental	Social	Governance
Consumer Goods			
Extractives and Minerals Processing			
Financials			
Food and Beverage			
Health Care			
Infrastructure			
Renewable Resources and Alternative Energy			
Resource Transformation			
Services			
Technology and Communication			
Transportation			

Note: For Financial, Infrastructure and Transportation sectors, the materiality is assessed at sub-sector level. Therefore, the above illustration may vary.

The Sector-Specific metrics are assessed exclusively for the sectors where they are applicable to, according to the ATHEX ESG Reporting Guide.

The table below presents the sectors to which each sector-specific metric applies.

	Consumer Goods	Extractives & Minerals Processing	Financials	Food & Beverage	Health Care	Infrastructure	Renewable Resources & Alternative Energy	Resource Transformation	Services	Technology & Communication	Transportation
SS-E1		■						■			■
SS-E2		■									■
SS-E3		■		■							
SS-E4				■		■					
SS-E5	■			■							
SS-E6							■				
SS-E7							■	■		■	
SS-E8	■										
SS-S1				■	■			■			
SS-S2										■	
SS-S3											■
SS-S4											■
SS-S5					■					■	
SS-S6		■				■	■	■			
SS-S7			■	■							
SS-S8											
SS-S9											
SS-S10			■								
SS-G1			■								
SS-G2		■									■
SS-G3			■							■	

Calculation of the "ESG Transparency Score"

The minimum score is 0%, and the maximum is 100%. The overall score is derived from the level of disclosures of the Basic, Advanced, and Sector Specific metrics of the ATHEX ESG Reporting Guide. Increased weighting is given to the existence of external assurance of the disclosed information, internal systems and controls for ESG oversight and Sustainability Policy. These topics are considered as particularly important as they demonstrate that the company has a broader mechanism/process for managing ESG issues and enhancing the credibility of the data.

Finally, the publication of a Sustainability Report is positively evaluated. The publication of a separate Sustainability Report is a strong indication of the importance the company places on ESG and on organized communication to all stakeholders. The company can receive the total score for this indicator if the report is published by October 31st following the end of the reporting year; otherwise, it is scored with a portion of it.

The methodology has been reviewed by the Investment Applications Laboratory (EPEFA) of the National and Kapodistrian University of Athens (NKUA).