



What is ESG?

Sustainability has become one of the most pertinent and pressing topics across the world, mobilizing governments, civil society and businesses to adopt a wide range of new practices with the aim of addressing the rapidly approaching risks associated with ESG issues.

The term ESG encompasses the wide set of **Environmental**, **Social** and corporate **Governance** considerations that can impact a company's ability to generate value. In a corporate context, it is used to refer to the incorporation of non-financial considerations into business strategy and decision-making.

Investors worldwide increasingly take ESG reported metrics into consideration in their investment selection process, and this trend is expected to increase in the future. As a result, organizations that improve their performance on ESG issues that are material for their industry are expected to have improved access to capital

ATHEX and the ATHEX Group, as both a listed company and a licensed capital market operator have been active for a number of years in improving their practices and guiding other listed companies to do the same.

This Factsheet provides a summary description of these efforts.

GOVERNANCE metrics – ATHEX Group	Ref *	2021	2020
Board of Directors			
Classification of the Chairman (separate CEO / Chairman roles)	C-G1	Non Exec.	Non Exec.
Board composition – women members	C-G1	23%	31%
Board composition – non-executive members	C-G1	92%	92%
Board composition – non-executive, independent members	C-G1	54%	46%
ESG qualification of board members	C-G1	Yes (2/13)	
	C-G4	Yes	No
Business ethics policy	C-G5	Yes	No
Information Security Management (ISO27001) [in Greek]	C-G6	Yes	Yes
Shareholder engagement policy		Yes	No
Business model - Discussion of business model & the creation of value	A-G1	Yes	Yes
Percentage of executive's variable pay	A-G4	24%	-
Whistleblower policy – Descr. of whistleblower policies and procedures	SS-G1	Yes	Yes
Shareholder engagement policy		Yes	No
Business Continuity Management Framework (ISO22301:2012)		Yes	Yes

* Reference to the [ATHEX ESG Reporting Guide, 2022 Edition](#)



ATHEX ESG INDEX

In July 2021 ATHEX launched the [ATHEX ESG Index](#) which tracks the performance of ATHEX listed companies that adopt and disclose their ESG practices in accordance with the ATHEX ESG Reporting Guide.



In 2019 ATHEX launched the ATHEX ESG Reporting Guide, which is designed to function as a tool with which companies can identify the ESG issues they should consider disclosing and managing, on the basis of their impact on long-term performance. It also offers practical guidelines on the metrics companies should use to disclose this information and communicate it to investors and other stakeholders.

An updated edition of the [ATHEX ESG Reporting Guide](#) was published in 2022.

* Reference to the [ATHEX ESG Reporting Guide, 2022 Edition](#)

SOCIAL metrics – ATHEX Group	Ref *	2021	2020
Employees			
Number of employees (year-end)		228	230
% of employees with full time employment		100%	100%
Average age of the full time employees		47 years	46 years
Female employees (% of total)	C-S2	38%	39%
Female employees in management positions (%)	C-S3	25%	22% *
Employee turnover – voluntary (%)	C-S4	7%	2%
Employee turnover - involuntary (%)	C-S4	0%	1%
Training			
Average employee training hours (top 10% by total compensation)	C-S5	28.1	35.5
Average employee training hours (bottom 90% by total compensation)	C-S5	28.1	20
Employee training expenditure	A-S2	€106,443	€96,190
Training on info security [all staff - % participating]		71%	-
Training - ESG Workshop [Senior staff - % participating]		100%	-
Number of student internships		15	7
Human rights policy [Human Rights Statement]			
Human rights policy	C-S6	Yes	No
% of employees covered by collective bargaining agreements (National General Collective Labor Agreement)	C-S7	100%	100%
% difference between male & female earnings (excl. C-level employees)	A-S3	10.0%	N/A
CEO pay ratio – Total CEO pay	A-S4	€250,207	€230,168
CEO pay ratio – Ratio of CEO to median employee earnings	A-S4	6.67	5.84
Health - insurance			
Days of absence due to illness per employee		5.7	3.9
Average cost of health insurance per employee		€1,889	€1,909
Average contribution to private pension fund per employee		1,267	1,457



We promote gender equality and work-life balance by: a) providing the option to work from home with flexible work hours b) organizing sporting activities after work; c) providing physical and mental health improvement services, talks on stress management; d) Afternoon meetings - dialogues on cultural topics with guest speakers.

The Group adopted an [Equality Plan](#) [language: GR] in September 2021, and received the SHARE Equality Mark for the first time in February 2022, as it successfully met the evaluation criteria, according to the recommendation of the independent Evaluation Committee of the SHARE project.

ENVIRONMENTAL metrics – ATHEX Group		Ref *	2021	2020
Scope 1 emissions (tonnes of CO ₂ equivalent)	(1)	C-E1	41.6	257
Scope 1 emissions - GHG intensity of Scope 1 emissions (tonnes of CO ₂ equivalent per € million in turnover)	(1)	C-E1	1.15	8.36
Scope 2 emissions (tonnes of CO ₂ equivalent)	(1)	C-E2	73.2	2.917
Scope 2 emissions - GHG intensity of Scope 2 emissions (tonnes of CO ₂ equivalent per € million in turnover)	(1)	C-E2	2.03	94.9
Electricity consumption (m KWh)	(1)	C-E3	4.98	4.68
Electricity consumption (% of total energy consumption)	(1)	C-E3	90%	94%
Electricity from renewable energy sources (% of total)	(1)	C-E3	100%	17%
Water consumption (cubic meters)		SS-E3	766	947
Corporate vehicle fleet - % electric			33%	0
Car charging stations			Yes	No
Recycled paper (kg)			200	1,102
Recycled batteries (kg)			60	37

Includes energy consumption for the needs of the Group. Does not include energy consumption for the Colocation service offered by the Group, as this cost is re-invoiced to the clients of this service; does include energy consumption for the Disaster Recovery Site [DRS] where the Group is hosted.



GreenPass

Από τη



The Group, starting on 1.1.2021 (1.7.2021 for the branch in Thessaloniki), consumes electricity that is 100% from renewable sources for its operation. The transition to using green electricity is an important step towards the implementation of the Sustainability policy of the Group, as part of which it is reexamining all aspects of its operation in order to reduce its footprint.

The operation with green electricity includes the colocation service that the Group has been successfully providing for years.