



**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.

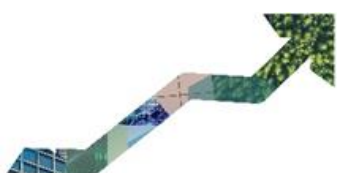
The term ESG encompasses the wide set of **Environmental**, **Social** and corporate **Governance** considerations that can impact a company's ability to generate value. In a corporate context, it is used to refer to the incorporation of non-financial considerations into business strategy and decision-making.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

<b>GOVERNANCE metrics – ATHEX Group</b>	Ref *	2022	2021
<b>Board of Directors</b>			
Classification of the Chairman (separate CEO / Chairman roles)	C-G1	Non Exec.	Non Exec.
Board composition – women members	C-G1	23%	23%
Board composition – non-executive members	C-G1	92%	92%
Board composition – non-executive, independent members	C-G1	77%	54%
ESG qualification of board members	C-G1	Yes (2/13)	Yes (2/13)
<a href="#">Sustainability Policy</a>	C-G4	Yes	Yes
<a href="#">Business ethics policy</a>	C-G5	Yes	Yes
<a href="#">Information Security Management</a> (ISO27001)	C-G6	Yes	Yes
<a href="#">Shareholder engagement policy</a>		Yes	Yes
Business model - Discussion of business model & the creation of value	A-G1	Yes	Yes
Percentage of executive's variable pay	A-G4	0%	24%
Whistleblower policy – Description of whistleblower policies and procedures	SS-G1	Yes	Yes
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.**



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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.**

In January 2022 ATHEX launched the special information hub "ATHEX BONDS GREENet" on its website, for bonds listed/admitted to trading on the ATHEX markets for which, at the time of their issuance, issuers have determined that by following internationally recognized principles/standards (ICMA, CBI Certification, etc.), either they will use the proceeds to finance Green, Social or a combination of Green and Social Projects, or their bonds have been characterized as Sustainability-Linked Bonds.



<b>SOCIAL</b> metrics – ATHEX Group	Ref *	2022	2021
<b>Employees</b>			
Number of employees (year-end)		236	228
% of employees with full time employment		100%	100%
Average age of the full time employees		47 years	47 years
Female employees (% of total)	C-S2	42%	38%
Female employees in management positions (%)	C-S3	32%	25%
Employee turnover – voluntary (%)	C-S4	13%	7%
Employee turnover - involuntary (%)	C-S4	0%	0%
<b>Training</b>			
Average employee training hours (top 10% by total compensation)	C-S5	9.5	28.1
Average employee training hours (bottom 90% by total compensation)	C-S5	27.0	28.1
Employee training expenditure	A-S2	€63,009	€106,443
Training on info security [all staff - % participating]		92%	71%
Training - ESG Workshop [Senior staff - % participating]		-	100%
Number of student internships		14	15
Human rights policy [ <a href="#">Human Rights Statement</a> ]	C-S6	Yes	Yes
% of employees covered by collective bargaining agrmnt. (National General Collective Labor Agreement)	C-S7	100%	100%
Supplier assessment [ <a href="#">Code of Conduct for Suppliers &amp; Partners</a> ]	C-S8	Yes	Yes (Sep)
% difference between male & female earnings (excl. C-level employees)	A-S3	12.3%	10.0%
CEO pay ratio – Total CEO pay (for 2022: current CEO's pay)	A-S4	€406,246	€250,207
CEO pay ratio – Ratio of CEO to median employee earnings	A-S4	8.47	6.67
<b>Health - insurance</b>			
Days of absence due to illness per employee		2.4	5.7
Average cost of health insurance per employee		€1,768	€1,889
Average contribution to private pension fund per employee		€1.324	1,267



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**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, based on the recommendation of the independent Evaluation Committee of the SHARE project.

<b>ENVIRONMENTAL metrics – ATHEX Group</b>		<b>Ref *</b>	<b>2022</b>	<b>2021</b>
Scope 1 emissions (tonnes of CO <sub>2</sub> equivalent)	(1)	C-E1	49.0	41.6
Scope 1 emissions - GHG intensity of Scope 1 emissions (tonnes of CO <sub>2</sub> equivalent per € million in turnover)	(1)	C-E1	1.30	1.15
Scope 2 emissions (tonnes of CO <sub>2</sub> equivalent)	(1)	C-E2	74.6	73.2
Scope 2 emissions - GHG intensity of Scope 2 emissions (tonnes of CO <sub>2</sub> equivalent per € million in turnover)	(1)	C-E2	1.97	2.03
Electricity consumption (m KWh)	(1)	C-E3	4.67	4.98
Electricity consumption (% of total energy consumption)	(1)	C-E3	93%	90%
Electricity from renewable energy sources (% of total)	(1)	C-E3	100%	100%
Water consumption (cubic meters)		SS-E3	1,264	766
Corporate vehicle fleet - % electric			35%	33%
Car charging stations			Yes	Yes
Recycled paper (kg)			250	200
Recycled batteries (kg)			42	60

*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 την



**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.