

ATHEX ESG Reporting Guide 2022

ESG CLASSIFICATION	ID	METRIC	REFERENCES
E	C-E1	Scope 1 emissions - Total amount of direct emissions (Scope 1)	<ul style="list-style-type: none"> Total amount of direct emissions (Scope 1): 19.416 tCO2e GHG intensity of Scope 1 emissions: Figure provided separately for the two segments: Page. 55, Hellenic Cables 2021 Sustainability Report Page. 38, Corinth Pipeworks 2021 Sustainability Report
	C-E2	Scope 2 emissions - Total amount of indirect emissions (Scope 2)	<ul style="list-style-type: none"> Total amount of indirect emissions (Scope 2): 46.927 tCO2e GHG intensity of Scope 2 emissions: Figure provided separately for the two segments Page. 55, Hellenic Cables 2021 Sustainability Report Page. 38, Corinth Pipeworks 2021 Sustainability Report
	C-E3	Energy consumption within the organisation	<ul style="list-style-type: none"> Total amount of energy consumed within the organisation: 203.159 MWh Page. 55, Hellenic Cables 2021 Sustainability Report Page. 37, Corinth Pipeworks 2021 Sustainability Report Percentage of electricity consumed: 61,1% (ESG performance cenergyholdings.com) Percentage of renewable energy consumed: Renewable energy share in electricity is provided separately for the two segments Page. 57-58, Cenergy Holdings 2021 Annual Report
	A-E2	Climate change risks and opportunities	Page. 58-59, Cenergy Holdings 2021 Annual Report
	A-E3	Waste management	<ul style="list-style-type: none"> Total amount of hazardous waste: 2.152 tons Total amount of non-hazardous waste: 29.350 tons Page. 55, Hellenic Cables 2021 Sustainability Report Page. 39, Corinth Pipeworks 2021 Sustainability Report Percentage of waste by type of treatment - Recycled: Figure provided separately for the two segments Percentage of waste by type of treatment - Composted: 0% Percentage of waste by type of treatment - Incinerated: 0% Percentage of waste by type of treatment - Landfilled: Figure provided separately for the two segments. The remaining percentage of waste that are not reused, re manufactured, recovered and recycled, is headed to disposal. Page. 59-60, Cenergy Holdings 2021 Annual Report
	SS-E1	Emission strategy	Page. 51-53, Cenergy Holdings 2021 Annual Report
	C-S1	Stakeholder engagement	Page. 55-56, Cenergy Holdings 2021 Annual Report
C-S2	Female employees	<ul style="list-style-type: none"> Figure provided separately for the two segments Page. 62-63, Cenergy Holdings 2021 Annual Report 	
C-S4	Employee turnover rates	<ul style="list-style-type: none"> Percentage of full-time employee voluntary turnover: Figure provided separately for the two segments Percentage of full-time employee involuntary turnover: Figure provided separately for the two segments <p>Total employee turnover (voluntary and involuntary) is disclosed as a consolidated figure. Page. 62-63, Cenergy Holdings 2021 Annual Report</p>	

S	C-S5	Employee training	<ul style="list-style-type: none"> • Average training hours of employees in the top 10% of employees by total compensation: Figure provided for total headcount separately for each segment • Average training hours of employees in the bottom 90% of employees by total compensation: Figure provided for total headcount separately for each segment <p>No distinction is made between top 10% of employees in compensation and the rest of the workforce, so figures include 100% of workforce. Page. 62-63, Cenergy Holdings 2021 Annual Report</p>
	C-S6	Human rights policy	Cenergy Holdings Labour and Human Rights Policy
	C-S7	Collective bargaining agreements	Percentage of employees covered by collective bargaining agreements: 100% (ESG performance cenergyholdings.com)
	C-S8	Supplier assessment	Page. 63, Cenergy Holdings 2021 Annual Report
	A-S1	Sustainable economic activity	<ul style="list-style-type: none"> • Percentage of sustainable turnover: 27.5% • Percentage of sustainable CapEx: 38.4% • Percentage of sustainable OpEx: 30.5% <p>Page. 60-61, Cenergy Holdings 2021 Annual Report</p>
	SS-S1	Product quality and safety	Page. 16-35, Hellenic Cables 2021 Sustainability Report Page. 18-23, Corinth Pipeworks 2021 Sustainability Report
	SS-S6	Occupational Health & Safety performance	<ul style="list-style-type: none"> • Number of fatalities: 0 • Accident frequency rate: Lost time incident rate provided separately for each segment • Accident severity rate: Figure provided separately for each segment <p>Page. 61-62, Cenergy Holdings 2021 Annual Report</p>
G	C-G1	Board composition	<ul style="list-style-type: none"> • Classification of the Chairman of the Board: Non-Executive • Percentage of female board members: 30% • Percentage of non-executive board members: 90% • Percentage of both non-executive and independent board members: 40% <p>Page. 70-73, Cenergy Holdings 2021 Annual Report</p>
	C-G2	Sustainability oversight	Page. 52-53, Cenergy Holdings 2021 Annual Report
	C-G3	Materiality	Page. 55-56, Cenergy Holdings 2021 Annual Report
	C-G4	Sustainability policy	Cenergy Holdings Sustainability Policy
	C-G5	Business ethics policy	Cenergy Holdings Business Ethics and Anti-Corruption Policy
	C-G6	Data security policy	Data security issues are covered under the Cenergy Holdings Business Ethics and Anti-Corruption Policy

A-G1	Business model	Page. 51, Cenergy Holdings 2021 Annual Report
A-G2	Total amount of monetary losses as a result of business ethics violations	Page. 64 (EUR 0), Cenergy Holdings 2021 Annual Report
A-G3	ESG targets	Page. 51-52, Cenergy Holdings 2021 Annual Report
A-G4	Percentage of executive's variable pay	Page. 97 (0%), Cenergy Holdings 2021 Annual Report
A-G5	External assurance	No metrics have been externally assured

