

		ATHEX ESG REPORTING GUIDE 2022				COMPANY INPUT					
ESG CLASSIFICATION	2019 ID	2022 ID	2022 SUB - ID	METRIC	TYPE	VALUE	UNIT	REFERENCE	PAGE NUMBER	SOURCE LINK	COMMENTS FOR COMPANY
ENVIRONMENTAL	C-E1	C-E1	C-E1-1	Scope 1 emissions - Total amount of direct emissions (Scope 1)	Quantitative	37,39	Tons CO2 equivalent (tCO2e)	31/12/2021 Financial Report	28	https://www.atticabank.gr/investors/investor-financial-results/periodical-financial-results	
	-	C-E1	C-E1-2	Scope 1 emissions - GHG intensity of Scope 1 emissions	Quantitative	ND	Ratio				
	C-E2	C-E2	C-E2-1	Scope 2 emissions - Total amount of indirect emissions (Scope 2)	Quantitative	-	Tons CO2 equivalent (tCO2e)				
	-	C-E2	C-E2-2	Scope 2 emissions - GHG intensity of Scope 2 emissions	Quantitative	ND	Ratio				
	C-E3	C-E3	C-E3-1	Energy consumption and production - Total amount of energy consumed within the organisation	Quantitative	4808	Megawatt hour (MWh)	31/12/2021 Financial Report	28	https://www.atticabank.gr/investors/investor-financial-results/periodical-financial-results	
	C-E3	C-E3	C-E3-2	Energy consumption and production - Percentage of electricity consumed	Quantitative	100%	Percentage (%)	31/12/2021 Financial Report	28	https://www.atticabank.gr/investors/investor-financial-results/periodical-financial-results	
	C-E3	C-E3	C-E3-3	Energy consumption and production - Percentage of renewable energy consumed	Quantitative	0%	Percentage (%)	31/12/2021 Financial Report	23	https://www.atticabank.gr/investors/investor-financial-results/periodical-financial-results	
	-	C-E3	C-E3-4	Energy consumption and production - Total amount of energy produced	Quantitative	ND	Megawatt hour (MWh)				
	-	C-E3	C-E3-5	Energy consumption and production - Percentage of renewable energy produced	Quantitative	ND	Percentage (%)				
	A-E1	A-E1	A-E1-1	Scope 3 emissions - Total amount of other indirect emissions (Scope 3)	Quantitative	-	Tons CO2 equivalent (tCO2e)				
	-	A-E1	A-E1-2	Scope 3 emissions - GHG intensity of Scope 3 emissions	Quantitative	ND	Ratio				
	A-E2	A-E2	A-E2-1	Climate change risks and opportunities - Discussion of climate change-related risks and opportunities that can affect business operations	Qualitative	No - Not Disclosed	Qualitative				
	SS-E5	A-E3	A-E3-1	Waste management - Total amount of hazardous waste	Quantitative	ND	Tons				
	SS-E5	A-E3	A-E3-2	Waste management - Total amount of non-hazardous waste	Quantitative	ND	Tons				
	SS-E5	A-E3	A-E3-3	Waste management - Percentage of waste by type of treatment - Recycled	Quantitative	ND	Percentage (%)				
	-	A-E3	A-E3-4	Waste management - Percentage of waste by type of treatment - Composted	Quantitative	ND	Percentage (%)				
	-	A-E3	A-E3-5	Waste management - Percentage of waste by type of treatment - Incinerated	Quantitative	ND	Percentage (%)				
	SS-E5	A-E3	A-E3-6	Waste management - Percentage of waste by type of treatment - Landfilled	Quantitative	ND	Percentage (%)				
	-	A-E4	A-E4-1	Total amount of effluent discharge containing polluting substances	Quantitative	ND	Cubic meters (m3)				
	-	A-E5	A-E5-1	Biodiversity sensitive areas - Description of the impact of business operations on biodiversity sensitive areas	Qualitative	No - Not Disclosed	Qualitative				
	SOCIAL	A-S1	C-S1	C-S1-1	Stakeholder engagement - Discussion of organisation's main stakeholders and analysis of key stakeholder engagement practices	Qualitative	No - Not Disclosed	Qualitative			
C-S1		C-S2	C-S2-1	Percentage of female employees	Quantitative	53%	Percentage (%)	31/12/2021 Financial Report	32	https://www.atticabank.gr/investors/investor-financial-results/periodical-financial-results	
C-S2		C-S3	C-S3-1	Percentage of women in managerial positions (i.e. top 10% of employees by total compensation)	Quantitative	25%	Percentage (%)	31/12/2021 Financial Report	23	https://www.atticabank.gr/investors/investor-financial-results/periodical-financial-results	
C-S3		C-S4	C-S4-1	Employee turnover - Percentage of full-time employee voluntary turnover	Quantitative	12,19%	Percentage (%)	31/12/2021 Financial Report	23	https://www.atticabank.gr/investors/investor-financial-results/periodical-financial-results	
C-S3		C-S4	C-S4-2	Employee turnover - Percentage of full-time employee involuntary turnover	Quantitative	0,13%	Percentage (%)	31/12/2021 Financial Report	23	https://www.atticabank.gr/investors/investor-financial-results/periodical-financial-results	
C-S4		C-S5	C-S5-1	Employee training - Average training hours of employees in the top 10% of employees by total compensation	Quantitative	28,5	Number of hours	31/12/2021 Financial Report	23	https://www.atticabank.gr/investors/investor-financial-results/periodical-financial-results	
C-S4		C-S5	C-S5-2	Employee training - Average training hours of employees in the bottom 50% of employees by total compensation	Quantitative	38,66	Number of hours	31/12/2021 Financial Report	23	https://www.atticabank.gr/investors/investor-financial-results/periodical-financial-results	
C-S5		C-S6	C-S6-1	Human rights policy - Description of human rights policy and fundamental principles	Qualitative	Yes - Relevant clauses disclosed in other policy	Qualitative	31/12/2021 Financial Report	33	https://www.atticabank.gr/investors/investor-financial-results/periodical-financial-results	
C-S6		C-S7	C-S7-1	Percentage of employees covered by collective bargaining agreements	Quantitative	100%	Percentage (%)	Attica Bank Corporate Web Site		https://www.atticabank.gr/investors/investor-financial-results/periodical-financial-results	
C-S7		C-S8	C-S8-1	Supplier assessment - Discussion of supplier screening using ESG criteria	Qualitative	No - Not Disclosed	Qualitative				
-		A-S1	A-S1-1	Sustainable economic activity - Percentage of sustainable turnover	Quantitative	ND	Percentage (%)				
-		A-S1	A-S1-2	Sustainable economic activity - Percentage of sustainable CapEx	Quantitative	ND	Percentage (%)				
-		A-S1	A-S1-3	Sustainable economic activity - Percentage of sustainable OpEx	Quantitative	ND	Percentage (%)				
A-S2		A-S2	A-S2-1	Total amount of monetary expenditure on employee training	Quantitative	236.000	Euros (€)	31/12/2021 Financial Report	23	https://www.atticabank.gr/investors/investor-financial-results/periodical-financial-results	
A-S3		A-S3	A-S3-1	Percentage of difference between male and female earnings	Quantitative	25%	Percentage (%)	31/12/2021 Financial Report	23	https://www.atticabank.gr/investors/investor-financial-results/periodical-financial-results	
-		A-S4	A-S4-1	CEO pay ratio - Total CEO pay	Quantitative	272.812,40	Euros (€)	Attica Bank Corporate Web Site		https://www.atticabank.gr/investors/investor-financial-results/periodical-financial-results	
A-S4		A-S4	A-S4-2	CEO pay ratio - Ratio of CEO to median employee earnings	Quantitative	9,09%	Ratio	31/12/2021 Financial Report	23	https://www.atticabank.gr/investors/investor-financial-results/periodical-financial-results	
SS-S7		SS-S7	SS-S7-1	Marketing practices - Description of approach in providing transparent product and service information including marketing and labelling practices	Qualitative	Yes - Disclosed	Qualitative	Attica Bank Corporate Governance Code		https://www.atticabank.gr/investors/investor-financial-results/periodical-financial-results	
SS-S10	SS-S10	SS-S10-1	ESG integration in business activity - Description of approach to incorporation of ESG factors in business activity	Qualitative	No - Not Disclosed	Qualitative					
GOVERNANCE	-	C-G1	C-G1-1	Board composition - ESG related qualifications of the board members	Qualitative	No - Not Disclosed	Qualitative				
	-	C-G1	C-G1-2	Board composition - Classification of the Chairman of the Board	Qualitative	Non-Executive	Qualitative	31/12/2021 Financial Report	52	https://www.atticabank.gr/investors/investor-financial-results/periodical-financial-results	
	-	C-G1	C-G1-3	Board composition - Percentage of female board members	Quantitative	20%	Percentage (%)	31/12/2021 Financial Report	52	https://www.atticabank.gr/investors/investor-financial-results/periodical-financial-results	
	-	C-G1	C-G1-4	Board composition - Percentage of non-executive board members	Quantitative	90%	Percentage (%)	31/12/2021 Financial Report	52	https://www.atticabank.gr/investors/investor-financial-results/periodical-financial-results	
	-	C-G1	C-G1-5	Board composition - Percentage of both non-executive and independent board members	Quantitative	40%	Percentage (%)	31/12/2021 Financial Report	53	https://www.atticabank.gr/investors/investor-financial-results/periodical-financial-results	
	C-G1	C-G2	C-G2-1	Sustainability oversight - Description of approach to sustainability oversight	Qualitative	Yes - Disclosed	Qualitative	Attica Bank Website		https://www.atticabank.gr/investors/investor-financial-results/periodical-financial-results	
	A-G2	C-G3	C-G3-1	Materiality - Description of the materiality assessment process	Qualitative	No - Not Disclosed	Qualitative				
	-	C-G4	C-G4-1	Sustainability policy - Description of sustainability policy and fundamental principles	Qualitative	No - Policy or relevant clauses not disclosed	Qualitative				
	C-G2	C-G5	C-G5-1	Business ethics policy - Description of business ethics policy and fundamental principles	Qualitative	Yes - Policy in place	Qualitative	Attica Bank Website		https://www.atticabank.gr/investors/investor-financial-results/periodical-financial-results	
	C-G3	C-G6	C-G6-1	Data security policy - Description of data security policy and fundamental principles	Qualitative	Yes - Policy in place	Qualitative	Attica Bank Website		https://www.atticabank.gr/investors/investor-financial-results/periodical-financial-results	
	A-G1	A-G1	A-G1-1	Business model - Discussion of business model and the creation of value	Qualitative	Yes - Disclosed	Qualitative	31/12/2021 Financial Report	20	https://www.atticabank.gr/investors/investor-financial-results/periodical-financial-results	
	SS-G1	A-G2	A-G2-1	Total amount of monetary losses as a result of business ethics violations	Quantitative	ND	Euros (€)				
	A-G3	A-G3	A-G3-1	ESG targets - Short-term targets associated with strategic ESG objectives	Qualitative	Yes - Disclosed	Qualitative	31/12/2021 Financial Report	23	https://www.atticabank.gr/investors/investor-financial-results/periodical-financial-results	
	A-G3	A-G3	A-G3-2	ESG targets - Medium-term targets associated with strategic ESG objectives	Qualitative	Yes - Disclosed	Qualitative	31/12/2021 Financial Report	23	https://www.atticabank.gr/investors/investor-financial-results/periodical-financial-results	
	A-G3	A-G3	A-G3-3	ESG targets - Long-term targets associated with strategic ESG objectives	Qualitative	Yes - Disclosed	Qualitative	31/12/2021 Financial Report	23	https://www.atticabank.gr/investors/investor-financial-results/periodical-financial-results	
	A-G4	A-G4	A-G4-1	Percentage of executive's variable pay	Quantitative	0%	Percentage (%)	Attica Bank Website		https://www.atticabank.gr/investors/investor-financial-results/periodical-financial-results	
	A-G5	A-G5	A-G5-1	External assurance - Discussion of external assurance on reported ESG information	Qualitative	No - No metrics have been externally assured	Qualitative				
	SS-G2	SS-G1	SS-G1-1	Whistleblower policy - Description of whistleblower policies and procedures	Qualitative	Yes - Policy in place	Qualitative	Code of Ethics and Conduct + Code of Ethics and Conduct		https://www.atticabank.gr/investors/investor-financial-results/periodical-financial-results	
-	SS-G3	SS-G3-1	Systemic risk management - Description of systems, processes and mechanisms to reduce contributions to systemic risks and improve safeguards	Qualitative	Yes - Disclosed	Qualitative	31/12/2021 Financial Report	231	https://www.atticabank.gr/investors/investor-financial-results/periodical-financial-results		
SUPPLEMENTARY DATA	-	G-SD1	G-SD1-1	Data coverage Companies are advised to report on data covering the whole spectrum of their operations. Where data is not available, companies must clearly state which segments (and percentage) of their operations are covered in their disclosures. Group companies are encouraged to provide data covering the whole organisation, i.e. both the parent company and its subsidiaries that are included in the group's consolidated financial statements or equivalent documents. The operations (and percentage) that are included in the reporting scope should be clearly stated.	Qualitative	No - Not Disclosed	Qualitative				