

ESG Category	ID	Metric	Type	Value	Unit	Reference	Page number	Source Link
ENVIRONMENTAL	C-E1	Scope 1 emissions - Total amount of direct emissions (Scope 1)	Quantitative	29.97	Tons CO2 equivalent (tCO2e)	31/12/2022 Financial Report	32	https://www.atticabank.gr/el/investors/investor-financial-results/periodical-financial-data?folder=2022
	C-E1	Scope 1 emissions - GHG intensity of Scope 1 emissions	Quantitative	ND	Ratio			
	C-E2	Scope 2 emissions - Total amount of indirect emissions (Scope 2)	Quantitative	-	Tons CO2 equivalent (tCO2e)			
	C-E2	Scope 2 emissions - GHG intensity of Scope 2 emissions	Quantitative	ND	Ratio			
	C-E3	Energy consumption and production - Total amount of energy consumed within the organisation	Quantitative	3645	Megawatt hour (MWh)	31/12/2022 Financial Report	32	https://www.atticabank.gr/el/investors/investor-financial-results/periodical-financial-data?folder=2022
	C-E3	Energy consumption and production - Percentage of electricity consumed	Quantitative	100%	Percentage (%)	31/12/2022 Financial Report	32	https://www.atticabank.gr/el/investors/investor-financial-results/periodical-financial-data?folder=2022
	C-E3	Energy consumption and production - Percentage of renewable energy consumed	Quantitative	0%	Percentage (%)	31/12/2022 Financial Report	32	https://www.atticabank.gr/el/investors/investor-financial-results/periodical-financial-data?folder=2022
	C-E3	Energy consumption and production - Total amount of energy produced	Quantitative	ND	Megawatt hour (MWh)			
	C-E3	Energy consumption and production - Percentage of renewable energy produced	Quantitative	ND	Percentage (%)			
	A-E1	Scope 3 emissions - Total amount of other indirect emissions (Scope 3)	Quantitative	-	Tons CO2 equivalent (tCO2e)			
	A-E1	Scope 3 emissions - GHG intensity of Scope 3 emissions	Quantitative	ND	Ratio			
	A-E2	Climate change risks and opportunities - Discussion of climate change-related risks and opportunities that can affect business operations	Qualitative	No - Not Disclosed	Qualitative			
	A-E3	Waste management - Total amount of hazardous waste	Quantitative	ND	Tons			
	A-E3	Waste management - Total amount of non-hazardous waste	Quantitative	ND	Tons			
	A-E3	Waste management - Percentage of waste by type of treatment - Recycled	Quantitative	ND	Percentage (%)			
	A-E3	Waste management - Percentage of waste by type of treatment - Composted	Quantitative	ND	Percentage (%)			
	A-E3	Waste management - Percentage of waste by type of treatment - Incinerated	Quantitative	ND	Percentage (%)			
	A-E3	Waste management - Percentage of waste by type of treatment - Landfilled	Quantitative	ND	Percentage (%)			
A-E4	Total amount of effluent discharge containing polluting substances	Quantitative	ND	Cubic meters (m3)				
A-E5	Biodiversity sensitive areas - Description of the impact of business operations on biodiversity sensitive areas	Qualitative	No - Not Disclosed	Qualitative				
SOCIAL	C-S1	Stakeholder engagement - Discussion of organisation's main stakeholders and analysis of key stakeholder engagement practices	Qualitative	No - Not Disclosed	Qualitative			
	C-S2	Percentage of female employees	Quantitative	56%	Percentage (%)	31/12/2022 Financial Report	37	https://www.atticabank.gr/el/investors/investor-financial-results/periodical-financial-data?folder=2022
	C-S3	Percentage of women in managerial positions (i.e. top 10% of employees by total compensation)	Quantitative	30%	Percentage (%)	31/12/2022 Financial Report	27	https://www.atticabank.gr/el/investors/investor-financial-results/periodical-financial-data?folder=2022
	C-S4	Employee turnover - Percentage of full-time employee voluntary turnover	Quantitative	19.65%	Percentage (%)	31/12/2022 Financial Report	27	https://www.atticabank.gr/el/investors/investor-financial-results/periodical-financial-data?folder=2022
	C-S4	Employee turnover - Percentage of full-time employee involuntary turnover	Quantitative	0.2%	Percentage (%)	31/12/2022 Financial Report	27	https://www.atticabank.gr/el/investors/investor-financial-results/periodical-financial-data?folder=2022
	C-S5	Employee training - Average training hours of employees in the top 10% of employees by total compensation	Quantitative	18.53	Number of hours	31/12/2022 Financial Report	41	https://www.atticabank.gr/el/investors/investor-financial-results/periodical-financial-data?folder=2022
	C-S5	Employee training - Average training hours of employees in the bottom 90% of employees by total compensation	Quantitative	18.08	Number of hours	31/12/2022 Financial Report	41	https://www.atticabank.gr/el/investors/investor-financial-results/periodical-financial-data?folder=2022
	C-S6	Human rights policy - Description of human rights policy and fundamental principles	Qualitative	Yes - Relevant clauses disclosed in other policy	Qualitative	31/12/2022 Financial Report	38	https://www.atticabank.gr/el/investors/investor-financial-results/periodical-financial-data?folder=2022
	C-S7	Percentage of employees covered by collective bargaining agreements	Quantitative	100%	Percentage (%)	Attica Bank Corporate Web Site	42	https://www.atticabank.gr/en/group/corporate-social-responsibility/esp-performance
	C-S8	Supplier assessment - Discussion of supplier screening using ESG criteria	Qualitative	No - Not Disclosed	Qualitative			
	A-S1	Sustainable economic activity - Percentage of sustainable turnover	Quantitative	ND	Percentage (%)			
	A-S1	Sustainable economic activity - Percentage of sustainable CapEx	Quantitative	ND	Percentage (%)			
	A-S1	Sustainable economic activity - Percentage of sustainable OpEx	Quantitative	ND	Percentage (%)			
	A-S2	Total amount of monetary expenditure on employee training	Quantitative	105,000	Euros (€)	31/12/2022 Financial Report	41	https://www.atticabank.gr/el/investors/investor-financial-results/periodical-financial-data?folder=2022
	A-S3	Percentage of difference between male and female earnings	Quantitative	0.14	Percentage (%)	31/12/2022 Financial Report	27	https://www.atticabank.gr/el/investors/investor-financial-results/periodical-financial-data?folder=2022
	A-S4	CEO pay ratio - Total CEO pay	Quantitative	292,395	Euros (€)	Attica Bank Corporate Web Site	27	https://www.atticabank.gr/en/investors/investor-financial-results/periodical-financial-data?folder=2022
	A-S4	CEO pay ratio - Ratio of CEO to median employee earnings	Quantitative	0.09	Ratio	31/12/2022 Financial Report	27	https://www.atticabank.gr/el/investors/investor-financial-results/periodical-financial-data?folder=2022
	SS-S7	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/images/attica/files/corporate_governance/KWDIKAS_ETAIRIKHS_DIAKYBERNHSHS_16_07_2021.pdf
SS-S10	ESG integration in business activity - Description of approach to incorporation of ESG factors in business activity	Qualitative	No - Not Disclosed	Qualitative				
CORPORATE GOVERNANCE	C-G1	Board composition - ESG related qualifications of the board members	Qualitative	No - Not Disclosed	Qualitative			
	C-G1	Board composition - Classification of the Chairman of the Board	Qualitative	Non-Executive	Qualitative	31/12/2022 Financial Report	56	https://www.atticabank.gr/el/investors/investor-financial-results/periodical-financial-data?folder=2022
	C-G1	Board composition - Percentage of female board members	Quantitative	27%	Percentage (%)	31/12/2022 Financial Report	56	https://www.atticabank.gr/el/investors/investor-financial-results/periodical-financial-data?folder=2022
	C-G1	Board composition - Percentage of non-executive board members	Quantitative	82%	Percentage (%)	31/12/2022 Financial Report	56	https://www.atticabank.gr/el/investors/investor-financial-results/periodical-financial-data?folder=2022
	C-G1	Board composition - Percentage of both non-executive and independent board members	Quantitative	36%	Percentage (%)	31/12/2022 Financial Report	56	https://www.atticabank.gr/el/investors/investor-financial-results/periodical-financial-data?folder=2022
	C-G2	Sustainability oversight - Description of approach to sustainability oversight	Qualitative	Yes - Disclosed	Qualitative	Attica Bank Website		https://www.atticabank.gr/el/group/viosimi-anaptyksikoi-koinoniki-efthyni
	C-G3	Materiality - Description of the materiality assessment process	Qualitative	No - Not Disclosed	Qualitative			
	C-G4	Sustainability policy - Description of sustainability policy and fundamental principles	Qualitative	No - Policy or relevant clauses not disclosed	Qualitative			
	C-G5	Business ethics policy - Description of business ethics policy and fundamental principles	Qualitative	Yes - Policy in place	Qualitative	Attica Bank Website		https://www.atticabank.gr/images/attica/files/corporate_governance/KWDIKAS_HTHIKIS_SYMPERIFORAS_KAI_DEONTOLOGIAS_20_08_2019.pdf
	C-G6	Data security policy - Description of data security policy and fundamental principles	Qualitative	Yes - Policy in place	Qualitative	Attica Bank Website		https://www.atticabank.gr/en/general-data-protection-regulation-gdpr
	A-G1	Business model - Discussion of business model and the creation of value	Qualitative	Yes - Disclosed	Qualitative	31/12/2022 Financial Report	24	https://www.atticabank.gr/el/investors/investor-financial-results/periodical-financial-data?folder=2022
	A-G2	Total amount of monetary losses as a result of business ethics violations	Quantitative	ND	Euros (€)			
	A-G3	ESG targets - Short-term targets associated with strategic ESG objectives	Qualitative	Yes - Disclosed	Qualitative	31/12/2022 Financial Report	26	https://www.atticabank.gr/el/investors/investor-financial-results/periodical-financial-data?folder=2022
	A-G3	ESG targets - Medium-term targets associated with strategic ESG objectives	Qualitative	Yes - Disclosed	Qualitative	31/12/2022 Financial Report	26	https://www.atticabank.gr/el/investors/investor-financial-results/periodical-financial-data?folder=2022
	A-G3	ESG targets - Long-term targets associated with strategic ESG objectives	Qualitative	Yes - Disclosed	Qualitative	31/12/2022 Financial Report	26	https://www.atticabank.gr/el/investors/investor-financial-results/periodical-financial-data?folder=2022
	A-G4	Percentage of executive's variable pay	Quantitative	N/A	Percentage (%)			
	A-G5	External assurance - Discussion of external assurance on reported ESG information	Qualitative	No - No metrics have been externally assured	Qualitative			
	SS-G1	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/images/attica/files/corporate_governance/KWDIKAS_HTHIKIS_SYMPERIFORAS_KAI_DEONTOLOGIAS_20_08_2019.pdf + https://www.atticabank.gr/images/attica/files/corporate_governance/POLITIKI_GIA_TIN_PROLIPSI_TIS_KATACHRISIS_AGORAS.pdf
SS-G3	Systematic risk management - Description of systems, processes and mechanisms to reduce contributions to systematic risks and improve safeguards	Qualitative	Yes - Disclosed	Qualitative	31/12/2022 Financial Report	19	https://www.atticabank.gr/el/investors/investor-financial-results/periodical-financial-data?folder=2022	