

Table of Contents of the Greek Sustainability Code



Pillar	Criteria	References (Sustainable Development & ESG Report 2023)
Strategy	Strategic Analysis & Action	- ESG Performance Statement - Message from the Chairman - Strategic Priorities - Climate change, energy & air emissions - Materiality Process
	Materiality	Materiality Process
	Objectives	- Sustainable Development Strategy - Key ESG Targets
	Value Chain Management / Depth	- Responsible Supply Chain - Stakeholder Engagement
Process Management	Responsibility & Accountability	Governance - Business Ethics - Regulatory Compliance
	Rules & Processes	- Sustainable Development Strategy - Materiality Process - Corporate Governance
	Monitoring	- ESG KPIs - Sustainable Development Strategy - Participation in Socially Responsible Investment indexes - Sustainable Development commitments - ESG Ratings - ESG Scorecard - Integrated Value Creation Scorecard - Report parameters
	Remuneration policies & incentives for Sustainable Development	Remuneration Policy and Remuneration of Board Members
	Stakeholders Engagement	Stakeholder Engagement
	Product responsibility and innovation	Society Other significant Social topics
Environment	Natural resource use	Environment - Environmental Policy - Climate change, energy & air emissions - Ecological Impacts - Circular economy & raw and other materials - Water Management - Pollution Prevention - Other significant Environmental topics
	Resource Management	
	Air emissions & Climate Change	
Society	Labor Rights	- Occupational Health and Safety - Human Rights & Equal Opportunities - Business Continuity
	Equal opportunities	Human Rights & Equal Opportunities
	Employment	- Employment & Labour Practices - Other significant Social topics
	Human Rights in the Supply Chain	Responsible Supply Chain
	Corporate Citizenship	Sustainability of local communities
	Initiatives and Political Influence	- Business Ethics - Sustainability of local communities
	Corruption prevention and fighting	- Sustainable Development Strategy - Business Ethics - Regulatory Compliance