



ESG Summary Report

October 2023

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Our mission is to deliver integrated, reliable energy solutions to consumers and businesses, to achieve energy adequacy for all.

Introduction

ELINOIL S.A. is one of the most dynamic energy groups in Greece. The company offers our services to consumers and businesses, while, as the 4th largest Greek exporting company, it has operations in more than 45 countries across 5 continents.

The company is a leader in supplying industrial plants with fuel and lubricants. Concurrently, it serves a large number of households and buildings, providing heating oil with its privately owned tanker truck fleet.

Its primary goal is to use its resources, know-how and human capital efficiently, as vital strategic assets that, together with its main partners, contribute to the successful transportation, storage and sale of its finished product.

Mindful of the effects of climate change, the company is making constant efforts to extend its operations into new, environmentally friendly forms of energy. It complies with existing legislation, aiming to promote the 17 UN sustainability goals.



Our vision

To serve as a benchmark for **cutting-edge solutions, excellent quality, and impeccable service** for our customers' real needs.

To **continuously strengthen our position** as a leader in the Greek energy market.

To hold one of the **top positions for profitability** among companies in our sector.

To contribute to the progress of Greece with honesty and **meaningful social responsibility and sustainable development actions.**

For our reputation to go beyond the business boundaries of our operations.

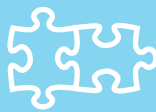
Our values

RESPECT



We operate with character, integrity, and honesty

RESPONSIBILITY



We grow with responsibility and sensitivity towards society and the environment

INNOVATION



We support creativity, productivity, and continuous improvement

TRUST



We rely on team spirit and cooperation among everyone

QUALITY



We attach great importance to results

MERITOCRACY



We judge based on merit

ELINOIL S.A. at a glance

FACILITIES



3
Liquid fuel storage and transport facilities



2
Modern solid fuel processing plants



24
Privately owned tanker trucks



>600
Petrol stations



3
Tanker ships

EMPLOYEES



73.13%
Men



26.87%
Women

SALES

45

Countries of operation on

5 continents



FINANCIAL PERFORMANCE

Turnover

€3,760,774,000

EBITDA

€31,379,000



ENVIRONMENTAL PERFORMANCE

Scope 1 emissions

897.82 tn CO₂eq

Scope 2 emissions

935.69 tn CO₂eq

DISTINCTIONS



BRAVO Sustainability
Dialogue & Awards
2022

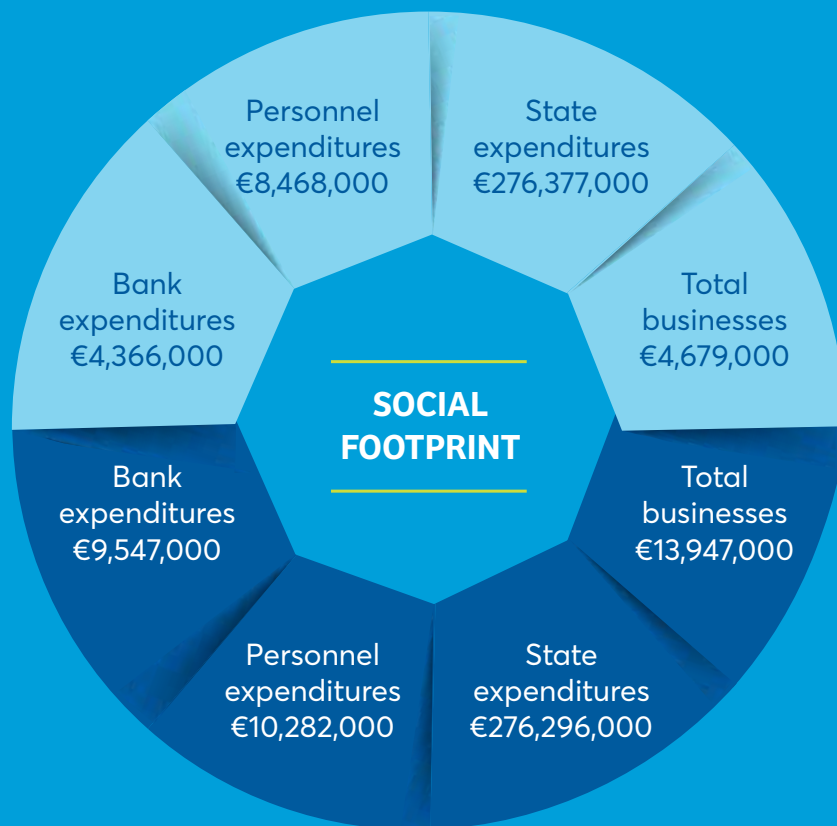


Diamond Forbes
ESG Transparency Index



Sustainability
Ambassador
2022

2021
Social Footprint
€293,890,000



2022
Social Footprint
€310,072,000

SUSTAINABLE DEVELOPMENT GOALS

ELINOIL S.A. aims to serve the fundamental principles of sustainable development, corporate governance and responsible operation.



At the forefront of developments, we are committed to continuously improving our sustainability performance and reducing the environmental impact of our operations. More particularly, we aim to:



Adopt an IT system to collect, process and report non-financial information.



Achieve compliance with regulatory provisions before they become mandatory.



Organise educational workshops for executives.



Develop of a five-year strategic plan.



Our goals



Fair and ethical economic growth

for both the company and society at large, through a balanced social footprint for all social partners.



Constant support for innovation,

creation of environmental intellectual Capital and development of social/ environmental innovation.



Harmonisation of the principles of

Corporate Governance with the principle of creating economic benefits.



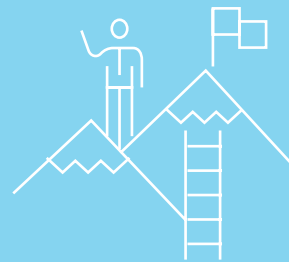
Protection of and respect for employees

through training, protection of health, promoting teamwork, enhancing creativity, ensuring meritocracy and compliance with various codes of ethics and labour ethics.



Protection of the natural environment

through investment in environmental programmes with the objective of continuously improving our environmental footprint and complying with the requirements of environmental legislation.



Incorporation of the principles of sustainable development

throughout the supply chain and for all the suppliers we work with.

Respect for local communities

through support for targeted environmental and social actions for the protection of natural resources and local culture.

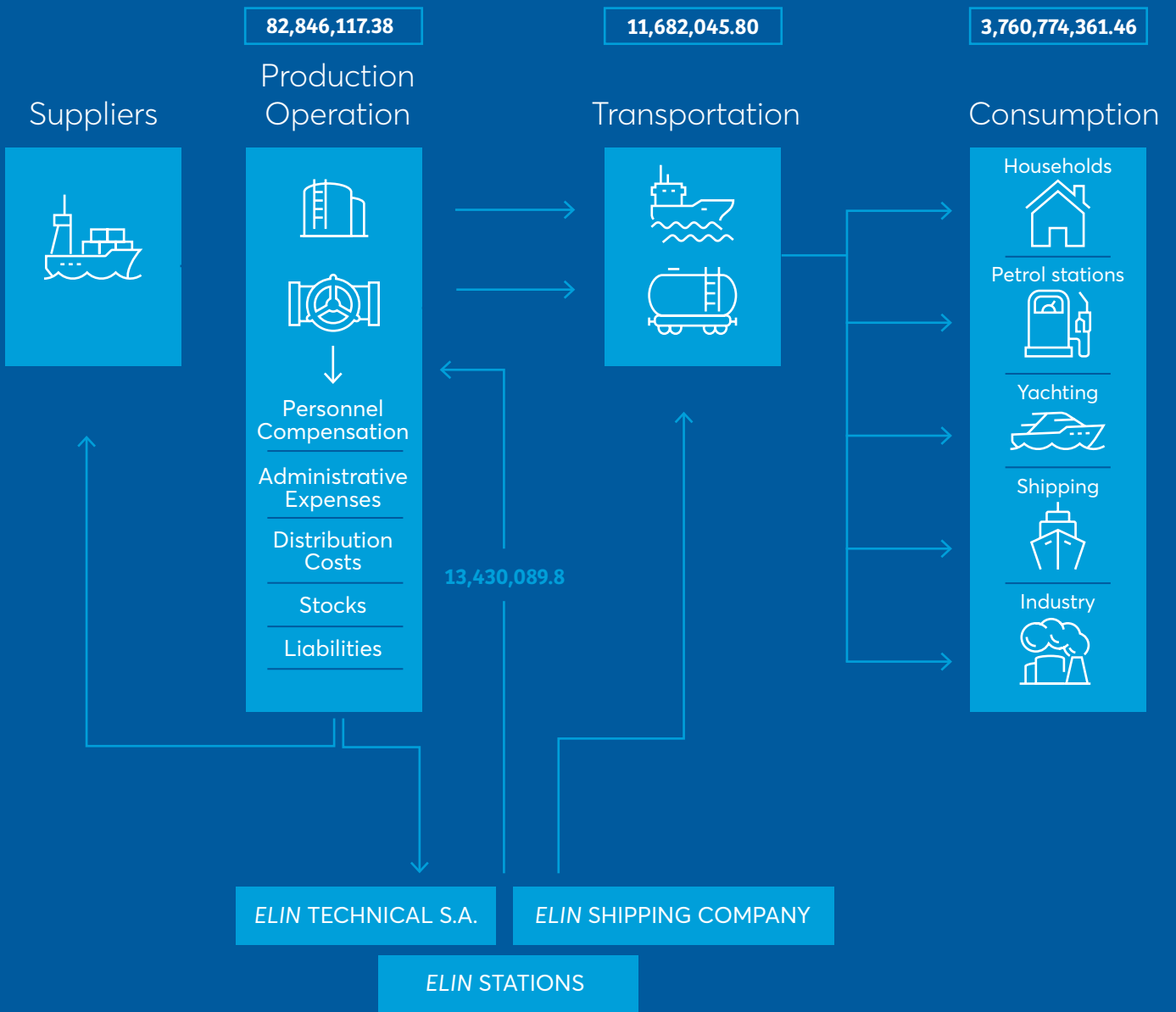




ENI

Νέα γενιά καυσίμων
Crystal

Value Chain



Environment

6 CLEAN WATER AND SANITATION



12 RESPONSIBLE CONSUMPTION AND PRODUCTION



13 CLIMATE ACTION



Protecting the environment is a priority. We conduct our operations with respect for the environment and make active efforts to function responsibly, meeting the demands of today and those of future generations.



3,750 m³
total water
consumed



2,998.12 MWh
total energy
consumed



22.88 tn
amount of waste
produced from the offices



40.9 kg
amount of particulate matter



44.3%
of waste is recyclable

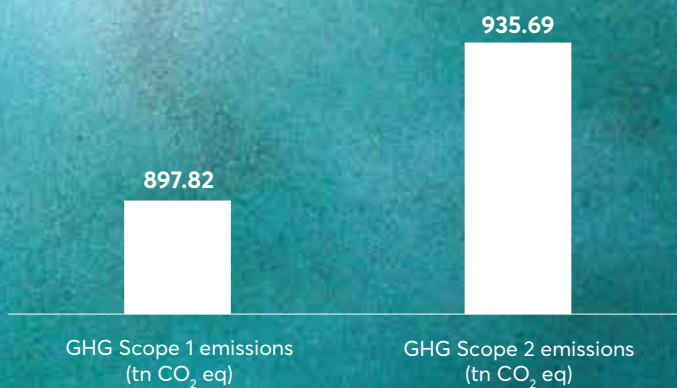



0 m³
of effluent discharge of liquid waste containing hazardous substances



ELINOIL S.A., takes an active interest in the protection of the environment, reducing its direct and indirect greenhouse gas emissions. What's more, this year was the first time that the company conducted measurements of other indirect emissions (Scope 3), which amounted to 19,946.13 tn CO₂eq.

Total Emissions for 2022



An aerial photograph of a dense, lush green forest. A paved road with a yellow center line and white edge lines winds through the trees. The forest is thick with various shades of green, and some small water bodies are visible in the lower right quadrant.

ELINOIL S.A. does not conduct operations in protected and/or biodiversity-sensitive areas. Nevertheless, the company:

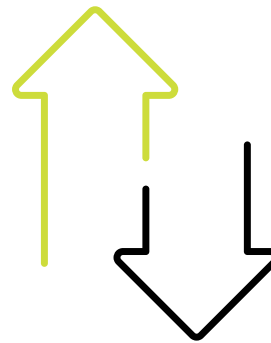
- identifies, analyses and evaluates the environmental impact of its activities
- it cultivates the environmental awareness and responsibility of its employees.
- it designs and implements environmental management programs.
- it ensures the implementation of all measures and processes to protect the ecosystem.
- it makes its Environmental Policy known to its contractors, suppliers, and partners.
- it conducts periodic evaluations of its performance in meeting its environmental goals.



Risks and opportunities from climate change

Opportunities

Diversification into renewable energy sources.
Sustainable practices and technologies.



Risks

Transition to renewable energy sources.
Shifts in policy and regulatory frameworks.
Reputation and social acceptance.

The management and mitigation of emissions is crucial for ELINOIL S.A., as it is connected with both the sustainability of the company and its environmental strategy; as such, it occupies a central position in its strategy.

- Transition to renewable energy sources with the goal of diversifying its energy portfolio.
- Improvement of energy efficiency through the adoption of advanced techniques.
- Alternative fuels.
- Investment in the development and support of cleaner alternative fuels.
- Functional improvements to optimise energy use, limit waste and minimise emissions in the company's everyday operations.



Society

3 GOOD HEALTH AND WELL-BEING



4 QUALITY EDUCATION



12 RESPONSIBLE CONSUMPTION AND PRODUCTION



For the company, ensuring a safe workplace is a priority. In pursuit of this, ELINOIL S.A. has instituted a company policy for the promotion of respect for human rights and equal opportunities for all.



0

workplace accidents



37%

increase in recruitment



8%

employee turnover



26.87%

female employees



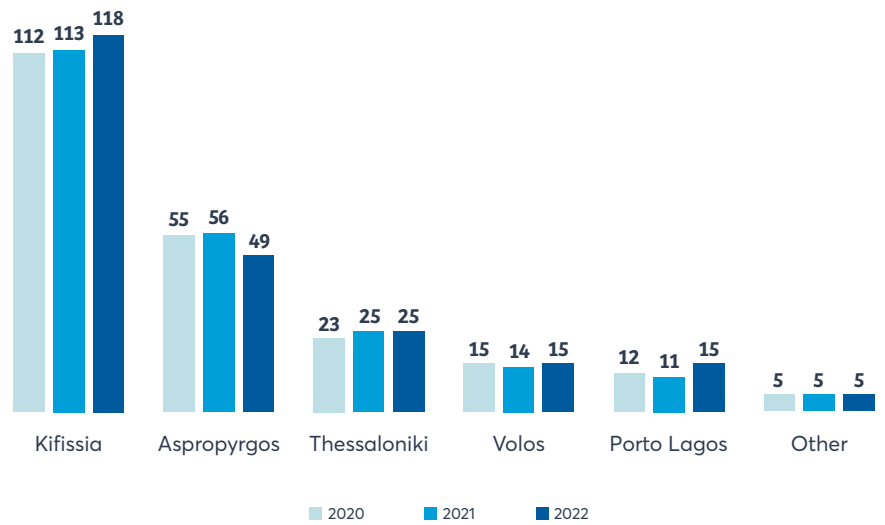
23%

women in management positions

To achieve employee goals, the company has adopted a policy of employment of personnel from throughout Greece.

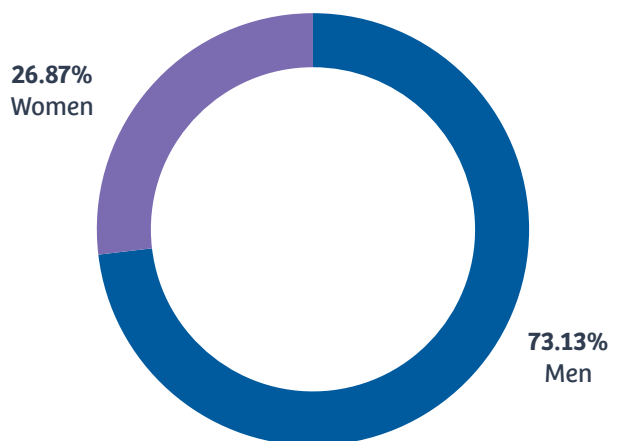


Geographical allocation of Personnel



ELINOIL S.A., continuously strives to increase the diversity of its workforce.

Percentage distribution of human resources by gender (2022)









Training of personnel

The company invests in training for its personnel, encouraging them to participate in workshops aimed at broadening their intellectual horizons and improving their performance. This is a long-term investment, given that personnel training not only contributes to the growth of the company but also strengthens self-confidence and job security.

It is observed that, year after year and regardless of rank or position within the company, a percentage of the workforce participates in educational programmes to improve their performance.

HR training hours per position/rank	2021		2022	
				
Management Executives	25	9	180	-
Administrative Staff	57	18	72	86
Base Personnel	10	15	330	157
Total	92	42	582	243

825 hours
of training for
49 employees
in 2022





Social actions



We helped cover the fuel needs of the vehicles of the **"Help at Home"** programme of the Municipality of Athens for 3 months.



ELINOIL S.A. supports the work of **Humanity Greece** by covering the fuel needs of the vehicles for the volunteers of the organisation.



The company donated heating oil to the **SOS Children's Villages** and the **Stavroupoli Health Centre**, to help the local community meet its needs and support the work of these two institutions.



The company participated in the Hellenic Petroleum Marketing Companies Association (SEEPE) initiative to provide free heating oil to the beneficiary families of the Charitable Organisation **"I Aggalia"**.



The company actively supported the work of the **"Make-a-Wish"** foundation for Christmas 2022, helping fulfil the wishes of children with a critical illness.



Responding to a request from the **"Smile of the Child"**, the company donated heating oil for their apartments where they house Ukrainian refugees.

Governance



ELINOIL S.A., functions in accordance with the principles of correct corporate governance, which define the organisational structure and control mechanisms.



14%
percentage of female BoD members



7
BoD members



0
incidents of corruption / bribery



15
policies / codes



4
ISO Systems



1. Internal Rules of Procedure
2. Corporate Governance Code
3. Suitability Policy for BoD Members
4. Remuneration Policy
5. Code of Conduct
6. Anti-Corruption and anti-bribery policy
7. Environmental Policy
8. Quality Policy
9. Health & Safety Policy
10. Anti-Violence and Anti-Harassment Policy
11. Human Rights Policy
12. Sustainable Development Policy
13. Corporate Social Responsibility Policy
14. Privacy and Personal Data Protection Policy
15. COOKIES Policy

ESG Indices

ELINOIL S.A. Non-Financial Indices (NFI)

THE ENVIRONMENT						
INDEX	2022 Value	UNIT OF MEASURE	SDGs	GRI	ATHEX	TCFD
Direct GHG Emissions (Scope 1)	897.82	tn CO ₂ e	13	305-1	C-E1-1	C
Indirect GHG Emissions (Scope 2)	935.69	tn CO ₂ e	13	305-2	C-E2-1	C
Other indirect GHG Emissions (Scope 3)	19946.13	tn CO ₂ e	13	305-3	A-E1-1	
GHG Emission Intensity (Scope 1)	0.239	tn CO ₂ e / mil. € turnover			C-E1-2	
GHG Emission Intensity (Scope 2)	0.249	tn CO ₂ e / mil. € turnover			C-E2-2	
GHG Emission Intensity (Scope 3)	19946.13	tn CO ₂ e / mil. € turnover			A-E1-2	
Total CO ₂ emissions (Scope 1 & 2)	1833.51	tn CO ₂ e	13		C-E3-1	C
Percentage of electricity consumed	58%				C-E3-2	
Percentage of renewable energy consumed	24.13%				C-E3-3	
Total amount of energy produced	N/A				C-E3-4	
Percentage of renewable energy produced.	N/A				C-E3-5	
Risks and opportunities due to climate change	P. 6	-			A-E2-1	
Total amount of hazardous waste	23.793	tn			A-E3-1	
Total amount of non-hazardous waste	22.88	tn			A-E3-2	
Percentage of Waste per type of treatment – Recycled	44.3%	-			A-E3-3	
Percentage of Waste per type of treatment – Composted	N/A				A-E3-4	
Percentage of Waste per type of treatment – Incinerated	N/A				A-E3-5	
Percentage of Waste per type of treatment – Landfilled	55.7%				A-E3-6	
Total amount of disposed waste containing polluting substances	0	m ³			A-E4-1	
Description of the impact of business activities on biodiversity sensitive areas	P.6	-			A-E5-1	

THE ENVIRONMENT

INDEX	2022 Value	UNIT OF MEASURE	SDGs	GRI	ATHEX	TCFD
Emissions strategy	P.6				SS-E1-1	
Total amount of NOX	N/A				SS-E2-1	
Total amount of SOX	N/A				SS-E2-2	
Total amount of Volatile Organic Compounds (VOCs)	<35	g/m ³			SS-E2-3	
Total amount of particulate matter						
	40.9	kg			SS-E2-4	
Electricity energy consumed at liquid fuel facilities	373668	kWh	13	302-1	C-E3-1	
Electricity energy consumed at solid fuel facilities	1015249	kWh	13	302-1	C-E3-1	
Electricity energy consumed at company offices	358494	kWh	13	302-1	C-E3-1	
Total annual electricity consumed	1747411	MWh	13	302-1	C-E3-1	
Total annual water withdrawn	3750	m ³			SS-E3-1	
Total annual water consumed	3750	m ³	14	303-5	SS-E3-2	
Percentage of water recycled	0%				SS-E3-3	

SOCIETY

INDEX	2022 Value*	UNIT OF MEASURE	SDGs	GRI	ATHEX	TCFD
Total number of employees	227	No.	3.8	102-8		
Female employees	61	No.	8.10	102-5		
Percentage of female employees	26.87	%	8.10	405-1	C-S2-1	
Women employed in management positions	9	No.	8.10	405-1		
Percentage of female employees in management positions	23	%	8.10	405-1	C-S3-1	
Percentage of employees <30 years old	10	%	8.10	405-1		
Percentage of employees between 30-50 years old	51	%	8.10	405-1		
Percentage of employees >50 years old	39	%	8.10	405-1		
New employees hired under open-ended contracts	15	No.	8	401-1		
New employees hired under fixed-term contracts	14	No.	8	401-1		
Forced departures	4	No.	8	401-1		
Voluntary departures of employees under open-ended contracts	11	No.	8	401-1		
Voluntary departures of employees under fixed-term contracts	4	No.	8	401-1		
Employee Turnover	8	%	8	401-1	C-S4-1, C-S4-2	
Documented work-related injuries	0	No.	3.8	403-9	SS-S6-1	
Workplace fatalities	0	No.	3.8	403-10	SS-S6-2	
Lost time incidents rate (LTIR) ¹	0	%	3.8		SS-S6-3	
Severity Rate (SR) ²	0	%	3.8		SS-S6-4	
Employees trained	49	No.	4,8,10	404-2		
Total training hours	825	No.	4,8,10	404-1		
Average training hours per employee	3.63	No.	4,8,10	404-1	C-S5-1, C-S5-2	
Total expenditure for employee training	20810	€	4,8,10			
Total training hours for male employees	582	No.	4,8,10	404-1	C-S5-1, C-S5-2	
Total training hours for female employees	243	No.	4,8,10	404-1	C-S5-1, C-S5-2	

¹ LTIR: Lost time incident rate (the number of incidents that result in time away from work for at least one day per 106 hours of work)

² SR: Severity rate (number of days away from work per 106 hours of work)

GOVERNANCE

INDEX	2022 Value*	UNIT OF MEASURE	SDGs	GRI	ATHEX	TCFD
Variable Pay	3.73	%	8		A-G4-1	
Number of BoD members	7	No.	8	102-22		
Number of Female BoD members	1	No.	8.10	405-1		
Percentage of female BoD members	14%	%	8.10	405-1	C-G1-3	
Amount of monetary fines as a result of business ethics violations	0	€	12		A-G2-1	
Initiatives with a positive ESG impact	YES	YES / NO	8,9,11,12,13	102-12		
Internal Rules of Procedure	YES	YES / NO	8	102-11		
Corporate Governance Code	YES	YES / NO	8	102-11		
Suitability Policy for BoD Members	YES	YES / NO	8	102-11		
Remuneration Policy	YES	YES / NO	8	102-11		
Code of Conduct	YES	YES / NO	8	102-11	C-G5-1	
Anti-Corruption and anti-bribery policy	YES	YES / NO	8	102-11		
Environmental Policy	YES	YES / NO	8	102-11		
Quality Policy	YES	YES / NO	8	102-11		
Health & Safety Policy	YES	YES / NO	8	102-11		
Anti-Violence and						
Anti-Harassment Policy	YES	YES / NO	8	102-11		
Human Rights Policy	YES	YES / NO	8	102-11		
Sustainable Development Policy	YES	YES / NO	8	102-11	C-G4-1	C
Corporate Social Responsibility Policy	YES	YES / NO	8	102-11		
Privacy and Personal Data Protection Policy	YES	YES / NO	8	102-11	C-G6-1	
COOKIES Policy	YES	YES / NO	8	102-11		
Quality Management System, in accordance with ISO 9001:2015	YES	YES / NO	9		SS-G2-1, SS- G2-2	
Environmental Management System, in accordance with ISO 14001:2015	YES	YES / NO	9	307-1	SS-G2-1, SS- G2-2	C
Occupational Health and Safety System, in accordance with ISO 45001:2018	YES	YES / NO	9	403-1	SS-G2-1, SS- G2-2	
Social Responsibility Management System ISO 26000:2010	YES	YES / NO	9		SS-G2-1, SS- G2-2	

Indices of Alignment with the Athens Stock Exchange ESG Reporting Guide

ESG Classification	2019 ID	2022 ID	2022 Sub - ID	Metric	Type	Value	Unit
Environmental	C-E1	C-E1	C-E1-1	Scope 1 emissions Total amount of direct emissions (Scope 1)	Quantitative	897.817	Tons CO ₂ equivalent (tCO ₂ e)
Environmental	-	C-E1	C-E1-2	Scope 1 emissions GHG intensity of Scope 1 emissions	Quantitative	0.239	Ratio
Environmental	C-E2	C-E2	C-E2-1	Scope 2 emissions Total amount of indirect emissions (Scope 2)	Quantitative	935.69	Tons CO ₂ equivalent (tCO ₂ e)
Environmental	-	C-E2	C-E2-2	Scope 2 emissions GHG intensity of Scope 2 emissions	Quantitative	0.249	Ratio
Environmental	C-E3	C-E3	C-E3-1	Energy consumption and production - Total amount of energy consumed within the organisation	Quantitative	2998.12	Megawatt hour (MWh)
Environmental	C-E3	C-E3	C-E3-2	Energy consumption and production - Percentage of electricity consumed	Quantitative	58	Percentage (%)
Environmental	C-E3	C-E3	C-E3-3	Energy consumption and production - Percentage of renewable energy consumed	Quantitative	24.13	Percentage (%)
Environmental	-	C-E3	C-E3-4	Energy consumption and production - Total amount of energy produced	Quantitative	ND	Megawatt hour (MWh)
Environmental	-	C-E3	C-E3-5	Energy consumption and production - Percentage of renewable energy produced	Quantitative	ND	Percentage (%)
Environmental	A-E1	A-E1	A-E1-1	Scope 3 emissions Total amount of other indirect emissions (Scope 3)	Quantitative	19946.13	Tons CO ₂ equivalent (tCO ₂ e)
Environmental	-	A-E1	A-E1-2	Scope 3 emissions GHG intensity of Scope 3 emissions	Quantitative	5.304	Ratio
Environmental	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	Yes - Disclosed	Qualitative

Environmental	SS-E5	A-E3	A-E3-1	Waste management - Total amount of hazardous waste	Qualitative	23.793	Tons
Environmental	SS-E5	A-E3	A-E3-2	Waste management - Total amount of non-hazardous waste	Qualitative	22.88	Tons
Environmental	SS-E5	A-E3	A-E3-3	Waste management - Percentage of waste by type of treatment - Recycled	Qualitative	44.3	Percentage (%)
Environmental	-	A-E3	A-E3-4	Waste management - Percentage of waste by type of treatment - Composted	Quantitative	ND	Percentage (%)
Environmental	-	A-E3	A-E3-5	Waste management - Percentage of waste by type of treatment - Incinerated	Quantitative	ND	Percentage (%)
Environmental	SS-E5	A-E3	A-E3-6	Waste management - Percentage of waste by type of treatment - Land-filled	Quantitative	55.7	Percentage (%)
Environmental	-	A-E4	A-E4-1	Total amount of effluent discharge containing polluting substances	Quantitative	0	Cubic meters (m ³)
Environmental	-	A-E5	A-E5-1	Biodiversity sensitive areas - Description of the impact of business operations on biodiversity sensitive areas	Qualitative	Yes - Disclosed	Qualitative
Environmental	SS-E1	SS-E1	SS-E1-1	Emission strategy - Discussion of long and short term strategies in relation to the management, mitigation, performance targets of its emissions	Qualitative	Yes - Disclosed	Qualitative
Environmental	SS-E2	SS-E2	SS-E2-1	Air pollutant emissions - Total amount of NO _x (excluding N ₂ O)	Quantitative	ND	Kilograms (kg)
Environmental	SS-E2	SS-E2	SS-E2-2	Air pollutant emissions - Total amount of SO _x	Quantitative	ND	Kilograms (kg)
Environmental	SS-E2	SS-E2	SS-E2-3	Air pollutant emissions - Total amount of Volatile organic compounds (VOC _s)	Quantitative	ND	Kilograms (kg)

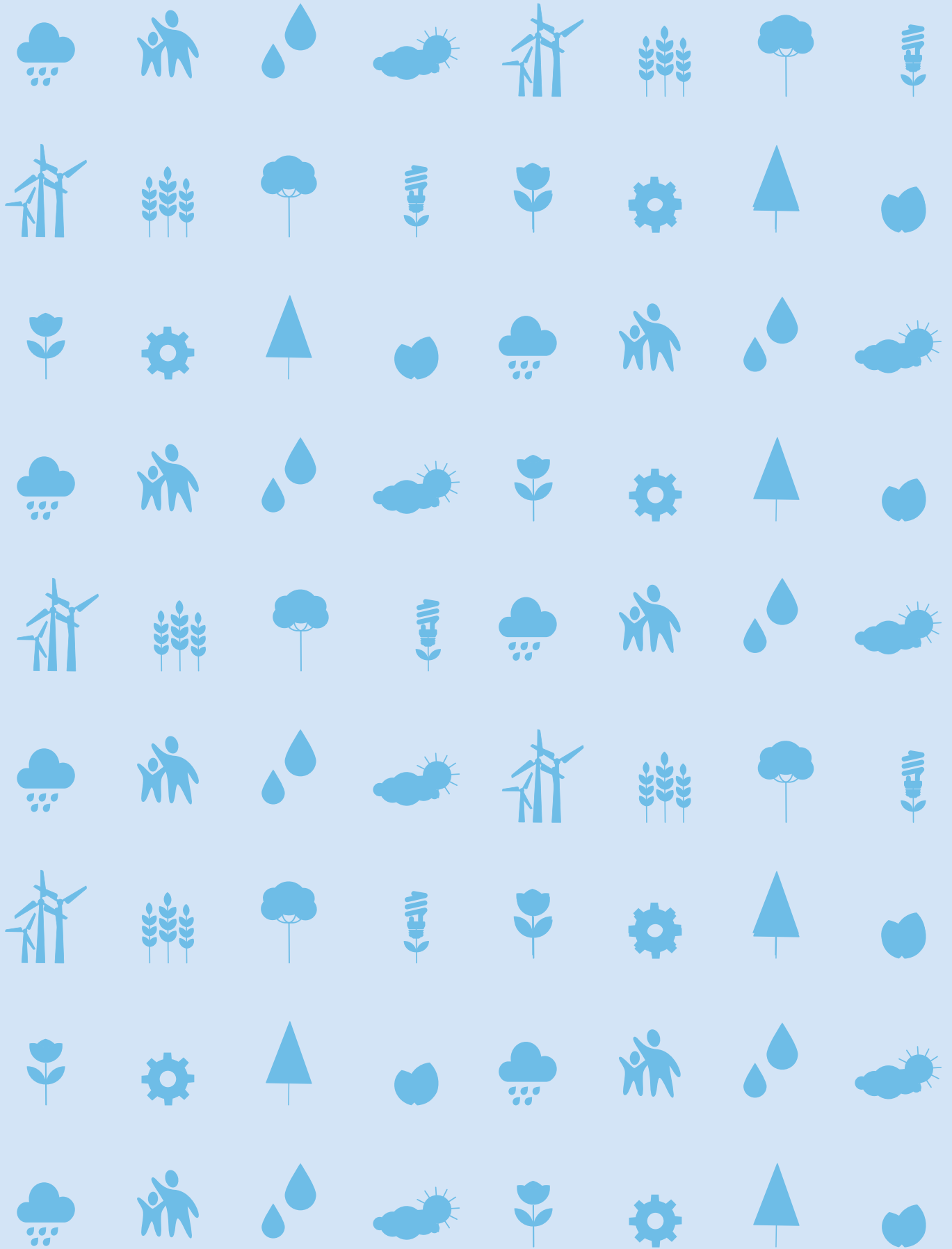
Environmental	SS-E2	SS-E2	SS-E2-4	Air pollutant emissions - Total amount of Particulate matter (PM)	Quantitative	40.9	Kilograms (kg)
Environmental	SS-E3	SS-E3	SS-E3-1	Water consumption - Total water withdrawn	Quantitative	3750	Cubic meters (m ³)
Environmental	SS-E3	SS-E3	SS-E3-2	Water consumption - Total water consumed	Quantitative	3750	Cubic meters (m ³)
Environmental	SS-E3	SS-E3	SS-E3-3	Water consumption - Percentage of water recycled	Quantitative	0	Percentage (%)
Social	A-S1	C-S1	C-S1-1	Stakeholder engagement - Discussion of organisation's main stakeholders and analysis of key stakeholder engagement practices	Qualitative	Yes – Disclosed The company has developed procedures for participation of and communication with stakeholders, planning substantive objectives with stakeholder engagement	Qualitative
Social	C-S1	C-S2	C-S2-1	Percentage of female employees	Qualitative	26.87	Percentage (%)
Social	C-S2	C-S3	C-S3-1	Percentage of women in managerial positions (i.e. top 10% of employees by total compensation)	Quantitative	23	Percentage (%)
Social	C-S3	C-S4	C-S4-1	Employee turnover Percentage of full-time employee voluntary turnover	Quantitative	26.6	Percentage (%)
Social	C-S3	C-S4	C-S4-2	Employee turnover - Percentage of full-time employee involuntary turnover	Quantitative	73.3	Percentage (%)
Social	C-S4	C-S5	C-S5-1	Employee training Average training hours of employees in the top 10% of employees by total compensation	Quantitative	ND	Number of hours
Social	C-S4	C-S5	C-S5-2	Employee training Average training hours of employees in the bottom 90% of employees by total compensation	Quantitative	ND	Number of hours

Social	C-S5	C-S6	C-S6-1	Human rights policy - Description of human rights policy and fundamental principles	Qualitative	Yes – Policy in place	Qualitative
Social	C-S6	C-S7	C-S7-1	Percentage of employees covered by collective bargaining agreements	Quantitative	100%	Percentage (%)
Social	C-S7	C-S8	C-S8-1	Supplier assessment - Discussion of supplier screening using ESG criteria	Qualitative	Yes - Disclosed	Qualitative
Social	-	A-S1	A-S1-1	Sustainable economic activity - Percentage of sustainable turnover	Qualitative	ND	Percentage (%)
Social	-	A-S1	A-S1-2	Sustainable economic activity - Percentage of sustainable CapEx	Qualitative	ND	Percentage (%)
Social	-	A-S1	A-S1-3	Sustainable economic activity - Percentage of sustainable OpEx	Qualitative	ND	Percentage (%)
Social	A-S2	A-S2	A-S2-1	Total amount of monetary expenditure on employee training	Qualitative	20810	Euros (€)
Social	A-S3	A-S3	A-S3-1	Percentage of difference between male and female earnings	Qualitative	41.88	Percentage (%)
Social	-	A-S4	A-S4-1	CEO pay ratio - Total CEO pay	Qualitative	ND	Euros (€)
Social	A-S4	A-S4	A-S4-2	CEO pay ratio - Ratio of CEO to median employee earnings	Qualitative	ND	Ratio
Social	SS-S6	SS-S6	SS-S6-1	Health and safety performance - Number of injuries	Qualitative	0	Number
Social	SS-S6	SS-S6	SS-S6-2	Health and safety performance - Number of fatalities	Qualitative	0	Number
Social	SS-S6	SS-S6	SS-S6-3	Health and safety performance - Accident frequency rate	Qualitative	0	Number
Social	SS-S6	SS-S6	SS-S6-4	Health and safety performance - Accident severity rate	Qualitative	0	Number
Governance	-	C-G1	C-G1-1	Board composition - ESG related qualifications of the board members	Qualitative	Not Disclosed	Qualitative

Governance	-	C-G1	C-G1-2	Board composition Classification of the Chairman of the Board	Qualitative	Non - Executive	Qualitative
Governance	-	C-G1	C-G1-3	Board composition - Percentage of female board members	Quantitative	14%	Percentage (%)
Governance	-	C-G1	C-G1-4	Board composition - Percentage of non-executive board members	Quantitative	71.4	Percentage (%)
Governance	-	C-G1	C-G1-5	Board composition - Percentage of both non-executive and independent board members	Quantitative	28.5	Percentage (%)
Governance	C-G1	C-G2	C-G2-1	Sustainability oversight - Description of approach to sustainability oversight	Quantitative	Yes - Disclosed	Qualitative
Governance	A-G2	C-G3	C-G3-1	Materiality - Description of the materiality assessment process	Quantitative	Yes - Disclosed	Qualitative
Governance	-	C-G4	C-G4-1	Sustainability policy - Description of sustainability policy and fundamental principles	Quantitative	Policy in place	Qualitative
Governance	C-G2	C-G5	C-G5-1	Business ethics policy - Description of business ethics policy and fundamental principles	Quantitative	Policy in place	Qualitative
Governance	C-G3	C-G6	C-G6-1	Data security policy - Description of data security policy and fundamental principles	Quantitative	Policy in place	Qualitative
Governance	A-G1	A-G1	A-G1-1	Business model - Discussion of business model and the creation of value	Quantitative	Yes - Disclosed	Qualitative
Governance	SS-G1	A-G2	A-G2-1	Total amount of monetary losses as a result of business ethics violations	Quantitative	0	Euros (€)
Governance	A-G3	A-G3	A-G3-1	ESG targets - Short-term targets associated with strategic ESG objectives	Quantitative	Yes - Disclosed	Qualitative
Governance	A-G3	A-G3	A-G3-2	ESG targets - Medium-term targets associated with strategic ESG objectives	Quantitative	Yes - Disclosed	Qualitative

Governance	A-G3	A-G3	A-G3-3	ESG targets - Long-term targets associated with strategic ESG objectives	Quantitative	Yes - Disclosed	Qualitative
Governance	A-G5	A-G5	A-G5-1	External assurance Discussion of external assurance on reported ESG information	Quantitative	No - No metrics have been externally assured	Quantitative
Governance	-	SS-G2	SS-G2-1	Critical risk management - Description of systems, processes and mechanisms to identify and mitigate critical risks	Quantitative	Yes - Disclosed	Quantitative
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.	Quantitative	ND	Quantitative





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