

REVOIL - Οδηγός Δημοσιοποίησης Πληροφοριών ESG Χρηματιστηρίου Αθηνών - ΠΙΝΑΚΑΣ ΑΝΤΙΣΤΟΙΧΙΣΗΣ ΔΕΙΚΤΩΝ ESG (στοιχεία 2021)									
ATHEX ESG Reporting Guide 2022						Company input			
ESG Classification	2019 ID	2022 ID	2022 Sub - ID	Metric	Type	Value	Unit	Reference	Page Number
Environmental	C-E1	C-E1	C-E1-1	Scope 1 emissions - Total amount of direct emissions (Scope 1)	Quantitative	367,34	Tons CO2 equivalent (tCO2e)	REVOIL Website - ESG Disclosures	n/a
Environmental	C-E2	C-E2	C-E2-1	Scope 2 emissions - Total amount of indirect emissions (Scope 2)	Quantitative	118470	Tons CO2 equivalent (tCO2e)	REVOIL Website - ESG Disclosures	n/a
Environmental	C-E3	C-E3	C-E3-1	Energy consumption and production - Total amount of energy consumed within the organisation	Quantitative	290573,1	Megawatt hour (MWh)	REVOIL Website - ESG Disclosures	n/a
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	n/a	n/a	Sustainable Development Report 2021 – To be disclosed	tba
Environmental	SS-E5	A-E3	A-E3-1	Waste management - Total amount of hazardous waste	Quantitative	12,9	Tons	REVOIL Website - ESG Disclosures	n/a
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	n/a	n/a	Sustainable Development Report 2021 – To be disclosed	tba
Social	A-S1	C-S1	C-S1-1	Stakeholder engagement - Discussion of organisation's main	Qualitative	n/a	n/a	Sustainable Development Report 2021 – To be disclosed	tba

				stakeholders and analysis of key stakeholder engagement practices					
<b>Social</b>	C-S1	C-S2	C-S2-1	Percentage of female employees	Quantitative	22,9	Percentage (%)	REVOIL Website - ESG Disclosures	n/a
<b>Social</b>	C-S2	C-S3	C-S3-1	Percentage of women in managerial positions (i.e., top 10% of employees by total compensation)	Quantitative	10	Percentage (%)	REVOIL Website - ESG Disclosures	n/a
<b>Social</b>	C-S3	C-S4	C-S4-1	Employee turnover - Percentage of full-time employee voluntary turnover	Quantitative	15	Percentage (%)	REVOIL Website - ESG Disclosures	n/a
<b>Social</b>	C-S3	C-S4	C-S4-2	Employee turnover - Percentage of full-time employee involuntary turnover	Quantitative	8,6	Percentage (%)	REVOIL Website - ESG Disclosures	n/a
<b>Social</b>	C-S4	C-S5	C-S5-1	Employee training - Average training hours of employees in the top 10% of employees by total compensation	Quantitative	0	Number	REVOIL Website - ESG Disclosures	n/a
<b>Social</b>	C-S4	C-S5	C-S5-2	Employee training - Average training hours of employees in the bottom 90% of employees by total compensation	Quantitative	11,2	Number	REVOIL Website - ESG Disclosures	n/a
<b>Social</b>	C-S5	C-S6	C-S6-1	Human rights policy - Description of human rights policy and fundamental principles	Qualitative	n/a	n/a	Sustainable Development Report 2021 – To be disclosed	tba
<b>Social</b>	C-S6	C-S7	C-S7-1	Percentage of employees covered by collective bargaining agreements	Quantitative	100	Percentage (%)	REVOIL Website - ESG Disclosures	n/a

<b>Social</b>	A-S2	A-S2	A-S2-1	Total amount of monetary expenditure on employee training	Quantitative	2695	Euros (€)	REVOIL Website - ESG Disclosures	n/a
<b>Social</b>	A-S3	A-S3	A-S3-1	Percentage of difference between male and female earnings	Quantitative	29,46	Percentage (%)	REVOIL Website - ESG Disclosures	n/a
<b>Social</b>	-	A-S4	A-S4-1	CEO pay ratio - Total CEO pay	Quantitative	14092,24	Euros (€)	Annual Financial Report 2021	77
<b>Social</b>	A-S4	A-S4	A-S4-2	CEO pay ratio - Ratio of CEO to median employee earnings	Quantitative	0,51	Ratio	REVOIL Website - ESG Disclosures	n/a
<b>Social</b>	SS-S6	SS-S6	SS-S6-1	Health and safety performance - Number of injuries	Quantitative	0	Number	REVOIL Website - ESG Disclosures	n/a
<b>Social</b>	SS-S6	SS-S6	SS-S6-2	Health and safety performance - Number of fatalities	Quantitative	0	Number	REVOIL Website - ESG Disclosures	n/a
<b>Social</b>	SS-S6	SS-S6	SS-S6-3	Health and safety performance - Accident frequency rate	Quantitative	0	Number	REVOIL Website - ESG Disclosures	n/a
<b>Social</b>	SS-S6	SS-S6	SS-S6-4	Health and safety performance - Accident severity rate	Quantitative	0	Number	REVOIL Website - ESG Disclosures	n/a
<b>Governance</b>	-	C-G1	C-G1-2	Board composition - Classification of the Chairman of the Board	Qualitative	Non-Executive	Qualitative	REVOIL Website	n/a
<b>Governance</b>	-	C-G1	C-G1-3	Board composition - Percentage of female board members	Quantitative	28,6	Percentage (%)	REVOIL Website - ESG Disclosures	n/a
<b>Governance</b>	-	C-G1	C-G1-4	Board composition - Percentage of non-executive board members	Quantitative	28,6	Percentage (%)	REVOIL Website - ESG Disclosures	n/a
<b>Governance</b>	-	C-G1	C-G1-5	Board composition - Percentage of both	Quantitative	57,1	Percentage (%)	REVOIL Website - ESG Disclosures	n/a

				non-executive and independent board members					
<b>Governance</b>	C-G1	C-G2	C-G2-1	Sustainability oversight - Description of approach to sustainability oversight	Qualitative	n/a	n/a	Sustainable Development Report 2021 – To be disclosed	tba
<b>Governance</b>	A-G2	C-G3	C-G3-1	Materiality - Description of the materiality assessment process	Qualitative	n/a	n/a	Sustainable Development Report 2021 – To be disclosed	tba
<b>Governance</b>	-	C-G4	C-G4-1	Sustainability policy - Description of sustainability policy and fundamental principles	Qualitative	Yes - Policy in place	Qualitative	Annual Financial Report 2021	47-48
<b>Governance</b>	C-G2	C-G5	C-G5-1	Business ethics policy - Description of business ethics policy and fundamental principles	Qualitative	Yes - Relevant clauses disclosed in other policy	Qualitative	Code of Conduct	6-15
<b>Governance</b>	A-G1	A-G1	A-G1-1	Business model - Discussion of business model and the creation of value	Qualitative	Yes - Disclosed	Qualitative	Annual Financial Report 2021	92 - 95
<b>Governance</b>	SS-G1	A-G2	A-G2-1	Total amount of monetary losses as a result of business ethics violations	Quantitative	0	Euros (€)	REVOIL Website - ESG Disclosures	n/a
<b>Governance</b>	A-G3	A-G3	A-G3-2	ESG targets - Medium-term targets associated with strategic ESG objectives	Qualitative	n/a	n/a	Sustainable Development Report 2021 – To be disclosed	tba
<b>Governance</b>	A-G3	A-G3	A-G3-3	ESG targets - Long-term targets associated with strategic ESG objectives	Qualitative	n/a	n/a	Sustainable Development Report 2021 – To be disclosed	tba

<b>Governance</b>	A-G4	A-G4	A-G4-1	Percentage of executive's variable pay	Quantitative	0	Percentage (%)	Annual Financial Report 2021	77
<b>Governance</b>	A-G5	A-G5	A-G5-1	External assurance - Discussion of external assurance on reported ESG information	Qualitative	No	n/a	n/a	n/a
<b>Governance</b>	-	SS-G2	SS-G2-1	Critical risk management - Description of systems, processes and mechanisms to identify and mitigate critical risks	Qualitative	n/a	n/a	Sustainable Development Report 2021 – To be disclosed	tba