ESG Key Performance Indicators 2022

PPC Group

HEDNO

PPC Renewables

Material issue: Economic value creation

GRI, ATHEX ESG	Key Performance indicator	Unit	PPC	HEDNO	PPC RES	PPC GROUP
GRI 201-1	**Direct economic value generated and distributed**					
	Direct economic value generated (1)	€ thousands	10,933,124	844,863	49,406	11,308,571
	Direct economic value distributed (2)	€ thousands	10,972,900	603,124	24,923	11,388,971
	Non distributed economic value (1) - (2)	€ thousands	(39,776)	241,739	24,483	(80,400)
	Investments	€ thousands	206,095	313	125,670	686,211

Material issue: Decarbonization and Climate Change Mitigation

GRI, ATHEX ESG	Key Performance indicator	Unit	PPC	HEDNO	PPC RES	Consolidated emissions of 4 subsidiaries of PPC S.A. [1]
Direct (Scope 1) emissions						
ATHEX C-E1, GRI 305-1	Direct (Scope 1) GHG emissions	tn CO_{2eq}	15,119,165.56[2]	18,720.43	16.21	8.39
Indirect (Scope 2) emissions						
ATHEX C-E2, GRI 305-2	Location-based emissions	tn CO_{2eq}	261,424.25[3]	1,506,398.58	481.64	68.91
ATHEX C-E2, GRI 305-2	Market-based emissions	tn CO_{2eq}	324,878.36			
Indirect (Scope 3) emissions						
ATHEX A -E1	Scope 3 emissions	tn CO_{2eq}		408,964.08	15,284.07	
GHG emissions intensity						
GRI 305-4	GHG emissions intensity – Scope 1	(tCO_{2eq}/ € million)	1,393.85	22.48	0.33	
GRI 305-4	GHG emissions intensity – Scope 2[4]	(tCO_{2eq}/ € million)	24.10	1,809.27	9.94	
GRI 305-4	GHG emissions intensity – Scope 3	(tCO_{2eq}/ € million)		491.19	315.58	

[1] The consolidated emissions of the 4 small subsidiaries of PPC SA consist of the following companies: PPC BG JSCo, EDS AD SKOPJE, PPC ALBANIA Sh.A, PPC Elektrik Tedarik ve Ticaret Anonim Şirketi
[2] The data consists of the emissions of the companies PPC, Lignitiki Megalopolis and Lignitiki Melitis (as long as the last two operated as separate companies within the year).
[3] The PPC data consists of the emissions of the companies PPC, Lignitiki Megalopolis and Lignitiki Melitis (as long as the last two operated as separate companies within the year).
[4] The emissions presented refer to the location-based approach.

GRI 305-1 | Direct (Scope 1) GHG emissions ATHEX C-E1 | Scope 1 emissions							
Emission sources (in tCO_{2eq})	**PPC[5]**	**HEDNO**	**PPC RES**	**PPC BG JSCo**	**EDS AD SKOPJE**	**PPC ALBANIA Sh.A**	**PPC Elektrik Tedarik ve Ticaret Anonim Şirketi**
Scope 1: Direct emissions	**15,119,165.56**	**18,720.43**	**16.21**	**0.67**	**5.08**	**2.63**	**0.00**
Direct emissions from stationary combustion	**14,874,270.36**	**1,102.36**	**0.00**	**0.13**	**0.00**	**0.87**	**0.00**
Thermal production units participating in EU ETS	14,822,468.35	0.00	0.00	0.00	0.00	0.00	0.00
Thermal production units not participating in EU ETS	48,908.73	0.00	0.00	0.00	0.00	0.00	0.00
Fuels combustion in power generators for energy production in the distribution network	0.00	189.96	0.00	0.00	0.00	0.00	0.00
Fuel combustion in power generators in RES installations	0.00	0.00	0.00	0.00	0.00	0.00	0.00
From building heating/other fixed equipment	2,893.28	912.39	0.00	0.13	0.00	0.87	0.00
Direct emissions from mobile combustion	**45,796.29**	**13,552.81**	**16.21**	**0.00**	**5.08**	**1.77**	**0.00**
Direct emissions from physical & chemical processes	**124,118.74**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**
Direct fugitive emissions from the release of GHGs	**5,669.92**	**4,065.27**	**0.00**	**0.54**	**0.00**	**0.00**	**0.00**
Direct emissions from land use, land use change and forestry (LULUCF)	**69,310.24**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**

[5] Data includes 2022 emissions from the following companies: PPC, Lignitiki Megalopolis and Lignitiki Melitis (as long as the last two operated as separate companies within the year).

GRI 305-2 | Energy indirect (Scope 2) GHG emissions ATHEX C-E2 | Scope 2 emissions					
LOCATION BASED					MARKET BASED
Emission sources (in tCO_{2eq})	**PPC**	**HEDNO**	**PPC RES**	**Consolidated emissions of 4 subsidiaries of PPC S.A.** [6]	**PPC**
Scope 2: Indirect emissions from imported energy	**261,424.25**	**1,506,398.58**	**481.64**	**68.91**	**324,878.36**
Indirect emissions from imported electricity	261,424.25	4,892.05	481.64	68.91	324,878.36
Distribution network losses	0.00	1,501,455.13	0.00	0.00	0.00
Indirect emissions from imported energy	0.00	51.31	0.00	0.00	0.00

Emission sources (in tCO_{2eq})	PPC BG JSCo	EDS AD SKOPJE	PPC ALBANIA Sh.A	PPC Elektrik Tedarik ve Ticaret Anonim Şirketi
Scope 2: Indirect emissions from imported energy	0.17	68.74	0.00	0.00
Indirect emissions from imported electricity	0.17	68.74	0.00	0.00
Network distribution losses	0.00	0.00	0.00	0.00
Indirect emissions from imported energy	0.00	0.00	0.00	0.00

[6] The consolidated emissions of the 4 small subsidiaries of PPC SA consist of the following companies : PPC BG JSCo, EDS AD SKOPJE, PPC ALBANIA Sh.A, PPC Elektrik Tedarik ve Ticaret Anonim Şirketi

GRI 305-3 | Other indirect (Scope 3) GHG emissions ATHEX A-E1 | Scope 3 emissions			
Emission sources (in tCO_{2eq})	**PPC**	**HEDNO**	**PPC RES**
Scope 3: Other indirect emissions	**182,497.27**[7]	**408,964.08**	**15,284.07**
Indirect emissions from purchased goods & services (Category 1)	81,139.45	322,279.37	3,120.17
Indirect emissions from purchased capital goods (Category 2)	29,880.02	76,380.13	11,357.98
Indirect emissions from fuels & energy (Category 3)	-[8]	5,296.46	203.29
Emissions from upstream transportation & distribution (Category 4)	34,545.83	0.00	0.00
Indirect emissions from waste generated in operations (Category 5)	8,270.17	2,733.54	36.06
Indirect emissions from business travel (Category 6)	245.67	253.94	68.18
Indirect emissions from employee commuting (Category 7)	5,963.68	2,020.63	47.28
Indirect emissions from upstream leased assets (Category 8)	0.00	0.00	0.00
Indirect emissions from downstream transportation & distribution (Category 9)	1,471.54	0.00	0.00
Indirect emissions from processing of sold products (Category 10)	0.00	0.00	0.00
Indirect emissions from use of sold products (Category 11)	20,923.78	0.00	0.00
Indirect emissions from end-of-life treatment of sold products (Category 12)	57.14	0.00	0.00
Indirect emissions from downstream leased assets (Category 13)	0.00	0.00	0.00

[7] The value presented does not correspond to the final Scope 3 emissions as it does not include emissions of Category 3 where the calculation is in progress due to a revision of the methodology.
[8] The calculation of Category 3 is in progress as the relevant calculation methodology is currently under review. The calculation of Scope 3 emissions as well as the verification of the total emissions (Scope 1, 2 and 3) according to ISO 14064 is in progress. The verified data (Scope 1, 2 and 3) together with the corresponding consolidated data for the whole Group will be posted on the corporate website in early 2024.

GRI 305-3 | Other indirect (Scope 3) GHG emissions ATHEX A-E1 | Scope 3 emissions			
Emission sources (in tCO_{2eq})	**PPC**	**HEDNO**	**PPC RES**
Emissions from Franchises (Category 14)	0.00	0.00	0.00
Emissions from Investments (Category 15)	0.00	0.00	451.12

Admissions:

Data refers to emissions related to companies PPC, Lignitiki Megalopolis and Lignitiki Melitis (as long as the last two operated as separate companies within the year).

The gases included in the calculations are CO_2, CH_4, N_2O, HFCs, SF_6

GWP rates: IPCC AR5 100-year time horizon

PPC: Standards, methodologies and emission factors indicatively used: *European Union Emission Trading System (EU ETS): The Monitoring and Reporting Regulation (MMR) – General guidance for installations, IPCC Guidelines for National Greenhouse Gas Inventories, 2006, ISO 14064-1, The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (Revised Edition), The Greenhouse Gas Protocol: Scope 2 Guidance, US EPA Center for Corporate Climate Leadership: Indirect Emissions from Purchased Electricity, The Greenhouse Gas Protocol: Corporate Value Chain (Scope 3) Accounting and Reporting Standard, The Greenhouse Gas Protocol: Technical Guidance for Calculating Scope 3 Emissions (version 1.0), IPCC Climate Change 2014 - Synthesis Report, UNFCC 2022 National Inventory Report (NIR) Greece, DAPEEP Residual Energy Mix 2021, EIB Project Carbon Footprint Methodologies, 2020, EPA GHG Emissions Factors Hub, 2021*

HEDNO: Standards, methodologies and emission factors indicatively used: European Union Emission Trading System (EU ETS): The Monitoring and Reporting Regulation (MMR) – General guidance for installations, IPCC Guidelines for National Greenhouse Gas Inventories, 2006, ISO 14064-1, The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (Revised Edition), The Greenhouse Gas Protocol: Scope 2 Guidance, US EPA Center for Corporate Climate Leadership: Indirect Emissions from Purchased Electricity, The Greenhouse Gas Protocol: Corporate Value Chain (Scope 3) Accounting and Reporting Standard, The Greenhouse Gas Protocol: Technical Guidance for Calculating Scope 3 Emissions (version 1.0), IPCC Climate Change 2014 - Synthesis Report, UNFCC 2022 National Inventory Report (NIR) Greece, DAPEEP Residual Energy Mix 2021, EIB Project Carbon Footprint Methodologies, 2020, EPA GHG Emissions Factors Hub, 2021

PPC Renewables: Standards, methodologies and emission factors indicatively used: European Union Emission Trading System (EU ETS): The Monitoring and Reporting Regulation (MMR) – General guidance for installations, IPCC Guidelines for National Greenhouse Gas Inventories, 2006, ISO 14064-1, The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (Revised Edition), The Greenhouse Gas Protocol: Scope 2 Guidance, US EPA Center for Corporate Climate Leadership: Indirect Emissions from Purchased Electricity, The Greenhouse Gas Protocol: Corporate Value Chain (Scope 3) Accounting and Reporting Standard, The Greenhouse Gas Protocol: Technical Guidance for Calculating Scope 3 Emissions (version 1.0), IPCC Climate Change 2014 - Synthesis Report, UNFCC 2022 National Inventory Report (NIR) Greece, DAPEEP Residual Energy Mix 2021, EIB Project Carbon Footprint Methodologies, 2020, EPA GHG Emissions Factors Hub, 2021

The inventory methodology is based on defining the operational boundaries of the inventory, identifying sources of greenhouse gas emissions related to PPC activity and categorizing emissions. Emissions from each source are calculated by multiplying the activity data with the appropriate emission factor. GWP indicators are used to calculate greenhouse gases and the carbon footprint is derived from the sum of all gas emissions in tn CO_{2eq}.

Indirect emissions that fall under Scope 3, are related to: the purchase of goods, services and fuel and their transport with third-party means of transport, the waste management outside the Company's facilities, the employees' commuting (business travels and daily commuting for the needs of work), the leasing of assets and possible investments etc.

Category 3-6. Emissions from each source are calculated by multiplying the activity data with the appropriate emission factor. The calculation of greenhouse gases resulting from the GWP values, and the carbon footprint is derived from the sum of all gas emissions in t CO_{2eq}.

The calculation of other indirect emissions includes the following sources of emissions:

1) purchase of goods & services (Category 1),

2) purchase of capital goods (Category 2),

3) fuels & energy (Category 3),

4) upstream transportation & distribution (Category 4),

5) waste management (Category 5),

6) business travel (Category 6),

7) upstream leased assets (Category 8)

There is no activity in the specified categories (Category 10 to 14)

Emissions from investments were not considered (Category 15)

Emission sources	PPC						
	TOTAL (t $CO_{2\ eq}$)	CO_{2eq}	CO_2	CH_4	N_2O	HFCs	SF_6
	GWP	-	1	28	265	1494	23500
Category 1: Direct GHG emissions	**15,119,165.56**	**95,005.50**	**14,893,490.93**	**80,970.67**	**48,199.20**	**1,499.26**	**0.00**
Direct emissions from combustion in stationary equipment	0.00	0.00	14,816,749.02	393.50	175.48	0.00	0.00
Direct emissions from combustion in mobile equipment	0.00	17,382.76	26,971.10	1.54	5.28	0.00	0.00
Direct fugitive emissions from industrial processes	0.00	77,622.74	46,496.00	0.00	0.00	0.00	0.00
Direct emissions and removals from Agriculture, Forestry and Land Uses	0.00	0.00	3,274.82	2,358.41	0.00	0.00	0.00
Direct fugitive emissions from the release of GHGs	0.00	0.00	138.36	1.12	0.98	0.00	0.00
Category 2: Indirect GHG emissions from imported energy	**261,424.25**	**0.00**	**261,424.25**	**0.00**	**0.00**	**0.00**	**0.00**
Indirect emissions from imported electricity	0.00	0.00	261,424.25	0.00	0.00	0.00	0.00
Indirect emissions from imported energy	0.00	0.00	0.00	0.00	0.00	0.00	0.00

Emission sources	PPC RES						
	TOTAL (t $CO_{2\ eq}$)	$CO_{2\ eq}$	CO_2	CH_4	N_2O	HFCs	SF_6
	GWP	0.00	1	28	265	1494	23500
Category 1: Direct GHG emissions	**16.21**	0.00	**16.00**	**0.12**	**0.10**	**0.00**	**0.00**
Direct emissions from stationary equipment	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Direct emissions from mobile combustion	0.00	0.00	16.00	4.42E-03	3.59E-04	0.00	0.00
Direct fugitive emissions from industrial processes	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Direct fugitive emissions from the release of GHGs	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Category 2: Indirect GHG emissions from imported energy	**481.64**	**0.00**	**481.64**	**0.00**	**0.00**	**0.00**	**0.00**
Indirect emissions from imported electricity	0.00	0.00	481.64	0.00	0.00	0.00	0.00
Indirect emissions from imported energy	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Category 3: Indirect GHG emissions from transportation	**115.46**	**47.28**	**67.64**	**0.31**	**0.23**	**0.00**	**0.00**
Emission from upstream transportation and distribution of goods	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Emission from downstream transportation and distribution of goods	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Emissions from employee commuting	0.00	47.28	0.00	0.00	0.00	0.00	0.00
Emissions from business travels	0.00	0.00	67.64	0.01	0.00	0.00	0.00
Category 4: Indirect GHG emissions from products used by the company	**14,717.49**	**14,613.04**	**104.45**	**0.00**	**0.00**	**0.00**	**0.00**
Emissions from goods & services	0.00	3,219.01	104.45	0.00	0.00	0.00	0.00

Emissions from capital goods	0.00	11,357.98	0.00	0.00	0.00	0.00	0.00
Emissions from waste generated in operations	0.00	36.06	0.00	0.00	0.00	0.00	0.00
Category 5: Indirect GHG emissions from the use of Group's products	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**
Emissions from use of sold products	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Emissions from leased assets	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Emissions from end-of-life treatment of sold products	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Category 6: Indirect GHG emissions from other sources	**451.12**	**451.12**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**
Emissions from processing of sold products	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Emissions from investments	451.12	451.12	0.00	0.00	0.00	0.00	0.00

Emission sources	HEDNO						
	TOTAL (t $CO_{2\ eq}$)	$CO_{2\ eq}$	CO_2	CH_4	N_2O	HFCs	SF_6
	GWP	-	1	28	265	1494	23500
Category 1: Direct GHG emissions	**18,720.43**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**
Direct emissions from combustion in stationary equipment	1,102.36	0.00	1,100.42	0.53	1.41	0.00	0.00
Fuel combustion in power generators for the production of energy in the distribution network							
Diesel combustion for electricity generation	0.00	0.00	183.23	0.01	0.00	0.00	0.00
Petrol combustion for electricity generation	0.00	0.00	6.11	0.00	0.00	0.00	0.00
From building heating							
Heating diesel combustion	0.00	0.00	659.35	0.01	0.00	0.00	0.00
Natural gas combustion	0.00	0.00	251.73	0.00	0.00	0.00	0.00
Direct emissions from combustion in mobile equipment	13,552.,81	0.00	13,418.28	33.54	100.98	0.00	0.00
Fuel combustion in vehicles controlled by the company							
Diesel combustion in company's vehicles (owned or fully leased)	0.00	0.00	11,369.85	0.63	0.34	0.00	0.00
Petrol combustion in company's vehicles (owned or fully leased)	0.00	0.00	2,048.43	0.57	0.05	0.00	0.00
Direct fugitive emissions from the release of GHGs	4,065.27	0.00	0.00	0.00	0.00	208.45	3,856.82
HFCs from refrigeration/air conditioning equipment in office buildings and associated facilities	0.00	0.00	0.00	0.00	0.00	0.12	0.00
SF_6 from switches, transformers, capacitors, etc.	0.00	0.00	0.00	0.00	0.00	0.00	0.16
Category 2: Indirect GHG emissions from imported energy	**1,506,398.58**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**

Indirect emissions from imported electricity	4,892.05	0.00	4,892.05	0.00	0.00	0.00	0.00
Electricity consumed in office buildings, other areas, and substations	0.00	0.00	4,892.05	0.00	0.00	0.00	0.00
Indirect emissions from electricity in electric vehicles	0.09	0.00	0.09	0.00	0.00	0.00	0.00
Electricity consumed in electric vehicles	0.00	0.00	0.09	0.00	0.00	0.00	0.00
Indirect emissions from imported energy - district heating	51.31	51.31	0.00	0.00	0.00	0.00	0.00
Energy consumed by district heating	0.00	51.31	0.00	0.00	0.00	0.00	0.00
Network distribution losses	1,501,455.13	0.00	1,501,455.13	0.00	0.00	0.00	0.00
Technical losses (energy losses related to inherent characteristics of the network)	0.00	0.00	764,063.77	0.00	0.00	0.00	0.00
Other non-technical losses	0.00	0.00	737,391.36	0.00	0.00	0.00	0.00
Scope 3: Other indirect emissions	**408,964.08**	0.00	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**
Indirect emissions from purchasing goods & services (Category 1)	**322,279.37**	**322,279.37**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**
Production of chemicals	0.00	0.01	0.00	0.00	0.00	0.00	0.00
Production of other materials	0.00	322,279.36	0.00	0.00	0.00	0.00	0.00
Indirect emissions from purchasing capital goods (Category 2)	**76,380.13**	**76,380.13**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**
Production of capital goods	0.00	76,380.13	0.00	0.00	0.00	0.00	0.00
Indirect emissions from fuels & energy (Category 3)	**5,296.46**	**4,460.47**	**835.99**	**0.00**	**0.00**	**0.00**	**0.00**
Indirect emissions from production and transportation of fuels	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Diesel production for power generators in the distribution network	0.00	43.96	0.00	0.00	0.00	0.00	0.00

Petrol production for power generators in the distribution network	0.00	1.57	0.00	0.00	0.00	0.00	0.00
Heating diesel production	0.00	158.65	0.00	0.00	0.00	0.00	0.00
Natural gas production	0.00	39.06	0.00	0.00	0.00	0.00	0.00
Petrol production	0.00	526.98	0.00	0.00	0.00	0.00	0.00
Propulsion diesel production	0.00	2,756.25	0.00	0.00	0.00	0.00	0.00
Indirect emissions from production and transport of fuel consumed for the electricity recorded in Scope 2 (imported electricity from the Grid)	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Production and transport of fuel consumed for the production of electricity purchased and consumed by HEDNO	0.00	821.37	0.00	0.00	0.00	0.00	0.00
Indirect emissions from production and transport of fuel consumed for district heating recorded in Scope 2 (imported energy from the Grid)	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Production and transport of fuel consumed for the production of district heating purchased and consumed by HEDNO	0.00	1.70	0.00	0.00	0.00	0.00	0.00
Indirect emissions from losses in the Distribution & Transmission Network for the Electricity consumed (Scope 2)	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Network losses	0.00	110.93	835.99	0.00	0.00	0.00	0.00
Emisssion from upstream transportation & distribution (Category 4)	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**
Transport of raw materials, materials, consumables, capital goods with the	The emissions of this Category have been included in Categories 1 & 2						

supplier's vehicles (see Categories 1 & 2)							
Indirect emissions from waste management (Category 5)	**2,733.54**	**2,733.54**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**
Management of hazardous and non-hazardous waste from production plants and mines by certified companies	0.00	2,733.54	0.00	0.00	0.00	0.00	0.00
Management of hazardous and non-hazardous office's Waste by certified companies	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Indirect emissions from business travels (Category 6)	**253.94**	**209.84**	**44.11**	**0.00**	**0.00**	**0.00**	**0.00**
Transportation by plane	0.00	0.00	44.11	0.00	0.00	0.00	0.00
Transportation by bus/train/boat	0.00	33.40	0.00	0.00	0.00	0.00	0.00
Transportation by private/rental vehicle for travel needs	0.00	176.43	0.00	0.00	0.00	0.00	0.00
Indirect emissions from employees commuting (Category 7)	**2,020.63**	**2,020.63**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**
Transportation by private vehicles	0.00	2.020,63	0.00	0.00	0.00	0.00	0.00

Sustainability issue: Air quality

Air pollutants emissions GRI 305-7, ATHEX ESG SS-E2 | Air pollutant emissions					
Key Performance Indicator	**Unit**	**PPC**	**HEDNO**	**PPC RES**	**PPC GROUP**
SO_x emissions	tn	13,493.61	N/A	N/A	N/A
NO_x emissions	tn	27,676.67	N/A	N/A	N/A
Particulate matter (PM)	tn	840.98	N/A	N/A	N/A

Other significant air emissions[9]			
Emissions (in tn)	**PPC**	**HEDNO**	**PPC RES**
VOC	315.66	N/A	N/A
Pb	0.87		
Ni	5.16		
Cu	0.60		
Cr(tot)	0.65		
Zn	1.99		
Cd	0.08		
Hg	0.10		
As	0.17		

[9] The table includes data published by PPC in the European Pollutant Release and Transfer Register (E-PRTR, Regulation 166/2006/EC) and refer to the Interconnected System and the islands of Crete and Rhodes. No measurements for POPs are carried out, nor they are calculated with factors, as their presence is not expected based on the production process.

Material issue: Promotion of Renewable Energy Sources (RES) & Energy Management

GRI 302-1 | Energy consumption within the organization						
		Unit	PPC	HEDNO	PPC RES	PPC GROUP
Total energy consumption within the organization		TJ	169,569.22	250.76	5.22	169,825.21
Total energy consumption from non-renewable sources		TJ	166,837.23	199.92	0.22	167,037.38
For electricity and thermal energy production	Lignite	TJ	63,213.69	0.00	0.00	63,213.69
	Natural gas	TJ	61,943.46	0.00	0.00	61,943.46
	Fuel oil	TJ	32,700.13	0.00	0.00	32,700.13
	Diesel	TJ	8,351.58	2.49	0.00	8,354.07
	Petrol	TJ	0.00	0.08	0.00	0.08
	TOTAL	TJ	**166,208.86**	**2.57**	**0.00**	**166,211.44**
For mobile and stationary combustion	Mobile combustion (fleet)	TJ	588.83	183.22	0.22	772.27
	Stationary combustion (heating)	TJ	39.54	14.13	0.00	53.67
	TOTAL	TJ	**628.37**	**197.35**	**0.22**	**825.94**
Total energy consumption from renewable sources		TJ	**0.00**	**0.00**	**0.00**	**0.00**
Electricity purchased		TJ	**2,731.99**	**50.84**	**5.01**	**2,787.84**
For self-consumption needs of production units - mines - pumping		TJ	2,655.19	0.00	5.01	2,660.20
For building requirements		TJ	76.76	50.84	0.00	127.60

For company vehicles	TJ	0.04	0.00	0.00	0.04
Amount of energy produced	TJ	80,803.02	0.00	1,749.48	82,552.50
Electricity	TJ	79,619.55	0.00	1,749.48	81,369.03
Thermal stations	TJ	65,200.66	0.00	0.00	65,200.66
Large hydroelectric plants	TJ	14.418,90	0,00	0,00	14.418,90
RES	TJ	0.00	0.00	1,749.48	1,749.48
Thermal energy	TJ	1,183.46	0.00	0.00	1,183.46
District heating	TJ	1,183.46	0.00	0.00	1,183.46
Energy sold	TJ	80,803.02	0.00	1,749.48	82,552.50
Electricity	TJ	79,619.55	0.00	1,749.48	81,369.03
Thermal energy	TJ	1,183.46	0.00	0.00	1,183.46

1. Includes motor fuels (gasoline and/or diesel) in the Company's vehicles (owned or fully leased), which are used for the employees commuting, the transportation of fuels, materials, equipment, waste/by-products and other uses. The registration concerns vehicles, such as cars, buses, trucks, and other types, in which the Company controls their fuel consumption. Also included the fuels for transporting power generation fuel to the islands by tankers, which are fully leased by PPC.

2. Fuels used to cover building needs inside and outside Attica region are included.

3. Electricity to cover building needs inside and outside Attica region is included.

GRI 302-3 | Energy intensity					
	Unit	**PPC**	**HEDNO**	**PPC RES**	**PPC GROUP**
Energy intensity ratio for the organization	TJ/million €	15.63	0.30	0.11	15.09
Energy consumption within the organization	TJ	169,569.22	250.76	5.22	169,825.21
Revenues 2022 (denominator)	million €	10,847.08	832.60	48.43	11,253.11

ATHEX C-E3 | Energy consumption and production					
	Unit	**PPC**	**HEDNO**	**PPC RES**	**PPC GROUP**
Total energy consumption within the organization	MWh	47,102,562.67	69,655.69	1,449.59	47,173,667.95
Electricity purchased for consumption	MWh	758,885.62	14,121.94	1,391.66	774,399.22
Percentage of electricity consumed	%	1.61%	20.27%	96.00%	1.64%

Material issue: Biodiversity and Ecosystems

Water resources management ATHEX ESG SS-E3 | Water consumption						
GRI, ATHEX ESG	**Key Performance Indicator**	**Unit**	**PPC**	**HEDNO**	**PPC RES**	**PPC GROUP**
GRI 303-5	Water consumption	ML	16,168.00	54.60	0.747	16,223.35
ATHEX SS-E3	Total volume of water withdrawn for consumption purposes within the organisation by source	m^3	59,567,975.00	0.00	0.00	59,567,975.00
ATHEX SS-E3	Total volume of water consumed by the organisation	m^3	16,167,959.00	54,643.00	747	16,222,602.75
ATHEX SS-E3	Total amount of water recycled	m^3	4,379,466.00	0.00	0.00	4,379,466.00
ATHEX SS-E3	Total amount of water recycled	%	0.07	0.00	0.00	0.07

GRI 304-1: Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas| ATHEX A-E5							
PPC							
BUSINESS AREA	GEOGRAPHICAL POSITION	POSITION IN RELATION TO PROTECTED AREA	USE	AREA	FEATURES OF THE PROTECTED AREA	PROTECTION STATUS	PROTECTION ACTIONS
				WITHIN A PROTECTED AREA (km^2)	NATURA (SAC & SPA), Wildlife Refugees, AONB		
Hydroelectric power plant of Asomata	Regional unit of Imathia	Within (Hydroelectric power plant of Asomata and part of the flood basin of the Agia Varvara dam)	Electricity production, Irrigation, Water supply	2.98	SAC GR1210002	Joint Ministerial Decision 50743/11-12-2017: Revision of the National List of NATURA 2000 Network Areas (Government Gazzete 4432/B/2017).	▪ Cooperation with EKBY for the provision of all necessary facilities (such as boats, staff) and information for the monitoring of the reservoir water status in the framework of the National Water Monitoring Network. ▪ Cooperation with the Interbalkan Environmental Centre for the measurement of physical, chemical and biological parameters and monitoring of long-term trends in the concentrations of priority substances in the Aliakmonas reservoirs. ▪ Regular cleaning of the dam and reservoir surface from wood and litter.
Hydroelectric power plant of Agra	Regional unit of Pella	Within (dam & reservoir) / Next to	Energy production, Irrigation	9.41	SPA GR1240006, SAC GR1240004/ SPA GR1240008		▪ Cooperation with EKBY for the provision of all necessary facilities (such as boats, staff) and information for the monitoring of the reservoir water status in the framework of the National Water Monitoring Network. ▪ Cooperation with the Interbalkan Environmental Centre for the measurement of physical, chemical and biological parameters and monitoring of long-term trends in the concentrations of priority substances in the Aliakmonas reservoirs. ▪ Regular cleaning of the dam and reservoir surface from wood and litter

Hydroelectric power plant of Aoos	Regional unit of Ioannina	Within (dam & reservoir)	Energy production, Irrigation	11.63	SPA GR1310002		▪ Cooperation with EKBY for the provision of all necessary facilities (such as boats, staff) and information for the monitoring of the reservoir water status in the framework of the National Water Monitoring Network. ▪ Cooperation with Municipality of Metsovo, Region of Epirus, Management Body of the North Pindos National Park for the study and treatment of alien species (sunfish) through scientific fishing, with the provision of means (boat) and personnel for sampling, in the artificial lake of the Aoos Springs Water Treatment Plant. ▪ Regular cleaning of the dam and reservoir surface from wood and litter.
Hydroelectric power plant of Thisauro	Regional unit of Drama	Within	Energy production	27.25	SPA GR1140008		▪ Cooperation with EKBY for the provision of all necessary facilities (such as boats, staff) and information for the monitoring of the reservoir water status in the framework of the National Water Monitoring Network. ▪ Cooperation with the Interbalkan Environmental Centre for the measurement of qualitative and biological parameters of the river and lake system of Nestos. ▪ Collection of meteorological data at the locations proposed in the study to identify possible changes in the microclimate of the wider area of the PPC projects on the river Nestos. ▪ Cooperation with EKBY for the implementation of the approved Monitoring Plan for the Eurasian Otter (Lutra lutra) in the wider area of the Hydropower Stations of the Nestos Complex. ▪ Regular cleaning of the dam and reservoir surface from wood and litter.

Hydroelectric power plant of Platanovrisi	Regional unit of Drama	Within	Energy production, Irrigation	2.63	SPA GR1140008		▪ Cooperation with EKBY for the provision of all necessary facilities (such as boats, staff) and information for the monitoring of the reservoir water status in the framework of the National Water Monitoring Network. ▪ Cooperation with the Interbalkan Environmental Centre for the measurement of qualitative and biological parameters of the river and lake system of Nestos. ▪ Collection of meteorological data at the locations proposed in the study to identify possible changes in the microclimate of the wider area of the PPC projects on the river Nestos. ▪ Cooperation with EKBY for the implementation of the approved Monitoring Plan for the Eurasian Otter (Lutra lutra) in the wider area of the Hydropower Stations of the Nestos Complex. ▪ Restoration and maintenance by PPC of the fish acclimation basin downstream of the Platanovrisi WWTP before the mouth of the "Arkoudorema" stream when required. ▪ Regular cleaning of the dam and reservoir surface from wood and litter.

Hydroelectric power plant of S. Plastira	Regional unit of Karditsa	Within (reservoir)	Irrigation, Hydropower generation, Water supply	23.56	SPA GR1410001		▪ Cooperation with the University of Thessaly for the preparation of a study for the monitoring and investigation of the fish fauna in the Hydrographic Network and the Water Body of Lake Plastira. ▪ Cooperation with EKBY for the provision of all necessary facilities (such as boats, staff) and information for the monitoring of the reservoir water status in the framework of the National Water Monitoring Network. ▪ Regular cleaning of the dam and reservoir surface from wood and litter. ▪ A temporary permit was granted for temporary fencing of a tree planting in the Neochori Botanical Garden. The botanical garden has been operating since 1998 and is located in the protected area of Lake Plastiras. Through the Botanical Garden it is achieved: ✓ The production of reproductive material for the conservation and propagation of rare plant species. ✓ the use of the Botanical Garden as a field laboratory for the practical training of young people (students, scientists, volunteers). ✓ the implementation of model environmental education programmes. ✓ Supporting the actions of environmental protection programmes. ✓ The continuous enrichment of the deposited flora with new species.

Dam of Papadia	Regional unit of Florina	Within Natura area most of the project (dam, reservoir, water transport pipeline section)	Cooling thermal power plant of Meliti, Water supply, Irrigation, Hydroelectric production through small hydroelectric power plant	0.75	GR1240001 (SAC) GR1240008 (SPA)		▪ The planned works of the Forestry Technical Study for the restoration of the forest vegetation of the disturbed areas from the water supply project of the municipal unit of Meliti, which is a compensatory project of the Skopos - Papadia Dam, were carried out. Work has been carried out as part of the 1st year of maintenance of the project as well as the required restoration work.
Hydroelectric power project of Mesochora	Regional unit of Trikala	Within small part of reservoir, production station and part of underground water intake tunnel	Hydropower storage and utilisation project	0.37	GR1440002 (SAC – coverage rate 0.1%) GR2130013 (SPA – coverage rate 0.03%)		The hydropower project of Mesochora is under construction. In 2022, an update of Forestry Studies (prepared in 2000 and approved in 2001) was commissioned. The studies concern: - REFORESTATION OF THE DOWNSTREAM TUNNEL SUMMIT - REFORESTATION OF THE DOWNSTREAM DAM - SETTLEMENT OF GLISTRA'S TORRENT - SETTLEMENT OF MILO'S – KORIFI'S TORRENT. In the context of the last study, a SPECIAL ECOLOGICAL ASSESSMENT STUDY was carried out.
Independent production plant of Karpathos	Regional unit of Karpathos	Within (small section ~1,4 Km^2)	Electricity production	19.75	GR4210002		
Thermal power station of S. Rhodes (Coastal plant)	Regional unit of Rhodes	Within	Electricity production	28.393	GR4210031		
Local production plant of Agathonisi	Regional unit of Kalymnos	Within	Electricity production	1.63	GR4210010 & GR4210034		
Local production plant of St. Eustratius	Regional unit of Limnos	Within	Electricity production	4	GR4110002 & GR4110014		
Local production plant of Antikythira	Islands Regional Unit – Region of Attica	Within	Electricity production	2.49	GR3000012 & GR3000008		

Local production plant of Arkoi	Regional unit of Kalymnos	Within	Electricity production	3.44	GR4210010		
Local production plant of Gavdos	Regional unit of Chania	Within	Electricity production	4.2	GR4340013		
Local production plant of Megisti	Regional unit of Rhodes	Within	Electricity production	7.2	GR4210004		
Thermal power plant of Meliti	Regional unit of Forina	Within	Energy production	782.55	GR1240008		
Disposal area of Meliti's thermal power plant	Regional unit of Forina	Within		2.41	GR1240008		

HEDNO							
PROTECTED AREAS (NATURA 2000)	Business area	Geographical position (Regional Unit)	Position in relation to protected area	Use	Area (acres) within	Features of the protected area	Protection status
	Thisavros	Drama	Within	Distribution	6.92	NATURA 2000, GR1140008 (SPA)/ National Park, Special Management Areas C3,C4	Government Gazzete 60/A/31-03-2011/ Government Gazzete 445 D/02-10-2009
	Dkydra	Pella	Within	Distribution	10.49	NATURA 2000, GR1240009 (SPA)	Government Gazzete 60/A/31-03-2011
	Kalabaka	Trikala	Within	Distribution	13.58	NATURA 2000, GR1440003 (SAC)	Government Gazzete 60/A/31-03-2011
	Elassona	Larissa	Within	Distribution	9.46	NATURA 2000, GR1420014 (SPA)	Government Gazzete 60/A/31-03-2011
	Mesochora	Arta	Within	Distribution	7.16	NATURA 2000, GR2130013 (SPA)	Government Gazzete 60/A/31-03-2011
	Ioannina I	Ioannina	Within	Distribution	16.85	NATURA 2000, GR2130012 (SPA)	Government Gazzete 60/A/31-03-2011
	Ioannina II	Ioannina	Within	Distribution	11.07	NATURA 2000, GR2130012 (SPA)	Government Gazzete 60/A/31-03-2011
	Axioupoli	Kilkis	Within	Distribution	9.44	NATURA 2000, GR1220002 (SAC)	Government Gazzete 60/A/31-03-2011
	Kechros	Rhodope	Within	Distribution	6.41	NATURA 2000, GR1130011 (SPA)	Government Gazzete 60/A/31-03-2011
	Amphipolis	Serres	Within	Distribution	11.61	NATURA 2000, GR1260002 (SAC- SPA)	Government Gazzete 60/A/31-03-2011
	Vounena	Larissa	Within	Distribution	7.75	NATURA 2000, GR1420011 (SPA)	Government Gazzete 60/A/31-03-2011
	Farsala	Larissa	Within	Distribution	10.22	NATURA 2000, GR1420011 (SPA)	Government Gazzete 60/A/31-03-2011
	Kamena Vourla	Phthiotis	Within	Distribution	12.69	NATURA 2000, GR2440003 (SAC)	Government Gazzete 60/A/31-03-2011
	Spercheiada	Phthiotis	Within	Distribution	5.33	NATURA 2000, GR2440002 (SAC)	Government Gazzete 60/A/31-03-2011
	Yliki	Boiotia	Within	Distribution	4.35	NATURA 2000, GR2410001 (SAC)	Government Gazzete 60/A/31-03-2011
	Vari	East Attica	Within	Distribution	10.63	NATURA 2000, GR3000006 (SAC)	Government Gazzete 60/A/31-03-2011

	Livadi	Evia	Within	Distribution	9.92	NATURA 2000, GR2420012 (SPA)	Government Gazzete 60/A/31-03-2011
	Aitoliko	Aitoloakarnania	Within	Distribution	12.47	NATURA 2000, GR2310015 (SPA)	Government Gazzete 60/A/31-03-2011
	High voltage center Larissa	Larissa	Within	Distribution	303.74	NATURA 2000, GR1420011 (SPA)	Government Gazzete 60/A/31-03-2011
	High voltage center Melitis	Florina	Within	Distribution	66.54	NATURA 2000, GR1240008 (SPA)	Government Gazzete 60/A/31-03-2011
	Paros	Cyclades	Nearby (outside)	Distribution	0	NATURA 2000, GR2420012 (SPA)	Government Gazzete 60/A/31-03-2011
	Provatonas	Evros	Nearby (outside)	Distribution	0	NATURA 2000, GR1110009 (SPA)	Government Gazzete 60/A/31-03-2011
	Amfilochia	Aitoloakarnania	Nearby (outside)	Distribution	0	NATURA 2000, GR2310015 (SPA)	Government Gazzete 60/A/31-03-2011
	Skiathos, New substation in operation 2022	Sporades	Nearby (outside)	Distribution	0	NATURA 2000, GR1430009 (SPA)	Government Gazzete 60/A/31-03-2011
OTHER PROTECTED AREAS	Louros	Arta	Within	Distribution	1.89	National Park Environmental Control Area	Government Gazzete 123 D/21-03-2008
	Ptolemaida II (Eordaia)	Kozani	Within	Distribution	12.71	K114 Wildlife Refugees	Government Gazzete 769/12-6-76
	Kozani	Kozani	Within	Distribution	9.16	K150 Wildlife Refugees	Government Gazzete 405/25-6-81
	Keramoti	Kavala	Within	Distribution	14.02	National Park ecological development area	Government Gazzete 497/D/17-10-2008
	Liti Langadas	Thessaloniki	Within	Distribution	8.52	National Park Regional Zone	Government Gazzete 445 D/02-10-2009
	Vavdos	Chalkidiki	Within	Distribution	17.34	K821 Wildlife Refugees	Government Gazzete 570/16-05-01
	Lamia	Phthiotis	Within	Distribution	28.04	K308 Wildlife Refugees	Government Gazzete 834/76
	Aktio	Aitoloakarnania	Within	Distribution	14.77	National Park Environmental Control Area	Government Gazzete 123 D/21-03-2008
	High voltage center Arachthos	Arta	Within	Distribution	275.18	National Park Environmental Control Area	Government Gazzete 123 D/21-03-2008
	Nea Makri	East Attica	Contains part of the protected area	Distribution	7.12	K407 Wildlife Refugees	Government Gazzete 689/24-5-76

	Iliolousti	Evia	Contains part of the protected area	Distribution	1.16	K406 Wildlife Refugees	Government Gazzete 83/14-2-85
	Karystos	Evia	Contains part of the protected area	Distribution	0.97	K416 Wildlife Refugees	Government Gazzete 700/25-7-80
	Kranidi	Argolida	Contains part of the protected area	Distribution	4.94	K815 Wildlife Refugees	Government Gazzete 920/04-07-03
	Argiros	Evia	Nearby (outside)	Distribution	0	K390 Wildlife Refugees	Government Gazzete 683/24-5-76
	Ladonas	Arkadia	Nearby (outside)	Distribution	0	K726 Wildlife Refugees	Government Gazzete 328/B/28-03-01
	Larymna	Phthiotis	Nearby (outside)	Distribution	0	K356 Wildlife Refugees	Government Gazzete 458/13-6-89

PPC RES						
Geographical position	**Position in relation to protected area**	**Use**	**Area**	**Features of the protected area**	**Protection status**	**Protection actions**
"Protected areas of Natura 2000 Network "Lake Kournas and Almyros Estuary" with site code GR4340022 and "Drapano (Northeastern Shores - Georgioupolis Beach - Lake Kournas"	Within the boundaries of protected areas	Small Hydroelectric power plant for electricity production	0.0375	SPA area GR4340022 includes the mouth of the river Almyros, the beach of Georgioupolis, and Lake Kournas. The hydrological system provides and supports a large peripheral area of wet land, which, especially around the Almyros estuary, is mixed with either crops or land that was previously cultivated. The SAC GR4340010 including the lake, marshes and stream and the estuary of the Almiros in Georgioupolis is one of the most ecologically important areas in the Eastern Mediterranean. Cape Drapano is an important undisturbed area, which should be protected.	Special Protection Areas (SPA) and Special Areas of Conservation (SAC) respectively	Monitoring of the water quality of the reservoir by measuring PH, salinity, dissolved oxygen, ammonia, nitrate & phosphate. Monitoring of chlorophyll levels. Measurement of water level. Inventory of the biotic environment of the reservoir in terms of populations: Phytoplankton and zooplankton, macrophytes, macroinvertebrates, amphibians, fish fauna

"Kattavia" Local community of Kattavia, Municipal unit of South Rhodes, Municipality of Rhodes, Regional unit of Rhodes"	"Natura 2000 Network with site cote GR4210030 " "DYTIKI RODOS: ORI ATTAVYROS & AKRAMYTIS, TECHNITI LIMNI APOLAKKIAS KAI NISIDES GEORGIOU, STRONGYLI, CHTENIES & KARAVOLAS" Within the boundaries of protected areas"	Wind park	148 acres	"The SPA has an area of 2923.39 hectares with a maximum altitude of 235m and is characterized by low vegetation (toadflax), cereal crops, vegetables and to a lesser extent olive groves and vineyards, while the coastline is rocky with the exception of coastal dunes on the south and east coast. In the wider area there is the largest seasonal wetland of Rhodes, the Katavia marsh, at a distance of more than 3 km from the study area."	Natura 2000	
"Marathokampos" Municipal unit of Marathokampos, Municipality of Samos, Regional unit of Samos"	Natura 2000: "SAMOS: OROS KERKETEFS - MIKRO KAI MEGALO SEITANI - DASOS KASTANIAS KAI LEKKAS, AKR. KATAVASIS - LIMENAS", GR4120003,και "SAMOS: OROS KERKIS" GR4120008, Within the boundaries of protected areas		22,978 m^2	SPA GR4120008 The project is located at the southeastern edge of the area included in the Important Bird Area (IBA) with site code GR145 and site name «OROS KERKIS», according to the publication «Important Bird Areas in Europe» (Bourdakis & Vareltzidou 2000) of BirdLife International and the map with the boundaries of the area produced by the Hellenic Ornithological Society for the Natural Environment Management Department of the Ministry of Environment and Natural Resources. GR4120003 «OROS KERKETEFS - MIKRO KAI MEGALO SEITANI - DASOS KASTANIAS KAI LEKKAS. In 2006, the habitat GR4120003 was defined as a Site of Community Importance (SCI) and in 2011 was defined as a Special Area of Conservation. According to the data of the report, the	Natura 2000	

				area's climate is typical Mediterranean and the annual rainfall does not exceed 500 mm. Mount Kerkis (1 434 m, Vigla) is located in western Samos and is a mountainous area with highland Mediterranean vegetation, wet valleys and forests in the north, limestone cliffs and unusually extensive areas of lithic ridges in the west. Its mountainous volume consists mainly of slate and marble. The area is a wooded area characterised by temperate coniferous forests (mainly Pinus brutia and Cupressus sempervirens) and hardwood shrubs.		
"Potamia", Municipal unit of Amani, Municipality of Chios, Regional unit of Chios, North Aegean Region"	Natura 2000: GR4130001 «VOREIA CHIOS KAI NISOI OINOUSSES KAI PARAKTIA THALASSIA ZONI» The area is located within Natura 2000 network areas.	Wind park	9.5 acres	GR4130001 «VOREIA CHIOS KAI NISOI OINOUSSES KAI PARAKTIA THALASSIA ZONI», with a total area of 32.200 hectares. The NATURA 2000 network has already registered it, since 1 September 2006, as SCI "GR4130001 Voreia Chios kai Nisoi Oinousses kai Paraktia Thalassia Zoni", covering an area of 34 409,93 ha, mainly for mammals and flora and a few birds.	Natura 2000	Reducing the number of wind turbines from 10 to 1 is expected to have a positive effect on raptors, as it significantly increases the available space and reduces the risk of collision.
"Sigri", Municipal unit of Eresos-Antissa, Municipality of West Lesbos, Regional unit of Lesbos, North Aegean Region	Natura 2000: GR 4110010 – «NOTIODYTIKI CHERSONISOS, APOLITHOMENO DASOS LESVOU» (SPA), GR 4110003 – «LESVOS: DYTIKI CHERSONISOS - APOLITHOMENO			The site of the wind park is included in the Special Protection Area (SPA) GR4110010 «NOTIODYTIKI CHERSONISOS, APOLITHOMENO DASOS LESVOU». This SPA has a total area of 28,819.44 hectares, a maximum altitude of 610 m and central geographical coordinates 25°59'8" longitude and 39°10'8"	Natura 2000	

	DASOS» within the area which is classified as "Wildlife Refugees"			latitude. The site of the wind park is located in the protected area of Site of Community Importance (SCI) GR4110003 «LESVOS: DYTIKI CHERSONISOS - APOLITHOMENO DASOS». This SCI has an area of 20.817,04 hectares, a maximum altitude of 710 m and central geographical coordinates 25.976667 longitude - 39.196389 latitude, and was registered by the NATURA 2000 Network in September 2006. The area was considered important, mainly for the mammal, reptile and amphibian species, but also for the flora species found there.		
Protected areas of the Natura 2000 Network with site code GR1260009 and name «KOILADA TIMIOU PRODROMOU-MENOIKION»	Within the boundaries of protected areas	Small Hydroelectric power plant for electricity production, Oinoussa	0.265	The main Natura 2000 site included in the project is the SPA (GR1260009), east of the town of Serres, which has been designated protected due to its importance for breeding birds of prey and migratory birds. Due to the presence of water, the lack of easy access, the existence of a small road and the existence of a game reserve, there is a rich and developed fauna.	Special Protection Area (SPA)	Bird species are not expected to be affected by the operation of the existing project as the nature and mode of operation of the hydropower project does not create impacts on the species, as for example in the case of a wind farm where impacts are expected. According to the above, no impacts are expected for the important species of the study area as it is an existing project whose operation, the nature of the project and the modifications that will be made to increase the capacity will not adversely affect the natural environment. Therefore, no mitigation measures are proposed as there will be no potential impacts on the environment. The above are findings of the Special Ecological Assessment prepared and approved

						as part of the renewal of the approval decision of the environmental conditions of the project.
Protected areas of the Natura 2000 Network with site code GR1260009 and name «KOILADA TIMIOU PRODROMOU-MENOIKION»	Within the boundaries of protected areas	Small Hydroelectric power plant for electricity production, St. John	0.265	The main Natura 2000 site included in the project is the SPA (GR1260009), east of the town of Serres, which has been designated protected due to its importance for breeding birds of prey and migratory birds. Due to the presence of water, the lack of easy access, the existence of a small road and the existence of a game reserve, there is a rich and developed fauna.	Special Protection Area (SPA)	Bird species are not expected to be affected by the operation of the existing project as the nature and mode of operation of the hydropower project does not create impacts on the species, as for example in the case of a wind farm where impacts are expected. According to the above, no impacts are expected for the important species of the study area as it is an existing project whose operation, the nature of the project and the modifications that will be made to increase the capacity will not adversely affect the natural environment. Therefore, no mitigation measures are proposed as there will be no potential impacts on the environment. The above are findings of the Special Ecological Assessment prepared and approved as part of the renewal of the approval decision of the environmental conditions of the project.

Material issue: Waste Management and Circular Economy

GRI 306-3 | Waste generated (in tn)					
Description of waste category	**EWC[10] (2014/955/EU)**	**PPC**	**HEDNO**	**PPC RES**	**PPC GROUP**
Waste resulting from exploration, mining, quarrying, physical and chemical treatment of minerals	01	0.00	0.00	0.00	0.00
Waste from agriculture, horticulture, aquaculture, forestry, hunting and fishing, food preparation and processing	02	0.00	0.00	0.00	0.00
Waste from wood processing and the production of panels and furniture, pulp, paper, and cardboard	03	0.00	0.00	0.00	0.00
Waste from the leather, fur, and textile industries	04	0.00	0.00	0.00	0.00
Waste from petroleum refining, natural gas purification and pyrolytic treatment of coal	05	0.00	0.00	0.00	0.00
Waste from inorganic chemical processes	06	8.58	0.00	0.00	8.58
Waste from organic chemical processes	07	0.00	0.00	0.00	0.00
Waste from the manufacture, formulation, supply, and use (mfsu) of coatings (paints, varnishes and vitreous enamels), adhesives, sealants and printing inks	08	0.63	0.00	0.00	0.63
Waste from the photographic industry	09	0.00	0.00	0.00	0.00
Waste from thermal processes	10	1,040,941.50	0.00	0.00	1,040,941.50
Waste from chemical surface treatment and coating of metals and other materials non-ferrous hydrometallurgy	11	0.10	0.00	0.00	0.10

[10] European Waste Catalogue

Waste from shaping and physical and mechanical surface treatment of metals and plastics	12	50.07	0.00	0.00	50.07
Oil waste and waste of liquid fuels (except edible oils, 05 and 12)	13	6,045.31	584.00	0.12	6,629.43
Waste organic solvents, refrigerants, and propellants (except 07 and 08)	14	0.84	0.00	0.00	0.84
Waste packaging absorbents, wiping cloths, filter materials and protective clothing not otherwise specified	15	577.89	2,145.10	68.78	2,791.77
Waste not otherwise specified in the list	16	1,359.90	1,222.30	4.95	2,587.15
Construction and demolition Waste (including excavated soil from contaminated sites)	17	16,593.62	9,302.00	229.04	26,124.66
Waste from human or animal health care and/or related research (except kitchen and restaurant Waste not arising from immediate health care)	18	0.03	0.00	0.00	0.03
Waste from waste management facilities, off-site wastewater treatment plants and the preparation of Water intended for human consumption and water for industrial use	19	673.64	0.00	0.00	673.64
Municipal Waste (household waste and similar commercial, industrial and institutional Waste) including separately collected fractions	20	658.66	320.60	13.53	992.79
Total		**1,066,910.76**	**13,574.00**	**316.42**	**1,080,801.18**

GRI 306-4 | Waste diverted from disposal (in tn)					
Description of waste category	**EWC[11] (2014/955/EU)**	**PPC**	**HEDNO**	**PPC RES**	**PPC GROUP**
Waste resulting from exploration, mining, quarrying, physical and chemical treatment of minerals	01	0.00	0.00	0.00	0.00
Waste from agriculture, horticulture, aquaculture, forestry, hunting and fishing, food preparation and processing	02	0.00	0.00	0.00	0.00
Waste from wood processing and the production of panels and furniture, pulp, paper and cardboard	03	0.00	0.00	0.00	0.00
Waste from the leather, fur and textile industries	04	0.00	0.00	0.00	0.00
Waste from petroleum refining, natural gas purification and pyrolytic treatment of coal	05	0.00	0.00	0.00	0.00
Waste from inorganic chemical processes	06	3.58	0.00	0.00	3.58
Waste from organic chemical processes	07	0.00	0.00	0.00	0.00
Waste from the manufacture, formulation, supply and use (mfsu) of coatings (paints, varnishes and vitreous enamels), adhesives, sealants and printing inks	08	0.31	0.00	0.00	0.31
Waste from the photographic industry	09	0.00	0.00	0.00	0.00
Waste from thermal processes	10	210.17	0.00	0.00	210.17
Waste from chemical surface treatment and coating of metals and other materials non-ferrous hydrometallurgy	11	0.00	0.00	0.00	0.00

[11] European Waste Catalogue

Waste from shaping and physical and mechanical surface treatment of metals and plastics	12	13.12	0.00	0.00	13.12
Oil Waste and Waste of liquid fuels (except for edible oils, and oils included in cat 05, 12 and 19)	13	5,892.13	626.68	2.82	6,521.63
Waste organic solvents, refrigerants, and propellants (except 07 and 08)	14	0.80		0.00	0.80
Waste packaging absorbents, wiping cloths, filter materials and protective clothing not otherwise specified	15	438.51	1,968.69	26.15	2,433.35
Waste not otherwise specified in the list	16	1,042.95	1,454.43	4.73	2,502.11
Construction and demolition Waste (including excavated soil from contaminated sites)	17	6,631.18	4,333.33	229.04	11,193.55
Waste from human or animal health care and/or related research (except kitchen and restaurant Waste not arising from immediate health care)	18	0.00	0.00	0.00	0.00
Waste from waste management facilities, off-site wastewater treatment plants and the preparation of water intended for human consumption and water for industrial use	19	673.58	0.00	0.00	673.58
Municipal Waste (household waste and similar commercial, industrial and institutional Waste) including separately collected fractions	20	429.99	40.46	13.53	483.98
Total		**15,336.32**	**8,423.59**	**276.27**	**24,036.18**

GRI 306-5 | Waste directed to disposal (in tn)					
Description of waste category	**EWC[12] (2014/ 955/EU)**	**PPC**	**HEDNO**	**PPC RES**	**PPC GROUP**
Waste resulting from exploration, mining, quarrying, physical and chemical treatment of minerals	01	0.00	0.00	0.00	0.00
Waste from agriculture, horticulture, aquaculture, forestry, hunting and fishing, food preparation and processing	02	0.00	0.00	0.00	0.00
Waste from wood processing and the production of panels and furniture, pulp, paper and cardboard	03	0.00	0.00	0.00	0.00
Waste from the leather, fur and textile industries	04	0.00	0.00	0.00	0.00
Waste from petroleum refining, natural gas purification and pyrolytic treatment of coal	05	0.00	0.00	0.00	0.00
Waste from inorganic chemical processes	06	0.00	0.00	0.00	0.00
Waste from organic chemical processes	07	0.00	0.00	0.00	0.00
Waste from the manufacture, formulation, supply, and use (mfsu) of coatings (paints, varnishes and vitreous enamels), adhesives, sealants and printing inks	08	0.06	0.00	0.00	0.06
Waste from the photographic industry	09	0.00	0.00	0.00	0.00
Waste from thermal processes	10	1,040,736.18	0.00	0.00	1,040,736.18
Waste from chemical surface treatment and coating of metals and other materials non-ferrous hydrometallurgy	11	0.00	0.00	0.00	0.00

[12] European Waste Catalogue

Waste from shaping and physical and mechanical surface treatment of metals and plastics	12	32.65	0.00	0.00	32.65
Oil Waste and Waste of liquid fuels (except for edible oils, and oils included in cat 05, 12 and 19)	13	0.00	20.10	0.00	20.10
Waste organic solvents, refrigerants, and propellants (except 07 and 08)	14	0.05	0.00	0.00	0.05
Waste packaging absorbents, wiping cloths, filter materials and protective clothing not otherwise specified	15	100.70	0.00	41.23	141.93
Waste not otherwise specified in the list	16	28.19	108.10	0.00	136.29
Construction and demolition Waste (including excavated soil from contaminated sites)	17	2,368.73	69.40	0.00	2,438.13
Waste from human or animal health care and/or related research (except kitchen and restaurant Waste not arising from immediate health care)	18	0.03	0.00	0.00	0.03
Waste from waste management facilities, off-site wastewater treatment plants and the preparation of water intended for human consumption and water for industrial use	19	0.00	0.00	0.00	0.00
Municipal Waste (household waste and similar commercial, industrial and institutional Waste) including separately collected fractions	20	231.46	0.00	0.00	231.46
Total		**1,043,498.04**	**197.60**	**41.23**	**1,043,736.87**

GRI 306-3: Waste generated
GRI 306-4: Waste diverted from disposal
GRI 306-5: Waste directed to disposal

	Key Performance Indicator	Unit	PPC	HEDNO	PPC RES	PPC GROUP
GRI 306-3	**Waste generated**	tn	1,066,910.76	13,574.00	316.42	1,080,801.18
Hazardous waste						
	Total	**tn**	**9,313.84**	**754.88**	**0.00**	**10,068.72**
GRI 306-5	Waste directed to disposal	tn	2,098.66	128.20	0.00	2,226.86
GRI 306-4	Waste diverted from disposal	tn	7,215.18	626.68	0.00	7,841.86
Non-Hazardous waste						
	Total	**tn**	**1,049,520.52**	**7,866.31**	**317.50**	**1,057,704.33**
GRI 306-5	Waste directed to disposal	tn	1,041,399.38	69.40	41.23	1,041,510.01
GRI 306-4	Waste diverted from disposal	tn	8,121.14	7,796.91	276.27[13]	16,194.32

[13] At PPC Renewables, waste management operations (GRI 306-4, GRI 306-5) refers to waste that head to recovery and disposal in the year 2022 as recorded in the Electronic Waste Register and which includes quantities that were not produced in the reference year but were stored in the wind park in previous years.

GRI 306-4 | Waste diverted from disposal (in tn)				
HAZARDOUS WASTE onsite	**PPC**	**HEDNO**	**PPC RES**	**PPC GROUP**
Recycling (R3, R4, R5)	0.00	0.00	0.00	0.00
Other recovery operations (R1, R2, R6-R13)	0.00	0.00	0.00	0.00
Total	**0.00**	**0.00**	**0.00**	**0.00**
HAZARDOUS WASTE offsite	**PPC**	**HEDNO**	**PPC RES**	**PPC GROUP**
Recycling (R3, R4, R5)	1,754.65	0.00	0.00	1,754.65
Other recovery operations (R1, R2, R6-R13)	5,460.53	626.68	0.00	6,087.21
Total	7,215.18	626.68	0.00	7,841.86
NON-HAZARDOUS onsite	**PPC**	**HEDNO**	**PPC RES**	**PPC GROUP**
Recycling (R3, R4, R5)	0.00	0.00	0.00	0.00
Other recovery operations (R1, R2, R6-R13)	0.00	0.00	0.00	0.00
Total	0.00	0.00	0.00	0.00
NON-HAZARDOUS offsite	**PPC**	**HEDNO**	**PPC RES**	**PPC GROUP**
Recycling (R3, R4, R5)	412.985	4,326.236	9.04	4,748.26
Other recovery operations (R1, R2, R6-R13)	7,708.159	3,470.67	267.23	11,446.06
Total	8,121.14	7,796.91	276.27	16,194.32

GRI 306-5 | Waste directed to disposal (in tn)				
HAZARDOUS WASTE onsite	**PPC**	**HEDNO**	**PPC RES**	**PPC GROUP**
Incineration with energy recovery (R1)	0.00	0.00	0.00	0.00
Incineration without energy recovery (D10)	0.00	0.00	0.00	0.00
Landfill (D1, D5)	0.00	0.00	0.00	0.00
Other disposal operations (D2-D4, D6-D9, D11-D15)	0.00	0.00	0.00	0.00
Total	**0.00**	**0.00**	**0.00**	**0.00**
HAZARDOUS WASTE offsite	**PPC**	**HEDNO**	**PPC RES**	**PPC GROUP**
Incineration with energy recovery (R1)	0.00	0.00	0.00	0.00
Incineration without energy recovery (D10)	0.17	20.10	0.00	20.27
Landfill (D1, D5)	0.00	0.00	0.00	0.00
Other disposal operations (D2-D4, D6-D9, D11-D15)	2,098.49	108.10	0.00	2,206.59
Total	**2,098.66**	**128.20**	**0.00**	**2,226.86**

GRI 306-5 | Waste directed to disposal (in tn)				
NON-HAZARDOUS WASTE onsite	**PPC**	**HEDNO**	**PPC RES**	**PPC GROUP**
Incineration with energy recovery (R1)	0.00	0.00	0.00	0.00
Incineration without energy recovery (D10)	0.00	0.00	0.00	0.00
Landfill (D1, D5)	0.00	0.00	0.00	0.00
Other disposal operations (D2-D4, D6-D9, D11-D15)	0.00	0.00	0.00	0.00
Total	**0.00**	**0.00**	**0.00**	**0.00**
NON-HAZARDOUS WASTE offsite	**PPC**	**HEDNO**	**PPC RES**	**PPC GROUP**
Incineration with energy recovery (R1)	0.00	69.40	0.00	69.40
Incineration without energy recovery (D10)	0.02	0.00	0.00	0.02
Landfill (D1, D5)	1,041,383.47	0.00	41.23	1,041,424.70
Other disposal operations (D2-D4, D6-D9, D11-D15)	15.89	0.00	0.00	15.89
Total	**1,041,399.38**	**69.40**	**41.23**	**1,041,510.01**

ATHEX A - E3 | Waste management				
HAZARDOUS WASTE (%)	**PPC**	**HEDNO**	**PPC RES**	**PPC GROUP**
Incineration with energy recovery (R1)	0.00%	0.00%	0.00%	0.00%
Incineration without energy recovery (D10)	0.01%	15.70%	0.00%	0.90%
Landfill (D1, D5)	0.00%	0.00%	0.00%	0.00%
Other disposal operations (D2-D4, D6-D9, D11-D15)	99.99%	84.30%	0.00%	99.10%
Total	**100.00%**	**100.00%**	**0.00%**	**100.00%**
NON-HAZARDOUS WASTE (%)	**PPC**	**HEDNO**	**PPC RES**	**PPC GROUP**
Incineration with energy recovery (R1)	0.00%	100.00%	0.00%	0.00%
Incineration without energy recovery (D10)	0.00%	0.00%	0.00%	0.00%
Landfill (D1, D5)	100.00%	0.00%	100.00%	100.00%
Other disposal operations (D2-D4, D6-D9, D11-D15)	0.00%	0.00%	0.00%	0.00%
Total	**100.0%**	**100.00%**	**100.00%**	**100.00%**

Material issue: Health, Safety and Well-being

GRI 403-9 | Work-related injuries SS-S6 | Health and safety performance	PPC GROUP	PPC	HEDNO	PPC RES
Number of work-related injuries	150	63	86	1
Number of fatalities	0	0	0	0
Number of work-related injuries with recovery>6 months	1	0	1	0
Work-related injuries frequency rate	1.29	0.88	1.95	2.50
Fatalities frequency rate	0	0	0	0
Work-related injuries with recovery>6 months frequency rate	0.01	0.00	0.02	0.00
Accident severity rate	31.83	17.88	54.19	52.49
Number of lost workdays	3,692	1,277	2,394	21
Total number of hours worked	23,201,685.00	14,285,449	8,836,217	80,019

Notes

Injuries for contractors' employees are not specified.

The above indicators were calculated based on the formulas indicated in the ESG Guidelines and GRI standards.

Injuries frequency rate = Number of recorded injuries x 200,000 / Number of hours worked by all employees in a calendar year.

Injuries severity rate = Number of lost workdays due to work-related injuries x 200,000 / Number of hours worked by all employees in a calendar year.

The factor 200,000 indicates the number of hours worked by 100 full-time employees, 40 hours per week for 50 weeks per year.

For the number of recorded injuries, the total number of injuries to PPC S.A. personnel (regular and temporary) was taken into account.

Material issue: Strengthening employment

GRI 2-7 | Employees												
2022	PPC GROUP			PPC			HEDNO			PPC RES		
	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total
Number of permanent employees	9,301	3,446	12,747	5,105	1,965	7,070	4,171	1,471	5,642	25	10	35
Number of temporary employees	1,266	418	1,684	778	260	1,038	488	158	646	0	0	0
Number of non-guaranteed hours employees	0	0	0	0	0	0	0	0	0	0	0	0
Number of full-time employees	10,567	3,864	14,431	5,883	2,225	8,108	4,659	1,629	6,288	25	10	35
Number of part-time employees	0	0	0	0	0	0	0	0	0	0	0	0
Total number of employees	**10,567**	**3,864**	**14,431**	**5,883**	**2,225**	**8,108**	**4,659**	**1,629**	**6,288**	**25**	**10**	**35**

GRI 2-8 | Workers who are not employees												
2022	PPC GROUP			PPC			HEDNO			PPC RES		
	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total
Workers who are not employees but whose work and/or workplace is controlled by the organisation	20	22	42	0	0	0	0	0	0	20	22	42

GRI 2-30 | ATHEX ESG C - S7 | Collective bargaining agreements				
2022	PPC GROUP	PPC	HEDNO	PPC RES
Number of employees covered by collective bargaining agreements	12,181	6,871	5,284	26
Percentage of total employees (permanent & temporary) covered by collective bargaining agreements	84.4%	84.7%	84.0%	74.3%

ATHEX ESG C-S2 | Female employees				
	PPC GROUP	PPC	HEDNO	PPC RES
Female employees	26.78%	27.44%	25.91%	28.57%
** For all employees (permanent and temporary)*				
Female employees	27.03%	27.79%	26.07%	28.57%
**For permanent employees*				
ATHEX ESG C-S3 | Female employees in management positions	**PPC GROUP**	**PPC**	**HEDNO**	**PPC RES**
Female employees in management positions	134	99	34	1
Total number of employees in management positions	431	312	106	13
Female employees index in management positions	31.09%	31.73%	32.08%	7.69%
ATHEX ESG C-S4 | Employee turnover				
Voluntary turnover	**PPC GROUP**	**PPC**	**HEDNO**	**PPC RES**
Total number of voluntary employees' exits during the reference period	306	106	198	2
Average number of employees	12,529	6,852	5,642	35
Voluntary turnover	2.44%	1.55%	3.51%	5.71%
Involuntary turnover	**PPC GROUP**	**PPC**	**HEDNO**	**PPC RES**
Total number of non-voluntary employee exits during the reference period	6	4	2	0
Average number of employees	12,529	6,852	5,642	35
Involuntary turnover	0.05%	0.06%	0.04%	0.00%

Material issue: Strengthening employment

GRI 401 | New employee hires and employee turnover										
PPC GROUP	**<30 years**			**30-50 years**			**>50 years**			**Total**
	Men	Women	Total	Men	Women	Total	Men	Women	Total	
Total number of employees	91	57	148	3,432	1,118	4,550	5,778	2,271	8,049	12,747
Number of new hires	58	53	111	247	60	307	20	6	26	444
Percentage of new hires (%)	63.7%	93.0%	75.0%	7.2%	5.4%	6.7%	0.3%	0.3%	0.3%	3.48%
Total number of employees' exits	0	1	1	32	7	39	230	42	272	312
Percentage of employee exits(%)	0.0%	1.8%	0.7%	0.9%	0.6%	0.9%	4.0%	1.8%	3.4%	2.45%
PPC	**<30 years**			**30-50 years**			**>50 years**			**Total**
	Men	Women	Total	Men	Women	Total	Men	Women	Total	
Total number of employees	23	6	29	2,008	669	2,677	3,074	1,290	4,364	7,070
Number of new hires	0	1	1	27	12	39	8	3	11	51
Percentage of new hires (%)	0.0%	16.7%	3.4%	1.3%	1.8%	1.5%	0.3%	0.2%	0.3%	0.72%
Total number of employees' exits	0	0	0	9	2	11	82	17	99	110
Percentage of employee exits (%)	0.0%	0.0%	0.0%	0.4%	0.3%	0.4%	2.7%	1.3%	2.3%	1.56%
HEDNO	**<30**			**30-50**			**>50**			**Total**
	Men	Women	Total	Men	Women	Total	Men	Women	Total	
Total number of employees	68	51	119	1,401	439	1,840	2,702	981	3,683	5,642
Number of new hires	58	52	110	216	46	262	11	3	14	386
Percentage of new hires (%)	85.3%	102.0%	92.4%	15.4%	10.5%	14.2%	0.4%	0.3%	0.4%	6.84%

Total number of employees' exits	0	1	1	22	5	27	147	25	172	200
Percentage of employee exits(%)	0.0%	2.0%	0.8%	1.6%	1.1%	1.5%	5.4%	2.5%	4.7%	3.54%
PPC RES	**<30**			**30-50**			**>50**			**Total**
	Men	Women	Total	Men	Women	Total	Men	Women	Total	
Total number of employees	0	0	0	23	10	33	2	0	2	35
Number of new hires	0	0	0	4	2	6	1	0	1	7
Percentage of new hires (%)	0.0%	0.0%	0.0%	17.4%	20.0%	18.2%	50.0%	0.0%	50.0%	20.0%
Total number of employees' exits	0	0	0	1	0	1	1	0	1	2
Percentage of employee exits(%)	0.0%	0.0%	0.0%	4.3%	0.0%	3.0%	50.0%	0.0%	50.0%	5.71%

Education and training of employees

GRI 404-1| Average hours of training per year per employee

PPC GROUP	Number of employees participating in training/education programmes			Total number of training hours provided to employees			Average hours of training			
	Men	Women	Total	Men	Women	Total	Men	Women	Total	
	2,582	1,630	4,212	84,757.63	24,634.92	109,392.55	9.11	7.15	8.58	
PPC	**Number of employees participating in training/education programmes**			**Total number of training hours provided to employees**			**Average hours of training**			**Number of employees**
	Men	**Women**	**Total**	**Men**	**Women**	**Total**	**Men**	**Women**	**Total**	
Total number of employees	1,321	1,215	2,536	17,901.00	17,382.00	35,283.00	3.51	8.85	4.99	7,070
Technical division	868	215	1,083	12,262.00	4,149.00	16,411.00			3.63	4,520
Administrative, Financial and Legal division	286	812	1,098	3,112.00	10,442.00	13,554.00			7.60	1,783
Other (Health division- H1, H2, H3, H4, General Services division	18	108	126	211.00	932.00	1,143.00			3.55	322
No category	1	4	5	4.00	82.00	86.00			0.21	418
Directors, President, CEO	148	76	224	2,312.00	1,777.00	4,089.00			151.44	27

HEDNO	Number of employees participating in training/education programmes			Total number of training hours provided to employees			Average hours of training			Number of employees
	Men	Women	Total	Men	Women	Total	Men	Women	Total	
Number of employees	1,248	411	1,659	66,707.63	7,197.92	73,905.55	15.99	4.89	13.10	5,642
Technical division	1,108	150	1,258	64,776.47	3,680.3	68,457.1			18.55	3,691
Administrative, Financial and Legal division (AF1, AF2, AF3, L)	65	222	287	733.06	2,913.72	3,646.78			2.22	1,646
No category	1	3	4	24.00	64.00	88.00			0.45	195
Directors, President, CEO	74	36	110	1,174.1	539.57	1,713.67			15.58	110
PPC RES	**Number of employees participating in training/education programmes**			**Total number of training hours provided to employees**			**Average hours of training**			**Number of employees**
	Men	**Women**	**Total**	**Men**	**Women**	**Total**	**Men**	**Women**	**Total**	
Number of employees	13	4	17	149.00	55.00	204.00	5.96	5.5	5.83	35
Number of executives			7			49.00			4.08	12
Number of administrative-financial staff			1			21.00			10.50	2
Number of technical-technological staff			8			113.00			7.53	15
Number of consultants			1			21.00			3.5	6

ATHEX ESG C-S5 | Employee training				
	PPC GROUP	PPC	HEDNO	PPC RES
Employees in the top 10% of employees by total compensation				
Total number of training hours provided to each employee in the top 10% of employees by total compensation	12,962.00	9,476.00	3,437.00	49.00
Total number of employees included in the top 10% of employees by total compensation	1,452	875	564	13
Average training hours	8.93	10.83	6.09	3.77
Employees in the bottom 90% of employees by total compensation				
Total number of training hours provided to each employee in the bottom 90% of employees by total compensation	96,430.72	25,807.00	70,468.72	155.00
Total number of employees included in the bottom 90% of employees by total compensation	11,505	6,405	5,078	22
Average training hours	8.38	4.03	13.88	7.05
Total				
Total number of training hours provided to employees	109,39.72	35,283.00	73,905.72	204
Total number of employees	12,957	7,280	5,642	35
Average training hours	8.44	4.85	13.10	5.83

ATHEX ESG A-S2 | Employee training expenditure				
	PPC GROUP	PPC	HEDNO	PPC RES
Total training expenditure (in external and internal programmes)	6,065,468.08 €	3,358,750.00 €	2,701,636.08 €	5,082.00 €

Material issue: Human Rights, Diversity, and Inclusion

GRI 405 -1 | Diversity of governance bodies and employees			
PPC GROUP	**Men**	**Women**	**Total**
Board of Directors	22	5	27
General Managers	17	3	20
Managers	282	134	416
Other employees	8,994	3,307	12,301
Total	9,315	3,449	12,764
PPC	**Men**	**Women**	**Total**
Board of Directors	8	2	10
General Managers	12	3	15
Managers	198	99	297
Other employees	4,887	1,861	6,748
Total	5,105	1,965	7,070
HEDNO	**Men**	**Women**	**Total**
Board of Directors	8	2	10
General Managers	5	0	5
Managers	72	34	106
Other employees	4,094	1,437	5,531
Total	4,179	1,473	5,652[14]
PPC RES	**Men**	**Women**	**Total**
Board of Directors	6	1	7
General Managers	0	0	0
Managers	12	1	13
Other employees	13	9	22
Total	31	11	42[15]

[14] Number of permanent employees (5,642) and Board of Directors (10) who do not belong to the Company's payroll and therefore not included in the permanent employees.
[15] Number of permanent employees (35) and Board of Directors (7) who do not belong to the Company's payroll and therefore not included in the permanent employees.

Material issue: Human Rights, Diversity, and Inclusion

PPC GROUP	Board of Directors	General Managers	Managers	Other employees	Total
Number of disabled employees	0	0	0	328	328
Number of employees of nationalities other than Greek	0	0	2	2	4
PPC	**Board of Directors**	**General Managers**	**Managers**	**Other employees**	**Total**
Number of disabled employees	0	0	0	160	160
Number of employees of nationalities other than Greek	0	0	2	2	4
HEDNO	**Board of Directors**	**General Managers**	**Managers**	**Other employees**	**Total**
Number of disabled employees	0	0	0	168	168
Number of employees of nationalities other than Greek	0	0	0	0	0
PPC RES	**Board of Directors**	**General Managers**	**Managers**	**Other employees**	**Total**
Number of disabled employees	0	0	0	0	0
Number of employees of nationalities other than Greek	0	0	0	0	0

GRI 405 - 2: Ratio of basic salary and remuneration of women to men
ATHEX A-S3 | Gender pay gap

PPC GROUP	Men		Women		Indicators		
	Salary	Number	Salary	Number	Ratio	GRI 405-2	ATHEX A-S3
Technical division	308,179,849.2	7,605	28,381,811.12	774	0.90	0.09	9.5%
Administrative, Financial and Legal division	47,397,462.47	1,164	89,875,860.85	2,333	0.95	1.90	5.4%
Other (Health division, General Services division)	8,571,436.45	257	5,357,653.4	159	1.01	0.63	-1.0%
Other – No category	4,771,201.15	152	2,100,324.38	77	0.87	0.44	13.1%
Directors, Specialised consultants, Specialists	24,056,469.85	329	9,580,136.43	146	0.90	0.40	10.3%
PPC	**Men**		**Women**		**Indicators**		
	Salary	**Number**	**Salary**	**Number**	**Ratio**	**GRI 405-2**	**ATHEX A-S3**
Technical division	158,094,692.63	4,105	15,347,863.22	405	0.98	0.10	1.6%
Administrative, Financial and Legal division	21,742,831.50	508	50,577,325.60	1,278	0.92	2.33	7.5%
Other (Health division, General Services division)	8,571,436.45	257	5,357,653.40	159	1.01	0.63	-1.0%
Other – No category	184,602.00	7	364,997.54	13	1.07	1.98	-6.5%
Directors, Specialised consultants, Specialists	15,601,100.06	218	6,450,722.34	103	0.88	0.41	12.5%

HEDNO	Men		Women		Indicators		
	Salary	Number	Salary	Number	Ratio	GRI 405-2	ATHEX A-S3
Technical division	149,737,487.56	3,491	12,755,489.90	363	0.82	0.09	18.1%
Administrative, Financial and Legal division	25,603,006.97	655	39,283,263.25	1,054	0.95	1.53	4.7%
Other – No category	4,586,599.15	145	1,735,326.84	64	0.86	0.38	14.3%
Directors, Specialised consultants, Specialists	7,453,789.79	96	2,988,899.09	40	0.96	0.40	3.8%
PPC RES	**Men**		**Women**		**Indicators**		
	Salary	**Number**	**Salary**	**Number**	**Ratio**	**GRI 405-2**	**ATHEX A-S3**
Technical division	347,669.00	9	278,458.00	6	1.20	0.80	-20.1%
Administrative, Financial and Legal division	51,624.00	1	15,272.00	1	0.30	0.30	70.4%
Directors, Specialised consultants, Specialists	1,001,580.00	15	140,515.00	3	0.70	0.14	29.9%

ATHEX ESG A-S4 |CEO pay ratio					
PPC		HEDNO		PPC RES	
CEO' s annual total compensation (With employer's contributions)	378,890.05	CEO' s annual total compensation (With employer's contributions)	249,358.22	CEO' s annual total compensation (With employer's contributions)	210,898.00
Median annual total compensation for all employees (With employer's contributions)	62,895.31	Median annual total compensation for all employees (With employer's contributions)	49,593.76	Median annual total compensation for all employees (With employer's contributions)	60,245.54
CEO pay ratio (With employer's contributions)	**6.02**	CEO pay ratio (With employer's contributions)	**5.03**	CEO pay ratio (With employer's contributions)	**3.50**
CEO' s annual total compensation (Without employer's contributions)	343,387.65	CEO' s annual total compensation (Without employer's contributions)	232,816.67	CEO' s annual total compensation (Without employer's contributions)	197,016.00
Median annual total compensation for all employees (Without employer's contributions)	50,678.32	Median annual total compensation for all employees (Without employer's contributions)	40,519.94	Median annual total compensation for all employees (Without employer's contributions)	53,599.00
CEO pay ratio (Without employer's contributions)	**6.78**	CEO pay ratio (Without employer's contributions)	**5.75**	CEO pay ratio (Without employer's contributions)	**3.68**

ATHEX ESG A-G4 | Variable pay		
PPC	HEDNO	PPC RES
16.94%	28.25%	7.83%