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Corporate sustainability and ESG factors in Greece and Cyprus: *compliance, laws and business practices, towards a holistic approach*

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Corporate sustainability and ESG factors in Greece and Cyprus: *a holistic approach, a new philosophy*

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Corporate sustainability and ESG factors in Greece and Cyprus: *the EU framework* *CSDDD, CSRD, SFDR, EU taxonomy*

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Corporate sustainability and ESG factors in Greece and Cyprus: *the compliance in Greece* *laws, Greek Code of Sustainability*

Hellenic Capital Market Commission

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Corporate sustainability and ESG factors in Greece and Cyprus: *the compliance in Cyprus laws*

Cypriot Capital Market Commission

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Corporate sustainability and ESG factors in Greece and Cyprus: *business practices in Greece*

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Corporate sustainability and ESG factors in Greece and Cyprus: *Enterprise Greece*

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Mr. Georgios Filiopoulos, CEO at Enterprise Greece, pointed out (ESG Conference, 1/12/21): "In recent years, ESG standards have become key in business decision-making worldwide. The need to adopt ESG standards has become imperative in the last two years, as global community faces the urgent need of the accelerating climate change. Now, in the aftermath of the COVID-19 pandemic breakout, there is renewed international commitment to green, sustainable and inclusive growth."

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Corporate sustainability and ESG factors in Greece and Cyprus: *Mytilineos (Greece)*

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Athens, Greece - 20 January 2022 - MYTILINEOS (RIC: MYTr.AT, Bloomberg: MYTIL.GA, ADR: MYTHY US) is included in the list of Industry Top Rated Companies by the international ESG rating agency Sustainalytics, as a result of its very good performance in the ESG and Sustainable Development criteria for 2021.

According to Sustainalytics, which is one of the world's leading ESG rating agencies, the Industry Top Rated Companies badge is awarded to "Strong outperformers in their respective industries out of the Sustainalytics comprehensive coverage universe".

MYTILINEOS ranks 2nd in a total of 114 Companies in the "Industrial Conglomerates" category; this performance displays the Company's commitment to integrating and developing the ESG culture across all its activities.

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Sustainalytics assesses companies based on their ability to manage ESG risks. Depending on the field of activity, each organization is exposed to ESG risks of different types and intensity. MYTILINEOS is assessed at the highest and most demanding level (Comprehensive) in 11 different ESG thematic areas, including: Corporate Governance, Climate Change & Environmental Management, Health & Safety, Human Rights, Business Ethics, which also constitute the maximum number of ESG thematic areas for which a Company can be rated. According to Sustainalytics, MYTILINEOS effectively manages 70% of the ESG risks faced; such a performance is above the average of the companies within the Industrial Conglomerates category.

As stated by Mr. Dimitris Papadopoulos, MYTILINEOS' General Manager of Corporate Governance & Sustainable Development: *"We are very pleased with the continuous improvement in our performance in the assessment of one of the most important ESG rating agencies such as Sustainalytics, where we have achieved an overall improvement of 56% since 2019.*

At MYTILINEOS, we have set the ESG criteria as an integral part of our business strategy and operations, thus contributing to strong returns for our shareholders, as well as attracting investors, customers and talented employees.

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Corporate sustainability and ESG factors in Greece and Cyprus: *Motor Oil (Greece)*

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Message from the Head of ESG

2021 was the year that the global economy recovered strongly, supported by unprecedented fiscal and monetary stimulus in major economies, pent-up demand and increased public and private investments. The large-scale vaccination campaigns that took place during the year put pandemic in relative check since new variants forced governments, on several occasions, to implement restrictive measures to limit contagion. Furthermore, early 2022 brought new uncertainties and challenges: The dramatic Russian - Ukraine conflict, apart from leading to intolerable loss of human life, has put the world in a significant risk of energy crisis and associated economic costs. Indeed, the energy crisis has curbed some of the momentum behind sustainability in the interest of energy security but the direction for Motor Oil Group remains the same: **As the world faces new challenges, we must not lose sight of the significance of taking clear action on climate change and designing a sustainable energy transition.**

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In light of the above, MOTOR OIL Group has developed an effective strategy, to support a sustainable development.

We implement a holistic approach to sustainable development, with specific target, goals, action plans, goal alignments and related impacts. Our energy transition strategy is based on resilience and sustainable growth.

We continue to operate our refinery while making investments aiming to improve operational efficiency and flexibility as we implement digital transformation projects and assess carbon capture and storage investments.

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We continue to invest in E-Mobility by developing strategic partnerships and equipping our retail gas stations with EV charging points - we expect almost 1,000 EV charging points by 2023 and 4,000 in the longer term. We continue to diversify in Renewable Energy Sector through a series of acquisitions in RES leading to an expanded energy portfolio. In this context, in 2021 MORE owned a RES operating portfolio of 279MW. The total energy production from RES resulted to 585 GWh with CO2 avoidance of 360,000 tones of CO2e while our portfolio in 2030 is expected to exceed 2GW.

Finally, the Group is working to enhance its value proposition by expanding its product offering and manufacturing processes into the area of alternative energy sources where we invest in the field of natural gas, with the construction of a CCGT plant in Komotini and we continue with the development of a floating storage and regasification unit (FSRU).

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Furthermore, Motor Oil Group is paving the way in investing and operating in renewable and alternative fuels sector and circular economy through the utilization of bio-based products, and waste products to produce energy and more environmentally friendly fuels. Moreover, we are planning an integrated large-scale hydrogen project while we will establish the Hellenic Hydrogen SA, (JV with PPC) with main objective the production and storage of green Hydrogen. Our **energy transition strategy**, as briefly described above, is inextricably linked with our decarbonization targets which aim to absolute GHG emissions reduction (Scope 1&2) by 2030 and supporting a net zero target by 2050 (vs. 2021). In Motor Oil Group we believe that this is the path to a sustainable energy transition, and we pivot our efforts towards a future that embrace both sustainability and a shared value for all stake-holders.

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Corporate sustainability and ESG factors in Greece and Cyprus: *Alpha Bank (Greece)*

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Corporate sustainability and ESG factors in Greece and Cyprus:

Alpha Bank (Greece)

RRF, sustainable “green” loans

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Corporate sustainability and ESG factors in Greece and Cyprus:

Eurobank (Greece)

Green Loans

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Corporate sustainability and ESG factors in Greece and Cyprus: *Cyprus Investment Funds Association*

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Cyprus Investment Funds Association

ESG moves into the mainstream: How the ESG revolution is shaping the fund industry

When a trend showcases continued value extending into the future, then the trend in question becomes a norm. Such is the case with sustainable investing, or “ESG investing”, as the term has evolved and used within the financial sector: The infrastructure, mechanism and consumer demands developing around it project that it is here to stay.

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ESG is an umbrella term for a broad range of environmental, social and governance factors against which investors can assess the behavior of the entities they are considering for investment.

The environmental aspect of ESG is a measure of a company's impact on the natural environment. It takes into account factors including its carbon footprint, its impact on biodiversity and its production of wastes and pollution.

The social aspect measures how a company treats people such as employees, customers and the communities in which it operates, while the governance aspect measures how a company operates in terms of audits, board diversity, internal controls and shareholder rights. These factors enable investors and other stakeholders to measure the performance and ensure the accountability of companies. Hence, one crucial aspect of ESG is that it is not simply about seeking compliance with current regulations but rather, it focuses on the potential for a company to have a more positive impact alongside seeking to make a financial return.

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Cyprus Investment Funds Association

How has ESG become important?

ESG's rise in importance has been driven by a number of key factors. First, there has been a rise in public concern for environment and social equity. This has been reflected in an increasing desire to see that investments are ethically placed. Millennial investors, for instance, are more likely to invest in companies targeting social or environmental goals. Moreover, the growth of the ESG agenda has been influenced by a number of key organisations and regulator drivers, including the UN Principles for Responsible Investment (UNPRI) and the package of EU sustainable Regulations which seeks to integrate ESG considerations into the investment and advisory process in a consistent manner across sectors. Last but not least, and simply put, the driver amongst many people working in the sector to simply do the right thing.

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Cyprus Investment Funds Association

Given the substantial attention towards sustainability and its relative immaturity as an investment trend, ESG is having a fast-growing impact on the investment funds sector on a worldwide basis. At a national level, and in light of the newly enforced **Sustainable Finance Disclosures Regulation (EU) 2019/2088** (“SFDR” or “Disclosure Regulation”), the **Cyprus Securities and Exchange Commission** (“CySEC”) has recently reinstated in a recent announcement its commitment and focus to fostering compliance with sustainable finance standards. The Disclosure Regulation has imposed harmonized transparency and disclosure requirements on financial market participants and financial advisers and requires firms within scope to consider how sustainability risks are incorporated into the investment decision-making process and even how the remuneration of individuals is consistent with sustainability issues. As such, the SFDR is expected to affect a large proportion of the **financial services industry in Cyprus**.

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Corporate sustainability and ESG factors in Greece and Cyprus: *Bank of Cyprus*

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Bank of Cyprus

Bank of Cyprus has already covered considerable distance in our ESG journey. We have an 'A' rating from MSCI, which is the global benchmark on ESG. The company has also started a few years ago shifting towards a more mature model in our charitable work. We are now focused on generating Social Capital through long term partnerships and structured cooperation with other organizations-including businesses, customers, NGOs and the state.

Green Loans

Sustainability Committee

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Corporate sustainability and ESG factors in Greece and Cyprus: *a holistic approach and emergency*

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Corporate sustainability and ESG factors in Greece and Cyprus: *a holistic approach and war in Ukraine*

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Corporate sustainability and ESG factors in Greece and Cyprus: *a holistic approach and new solutions*

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Corporate sustainability and ESG factors in Greece and Cyprus: *a holistic approach and ESG Forums*

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Corporate sustainability and ESG factors in Greece and Cyprus: *a holistic approach for the 2020s on*

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Hvala !

Thanks !

Danke !

Merci !

Grazie !

Gracias !

شكراً !

Спасибо !

ありがとう !

谢谢 !

תודה !

Ευχαριστώ !

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