MOTODYNAMICS

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ESG DATA REPORT 2024

#DriveChange

MOTODYNAMICS S.A., MAROUSI, ATHENS, 2025

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Summary Performance Table 2024

Pillar	Material Topic	Indicator	Unit of Measure	MOTODYNAMICS Group 2024
Environment	Climate change mitigation and adaptation	Fleet Fuel Consumption: Diesel	GJ	518.74
Environment	Climate change mitigation and adaptation	Fleet Fuel Consumption: Petrol	GJ	2,091.68
Environment	Climate change mitigation and adaptation	Fleet Fuel Consumption: Petrol (Cars)	GJ	1,257.65
Environment	Climate change mitigation and adaptation	Fleet Fuel Consumption: Petrol (Motorcycles)	GJ	834.03
Environment	Climate change mitigation and adaptation	Fuel Consumption of MOTODYNAMICS Facilities: Natural Gas	GJ	1,127.53
Environment	Climate change mitigation and adaptation	Facility Fuel Consumption MOTODYNAMICS: Heating oil	GJ	90.77
Environment	Climate change mitigation and adaptation	Total Fuel Consumption	GJ	3,828.72
Environment	Climate change mitigation and adaptation	Fleet Electricity Consumption	GJ	18.97
Environment	Mitigation and adaptation Electricity Consumption of Facilities and adaptation	MOTODYNAMICS	GJ	4,610.04
Environment	Climate change mitigation and adaptation	Total Electricity Consumption	GJ	4,629.02
Environment	Climate change mitigation and adaptation	Energy consumption and production - Percentage of electricity consumed	%	54.73

Pillar	Material Topic	Indicator	Unit of Measure	MOTODYNAMICS Group 2024
Environment	Climate change mitigation and adaptation	Energy consumption and generation - Percentage of energy consumed from renewables	%	0.00
Environment	Climate change mitigation and adaptation	Energy consumption and production - Total amount of energy consumed within the organisation	GJ	8,457.73
Environment	Climate change mitigation and adaptation	Energy consumption and generation - Total amount of energy generated	MWh	0.00
Environment	Climate change mitigation and adaptation	Energy consumption and production - Share of energy produced from renewables	%	0.00
Environment	Climate change mitigation and adaptation	Direct Emissions Scope 1: Diesel	Tonnes CO2 equivalent (tCO2e)	37.99
Environment	Climate change mitigation and adaptation	Direct Emissions Scope 1: Heating oil	Tonnes CO2 equivalent (tCO2e)	6.70
Environment	Climate change mitigation and adaptation	Direct Emissions Scope 1: Natural gas	Tonnes CO2 equivalent (tCO2e)	62.90
Environment	Climate change mitigation and adaptation	Direct Emissions Scope 1: Petrol	Tonnes CO2 equivalent (tCO2e)	153.24
Environment	Climate change mitigation and adaptation	Direct emissions (Scope 1) - Total amount of direct emissions (Scope 1)	Tonnes CO2 equivalent (tCO2e)	260.83
Environment	Climate change mitigation and adaptation	Indirect emissions (Scope 2) - Total indirect emissions (Scope 2) - Location-based	Tonnes CO2 equivalent (tCO2e)	350.37
Environment	Climate change mitigation and adaptation	Indirect emissions (Scope 2) - Total indirect emissions (Scope 2) - Market-based	Tonnes CO2 equivalent (tCO2e)	348.90
Environment	Climate change mitigation and adaptation	Other indirect emissions (Scope 3) - Total other indirect emissions (Scope 3)	Tonnes CO2 equivalent (tCO2e)	

Pillar	Material Topic	Indicator	Unit of Measure	MOTODYNAMICS Group 2024
Environment	Climate change mitigation and adaptation	Other indirect emissions (Scope 3) - Intensity of other indirect GHG emissions (Scope 3)	Tonnes CO2 equivalent (tCO2e)	
Environment	Climate change mitigation and adaptation	Total Emissions: Market-based (Scope 1, Scope 2)	Tonnes CO2 equivalent (tCO2e)	609.72
Environment	Climate change mitigation and adaptation	Total Emissions: Location-based (Scope 1, Scope 2)	Tonnes CO2 equivalent (tCO2e)	611.19
Environment	Climate change mitigation and adaptation	Total Emissions: Market-based (including Scope 3)	Tonnes CO2 equivalent (tCO2e)	609.72
Environment	Climate change mitigation and adaptation	Total Emissions: Location-based (including Scope 3)	Tonnes CO2 equivalent (tCO2e)	611.19
Environment	Climate change mitigation and adaptation	Energy consumption intensity (per employee)	MWh/ Employees	7.41
Environment	Climate change mitigation and adaptation	Direct emissions intensity (Scope 1) (per employee)	Tonnes of CO2 equivalent (tCO2e)/ Employees	0.82
Environment	Climate change mitigation and adaptation	Intensity of indirect emissions (Scope 2) location-based (per employee)	Tonnes of CO2 equivalent (tCO2e)/ Employees	1.11
Environment	Mitigation and adaptation and adaptation	Location-based total emissions intensity (per employee)	Tonnes of CO2 equivalent (tCO2e)/ Employees	1.93
Environment	Climate change mitigation and adaptation	Total energy consumption intensity	GJ/ revenue in € m	43.14
Environment	Climate change mitigation and adaptation	Direct emissions (Scope 1) - Intensity of direct greenhouse gas emissions (Scope 1)	Tonnes of CO2 equivalent (tCO2e)/ revenue in € m	1.33
Environment	Climate change mitigation and adaptation	Indirect emissions (Scope 2) - Intensity of indirect greenhouse gas emissions (Scope 2) - Location-based	Tonnes of CO2 equivalent (tCO2e)/ revenue in € m	1.79

Pillar	Material Topic	Indicator	Unit of Measure	MOTODYNAMICS Group 2024
Environment	Climate change mitigation and adaptation	Total emissions intensity location-based	Tonnes of CO2 equivalent (tCO2e)/ revenue in € m	3.12
Environment	Climate change mitigation and adaptation	Indirect emissions (Scope 2) - Intensity of indirect greenhouse gas emissions (Scope 2) - Market-based	Tonnes of CO2 equivalent (tCO2e)/ revenue in € m	1.78
Environment	Climate change mitigation and adaptation	Total emissions intensity market-based	Tonnes of CO2 equivalent (tCO2e)/ revenue in € m	3.11
Environment	Climate change mitigation and adaptation	GHG removals and mitigation projects financed through carbon credits - Removals	Tonnes CO2 equivalent (tCO2e)	0.00
Environment	Climate change mitigation and adaptation	Greenhouse gas removals and mitigation projects financed through carbon credits - Carbon credits	Tonnes CO2 equivalent (tCO2e)	0.00
Environment	Climate change mitigation and adaptation	Description of climate change-related risks and opportunities that may affect business activities	YES/NO	0.00
Environment	Climate change mitigation and adaptation	Climate change policy	YES/NO	1.00
Environment	Climate change mitigation and adaptation	Transition plan for climate change mitigation	YES/NO	1.00
Environment	Climate change mitigation and adaptation	Description of the impacts of business activities on biodiversity-sensitive areas	YES/NO	1.00
Environment	Natural resource and waste management	Description of the strategy for reducing the environmental impacts of packaging across its life cycle	YES/NO	1.00

Pillar	Material Topic	Indicator	Unit of Measure	MOTODYNAMICS Group 2024
Environment	Natural resources management waste management	Description of the processes for assessing and managing risks related to chemical substances products	YES/NO	1.00
Environment	Natural resource and waste management	Total amount of nitrogen oxides (NOx) (excluding nitrous oxide)	Kilos (kg)	453.83
Environment	Natural resource and waste management	NOx emissions intensity	Kilograms (kg)/ revenue in € m	2.31
Environment	Natural resource and waste management	Total quantity of sulphur oxides (SOx)	Kilos (kg)	0.97
Environment	Natural resource and waste management	SOx emissions intensity	Kilograms (kg)/ revenue in € m	0.00
Environment	Natural resource and waste management	Total amount of volatile organic compounds (VOCs)	Kilos (kg)	1,992.16
Environment	Natural resource and waste management	VOCs emissions intensity	Kilograms (kg)/ revenue in € m	10.16
Environment	Natural resource and waste management	Total quantity of particulate matter (PM)	Kilos (kg)	20.95
Environment	Natural resource and waste management	Water withdrawn: Surface water	Cubic metres (m3)	0.00
Environment	Natural resource and waste management	Water withdrawn: Groundwater	Cubic metres (m3)	0.00
Environment	Natural resource and waste management	Water withdrawn: Produced water	Cubic metres (m3)	0.00
Environment	Natural resource and waste management	Water withdrawn: Third-party water	Cubic metres (m3)	3,100.00

Pillar	Material Topic	Indicator	Unit of Measure	MOTODYNAMICS Group 2024
Environment	Natural resource and waste management	Water withdrawn: Seawater	Cubic metres (m3)	0.00
Environment	Natural resource and waste management	Total water withdrawn	Cubic metres (m3)	3,100.00
Environment	Natural resource and waste management	Total water consumption	Cubic metres (m3)	3,100.00
Environment	Natural resource and waste management	Share of water recycled	Cubic metres (m3)	0.00
Environment	Natural resource and waste management	Description of water management-related risks and the corresponding mitigation measures taken	YES/NO	1.00
Environment	Natural resource and waste management	Total water consumption intensity	Cubic metres (m3)/ revenue in € m	15.81
Environment	Natural resource and waste management	Waste generated: Vehicle lubricating oils	Tonnes	125.64
Environment	Natural resource and waste management	Waste Generated: Domestic shipping lubricating oils	Tonnes	72.06
Environment	Natural resource and waste management	Waste generated: Category A tyres	Tonnes	10.02
Environment	Natural resource and waste management	Waste generated: Category C tyres	Tonnes	70.30
Environment	Natural resource management waste management	Waste generated: Lead-acid batteries batteries	Tonnes	213.38
Environment	Natural resource and waste management	Waste generated: Vehicle lithium batteries	Tonnes	2.00

Pillar	Material Topic	Indicator	Unit of Measure	MOTODYNAMICS Group 2024
Environment	Natural resource and waste management	Waste generated: Plastic	Tonnes	13.26
Environment	Natural resource and waste management	Waste generated: Paper and cardboard	Tonnes	97.07
Environment	Natural resource and waste management	Waste generated: Aluminium	Tonnes	0.01
Environment	Natural resource and waste management	Waste generated: Wood	Tonnes	174.25
Environment	Natural resource and waste management	Waste generated: Iron	Tonnes	134.64
Environment	Natural resource and waste management	Waste generated: Large equipment	Tonnes	0.55
Environment	Natural resource and waste management	Waste generated: Small equipment	Tonnes	0.33
Environment	Natural resource and waste management	Waste Generated: Antifreeze fluids, oil filters, brake fluids	Tonnes	1.32
Environment	Natural resource and waste management	Waste generated: Packaging	Tonnes	166.48
Environment	Natural resource and waste management	Waste generated: Food	Tonnes	0.59
Environment	Natural resource and waste management	Waste generated: Total waste	Tonnes	1,081.91
Environment	Natural resource and waste management	Waste generated: Total waste intensity	Tonnes/ revenue in € m	5.52
Environment	Natural resource and waste management	Share of waste by treatment type -Recycling	%	81.60

Pillar	Material Topic	Indicator	Unit of Measure	MOTODYNAMICS Group 2024
Environment	Natural resource and waste management	Percentage of waste by treatment type - Composting	%	18.40
Environment	Natural resource and waste management	Share of waste by treatment type - Incineration	%	0.00
Environment	Natural resource and waste management	Percentage of waste by treatment type - Landfill	%	0.00
Environment	Natural resource and waste management	Waste directed to incineration and landfill	%	0.00
Environment	Natural resource and waste management	Waste management - Radioactive waste	Tonnes	0.00
Environment	Natural resources management waste management	Total amount of wastewater discharge containing pollutants	Cubic metres (m3)	0.00
Environment	Natural resource and waste management	Waste diverted from incineration and landfill: Vehicle Lubricating Oils	Tonnes	125.64
Environment	Natural resource and waste management	Waste diverted from incineration and landfill: Domestic shipping lubricating oils	Tonnes	72.06
Environment	Natural resource and waste management	Waste diverted from incineration and landfill: Category A tyres	Tonnes	10.02
Environment	Natural resource and waste management	Waste diverted from incineration and landfill: Category C tyres	Tonnes	70.30
Environment	Natural resource and waste management	Waste diverted from incineration and landfill: Vehicle Lead-Acid Batteries	Tonnes	213.38
Environment	Natural resource and waste management	Waste diverted from incineration and landfill: Vehicle Lithium Batteries	Tonnes	2.00
Environment	Natural resource and waste management	Waste diverted from incineration and landfill: Plastic	Tonnes	13.26

Pillar	Material Topic	Indicator	Unit of Measure	MOTODYNAMICS Group 2024
Environment	Natural resources management waste management	Waste diverted from incineration and landfill: Paper and Cardboard	Tonnes	97.07
Environment	Natural resource and waste management	Waste diverted from incineration and landfill: Aluminium	Tonnes	0.01
Environment	Natural resource and waste management	Waste diverted from incineration and landfill: Wood	Tonnes	174.25
Environment	Natural resource and waste management	Waste diverted from incineration and landfill: Iron	Tonnes	134.64
Environment	Natural resource and waste management	Waste diverted from incineration and landfill: Large-sized equipment	Tonnes	0.55
Environment	Natural resource and waste management	Waste diverted from incineration and landfill: Small-sized equipment	Tonnes	0.33
Environment	Natural resource and waste management	Waste diverted from incineration and landfill: Antifreeze fluids, oil filters, brake fluids	Tonnes	1.32
Environment	Natural resource and waste management	Waste diverted from incineration and landfill: Packaging	Tonnes	166.48
Environment	Natural resource and waste management	Waste diverted from incineration and landfill: Food	Tonnes	0.59
Environment	Natural resource and waste management	Waste diverted from incineration and landfill: Total waste	Tonnes	1,081.91
Environment	Natural resource and waste management	Waste directed to incineration and landfill: Vehicle Lubricating Oils	Tonnes	0.00
Environment	Natural resource and waste management	Waste directed to incineration and landfill: Domestic shipping lubricating oils	Tonnes	0.00
Environment	Natural resource and waste management	Waste directed to incineration and landfill: Category A tyres	Tonnes	0.00

Pillar	Material Topic	Indicator	Unit of Measure	MOTODYNAMICS Group 2024
Environment	Natural resource and waste management	Waste directed to incineration and landfill: Category C tyres	Tonnes	0.00
Environment	Natural resource and waste management	Waste directed to incineration and landfill: Vehicle lead-acid batteries	Tonnes	0.00
Environment	Natural resource and waste management	Waste diverted from incineration and landfill: Vehicle Lithium Batteries	Tonnes	0.00
Environment	Natural resource and waste management	Waste sent to incineration and landfill: Plastic	Tonnes	0.00
Environment	Natural resource and waste management	Waste directed to incineration and landfill: Paper and Cardboard	Tonnes	0.00
Environment	Natural resource and waste management	Waste sent to incineration and landfill: Aluminium	Tonnes	0.00
Environment	Natural resource and waste management	Waste sent to incineration and landfill: Wood	Tonnes	0.00
Environment	Natural resource and waste management	Waste sent to incineration and landfill: Iron	Tonnes	0.00
Environment	Natural resource and waste management	Waste directed to incineration and landfill: Large-sized equipment	Tonnes	0.00
Environment	Natural resource management waste management	Waste directed to incineration and landfill: Small equipment	Tonnes	0.00
Environment	Natural resource and waste management	Waste directed to incineration and landfill: Antifreeze fluids, oil filters, brake fluids	Tonnes	0.00
Environment	Natural resource and waste management	Waste directed to incineration and landfill: Packaging	Tonnes	0.00
Environment	Natural resource and waste management	Waste sent to incineration and landfill: Food	Tonnes	0.00

Pillar	Material Topic	Indicator	Unit of Measure	MOTODYNAMICS Group 2024
Environment	Natural resource and waste management	Waste directed to incineration and landfill: Total waste	Tonnes	0.00
Environment	Natural resource and waste management	Total quantity of hazardous waste	Tonnes	414.40
Environment	Natural resource and waste management	Total quantity of non-hazardous waste	Tonnes	667.51
Environment	Natural resources management waste management	Hazardous waste recycled: On-site sites	Tonnes	0.00
Environment	Natural resource and waste management	Hazardous waste recycled: Off Group premises	Tonnes	215.38
Environment	Natural resource and waste management	Hazardous waste recycled: Total	Tonnes	215.38
Environment	Natural resource and waste management	Alternative management of hazardous waste: On Group premises	Tonnes	0.00
Environment	Natural resources management waste management	Alternative management of hazardous waste: Off-site Group sites	Tonnes	199.02
Environment	Natural resource and waste management	Alternative management of hazardous waste: Total	Tonnes	199.02
Environment	Natural resource and waste management	Total hazardous waste diverted from incineration and landfill: At Group sites	Tonnes	0.00
Environment	Natural resource and waste management	Total hazardous waste diverted from incineration and landfill: Off Group premises	Tonnes	414.40
Environment	Natural resource and waste management	Total hazardous waste diverted from incineration and landfill: Total	Tonnes	414.40
Environment	Natural resource and waste management	Total hazardous waste diverted from incineration and landfill	%	100.00

Pillar	Material Topic	Indicator	Unit of Measure	MOTODYNAMICS Group 2024
Environment	Natural resource and waste management	Non-hazardous waste recycled: On Group premises	Tonnes	0.00
Environment	Natural resources management waste management	Non-hazardous waste recycled: Off-site Group sites	Tonnes	667.51
Environment	Natural resource and waste management	Non-hazardous waste recycled: Total	Tonnes	667.51
Environment	Natural resource and waste management	Total non-hazardous waste diverted from incineration and landfill: On Group premises	Tonnes	0.00
Environment	Natural resource and waste management	Total non-hazardous waste diverted from incineration and landfill: Off Group premises	Tonnes	667.51
Environment	Natural resource and waste management	Total non-hazardous waste diverted from incineration and landfill: Total	Tonnes	667.51
Environment	Natural resource and waste management	Total hazardous waste intensity	Tonnes/ revenue in € m	2.11
Environment	Natural resource and waste management	Total non-hazardous waste intensity	Tonnes/ revenue in € m	3.40
Social	Labour relations and Employment	Collective bargaining agreement coverage	%	100.00
Social	Labour relations and Employment	Total employees: Men	Total	221.00
Social	Labour relations and Employment	Total employees: Women	Total	96.00
Social	Labour relations and Employment	Total employees	Total	317.00
Social	Labour relations and Employment	Employees - Under 30	Total	49.00

Pillar	Material Topic	Indicator	Unit of Measure	MOTODYNAMICS Group 2024
Social	Labour relations and Employment	Employees - Between 30-50	Total	222.00
Social	Labour relations and Employment	Employees - Over 50	Total	46.00
Social	Labour relations and Employment	Permanent employees: Men	Total	219.00
Social	Labour relations and Employment	Permanent employees: Women	Total	95.00
Social	Labour relations and Employment	Permanent employees: Total	Total	314.00
Social	Labour relations and Employment	Fixed-term employees: Men	Total	2.00
Social	Labour relations and Employment	Fixed-term employees: Women	Total	1.00
Social	Labour relations and Employment	Fixed-term employees: Total	Total	3.00
Social	Labour relations and Employment	Full-time employees: Men	Total	221.00
Social	Labour relations and Employment	Full-time employees: Women	Total	96.00
Social	Labour relations and Employment	Full-time employees: Total	Total	317.00
Social	Labour relations and Employment	Part-time employees: Men	Total	0.00
Social	Labour relations and Employment	Part-time employees: Women	Total	0.00

Pillar	Material Topic	Indicator	Unit of Measure	MOTODYNAMICS Group 2024
Social	Labour relations and Employment	Part-time employees: Total	Total	0.00
Social	Labour relations and Employment	Employees in the top 10% of total remuneration: Men	Total	22.00
Social	Labour relations and Employment	Employees in the top 10% of total pay: Women	Total	10.00
Social	Labour relations and Employment	Employees in the top 10% of total remuneration: Total	Total	32.00
Social	Labour relations and Employment	Employees in the bottom 90% of total remuneration: Men	Total	199.00
Social	Labour relations and Employment	Employees in the bottom 90% of total remuneration: Women	Total	86.00
Social	Labour relations and Employment	Employees in the bottom 90% of total pay: Total	Total	285.00
Social	Labour relations and Employment	Management positions: Men	Total	31.00
Social	Labour relations and Employment	Management positions: Women	Total	12.00
Social	Labour relations and Employment	Management positions: Total	Total	43.00
Social	Labour relations and Employment	Professionals: Men	Total	25.00
Social	Labour relations and Employment	Professionals: Women	Total	26.00
Social	Labour relations and Employment	Professionals: Total	Total	51.00

Pillar	Material Topic	Indicator	Unit of Measure	MOTODYNAMICS Group 2024
Social	Labour relations and Employment	Support: Men	Total	19.00
Social	Labour relations and Employment	Support: Women	Total	26.00
Social	Labour relations and Employment	Support: Total	Total	45.00
Social	Labour relations and Employment	Sales: Men	Total	67.00
Social	Labour relations and Employment	Sales: Women	Total	28.00
Social	Labour relations and Employment	Sales: Total	Total	95.00
Social	Labour relations and Employment	Technical roles: Men	Total	36.00
Social	Labour relations and Employment	Technical roles: Women	Total	1.00
Social	Labour relations and Employment	Technical roles: Total	Total	37.00
Social	Labour relations and Employment	Manual workers: Men	Total	43.00
Social	Labour relations and Employment	Manual workers: Women	Total	3.00
Social	Labour relations and Employment	Manual workers: Total	Total	46.00
Social	Labour relations and Employment	Members of governance bodies: Men	Total	9.00

Pillar	Material Topic	Indicator	Unit of Measure	MOTODYNAMICS Group 2024
Social	Labour relations and Employment	Members of governance bodies: Women	Total	4.00
Social	Labour relations and Employment	Members of governance bodies: Total	Total	13.00
Social	Labour relations and Employment	Members of governance bodies: Under 30	Total	0.00
Social	Labour relations and Employment	Members of governance bodies: 30-50	Total	2.00
Social	Labour relations and Employment	Members of governance bodies: Over 50	Total	11.00
Social	Labour relations and Employment	New hires: Men	Total	28.00
Social	Labour relations and Employment	New hires: Men (%)	%	63.64
Social	Labour relations and Employment	New hires: Women	Total	16.00
Social	Labour relations and Employment	New hires: Women (%)	%	36.36
Social	Labour relations and Employment	New hires: Under 30	Total	15.00
Social	Labour relations and Employment	New hires: Under 30 (%)	%	34.09
Social	Labour relations and Employment	New hires: 30-50	Total	28.00
Social	Labour relations and Employment	New hires: 30-50 (%)	%	63.64

Pillar	Material Topic	Indicator	Unit of Measure	MOTODYNAMICS Group 2024
Social	Labour relations and Employment	New hires: Over 50	Total	1.00
Social	Labour relations and Employment	New hires: Over 50 (%)	%	2.27
Social	Labour relations and Employment	New hires: Total	Total	44.00
Social	Labour relations and Employment	New hires: Total (%)	%	13.88
Social	Labour relations and Employment	Departures: Men	Total	32.00
Social	Labour relations and Employment	Departures: Men (%)	%	66.67
Social	Labour relations and Employment	Departures: Women	Total	16.00
Social	Labour relations and Employment	Departures: Women (%)	%	33.33
Social	Labour relations and Employment	Departures: Under 30	Total	15.00
Social	Labour relations and Employment	Departures: Under 30 (%)	%	31.25
Social	Labour relations and Employment	Departures: 30-50	Total	27.00
Social	Labour relations and Employment	Departures: 30-50 (%)	%	56.25
Social	Labour relations and Employment	Departures: Over 50	Total	6.00

Pillar	Material Topic	Indicator	Unit of Measure	MOTODYNAMICS Group 2024
Social	Labour relations and Employment	Departures: Over 50 (%)	%	12.50
Social	Labour relations and Employment	Voluntary departures	Total	37.00
Social	Labour relations and Employment	Voluntary departures (%)	%	77.08
Social	Labour relations and Employment	Involuntary departures	Total	11.00
Social	Labour relations and Employment	Involuntary departures (%)	%	22.92
Social	Labour relations and Employment	Departures: Total	Total	48.00
Social	Labour relations and Employment	Departures: Total (%)	%	15.14
Social	Labour relations and Employment	Voluntary turnover rate	%	11.67
Social	Labour relations and Employment	Involuntary turnover rate	%	3.47
Social	Labour relations and Employment	Total employee	%	15.14
Social	Labour relations and Employment	Employees entitled to parental leave: Men	Total	221.00
Social	Labour relations and Employment	Employees entitled to parental leave: Women	Total	96.00
Social	Labour relations and Employment	Employees entitled to parental leave: Total	Total	317.00

Pillar	Material Topic	Indicator	Unit of Measure	MOTODYNAMICS Group 2024
Social	Labour relations and Employment	Employees who took parental leave: Men	Total	5.00
Social	Labour relations and Employment	Employees who took parental leave: Women	Total	3.00
Social	Labour relations and Employment	Employees who took parental leave: Total	Total	8.00
Social	Labour relations and Employment	Employees who returned after parental leave: Men	Total	4.00
Social	Labour relations and Employment	Employees who returned after parental leave: Women	Total	0.00
Social	Labour relations and Employment	Employees who returned after parental leave: Total	Total	4.00
Social	Labour relations and Employment	Employees who returned after parental leave: Men	%	80.00
Social	Labour relations and Employment	Employees who returned after parental leave: Women	%	0.00
Social	Labour relations and Employment	Employees who returned after parental leave: Total	%	50.00
Social	Labour relations and Employment	Employees still employed 12 months after their return: Men	Total	5.00
Social	Labour relations and Employment	Employees still employed 12 months after their return: Women	Total	2.00
Social	Labour relations and Employment	Employees still employed 12 months after their return: Total	Total	7.00
Social	Labour relations and Employment	Retention rate of employees who took parental leave: Men	%	100.00

Pillar	Material Topic	Indicator	Unit of Measure	MOTODYNAMICS Group 2024
Social	Labour relations and Employment	Retention rate of employees who took parental leave: Women	%	66.67
Social	Labour relations and Employment	Retention rate of employees who took parental leave: Total	%	87.50
Social	Labour relations and Employment	Diversity in governance bodies: Men	%	69.23
Social	Labour relations and Employment	Diversity in governance bodies: Women	%	30.77
Social	Labour relations and Employment	Diversity in governance bodies: Under 30	%	0.00
Social	Labour relations and Employment	Diversity in governance bodies: Between 30-50	%	15.38
Social	Labour relations and Employment	Diversity in governance bodies: Over 50	%	84.62
Social	Labour relations and Employment	Employee diversity: Men	%	69.72
Social	Labour relations and Employment	Employee diversity: Women	%	30.28
Social	Labour relations and Employment	Employee diversity: Under 30	%	15.46
Social	Labour relations and Employment	Employee diversity: Between 30-50	%	70.03
Social	Labour relations and Employment	Employee diversity: Over 50	%	14.51
Social	Labour relations and Employment	Employee diversity: Administrative: Women	%	27.91

Pillar	Material Topic	Indicator	Unit of Measure	MOTODYNAMICS Group 2024
Social	Labour relations and Employment	Employee diversity: Specialists: Women	%	50.98
Social	Labour relations and Employment	Employee diversity: Sales: Women	%	29.47
Social	Labour relations and Employment	Employee diversity: Support: Women	%	57.78
Social	Labour relations and Employment	Employee diversity: Technicians: Women	%	2.70
Social	Labour relations and Employment	Employee diversity: Manual workers: Women	%	6.52
Social	Labour relations and Employment	Percentage of women in management positions	%	31.25
Social	Labour relations and Employment	Incidents of discrimination: Total	Total	0.00
Social	Labour relations and Employment	Percentage pay gap between men and women	%	9.84
Social	Employee training and development	Employees trained	Total	268.00
Social	Employee training and development	Employees trained (%)	%	84.54
Social	Employee training and development	Workers or daily-wage workers trained	Total	32.00
Social	Employee training and development	Workers or daily-wage workers trained	%	10.09
Social	Employee training and development	Employees trained: Men	Total	185.00

Pillar	Material Topic	Indicator	Unit of Measure	MOTODYNAMICS Group 2024
Social	Employee training and development	Employees trained: Men (%)	%	83.71
Social	Employee training and development	Employees trained: Women	Total	83.00
Social	Employee training and development	Employees trained: Women (%)	%	86.46
Social	Employee training and development	Total expenditure on employee training	€	113,318.67
Social	Employee training and development	Training hours: Men	Total	2,196.69
Social	Employee training and development	Training hours: Men (Average)	Total	9.94
Social	Employee training and development	Training hours: Women	Total	1,054.47
Social	Employee training and development	Training hours: Women (Average)	Total	10.98
Social	Employee training and development	Training hours: Employees in the top 10% of total remuneration	Total	835.00
Social	Employee training and development	Average training hours of management staff	Total	26.09
Social	Employee training and development	Training hours: Employees in the bottom 90% of total pay	Total	2,416.16
Social	Employee training and development	Average training hours of other categories	Total	8.48
Social	Employee training and development	Training hours: Total	Total	3,251.16

Pillar	Material Topic	Indicator	Unit of Measure	MOTODYNAMICS Group 2024
Social	Employee training and development	Training hours: Total (Average)	Total	10.26
Social	Employee training and development	Training hours: Management	Total	974.76
Social	Employee training and development	Training hours: Management (Average)	Total	22.67
Social	Employee training and development	Training hours: Specialised	Total	380.50
Social	Employee training and development	Training hours: Specialised (Average)	Total	7.46
Social	Employee training and development	Training hours: Sales	Total	1,174.09
Social	Employee training and development	Training hours: Sales (Average)	Total	12.36
Social	Employee training and development	Training hours: Support	Total	153.42
Social	Employee training and development	Training hours: Support (Average)	Total	3.41
Social	Employee training and development	Training hours: Technical	Total	347.18
Social	Employee training and development	Training hours: Technical (Average)	Total	9.38
Social	Employee training and development	Training hours: Manual (manual)	Total	148.20
Social	Employee training and development	Training hours: Manual workers (Average)	Total	3.22

Pillar	Material Topic	Indicator	Unit of Measure	MOTODYNAMICS Group 2024
Social	Employee training and development	Average training of other employees (excluding management employees)	Total	8.36
Social	Employee training and development	Employees who received an appraisal: Men	Total	221.00
Social	Employee training and development	Employees who received an appraisal: Men (%)	%	100.00
Social	Employee training and development	Employees who received an appraisal: Women	Total	96.00
Social	Employee training and development	Employees who received an appraisal: Women (%)	%	100.00
Social	Employee training and development	Employees who received an appraisal: Management	Total	43.00
Social	Employee training and development	Employees who received an appraisal: Management (%)	%	100.00
Social	Employee training and development	Employees who received an appraisal: Specialised	Total	51.00
Social	Employee training and development	Employees who received an appraisal: Specialised (%)	%	100.00
Social	Employee training and development	Employees who received an appraisal: Sales	Total	95.00
Social	Employee training and development	Employees who received an appraisal: Sales (%)	%	100.00
Social	Employee training and development	Employees who received an appraisal: Support	Total	45.00
Social	Employee training and development	Employees who received an appraisal: Support (%)	%	100.00

Pillar	Material Topic	Indicator	Unit of Measure	MOTODYNAMICS Group 2024
Social	Employee training and development	Employees who received an appraisal: Technical	Total	37.00
Social	Employee training and development	Employees who received an appraisal: Technical (%)	%	100.00
Social	Employee training and development	Employees who received a performance review: Manual workers	Total	46.00
Social	Employee training and development	Employees who received a performance review: Manual workers (%)	%	100.00
Social	Employee training and development	Employees who received an appraisal: Total	Total	317.00
Social	Employee training and development	Employees who received an appraisal: Total (%)	%	100.00
Social	Occupational health and safety	Employees covered by a health and safety system	Total	317.00
Social	Occupational health and safety	Employees covered by a health and safety system (%)	%	100.00
Social	Occupational health and safety	Employees subject to internal audit	Total	0.00
Social	Occupational health and safety	Employees subject to internal audit (%)	%	0.00
Social	Occupational health and safety	Employees audited or certified by an external body	Total	317.00
Social	Occupational health and safety	Employees audited or certified by an external body (%)	%	100.00
Social	Occupational health and safety	Working hours (Ratio)	%	NA

Pillar	Material Topic	Indicator	Unit of Measure	MOTODYNAMICS Group 2024
Social	Occupational health and safety	Working hours	Total	636,536.00
Social	Occupational health and safety	Deaths resulting from work-related injury (%)	%	0.00
Social	Occupational health and safety	Fatalities as a result of work-related injury (Rate)	Ratio	0.00
Social	Occupational health and safety	High-consequence work-related injuries (excluding fatalities) (%)	%	0.00
Social	Occupational health and safety	High-consequence work-related injuries (excluding fatalities) (Rate)	Ratio	0.00
Social	Occupational health and safety	Work-related injuries	Total	5.00
Social	Occupational health and safety	Working days lost due to work-related accidents	Total	60.00
Social	Occupational health and safety	Accident Frequency Rate	%	157.10
Social	Occupational health and safety	Accident severity rate	%	1,885.20
Social	Occupational health and safety	Injury Frequency Rate	%	0.08
Social	Occupational health and safety	Deaths from occupational disease	Total	0.00
Social	Labour relations and Employment	Description of the human rights policy and fundamental principles	YES/NO	1.00
Social	Labour relations and Employment	Supplier assessment	YES/NO	1.00

Pillar	Material Topic	Indicator	Unit of Measure	MOTODYNAMICS Group 2024
Social	Labour relations and Employment	Policies related to workers in the value chain	YES/NO	1.00
Social	Sustainable economic activity	Share of sustainable turnover - Alignment	%	NA
Social	Sustainable economic activity	Share of sustainable CapEx - Alignment	%	NA
Social	Sustainable economic activity	Share of sustainable OpEx - Alignment	%	NA
Social	Sustainable economic activity	Share of sustainable turnover - Eligibility	%	NA
Social	Sustainable economic activity	Share of sustainable CapEx - Eligibility	%	NA
Social	Sustainable economic activity	Share of sustainable OpEx - Eligibility	%	NA
Social	Labour relations and Employment	CEO-to-employee pay ratio - Total remuneration of the chief executive officer	Total	BoD Remuneration Report
Social	Labour relations and Employment	CEO-to-employee pay ratio - Ratio of the annual remuneration of the CEO to the median remuneration of employees	Ratio	25:1
Social	Labour relations and Employment	Description of the main functions and processes of the grievance mechanism	YES/NO	1.00
Social	Labour relations and Employment	Total monetary losses from fines relating to data security and privacy	€	0.00

Pillar	Material Topic	Indicator	Unit of Measure	MOTODYNAMICS Group 2024
Social	Labour relations and Employment	Description of the approach to integrating ESG factors into business activities	YES/NO	1.00
Social	Stakeholder dialogue	Review of the company's key stakeholders and analysis of the main practices ensuring their engagement	YES/NO	1.00
Social	Supporting local communities	Corporate Social Responsibility awards	YES/NO	1.00
Social	Supporting local communities	Policy on Company Engagement in the Community	YES/NO	1.00
Governance	Business ethics and integrity	Percentage of Board of Directors members who are non-executive	%	84.62
Governance	Business ethics and integrity	Percentage of Board of Directors members who are non-executive and independent	%	53.85
Governance	Business ethics and integrity	BoD members: Total	Total	13.00
Governance	Business ethics and integrity	BoD members Diversity: Women (%)	%	30.77
Governance	Business ethics and integrity	BoD members: Average age	Total	55.92
Governance	Business ethics and integrity	BoD members: Average tenure	Total	5.32
Governance	Business ethics and integrity	ESG qualifications of Board of Directors members	YES/NO	1.00
Governance	Business ethics and integrity	Status of the Chair of the Board of Directors	Text variable	Executive

Pillar	Material Topic	Indicator	Unit of Measure	MOTODYNAMICS Group 2024
Governance	Business ethics and integrity	Confirmed incidents of corruption	Total	0.00
Governance	Business ethics and integrity	Number of legal actions for anti-competitive behaviour, anti-trust and monopoly legislation	Total	0.00
Governance	Business ethics and integrity	Description of the data security policy and fundamental principles	YES/NO	1.00
Governance	Business ethics and integrity	Activity in the fossil fuel sector, chemicals production, controversial weapons and tobacco cultivation and production	YES/NO	0.00
Governance	Business ethics and integrity	Total amount of monetary losses as a result of business ethics violations	€	0.00
Governance	Business ethics and integrity	Number of business ethics violations	Total	0.00
Governance	Business ethics and integrity	Description of the business ethics policy and fundamental principles	YES/NO	1.00
Governance	Business ethics and integrity	Description of the approach to oversight of matters sustainability matters	YES/NO	1.00
Governance	Business ethics and integrity	Description of the assessment process and material topics	YES/NO	1.00
Governance	Business ethics and integrity	Material topics - Approach	Text variable	Single
Governance	Business ethics and integrity	Description of the policy and fundamental principles for sustainability matters	YES/NO	1.00
Governance	Business ethics and integrity	General principles for preparing sustainability reporting	YES/NO	1.00

Pillar	Material Topic	Indicator	Unit of Measure	MOTODYNAMICS Group 2024
Governance	Business ethics and integrity	List of entities included in the sustainability report	YES/NO	1.00
Governance	Business ethics and integrity	Sustainability report - Disclosure	YES/NO	1.00
Governance	Business ethics and integrity	Annual financial statements - Publication date	Date	27/6/2025
Governance	Business ethics and integrity	Description of the strategy, business model and value chain	YES/NO	1.00
Governance	Business ethics and integrity	ESG targets - Short-term	YES/NO	1.00
Governance	Business ethics and integrity	ESG targets - Medium-term	YES/NO	1.00
Governance	Business ethics and integrity	ESG targets - Long-term	YES/NO	1.00
Governance	Business ethics and integrity	Variable pay - Percentage of variable remuneration over total remuneration of executives	%	42.00
Governance	Business ethics and integrity	External assurance - Description of the external assurance of the disclosed ESG information - Scope of assurance	YES/NO	0.00
Governance	Business ethics and integrity	External assurance - Description of the external assurance of the disclosed ESG information - Level of assurance	YES/NO	0.00
Governance	Business ethics and integrity	ESG bonds	YES/NO	0.00
Governance	Business ethics and integrity	Integration of sustainability-related performance in incentive schemes	YES/NO	1.00

Pillar	Material Topic	Indicator	Unit of Measure	MOTODYNAMICS Group 2024
Governance	Business ethics and integrity	Whistleblowing policy - Description of whistleblowing policies and procedures	YES/NO	1.00
Financial	Financial	Direct economic value generated – Revenues	€	196,050,764.00
Financial	Financial	Turnover	€	196,050,764.00
Financial	Financial	Direct economic value distributed	€	191,243,489.68
Financial	Financial	Operating costs	€	150,005,889.11
Financial	Financial	General & admin expenses	€	12,689,066.40
Financial	Financial	Employee wages and benefits	€	16,357,738.33
Financial	Financial	Payments to providers of capital	€	6,249,294.18
Financial	Financial	Payments to the state - Greece	€	5,941,501.66
Financial	Financial	Economic value retained	€	4,807,274.32
Financial	Financial	Infrastructure & services investment	€	2,366,753.55
Financial	Financial	Financial assistance from government	€	0.00

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2025 ID	2025 Sub-ID	Indicator	Value	Unit of Measure	Location
C-E1	C-E1-1	Direct emissions (Scope 1) - Total amount of direct emissions (Scope 1)	**260.83**	Tonnes CO2 equivalent (tCO2e)	**Sustainability Report 2024:** Chapter: Responsibility for the environment Section: Climate change mitigation and adaptation **ESG Data Report 2024**
C-E1	C-E1-2	Direct emissions (Scope 1) - Intensity of direct greenhouse gas emissions (Scope 1)	**1.33**	Tonnes of CO2 equivalent (tCO2e) / Net revenue in € million	**Sustainability Report 2024:** Chapter: Responsibility for the environment Section: Climate change mitigation and adaptation **ESG Data Report 2024**
C-E2	C-E2-1	Indirect emissions (Scope 2) - Total indirect emissions (Scope 2) - Location-based	**350.37**	Tonnes CO2 equivalent (tCO2e)	**Sustainability Report 2024:** Chapter: Responsibility for the environment Section: Climate change mitigation and adaptation **ESG Data Report 2024**
C-E2	C-E2-2	Indirect emissions (Scope 2) - Intensity of indirect greenhouse gas emissions (Scope 2) - Location-based	**1.79**	Tonnes of CO2 equivalent (tCO2e) / Net revenue in € million	**Sustainability Report 2024:** Chapter: Responsibility for the environment Section: Climate change mitigation and adaptation **ESG Data Report 2024**
C-E2	C-E2-3	Indirect emissions (Scope 2) - Total indirect emissions (Scope 2) - Market-based	**348.90**	Tonnes CO2 equivalent (tCO2e)	**Sustainability Report 2024:** Chapter: Responsibility for the environment Section: Climate change mitigation and adaptation **ESG Data Report 2024**

2025 ID	2025 Sub-ID	Indicator	Value	Unit of Measure	Location
C-E2	C-E2-4	Indirect emissions (Scope 2) - Intensity of indirect greenhouse gas emissions (Scope 2) - Market-based	**1.78**	Tonnes of CO2 equivalent (tCO2e) / Net revenue in € million	**Sustainability Report 2024:** Chapter: Responsibility for the environment Section: Climate change mitigation and adaptation **ESG Data Report 2024**
C-E3	C-E3-1	Energy consumption and production - Total amount of energy consumed within the organisation	**2,349.37**	Megawatt-hours	**Sustainability Report 2024:** Chapter: Responsibility for the environment Section: Climate change mitigation and adaptation **ESG Data Report 2024**
C-E3	C-E3-2	Energy consumption and production - Percentage of electricity consumed	**54.73**	Percentage (%)	**Sustainability Report 2024:** Chapter: Responsibility for the environment Section: Climate change mitigation and adaptation **ESG Data Report 2024**
C-E3	C-E3-3	Energy consumption and production - Percentage of energy consumed from RES	**0.00**	Percentage (%)	**Sustainability Report 2024:** Chapter: Responsibility for the environment Section: Climate change mitigation and adaptation **ESG Data Report 2024**
C-E3	C-E3-4	Energy consumption and production - Total energy generated	**0.00**	Megawatt-hours	**Sustainability Report 2024:** Chapter: Responsibility for the environment Section: Climate change mitigation and adaptation **ESG Data Report 2024**
C-E3	C-E3-5	Energy consumption and production - Percentage of energy generated from RES	**0.00**	Percentage (%)	**Sustainability Report 2024:** Chapter: Responsibility for the environment Section: Climate change mitigation and adaptation **ESG Data Report 2024**

2025 ID	2025 Sub-ID	Indicator	Value	Unit of Measure	Location
C-S1	C-S1-1	Stakeholder engagement - Review of the company's key stakeholders and analysis of the main practices ensuring their engagement	**Yes - Disclosed**	Description & analysis	**Sustainability Report 2024:** Chapter: Our approach to Sustainable Development Section: Dialogue with stakeholders **Stakeholders 2024**
C-S2	C-S2-1	Percentage of women employees	**30.28**	Percentage (%)	**Sustainability Report 2024:** Chapter: Social progress and well-being Section: Our people **ESG Data Report 2024**
C-S3	C-S3-1	Percentage of women in management positions	**31.25**	Percentage (%)	**Sustainability Report 2024:** Chapter: Social progress and well-being Section: Labour relations and employment **ESG Data Report 2024**
C-S4	C-S4-1	Employee turnover - Voluntary turnover rate	**11.67**	Percentage (%)	**Sustainability Report 2024:** Chapter: Social progress and well-being Section: Labour relations and employment **ESG Data Report 2024**
C-S4	C-S4-2	Employee turnover - Involuntary turnover rate	**3.47**	Percentage (%)	**Sustainability Report 2024:** Chapter: Social progress and well-being Section: Labour relations and employment **ESG Data Report 2024**
C-S4	C-S4-3	Staff turnover - Total turnover	**15.14**	Percentage (%)	**Sustainability Report 2024:** Chapter: Social progress and well-being Section: Labour relations and employment **ESG Data Report 2024**

2025 ID	2025 Sub-ID	Indicator	Value	Unit of Measure	Location
C-S5	C-S5-1	Employee training - Average training hours of senior executives	**26.09**	Number of hours	**Sustainability Report 2024:** Chapter: Social progress and well-being Section: Employee training and development **ESG Data Report 2024**
C-S5	C-S5-2	Employee training - Average training hours for other categories	**8.48**	Number of hours	**Sustainability Report 2024:** Chapter: Social progress and well-being Section: Employee training and development **ESG Data Report 2024**
C-S5	C-S5-3	Employee training - Average training hours of women	**10.98**	Number of hours	**Sustainability Report 2024:** Chapter: Social progress and well-being Section: Employee training and development **ESG Data Report 2024**
C-S5	C-S5-4	Employee training - Average training hours for men	**9.94**	Number of hours	**Sustainability Report 2024:** Chapter: Social progress and well-being Section: Employee training and development **ESG Data Report 2024**
C-S6	C-S6-1	Human rights policy - Description of the human rights policy and fundamental principles	**Yes - Policy in place**	Description & analysis	**Sustainability Report 2024:** Chapter: Social progress and well-being Section: Labour relations and employment
C-S7	C-S7-1	Collective bargaining agreements - Percentage of employees covered by collective bargaining agreements	**100.00**	Percentage (%)	**Sustainability Report 2024:** Chapter: Social progress and well-being Section: Labour relations and employment **ESG Data Report 2024**

2025 ID	2025 Sub-ID	Indicator	Value	Unit of Measure	Location
C-S8	C-S8-1	Value chain - Supplier assessment	**Yes - Disclosed**	Description & analysis	**Sustainability Report 2024:** Chapter: Business Model and Activities, Responsibility for the environment Section: Value Chain, Climate change mitigation and adaptation, Natural resources and waste management
C-S8	C-S8-2	Value chain - Policies related to workers in the value chain	**Yes - Disclosed**	Description & analysis	**Sustainability Report 2024:** Chapter: Business Model and Activities, Responsibility for the environment Section: Value Chain, Climate change mitigation and adaptation, Natural resources and waste management
C-G1	C-G1-1	Board of Directors composition - ESG qualifications of Board of Directors members	**Yes - Disclosed**	Description & analysis	**Sustainability Report 2024: Chapter:** Social progress and well-being Section: Employee Training & Development
C-G1	C-G1-2	Board of Directors composition - Status of the Chairman of the Board of Directors	**Executive**	Description & analysis	**Sustainability Report 2024:** Chapter: Corporate governance model
C-G1	C-G1-3	Board of Directors composition - Percentage of women members of the Board of Directors	**30.77**	Percentage (%)	**Sustainability Report 2024:** Chapter: Corporate governance model **ESG Data Report 2024**
C-G1	C-G1-4	Board of Directors composition - Percentage of non-executive Board of Directors members	**84.62**	Percentage (%)	**Sustainability Report 2024:** Chapter: Corporate governance model **ESG Data Report 2024**

2025 ID	2025 Sub-ID	Indicator	Value	Unit of Measure	Location
C-G1	C-G1-5	Board of Directors composition - Percentage of Board of Directors members who are independent non-executive	**53.85**	Percentage (%)	**Sustainability Report 2024:** Chapter: Corporate governance model **ESG Data Report 2024**
C-G1	C-G1-6	Board of Directors composition - Number of Board of Directors members	**13.00**	Number	**Sustainability Report 2024:** Chapter: Corporate governance model **ESG Data Report 2024**
C-G1	C-G1-7	Board of Directors composition - Average age of Board of Directors members	**55.92**	Number	**Sustainability Report 2024:** Chapter: Corporate governance model **ESG Data Report 2024**
C-G1	C-G1-8	Composition of the Board of Directors - Average tenure of Board of Directors members	**5.32**	Number	**Sustainability Report 2024:** Chapter: Corporate governance model **ESG Data Report 2024**
C-G2	C-G2-1	Sustainability oversight -Description of the approach to oversight of sustainability matters	**Yes - Disclosed**	Description & analysis	**Sustainability Report 2024:** Chapter: Our approach to Sustainable Development Section: Sustainable Development Policy
C-G3	C-G3-1	Material topics - Description of the assessment process and material topics	**Yes - Disclosed**	Description & analysis	**Sustainability Report 2024:** Chapter: Our approach to Sustainable Development Section: Materiality Analysis
C-G3	C-G3-2	Material topics - Approach	**Single**	Description & analysis	**Sustainability Report 2024:** Chapter: Our approach to Sustainable Development Section: Materiality Analysis
C-G4	C-G4-1	Sustainability policy - Description of the policy and fundamental principles on sustainability matters	**Yes - Policy in place**	Description & analysis	**Sustainability Report 2024:** Chapter: Our approach to Sustainable Development Section: Sustainable Development Policy

2025 ID	2025 Sub-ID	Indicator	Value	Unit of Measure	Location
C-G5	C-G5-1	Business ethics policy - Description of the business ethics policy and fundamental principles	**Yes - Policy in place**	Description & analysis	**Sustainability Report 2024:** Chapter: Corporate Governance Section: Business ethics and integrity
C-G6	C-G6-1	Data security policy - Description of the data security policy and fundamental principles	**Yes - Policy in place**	Description & analysis	**Sustainability Report 2024:** Chapter: Business Model and Activities Section: Data security and privacy
C-G7	C-G7-1	Sustainability reporting - General principles for preparing sustainability reporting	**Yes - Disclosed**	Description & analysis	**Sustainability Report 2024:** Chapter: Appendix Sections: About the Report
C-G7	C-G7-2	Sustainability reporting - List of entities included in the sustainability report	**Yes - Disclosed**	Description & analysis	**Sustainability Report 2024:** Chapter: Business Model and Activities, Annex Sections: About the Report
C-G8	C-G8-1	Annual financial statements - Publication date	**27/6/2025**	Date	https://motodynamics.gr/htmlfiles/213800PO787VGL2S3704_20241231_viewer.html
A-E1	A-E1-1	Other indirect emissions (Scope 3) - Total other indirect emissions (Scope 3)	**No - Not disclosed**	Tonnes of equivalent CO2 (tCO2e)	MOTODYNAMICS will begin to record and reporting indirect Scope 3 emissions in 2025.
A-E1	A-E1-2	Other indirect emissions (Scope 3) - Intensity of other indirect GHG emissions (Scope 3)	**No - Not disclosed**	Tonnes of CO2 equivalent (tCO2e) / Net revenue in € million	MOTODYNAMICS will begin recording and reporting indirect Scope 3 emissions in 2025.
A-E2	A-E2-1	Climate change risks and opportunities - Description of the risks and opportunities related to climate change that may affect business activities	**No - Not disclosed**	Description & analysis	MOTODYNAMICS will carry out a Double Materiality analysis in 2025.

2025 ID	2025 Sub-ID	Indicator	Value	Unit of Measure	Location
A-E3	A-E3-1	Waste management - Total amount of hazardous waste	**414.40**	Tonnes	**Sustainability Report 2024:** Chapter: Responsibility for the environment Section: Natural resources and waste management **ESG Data Report 2024**
A-E3	A-E3-2	Waste management - Total amount of non-hazardous waste	**667.51**	Tonnes	**Sustainability Report 2024:** Chapter: Responsibility for the environment Section: Natural resources and waste management **ESG Data Report 2024**
A-E3	A-E3-3	Waste management - Percentage of waste by treatment type -Recycling	**81.60**	Percentage (%)	**Sustainability Report 2024:** Chapter: Responsibility for the environment Section: Natural resources and waste management **ESG Data Report 2024**
A-E3	A-E3-4	Waste management - Percentage of waste by treatment type - Composting	**18.40**	Percentage (%)	**Sustainability Report 2024:** Chapter: Responsibility for the environment Section: Natural resources and waste management **ESG Data Report 2024**
A-E3	A-E3-5	Waste management - Percentage of waste by treatment type - Incineration	**0.00**	Percentage (%)	**Sustainability Report 2024:** Chapter: Responsibility for the environment Section: Natural resources and waste management **ESG Data Report 2024**
A-E3	A-E3-6	Waste management - Share of waste by treatment type - Landfill	**0.00**	Percentage (%)	**Sustainability Report 2024:** Chapter: Responsibility for the environment Section: Natural resources and waste management **ESG Data Report 2024**

2025 ID	2025 Sub-ID	Indicator	Value	Unit of Measure	Location
A-E3	A-E3-7	Waste management - Radioactive waste	**0.00**	Percentage (%)	**Sustainability Report 2024:** Chapter: Responsibility for the environment Section: Natural resources and waste management **ESG Data Report 2024**
A-E4	A-E4-1	Total volume of wastewater discharge containing pollutants	**0.00**	Cubic metres (m3)	**Sustainability Report 2024:** Chapter: Responsibility for the environment Section: Natural resources and waste management **ESG Data Report 2024**
A-E5	A-E5-1	Biodiversity-sensitive areas - Description of the impacts of business activities on biodiversity-sensitive areas	**Yes - Disclosed**	Description & analysis	**Sustainability Report 2024:** Chapter: Responsibility for the environment Section: Climate change mitigation and adaptation
A-E6	A-E6-1	Climate change policy	**Yes - Policy in place**	Description & analysis	**Sustainability Report 2024: Chapter:** Responsibility for the environment, Our approach to Sustainable Development Section: Climate change mitigation and adaptation, Sustainable Development Policy
A-E7	A-E7-1	GHG removals and mitigation projects financed through carbon credits - Removals	**0.00**	Tonnes CO2 equivalent (tCO2e)	**Sustainability Report 2024:** Chapter: Responsibility for the environment Section: Climate change mitigation and adaptation **ESG Data Report 2024**
A-E7	A-E7-2	Greenhouse gas removals and mitigation projects financed through carbon credits - Carbon credits	**0.00**	Tonnes CO2 equivalent (tCO2e)	**Sustainability Report 2024:** Chapter: Responsibility for the environment Section: Climate change mitigation and adaptation **ESG Data Report 2024**

2025 ID	2025 Sub-ID	Indicator	Value	Unit of Measure	Location
A-E8	A-E8-1	Total greenhouse gas emissions - Location-based	**No - Not disclosed**	Tonnes CO2 equivalent (tCO2e	MOTODYNAMICS will begin recording and reporting indirect Scope 3 emissions in 2025.
A-E8	A-E8-2	Total GHG emissions - Market-based	**No - Not disclosed**	Tonnes CO2 equivalent (tCO2e	MOTODYNAMICS will begin recording and reporting indirect Scope 3 emissions in 2025.
A-S1	A-S1-1	Sustainable economic activity - Percentage of sustainable turnover - Alignment	**No - Not disclosed**	Percentage (%)	Reporting under the EU Taxonomy Regulation is scheduled for 2025.
A-S1	A-S1-2	Sustainable economic activity - Percentage of sustainable CapEx - Alignment	**No - Not disclosed**	Percentage (%)	Reporting under the EU Taxonomy Regulation is scheduled for 2025.
A-S1	A-S1-3	Sustainable economic activity - Percentage of sustainable OpEx - Alignment	**No - Not disclosed**	Percentage (%)	Reporting under the EU Taxonomy Regulation is scheduled for 2025.
A-S1	A-S1-4	Sustainable economic activity - Percentage of sustainable turnover - Eligibility	**No - Not disclosed**	Percentage (%)	Reporting under the EU Taxonomy Regulation is scheduled for 2025.
A-S1	A-S1-5	Sustainable economic activity - Share of sustainable CapEx -Eligibility	**No - Not disclosed**	Percentage (%)	Reporting under the EU Taxonomy Regulation is scheduled for 2025.
A-S1	A-S1-6	Sustainable economic activity - Share of sustainable OpEx -Eligibility	**No - Not disclosed**	Percentage (%)	Reporting under the EU Taxonomy Regulation is scheduled for 2025.
A-S2	A-S2-1	Total amount spent on employee training	**113,318.67**	Euro (€)	**Sustainability Report 2024:** Chapter: Social progress and well-being Section: Employee training and development **ESG Data Report 2024**

2025 ID	2025 Sub-ID	Indicator	Value	Unit of Measure	Location
A-S3	A-S3-1	Percentage pay gap between men and women	**9.84**	Percentage (%)	**Sustainability Report 2024:** Chapter: Social progress and well-being Section: Employee training and development **ESG Data Report 2024**
A-S4	A-S4-1	CEO-to-employee pay ratio - Total remuneration of the chief executive officer	**Yes - Disclosed**	Euro (€)	**Sustainability Report 2024:** Chapter: Corporate Governance Section: Corporate governance model BoD Remuneration Report
A-S4	A-S4-2	CEO-to-employee pay ratio - Ratio of the annual remuneration of the CEO to the median remuneration of employees	**25:1**	Ratio	**Sustainability Report 2024:** Chapter: Corporate Governance Section: Corporate governance model **ESG Data Report 2024**
A-G1	A-G1-1	Strategy, business model and value chain - Description of the strategy, business model and value chain	**Yes - Disclosed**	Description & analysis	**Sustainability Report 2024:** Chapter: Business Model and Activities
A-G1	A-G1-2	Strategy, business model and value chain - Activity in the fossil fuel sector, chemicals production, controversial weapons and the cultivation and production of tobacco	**Yes - Disclosed**	Description & analysis	**Sustainability Report 2024:** Chapter: Business Model and Activities
A-G2	A-G2-1	Business ethics violations - Total amount of monetary losses as a result of business ethics violations	**0.00**	Euro (€)	**Sustainability Report 2024:** Chapter: Corporate Governance Section: Business ethics and integrity **ESG Data Report 2024**

2025 ID	2025 Sub-ID	Indicator	Value	Unit of Measure	Location
A-G2	A-G2-2	Business ethics - Number of violations ethics violations	**0.00**	Number	**Sustainability Report 2024:** Chapter: Corporate Governance Section: Business ethics and integrity **ESG Data Report 2024**
A-G3	A-G3-1	ESG targets - Short-term	**Yes - Disclosed**	Description & analysis	**Sustainability Report 2024:** Chapters: Business Model and Activities, Responsibility for the environment, Social progress and well-being, Corporate Governance Sections: Data security and privacy, Climate change mitigation and adaptation, Natural resource and waste management, Labour relations and employment, Employee training and development, Occupational health and safety, Support for local communities, Business ethics and integrity
A-G3	A-G3-2	ESG targets - Medium-term	**Yes - Disclosed**	Description & analysis	**Sustainability Report 2024:** Chapters: Responsibility for the environment, Social progress and well-being, Corporate Governance Sections: Climate change mitigation and adaptation, Labour relations and employment, Occupational health and safety, Support for local communities, Business ethics and integrity
A-G3	A-G3-3	ESG targets - Long-term	**Yes - Disclosed**	Description & analysis	**Sustainability Report 2024:** Chapters: Responsibility for the environment, Social progress and well-being, Corporate Governance Sections: Climate change mitigation and adaptation, Natural resources and waste management, Occupational health and safety, Support for local communities, Business ethics and integrity

2025 ID	2025 Sub-ID	Indicator	Value	Unit of Measure	Location
A-G4	A-G4-1	Variable pay - Percentage of variable remuneration over total remuneration of executives	**42.00**	Percentage (%)	**Sustainability Report 2024:** Chapter: Corporate Governance Section: Corporate governance model **ESG Data Report 2024**
A-G5	A-G5-1	External assurance - Description of the external assurance of the disclosed ESG information - Scope of assurance	**No - Not disclosed**	Description & analysis	**Sustainability Report 2024:** Chapter: Annex Section: External Assurance
A-G5	A-G5-2	External assurance - Description of the external assurance of the disclosed ESG information - Level of assurance	**No - Not disclosed**	Description & analysis	**Sustainability Report 2024:** Chapter: Annex Section: External Assurance
A-G6	A-G6-1	ESG bonds	**0.00**	Euro (€)	**Sustainability Report 2024:** Chapter: Business Model and Activities Section: Value Creation
A-G7	A-G7-1	Integration of sustainability-related performance in incentive schemes	**Yes - Disclosed**	Description & analysis	**Sustainability Report 2024:** Chapter: Corporate Governance Section: Corporate governance model
SS-E1	SS-E1-1	Transition plan for climate change mitigation	**Yes - Disclosed**	Description & analysis	**Sustainability Report 2024:** Chapter: Responsibility for the environment Section: Climate change mitigation and adaptation
SS-E2	SS-E2-1	Air pollutant emissions - Total amount of nitrogen oxides (NOx) (excluding nitrous oxide)	**453.83**	Kilos (kg)	**Sustainability Report 2024:** Chapter: Responsibility for the environment Section: Climate change mitigation and adaptation **ESG Data Report 2024**

2025 ID	2025 Sub-ID	Indicator	Value	Unit of Measure	Location
SS-E2	SS-E2-2	Air pollutant emissions - Total amount of sulphur oxides (Sox)	**0.97**	Kilos (kg)	**Sustainability Report 2024:** Chapter: Responsibility for the environment Section: Climate change mitigation and adaptation **ESG Data Report 2024**
SS-E2	SS-E2-3	Air pollutant emissions - Total amount of volatile organic compounds (VOCs)	**1,992.16**	Kilos (kg)	**Sustainability Report 2024:** Chapter: Responsibility for the environment Section: Climate change mitigation and adaptation **ESG Data Report 2024**
SS-E2	SS-E2-4	Air pollutant emissions - Total amount of particulate matter (PM)	**20.95**	Kilos (kg)	**Sustainability Report 2024:** Chapter: Responsibility for the environment Section: Climate change mitigation and adaptation **ESG Data Report 2024**
SS-E3	SS-E3-1	Water consumption - Total amount of water withdrawn	**3,100.00**	Cubic metres (m3)	**Sustainability Report 2024:** Chapter: Responsibility for the environment Section: Natural resources and waste management **ESG Data Report 2024**
SS-E3	SS-E3-2	Water consumption - Total water consumption	**3,100.00**	Cubic metres (m3)	**Sustainability Report 2024:** Chapter: Responsibility for the environment Section: Natural resources and waste management **ESG Data Report 2024**
SS-E3	SS-E3-3	Water consumption - Percentage of water recycled	**0.00**	Cubic metres (m3)	**Sustainability Report 2024:** Chapter: Responsibility for the environment Section: Natural resources and waste management **ESG Data Report 2024**

2025 ID	2025 Sub-ID	Indicator	Value	Unit of Measure	Location
SS-E4	SS-E4-1	Water management - Description of water management-related risks and the corresponding mitigation measures taken	**Yes - Disclosed**	Description & analysis	**Sustainability Report 2024:** Chapter: Responsibility for the environment Section: Natural resources and waste management **ESG Data Report 2024**
SS-E5	SS-E5-1	Environmental impacts of packaging - Description of the strategy to reduce the environmental impacts of packaging throughout its life cycle	**Yes - Disclosed**	Description & analysis	**Sustainability Report 2024:** Chapter: Responsibility for the environment Section: Natural resources and waste management
SS-E8	SS-E8-1	Chemicals in products - Description of the processes for assessing and managing risks related to chemicals in products	**Yes - Disclosed**	Description & analysis	**Sustainability Report 2024:** Chapter: Responsibility for the environment Section: Natural resources and waste management
SS-S5	SS-S5-1	Total monetary losses from fines relating to data security and privacy	**0.00**	Euro (€)	**Sustainability Report 2024:** Chapter: Business Model and Activities, Section: Data security and privacy **ESG Data Report 2024**
SS-S6	SS-S6-1	Health and safety performance - Number of injuries	**5.00**	Number	**Sustainability Report 2024:** Chapter: Social progress and well-being Section: Occupational health and safety **ESG Data Report 2024**

2025 ID	2025 Sub-ID	Indicator	Value	Unit of Measure	Location
SS-S6	SS-S6-2	Health and safety performance - Number of fatalities	**0.00**	Number	**Sustainability Report 2024:** Chapter: Social progress and well-being Section: Occupational health and safety **ESG Data Report 2024**
SS-S6	SS-S6-3	Health and safety performance - Accident frequency rate	**157.10**	Percentage (%)	**Sustainability Report 2024:** Chapter: Social progress and well-being Section: Occupational health and safety **ESG Data Report 2024**
SS-S6	SS-S6-4	safety Health and safety performance - Accident severity rate	**1,885.20**	Percentage (%)	MOTODYNAMICS will begin measuring the number of working days lost due to work-related accidents in 2025.
SS-S9	SS-S9-1	Grievance mechanism - Description of the key functions and procedures of the grievance mechanism	**Yes - Disclosed**	Description & analysis	**Sustainability Report 2024:** Chapter: Corporate Governance Section: Business ethics and integrity
SS-S10	SS-S10-1	Integration of ESG factors in business activity - Description of the approach to integrating ESG factors in business activities	**Yes - Disclosed**	Description & analysis	**Sustainability Report 2024:** Chapter: Corporate Governance Section: Business ethics and integrity
SS-G1	SS-G1-1	Whistleblowing policy - Description of whistleblowing policies and procedures	**Yes - Disclosed**	Description & analysis	**Sustainability Report 2024:** Chapter: Corporate Governance Section: Business ethics and integrity

GRI Standards 2021 content index

Statement of use	MOTODYNAMICS S.A. has prepared this Report in accordance with the GRI Standards for the period from 1 January to 31 December 2024. The Report is prepared annually and on a voluntary basis, as the Company is not yet subject to obligations under Directive (EU) 2022/2464 (CSRD).
GRI 1 Standard	GRI 1: Foundation 2021
Applicable sector standard	At present, there is no applicable sector standard for the sector of MOTODYNAMICS S.A.

GRI Standard	Disclosure	Location in the Report	Omission		
			Requirements omitted	**Reason**	**Explan.**
		General disclosures			
	2-1 Organisational details	**Sustainability Report 2024: Business model and activities**	In accordance with the GRI Standards, grey-shaded areas indicate that no omissions have been used for the specific requirements.		
	2-2 Entities included in the organisation's Sustainability Report	**Sustainability Report 2024: Business model and activities** **Appendix** About the Report			
	2-3 Reporting period, frequency and contact point	**Appendix** About the Report			
	2-4 Restatements of information	**Appendix** About the Report			
	2-5 External assurance	**Appendix** About the Report			

GRI Standard	Disclosure	Location in the Report	Omission		
			Requirements omitted	Reason	Explan.
	2-5 External assurance	**Appendix** About the Report			
	2-6 Activities, value chain and business relationships	**Sustainability Report 2024: Business model and activities**			
	2-7 Employees	**Sustainability Report 2024: Social progress and well-being** Our people **ESG Data Report 2024** Consolidated Performance Table			
	2-8 Workers who are not employees	**Sustainability Report 2024: Social progress and well-being** Our people **ESG Data Report 2024** Consolidated Performance Table			
	2-9 Governance structure and composition	**Sustainability Report 2024: Corporate governance** Corporate governance model			
	2-10 Nomination and selection of Board and committee members	**Sustainability Report 2024: Corporate governance** Corporate Governance Model			
	2-11 Chair of the highest governance body	**Sustainability Report 2024: Corporate governance** Corporate governance model			

GRI Standard	Disclosure	Location in the Report	Omission		
			Requirements omitted	Reason	Explan.
	2-12 Role of the highest governance body in overseeing the management of impacts	**Sustainability Report 2024: Corporate governance** Corporate governance model **Our approach to sustainability** Sustainability Policy Oversight			
	2-13 Delegation of responsibility for managing impacts	**Sustainability Report 2024: Our approach to sustainability** Sustainability Policy Oversight			
	2-14 Role of the highest governance body in sustainability reporting	**Sustainability Report 2024: Corporate governance** Corporate governance model **Our approach to sustainability** Sustainability Policy Oversight			
	2-15 Conflicts of interest	**Sustainability Report 2024: Corporate governance** Corporate governance model			

GRI Standard	Disclosure	Location in the Report	Omission		
			Requirements omitted	Reason	Explan.
GRI 2: General Disclosures 2021	2-16 Communication of critical concerns	**Sustainability Report 2024: Corporate governance** Corporate governance model	b.	Confidential information	b. The total number and nature of critical concerns communicated to the Board of Directors are subject to internal communication.
	2-17 Collective knowledge of the highest governance body	**Sustainability Report 2024: Employee Training & Development** Training and development of Board of Directors members and Executives			
	2-18 Evaluation of the performance of the highest governance body	**Sustainability Report 2024: Corporate governance** Corporate governance model			
	2-19 Remuneration policy	**Sustainability Report 2024: Corporate governance** Corporate governance model			
	2-20 Process to determine remuneration	**Sustainability Report 2024: Corporate governance** Corporate governance model Internal Audit Unit Incentive Scheme			
	2-21 Annual total compensation ratio	**Sustainability Report 2024: Corporate governance** Corporate governance model **ESG Data Report 2024** Consolidated Performance Table			

GRI Standard	Disclosure	Location in the Report	Omission		
			Requirements omitted	Reason	Explan.
	2-22 Statement of management on sustainable development strategy	**Sustainability Report 2024: Message from Management**			
	2-23 Policy commitments	**Sustainability Report 2024: Corporate governance** Corporate governance model Business ethics and integrity **Our approach to sustainability** Sustainable Development Policy **Responsibility for the environment** Climate change mitigation and adaptation Natural Resource & Waste Management **Social progress and well-being** Labour relations and Employment Employee training and development Occupational health and safety Support for local communities Data security and privacy			
	2-24 Embedding corporate policies	**Sustainability Report 2024: Corporate governance** Business ethics and integrity **Our approach to sustainability** Sustainable Development Policy			

GRI Standard	Disclosure	Location in the Report	Omission		
			Requirements omitted	Reason	Explan.
	2-25 Processes to remediate negative impacts	**Sustainability Report 2024: Our approach to sustainability** Sustainability Policy Oversight			
	2-26 Mechanisms for seeking advice and raising concerns	**Sustainability Report 2024: Corporate governance** Business ethics and integrity			
	2-27 Compliance with laws and regulations	**Sustainability Report 2024: Corporate governance** Business ethics and integrity			
	2-28 Membership associations	**Sustainability Report 2024: Business model and activities**			
	2-29 Approach to stakeholder engagement	**Sustainability Report 2024: Our approach to sustainability** Stakeholder dialogue			
	2-30 Collective bargaining agreements	**Sustainability Report 2024: Social progress and well-being** Labour relations and Employment			
Material Topics					
	3-1 Process to determine material topics	**Sustainability Report 2024: Our approach to sustainability** Materiality analysis			

GRI Standard	Disclosure	Location in the Report	Omission		
			Requirements omitted	Reason	Explan.
GRI 3: Material Topics 2021	3-2 List of material topics	**Sustainability Report 2024: Our approach to sustainability** Materiality analysis			
	3-3 Management of material topics	**Sustainability Report 2024: Our approach to sustainability** Materiality analysis			
Climate Change Mitigation and Adaptation					
GRI 3 : Material Topics 2021	3-3 Management of material topics	**Sustainability Report 2024: Responsibility for the environment** Climate change mitigation and adaptation			
GRI 302: Energy 2016	302-1 Energy consumption within the organisation	**Sustainability Report 2024: Responsibility for the environment** Climate change mitigation and adaptation **ESG Data Report 2024** Consolidated Performance Table	b, d	Not applicable (Not applicable)	b. MOTODYNAMICS does not use fuels from renewable sources, such as biofuels or biomass. d. MOTODYNAMICS does not sell any form of energy.
	302-3 Energy intensity	**Sustainability Report 2024: Responsibility for the environment** Climate change mitigation and adaptation **ESG Data Report 2024** Consolidated Performance Table			

GRI Standard	Disclosure	Location in the Report	Omission		
			Requirements omitted	Reason	Explan.
GRI 305: Emissions 2016	305-1 Direct GHG emissions (Scope 1)	**Sustainability Report 2024: Responsibility for the environment** Climate change mitigation and adaptation **ESG Data Report 2024** Consolidated Performance Table	c	Not applicable (Not applicable)	MOTODYNAMICS has no biogenic emissions, as determined by the exercise relating to the national climate law.
	305-2 Indirect GHG emissions (Scope 2)	**Sustainability Report 2024: Responsibility for the environment** Climate change mitigation and adaptation **ESG Data Report 2024** Consolidated Performance Table			
	305-4 Emissions intensity	**Sustainability Report 2024: Responsibility for the environment** Climate change mitigation and adaptation **ESG Data Report 2024** Consolidated Performance Table			
Natural resource and waste management					
GRI 3: Material Topics 2021	3-3 Management of material topics	**Sustainability Report 2024: Responsibility for the environment** Natural Resource & Waste Management			

GRI Standard	Disclosure	Location in the Report	Omission		
			Requirements omitted	Reason	Explan.
GRI 303: Water 2018	303-3 Water withdrawal	**Sustainability Report 2024: Responsibility for the environment** Natural Resource & Waste Management **ESG Data Report 2024** Consolidated Performance Table			
	303-5 Water consumption	**Sustainability Report 2024: Responsibility for the environment** Natural Resource & Waste Management **ESG Data Report 2024** Consolidated Performance Table			
	306-1 Waste generation and significant impacts	**Sustainability Report 2024: Responsibility for the environment** Natural Resource & Waste Management **ESG Data Report 2024** Consolidated Performance Table			
	306-2 Management of significant waste-related impacts	**Sustainability Report 2024: Responsibility for the environment** Natural Resource & Waste Management **ESG Data Report 2024** Consolidated Performance Table			

GRI Standard	Disclosure	Location in the Report	Omission		
			Requirements omitted	Reason	Explan.
GRI 306: Waste 2020	306-3 Waste generated	**Sustainability Report 2024: Responsibility for the environment** Natural Resource & Waste Management **ESG Data Report 2024** Consolidated Performance Table			
	306-4 Waste diverted from disposal	**Sustainability Report 2024: Responsibility for the environment** Natural Resource & Waste Management **ESG Data Report 2024** Consolidated Performance Table			
	306-5 Waste directed to disposal	**Sustainability Report 2024: Responsibility for the environment** Natural Resource & Waste Management **ESG Data Report 2024** Consolidated Performance Table			
Labour relations and employment					
GRI 3: Material Topics 2021	3-3 Management of material topics	**Sustainability Report 2024: Social progress and well-being** Labour relations and Employment			

GRI Standard	Disclosure	Location in the Report	Omission		
			Requirements omitted	Reason	Explan.
GRI 401: Employment 2016	**401-1** New employee hires and employee turnover	**Sustainability Report 2024: Social progress and well-being** Labour relations and Employment **ESG Data Report 2024** Consolidated Performance Table			
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	**Sustainability Report 2024: Social progress and well-being** Labour relations and Employment			
	401-3 Parental leave	**Sustainability Report 2024: Social progress and well-being** Labour relations and Employment **ESG Data Report 2024** Consolidated Performance Table			
GRI 405: Labour -	405-1 Diversity of governance bodies and employees	**Sustainability Report 2024: Social progress and well-being** Labour relations and Employment **ESG Data Report 2024** Consolidated Performance Table			

GRI Standard	Disclosure	Location in the Report	Omission		
			Requirements omitted	Reason	Explan.
management relations 2016	405-2 Ratio of basic salary and remuneration of women to men	**Sustainability Report 2024: Social progress and well-being** Labour relations and Employment **ESG Data Report 2024** Consolidated Performance Table			
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and actions taken	**Sustainability Report 2024: Social progress and well-being** Labour relations and Employment **ESG Data Report 2024** Consolidated Performance Table			
Employee training and development					
GRI 3: Material Topics 2021	3-3 Management of material topics	**Sustainability Report 2024: Social progress and well-being** Employee training and development			
GRI 404: Training and Education 2016	404-1 Average hours of training per employee	**Sustainability Report 2024: Social progress and well-being** Employee training and development **ESG Data Report 2024** Consolidated Performance Table			
	404-2 Skills management and lifelong learning programmes that support the continued employability of employees	**Sustainability Report 2024: Social progress and well-being** Employee training and development			

GRI Standard	Disclosure	Location in the Report	Omission		
			Requirements omitted	Reason	Explan.
	404-3 Percentage of employees receiving regular performance and career development reviews	**Sustainability Report 2024: Social progress and well-being** Employee training and development **ESG Data Report 2024** Consolidated Performance Table			
		Occupational health and safety			
GRI 3: Material Topics 2021	3-3 Management of material topics	**Sustainability Report 2024: Social progress and well-being** Occupational health and safety			
GRI 403: Occupational Health and Safety 2018	403-1 Health and Safety Management System	**Sustainability Report 2024: Social progress and well-being** Occupational health and safety			
	403-2 Hazard identification, risk assessment and incident investigation	**Sustainability Report 2024: Social progress and well-being** Occupational health and safety			
	403-5 Worker training on occupational health and safety	**Sustainability Report 2024: Social progress and well-being** Occupational health and safety			
	403-8 Workers covered by the Health and Safety system	**Sustainability Report 2024: Social progress and well-being** Occupational health and safety **ESG Data Report 2024** Consolidated Performance Table			

GRI Standard	Disclosure	Location in the Report	Omission		
			Requirements omitted	Reason	Explan.
	403-9 Work-related injuries	**Sustainability Report 2024: Social progress and well-being** Occupational health and safety **ESG Data Report 2024** Consolidated Performance Table			
	403-10 Work-related ill health	**Sustainability Report 2024: Social progress and well-being** Occupational health and safety **ESG Data Report 2024** Consolidated Performance Table			
Support for local communities					
GRI 3: Material Topics 2021	3-3 Management of material topics	**Sustainability Report 2024: Social progress and well-being** Supporting local communities			
Data security and privacy					
GRI 3: Material Topics 2021	3-3 Management of material topics	**Sustainability Report 2024: Social progress and well-being** Data security and privacy			
Business ethics and integrity					
GRI 3: Material Topics 2021	3-3 Management of material topics	**Sustainability Report 2024: Governance** Business ethics and integrity			

GRI Standard	Disclosure	Location in the Report	Omission		
			Requirements omitted	Reason	Explan.
GRI 205: Anti-corruption 2016	205-3 Confirmed incidents of corruption and actions taken to address them	**Sustainability Report 2024: Governance** Business ethics and integrity **ESG Data Report 2024** Consolidated Performance Table			
GRI 206: Anti-competitive behaviour 2016	206-1 Legal actions for anti-competitive behaviour, anti-trust and monopoly practices	**Sustainability Report 2024: Governance** Business ethics and integrity **ESG Data Report 2024** Consolidated Performance Table			
Additional indicators - Non-material topics					
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	**Sustainability Report 2024: Our Group** Value creation			
Indirect economic impacts					
GRI 203: Indirect Economic Impacts 2016	203-1 Impact of corporate investments in infrastructure and services for public benefit	**Sustainability Report 2024: Support for Local Communities**			

MOTODYNAMICS
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