



DATA PHORIA

From hundreds of ESG KPIs to powerful data storytelling.

ESG report

2023





**From
hundreds of
ESG KPIs to
powerful
data
storytelling**

DATAPHORIA



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About this report

This ESG report marks the beginning of an inspiring journey for Dataphoria as we embark on measuring and reporting essential ESG metrics tailored specifically to our needs. By doing so, we set a transformative path towards sustainability, armed with actionable, data-driven insights that empower us to accelerate our environmental, social, and governance goals.

Our report aligns with the January 2024 version of the VSME ESRS standard, a European framework developed by EFRAG, designed for SMEs. This framework offers modules designed to support companies at different stages of their sustainability journey. This report is built on the **Basic Module** of the framework and it is published to provide data on Dataphoria's sustainability performance to any stakeholder interested in it. This report aims to enhance our transparency and create a starting point for us to improve the management of our sustainability issues.

The applicable disclosures for Dataphoria encompass a range of sustainability, social and ethical governance areas, including energy use, greenhouse gas emissions, biodiversity, water and resource utilization, sustainability practices, workforce characteristics and safety, remuneration and training, as well as anti-corruption and bribery.

We are enthusiastic about this significant step towards measuring and making a positive impact to the environment and society and we look forward to continually improving and thriving.

About Dataphoria

We are a Greek startup dedicated to helping companies, organizations and cities with their sustainability transition. At Dataphoria, we transform **Hundreds of ESG KPIs to powerful data storytelling.**



Vision

Embedding sustainability into the core of every company and city



Activity



Delivering specific data-driven ESG and impact insights



Building and monitoring your sustainability transition roadmap



Communicating your ESG and impact performance effectively

About Dataphoria

Dataphoria is a Private Company, established in 2021 in Greece and it is registered to the Greek Startup Ecosystem (ELEVATE Greece). Dataphoria operates primarily on the Data Processing Services sector (NACE codes 6311, 5829, 8559 & 7022) and during 2023 achieved a pre seed impact funding lead by Investing for Purpose. Dataphoria's growth during 2023 was very significant and all financial statements and announcements are publicly available on [GEMI's website](#).

Dataphoria was founded by Anastasis and Fenya and during 2023 the team was expanded and by the end of the year we were 5 people in total. Dataphoria's governance structure is crafted to match our current scale, with a focus on clarity, efficiency, and adaptability. At the top, our two founders lead as CEO and COO, setting the strategic direction, driving business development, and ensuring our mission remains aligned with client needs.

Beneath this leadership is the backbone of our operations: the Sustainability and Data Teams. As we continue to expand, we remain committed to evolving our organizational structure. Adjustments will be made to preserve effectiveness and maximize our impact, refining roles and responsibilities to support our growth while staying aligned with our mission.

Dataphoria's Core Values

Our core values define who we are and how we operate at Dataphoria. They are the guiding principles behind every decision we make, the relationships we foster, and the impact we aim to create. These values form the DNA of our company, shaping our culture and driving our mission forward.



Sustainability Performance

In this sustainability report, our analysis centers around three pillars—**Environment, Society and Governance (ESG)**—which are intergrated into every aspect of our company’s operations. By focusing on these pillars, we aim to comprehensively evaluate our impact and enhance sustainability across our operations.

Through this holistic approach, we identify potential risks and opportunities that can propel our efforts towards greater sustainability. This insight empowers us to strategically implement initiatives that mitigate those risks, leverage the right opportunities, and foster endurance and resilience across our operations.

By integrating ESG considerations into our operational framework, we not only enhance our ability to navigate challenges but also strengthen our commitment to responsible business practices. This approach underscores our dedication to long-term sustainability and ensures we uphold transparency and accountability in our endeavors.

Dataphoria’s Value Chain

Upstream



Cloud and technology infrastructure



Professional services

Operations



Data analysis



Algorithms and data analysis methodologies

Downstream



ESG Analytics platform



Ongoing support

Environment

Energy

Our energy consumption is solely sourced from electricity provided by electricity suppliers. Currently, we do not have a distinction between renewable and non-renewable energy sources for this electricity, so we use the national energy mix from the NIR, after excluding the green certificates issued. For 2023, the remaining **renewables** in Greece’s energy mix was **14,65%**.

Dataphoria operates in co-working spaces and reports on the energy consumption corresponding to the space occupied by our team. Having expanded our team during the last year, we see our energy consumption rise.



■ 2022 ■ 2023

Energy Consumption for 2022 and 2023

GHG emissions

Greenhouse Gas Emissions refer to the total amount of CO2 equivalent emitted by the company as a result of its operations and activities.

Scope 1 emissions

Direct GHG emissions from sources owned or controlled by the company, including:



Onsite fuel combustion



Industrial processes



Vehicle fleets

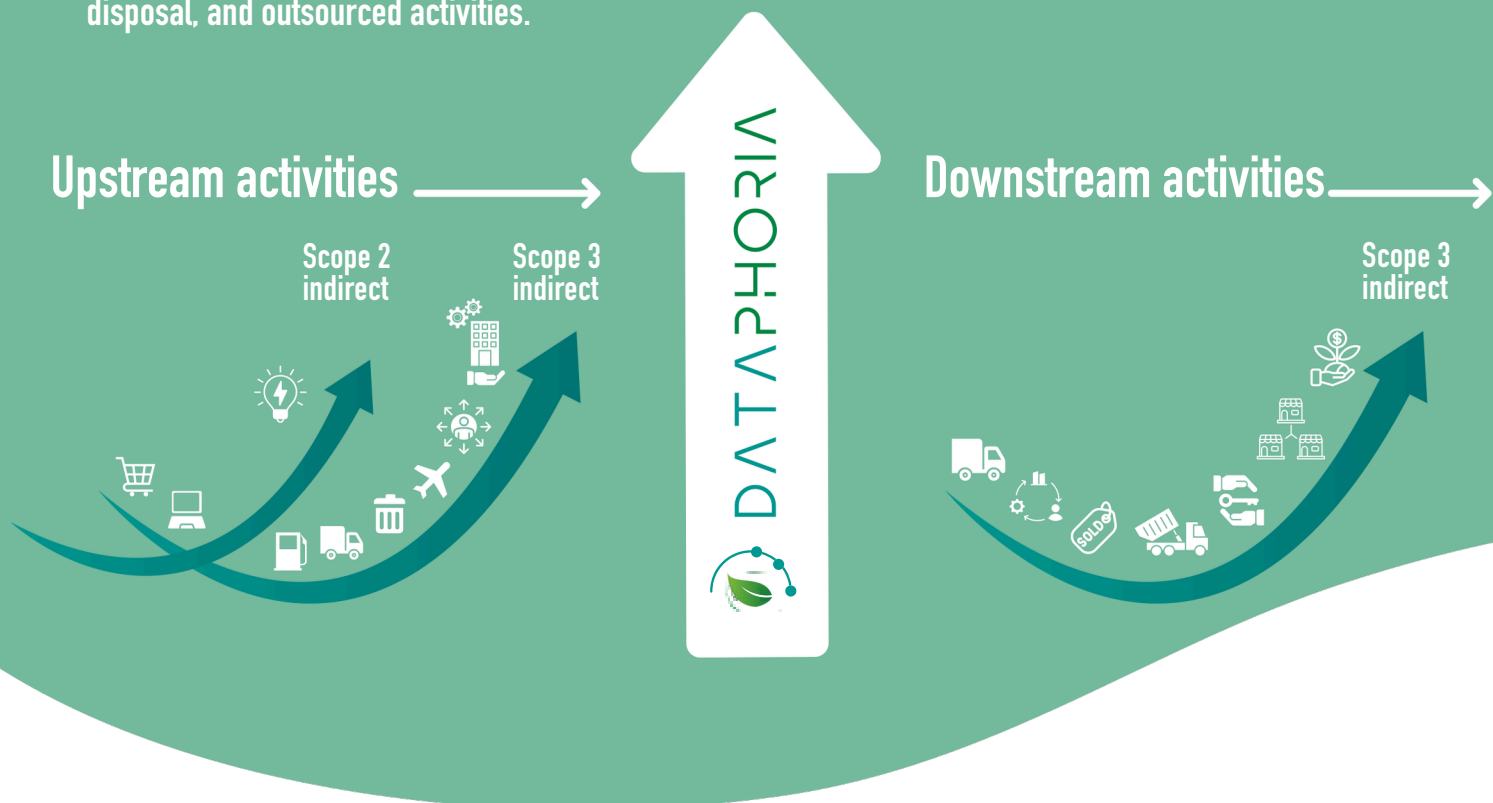
Scope 2 emissions

Indirect GHG emissions from purchased electricity, steam heat, and cooling used for operations but generated offsite

GHG emissions

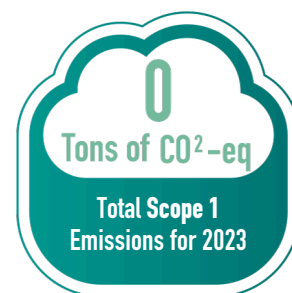
Scope 3 emissions

All other indirect GHG emissions in the company's value chain, including purchased goods and services, business travel, employee commuting, waste disposal, and outsourced activities.



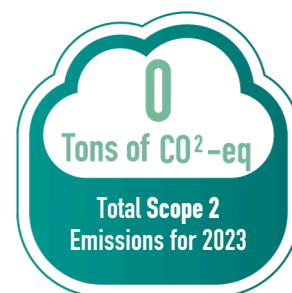
Scope 1

Scope 1 emissions are the direct GHG emissions from sources owned or controlled by the company, such as emissions from fuel combustion in boilers, furnaces, and vehicles. **Dataphoria does not own any fuel combustion machinery, nor does it own a car fleet.**



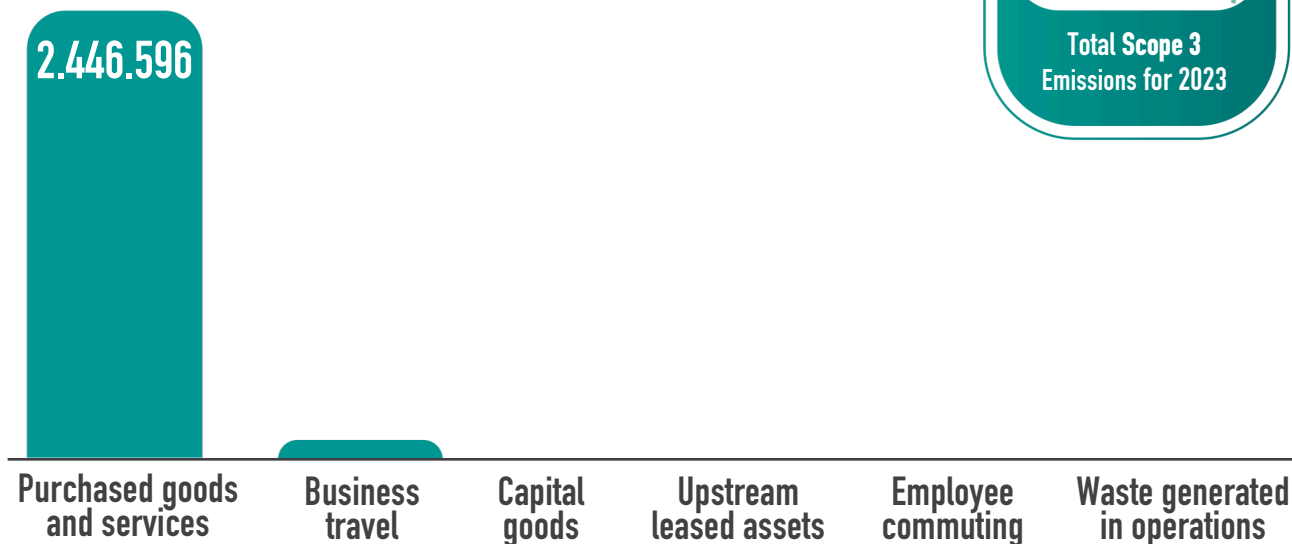
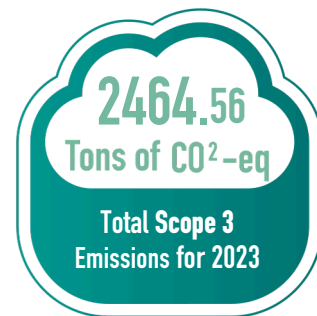
Scope 2

Scope 2 emissions are the indirect GHG emissions from the consumption of purchased electricity, steam, heat, and cooling. These emissions are generated by the utility provider supplying the energy but are accounted for in the company's GHG inventory because they result from the company's energy use. The calculation of the Scope 2 Emissions is based on the company's energy purchases. **Dataphoria's Scope 2 emissions are zero because we do not have operational control over the facilities we use.**



GHG emissions

Scope 3 emissions



The graph highlights that the majority of **Dataphoria's Scope 3 emissions originate from purchased goods and services, with business travel being the second-largest contributor.** At Dataphoria, we are committed to tracking and reducing our Scope 3 emissions. We take proactive measures to source sustainable goods and rigorously evaluate the necessity of business travel, ensuring every trip aligns with our sustainability goals.

Pollution of air, water & soil

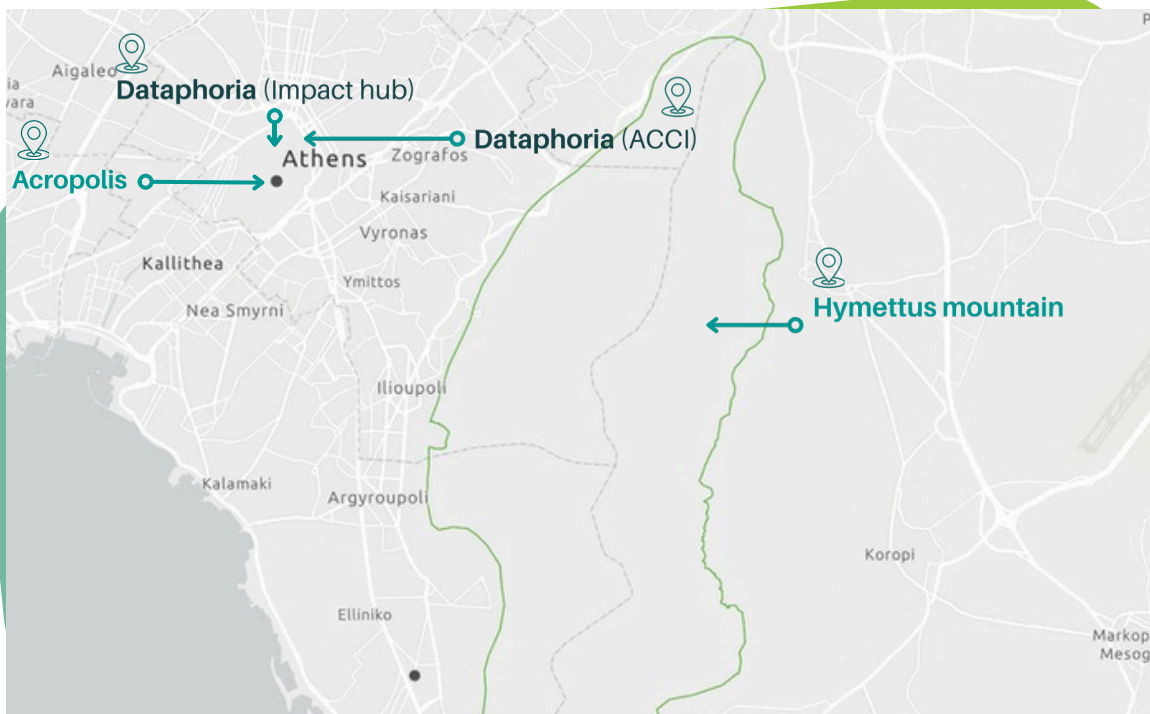
All discharges significantly impact the environment, causing severe harm to air, water, and soil quality. Without proper management, pollutants from activities like large-scale fuel burning and metal processing can lead to toxic air emissions, water contamination, and soil degradation, threatening ecosystems, wildlife, and human health. Proper disposal and treatment of these pollutants are essential to prevent long-term damage. Stringent laws have been established to ensure safe disposal and reporting, reducing negative effects and enabling better environmental monitoring.

While our direct activities do not produce any discharges and we are not required to report on these pollutants due to regulatory exemptions, we remain committed to minimizing our environmental footprint. We will responsibly track any potential indirect discharge and pollutant, ensuring we uphold our commitment to environmental stewardship as our activities and size evolve.

Biodiversity

Every activity regardless of location, has an impact on biodiversity. However, we have full control over ensuring that our company is situated far from the three types of areas defined by special nature protection regulations at European or international levels. These biodiversity-sensitive areas include those within the Natura 2000 network of protected areas, UNESCO World Heritage sites, and Key Biodiversity Areas (KBAs), as well as other areas. By maintaining this distance and adhering to waste management practices, we can minimize our impact on these critical habitats, thereby protecting biodiversity.

The following map shows the location of our facility along with the boundaries of key biodiversity areas, such as Hymettus Mountain, and UNESCO World Heritage sites, including the Acropolis.



Currently, we operate in two locations: our primary base at Impact Hub and another at the Athens Chamber of Commerce and Industry. Both locations are co-working spaces designed for startups and teams to collaborate and thrive.

Water

We exclusively withdraw water from the public water network and discharge it into the sewer system. Greece, however, is one of the European countries facing significant water scarcity and stress. Even though our company does not use water directly in product manufacturing, monitoring water consumption is essential. Given the increasing challenges of water availability, it is crucial for us to track and manage our water use now and in the coming years to ensure sustainable operations.

10 m³
Total water
withdrawal
for 2023



Resource use

Waste management plays a vital role in environmental conservation, focusing on the meticulous handling of different types of waste to reduce their impact on the environment.

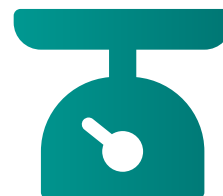
Waste can be broadly categorized into hazardous and non-hazardous types, each requiring different management strategies. Effective waste management and recycling are essential to prevent these materials from ending up in landfills or, worse, polluting natural environments.

There are numerous waste streams, and without proper practices, waste can simply accumulate as garbage, be recycled back into useful materials, or require specialized treatment due to its hazardous nature. Understanding and managing these streams effectively is key to reducing environmental footprint and promoting sustainable practices.

**Municipal waste
disposed in landfill**

216kg

Total municipal waste for 2023



At Dataphoria, as an Analytics -as-a-Service company, our waste generation is primarily limited to our office buildings, where we provide recycling options on-site.



10% Waste Recycling



90% Waste Disposed

Total waste diverted to recycle or reuse

24 kg

Total waste diverted



At Dataphoria we have minimized our waste disposal and we have almost eliminated the single-use products. The recycling streams are mostly composed by aluminum coffee capsules and recyclable packages.

Practices for environmental performance improvement

In addition to the ESG metrics we currently track, our company has implemented several pro-active measures to enhance our environmental impact. These actions are designed to embody our commitment to sustainability throughout our operations.

By adhering to these practices, we aim to significantly reduce our ecological footprint and promote sustainable growth. Moreover, as we continue to grow, we plan to develop and incorporate even more initiatives to further our environmental objectives.



Sustainability training for the workforce

Given that our core business and operations are deeply rooted in sustainability values and practices, we invest in comprehensive training for our workforce through formal programs like ISO trainings, engaging webinars, and active participation in local and European events focused on ESG themes. These initiatives facilitate knowledge sharing and ensure our team remains at the forefront of sustainability training. By equipping our workforce with these skills, we deepen their understanding of ESG topics, immerse them in sustainability values, and enhance their professional development. This empowers them to advocate for our mission and integrate sustainability into every organization we partner with.



Employee Commuting with Mass Transit and Hybrid Workplace

Encouraging the use of public transportation and adopting a hybrid work model significantly reduces greenhouse gas (GHG) emissions associated with commuting. This approach not only lowers our carbon footprint but also promotes a more flexible and productive work environment.



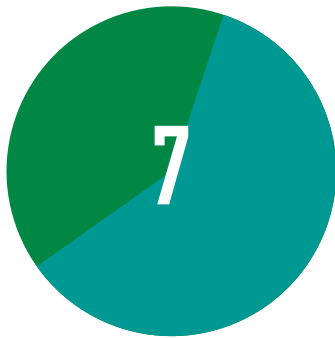
Choosing Green Data Centers

We prioritize green data centers from European suppliers for our data storage and processing, highlighting our commitment to reducing environmental impact and supporting a low-carbon economy. We continuously research and set stringent criteria to ensure the most sustainable solutions.

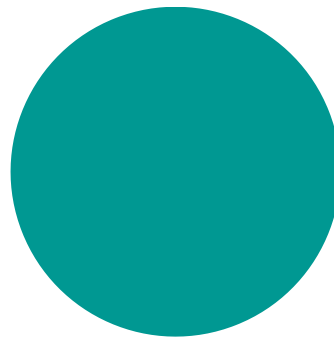
Society

Workforce General Characteristics

At Dataphoria, our team is the cornerstone of our success. We believe that achieving our goals is a collective effort, made possible by the diverse backgrounds and unique perspectives each team member brings. While our experiences may differ, we are united by shared values and a common vision. This blend of diversity and unity enables us to innovate, overcome challenges, and drive our mission forward together.



Team composition by gender



Team composition per type of contract

Health & Safety

We prioritize employee health and safety by diligently tracking key metrics such as work-related accidents. This commitment reinforces our dedication to maintaining a secure and healthy workplace.



0 work-related accidents

0 fatalities resulting from work-related injuries and ill health

0% rate of work-related accidents

Remuneration, collective bargaining and training

Dataphoria complies with national regulations that cover all job positions. Collective bargaining is not applicable in our industry.

Our commitment to fairness is reflected in our compensation practices, as we offer wages that exceed the basic requirements. Additionally, we prioritize the professional development of our employees, which is why we invest in regular training programs. This approach not only ensures compliance with labor laws but also fosters a supportive, growth-oriented and fair work environment.



0% Of employees covered by collective bargaining



1.35 Ratio between entry-level wage to minimum wage

■ Women ■ Men
Annual training hour per employee



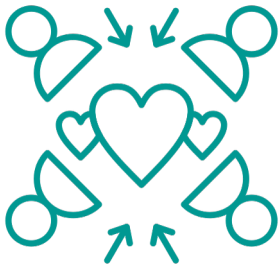
Workers in the value chain

Choosing the right suppliers and establishing criteria for their assessment is crucial for upholding our commitment to sustainability and ethical business practices. When analyzing Dataphoria's impact on the value chain, it is clear that our role is more limited in scope. However, our primary influence lies in the careful selection and management of our suppliers, which primarily include cloud and technology infrastructure providers like Microsoft and Google. By implementing rigorous assessment criteria, we ensure that our suppliers not only meet high-quality standards but also share our dedication to sustainability and ethical conduct, fostering a cohesive and responsible supply chain.

Currently, we are developing a structured process to evaluate the impact of suppliers. This includes creating a robust methodology and ESG criteria to assess supplier performance and associated risks. For instance, we choose data centers within the EU for our data space to ensure compliance with strict regulations.

Society

Practices for social performance improvement



Dataphoria actively engages in social practices by applying in European and national calls focused on climate change mitigation and adaptation, sustainable cities, climate equity, and other related initiatives. We collaborate with NGOs and governmental organizations, including universities, and encourage our team to volunteer in activities such as restoring parts of the Hymettus mountain.

Governance

Convictions and fines for corruption and bribery

Proper governance is essential for Dataphoria, ensuring transparency, minimizing risks, and establishing structured procedures. A robust governance framework acts as the backbone of our operations, enabling us to effectively monitor and address sustainability issues. It encompasses clear policies, accountability mechanisms, and ethical guidelines, fostering a culture of integrity and responsibility.



0

Convictions for the violation of anti-corruption and anti-bribery laws



0€

Total amount of fines for the violation of anti-corruption and anti-bribery laws



Supplier Policy with ESG Criteria

In the future, we plan to establish a policy for assessing all suppliers against ESG (Environmental, Social, and Governance) criteria, ensuring our supply chain aligns with our sustainability values. This policy will promote responsible sourcing and encourage our partners to adopt sustainable practices. By holding our suppliers to high ESG standards, we aim to extend our sustainability efforts beyond our operations and contribute to the broader adoption of responsible business practices.



ISO Certification for information security

Achieving the highest level of data security certification through the ISO 27001 standard guarantees the protection of our clients' data. This commitment to information security not only builds trust with our clients but also supports our reputation as a responsible and reliable partner. Ensuring maximum data security is integral to our operations and reflects our dedication to maintaining the highest standards of information management.



Comprehensive R&D Program for Green Innovation

Dedicating over 20% of our working hours to R&D for sustainability and tech innovation propels our progress. This commitment allows us to explore and implement cutting-edge solutions, enhancing our ESG analytics and solidifying our position in the market. Our focus on innovation ensures continuous improvement in our sustainability practices and contributes to the development of sustainable technologies and solutions.

Practices for governance performance improvement

Environment

The software and technology sector faces significant ESG challenges. Environmentally, it must address its high carbon footprint from energy-intensive data centers through carbon accounting, renewable energy adoption, and efficiency improvements. Effective e-waste management and sustainable sourcing of materials are also crucial. Leading players are setting ambitious GHG emissions reduction targets for Scope 1, 2 and 3 emissions, focusing on renewable energy, decreasing energy use, recycling and using Science-based targets to measure progress.

At **Dataphoria**, we acknowledge the challenges of sustainability. As an Analytics-as-a-Service company offering ESG analytics solutions, we measure our own **carbon emissions using our robust, methodology**. We commit to setting ambitious targets and goals, monitoring them annually for success. As we grow, we will continue to monitor our Scope 1 and 2 emissions, should they arise, and are committed to reducing Scope 3 emissions in business travel and purchased goods. Although we do not produce significant waste, we actively implement waste management practices and promote team awareness on recycling and green transportation.

Governance

Governance challenges include complying with evolving ESG regulations through proactive strategies, transparent reporting, third-party audits, and ethical AI use. The rise in sustainability reporting enhances transparency and accountability, with more companies disclosing their ESG performance, often verified through third-party assurance. Common certifications like B Corp, MSCI, and ISO demonstrate a commitment to ESG dimensions, showcasing the industry's dedication to sustainable governance practices.

For **Dataphoria**, this is our first sustainability report, marking the initiation of our annual reporting on sustainability and the first step towards greater transparency and accountability. We are pursuing our own ISO certification for information security and aim to develop our own supplier code of conduct, setting clear criteria. As we grow and advance, our governance processes will be reviewed and enhanced accordingly.

Society

Socially, the sector needs to enhance employee well-being and diversity through inclusive programs, mental health support, and continuous learning opportunities. Addressing cybersecurity threats with robust data protection measures is also essential. Companies in the industry emphasize employee satisfaction through regular surveys and offers comprehensive benefits such as health care plans and mental wellness programs. Hybrid work models, professional development, and contributions to NGOs, charities, and community enhancement programs are prioritized. Employee volunteering and green practices training encourage sustainable behaviors within the workforce.

At **Dataphoria**, as a small team embracing diversity and equality, we foster a supportive working environment. We prioritize training and actively involve team members in decision-making processes. We encourage volunteering and community contributions, aiming to develop a community of partners and stakeholders who share our sustainability values. Together, we work towards making a positive impact on the world.

Chapters	VSME Disclosure (January 2024 Version)
Energy and Greenhouse Gas Emissions	Disclosure B3-Energy and greenhouse gas emissions
Pollution of air, water & soil	Disclosure B4-Pollution of air, water and soil
Biodiversity	Disclosure B5-Biodiversity
Water & Resource use	Disclosure B6-Water Disclosure B7-Resource use, circular economy and waste management
Practices for environmental performance improvement	Disclosure B2-Practices for transitioning towards a more sustainable economy
Workforce general characteristics	Disclosure B8-Workforce general characteristics
Health & Safety	Disclosure B9-Workforce Health and safety
Remuneration, collective bargaining and training	Disclosure B10-Workforce Remuneration, collective bargaining and training
Workers in the value chain	Disclosure B11-Workers in the value chain, affected communities, consumers and end-users
Practices for social performance improvement	Disclosure B2-Practices for transitioning towards a more sustainable economy
Convictions and fines for corruption and bribery	Disclosure B12-Convictions and fines for corruption and bribery
Practices for governance improvement	Disclosure B2-Practices for transitioning towards a more sustainable economy



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