RESPONSIBILITY & SUSTAINABILITY REPORT 2022







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We remain committed to continue our efforts to operate responsibly and work harmoniously with our Stakeholders.

1. Message from the CEO

Dear Readers,

Within 2022 the passenger shipping industry recovered, as lifting restrictions imposed by the COVID-19 pandemic increased significantly passenger traffic, despite the fact that maritime transportation volume is still far below 2019 levels. With 27 years presence in our seas, we are the leading passenger shipping company in the Eastern Mediterranean Sea, with a dynamic presence in the Morocco – Spain route since 2016, while we also acquired 2 hotels in the islands of Naxos and Tinos during 2021–2022. At the same time, we remain committed to the principle of Responsible Operation.

This principle becomes increasingly multi-faceted, in response to challenges the passenger shipping industry faces, with the most important being the fleet's decarbonisation, aligned with the need to renew fleets with environmentally friendlier vessels. The combination of European Union legislation (Green deal) and IMO regulations creates a challenging framework, to which we have to swiftly adapt, without however having the technology to support the respective green transition available. Within the context of the shipping industry's 'green' transition, our Group has finalized its new Environmental Strategy and Decarbonisation Roadmap until 2030, and has defined specific actions and objectives to reduce greenhouse gas emissions, which have been adapted to the current technological maturity and commercial/economic viability of various available solutions.

This Responsibility & Sustainability Report is the 14th Report published by our Group and continues our tradition for transparency and accountability, as we were the first passenger shipping company worldwide with a Report in accordance with the GRI Standards.

As last year, our Report follows the revised Global Reporting Initiative's (GRI) Sustainability Reporting Standards 2021, while at the same time makes relevant references to the NASDAQ Stock Exchange ESG Guidelines, the Athens Stock Exchange ESG Reporting Guide 2022, the Recommendations of Task Force on Climate-related Financial Disclosures (TCFD), and of course the UN Global Compact's 10 Principles, which we support.

Through the Report, we present in detail our improvement in Corporate Responsibility and Sustainability maturity level, which according to our measurements was 11.9% compared to 2020. Among other, in 2022, we:

- Increased for transparency purposes the number of quantitative indicators we make reference to within the Report by 3.7%.
- Reduced our greenhouse gas emission intensity (Scope 1 and Scope 2) per nautical mile traveled by 2.5%.
- · Reduced office electricity consumption by 8.7%.
- Informed potentially over 1.7 million customers on Corporate Responsibility and Sustainability issues (e.g. environmental protection).
- Increased the total value of implemented or supported society support programs (e.g. discount tickets offered, sponsorships and donations) by 77.7%.
- Increased the number of employees participating in volunteer activities and employee volunteering hours by 52.7% and 91.4% respectively.
- Have defined Responsibility as 1 out of 6 appraisal criteria for all office employees.
- Identified 1 violation case concerning our main principles and rules of professional behavior, the only one in the last five years.

For all of us at Attica Group, our path towards
Responsible Operation is based on the tripartite 'Strategy
– Communication – Results', with integration of ESG
principles in every new investment project and our daily
operations, while considering our national economy's
growth.

We remain committed to continue our efforts to operate responsibly and work harmoniously with our Stakeholders (e.g. Customers, Suppliers, Shareholders, Local Communities), as well as respecting the Environment, in order to create mutual long-term value, as reflected in our Vision, Mission and Values, but most of all in our employees' Ethos.

Have a pleasant reading,

Spyridon PaschalisChief Executive Officer
Attica Group

2. ESG Highlights

Governance Section

Management

- ✓ 106 Top Management Members, Directors and Managers from all departments participated in the development of our Strategy 2021–2023
- ✓ We defined 123 actions in our Corporate Responsibility and Sustainability Action Plan 2021–2023
- ✓ We increased by 3.7% the number of quantitative indicators we make reference to within the Report
- ✓ We have communicated our Regulation of Professional Conduct & Business Ethics to 100% of our office employees
- ✓ We have trained over 89% of office employees on our Regulation of Professional Conduct & Business Ethics
- ✓ We have communicated our Anti-corruption Regulation to 100% of our office employees
- ✓ We trained 18% of office employees on anti-corruption
- ✓ Only 1 violation case of our main principles and rules of professional behavior occurred in the last five years
- ✓ No bribery incidents related to our employees occurred
- ✓ We were subject to 50 external audits regarding our Management Systems, with no recorded non-compliance incident
- ✓ No non-compliance incident was recorded during audits of our contractors' Management Systems
- √ 23 internal audits were conducted
- ✓ We trained 100% of office Managers and Directors on risk management
- √ We achieved 99.9% IT service availability
- ✓ We did not make any donations to political parties

Social Section

Society

- ✓ We distributed approximately €683.5 million in economic value: €100.8 million to employees (for salaries, benefits and insurance payments), €82.6 million for taxes (including VAT and port taxes), €47.9 million to providers of capital (for interest and return payments), €28 million to agents (for commissions), €374.9 million to suppliers (for purchases of goods and services), €2.7 million to society (for discount tickets, implemented programs, sponsorships and donations) and €46.6 million for investments
- √ We increased the total value of implemented or supported society support programs by 77.7%
- We implemented or supported 173 society support programs, as well as in 100% of the islands we serve
- √ We increased the total number and value of discount tickets offered by 77.5% and 90% respectively
- √ Approximately 157 customers and 3 Port agents participated in our society support programs and activities
- ✓ We increased the number of employees participating in volunteer activities and employee volunteering hours by 52.7% and 91.4% respectively
- √ We spent 87.3% of total procurement expenditure to local suppliers
- We spent 13.8% of total procurement expenditure to small and medium-sized enterprises (up to 50 employees)
- 10% of supplier selection criteria is related to their responsible operation
- We communicated our Supplier Code of Conduct to 100% of our suppliers, with 94% of new suppliers already signing its acceptance

Employees

- Responsibility is 1 out of 6 appraisal criteria for all office employees
- √ We trained (at least once) 92.8% and 3.7% of our office and marine employees respectively
- ✓ We increased the number of training programs by 22.4%
- √ 8.8% of work was conducted remotely, while 8,895 online meetings were conducted
- √ We employ 100% of our employees with full time employment contracts
- We collected 175 blood units through our voluntary blood donation programs in the last three years

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- √ 100% of employees in Director and Top Management positions are Greek
- √ No grievances regarding our marine employee living conditions were filed
- ✓ 100% of our employees received their annual leave, as planned
- ✓ We conducted internal drills on Health and Safety issues (such as response to emergency situations) to 100% of marine employees
- √ We increased the percentage of permanent job openings in offices covered by internal candidates to 27.6%

Customers

- ✓ We informed 96.7% of passengers deemed necessary (over 579,000 passengers) through information SMS for early arrival at port or changes or cancellations of scheduled journeys in Domestic and Adriatic Sea lines
- ✓ We sent over 276,000 information SMS to our passengers
- 97.5% of our premises and vessels have access for people with disabilities
- ✓ We kept 87% of our vessels' departure times and 66% of arrival times as scheduled
- √ The average score registered through service evaluation devices onboard our vessels reached 4 on a 5 point scale
- √ We conducted internal drills and trainings on passenger safety to 100% of marine employees
- ✓ We were subject to 128 vessel inspections for protection measures against the pandemic, 49 for food hygiene and safety and 29 for Anti-Smoking Law's implementation, with no non-compliance incident
- ✓ We sent overall 3,852 notifications to serve our passengers (1,622 concerning passengers with reduced mobility, 10 concerning passengers with sensitivity to allergens)
- ✓ We maintain 5 corporate websites, with over 2.2 million visitors annually and 2 mobile applications with over 20,900 downloads in 2022
- ✓ We increased our seasmiles Loyalty and Reward program members by 17%

Environmental Section

Environment

- ✓ We reduced our greenhouse gas emission intensity (Scope 1 and Scope 2) per nautical mile traveled by 2.5%
- √ We produced approximately 4,380 KWh electricity from renewable energy sources
- √ We informed 100% and 46% of marine and office employees respectively on environmental protection issues
- √ We reduced office electricity consumption by 8.7%
- √ 80% of monitors and 60% of personal and laptop computers we use have energy-saving specifications
- ✓ We use refrigerants that do not affect the ozone layer (such as R134a, R404a, R407a) in 100% of refrigerators and freezers onboard our vessels
- √ We reduced the consumption of plastic bags in our offices by 39.7%
- ✓ We informed potentially over 1.7 million customers on Corporate Responsibility and Sustainability issues, such as environmental protection
- √ We removed 346 kgr of plastic waste from our coasts through coastal cleaning activities
- ✓ We reduced paper consumption for all purposes by 10.1%
- ✓ We used 84% recycled paper for all purposes
- √ We reduced commercial paper use by 9.8% and increased recycled or certified commercial paper use to 91%
- √ We transported from Islands free-of-charge over 135 tonnes of materials for recycling
- √ We conducted internal drills on environmental protection issues to 100% of marine employees

Attica Group

- ✓ We are the largest passenger shipping group in Greece, the third in the Mediterranean Sea and among the 10 largest in Europe
- ✓ We operate 33 vessels in the Eastern Mediterranean Sea (and 2 more on the Morocco – Spain route)
- ✓ We have invested in total over €1.8 billion in new vessels
- ✓ We are the 5th largest passenger shipping operator of conventional ro-pax vessels worldwide in terms of passenger capacity, 7th largest in terms of freight lane length in vessels and 7th largest in terms of vessels' gross-tonnage (according to Shippax data)
- ✓ 27 years of continuous presence in our Seas
- ✓ We handled 4.4 million reservations for journeys in the Eastern Mediterranean Sea (and 240 thousand more on the Morocco – Spain route), through our central reservation systems

3. Attica Group



The leader in passenger and freight maritime transportation in the Eastern Mediterranean Sea and the fastest growing company in the Morocco – Spain route

At a glance

27

years of presence in our seas 2.1

million nautical miles annually (99 times around the Earth)

33

vessels in the Eastern Mediterranean Sea 2

vessels in the Morocco – Spain route

1,861 employees

6

million passengers annually in the Eastern Mediterranean Sea

1

million private vehicles annually in the Eastern Mediterranean Sea 415.6

thousand freight units annually in the Eastern Mediterranean Sea We serve

60

unique destinations and reach

76

ports in Greece and Italy, through our brands







as well as

2

ports in the Morocco – Spain route, through our brand



At the same time, we operate a hotel in the island of Naxos.

1. The Passenger Shipping Industry

Coastline and Greek Islands

Greece has the 11th largest coastline worldwide (13,676 km), due to its approximately 6,000 islands and islets, out of which 227 are inhabited. Greek islands:

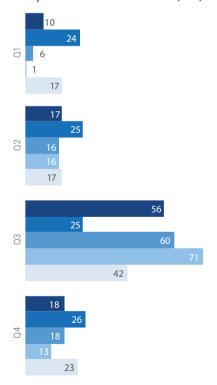
- Have over 1,500,000 registered inhabitants (approximately 12.3% of the country's population).
- Contribute 11.7% to the Greek Gross Domestic Product (GDP).
- Support over 13.8% of total job positions.
- Have approximately 60%-65% of the country's hotel beds.

About the Industry

Passenger shipping is one of the most important industries in the Greek economy, as based on a 2019 study conducted by the Foundation for Economic and Industrial Research (IOBE) published in January 2021:

- Greece has the highest number of maritime passenger transportation ports, while Piraeus port has the highest passenger transportation volume among the 28 European Union countries.
- The number of transported passengers and vehicles in domestic lines during 2019 reached approximately 19 million and 3 million respectively, while passenger transportation volume was lower by 1.1% compared to 2009.

Seasonality of Passengers and Vehicles Transportation - Adriatic Sea Lines (2021)

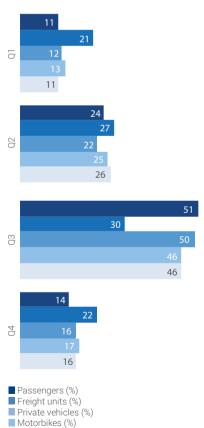


- The number of transported passengers and vehicles in Adriatic Sea lines during 2019 reached approximately 1.5 million and 690,000 respectively, decreased by 33% and 19.7% respectively compared to 2009.
- The passenger shipping industry contributes approximately €13.6 billion to the Greek economy (7.4% of the country's GDP) and supports approximately 332,000 job positions (8.5% of nationwide total job positions), without including short domestic routes and cruise lines.

Passenger and vehicle transportation volume in domestic lines increased by 40.4% and 17.5% respectively in 2022 compared to 2021, while passenger and vehicle transportation volume in Adriatic Sea lines increased by 28.2% and 25.7% respectively compared to 2021 (according to data from Port Authorities). At the same time, the industry demonstrates intense seasonality regarding transportation of passengers and private vehicles, as there is higher transportation volume during July to September and reduced transportation volume during November to February. On the other hand, there is lower seasonality regarding transportation of freight units, as their transportation volume is equally distributed throughout the year.

The Greek Passenger Shipping Industry contributes 7.4% to the Greek GDP and 8.5% to the total job positions in Greece

Seasonality of Passengers and Vehicles Transportation - Domestic Lines (2021)



Buses (%)

Source: Hellenic Statistical Authority (until Report publication, Hellenic Statistical Authority had not yet published the complete 2022 data)

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? Arrivals and Spending

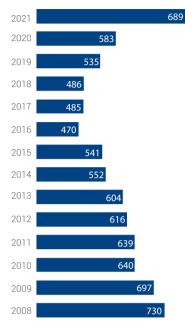
Based on Bank of Greece's data for 2021, the number of non-resident arrivals in Greece reached approximately 15.2 million, more than double compared to 2020 due to lifting all restrictions imposed by the COVID-19 pandemic, while travel revenues more than doubled and average spending per trip increased by 18.2% compared to 2020, which reached €10.5 billion and €689 respectively (until Report publication, Bank of Greece had not yet published the complete 2022 data).

The increased average spending per trip can be partially attributed to the increased ticket prices due to the cumulative VAT increase by 11 percentage points during 2015–2016

and Greece currently has the second highest VAT in domestic lines in Europe (24%) according to European Union's data, which is significantly higher than the 6%–10% VAT in countries with high domestic passenger transportation volume (e.g. Sweden, Italy, Finland).

According to the Foundation for Economic and Industrial Research's (IOBE) estimates, reduction of VAT (e.g. to 14% or 6%), fully passed on to ticket prices, would increase transported passengers, travel revenues, local GDP and job positions in islands.

Average Spending from Abroad Visitors



■ Average spending per trip (€)

Source: Bank of Greece (until Report publication, Bank of Greece had not yet published the complete 2022 data)

? Implications from New Regulations

The Foundation for Economic and Industrial Research (IOBE) published a 2022 study regarding the 'Fit for 55' proposal package's impact on passenger shipping and Greek islands.

The study identified that implementing the relevant proposals (FuelEU Maritime Initiative, Alternative Fuels Infrastructure Regulation, Energy Taxation Directive, expansion of Emissions Trading System in maritime transportation) is expected to:

- Significantly increase passenger shipping companies' operating costs, if appropriate adjustments to vessels and supporting infrastructure are not applied.
- Negatively affect islands' economies, with greater impact on South Aegean and Crete regions.
- Increase cost of transporting goods to islands, which will result higher living costs for residents.

Vessels operating in islands with less than 200,000 residents are exempted from these regulations until 31/12/2030.



2. About Attica Group

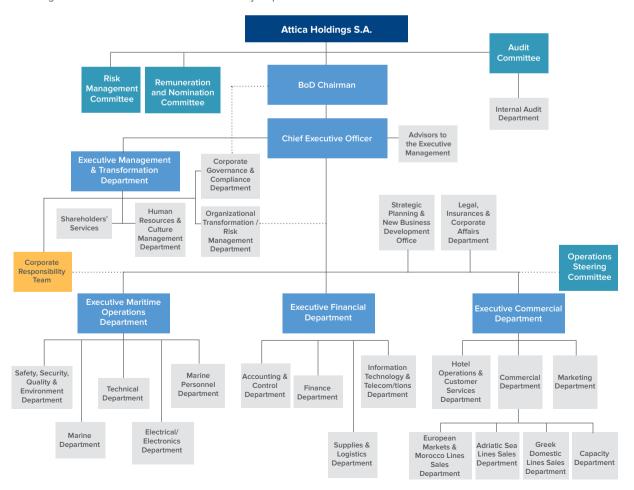
Who we are

Attica Holdings S.A. (the 'Group') is active through its subsidiaries in the passenger shipping industry and operates on the Cyclades, Dodecanese, North-East Aegean islands, Saronic, Sporades and Crete domestic routes through its commercial brands Blue Star Ferries and Hellenic Seaways, as well as on the Greece – Italy routes through Superfast Ferries. Furthermore, the Group participates with 49% share in 'AFRICA MOROCCO LINK' (AML), which connects Morocco with Spain. Attica Holdings S.A. is listed on the Athens Stock Exchange, is a member of the international investment holding company Marfin Investment Group (MIG) and its offices are located in Kallithea, Athens.



Our organizational structure

Our organizational structure is schematically depicted below.



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Our history

1918

Incorporated as 'General Company of Commerce and Industry of Greece'

1924

Listed on the Athens Stock Exchange

1995

Delivery and routing of Superfast I and Superfast II in the Patra – Ancona route, reducing sailing time by up to 40%

1998

Launch of Patra-Igoumenitsa-Bari route

1999

Acquisition of 'Strintzis Lines Shipping S.A.' and rebranded to Blue Star Ferries 2005

Entrance in the RoRo market with the acquisition and routing of two RoRo vessels between Germany and Finland

27 years of continuous presence in our Seas

Regarding changes in the global passenger shipping industry during 2022, the war in Ukraine created further challenges for shipping companies, due to the steep increases of marine fuels' prices, which significantly increased operating costs. Also, during 2022, Attica Blue Hospitality S.M.S.A. ('Attica Blue Hospitality'), 100% subsidiary of Attica Holdings S.A., acquired the owning company of Tinos Beach Hotel located in the island of Tinos, following a similar acquisition of Naxos Resort Beach Hotel in 2021, as part of our decision to further invest in Greek tourism.

-1992

Change of ownership and name to 'Attica Enterprises S.A.', later renamed to 'Attica Enterprises'

₁1993

Establishment of subsidiary 'Attica Maritime S.A.', later renamed to 'Superfast Ferries Maritime S.A.'

Order of the first Superfast ferries in Germany, being the first fast car-passenger vessel worldwide - 2001

Launch of operations in the Baltic Sea market between Germany and Finland. Sailing time reduced to 22h from 32–34h

2002

Launch of the North Sea route between Scotland and Belgium - 2007

Marfin Investment Group (MIG) acquires majority shareholding stake of Attica Group

2008

Sale of RoRo vessels and exit from the Baltic and North Sea market

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2011-2014

Superfast - ANEK Joint Venture for Ancona and Heraklion routes (2011) expanded to Bari, Venice and Chania (2014)

2015

Superfast Ferries celebrated 20 years since its first journey

- 2018

Attica Group celebrated 100 years since its first Shareholders General Assembly

Completion of acquisition for 98.83% of Hellenic Seaways' share capital

+ 2021

Blue Star Ferries celebrated 20 years of operation

Agreement to construct 3 state-of-the-art Aero Catamaran vessels

Establishment of Attica Blue Hospitality S.M.S.A ('Attica Blue Hospitality') with activities in the hospitality industry



- 2016

Entrance in Africa – Europe market with the establishment of Africa Morocco Link

Relocation of main offices to new address

Restructure of Group organizational structure

2017

Agreement to acquire 98.83% of Hellenic Seaways' share capital

- 2019

Acquisition of the remaining 1.17% of Hellenic Seaways' share capital

Successful operational integration of Hellenic Seaways and adjustment of Group organizational structure

-2022

Delivery and routing of 3 state-of-the-art Aero Catamaran vessels in the Saronic routes

Agreement with ANEK's Creditors and Shareholders for the merger by absorption

Our culture

Vision

'To strengthen the Group's leading position and value, through profitable expansion into new markets and activities, as well as provide high quality services which exceed market expectations'

Mission

'Attica Group is an international Shipping Group, which offers high quality shipping services with innovative and aesthetic vessels. The Group's activities generate added value for shareholders and employees, reduce where feasible our environmental footprint and operate for our partners' and local communities' benefit'.

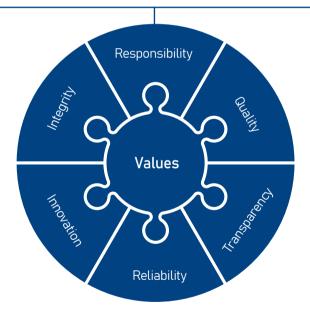
Strategic Development Principles

Being customers' first choice.

Offer reliable services and continuously improve our products' quality.

Create solid and long-term relationships with customers, our partners and local communities.

Manage responsibly our resources and actively contribute to our Group's healthy, sustainable and profitable growth.



Innovation

We encourage and promote communicating and developing new ideas, suggestions and solutions, in order to continuously improve the quality of our product and the efficiency of the Group's operations.

Quality

We work to provide high quality services, while ensuring customer satisfaction, sustainability and future of our employees.

Reliability

We build long-term relationships of confidence with our passengers and employees, consistently delivering high quality services.

Integrity

We behave with integrity and honesty in all aspects of our business according to our ethical standards.

Responsibility

We operate responsibly and facilitate harmonious collaborations with our Stakeholders to ensure generating mutual long-term value.

Transparency

We create open and on-going communication frameworks at all levels of the Group, making our incentives and choices clear. We provide complete and accurate information to our associates and Stakeholders.

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Our fleet

We operate 33
vessels in the Eastern
Mediterranean Sea
(and 2 more on the
Morocco – Spain
route)

We have invested in total over €1.8 billion in new vessels

We are the 5th largest passenger shipping operator of conventional ro-pax vessels worldwide in terms of passenger capacity, 7th largest in terms of freight lane length in vessels and 7th largest in terms of vessels' grosstonnage (according to Shippax data)

Our fleet, under the commercial brands Superfast Ferries, Blue Star Ferries and Hellenic Seaways consists of 33 vessels, including 20 conventional car-passenger (ro-pax), 12 high-speed and 1 cargo vessel (ro-ro), while 31 are privately-owned and 2 are on long-term bareboat charter.

Furthermore, we managed 2 conventional ro-pax vessels of the related company AML in the Morocco – Spain route on long-term charter in 2022.

It must be noted that:

- 17 of our privately-owned vessels are tailor-designed by our Group and have been built according to the highest shipbuilding standards.
- 32 vessels are registered in the Greek ship registry.
- The average age of our vessels in the Eastern Mediterranean Sea and all our vessels is 22.2 and 23.7 years respectively.
- 6 vessels are jointly operated with ANEK LINES's vessels, within the context of the 'ANEK - SUPERFAST Joint Venture', specifically for the Crete and Adriatic Sea routes.

Vessel Capacity	SUPERFAST FERRIES	Blue Star Ferries®	HELLENIC SEAWAYS	AFRICA MOROCCO LINE	Total
Vessels (number)	3	11	19	2	35
Passengers (number)	3,697	16,867	15,927	1,936	38,427
Beds (number)	1,452	3,716	1,559	0	6,727
Garage lane length (meters)	6,927	13,605	7,754	1,510	29,796

Transportation Volume ¹	2020	2021	2022
Passengers (million)	3.30	4.42	6.09
Private vehicles (million)	0.63	0.87	1.0
Freight units (thousand)	334.62	373.45	415.61

¹ Data refer to Eastern Mediterranean Sea routes

The way we operate

We utilize products and services from our suppliers, both for the operation of our offices (materials, equipment, services and know-how), as well as for our vessels (fuels, materials, foodstuffs and equipment). At the same time, we closely collaborate with port authorities and the local communities in the departure and arrival ports of our vessels.

We handled 4.4 million reservations for journeys in the Eastern Mediterranean Sea (and 240 thousand more on the Morocco – Spain route), through our central reservation systems

Customers purchase travel services through our extensive sales network, which includes:

- The corporate websites www.bluestarferries.com, www.superfast.com, www.hsw.gr and www.aml.ma, as well as mobile applications.
- 30 Premium Sales Agents and 86
 Port agents for Blue Star Ferries,
 Superfast Ferries and Hellenic
 Seaways, as well as 9 Premium
 Sales Agents and 2 Port agents for
 AML.
- Two central reservation systems for Blue Star Ferries, Superfast Ferries and Hellenic Seaways, as well as one more for AML, with over 10,000 on-line connected travel agencies.
- The members of the International Union of Railways (UIC) for maritime transportation of passengers from trains (200 members from 5 continents).

In order to provide our services in the Eastern Mediterranean Sea in 2022, we utilised:

- · 29 vessels for Domestic lines to connect:
 - Piraeus, Rafina and Lavrio with Cyclades.
 - Piraeus with Dodecanese, N.E. Aegean islands, Crete (Chania and Heraklion) and Saronic.
- Thessaloniki with N.E. Aegean islands and Cyclades.
- Kavala with Cyclades and N.E. Aegean islands.
- Volos with Sporades.
- 4 privately-owned vessels and 1 vessel on charter for Adriatic Sea lines (Patra – Igoumenitsa – Ancona, Patra – Igoumenitsa – Bari and Patra – Igoumenitsa – Venice, with an intermediary approach at Corfu during the summer months).

Furthermore, 3 vessels were operational in the Morocco – Spain route in 2022.

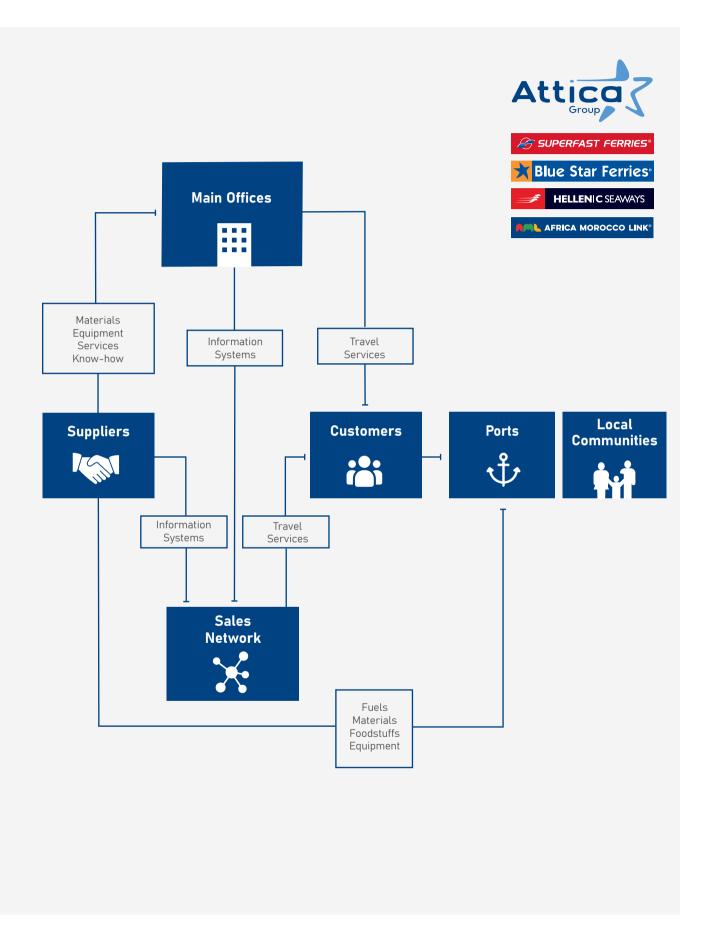
Our Sales Network





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Our Value Chain



A. Governance Section



✓ Corporate Responsibility and Sustainability Strategy & Action Plan 2021-2023

For the first time in 2017, we developed our Corporate Responsibility and Sustainability Strategy 2018–2020 to systematically and quantitatively improve our performance.

Initially, we utilized an online tool to quantitatively assess our Corporate Responsibility and Sustainability maturity level, through over 1,000 questions based on criteria from global systems, standards and guidelines (such as GRI, AA1000, ISO26000, EFQM), as well as good practices from leading organizations worldwide.

The next steps were to define the anticipated performance, set specific quantitative objectives in 7 Areas of responsible operation and identify the Areas, Sub-Areas and Dimensions we need to focus. Based on the results of our Strategy 2018–2020, we improved our maturity level on Corporate Responsibility and Sustainability issues by 28% in 2020, compared to 2017.

Corporate Responsibility and Sustainability Maturity Level

Area	Improvement 2017–2020 ¹
1. Management	+31%
2. Owners	+28%
3. Employees	+6%
4. Suppliers	+190%
5. Customers	+31%
6. Community	+31%
7. Environment	+16%
Total	+28%

¹ Compared to the 2017 quantitative maturity level assessment defined as baseline.

Since 2020, we have initiated a similar process to develop our Corporate Responsibility and Sustainability Strategy 2021-2023. However in this cycle, we designed a more extensive involvement from both our Corporate Responsibility Team and our Top Management Members.

In addition, we defined in our Group's overall Responsibility program 'SAILING TOGETHER' one main program (flagship program) in each of the 7 Areas of responsible operation, to create additional value for our Stakeholders.

Sailing together

The results of the 2020 quantitative evaluation were presented during 4 online meetings with the Corporate Responsibility Team and the Group's Management Team (i.e. BoD Chairman, Chief Executive Officer, Executive Directors), who defined the objective to improve our performance on Corporate Responsibility and Sustainability issues by 13%.

Anticipated Corporate Responsibility and Sustainability Maturity Level

Area	Improvement 2020-2023 ¹
1. Management	+11%
2. Owners	+10%
3. Employees	+7%
4. Suppliers	+31%
5. Customers	+9%
6. Community	+22%
7. Environment	+8%
Total	+13%

¹ Compared to the 2020 quantitative maturity level assessment defined as baseline.

Within this context, we organized 9 meetings in 6 thematic Areas (Owners, Employees, Suppliers, Customers, Community and Environment), during which Management executives from all departments defined specific Actions and responsible employees for each of the 7 Areas of our Corporate Responsibility & Sustainability Plan 2021–2023.

It must be noted that we:

- · Have incorporated these
 Actions in our business strategy
 and business plans, policies
 and procedures (e.g. risk
 management, regulations of
 responsible business behavior),
 as well as in our Group's
 objectives. At the same time,
 we monthly monitor their
 implementation and evaluate our
 performance and implementation
 of planned Actions during our
 annual Responsibility meetings.
- Based on the 2022 quantitative assessment, we improved our Corporate Responsibility and Sustainability Maturity level by 11.9%, compared to 2020.

106 Top Management Members, Directors and Managers from all departments participated in the development of our Strategy 2021-2023

We defined 123 actions in our Corporate Responsibility and Sustainability Action Plan 2021-2023

4. Management



Incorporate Corporate Responsibility and Sustainability into our Management practices

At a glance

5

pillars of Corporate Responsibility and Sustainability 11

Stakeholder groups

94

GRI disclosures in the Report

280

quantitative indicators in the Report

44 future objectives in the Report

We follow

Principles of the United Nations' Global Compact

10 Work against all forms of corruption, including extortion and bribery

We contribute

United Nations' Sustainable Development Goals



We commit to

Adopt responsible policies and practices in our operations and to harmoniously cooperate with our Stakeholders, in order to create mutual long-term value.

We achieved

- 106 Top Management Members, Directors and Managers from all departments participated in the development of our Strategy 2021-2023.
- We defined 123 actions in our Corporate Responsibility and Sustainability Action Plan 2021-2023.
- We increased by 3.7% the number of quantitative indicators we make reference to within the Report.
- We have communicated our Regulation of Professional Conduct & Business Ethics to 100% of our office employees.
- We have trained over 89% of office employees on our Regulation of Professional Conduct & Business Ethics.
- We have communicated our Anti-corruption Regulation to 100% of our office employees.
- We trained 18% of office employees on anti-corruption.
- Only 1 violation case of our main principles and rules of professional behavior occurred in the last five years.
- · No bribery incidents related to our employees occurred.
- We were subject to 50 external audits regarding our Management Systems, with no recorded noncompliance incident.
- No non-compliance incident was recorded during audits of our contractors' Management Systems.
- · 23 internal audits were conducted.
- We trained 100% of office Managers and Directors on risk management.
- · We achieved 99.9% IT service availability.
- · We did not make any donations to political parties.

1. Corporate Governance

Corruption

According to a 2022 survey to office employees, **79%** agrees that our Group does not tolerate corruption. Furthermore, in a 2022 survey to 1,400 citizens, our 3 brands and 3 competitors were positioned in the following order for the question 'Does not tolerate corruption':



We operate based on best Corporate Governance practices

Attica Group has adopted the Hellenic Corporate Governance Council's Hellenic Corporate Governance Code. Attica Group's Board of Directors (BoD) is responsible to decide on all strategic aspects, manage corporate issues and approve the Group's long-term strategy.

Board of Directors 1, 2

Name	Position
Kyriakos Mageiras	Chairman / Executive Member
George Efstratiadis	Vice-Chairman / Non-Executive Member
Spyridon Paschalis	Chief Executive Officer (CEO) and Deputy BoD
	Chairman / Executive Member
Ilias Trigkas	Non-Executive Member
Loukas Papazoglou	Independent Non-Executive Member
Efstratios Chatzigiannis	Independent Non-Executive Member
Maria Sarri	Independent Non-Executive Member

- 1 Data refer to 31/12/2022.
- ² For further information, please visit https://attica-group.com/en/attica-group/corporate-governance-en/177-corporate-governance/board-of-directors.html.



- The Board of Directors consists between 3 to 11 members (individuals or legal persons), who are elected by the Shareholders General Assembly for a three-year term and is overall responsible to manage relationships with the Group's Stakeholders, which are considered and taken into account during decision making.
- BoD members elect the Chairman, Vice-Chairman and Chief Executive Officer. There is a separation of responsibilities between the Chairman of the Board of Directors and the Chief Executive Officer, although this is not restricted in our Articles of Association.
- BoD Chairman maintains executive duties in all Grouprelated issues (e.g. Group viability, enhancing financial value, strategy formulation, BoD operation), as such function has been considered beneficial for the Group.
- BoD is overall responsible to approve Regulations and Policies related to responsible operation in accordance with the relevant legislative and regulatory framework, as well as for reviewing them twice per year, in collaboration with the Corporate Governance and Compliance Department. Furthermore, the Chief Executive Officer can also approve Policies, Regulations and Processes regarding operational, organizational or procedural issues.
- Our BoD Members Suitability Policy describes principles and criteria to select, replace and renew BoD members' tenure. Their suitability is reviewed according to individual suitability criteria (e.g. knowledge, skills and experience, conflict of interests, independent judgment) and collective suitability criteria (e.g. knowledge of shipping industry, management and strategic planning experience).

- Initial briefing of the Shareholders General Assembly regarding candidate BoD members includes the BoD's justification and an ascertainment of suitability criteria according to the BoD Members Suitability Policy. Furthermore, the Remuneration and Nomination Committee evaluates the fulfillment of the defined Independence Criteria and submits its findings to the Board of Directors.
- · Our BoD's annual collective evaluation was conducted in 2022, facilitated by an external consultant and included, among other, the adequacy of oversighting environmental, social responsibility and governance issues. The evaluation ascertained the effective operation and composition of BoD and its Committees, while there were no significant changes in BoD composition during 2022, except for a non-executive member resigning and being replaced by another nonexecutive member.
- · BoD conducts the BoD Chairman's and Chief Executive Officer's performance evaluation, in accordance with the Hellenic Corporate Governance Code 2021.
- · The Chief Executive Officer cooperates with the BoD Chairman to evaluate Executive Directors' performance on an annual basis, considering quantitative and qualitative evaluation criteria, based on our strategic priorities, Vision and Values, who in turn evaluate Directors' performance.
- · At the moment, there are no consultation processes between Stakeholders and the BoD on issues related to responsible operation. However, it must be noted that there were no critical concerns communicated to the BoD within 2022.

BoD Remuneration

According to our Group BoD Members Remuneration Policy, variable remuneration for each executive member is 50% linked with:

- · performance on objectives in each member's area of responsibility, and
- · contribution to our Group's overall success and growth, as well as strengthening shareholders' long-term interests.

The achievement of executive BoD members' operational objectives (including objectives related to responsible operation) is included in the variable remuneration's determination methodology and in the present Policy.

Fixed remuneration for executive members is defined in their individual employment contracts. Remuneration for non-executive and independent non-executive members is approved by the annual Shareholders General Assembly and is not linked with business performance, in order to formulate independent judgment and encourage freedom of opinion in cases of taking excessive business risks.

Non-executive and independent non-executive members receive minimum standard annual remuneration for participating in the BoD, as well as an additional fixed remuneration for additional responsibilities (e.g. chairing and participation in Committees), which is approved by the Shareholders General Assembly. Non-executive members may participate in shares option program following the respective Shareholders General Assembly's decision. However, independent non-executive members do not participate in pension and benefit programs or other long-term incentives and are not granted variable remuneration (bonus) or other performance-related compensation.

BoD members' Remuneration Report regarding the previous financial year is submitted and discussed during the Shareholders General Assembly, while shareholders' vote is advisory and the Board explains how the voting results were taken into account in the next Remuneration Report.

We have not cooperated with consultants to determine BoD members' and Top Management Members' remuneration, while the present Policy extends to the Boards of Directors in our Group's 100% subsidiaries with the participation of the Group's Top Management Members (i.e. Executive Directors).

The Board of Directors is supported by the **Audit Committee**, the **Remuneration** and **Nomination Committee** and the **Risk Management Committee**, without at the moment any women among their members.

Board Committees

Committee	Members	Responsibilities
Audit Committee	2 independent non-executive members 1 non-executive member	 Evaluate the effectiveness of internal control and risk management systems. Monitor and evaluate the process of compiling financial information. Ensure transparency of corporate operations. Oversee compliance with legislation and regulatory requirements.
Remuneration and Nomination Committee	2 independent non-executive members 1 non-executive member	 Ensure effective and transparent nomination process for candidate BoD members. Identify and propose suitable BoD members to the Board. Recommend and implement the Remuneration Policy for BoD members to the Board.
Risk Management Committee	2 independent non-executive members 2 executive members 1 non-executive member	 Submit proposals to the BoD regarding the Risk Management Policy and Procedure. Evaluate the Risk Management Framework's operation, adequacy and effectiveness and suggest corrective measures in case of deviations. Examine the Group's response to recognized risks.

Diversity of BoD members

According to our BoD Members Suitability Policy, we ensure adequate gender representation, as defined by the relevant legislative provisions. The Remuneration and Nomination Committee considers this criterion prior to submitting its proposals for Board members' appointment and we additionally do not allow any discrimination that excludes candidate BoD members (e.g. due to race, nationality, religion, disability, age or sexual orientation).

We prevent conflicts of interest

We comply with the relevant legislations and responsible internal operation principles regarding conflicts of interest and therefore:

- We have appointed a non-executive BoD Vice Chairman, as well as Board Committees consisting of independent non-executive members and non-executive members.
- We have established a Conflicts of Interest Management Framework to prevent, detect and manage current and potential conflicts of interest for BoD members.
 No cases of conflicts of interest occurred within 2022.
- We inform and brief BoD members and executives on their obligations, as defined by our Conflicts of Interest Management Framework.
- BoD members and any other person with delegated BoD responsibilities are prohibited to pursue personal interests which conflict with business interests. In case such personal interests exist, they shall inform other members for actual or potential conflict of interests while performing their duties.
- · Current and candidate BoD members disclose anv professional commitments to other companies and non-profit entities, participation in governance bodies of other legal entities-institutions regardless of their nature and scope (e.g. boards of directors), as well as any other relationship and/or activity which could potentially conflict with the Group's interests. There was no impact on BoD members' time availability or independence and no conflicts of interest occurred due to these participations during 2022. All CVs of BoD members are available on the Group's website, which also include their positions in other Boards

Responsible Management

- We require annually from Top Management Members to confirm in written that no conflicts of interests have occurred.
- We have developed a Procedure for the Management and Public Disclosure of Privileged Information and inform our employees about their obligations and necessary actions to manage and safeguard privileged information, based on which we prohibit any use of confidential information for personal transactions.
- The Shareholders General
 Assembly is responsible to
 approve any action of BoD
 members and executives on their
 behalf or on behalf of third parties
 which are related to the Group's
 purposes or participate as equal
 partners in companies which
 pursue objectives similar to those
 pursued by our Group.
- We require from employees to notify in written the Corporate Governance and Compliance Department for any direct or indirect participation in any activity of our Group's external partners (e.g. agents, suppliers), as stipulated in our Regulation of Professional Conduct & Business Ethics and Anti-corruption Regulation.
- We disclose conflicts of interest within BoD's Annual Report during the Shareholders General Assembly, as stipulated in the approved Conflicts of Interest Management Framework.

We apply Principles and Regulation of Conduct

Regulation of Professional Conduct & Business Ethics

We have communicated our Regulation of Professional Conduct & Business Ethics to all office employees, which outlines principles and rules for our responsible operation. The Regulation is uploaded on the corporate Intranet OneAttica, in our corporate website and is also part of the introductory material provided to all new hired employees, while all office employees have signed for its receipt and acceptance.

Employee Guidebook

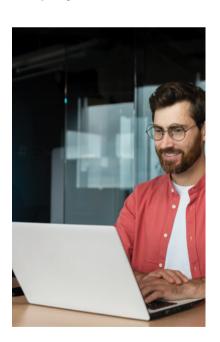
At the same time, we have communicated the 'Improving the Best' information guidebook to all marine employees (which is also included in the introductory material provided to all new hired employees), who have signed the acceptance of main principles of professional behavior towards colleagues and customers, as well as crew duties and relevant regulations.

It must be noted that:

- All employees with permanent and fixed term employment contracts are obliged to follow the Regulation of Professional Conduct & Business Ethics and Employee Guidebook.
- We consider non-compliance with their principles as an occupational misconduct which may lead to termination of employment or even legal sanctions.
- We impose sanctions stated in our Codes of professional behavior in cases where safety rules and marine law regulations or Group regulations are violated.

- We prohibit any Manageremployee personal relationship within the same Department.
 Instead, we recommend that related employees or with any other personal relationship are employed in different Departments.
- All employees can contact the Human Resources and Culture Management Department for advice or guidance, as well as to inform in written the Corporate Governance and Compliance Department in case they doubt about any action or in cases of actual or potential conflicts of interest. No such cases have been reported within 2022.

We have communicated our Regulation of Professional Conduct & Business Ethics to 100% of our office employees



▼ Reporting Violations

Any office employee must report any violation of the Regulation of Professional Conduct & Business Ethics (such as fraud, theft or any other illegal activity).

Marine employees can report violations concerning the Employee Guidebook through the established Maritime Labour Convention's (MLC) procedure for submitting complaints or directly to the competent authorities for any violations and they also can anonymously submit any complaint through personal interviews during the MLC's external inspections.

Furthermore, we apply a Procedure for Submission and Investigation of Complaints, following relevant discussions among the Group's Transparency Committee members, without any other Stakeholders involved in the respective mechanism's design, review or operation or any changes in its operation following relevant comments from Stakeholders.

The Committee is independent from our Group's Management and we have communicated the respective Procedure to all employees, while any Stakeholder can report anytime a potential violation of corporate policies, procedures or legislation, either by name or anonymously,

via mail, dedicated e-mail address or using the electronic reporting form (https://www.attica-group.com/en/corporate-responsibility/complaints-of-offensive-behaviors.html). The Group's Transparency Committee receives and exclusively manages all complaints, while the Committee informs annually the BoD for the number, nature and management of complaints received.

There was one complaint for a marine employee's inappropriate behavior submitted within 2022, which however was not confirmed.

We contribute to anti-corruption

✓ Anti-corruption Regulation

We have developed our Anticorruption Regulation, which is available in our corporate website and is mandatory for all employees. The Regulation communicates our zero tolerance towards corruption, without at the moment actively communicating the Regulation to our business partners (e.g. suppliers, sales network).

We strictly prohibit all employees and anyone acting on our behalf to directly or indirectly offer or accept any item of value, with over €100 cumulative value per calendar year, to any person who directly or indirectly represents a Stakeholder (e.g. supplier), in order to obtain or attempt to obtain any personal benefit or business advantage. In addition to potential legal actions, we immediately terminate the working relationship with any employee involved in a confirmed corruption incident.

At the same time, all employees can report actual or potential corruption incidents via mail, dedicated e-mail address or the electronic reporting form to the Group's Transparency Committee, whose members are:

- The Chairman of the BoD's Audit Committee.
- · The Internal Audit Director.
- The Legal, Insurance & Corporate Affairs Director.

In all cases, the Transparency Committee protects all employees who submit such reports from any action against them, since we consider any form of retaliation as a violation of our Regulation of Professional Conduct & Business Ethics. There was one incident of corruption during 2022, □ related to cash embezzlement by a vessel Officer, after which we:

- Immediately terminated the respective employment contract.
- Investigated potential involvement of other employees, without confirming any other involvement.
- Reviewed and further improved our internal control processes.

Responsible Management



We have trained over 89% of office employees on our Regulation of Professional Conduct & Business Ethics

Only 1 violation case of our main principles and rules of professional behavior occurred in the last five years

No bribery incidents related to our employees occurred

We did not make any donations to political parties

Within the context of our efforts to combat and eradicate corruption, we:

- Have accepted and signed the UN Global Compact's 'Call for Action' initiative
- Assess our operations for risks related to corruption, as we assessed 19 Group Divisions during 2022 (63% of total Divisions), all of which implement measures to limit the respective risk.
- Have briefed all office employees and conduct trainings on our anticorruption policies and procedures, with overall 55 employees trained in 2022 (53 office employees and 2 marine employees), without at the moment conducting respective training to BoD members and marine employees.
- Submit our positions regarding issues of public interest at national and international level either individually or through INTERFERRY (the international shipping association which represents the ferry industry worldwide) and SEEN (the Greek Shipowners Association for Passenger Ships), in order to transparently express our views and positions.

We apply internal control and risk management systems Internal Control

We apply an internal control system with our policies and processes to ensure effective and efficient operation, reliability of our financial information and compliance with applicable laws and regulations. The Board of Directors monitors, assesses and ensures the adequacy of the internal control system (including financial statements), through:

- · The Audit Committee.
- · The Internal Audit Department.
- The Operation Regulations, which among other defines:
- Main principles of BoD's operation and the responsibilities of executive and non-executive members
- The main features and processes of our Corporate Governance Framework and Internal Audit Framework (e.g. periodic assessment).
- Monitoring process of transactions from BoD members, Managers and other persons with access to privileged information.
- The disclosure process of important transactions from persons exercising managerial duties, as defined in our Transaction Disclosure Framework from Persons Exercising Managerial Duties and Persons Closely Connected with Them. We include all liable persons in a dedicated List of Liable Persons to monitor and disclose transactions and we inform each person for its obligations (with respective briefing sent to all 3 new Liable Persons included in the List of Liable Persons within 2022, as well as an additional relevant briefing to all Liable Persons included in the List of Liable Persons), while we publish all relevant transactions in our Group's corporate website and sent them for publication to the Athens Stock Exchange.

 The integrated Enterprise Resource Planning (ERP) system we use to automate and computerize our operations.

We have communicated our Anti-corruption Regulation to 100% of our office employees

We trained 18% of office employees on anti-corruption

■

23 internal audits were conducted

Risk Management

We have developed a Risk Management Policy to regularly evaluate the most important risks that can affect our business plan and we also maintain and update annually a short-term Risk Registry (12 months) and every 2 years a long-term Risk Registry (5 years), in cooperation between the Chief Executive Officer and Executive Directors. Within the latest update of our Risk Registries, which are submitted to the Risk Management Committee for review and approval by the Board of Directors, we have identified in total 56 short-term and 12 long-term risks.

Regarding the Group's risk management process:

- We identify inherent risks within the context of our daily operations, as well as responding to customer complaints, incidents or financial losses.
- We use historical data to assess risk (e.g. risk severity) and understand risk interdependencies.
- The Group's Management conducts individual meetings with the Risk Management Division and workshop with involved persons to assess the potential impact on business objectives (as part of the Group's strategy) and designs measures to reduce potential impact.
- At the same time, we recognize potential implementation limitations from various factors (e.g. implementation costs, technological limitations).

- We implement the necessary measures (e.g. related to risk acceptance, avoidance or reduction) based on their effectiveness and impact on our business objectives to reduce inherent risk levels, which result to the residual risk for the Group.
- The Group's Management discusses and the BoD's Risk Management Committee discusses and evaluates issues and risks included in our Risk Registries during the evaluation process.
- Issues analyzed in our Risk
 Registries include aspects related
 to responsible operation (e.g.
 safety/security, climate change),
 with respective details presented
 in the relevant Report sections.



Part of Risk Registries - Issues related to Responsible Operation

	Risk	Potential Impact	Residual Risk Level ¹ (short-term / long-term)	Reference in Report Section
1.	Changes in environmental protection regulation	· Implementation of strategy and activities (e.g. increases in fuel costs, need for additional investments).	Medium / High	C, 8.1
2.	Climate change and impact on weather conditions	 Severe weather incidents, emergencies and weather variability. Disruption of proper vessel operation, effect on passenger and freight traffic. 	Medium / Low	4.1, 8.1
3.	Crew safety and hygiene	 Potential injury, physical damage, illness, loss of life, human error. Poor quality of work, damage/loss of assets, claims and sanctions. 	Low / -	6.2, 7.1
4.	Office occupational safety and hygiene	Potential injury, physical damage, illness, loss of life, human error. Reduction of productivity and quality of services, legal actions and sanctions.	L ow / -	6.2
5.	External Fraud and Corruption	· Financial results, reputation, interests and achieving the Group's objectives.	Low / -	4.1, 5.1, 5.3
6.	Internal Fraud and Corruption	· Financial losses, loss of trust and reputation of Group, legal actions and sanctions.	Low / -	4.1, 6.4
7.	Insufficient Corporate Governance framework	Reducing reliability and efficiency of decision—making and control mechanisms, non-adherence to corporate processes and policies, adverse effect on achievement of objectives and the Group's value and viability.	Low / -	4.1
8.	Passenger accidents	 Negative publicity, impact on the Group's reputation and credibility, legal actions and other sanctions. 	Low / -	7.1
9.	Causing negative effects on local communities from vessel operation	 Negative publicity, impact on the Group's reputation, disputes with local organizations and community members, operational issues, claims and legal actions. 	Low / -	5.2, 8.4
10.	Cybersecurity	 Data leakages or alteration, inability to operate vessels, impact on the Group's operation and reputation. 	Low /Low	4.1, 7.1
11.	Non-compliance with the General Data Protection Regulation (GDPR)	· Data leakage, legal claims, fines, sanctions, impact on the Group's reputation.	Low / -	7.1
12.	Collision/Shipwreck/Vessel accident	· Loss/damage to assets and cargo, negative publicity, impact on the Group's reputation and credibility, environmental pollution, legal actions, fines and sanctions.	Low / -	5.2, 7.1

¹ Refers to the risk level after considering the adequacy and effectiveness of existing risk management measures, which reduce the estimated Inherent risk.

We trained 100% of office Managers and Directors on risk management

We ensure our business continuity



Business Continuity

Our Sustainable Development Policy includes our commitment to analyze our operations for significant risks which could potentially cease operations or significantly affect our Group's reputation in the short-term or medium-term, as well as apply the necessary measures to address them.

In order to ensure our business continuity, we:

- · Have established and annually re-evaluate a comprehensive Business Continuity Plan.
- Have recognized Cybersecurity risk as one of the most significant risks to business continuity and include the risk of Cybersecurity incidents in our Risk Registers. During 2022, we assessed 100% of our main operations for 13 significant threats (e.g. natural disasters, sabotage. IT and telecommunications infrastructure malfunction) that can partially or fully cease our activities.

- · Implement certified Information Security Management System at our Data Center in accordance with the international standard ISO 27001-2013
- · Performed an annual test scenario for the uninterrupted operation of our Group's systems through our Alternative Data Center.
- · Have been certified for the 5th consecutive year in accordance with the international standard PCI DSS (see Section 7.1).
- · Operate an Alternative Information Systems and Telecommunications
- · Implement a specific backup policy.
- · Perform annual vulnerability assessments and unauthorized access tests of our systems to identify potential exploitable vulnerabilities and ensure IT service availability (i.e. IT services and systems such as emails, ticket booking/reservations, servers and routers).

We achieved 99.9% IT service availability

We follow fair competition rules

We recognize the importance and our responsibility to follow fair competition rules. Within this context. we:

- · Do not engage in illegal partnerships or price fixing agreements, market sharing or entering new markets and customer segments.
- Do not allow our employees to reveal confidential information regarding our activities, relationships with our customers or their personal and financial data, as well as discuss future plans that are not publicly known or salary issues.
- Conduct briefings and trainings on legislative competition issues, without however any relevant trainings in 2022.

Regarding a previous legal case, one appeal filed in 2019 against the Court of Appeal's decision which dismissed a complaint for anti-competitive behavior in 2015, is expected to be discussed before the Supreme Court within 2024. Furthermore, a fine of €29,972 imposed by the Hellenic Competition Commission in 2020 was paid in 2022, for noncompliance with the Commission's approval decision regarding acquiring exclusive control of Hellenic Seaways (the issue concerned a minor deviation in implementing the Group's voluntary commitment due to misinterpretation of a relevant provision, with almost no effect on competition and market operation).

We comply with regulatory framework

We closely monitor the regulatory and legal framework related to our activities, in order to apply its relevant provisions. Within 2022:

- There were no grievances regarding:
- Impacts on society related to our operation.
- Human resources issues (e.g. employee health and safety, labor practices, human rights violation, marine employee living conditions onboard our vessels, privacy issues or personal data security on behalf of our employees).
- Privacy issues or personal data security on behalf of our customers.
- Procurement practices.
- Anti-competitive behavior or anti-trust practices.
- Environmental legislation violation or environmental impacts (e.g. vessels' acoustic or rippling impact).
- There were no incidents or cases of:
- Non-compliance with regulations regarding our corporate governance practices, anti-competitive behavior or anti-trust practices, unfair pricing practices, impacts on society related to our operation or our labor practices.
- Human rights violation or employee discrimination.
- Non-compliance of products and services during the external audits conducted by the relevant health and market authorities.

- Non-compliance with regulations and voluntary codes concerning marketing, advertising, promotion, product and service information and labeling or product and service use or their health and safety impacts on our customers, as well as our customers' personal data security.
- Recalls of products and services due to quality or health and safety impacts.
- Advertising campaigns being withdrawn.
- Environmental legislation violation.
- There were no legal cases related to:
 - Corruption.
 - Anti-competitive behavior or anti-trust practices.
 - Marketing, advertising, promotion, product and service information and labeling.
 - Product and service use.
 - Personal data security related to our customers.
 - Passenger luggage theft onboard vessels.
 - Journey delays.
 - Impacts on society related to our operation.
 - Damages to other vessels due to rippling impact.

- There were no written notices from competent authorities for any reason (e.g. economic activities, financial reporting, corruption, impacts on society related to our operation, employee health and safety, overbooking, marketing, advertising, promotion, product and service information and labeling, rippling impact of our vessels, environmental issues).
- The total amount of fines paid related to our operation was €154,411, out of which €111,464 were imposed within the year and the remaining during previous years.
- There were no monetary losses as a result of business ethics violations (e.g. due to anticompetitive activities, fraud, unethical practices, corruption or bribery incidents), except for a fine <€30,000 related to previous use which was paid in 2022 (see page 32).
- There were no warnings from competent authorities and no significant fines (over €20,000) or other non-monetary sanctions were imposed for any reason (e.g. corruption, anti-competitive behavior, impacts on society related to our operation, employee health and safety, overbooking, rippling impact of our vessels, environmental issues).

2. Corporate Responsibility and Sustainability

Managing Sustainability

According to a 2022 survey to office employees, **69%** agrees that our Group manages the issue of Sustainability in a systematic way.

✓ BoD Members Training

According to our Training Policy for BoD Members, we implement a training program, which consists of:

- Induction Training Program to brief and inform them on various issues (e.g. related to their responsibilities).
- Periodic Training Program, as required for issues/developments such as:
 - Regulatory and legislative developments.
 - Corporate governance and internal audit issues.
 - Emerging risks and new technologies.
 - Developments, potential risks and trends on responsible operation issues.

Indicatively, we conducted a 2-hour Corporate Responsibility and Sustainability training to our BoD members within 2022, which we intend to repeat every 6 months, with the following main topics:

- Review of our Responsibility & Sustainability Report and Strategy.
- Requirements of disclosure frameworks and performance evaluation standards on responsible operation issues (e.g. European Sustainability Reporting Standards).
- International trends regarding environmental and social practices, as well as governance practices.

We utilize appropriate organizational structures

To manage topics related to our responsible operation, we have created an organizational structure, as described in the figure below. This organizational structure is also used to collect data, which are used internally to evaluate our performance, and Stakeholders to do the same.

Managing Corporate Responsibility and Sustainability





- At Board level, the Chief
 Executive Officer has the overall
 responsibility for Corporate
 Responsibility and Sustainability
 issues, including Principles,
 Policies, the overall quantitative
 Corporate Responsibility and
 Sustainability Target, while at the
 same time shapes and implements
 the Group's Strategy, Vision and
 respective Policy.
- The Chief Executive Officer communicates Corporate Responsibility and Sustainability issues when deemed necessary and at least once a year (e.g. 3-year Strategy, Risk Analysis, Due Diligence) to the Board of Directors.
- The 3-year Corporate
 Responsibility and Sustainability
 Strategy (including the respective
 Action Plan, as well as the related
 maturity performance objectives)
 is approved by a six-member
 Committee, consisting of the BoD
 Chairman, the Chief Executive
 Officer and the 4 Executive
 Directors.

- At Top Management level, the Chief Administrative & Transformation Officer is responsible, who among other, guides the Corporate Responsibility Team, reviews and approves the Annual Responsibility & Sustainability Report (e.g. regarding Material Topics), as assigned by the BoD and Chief Executive Officer and outlined in our Sustainable Development Policy.
- · At coordination level, the sevenmember Corporate Responsibility Team with representatives from the Executive Departments is responsible to coordinate the implementation of our Corporate Responsibility and Sustainability Strategy, as well as cooperate with other Departments to implement our 3-year Corporate Responsibility and Sustainability Action Plan. It must be noted that: - We have defined the Team's overall responsibilities within the Group's Operation Regulations and its members' individual responsibilities in their formal job descriptions.
- We added a vessel representative (Port Captain) to the Team's members in 2022, in order to strengthen diffusion of responsible operation practices to our vessels.
 6 out of 7 Team members
- 6 out of 7 Team members have quantitative responsibility objectives in their formal performance appraisal.
- The Board of Directors receives the external auditor's Independent Audit Report along with the annual Responsibility & Sustainability Report, while the Chief Administrative & Transformation Officer is responsible for the independent auditor's selection and assignment of audit work.
- Our Directors inform the BoD regarding management of responsible operation issues (including their impacts) at least semi-annually, within the context of our Group's short-term and long-term risk assessment, during which we review risks related to responsible operation issues (e.g. climate change, corruption) (see Section 4.1).

✓ Responsible Operation

Being committed to operate responsibly throughout our business operations, we have:

- Included the acceptance of the 10 Principles of the United Nations' Global Compact within our Regulation of Professional Conduct & Business Ethics.
- Developed our Sustainable Development Policy with our principles and management practices for social, environmental and governance issues (ESG). While the Policy is mandatory for everyone who provides services to our Group (e.g. partners, suppliers), at the moment, we have not communicated the respective Policy to other Stakeholders.
- Developed a Code for Responsible Investments with our relevant commitments (e.g. integrity in business relationships, due diligence on human rights, labor rights and environmental legal compliance) and main criteria for investing in other organizations (e.g. compliance with labor legislation, prohibition of child labor or forced and compulsory labor).
- Developed a process to identify, prioritize and incorporate Corporate Responsibility and Sustainability issues into local and international investment agreements.
- Recorded the participation of Socially Responsible Investment Funds (SRI) in our Group, with the respective percentage being 0.1% for 2022 (refers to shareholders with over 10,000 shares), the same as in 2021.
- Published main Regulations and Policies related to our responsible operation on our website www.attica-group.com, which are available to all our Stakeholders in Greek and English.

We operate based on Management Systems

We use the following certified Management Systems, International Safety and Management Codes, as well as International Conventions:

- International Safety Management (ISM) Code.
- International Vessel and Port Facility Security (ISPS) Code.
- · Maritime Labour Convention (MLC).
- · ISO 9001 Quality Management System.
- ISO 14001 Environmental Management System.
- · ISO 45001 Occupational Health and Safety Management System.
- · ISO 22000 Food Safety Management System (contractors).
- ISO 27001 Information Security Management System.
- European Union Ship Recycling Regulation (Regulation EU No 1257/2013) (see Section 8.1).

We are members in national and international organizations

We are members in the following institutions and organizations:

- · INTERFERRY.
- Greek Shipowners Association for Passenger Ships (SEEN). The Chief Executive Officer and the Chief Commercial Officer are Chairman and Treasurer respectively in SEEN's BoD.
- Hellenic Chamber of Shipping (HCS). The Chief Executive Officer and an Advisor to the Executive Management are BoD Members of HCS's BoD, while the Chief Executive Officer is a Member of HCS's Executive Committee.
- Greek Tourism Confederation (SETE).
- Hellenic Network for Corporate Social Responsibility (CSR Hellas).

- Hellenic Marine Environment Protection Association (HELMEPA).
- · Travel Technology Initiative.
- International Union of Railways (UIC).
- International Rail Transport Committee (CIT).
- · EURAIL Group GIE.
- · United Nations' Global Compact.
- Hellenic-Italian Chamber of Commerce
- Hellenic Institute of Customer Service (HICS).
- Hellenic Pact for Sustainable Industry (ESVE).

Sustainable Mobility

Since 2011, we have signed the International Union of Railways' (UIC) Declaration on Sustainable Mobility and Transport, which is aligned with the United Nations' Global Compact. Furthermore, we are members of UIC's Sustainable Mobility Group to strengthen sustainability in the transportation sector.

Furthermore, in 2022:

- We participated in the 2022 Ferry Shipping Summit, presenting our Group's green transition (being one of our key strategic future challenges) and our initiatives regarding responsible operation, obstacles towards the shipping industry's decarbonisation and the solutions we plan to adopt.
- We participated in the 2022 Shippax Ferry Conference's CEO panel, discussing passenger shipping industry's performance and trends in the post COVID-19 period.

European Enterprise Manifesto 2020

Since 2015, we have signed the European Enterprise Manifesto 2020, which promotes initiatives related to:

- Enhance employability and social inclusion.
- Promote new sustainable production and consumption methods, as well as improve living conditions.
- Increase transparency and respect for human rights.

We were subject to 50 external audits regarding our Management Systems, with no recorded non-compliance incident

No non-compliance incident was recorded during audits of our contractors' Management Systems

Our efforts are recognized

We consider the recognition of our efforts related to our responsible operation as an important moral award, which also highlights our commitment to continue our relevant practices and initiatives.

Corporate Responsibility and Sustainability Awards and Distinctions 1

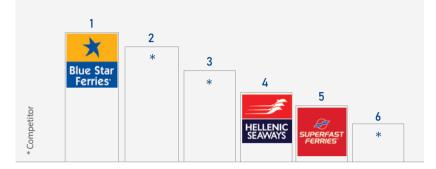
Event/Authority Type of Award/Distinction		Category	Reason
	4th place globally and 1st place in Europe	Best ESG Report	
Corporate Responsibility Reporting Awards 2022	7th place globally and 2nd place in Europe	Openness and Honesty	Corporate Responsibility Report 2020
(Corporate Register Limited)	6th place globally and 4th place in Europe	Credibility through Assurance	
Greek Shipping Awards 2022 (Lloyd's List)	Ships of the Year	-	Design and innovations of AERO Highspeed 1, 2, 3 (see Sections 3.2, 7.3, 8.1)
	Wellbeing Champion of the Year	-	Among the leading companies in Greece on Health and Safety issues
	Winner	Transportation	Overall management and monitoring of our Stakeholders' Health and Safety
	Gold Award	Disability Facilitate Space	Practices in workplaces for reception and safe accommodation of employees, customers and visitors with disabilities
Health & Safety Awards 2022 (Boussias Communications)	Silver Award	Healthy and Safe Workplace	Adoption of specific Health and Safety measures in workplaces
(20000000000000000000000000000000000000	Silver Award	Premises Evacuation	Evacuation practices for buildings and vessels, with special emphasis on disabled persons
	Silver Award	Crisis Response	Employee protection measures in cases of accidents, emergencies or pandemic
	Silver Award	Health & Safety System Update and Performance Improvement	Mechanisms to update and improve Health and Safety practices (e.g. identifying new occupational hazards)
Green Awards 2022 (Boussias Communications)	Silver Award	Green Business/Industry Process	Seasmiles Loyalty BIOCARD (see Section 8.2)
Environmental Awards 2022 (Boussias Communications)	Bronze Award	Sustainable Product or Service	Seasmiles Loyalty BIOCARD (see Section 8.2)

A detailed list of our Group's awards and distinctions can be found at the corporate website https://attica-group.com/en/.

3. Materiality and Stakeholders



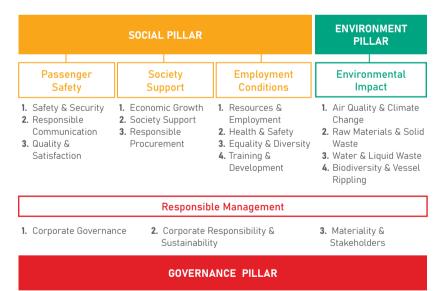
According to a 2022 survey to office employees, **85%** agrees that we are a Group which can be trusted. Furthermore, in a 2022 survey conducted to 1,400 citizens, our 3 brands and 3 competitors were positioned in the following order for the question 'You can trust this company':



We identify Material Topics

We have created the following Corporate Responsibility and Sustainability Framework, as a result of an internal analysis and interaction with our Stakeholders, in order to systematically organize and manage issues related to our responsible operation.

Corporate Responsibility and Sustainability Framework



We define our Report's content and identify Material Topics in each of the above Areas, which include topics related to the actual or potential impact we may have on society (including human rights), environment and economy. We utilized the following indicative input and sources, without any significant changes compared to the previous reporting period (e.g. regarding Material Topics):

- Industry's regulatory framework, current global conditions and practices, as well as future trends based on respective analyses from international organizations.
- The Global Reporting Initiative's (GRI) 'Sustainability Reporting Standards'.
- The GRI study 'Sustainability Topics for Sectors'.
- The S&P Global's Sustainability Yearbook.
- Material Topics indentified in passenger shipping companies' Corporate Responsibility Reports (or equivalent).
- Our Group's Corporate
 Responsibility and Sustainability
 Strategy 2021-2023 and the Areas identified that we need to focus.
- Our Risk Registry, which is annually updated.
- Our Stakeholders' expectations related to our responsible operation (where available), taking into account their input from engagement activities and various sources (e.g. relevant surveys conducted).

Within 2022, we identified our Stakeholders' views and expectations mainly through the following surveys:

- Quantitative Satisfaction Survey, with personal interviews to 1,400 people in selected areas (Athens, Patra, Crete, South Aegean and North Aegean islands), as well as telephone interviews to 201 travel agencies we cooperate with in Domestic and Adriatic Sea lines.
- Use of service evaluation devices in our vessels (see Section 7.3).
- Leadership Climate Survey to our employees (see Section 6.1).
- · 'Mystery Passenger' survey to our vessels (see Section 7.1).

We assessed the actual or potential impact we may have as a result of our activities, based on the likelihood of occurrence and severity of their impact on our Stakeholders. During the next step, we prioritized the significance of our activities' actual or potential impact. Through this Analysis, we have identified the following Material Topics for 2022 (all Topics that were not deemed Material are not referenced in detail):

Materiality Analysis

Accident Impact Passenger Safety Products & Services Health & Safety Responsible Communication & Sales Material Topics of medium importance Corporate Governance	CO ₂ Emissions SOx, NOx and Particulate Matter (PMEmissions Environmental Compliance
Corporate Governance	

Anti-Corruption Anti-competitive Compliance Business Continuity Responsible Buying Supplier Labor Practices Assessment Operational Support Vessels' Responsible Buying Supplier Environmental Assessment Supplier Human Rights Assessment Vessel Work Conditions Vessel Health & Safety Office Health & Safety Labor Relations	Equality & Fairness Labor Practices Grievances Products & Services Quality Products & Services Affordability Customer Satisfaction Energy Use Sea Pollution Fuel Spills & Leakages Hazardous Waste Handling Acoustic Impact Waste Handling Effluent Handling Material Consumption Biodiversity & Land
laterial Topics of moderate importance	
·	Office Work Conditions Internal Communication Labor Association Human Rights Customer Privacy Internet & Data Safety Passenger Property Protection Customer Awareness Sea Discharges Water Consumption Environmental Training & Awarenes Environmental Investment Environmental Grievances Material Recycling

- Management
- Society
- Employees
- Customers
- Environment

We interact with Stakeholders

The way we operate, as well as our decisions, affect a wide range of people, groups and organizations, who comprise our Stakeholders. The following table describes our Stakeholder groups, which influence or are influenced by our operations, the methods we apply to continuously communicate and interact with them (without any distinct engagement activities specifically as part of this Report's development) in order to ensure consistent value creation for our Stakeholders, the main topics raised by them, as well as the sections within our Report, where we respond to these topics.

Stakeholder Engagement

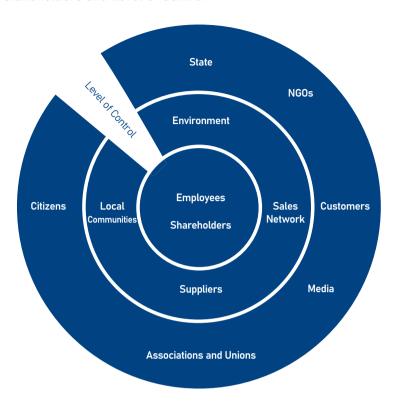
Stakeholder	Methods of interaction through continuous activities (unless indicated otherwise)	Main issues of interest (reference in Report)
DIRECT		
Employees	 Employee opinion survey (every 1-2 years) Performance Appraisal (annually) Events / Meetings Training Negotiations with Employee Unions (through Greek Shipowners Association for Passenger Ships - SEEN) Corporate Intranet 	 Job Security (6.1) Training & Development (6.4) Health & Safety (6.2) Work Conditions (6.1-6.4) Employee Benefits (6.3) Equality & Fairness (6.3) Labor Practices Grievances (4.1, 6.3) Labor Relations (6.3) Labor Association (6.3) Internal Communication (6.1) Human Rights Impact Reviews (6.3) Human Rights Grievances (4.1, 6.3)
Shareholders	Shareholders General Assembly (annually/extraordinary)WebsitesMeetings	 Passenger Safety (7.1) Accident Impact (5.2, 8.1) Corporate Governance (4.1) Business Continuity (4.1) Anti-corruption (4.1) Information Systems Security (4.1, 7.1) Economic Transparency (4.1, 5.1)
Customers	 Qualitative Greek Domestic Lines Survey (every 2-3 years) Quantitative Greek Domestic Lines Survey (every 2-3 years) Customer Services Division Websites Satisfaction / Complaints Questionnaires Social media Information leaflets 	 Passenger Safety (7.1) Products & Services Quality (7.1, 7.3) Products & Services Health & Safety (7.1) Products & Services Affordability (7.3) Responsible Communication & Sales (7.2) Customer Satisfaction (7.3) Accident Impact (5.2, 8.1) Passenger Property Protection (7.1) Customer Privacy (7.1) Internet Safety (7.1) Customer Awareness (5.2, 8.1-8.4)
Sales Network	 Events / Meetings Information systems Travel agents' online portal Websites Network satisfaction survey (every 2-3 years) 	 Products & Services Quality (7.1, 7.3) Responsible Communication & Sales (7.2) Customer Satisfaction (7.3) Anti-competitive Compliance (4.1)
Suppliers	Supplier evaluation Meetings Contracts	Operational Support (5.3) Responsible Buying (5.3) Local Buying (5.3) Vessel Responsible Buying (5.3) Supplier Assessment for Labor Practices (5.3) Supplier Human Rights Assessment (5.3) Supplier Environmental Assessment (5.3)

40

Stakeholder Engagement

Stakeholder	Methods of interaction through continuous activities (unless indicated otherwise)	Main issues of interest (reference in Report)
INDIRECT		
State (e.g. Ministries, Local Authorities, Public Services, Port Authorities)	level Meetings / Presentations Participation in organizations and associations	 Passenger Safety (7.1) Sea Pollution (8.2-8.4) Fuel Spills & Leakages (8.3) Accident Impact (5.2, 8.1) Corporate Governance (4.1) Anti-competitive Compliance (4.1)
(e.g. Industry Associations, Hoteliers'	 Participation in associations Meetings / Presentations Discussion with representatives at local and national level Formal communication 	Passenger Safety (7.1) Products & Services Quality (7.1, 7.3) Products & Services Affordability (7.3)
Local Communities (e.g. islands)	 Qualitative Greek Domestic Lines Survey (every 2-3 years) Quantitative Greek Domestic Lines Survey (every 2-3 years) Meetings / Presentations Local events and programs 	Community Impact (5.2) Sea Pollution (8.2-8.4) Fuel Spills & Leakages (8.3) CO ₂ Emissions (8.1) Effluent Handling (8.3) Waste Handling (8.2) Hazardous Waste Handling (8.2) SOx, NOx & PM Emissions (8.1) Acoustic Impact (8.1) Environmental Grievances (4.1) Donation & Sponsoring (5.2) Investment Impacts (5.2) Corporate Volunteering (5.2) Business Entrepreneurship (5.2) Rippling (8.4) Society Grievances (4.1, 5.2) Community Awareness (5.2)
Citizens	 Quantitative Greek Domestic Lines Survey (every 2-3 years) Websites 	Energy Use (8.1) Sea Pollution (8.2-8.4) Environmental Training & Awareness (8.1) Material Consumption (8.2) Material Recycling (8.2) Socioeconomic Compliance (4.1)
	· Collaborations · Meetings / Presentations	 Community Impact (5.2) Sea Pollution (8.2-8.4) Effluent Handling (8.3) Waste Handling (8.2) Discharges at Sea (8.2, 8.3) Water Consumption (8.3) Biodiversity & Land (8.4) Refrigerants Use (ODP) (8.1) Environmental Grievances (4.1) Environmental Compliance (4.1)
Media	Press releases Press conferences	 Passenger Safety (7.1) Sea Pollution (8.2-8.4) Fuel Spills & Leakages (8.3) Accident Impact (5.2, 8.1)

Stakeholders and Level of Control

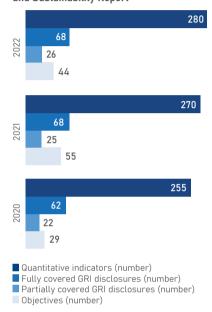


We increased by 3.7% the number of quantitative indicators we make reference to within the Report

We focus on quantitative data and results

We focus to continuously include and publish more quantitative indicators and objectives, in order to respond to our Stakeholders' requirement for greater transparency and their need to be able to evaluate our performance.

Quantitative Data within the Responsibility and Sustainability Report





4. Achievements 2022 and Future Objectives

We committed	Progress	We aim	Ву
To improve our overall performance on Corporate Responsibility and Sustainability issues by 13% (by 2023).	75%	To improve our overall performance on Corporate Responsibility and Sustainability issues by 13%.	2023
To improve our performance related to Management of Corporate Responsibility and Sustainability issues by 11% (by 2023).	75%	To improve our performance related to Management of Corporate Responsibility and Sustainability issues by 11%.	2023
To improve our performance on Corporate Responsibility and Sustainability issues related to Owners by 10% (by 2023).	75%	To improve our performance on Corporate Responsibility and Sustainability issues related to Owners by 10%.	2023
To conduct a Stakeholder Engagement process on issues related to Corporate Responsibility and Sustainability (by 2023).	25%	To conduct a Stakeholder Engagement process on issues related to Corporate Responsibility and Sustainability.	2023
To monitor our Responsibility & Sustainability Report's quantitative indicators through our Business Intelligence Tool (by 2023).	25%	To monitor our Responsibility & Sustainability Report's quantitative indicators through our Business Intelligence Tool.	2023
To include the target for each Area of responsible operation in the Corporate Responsibility Team members' performance appraisal.	75%	To include the Area target of responsible operation in performance appraisals of Corporate Responsibility Team members.	2023
To simplify, harmonize and consolidate our various Regulations of business operation into a single Regulation.	100%		
To train 25% of crew ratings and 100% of vessel Officers on our Regulation of Professional Conduct & Business Ethics and Anti-corruption Regulation (by 2023).	0%	To train 25% of crew ratings and 100% of vessel Officers on our Regulation of Professional Conduct & Business Ethics and Anti-corruption Regulation.	2023
To assess fraud/corruption risk in our business operation.	0%	To assess fraud/corruption risk in our business operation.	2023
To design a Remuneration Policy to define remuneration in additional hierarchical levels (except BoD), which emphasizes on normalizing wages between genders.	50%	To design a Remuneration Policy (beyond BoD), with emphasis on normalizing wages between genders.	2023
To strengthen our business continuity through ISO 22301 certification.	75%	To complete ISO 22301 certification.	2023
To conduct benchmarking studies with other peer organizations (by 2023).	25%	To conduct benchmarking studies with other peer organizations.	2023
To train all Group executives on risk management issues.	100%		
To conduct a long-term risk assessment (4-7 years).	100%		

B. Social Section



✓ Provision of Discount Tickets

We offer discount tickets to NGOs, associations, local authorities and local communities, in order for them to attend or participate in sport, cultural or educational activities and events, as well as in cases of emergency. Indicative examples include:

- √ 30% discount to 17,622 passenger and 4,954 vehicle tickets for those with at least four overnight stays in Samos, Lesvos, Chios, Leros and Kos, within the context of the program 'Hotel & Ferry', which was implemented for the 7th consecutive year, in order to reverse the negative tourism trend caused by the refugee crisis
- √ 50% discount for newly enrolled students in higher education institutions and their families for their first trips to register and find a home in islands we serve at domestic routes.
- √ 50% discount for substitute teaching faculty appointed to islands.
- √ 30% discount for three children families in Crete routes.
- √ 30%-100% discount for 394 residents in islands, who travel due to serious health issues and do not have the necessary financial means.
- ✓ 100% discount to 1,097 passenger and vehicle tickets to support 74 pregnant women and their escorts from remote islands to areas with medical presence on behalf of the non-profit organization HOPEgenesis, with 4,427 free tickets to support 351 pregnant women overall during 2018-2022.
- ✓ Up to 50% discount to 37,954 tickets for the Manpower Employment Organization's (OAED) social tourism program beneficiaries.
- √ 50% discount to 11,135 tickets of vaccinated young people between 18-25 years old and 'FREEDOM PASS' digital card holders for journeys in domestic routes.
- ✓ 100% discount to scholarship students of the Association 'DODEKANISIAKI MELISSA' to travel to place of studies.

Furthermore, we provided discount tickets for:

- ✓ Health initiatives, such as the programs 'Health for All' in Lesser Cyclades and Mental Health in Sporades, as well as the provision of medical examinations to remote island residents from the Olympic Village Polyclinic.
- ✓ Environmental activities, such as the Cyclades Preservation Fund's initiative for the recycling program 'My plastic and I', cleaning activities of sea coasts and seabeds by the AEGEAN REBREATH team, the volunteer team BEACH CLEANING TEAM, cleaning island paths in los, as well as activities by the Sea Turtle Protection Society of Greece 'ARCHELON', the Institute of Marine Conservation 'Archipelagos' and Hellenic Society for the Study and Protection of the Monk Seal.
- ✓ Social activities, supporting organizations such as the 'Smile of the Child', 'Make a Wish', 'Be Human' and the Association of People with Visual Impairments 'Arogi'.
- ✓ Cultural activities, such as the 10th Panhellenic Festival 'Deaf and Hearing in Action', the association 'Saint John the Merciful', the musical performance SYMPERILIPSIS/ INCLUSION, the Network 'Read for Others', the DAGIPOLI DANCE Co (Disabled and non-disabled) and the Panhellenic Association of Friends of Children with Special Abilities LAMPSI SOS KIDS.
- ✓ Archaeological programs and excavations, such as the Paleolithic excavations in Lesvos, the search for historical shipwrecks in the island of Kasos and the underwater archaeological excavation in the Fournoi Korsewn complex.

- ✓ Civil protection activities, as we transported free-of-charge 9
 Hellenic Fire Service vehicles and 16 firefighters in response to a wildfire in the island of Samos, as well as 5 trucks with salt of the North Aegean Region from Mytilini to Lemnos in case of snowfalls.
- ✓ Activities by the Greek government and non-governmental organizations to support refugees, as we:
 - Provided free tickets for 12 humanitarian aid shipments, during which we transported over 290 packages, boxes, parcels and pallets, as well as 3 vehicles with additional materials to support refugees and underprivileged social groups.
 - Transported free-of-charge 837 unaccompanied minors and 200 NGO 'Metadrasi' volunteer escorts/interpreters, with over 6,900 people transported overall during 2016-2022.

We increased the total number and value of discount tickets offered by 77.5% and 90% respectively

At the same time, we supported various animal welfare associations and transported free-of-charge over 197 stray animals from islands to mainland Greece for adoption or injured animals for treatment.

Overall, it is estimated that during 2022, we offered 101,237 discount tickets, compared to 57,040 tickets in 2021, and benefitted thousands of citizens.

5. Society



We support prosperity of Society

At a glance

€530.2

€683.5

million economic value distributed

101,237
discount tickets

€2.7

million social contribution

194 volunteer employees

We follow

Principles of the United Nations' Global Compact

- 1 Support and respect protection of internationally proclaimed human rights
- **2** Ensure not to be complicit in human rights abuses
- 4 Eliminate all forms of forced and compulsory labour
- 5 Abolish effectively child labour
- 8 Promote greater environmental responsibility

We commit to

Combine our business success with our country's and partners' development, as well as support local communities affected by our operations, in order to contribute to improving the quality of life and prosperity of our society in general.

We achieved

- We distributed approximately €683.5 million in economic value: €100.8 million to employees (for salaries, benefits and insurance payments), €82.6 million for taxes (including VAT and port taxes), €47.9 million to providers of capital (for interest and return payments), €28 million to agents (for commissions), €374.9 million to suppliers (for purchases of goods and services), €2.7 million to society (for discount tickets, implemented programs, sponsorships and donations) and €46.6 million for investments.
- We increased the total value of implemented or supported society support programs by 77.7%.
- We implemented or supported 173 society support programs, as well as in 100% of the islands we serve.
- We increased the total number and value of discount tickets offered by 77.5% and 90% respectively.
- Approximately 157 customers and 3 Port agents participated in our society support programs and activities.
- We increased the number of employees participating in volunteer activities and employee volunteering hours by 52.7% and 91.4% respectively.
- We spent 87.3% of total procurement expenditure to local suppliers.
- We spent 13.8% of total procurement expenditure to small and medium-sized enterprises (up to 50 employees).
- 10% of supplier selection criteria is related to their responsible operation.
- We communicated our Supplier Code of Conduct to 100% of our suppliers, with 94% of new suppliers already signing its acceptance.

We contribute

United Nations' Sustainable Development Goals











1. Economic Growth

We achieve financial results

Holding a leading position in the provision of maritime transportation services, we achieve positive financial results for the National Economy (additional financial information in our Annual Financial Reports at www.attica-group.com).

It must be noted that during 2022, we received financial compensation from the Greek State and grants from the European Union of €34.1 million, compared to €32.9 million in 2021, as we participated in open public tenders by the Ministry of Shipping and Island Policy to operate shipping routes which connect remote islands with the mainland.

We	contribute	to	economic
gro	wth		

✓ Investments in Greek **Tourism**

We have established Attica Blue Hospitality S.M.S.A. ('Attica Blue Hospitality'), 100% subsidiary of Attica Holdings S.A., as part of our strategic growth plan to further invest in the Greek tourism industry. Within this context, we acquired the owning companies of Naxos Resort Beach Hotel and Tinos Beach Hotel in the islands of Naxos and Tinos respectively, which contribute to local economic growth and employment.

2020 205.02 380.9	2021 227.67	2022 500.67
	227.67	500 67
380.9		000.07
	361.7	357.7
430.5	481.6	497.7
290.4	347.9	530.2
259.3	310.5	463.5
40.4	42	57.7
(49.2)	13.1	17
251	66	435
50.4	56.8	82.6
18.4	19.2	47.9
155.6	194	374.9
9.6	10	11.1
79.4	87.3	100.8
13.6	19.2	28
39.7	47.9	46.6
	(49.2) 251 50.4 18.4 155.6 9.6 79.4	290.4 347.9 259.3 310.5 40.4 42 (49.2) 13.1 251 66 50.4 56.8 18.4 19.2 155.6 194 9.6 10 79.4 87.3 13.6 19.2

¹ There are no turnover, capital expenditures or operating expenditures from sustainable assets, products and services (i.e. offering environmental and/or social benefits).

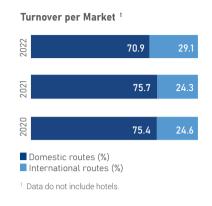
	2222
Key Performance Indicators ¹	2022
Society	
Turnover (million €)	1.56
Cost of employees (including salaries, benefits and insurance payments) (\mathfrak{t})	641,391
Payments to suppliers (€)	974,766
Procurement expenditure to local suppliers (%)	37.9
Customers	
Customer injuries within premises (number)	0
Complaints for privacy issues or personal data protection (number)	0
Employees	
Employees (number)	24 ²
Women in total workforce (%)	62.5
Overall turnover rate (%)	8.3 ³
Employees losses due to work-related accidents (number)	0
Employee accidents (number)	0
Employees trained (number)	2
Environment	
Environmental protection investments (€)	0
Diesel consumption (lt)	506.4
Gasoline consumption (lt)	0
Heating oil consumption (lt)	3,600
Natural gas consumption (kgr)	4,963
Energy produced from renewable sources (KWh)	0
Electricity consumption (KWh)	284,000
Total paper consumption (kgr)	127
Water consumption (m³)	188,117 5

Figures refer only to Naxos Resort Beach Hotel, as Tinos Beach was not operational during 2022.

² Figure refers to full-time equivalent (FTE).

Turnover does not include employees with fixed term employment contracts. Figure refers to 01/01-31/11/2022.

⁵ Figure refers to 01/01-31/08/2022.



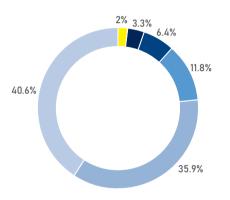
Our business operations ensure we return significant economic value back to our Stakeholders, mostly through purchases (towards our suppliers), commissions (towards our agents), salaries, benefits and insurance payments (towards our employees), taxes (towards the State) and investments.

Economic Value Distribution



- The amount refers to gross salaries, benefits and insurance payments.
- The amount refers to total taxes, including VAT and port taxes.
 The amount refers to value of discount tickets, implemented programs, sponsorships and donations.

Revenue Structure



- Revenues from passenger tickets Revenues from freight unit tickets
- Revenues from other vehicle tickets Revenues from compensation for public services
- Revenues from onboard services
- Other revenues

We distributed approximately €683.5 million in economic value:

€100.8 million to employees (for salaries, benefits and insurance payments),

€82.6 million for taxes (including VAT and port taxes), €47.9 million to providers of capital (for interest and return payments),

€28 million to agents (for commissions),

€374.9 million to suppliers (for purchases of goods and services),

€2.7 million to society (for discount tickets, implemented programs, sponsorships and donations) and

€46.6 million for investments

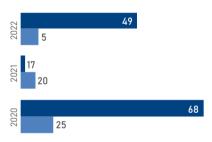
2. Society Support

We help our sales network develop

We contribute to our network's commercial success by developing their employees' skills, through:

- · Training on issues, such as:
 - Customer management.
 - Training on reservation programs.
- Management issues, as we conducted a webinar on 'Digital Marketing and Communication' to 43 Port Agents from Greece in 2022, as well as the webinar 'Eurail/Interrail Webinar for Ticket Inspection Specialists 2022' to 6 participants.
- Presentations-briefings for new products and services.

Sales Network Training



■ Employees trained (number) ■ Training hours (hours)

Society Support

According to a 2022 survey to 1,400 citizens, our 3 brands and 3 competitors were positioned in the following order regarding society support for the questions 'Supports the community according to its capabilities' and 'Supports the community through direct or indirect (i.e. providing discount tickets) financial assistance':



Community Impact

According to a 2022 survey to 1,400 citizens, our 3 brands and 3 competitors were positioned in the following order for the question 'Does not influence negatively the communities where it operates':



We support society needs

✓ Identification of Local Community Needs

As part of our approach to identify and determine local community needs and implement society support programs:

- We have established 6 work groups with 28 employees assigned to specific islands (mostly remote islands) and collaborate with our Group's port offices and local Municipalities to identify respective needs in the areas of Health, Culture, Education, Environment and Infrastructure.
- Office employees submit their vote for preferred actions among new proposed programs and evaluate the actions already implemented by our Group. Afterwards, we select the top 2 actions from the pool of preferred actions and actions already implemented, following the results of customer voting through various communication channels, such as social media, corporate websites, digital screens onboard vessels and newsletters.
- We encourage our passengers and local community members to participate in our programs through the abovementioned channels and we provide additional incentives depending on the program's nature.



Even though we operate in 6 Pillars of Society Support, implementing or supporting 173 society support programs in 2022 (out of which 72 nationwide programs • and 101 programs to local communities), compared to 130 programs in 2021, the main Pillar of our society support program is offering discount tickets, as we believe that the role of corporations is to support mainly through products and services. It is estimated that approximately 349 people were benefitted from our society support programs and activities during 2022, compared to 1,080 people in 2021.

Society Support Pillars



We increased the total value of implemented or supported society support programs by 77.7%

We implemented or supported 173 society support programs, as well as in 100% of the islands we serve

Approximately 157 customers and 3 Port agents participated in our society support programs and activities

Society Support Value	2020	2021	2022
Value of discount tickets (€)	1,179,104	1,366,596	2,596,571
Value of implemented societal programs (€)	54,173	67,009	58,408
Value of sponsorships and donations (€)	106,769	129,722	123,353
Value of passengers' donations (€)	1,931	1,989	2,949
Total	1,341,977	1,565,316	2,781,281

Societal Programs

In 2022, we designed and implemented the following indicative societal programs:

- Implemented for the 5th consecutive year the initiative 'Greek Communities of Italy – A voyage to culture'.
- · Offered cooked meals to the non-profit organization FAROS ELPIDAS.
- Implemented the 'First Aid' program for the 9th consecutive year in collaboration with the Volunteer Crisis Rescue Team (VCRT), with 82 participants during respective seminars in the islands of Patmos and Koufonisia.
- Sent 598 medicines gathered from our vessels (which had not yet expired) to community pharmacies of the islands we serve.
- Implemented 3 Environmental Initiatives in the islands of Kos, Santorini and Paros, in collaboration with AEGEAN REBREATH (see Section 8.4).
- Collaborated with AEGEAN REBREATH for the environmental seminar 'Climate Change and Current Challenges' in the island of Amorgos and informed 38 participants overall on future environmental challenges.
- Implemented an information seminar in the island of Nisyros with 40
 participants and an information campaign supporting the island's candidacy in
 UNESCO's Global Geoparks network.

✓ Unscheduled Journeys

We aim to serve unscheduled transportation needs and in 2022 we responded positively to 30 requests from Municipalities, institutions and associations, and conducted 58 unscheduled approaches or adjustments of already scheduled journeys.



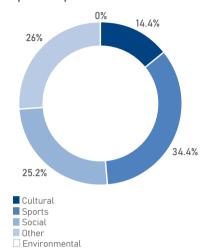
Sponsorships and Donations

We support various social groups, organizations and associations, with over €123,000 for sponsorships and donations in 2022 (out of which approximately €32,900 for sponsorships to local communities and approximately €35,000 for sponsorships to nonprofit organizations, without any sponsorships and donations related to infrastructure improvements exclusively for public benefit). focusing on 4 main Areas, namely Sports, Culture, Environment and Social, with indicative examples beina:

- · Supported:
- The basketball team Kolossos Rhodes
- The volleyball team Foinikas Syrou.
- The Hellenic Navy.
- The HERAKLION Tennis and Sports Club.
- The Naias Yacht Club in the island of Paros.
- The Holy Church of Panagia Evangelistria's Youth Center in the island of Tinos.
- The kindergarten in the island of Kastellorizo.
- The Arkesini's Primary School in the island of Amorgos.
- The Association of Naval Parents of Children with Special Needs 'ARGO'.
- Supported the ExcellenSeas Scholarship Program and undertook scholarships of 2 students from the islands of Fournoi and Astypalaia.
- Offered a K9 drug detection service dog to Piraeus Central Port Authority's regional Drug Enforcement Team, in order to tackle drug trafficking.

 Donated surplus equipment to schools and charitable organizations, with 32 chairs and 12 computer sets, with monitors, keyboards and computer mice donated in 2022, mainly to island schools.

Sponsorships and Donations



Collection of Passenger donations for charitable organizations

We support various charitable organizations which assist children and have limited resources. For this reason, we have placed collection boxes onboard all our vessels (except for Flying Cats, Flying Dolphins and AEROs Highspeed), in order to collect and deposit donations from passengers to the supported organizations. In 2022, we supported the charitable organizations:

- · Smile of the Child.
- · SOS Children's Villages Greece.
- · Amnesty International.
- · Lions Club Rhodes.

Society Support

We support professional growth of young people

We focus on educational contribution and supporting professional growth of young people, as we:

- Participate in periodic student internship programs of the Merchant Navy's Officer academies, as well as in periodic field journey programs for Coast Guard students to familiarize themselves with their future duties.
- Implement internship programs for university students and graduates to develop skills and competencies which advance their personal and professional development. Within this context, we implemented relevant programs for 11 school and university students during 2021-2022, out of whom 45.5% have been hired.
- Welcome school and university students to inform them about employment opportunities in the passenger shipping industry, as well as promote their environmental awareness, without however any visits in 2022 due to the COVID-19 pandemic.

We increased the number of employees participating in volunteer activities and employee volunteering hours by 52.7% and 91.4% respectively

We cultivate employee volunteering

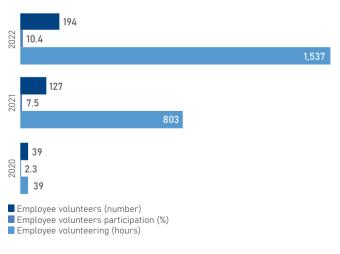
✓ Employee Volunteering

We believe that it is our responsibility to cultivate volunteering to our employees and our Group's Responsibility program 'SAILING TOGETHER' includes employee voluntary contribution activities as a main program (flagship). In 2022, we:

- Implemented decontamination initiatives in collaboration with Aegean Rebreath (see Section 8.4).
- Continued our employee voluntary blood donation program (see Section 6.1).
- Organized the 2nd football match 'One Group One Crew' with 36 employees
 to support the Association of Naval Parents of Children with Special Needs
 'ARGO'. Furthermore, we placed dedicated collection boxes in 2 buildings
 for employee donations, who could also deposit their donations directly to
 the Association's bank account.
- Participated in the 6th charity race 'No Finish Line' with a team of 32 volunteer runners, who covered a total distance of over 384 km to support the Association 'Together for Children'.
- Participated in the evaluation of projects from 6 students submitted for the 7th Student Competition for Corporate Social Responsibility 'Nikos Analytis' organized by the Hellenic Network for Corporate Social Responsibility (CSR Hellas).



Employee Participation in Societal Support Activities



We care for the impact of our operations

Community Impacts

Our Regulation of Professional Conduct & Business Ethics includes our principles and commitments regarding responsible operation towards Society. More specifically, we have committed to recognize, manage and reduce potential or actual negative impacts to local communities where we operate, due to our operations.

We strive to ensure that our operations have the least possible impact on local communities we operate in. For this reason, we:

- Have included the risk of significant potential or actual negative impacts on local communities from our operations in our annual risk assessment.
- Monitor and continuously assess our vessels' Safety Management System.
- Have developed an Emergency Plan, which includes measures to deal with negative impacts (e.g. pollution) and regularly train marine employees on such issues.
- Have developed a 'Crisis
 Communication Plan' for crisis
 and emergencies management,
 in order to ensure responsible
 communication during
 emergencies to interested parties.
- Trained 100% of office security personnel on our human rights policies and procedures, which accounted for 5% of total security personnel training hours, without however conducting relevant trainings to marine security personnel.

Within 2022:

- 3 minor collision incidents of vessels Nissos Rodos, Nissos Samos and Diagoras occurred during mooring at the Heraklion, Chios and Vathi (Samos) port respectively, without any injuries among passengers and crew members or any marine pollution. In all cases, the vessels moored safely at the ports for passenger and vehicle disembarkation and continued their scheduled journeys after the respective inspections by the vessels' classification societies.
- There were 35 journey cancellations due to mechanical malfunctions in vessels.
- There was 1 dispute case with local communities, and more specifically with the Municipality of lkaria regarding the cancellation of 16 itineraries to the island.
- No further development occurred regarding a writ of summons filed against a Port Captain for disturbing marine transportation safety in Kalymnos in 2017, due to anchor entanglement and collision between vessels, for which an apologetic statement was submitted in 2021.



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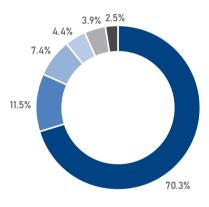
3. Responsible Procurement

We give priority to local suppliers

Our suppliers are 1,468 throughout Greece and abroad, with 81.6% of them being local suppliers. Based on their turnover, we consider 189 of them as major suppliers, out of whom 134 are local suppliers. At the same time:

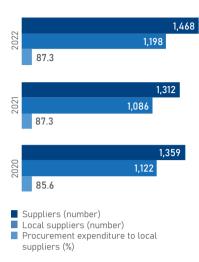
- We apply a process to identify small and medium-sized enterprises (with less than 50 employees) for potential cooperation.
- The average supplier payment time was 83 days in 2022, compared to 107 days in 2021.
- 100% of payments in 2022 were made according to the terms in our contract agreements, as in 2021.

Supplier Categories



- Marine fuels and lubricantsVessel repairs, spare parts and consumables
- Agency services
 Port services
- General services and products

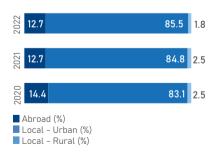
Suppliers and Procurement Expenditure



We spent 87.3% of total procurement expenditure to local suppliers ❖

We spent 13.8% of total procurement expenditure to small and medium-sized enterprises (up to 50 employees) ❖

Allocation of Purchases per Region 1



Percentages refer to the procurement expenditure of all suppliers.

We responsibly select our suppliers

Responsibility in our Supply Chain

We have developed a Code of Conduct for Suppliers/Partners (available in our website, which also addresses our Contractors' Suppliers), as well as a single Procurement Process. Within this context, we:

- Have established supplier selection criteria for products and services.
- Have defined our principles and specific obligations on behalf of suppliers/partners and involved contractors/subcontractors on specific issues related to responsible operation (e.g. fight against bribery, corruption and money laundering, prohibition of child and forced labor, freedom of participation in trade unions and collective bargaining, health and safety, environmental protection).
- Have assessed and categorized all our suppliers with a procurement spending of over €20,000 into 4 categories (Low, Medium, High, Very High risk) based on respective assessment in 4 dimensions (Employee Rights, Work Conditions, Society and Economy, Business Ethics), without at the moment assessing suppliers with a spending below €20,000, as these are considered to be Low risk.
- Defined actions taken to manage suppliers who have not signed the Code of Conduct, whose acceptance is mandatory for Medium risk suppliers, as they are automatically considered High risk suppliers in case they do not accept the Code.

- Inform the Group's Management to decide whether to continue or discontinue collaboration with Very High risk suppliers.
- Prohibit any relationship of interest from employees involved in the procurement process with our suppliers or accept gifts or any other benefit from suppliers.
- Have defined the maximum supplier payment time to 120 days.
- We require written acceptance of our Code from new suppliers prior to be included in our Authorized Suppliers List.
- Have defined specific criteria and weighting to evaluate offers for supplier selection, which include responsible operation criteria for suppliers with less than 50 employees and suppliers based outside Attica.
- Require at least three offers for each tender over €3,000, except for direct selection cases, either because they exactly match our technical specifications or only one unique supplier exists.
- Consider any violation of the respective Code as a violation of the agreement with the Supplier/ Partner and reserve the right to intervene with corrective actions schedules or other legal actions.

10% of supplier selection criteria is related to their responsible operation

We communicated our Supplier Code of Conduct to 100% of our suppliers, with 94% of new suppliers → already signing its acceptance



We fully acknowledge our moral obligation to positively influence and promote the principles of responsible operation throughout our supply chain. For this reason, we will incorporate contractual clauses for issues related to responsible operation in contracts with significant local and foreign suppliers (in case they are identified as high or very high risk), which will include protection of human rights, environment and working conditions and tackling corruption, as well as acceptance and compliance with our Code of Conduct for Suppliers/Partners (including their subcontractors), without at the moment having identified any supplier as very high risk. Furthermore, we have not:

- Identified any suppliers with significant actual or potential negative environmental, labor practices, human rights, freedom of association and collective bargaining impacts or impacts on society, following the results of our annual supplier risk assessment process.
- Trained or briefed our suppliers on issues related to responsible operation (e.g. environmental protection, human rights, labor practices) in 2022, with the exception of:
- Online training on cybersecurity issues to 8 suppliers by a Group employee.
- Interactive e-learning training course on Human Rights to 71.4% of selected subcontractors' security personnel.

Society Support

Furthermore, we evaluate our suppliers' performance with an annual spending of over €10,000 and we utilize specific criteria in six areas of the performance evaluation process (without at the moment utilizing ESG criteria), based on which we evaluate our suppliers.

Supplier Evaluation Areas	Weighting
Price/Payment terms	25%
Adherence to specifications/ Quality	20%
Timely delivery	20%
Problem Solving/Collaboratio	n 20%
Financial status/Credit rating	10%
Acceptance of Code of	5%
Conduct for Suppliers/Partne	
Total	100%



Furthermore, we conduct our Supplier Risk Assessment with a procurement spending of over €20,000, according to criteria defined in our Code of Conduct for Suppliers/Partners, through which we assessed 386 suppliers overall in 2021. Furthermore, we evaluated the performance of 113 suppliers overall with spending of over €10,000 and are at the same time important suppliers for our operations, in the following categories:

- · Fuel and lubricants
- Engine and deck spare parts and consumables
- Hotel operation
- · Office supplies
- · Repairers and Workshops
- Information Technology and Communications

It must be noted that:

- We assess the performance of potential suppliers prior to our collaboration, according to available and applicable criteria. Within 2022, we initiated collaboration with 231 new suppliers.
- We inform suppliers with low scores they need to improve their performance, in order to continue our collaboration, as they will otherwise be rejected, without however any relevant suppliers within 2022.

- We evaluate the exclusive representatives of manufacturing companies based on all above criteria, although there is no option to substitute them, due to their exclusivity.
- · We immediately re-evaluate a supplier's performance and proceed with appropriate measures in case a supplier provides unsuitable or dangerous products, demonstrates unethical behavior or does not fulfill our cooperation agreement. It must be noted that within 2022, we did not discontinue our collaboration with any supplier or business partner as a result of actual or potential compliance issues, such as corruption, anti-competitive behavior, environmental protection, product health and safety and labour practices.
- We select suppliers for materials or services among approved suppliers, based on the performance evaluation conducted. It must be noted that we send product samples to a certified laboratory to analyze and verify their specifications, in case we cannot determine whether product specifications match the ones agreed with the supplier.





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4. Achievements 2022 and Future Objectives

We committed	Progress	We aim	Ву
To improve our performance on Corporate Responsibility and Sustainability issues related to Community by 22% (by 2023).	75%	To improve our performance on Corporate Responsibility and Sustainability issues related to Community by 22%.	2023
To improve our performance on Corporate Responsibility and Sustainability issues related to Suppliers by 31% (by 2023).	75%	To improve our performance on Corporate Responsibility and Sustainability issues related to Suppliers by 31%.	2023
To support the activities of charitable organizations and NGOs.	100%	To support the activities of charitable organizations and NGOs.	2023
To implement a volunteer program with at least 5% participating office employees (by 2023).	100%	To continue implementation of a volunteer program with at least 5% participating office employees.	2023
To design and implement 1 program/activity to address local communities needs in the areas of sports, culture, education or health.	100%	To implement 1 program to address local communities needs in the areas of sports, culture, education or health.	2023
To implement 5 non-commercial society support activities annually (i.e. exclusively for public benefit) (by 2023).	100%	To continue implementation of 5 non- commercial society support activities annually (i.e. exclusively for public benefit).	2023
To implement society awareness activities on Corporate Responsibility and Sustainability issues (e.g. environmental issues, human rights).	100%	To continue implementing society awareness activities on Corporate Responsibility and Sustainability issues (e.g. environmental issues, human rights).	2023
To train security personnel (both of our Group and selected subcontractors) on human rights issues.	75%	To train security personnel (both of our Group and selected subcontractors) on human rights issues.	2023
To train partners/agencies in Domestic lines on management issues (e.g. human resources management, financial, responsible operation) at least once annually.	100%	To continue training partners/agencies on management issues (e.g. human resources management, financial, responsible operation) at least once annually.	2023
To develop an audit process for major suppliers on Corporate Responsibility and Sustainability issues (e.g. human rights, environmental protection) (by 2023).	0%	To develop an audit process for major suppliers on Corporate Responsibility and Sustainability issues (e.g. human rights, environmental protection).	2023
To develop a training process for SME suppliers by our employees on management issues (e.g. environmental issues).	25%	To develop a training process for SME suppliers by our employees on management issues (e.g. environmental issues).	2023
To develop a process for supporting local products on our vessels.	100%		
To develop a collaboration process with suppliers on Corporate Responsibility and Sustainability issues related to their own products or services (e.g. environmental protection, responsible use).	0%	To develop a collaboration process with suppliers on Corporate Responsibility and Sustainability issues related to their own products or services (e.g. environmental protection, responsible use).	2023

6. Employees





We create positive Employment Conditions

At a glance

1,861 employees

8,949

100%

of employees with full time employment contracts 100%

of employees informed regarding Corporate Responsibility and Sustainability issues

100%

of employees covered by voluntary benefits

We contribute

United Nations' Sustainable Development Goals











We commit to

Cultivate a workplace focused on respect, equality, safety and merit, as well as offer training opportunities to our employees, in order to facilitate their personal and professional development.

We achieved

- Responsibility is 1 out of 6 appraisal criteria for all office employees.
- We trained (at least once) 92.8% and 3.7% of our office and marine employees respectively.
- We increased the number of training programs by 22.4%
- 8.8% of work was conducted remotely, while 8,895 online meetings were conducted.
- We employ 100% of our employees with full time employment contracts.
- We collected 175 blood units through our voluntary blood donation programs in the last three years.
- 100% of employees in Director and Top Management positions are Greek.
- No grievances regarding our marine employee living conditions were filed.
- 100% of our employees received their annual leave, as planned.
- We conducted internal drills on Health and Safety issues (such as response to emergency situations) to 100% of marine employees.
- We increased the percentage of permanent job openings in offices covered by internal candidates to 27.6%.

We follow

Principles of the United Nations' Global Compact

- 1 Support and respect protection of internationally proclaimed human rights
- **2** Ensure not to be complicit in human rights abuses
- **3** Recognize freedom of association and right to collective bargaining
- 4 Eliminate all forms of forced and compulsory labour
- **5** Abolish effectively child labour
- **6** Eliminate discrimination in respect to employment and occupation

1. Human Resources and Employment

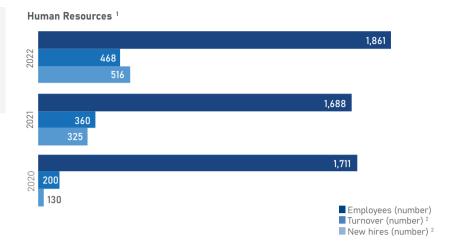
Work-Life Balance

According to a 2022 survey to office employees, 66% agrees that our Group respects work-life balance.

We sustain job positions

Our business success is directly associated to our employees. therefore we strive to create job positions, as well as lessen unemployment. Our activity also supports indirectly hundreds of job positions throughout our value chain and the passenger shipping industry in general. It must be noted there are seasonal fluctuations in employment numbers onboard our vessels, as the number of marine employees during spring and summer months was higher by 28.2% compared to autumn and winter months (1,761 employees compared to 1,374).

We employ 100% of our employees with full time employment contracts



- 1 Employee figures refer to the headcount of 31/12/2022 for office employees and to the average of 01/03/2022 and 01/07/2022 for marine employees
- ² New hires and turnover do not include university students and cadets in Merchant Navy's Officer and Coast Guard academies onboard our vessels (who complete their internship), as well as our marine employees' re-hiring within the same year (for whom a standardized dismissal and re-hiring process is in place).

Human Resources 1

Employment Type	Permanent	Fixed Term ²	Full time	Part time
Employees (number)	1,563	298 (16%) (21 women in total) (275 marine employees)	1,861	0
Gender	Female	Male		
Employees (number)	281	1,580		
Age	<30	30-50	>5	50
Employees (number)	256	1,078	5:	27
Categories	Nationalities	Disabilities	Forei	gners
Number	6	0		5
Education Level	Public School – High School	Post High School / Higher / Highest Education		aduate ation
Employees (number)	1,381	443	3	7
Employment Tenure	<5 years	5-10 years	>10 y	ears
Employees (%)	45.6	16.5	37	7.9
New Hires ³	Female	Male	<30 30	-50 >50
Employees (number)	68	448	205 25	52 59
Turnover ³	Female	Male	<30 30-	-50 >50
Employees (number)	58	410	157 2	26 85
Turnover ³	Resignations	Redundancies	Oth	ner
Turnover reason (%)	81.4	18.6	(0
Working Place	Offices	Vessels		
Employees (number)	293	1,568		
Hierarchy	Top Management ⁴	Directors ⁴	Employees	Total
Employees (number)	48	92	1,721	1,861

¹ Employee figures refer to the headcount of 31/12/2022 for office employees and to the average of 01/03/2022 and 01/07/2022 for marine employees.

² Office employees sign fixed term employment contracts upon hiring and afterwards sign permanent employment contracts (according to the Group's policy), while marine employees in Adriatic Sea lines have fixed term employment contracts (according to the sectoral agreement).

New hires and turnover do not include university students and cadets in Merchant Navy's Officer and Coast Guard academies onboard our vessels (who complete their internship), as

well as our marine employees' re-hiring within the same year (for whom a standardized dismissal and re-hiring process is in place).

4 Top Management includes the Chief Executive Officer, Executive Directors and Port Captains. Directors include office Directors, Staff Captains and Chief Engineers.

It must be noted that in 2022:

- The average age of office and marine employees is 46.2 and 42.6 years respectively.
- The average employment tenure for office and marine employees is 16.4 and 8.4 years respectively.
- 99.7% of employees (including 99.6% of all management positions) are Greeks, while majority of office employees are from the prefecture of Attica.
- There were no employees under freelance arrangements working within the Group or nonguaranteed hours employees (i.e. employees with non-guaranteed minimum or fixed number of working hours per day, week or month, e.g. casual employees, oncall employees).
- The turnover rate and new hires rate of office employees was 6.5% (all of which were resignations) and 7.2% respectively, while the respective rates for marine employees were 28.6% (out of which 5.5% redundancies and 23.1% resignations) and 31.6%.
- There were 9 office employees who left before completing 12 months of employment, while the respective turnover rate of marine employees was 11.8% (besides the cadets in Merchant Navy's Officer and Coast Guard academies onboard our vessels).

- The turnover rate of female office and marine employees compared to male office and marine employees is lower by 84.4% and higher by 69.9% respectively.
- · 46 employees worked in our offices without belonging to our Group, as they are employed by a third party cleaning company (without including employees from companies for temporary activities in our offices). They are employed according to a contract and specific commitment between our Group and the company, without significant fluctuations in their number compared to previous years. There are no employees working in our vessels without belonging directly to our Group, as they have all employment contracts.
- We have defined the ratio between employees with part time and full time employment contracts in our Group's formal Hiring Procedure.

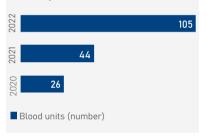
100% of employees in Director and Top Management positions are Greek



✓ 'Blood Ties'

Since 2009, we implement a voluntary blood donation program called 'Blood Ties' and respond to needs of remote Greek island residents and to personal emergencies of our employees and their families. Within 2022, we continued the program for the 14th consecutive year with 2 employee voluntary blood donations and gathered in total 105 blood units. Overall, 38 blood units were utilized for our employees' and their families' needs within 2022, without any units utilized from local community members.

Voluntary Blood Donation



We collected 175 blood units through our voluntary blood donation programs in the last three years

We handle work-life balance

Indicating our commitment to maintain our employees' work-life balance, we:

- Ensure that all employees receive their entitled leaves.
- Record and monitor work hours for all marine employees.
- Have defined rest hours for marine employees.
- Have defined flexible work arrangements, in accordance with our Remote Work Policy.
- Compensate overtime work and do not force employees to work overtime, under the threat of salary reduction, dismissal or any other sanction.
- Pay the entire wage to female employees in childbirth and maternity leave without any deduction as a maternity bonus after their return to work, exceeding the relevant legislative requirements.

Within 2022:

- 100% of marine employees worked at least once beyond the typical work hours and there was no overtime work on behalf of our office employees.
- The average overtime work for marine employees was 1.17 hours, compared to 1.1 hours in 2021.
- All 2 women who received their maternity leave, returned to their work and continued to work within our Group for over 12 months after their return.
- 2 women employees were granted reduced working hours due to raising a child.

100% of our employees received their annual leave, as planned

We ensure proper living conditions for marine employees

We recognize the importance to establish proper living conditions for our marine employees and their relation with a safe work environment and the crew's psychology. Therefore:

- Crew cabins are located above the main deck.
- We systematically clean and sanitize accommodation areas.
- We equipped entertainment halls with various recreation means (library, TVs, film projectors, board games) in all vessels, accessible by all marine employees.

No grievances regarding our marine employee living conditions were filed.

We transparently inform our employees

Regardless of their employment type, we inform all new hired office employees about various issues, such as:

- Our Regulation of Professional Conduct & Business Ethics, Anti-corruption Regulation,
 Operation Regulations, Corporate Governance Code and Policy against Violence and Harassment.
- Our Privacy Protection Policy (GDPR) and Acceptable and Safe Use of IT & Telecommunication Systems and Resources Policy.
- The Emergency Situations Response Plan for offices.

- Main work issues and procedures, such as leaves and absences, training, communication and performance appraisal.
- Corporate Responsibility and Sustainability issues (e.g. recycling activities), while at the same time receive a print copy of our annual Responsibility & Sustainability Report.

Furthermore, it must be noted that:

- Our employment contracts include documents which describe the way we expect employees to behave (e.g. corporate manuals).
- We conducted 22 internal communication activities regarding Corporate Responsibility and Sustainability issues to all our employees in 2022, compared to 13 in 2021, and informed 100% of our employees at least once regarding the respective issues.

✓ ONE IDEA

We launched the digital platform ONE IDEA in 2022, in order for our employees to submit their ideas or proposed changes to improve our work environment and way of working. Designated teams with expertise in specific subjects evaluate all proposals, with the following ideas submitted and implemented:

- · Work remotely 4 days per month.
- Office employees visiting vessels to be briefed on vessel functions.
- Flexible arrival and departure hours.
- Create listings/classifieds application.

Furthermore, we created the digital platform TSAKPARK to facilitate finding parking space, following an idea submitted, which however could not be implemented. Through this platform, employees with a parking space on leave or remote work make their space available to other employees.



We monitor our employees' opinion

We strive to promote open communication with our employees and annually collect and analyze their views to plan development initiatives more accurately, in order to promote our employees' professional development. Within 2022, we conducted an online Leadership Climate Survey to office employees, which was anonymous and confidential. With a participation rate of 85.6%, employees expressed their views on the overall management climate and standard management skills per Department.



2. Health and Safety

Health and Safety

Our Occupational Health and Safety Policy highlights our commitment to comply with all regulatory requirements on Health and Safety issues and ensure consultation with employees without restrictions, barriers and discrimination, as well as their active participation to achieve a safe work environment.



We ensure Health and Safety onboard our vessels

We are committed to create a safe work environment for our marine employees. Therefore, we:

- Ensure that candidates for employment hold competency certificates in accordance with the respective legislative requirements.
- Provide the necessary personal protective equipment and relevant training to all marine employees.
- Conduct internal drills on Health and Safety issues and trained 1,173 employees (74.8% of marine employees) on use of proper protective equipment in 2022.

- Train our marine employees on Health, Hygiene and Safety issues, while overall 112 vessel Officers are trained on response to emergencies.
- Repeated our Behavioral Based Safety Program through behavior assessment to ensure crew members' and passenger safety, with the participation of 390 vessel Officers during 2020-2022.
- Conduct audits on alcohol consumption to all marine employees. No such noncompliance incidents occurred within 2022

Managing Health and Safety Issues

We are committed to manage Health and Safety onboard our vessels:

- There is a Safety Committee in each vessel, which consists of all supervisors, represents all work areas (departments) and discusses Health, Hygiene and Safety issues at least monthly.
- We do not include Health and Safety issues in our employment contracts, since respective issues are covered by international agreements, national legislation and national or industry collective agreements.
- We record and monitor accidents and Health and Safety incidents and take corrective actions.

We ensure Health and Safety in offices

Besides creating a safe work environment for marine employees, we are also committed to ensure Health and Safety in our offices. Within this context, we:

- Implement a certified Occupational Health and Safety Management System according to ISO 45001, which covers 100% of office employees and workers (i.e. employees working on our behalf without belonging to our Group).
- Have created a Health, Safety and Environment Team, which designs and proposes our overall strategy on employee health and safety issues, as well as a Health, Safety and Environment Division to properly implement preventive systems and protection measures for employees and buildings.
- Have developed a comprehensive Security Measures Plan.
- Record any accidents and incidents within workplace, in order to apply measures to prevent Health and Safety risks.
- Have communicated specific emergency response instructions, preventive protection measures and health and wellbeing briefings to all office and marine employees, through e-mails, posts on our corporate Intranet and posts on our vessels' bulletin boards.
 During 2022, we:
- Trained 6 employees (2% of office employees) on Health and Safety issues, for a total duration of 337 training hours.

- Sent 4 briefings on healthy lifestyle, which were related to the correct daily distribution of calories, causes and treatment of sleep deprivation, benefits of exercise to reduce stress and sustainable nutrition benefits.
- Sent safe driving instructions according to traffic and weather conditions to all corporate vehicle drivers.
- Sent safe work instructions during remote work (e.g. ergonomic workplace design, suitable working conditions) to all office employees.
- Have initiated the process for office employees to utilize an online platform to report work-related concerns and risks, as well as hazardous situations (HSe-service Help Desk).
- Have developed a process to investigate Health and Safety incidents (e.g. actual or potential injuries) through our Emergency Management Plan for offices, while at moment we have not developed relevant process for employees to refuse to perform an activity due to Health and Safety concerns (e.g. regarding injuries).
- Have appointed Fire Safety Team and Emergency Care Team and clearly defined their members' responsibilities.
- Establish favorable employment conditions to support susceptible office employee groups, such as pregnant employees and employees working in night shifts (for whom we ensure additional security measures).

- Ensure equal access from persons with disabilities to our offices, via parking space with ramp, wheelchair and properly designed WC.
- Monitor health and safety incidents of subcontractors' employees in our offices.
- Include insurance from a public social institution for all subcontractor employees who work on our behalf, in agreements with subcontractors, making this issue a mandatory requirement.

8.8% of work as conducted remotely, while 8,895 online meetings were conducted ¹

¹ Data refer to office employees.

▼ Response to COVID-19 Pandemic

Since the SARS COV-2 coronavirus pandemic's started, we intensified and adapted our processes to safeguard our employees' health. Indicatively, we:

- Formed a COVID-19 Task Force to ensure continuous briefing regarding appropriate measures, in cooperation with the National Public Health Organization (NPHO) and competent Authorities.
- Provided specific instructions on what each employee should do in case of disease symptoms.
- Agreed with medical groups for free COVID-19 molecular detection tests, with 6,839 detection tests conducted to office and marine employees.
- Informed marine employees with the Authorities' instructions regarding the necessary precautionary measures and actions to address any suspicious case, while at sea.
- Equipped all our vessels with the appropriate equipment (such as masks, gloves and special kit) and antiseptics in clearly marked spots, while we designated dedicated cabins on each vessel to address and constrain any potential incident.

It must be noted that during March 2021-September 2022:

- There were over 20,000 COVID-19 rapid tests and molecular detection tests (PCR tests) conducted to marine employees.
- Performed 1,550 disinfections through a specialized external partner.
- · Achieved an 'as scheduled' journey rate in all destinations of 90%.

There were 192 office employees and 550 marine employees diagnosed with COVID-19 during 2022, and all cases were treated according to the Health Authorities' instructions, without fortunately any incidents of serious infection or employees being hospitalized to treat their symptoms.

We monitor our Health and Safety performance

The following table summarizes our overall Health and Safety performance. It must be noted that in 2022:

- We invested over €51,500 on respective programs in our offices.
- There are no employees with high incidence or risk of disease associated with their work, while there were no occupational diseases.
- There were only minor accidents with minor injuries involving our marine employees, with the exception of 4 serious injuries occurred to male marine employees, and more specifically:
- A fracture occurred due to falling at work, with an absence of 245 days.
- A fracture occurred due to traffic accident, with an absence of 378 days.
- A concussion, lesions/bruises and post-traumatic stress disorder due to falling at work, with an absence of 286 days.
- A loss of right eye due to an accident at work, which resulted in permanent disability.

- There were no accidents of subcontractor employees who work on our behalf in our offices and vessels.
- The total absenteeism rate for male office employees compared to female office employees is lower by 68.7%.
- There was no employee loss due to accident, disease or natural
- Regarding lawsuits related to Health and Safety issues filed within the year:
- 2 lawsuits for marine employee injuries were discussed and first instance decisions are pending, while an additional related lawsuit was aborted.
- 1 lawsuit over a marine employee loss due to COVID-19 complications in 2021 was discussed and the respective decision is pending.
- Regarding previous lawsuits for marine employee injuries:
 - 2 lawsuits were discussed and decisions are pending.
 - 1 appeal against a first instance decision was discussed and a decision is pending.

- 1 appeal decision in favor of the employee was issued for one lawsuit, and the case was closed.
- 1 lawsuit is expected to be discussed by the Court of Appeal.
- 1 lawsuit was dismissed by the competent court.
- 1 investigative procedure was discussed and closed in favor of our Group.
- Completion of 1 investigative procedure related to an injury occurred in 2020 is pending, which is expected to be discussed within 2023

We conducted internal drills on Health and Safety issues (such as response to emergency situations) to 100% of marine employees

Health and Safety	2020	2021	2022
Work hours (hours)	4,736,880	4,989,060	5,637,408
Offices	568,000	582,000	586,000
Vessels	4,168,880	4,407,060	5,051,408
Employees' fatal accidents (number)	1	0	0
Men	1	0	0
Women	0	0	0
Collaborators' fatal accidents (number)	0	0	0
Collaborators' accidents (number)	0	0	0
Collaborators' high-consequence accidents	0	0	0
(i.e. incidents with absence of over 6 months) (number)	U		
Employees' accidents (number)	30	33	34
Offices	0	0	0
Vessels (work-related)	11	11	12
Vessels (outside vessels or off duty)	19	22	22
Men	29	32	32
Women	1	1	2

Health and Safety	2020	2021	2022
Accidents with absence >1 day (number)	30	33	34
Accidents with absence <3 days (number)	2	0	1
Accidents with absence >3 days (number)	28	33	33 💠
Type of accidents (number)	NR	33	34
Sprains and strains	NR	4	5
Fractures	NR	9	16
Electrical injuries	NR	0	0
Dislocations	NR	1	1
Burns	NR	0	1
Other (e.g. lesions/bruises, notches, minor injuries from traffic accidents)	NR	19	11
Type of high-consequence accidents (i.e. incidents with absence of over 6 months) (number)	NR	2	4
Fractures	NR	2	2
Electrical injuries	NR	0	0
Burns	NR	0	0
Body parts entrapment injuries	NR	0	0
Other	NR	0	2
Absence from work due to accidents (hours)	12,776	12,264	22,680
Average days of absence per injury (days)	42	45.9	83.6
Medical treatment cases (number)	65	416 1	914 ¹
Fatality Rate (rate) ²	NR	0	0
Offices	Ω	0	0
Vessels	0.048	0	0
Injury Rate (rate) ³	NR	NR	NR
Offices	0	0	0 💠
Vessels	1.49	1.5	1.35 ↔
High-Consequence Injury Rate (rate) ⁴	NR	NR	NR
Offices	Ω	0	0
Vessels	0.048	0.09	0.16
Occupational Disease Rate (rate) ⁵	0	0	0
Offices	0	0	0
Vessels	0	0	0
Lost Days Rate due to injuries or occupational diseases (rate) ⁶	NR	NR	NR
Offices	0	0	0
Vessels	76.61	70	112.25
Lost Time Injury Frequency Rate (rate) ⁷	NR	NR	NR
Offices	Λ	n	
Vessels	1.49	1.5	1.35
Lost Time Injury Severity Rate (rate) ⁸	NR	NR	NR
Offices	0	0	0
Vessels	76	70	112
Absenteeism Rate (rate) ⁹			NR
Offices	2,701.4	2,257	3,787
Vessels	1,400	3,800	4,200

<sup>The increased figures for 2021 and 2022 are mainly attributed to the COVID-19 infections.

Fatality Rate (FR): Number of fatal accidents x 200,000 / Total work hours.

Jinjury Rate (IR): Number of injuries and fatal accidents x 200,000 / Total work hours.

High-Consequence Injury Rate (HCIR): Number of high-consequence injuries (with absence of over 6 months, excluding fatal accidents) x 200,000 / Total work hours.

Cocupational Disease Rate (ODR): Number of occupational diseases x 200,000 / Total work hours.

Lost Days Rate due to injuries or occupational diseases (LDR): Total work days lost x 200,000 / Total work hours.

Lost Time Injury Frequency Rate (LTIFR): Number of injuries related to work time x 200,000 / Total work hours.

Lost Time Injury Severity Rate (LTISR): Number of work days lost due to injuries related to work time x 200,000 / Total work hours.

Absenteeism Rate (AR): Total absent work days x 200,000 / Total work days.

NR: Not reported</sup>

3. Equality and Diversity

Equal Treatment and Human Rights

According to our Regulation of Professional Conduct & Business Ethics and our Policy on Combating Discrimination, Violence and Harassment in the Workplace, we:

- Do not tolerate any form of violence and harassment at work (e.g. sexual harassment).
- Identify and assess risks/factors that can lead to discrimination (e.g. gender, age, colour, religious or other beliefs).
- Apply equal treatment regarding our recruitment practices and appraise our employees fairly and objectively.
- Brief and train our employees on issues related to protection of human rights and combating all forms of violence and harassment (see Section 6.4), as well as their rights in cases of respective incidents.
- Do not tolerate any retaliation against employees who report relevant incidents, while violation of our respective policies and principles could lead to termination of employment relationship or even legal sanctions.

✓ Protection of Human Rights

The collaboration contract signed between UNICEF and the Greek Shipowners Association for Passenger Ships (SEEN), in which our Group is member, includes implementation of actions as part of UNICEF's National Program 2022–2026 for Greece, such as:

- Awareness campaigns onboard passenger vessels (e.g. combating child poverty and social exclusion, quality education for all).
- Passenger donation mechanisms onboard vessels to support UNICEF.
- Skills enhancement and internship programs for young people in passenger shipping.
- 'Child Friendly Cities' initiative to improve children's' lives.

We do not tolerate child, forced and compulsory labor

We respect the internationally recognized principles of human rights, as described within our Regulation of Professional Conduct & Business Ethics, the Universal Declaration of Human Rights and the ten Principles of the UN Global Compact we have signed. At the same time, we are certified and audited according to the Maritime Labour Convention's respective principles. Based on these principles, we are committed not to:

- Employ any person below the legal age work limit.
- Encourage or tolerate any forced and compulsory labor in any of our premises.

 Employ any person through organizations or agencies involved in trafficking or other forms of forced labor.

In 2022:

- No areas or operations were assessed for child or compulsory labor risks.
- There were no significant investment agreements and contracts with clauses on human rights.

We commit to meritocracy

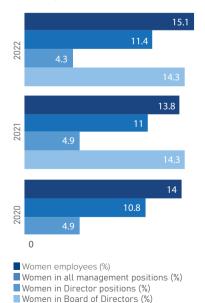
Our commitment towards meritocracy follows the principle to treat all our employees equally, which enables their professional development to depend solely on their performance and skills. We do not allow any kind of discrimination due to gender, religion, age, ethnic group, social or national origin, disability, beliefs, sexual orientation or participation in employee unions, as we take into consideration each employee's experience, personality, performance, skills and qualifications regarding any work aspect (e.g. salaries, professional advancement). Furthermore, we do not allow any comments among employees for all issues above. in order to prevent any form of harassment (e.g. sexual).

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As a result of our focus on the equal treatment of women:

- The overall percentage of women in office and vessels is 55.3% and 7.5% respectively.
- The overall percentage of women in all management positions (including supervisors) in offices and vessels is 36.6% and 5.6% respectively.
- The percentage of female office and marine employees in Director positions is 11.5% and 1.5% respectively, without any female office and marine employees in Top Management positions.
- The percentage of female office and marine employees with fixed term employment contracts compared to male office and marine employees is lower by 47.7% and 44.5% respectively.
- The total training hours of female office and marine employees compared to male office and marine employees are lower by 79.5% and 97.3% respectively (not including internal drills conducted onboard vessels).

Percentage of Women



We apply a fair and transparent salary system

Our employees' remuneration system is aligned with the applicable industry labor agreement on the basis of transparency and equal treatment. At the same time, we compensate all employees within the agreed time period and we do not deduct salaries due to disciplinary offenses or other deductions except those stipulated by law.

It must be noted that in 2022:

- The minimum salary is equal to the lowest salary defined in the industry labor agreement in force.
- The average salary for male office employees, Managers and Directors compared to female office employees, Managers and Directors is higher by 1.8%, 22.7% and 3.2% → respectively, due to factors such as professional experience, qualifications and expertise.
- There are no differences between the average salary for male and female marine employees in all job positions, as their salary solely depends on their specialization.
- The percentage of women in the 10% of highest paid job positions in offices is 6.9%, while there are no women in respective job positions onboard vessels.
- The percentage of variable compensation in office employees' overall compensation is 0.6%, while there is no variable compensation in marine employees' overall compensation.

- The percentage of variable compensation in office Managers, Directors and Executive Directors' overall compensation is 0.4%, 0.1% and 0% respectively, while there is no variable compensation in all marine management positions' overall compensation.
- The ratio of median annual total compensation for male office and marine employees to the median annual total compensation for female office and marine employees is 1.2:1 and 1.7:1 respectively.
- The ratio of annual total compensation for the highest-paid individual to the median annual total compensation for all office and marine employees (excluding the highest-paid individual) is 10.6:1 and 4.6:1 respectively.
- The ratio of annual total compensation for the Chief Executive Officer to the median annual total compensation for all office employees (excluding the Chief Executive Officer) is 10:1.
- The ratio of percentage variation in annual total compensation for the highest-paid individual to the median percentage variation in annual total compensation for all office and marine employees (excluding the highest-paid individual) is -32.7:1 (due to non-payment of variable compensation to our Group's Management in 2022) and -0.1:1 (due to the decrease in annual total compensation for the highest-paid individual and increase in annual total compensation for all marine employees) respectively.

- The ratio of percentage variation in annual total compensation for the Chief Executive Officer to the median percentage variation in annual total compensation for all office employees (excluding the Chief Executive Officer) is -34.3:1, due to non-payment of variable compensation to our Group's Management in 2022 (including our Chief Executive Officer).
- There were 20 lawsuits filed by marine employees for labor disputes (with claims over €30,000), out of which:
- 1 lawsuit was discussed and an appeal was filed against the first instance decision, which is expected to be discussed within 2023.
- 4 lawsuits were discussed and first instance decisions are pending.
- 15 lawsuits are expected to be discussed within 2023.
- Regarding 51 previous lawsuits filed by marine employees for labor disputes (with claims over €30,000):
- 7 lawsuits were closed in favor of our Group.
- 5 lawsuits were closed in favor of the employees.
- 1 lawsuit was closed following out of court settlement.
- 1 lawsuit was dismissed by the court.
- 4 lawsuits were discussed and decisions are pending.
- 33 lawsuits are pending before the competent first instance and appeal courts.

We respect the right of employees to participate in unions and strikes

Although there is no employee union within our Group, we respect the right of employees to freedom of association and participate in employee unions (as described within our Regulation of Professional Conduct & Business Ethics), while no operations in which the respective rights may be at significant risk have been identified. Furthermore:

- 100% of marine employees
 participate in employee unions
 related to their job position and
 through them to the Panhellenic
 Seamen's Federation (PNO). Also,
 1 office employee is an elected
 member of the Panhellenic
 Federation of Shipping and Tourism
 Employees (PASENT), to which all
 office employees belong.
- 100% of employees are covered by individual agreements, based on industry collective agreements.

- The minimum notice period regarding operational changes for marine employees is 24 hours for Domestic lines and 7 days for Adriatic Sea lines. We follow, as a minimum, the relevant regulatory requirements regarding operational changes for office employees.
- 57 marine employees did not work during 4 strikes or lock-outs, organized by the Panhellenic Seamen's Federation (PNO) within 2022, due to insurance-pension issues, collective bargaining agreements and crew composition according to legal requirements, without any office employees participating in strikes or lock-outs. The time lost due to strikes was 454 mandays, which corresponds to approximately 0.1% of marine employee total working time.



We ensure confidentiality of personal data

We respect the right of employees to safeguard their personal data and we are committed to implement various technical and organizational measures. Indicatively, we:

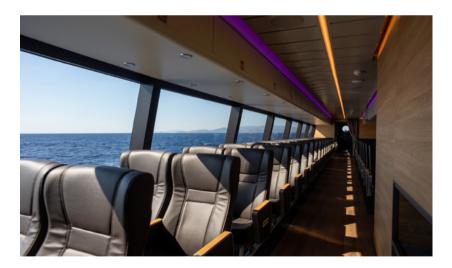
- Have been certified for the Group's Information Security Management System according to the ISO 27001:2013 standard.
- Have developed and implement relevant policies and processes, in accordance with the national and European legislative requirements (General Data Protection Regulation - GDPR).
- Have authorized the use of specific surveillance systems to monitor crucial access areas to our offices and vessels according to the respective legislation, which include CCTV system with cameras and security cards to monitor access to office areas such as servers and UPS, and we only allow employees from the Health, Safety and Environment Division to access the surveillance footage.
- Do not monitor any office work areas and we monitor certain vessel work areas for security purposes (such as garages and engine room), without collecting any personal data.
- Do not withhold personal documents (such as identification cards, passports or any other personal papers).

We offer additional benefits

We offer a number of voluntary benefits, which cover all our office and marine employees. It must be noted that 100% of our employees (employees with permanent employment contracts and with fixed term employment contracts of over 6 months) are covered by a sickness insurance program and all subcontractors' employees working on our behalf in our offices are covered by public insurance, while office Top Management Members and Directors (10.6% of office employees) are covered by an additional retirement program, for which approximately &441,000 were spent in 2022, compared to &412,900 in 2021.

Additional Benefits	Marine Employees	Office Employees
Provision of free passenger and private vehicle tickets and meals onboard our vessels (upon availability) ¹	•	•
Discount for passenger and private vehicle tickets for first-degree relatives (upon availability) ¹	•	•
Discount for certain items from vessel shops ¹ Expanded life insurance to all employees,	•	_
their spouses and their children Coverage against disability/incapacitation		•
Postgraduate program support		•
Christmas cheques for every child up to 14 years old Food arrangement ¹		•
Contingency financial allowance for heating ²		•

- $^{1}\,$ Also offered to employees with fixed term employment contracts and students on internship programs.
- Offered to 120 office employees during 2022 (including employees with fixed term employment contracts) to cover their heating needs, based on transparent and specific financial criteria, as defined by the respective legislation for heating allowance.



4. Training and Development

We develop our employees Internal Advancements

According to our Operation Regulations, our priority is to support our employees' development and cover job openings from existing employees. As a result of this policy, the percentage of permanent job openings in offices covered by internal candidates reached 27.6% within 2022, compared to 15.4% in 2021.

Job Rotation

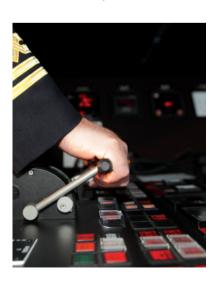
We have established a job rotation program for office employees, in order to keep them motivated and offer the opportunity to acquire additional knowledge and experience, with 8 job rotations taking place within 2022.

Job Descriptions

In our attempt to ensure effectiveness and maximize employee satisfaction, we have recorded in detailed written job descriptions related responsibilities for all office and marine employees.

We train our employees Training Program

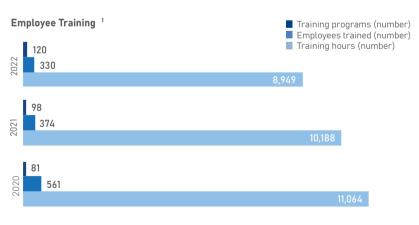
We deliver a wide range of training programs and seminars each year, which indicatively include:



Training Programs	Marine Employees	Office Employees
Corporate Responsibility and Sustainability	•	•
Foreign languages	•	•
Response to pollution incidents	•	•
Fire fighting	•	
Cleaning processes	•	
Environmental protection		•
Health and Safety issues	•	•
First Aid	•	
Shipping issues	•	•
Management issues (e.g. Strategy, Leadership, Governance, Transformation, Risk Management, Human Resources, Internal Audit, Legal, Information Technology, Marketing, Finance, Cybersecurity, Customer Service, New Technologies)		•
Postgraduate Programs		•

Within 2022:

- We included issues related to responsible operation in 3 in-house training programs related to Risk Management and Equal Treatment, as well as our Regulation of Professional Conduct & Business Ethics and Anti-corruption Regulation.
- Trained 240 office and marine employees on our human rights policies and processes, with a total duration of 120 training hours.
- The average training duration of office and marine employees in the 10% of highest paid job positions is 30.6 and 0.7 hours respectively, while average training duration of office and marine employees in the 90% of lowest paid positions is 29.3 and 0.1 hours respectively.
- We trained 58 marine employees on management, Health and Safety, as well as Corporate Responsibility and Sustainability issues.
- Total cost of training programs was €91,970, compared to over €127,800 in 2021



Training data include office employees and marine employees who were trained on management issues; they do not include marine employees' training to renew or receive new competency certificates and/or internal drills conducted on vessels.

We increased the percentage of permanent job openings in offices covered by internal candidates to 27.6%

We trained (at least once) 92.8%
and 3.7% of our office and marine employees respectively

We increased the number of training programs by 22.4%

Employee Training Averages	2020	2021	2022
Office employees			
Training per employee (hours)	32.5	29.2	29.8
Training per male employee (hours)	46.2	43.7	55.3
Training per female employee (hours)	21.3	16.4	9.2
Training per employee in Top Management positions (hours)	25.8	24.2	11.3
Training per employee in Director positions (hours)	33.1	40.2	36.9
Training per employee in Management positions (hours)	82.6	60.7	90.2
Marine employees ¹			
Training per employee (hours)	1.3	1.2	0.1
Training per male employee (hours)	1.3	1.2	0.1
Training per female employee (hours)	1.3	1.8	0.1
Training per employee in Top Management positions (hours)	6.4	6.4	1.9
Training per employee in Director positions (hours)	6.6	6.6	1.5
Training per employee in Management positions (hours)	3.9	3.3	0.1

¹ Average training hours for marine employees refer to training on management issues and do not include marine employees' training to renew or receive new competency certificates and/or internal drills conducted on vessels.

Training on Corporate Responsibility and Sustainability Issues	2020	2021	2022
Office employees (%)			
Employees	5.1	8.6	83.5
Managers	90	92.2	98.4
Directors	100	100	84.6
Top Management Members	100	100	100
BoD members	48.9	100	100
Marine employees (%)			
Employees	0	0	0.5
Vessel Officers	16	0	7.3
Senior vessel Officers	55	1.8	27.3
Port Captains	68.6	5.4	26.2



✓ Online Corporate Responsibility and Sustainability Trainings

We recognize the importance of continuous employee training to our long-term business success and we utilize interactive e-learning training courses for office employees (including new hired employees).

More specifically, we have conducted e-learning training courses on:

- · Corporate Responsibility issues through the e-learning course 'Let's Think...', in order to increase their knowledge, facilitate their thinking process and improve their behavior related to Corporate Responsibility, with 84.6% of all participants achieving a score of over 60%. At the same time, we implemented the respective training to 195 vessel Officers and Port Captains during 2020–2022, with 83% of participants achieving a score
- Our Regulation of Professional Conduct & Business Ethics and Anti-corruption Regulation during 2020–2022, with 81.9% and 80.3% respectively of participants achieving a score of over 70%.
- Human Rights and Equal Treatment within 2022, with a participation rate of 83% and 81% of office employees respectively.

Furthermore, we collaborated with specialized companies within the context of the competition 'Inmarsat Ferry Open Innovation Challenge: Crew training and entertainment' to implement digital solutions and improve marine employees' training and entertainment in the following areas:

- · Vessel familiarization for new crew members.
- · Training on safety issues and regulations.
- · Training on passenger service.

of over 60%.

· Crew entertainment during leisure time.



We appraise our employees

We implement a Performance Appraisal System for our office and marine employees, in order to identify their strengths and areas for improvement and improve their overall performance.

Since 2020 we implement a Performance Appraisal System for office employees, which consists of the following three main phases:



The Performance Appraisal System for office employees consists of 5 main areas:

- Quantitative Criteria Individual Objectives (aligned with the Group's strategic objectives).
- Qualitative Criteria Desired Skills and Behaviors at two levels:
- · Employees.
- Employees with team management responsibility.
- 3. Employee Professional Requirements.
- 4. Training and Development Activities.
- 5. Comments.

Responsibility is 1 out of 6 appraisal criteria for all office employees

It must be noted that we:

- Include Corporate Responsibility and Sustainability issues in all office employees', Managers', Directors', Top Management Members' and the Chief Executive Officer's formal appraisals, with weightings of 7.1%, 4.1%, 3.9%, 7.2% and 5.7% respectively.
- Include specific Corporate Responsibility and Sustainability objectives in our Chief Executive Officer's and all office Top Management Members' formal appraisals, as well as in formal appraisals for 39% of office Directors.
- Appraise all vessel Officers and marine employees (including employees whose employment tenure onboard our vessels has expired) four times per year, in order to ensure efficient crew selection and proper vessel manning.

Marine Managers appraised (%)

5. Achievements 2022 and Future Objectives

We committed	Progress	We aim	Ву
To improve our performance on Corporate Responsibility and Sustainability issues related to Employees by 7% (by 2023).	100%	To improve our performance on Corporate Responsibility and Sustainability issues related to Employees by 7%.	2023
To include specific Corporate Responsibility and Sustainability objectives in the formal appraisal process for Employees and Managers.	0%		
To include predefined and clearly announced criteria to dismiss office employees in our Labor Regulations or Regulation of Professional Conduct & Business Ethics (by 2023).	0%	To include predefined and clearly announced criteria to dismiss office employees in our Labor Regulations or Regulation of Professional Conduct & Business Ethics.	2023
To train Management executives, Executive Directors and Board of Directors members on Corporate Responsibility and Sustainability issues.	100%		
To train 100 employees on non-discrimination (by 2023).	100%		
To implement an Occupational Health and Safety Management System for office employees.	100%		
To train 100 employees on human rights issues.	100%		
To develop a briefing process of our employees on healthcare issues (e.g. smoking, nutrition, fitness, mental health).	100%	To implement employee briefings on wellbeing and healthy lifestyle issues (e.g. smoking, nutrition, fitness, mental health) twice per month.	2023

7. Customers





We ensure our Passenger Safety

At a glance

2U6
vessel inspections

from local authorities

thousand information SMS messages sent to our passengers

200 thousand calls to corporate customer

service phone lines

thousand members in the Loyalty & Reward program seasmiles

9,495
questionnaires
in vessels

We commit to

Safeguard the health and safety of our passengers and offer them the best possible travel experience, in order to meet their needs and expectations during their journey.

We achieved

- We informed 96.7% of passengers deemed necessary (over 579,000 passengers) through information SMS for early arrival at port or changes or cancellations of scheduled journeys in Domestic and Adriatic Sea lines.
- We sent over 276,000 information SMS to our passengers.
- 97.5% of our premises and vessels have access for people with disabilities.
- We kept 87% of our vessels' departure times and 66% of arrival times as scheduled.
- The average score registered through service evaluation devices onboard our vessels reached 4 on a 5 point scale.
- We conducted internal drills and trainings on passenger safety to 100% of marine employees.
- We were subject to 128 vessel inspections for protection measures against the pandemic, 49 for food hygiene and safety and 29 for Anti-Smoking Law's implementation, with no non-compliance incident.
- We sent overall 3,852 notifications to serve our passengers (1,622 concerning passengers with reduced mobility, 10 concerning passengers with sensitivity to allergens).
- We maintain 5 corporate websites, with over 2.2 million visitors annually and 2 mobile applications with over 20,900 downloads in 2022.
- We increased our seasmiles Loyalty and Reward program members by 17%.

We follow

Principles of the United Nations' Global Compact

- 7 Support a precautionary approach to environmental challenges
- 8 Promote greater environmental responsibility

We contribute

United Nations' Sustainable Development Goals





1. Safety and Security

We ensure passenger safety onboard our vessels

We consider passenger health and safety onboard our vessels as our indisputable obligation. Therefore, we:

- Were subject to extensive vessel inspections from the Merchant Vessels Inspection and classification societies in 2022.
- Have established Safety
 Committee in each vessel, in order
 to examine and assess health and
 safety issues.
- Have created an Emergency
 Response Team to guide vessels
 and communicate with third
 parties (e.g. Search and Rescue
 Center, rescue teams), in order
 for vessels to focus on handling
 potential emergency situations.
 In 2022, there were no Emergency
 Response Team meetings
 regarding any incident.
- Comply with the International Convention for the Safety of Life at Sea's (SOLAS) standards regarding use of fire extinguishing equipment and we train marine employees on fire protection systems.
- Demonstrate and display informative videos regarding use of lifejackets and rescue equipment.
- Have equipped all our vessels with the necessary medical and pharmaceutical equipment.
- Have made the Cardio Express telemedicine support service available to all vessels for the initial assessment of medical incidents at sea.
- Operate 2 certified reservation and ticketing systems, which ensure that the number of issued tickets do not exceed the respective maximum number.

Consumer Privacy

According to a 2022 survey to 1,400 citizens, our 3 brands and 3 competitors were positioned in the following order for the question 'Respects and protects consumers' privacy':



Addressing infectious / transmittable diseases

We immediately notify respective port authorities and external authorities (e.g. Hellenic Center for Disease Control and Prevention) in case of infectious transmittable disease. The patient is then rushed to the vessel's infirmary, where we record personal information and medical history and apply the necessary precautions for the crew or the doctor. Upon arrival, the patient is handed over to the respective authorities (e.g. HCDCP), while we disinfect the areas visited by the patient and place items handled in appropriate bags, which we hand over to an external specialized company. Indicatively, in response to the COVID-19 pandemic,

- Perform regular disinfections in vessel cabins and public areas from certified external collaborators.
- Maintain stable temperature in vessel areas to prevent increased humidity and provide natural airflow inside vessels, without circulating air between cabins.
- Continuously display informative messages on vessel screens regarding prevention measures.

- Schedule frequent announcements and recommendations from marine employees regarding mandatory use of protective mask in all vessel public areas (both indoors and outdoors), maintain necessary distances between passengers and avoid crowding during passenger boarding/disembarkation.
- Wash dishes and cutlery in special washing machines at temperatures above 70°C, with individual packaging for cutlery.
- Have inspected and certified 26
 vessels with the 'SAFEGUARD'
 label, regarding implementation of
 specific measures and necessary
 procedures to address biological
 risks posed by COVID-19.

No passenger incidents with COVID-19 or incident of patient with infectious / transmittable disease were reported in 2022.

80

Missing onboard person search

According to our Missing Person Response Plan (SAA), we inform all passengers for confirmed case of missing passenger onboard and search all vessel areas. In case the missing person is not found until the arrival port, port authorities check all passengers and search all vehicles during passenger disembarkation. In 2022, there was one reported incident of a prisoner disappearing onboard Nissos Samos, while being transported under police escort to the prison facility in the island of Chios. We responded immediately and participated in the port authorities' search, until the vessel was relieved by the competent authorities. without any further information on the missing person's traces.

Within 2022:

- There were 2 complaints for excessive passengers onboard vessels, without however any violations identified after relevant inspections by competent port authorities.
- There were 23 passenger injuries, which mainly concerned slipping in public areas due to carelessness, without causing any serious injury. As a result, we point marine employees' attention to respond to conditions with risk of passenger accidents and proceed with relevant announcements during vessel journeys.
- There was 1 lawsuit for passenger injury onboard in 2021, which is expected to be discussed within 2023, while 1 lawsuit was filed by a relative for a passenger's death onboard in 2021.

- · In relation to previous legal cases:
- Regarding 4 lawsuits for passenger injuries onboard, an appeal decision for 1 lawsuit is pending, 1 lawsuit is expected to be discussed within 2023, while 2 lawsuits were dismissed.
- Decision is expected to be issued in a lawsuit for a fatal passenger injury onboard in 2017.
- A compensation lawsuit filed by relatives for a person's death reported missing onboard Blue Horizon in 2015 was dismissed.

We conducted internal drills and trainings on passenger safety to 100% of marine employees

We offer safe products and services

We strive to provide quality and safe products and services, in order to ensure our long-term business success. Therefore:

- Contractors comply with the requirements of ISO 9001 Quality Management System and ISO 22000 Food Safety Management System.
- Perform a 'Mystery Passenger' survey to ensure provision of quality services. The 'Mystery Passenger' survey was conducted through 9 visits in 3 waves/phases to each vessel in Domestic and Adriatic Sea lines in 2022, as well as visits to vessels of our competitors, during which we evaluate at least 17 passenger service categories.

 Have communicated to our contractors our notification process and information required in cases of products or services being recalled from our vessels due to potential health and safety issues and we collaborate with contractors to ensure removal of product or discontinuation of service.

Food hygiene and safety

In order to provide high quality products, our food and catering contractors apply food safety management systems. More specifically, we:

- Have the necessary cleaning/ sanitation and food storage areas, as well as specific catering areas.
- Provide employees with the necessary clothing during food preparation, such as uniforms, head caps and disposable gloves.
- Require employees to wash their hands before starting and finishing their work, and after waste handling, as well as after every contact with a phone, money, fresh foodstuffs or doorknobs, according to respective procedures.
- On average, audit compliance with our procedures and practices once per month per vessel. These inspections resulted in no findings or corrective actions taken within 2022, as in 2021.
- Our contractor carried out 46 inspections during 2022 in areas of interest, such as kitchens and bars, with no findings registered or corrective actions being required, as was the case also in 2021.

Hotel services hygiene and safety

We focus to provide high quality hotel services onboard our vessels, since customer satisfaction is directly associated with their safe accommodation. Therefore, we systematically sanitize public and accommodation areas.

✓ 'PURE CABIN'

We were the world's first passenger shipping company to introduce the 'PURE CABIN' category, which offer improved accommodation conditions to passengers sensitive to airborne particles, through a state-ofthe-art air and surface purifying system. Approximately 2.1% of all cabins onboard Blue Star Ferries and Superfast Ferries vessels are 'PURE CABINS' and 2.1% of our overall passenger volume in these vessels travel within 'PURE CABINS', which are provided at an extra charge.

Vessel inspections from local authorities

Besides ourselves inspecting our vessels, we are subject to additional scheduled or unscheduled inspections from local authorities, which address health issues or hygiene certificates. Furthermore, additional inspections were conducted within 2022 related to protective measures against COVID-19.

We were subject to 128 vessel inspections for protection measures against the pandemic, 49 for food hygiene and safety and 29 for Anti-Smoking Law's implementation, with no non-compliance incident



We ensure protection of personal data

Protection of Personal Data

According to our Regulation of Professional Conduct & Business Ethics, we collect, process, use and store personal data only to the extent required for their intended purpose or to fulfill our contractual obligations according to our policies and procedures, as well as the legal and regulatory framework which governs our operation.

We strive to ensure protection of our customers' personal data, in order to establish solid and concrete trust relationships. Therefore, we:

- Have been certified for our Group's Information Security Management System in accordance with the international standard ISO 27001:2013
- · Have created a Data Protection Team prior to the implementation of the European Union's General Regulation 2016/679, which is responsible to monitor the proper response, implementation and compliance with the European Union's new General Data Protection Regulation (GDPR), according to the respective national legislative requirements. We have also established a Security Breach Handling Team to investigate and manage personal data security breach incidents, as well as the adequacy of our policies, processes, technological means and security measures related to protection of personal data.

- Have posted the 'Information concerning the Processing of Personal Data' and 'Privacy Notice on the processing of personal data through a video surveillance system (CCTV)' disclaimers on corporate websites, as mandated by the respective GDPR Regulation's obligations.
- Have signed a collaboration agreement with an external partner to assume Data Protection Officer (DPO) responsibilities on our behalf.
- Have developed an Electronic Incident Response Plan.
- Have defined a dedicated phone number and email address to report suspected or confirmed data security violations to the Information Technology and Telecommunications Division.
- Conduct training programs and send GDPR informative handbooks to all office employees, without however any relevant trainings in 2022.
- Have developed an additional deed in all employees' employment contracts, regarding their obligations according to GDPR, which has been signed by all employees.
- Sign an Additional Personal Data Processing Act with each new contract with our partners.
- Have been certified according to PCI DSS SAQ D v3.2.1 standard for our security processes to safely handle, process and store cardholders' data, as a result of a relevant inspection and evaluation process.

- Have conducted an impact analysis of our Loyalty and Reward program seasmiles to test proper processing of our customers' personal data.
- Do not disclose any information to third parties, unless required by law and/ or competent authorities.
- Seek individual consent to process personal data, exclusively for communication, statistical analysis and service improvement purposes.
- Inform annually our Top Management on GDPR compliance issues and the respective planned activities in our action plan, while information security issues related to specific security optimization actions to prevent potential breaches were discussed at BoD level within 2022.

We ensure protection of personal items

Indicating our commitment to safeguard our passengers' personal items and offer a quality travel experience, we:

- Provide safe storage for any property, money and valuables whose value does not exceed €500 within each vessel's Purser Office.
- Intensify inspections to luggage areas on routes with increased passenger volume.
- Compensate passengers in cases marine employees are responsible for damaged or ruined luggage or vehicle during boarding/disembarkation or during the journey.

Compensations	2020	2021	2022
Lost/found or damaged items (number)	3,514	3,980	5,953 💠
Adriatic Sea lines	193	222	623
Domestic lines	3,321	3,758	5,330
Compensations paid for luggage and other damages (€)	24,482	17,685	29,260
Compensations paid for vehicle damages (€)	38,665	68,000	79,150

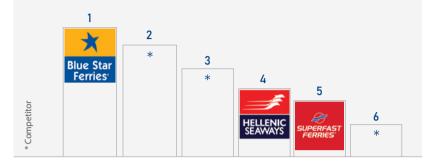
Within 2022:

- There was 1 lawsuit filed for vehicle damages in vessel garage, which is expected to be discussed within 2023.
- In relation to 14 previous legal cases for vehicles damages in vessel garages and loss of personal items:
 - 6 lawsuits are expected to be discussed before the competent first instance and appeal courts.
 - Decisions are expected to be issued for 4 lawsuits.
- 1 lawsuit was closed following out of court settlement, while an additional lawsuit was aborted.
- 2 lawsuits were dismissed by the court.

2. Responsible Communication

Responsible Promotion

According to a 2022 survey to 1,400 citizens in 2022, our 3 brands and 3 competitors were positioned in the following order for the question 'Promotes products and services with Responsibility':





✓ Informing Customers and Passengers

We started our systematic effort to include Responsibility issues in our communications during 2022, in order to promote responsible behavior in our customers' daily activities. Indicatively, we:

- Embedded diversity into our Blue Star Ferries television advertisement, through appearance of persons in wheelchair and various skin colours.
- Published an article in a corporate magazine about violence against women, as well as an article on the waste initiative in the island of Tilos.
- Used photos to promote diversity/ equality and respect for people with disabilities on our corporate websites, social media and other digital communication platforms.
- Created the children's video
 'BLUESTARINO, detective of
 seabed' to protect the marine
 environment, which is available
 on YouTube, social media and Blue
 Star Ferries' website.

At the same time, we systematically inform our passengers on environmental and social issues. In 2022, we:

- Communicated informative messages with social, environmental and cultural content on all our vessels with relevant information screens, which indicatively included:
- The decontamination initiatives from employee volunteers in collaboration with AEGEAN REBREATH (see Section 8.4).
- Doctors Without Borders' (Médecins Sans Frontières) activities.
- Water sports safety.
- Skin cancer briefing
- The Hellenic Marine Environment Protection Association's (HELMEPA) initiative for clean shores.
- The Institute of Marine Conservation 'Archipelagos' campaign to protect the marine environment.
- Briefing on drinking water's responsible use and reduction of plastic consumption in the island of Paros.

- Cleaning of paths in the island of los.
- Protection of the Monk Seal and sea turtle.
- Fire prevention.
- The informative seminar 'The value of including Nisyros Geopark in UNESCO's Global Geoparks Network', as part of the island's candidacy in the respective Network.
- 8 different useful tips for environmental protection.
- Briefings on diversity and environmental issues on the occasion of relevant International Days (e.g. International Day for Biological Diversity, Human Rights Day, Third Age Day, International LGBT+ Pride Day).
- Informed Blue Star Ferries and Hellenic Seaways passengers about the Transportation Equivalent, which refers to the harmonization of sea transportation cost for island residents and companies with the land transportation cost.

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We responsibly advertise our products and services

We aim to ensure our communication material is fair, legal, sincere, corresponds to reality, does not display or promote stereotypes and respects people's diversity. Therefore, we:

- Have included our compliance with the principles and regulations of professional ethics and ethical behavior of the Hellenic Code of Advertising & Communication, issued by the Communication Audit Council, into our Regulation of Professional Conduct & Business Ethics and our Code for Responsible Marketing and Communication, which are also binding for collaborating advertising agencies.
- Have developed a Code for Responsible Marketing and Communication for our commercial activities, in order to be incorporated into our communication and advertising contracts. The Code has been included in 100% of relevant contracts signed.
- Do not use texts, audio or images that promote stereotypes.
- Ensure use of proper communication and advertisements for our products and services, in collaboration with the Marketing and Sales Departments.
- Have structured our Blue Star Ferries, Superfast Ferries and Hellenic Seaways websites to facilitate access by people with disabilities (including people with visual impairments).
- Do not sell or provide any products and services which are either banned or disputed in foreign markets.



Labeling allergens

We require from prepackaged foodstuff suppliers to comply with the European Regulation for Food Labeling 1169/2011 and clearly display whether their products contain specific ingredients included in the allergens list, according to Directive 2003/89/EC. At the same time, we place clear and detailed signs to inform consumers about allergens (such as gluten, eggs, soy and milk) in every non-prepackaged meal within our vessels.



We maintain 5 corporate websites, with over 2.2 million visitors annually and 2 mobile applications with over 20,900 downloads in 2022

At the same time, we maintain one corporate website and one mobile application for AML, with over 83,800 visitors and 4,100 downloads respectively in 2022.

We ensure prompt communication

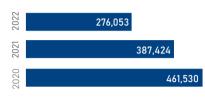
We strive to promptly inform our customers in case of cancellations or delays in scheduled routes, in order to minimize their potential discomfort. Within this context, we utilize various communication means, which include:

- The websites www.superfast.com, www.bluestarferries.com and www.hsw.gr.
- Communication via SMS or Viber messages (in case they have registered their mobile number).
- · Port authority representatives.
- · Social media.
- · Phone calls.
- · Radio.
- Various journal and information portals.
- · Electronic newsletters.
- · E-mails.

3. Quality and Satisfaction

Furthermore, we proceed with at least Greek and English informative audio announcements in case of delays during the journey, which include their cause and the estimated delay time.

Information SMS Messages



■ Information SMS messages sent (number)



We sent over 276,000 information SMS to our passengers

We informed 96.7% of passengers deemed necessary (over 579,000 passengers) through information SMS for early arrival at port or changes or cancellations of scheduled journeys in Domestic and Adriatic Sea lines

Satisfaction

According to a 2022 survey to 1,400 citizens, Hellenic Seaways, Superfast Ferries and Blue Star Ferries are the **No 2**, **No 3** and **No 5** passenger shipping companies respectively in the overall satisfaction of passengers and have improved their performance compared to the respective 2021 survey.

	Performance 2021 (0-10 rating scale)	Performance 2022 (0-10 rating scale)	Difference 2022-2021
HELLENIC SEAWAYS	8	8.5	+6.3%
SUPERFAST FERRIES	8.2	8.4	+2.4%
Blue Star Ferries	8.1	8.2	+1.2%

Furthermore, crew politeness and safety is the **No 1** satisfaction factor of those who traveled with Blue Star Ferries/Superfast Ferries and Hellenic Seaways respectively, with satisfaction factors positioned in the following order:

	Blue Star Ferries	HELLENIC SEAWAYS	SUPERFAST FERRIES
1st Place	Crew politeness	Safety	Crew politeness
2nd Place	Safety	Crew politeness	Travel comfort
3rd Place	Routes consistency	Travel comfort	Cleanliness
4th Place	Travel comfort	Cleanliness	Safety
5th Place	Cleanliness	Routes consistency	Speed
6th Place	Aesthetics	Aesthetics	Routes consistency
7th Place	Speed	Speed	Aesthetics
8th Place	Ticket price	Ticket price	Ticket price

We ensure equal treatment of customers

Equal Treatment

According to our Regulation of Professional Conduct & Business Ethics, we apply equal treatment policy towards all customers and partners, without any exceptions, and behave with caution and care during our transactions with vulnerable social groups.

We ensure equal treatment of all our customers, in order to enhance our customer-centric orientation. More specifically, we:

- · Have equipped all our premises and vessels (except the cargo vessel Blue Carrier) with the necessary infrastructure to facilitate access from people with disabilities.
- Do not impose extra charges on cabins for persons with disabilities.
- · Check that emergency switches in cabins for passengers with disabilities are fully operational before boarding.
- · Are informed about the number of passengers with mobility limitations on each route, in order to plan the availability of wheelchairs
- · Require that food rations for persons with sensitivity to allergens are prepared with separate food preparation equipment (such as frying pans, cutting boards, knives).
- Have introduced procedures for clothing management and protection of passengers from allergens.

97.5% of our premises and vessels have access for people with disabilities

We sent overall 3,852 notifications to serve our passengers (1,622 concerning passengers with reduced mobility, 10 concerning passengers with sensitivity to allergens)

We serve our customers innovatively

As we strive to continuously improve the quality of our services, we develop innovative approaches to serve our passengers. Indicatively, we:

- Implement e-ticket/boarding pass application on Domestic lines to simplify boarding process.
- · Routed 3 state-of-the-art Aero Catamaran vessels with innovations in vessel hull and navigation systems for comfortable journey in high wave conditions, special provisions to facilitate passengers with reduced mobility and bicycle accommodation area.
- · Have installed Seasmiles Kiosks on 20 vessels for faster passenger service and provision of information regarding our seasmiles Loyalty and Reward program.

- · Have introduced interactive digital assistants using Artificial Intelligence:
- At the Loyalty and Reward program's website www.seasmiles.com (Seasmiles Chatbot), to immediately serve visitors, 24 hours a day, 365 days a year, through which over 247,000 questions in 133,000 visits were answered, with 99.2% success rate.
- At www.bluestarferries.com, www.superfast.com, www.hsw.gr, to immediately provide information to visitors about prevention measures against COVID-19 and necessary travel guidelines, 24 hours a day, 365 days a year, through which over 78,000 questions in 37,000 visits were answered.
- At our port offices' information portal (chatbot), through which over 3,800 questions from 195 unique users were answered, with 90.8% success rate.



✓ Traveling with a Pet

Especially for passengers traveling with a pet, we have:

- Designed pet accommodation areas onboard Blue Star Delos and Blue Star Patmos with easy access, pet sanitation area and air conditioning.
- Installed vinyl flooring in all
 110 cabins designated for pet accommodation, to facilitate area cleaning and disinfection.
- Created comfortable pet transportation area onboard our 3 new state-of-the-art Aero Catamaran vessels ships on the Saronic routes.

At the same time, we have designed a dedicated Greek and English poster to inform passengers onboard Blue Star Ferries and Superfast Ferries who travel with a pet regarding responsible attitude towards the vessel and other passengers.



@sea portal

We have launched the interactive and multifunctional @sea portal, where all passengers in 21 vessels can connect with any device (laptop, smartphone or tablet) via the onboard WiFi network and can access free-of-charge recreational material such as music, TV and games, as well as various information (e.g. weather conditions, restaurant and bar menus).

Furthermore, we have included an electronic customer satisfaction questionnaire into the @sea portal, which includes questions regarding our Group's responsible operation.

We ensure our customers' travel experience

Family Cabins with Children Cartoons

We have introduced cabins marked with the Bluestarino children cartoon and the Fasteritos children cartoons in all Blue Star Ferries and Superfast Ferries vessels respectively, for families with small children who have booked a 4-bed external cabin. Furthermore, we created the Highspeedy children cartoon and decorated cabins accordingly onboard a Hellenic Seaways vessel in 2022. Upon availability, Reception desks offer these specially decorated cabins to our child passengers without any extra charge.

✓ 'We do local'

We strive to enhance the quality of services provided, while at the same time highlight local cultures. Within this context, we have certified Blue Star 2, Blue Galaxy and Superfast XI according to the 'We do local' standard, through which we:

- Support local communities and cultural events and suggest visits to local sites and museums, as well as promote cultural activities.
- Present local cuisine and support local producers of products, while we also prepare Greek recipes in our vessels' restaurants.
- · Have developed a process for promoting local products onboard our vessels through related advertisements.
- Respect the environment and implement environmental protection practices, such as corporate recycling initiatives, as well as use of a photovoltaic unit onboard one vessel (see Section 8.1).
- · Employ Greek employees and support local workforce.

We ensure that our services are affordable

We recognize the unfavorable economic situation for thousands of Greek households and we strive to provide affordable prices for our services, without however compromising their quality, in order to overcome the financial crisis and maintain transportation volume. Depending on line and destination, we offer:

- · Early booking tickets, with up to 20% discount.
- Ticket packages, with significant discounts for passengers and private vehicles.
- Discounts in tickets for children, teenagers, young people and people above 65 years old.
- · Discounts in selected destinations throughout the year.
- Discounts throughout the year (such as Super Economy, Special Economy, Supersaver Economy, Saver Economy, for passenger tickets, for Naval and Coast Guard retirees, for combined Domestic and Adriatic Sea routes, for Officers and soldiers).
- Discounts for members registered in our Loyalty and Reward program seasmiles.
- $\boldsymbol{\cdot}$ Discounts for railway transport ticket-card holders.

Passenger Tickets	Vehicle Tickets	Motorcycle Tickets
+27.8%	+27.2%	+33.3%
+20.4%	+22.9%	+24.1%
+15%	+15.5%	+19.7%
+28.6%	-	-
+7.7%	+7.7%	+5.8%
+14.3%	+28.2%	+17.9%
+19.3%	+38.9%	+24.6%
+0.7%	+2.3%	+2.9%
+16.3%	+0.3%	-0.7%
+9.5%	-0.5%	+3%
	Tickets +27.8% +20.4% +15% +28.6% +7.7% +14.3% +19.3% +0.7% +16.3%	Tickets Tickets +27.8% +27.2% +20.4% +22.9% +15% +15.5% +28.6% - +7.7% +7.7% +14.3% +28.2% +19.3% +38.9% +0.7% +2.3% +16.3% +0.3%

We listen to our customers

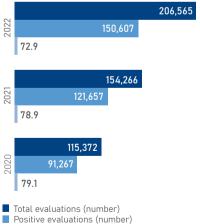
In order to effectively serve our customers, we have established mechanisms to communicate and receive comments and complaints, which are handled by our Customer Services Division. These mechanisms include:

- A call center and dedicated e-mail address for customers.
- Written communication from customers.
- Private meetings with customers, which has been temporarily suspended due to the COVID-19 pandemic.
- Printed and electronic customer satisfaction questionnaires, complaints form, Pure Cabins questionnaire and A la Carte restaurants questionnaire, which are located in various vessel areas, such as the Reception desk and the bar, regarding quality, variety and service. It must be noted that we provide a tablet to passengers with an electronic questionnaire when they pay their restaurant bill in A la Carte restaurants, in order to evaluate the quality of experience.

- A specific form which is completed by the Reception desk, in case verbal complaints are received or incidents are noted.
- The Complaints form in all vessels' restaurants.
- The service evaluation devices (Private Review) in all vessels.

The consolidated 'Passenger Observation Reports' are forwarded monthly to our Port Captains, the Divisions' Directors and the catering contractor within each vessel and are the subject of relevant meetings to assess and define corrective and preventive actions, if deemed necessary.

Evaluations Onboard Vessels



Positive evaluations to total evaluations (%)

The average score registered through service evaluation devices onboard our vessels reached 4 on a 5 point scale

We monitor our customers' satisfaction

We recognize the importance and our responsibility to offer reliable and responsible customer services, in order to ensure our business success. Within 2022, we:

- Received over 200,000 calls in all our corporate customer service telephone lines (including unanswered calls), responding to 87.3% of incoming calls.
- Sent over 2,970 formal responses to customer requests or complaints regarding product or service information (e.g. labeling, pricing) and product or service use (e.g. features), without including relevant e-mails and incoming phone calls, out of which:
- There were no customer complaints regarding promotional activities (e.g. marketing, advertising, sales) or environmental issues.
- 50 responses were related to concerns or complaints about prevention measures against the COVID-19 pandemic, without however any hygiene and safety non-compliance incident.

Customer Service	2020	2021	2022
Formal response letters to comments, complaints and requests (number)	1,932	2,794	2,971 💠
Adriatic Sea lines	99	115	454
Domestic lines	1,833	2,679	2,517
Subject of formal response letters (number)	NR	2,794	2,971
Delays/cancellations/itineraries rerouting	NR	411	633
Prices of products, other goods and catering	NR	2	9
HACCP Quality/Safety	NR	NR	11
Commercial policy/ticket prices	NR	64	136
Cleanliness/Orderliness	NR	19	92
Lines/vessel routes	NR	23	16
Force majeure (e.g. weather conditions, strikes)	NR	41	96
Pet accommodation	NR	31	29
Temperature	NR	10	43
Cancellation policy	NR	24	17
Prevention measures against the COVID-19 pandemic	NR	162	50
Loss of tickets	NR	164	167
Responsible communication	NR	0	0
Environmental issues	NR	0	0
Other	NR	1,843	1,672
Formal thank-you letters (number)	95	73	366
Adriatic Sea lines	11	4	42
Domestic lines	84	69	324
Questionnaires in vessels (number)	534	2,829	9,495
Total calls to customer service telephone lines (number)	93,228 ¹	181,583 ²	200,816 ³
Calls to Customer Services Division	13,142	24,532	19,095
Calls to Call Center Division	6,161	11,409	18,612
Calls to Help Desk Division	6,303	11,224	12,902
Calls to Loyalty Division	14,291	28,226	29,310
Calls to Capacity Domestic / Adriatic Division	28,388	47,453	52,871
Calls to Cargo Domestic / Adriatic Division	15,980	35,622	41,868
Calls to Heraklion office	8,963	23,117	26,158

¹ Data for the number of calls are not representative, as unregistered calls due to a technical problem are not included. Additional 437,309 calls were handled by an external partner,

Compensations

In case of journey delay, compensations are defined according to the European Union legislation and the Greek Passenger Charter of Rights and Obligations, with compensation depending on journey duration. Indicatively, passengers are entitled to compensation for delays:

- · Of at least 1 hour, for journeys of less than 4 hours.
- · Of over 2 hours, for journeys between 4 and 8 hours.
- · Of over 3 hours, for journeys between 8 and 24 hours.

During 2022:

- · There were 1,336 journeys with delayed departure or arrival,
- of for which we compensated passengers in 85 journeys (6.4% of journeys with delays) according to the Passenger Charter of Rights and Obligations or other own benefits and acted beyond our respective obligations and offered additional benefits and compensations on 341 individual passenger occasions.
- · Discussion of a previous passenger lawsuit due to journey delay by the competent court of first instance is pending.

We kept 87% ◆ of our vessels' departure times and 66% of arrival times as scheduled ¹ ❖

out of which 11,698 were forwarded to corporate customer service telephone lines.

Data for the number of calls are not representative, as unregistered calls during 01/01/2021-31/03/2021 due to a technical problem are not included. Additional 501,498 calls were handled by an external partner, out of which 6,103 were forwarded to corporate customer service telephone lines, included in the above data.

³ Additional 457,111 calls were handled by an external partner, out of which 5,079 were forwarded to corporate customer service telephone lines, included in the above data. NR: Not reported

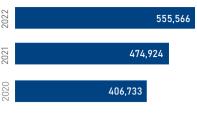
¹ Within a 20-minute arrival or departure time frame (Flying Dolphins, Flying Cats, Highspeed 4, Hellenic Highspeed, Aero Highspeed, Blue Carrier and Blue Star 1 are not included).

Passenger Safety

We reward our customers

In 2011 we established the Loyalty and Reward program seasmiles, which provides members with exclusive benefits, gifts, special offers and high quality services. Members collect points for every ticket and product bought from bars, restaurants and vessel stores, which are automatically registered in their personal account and can be redeemed for future journeys, meals and drinks.

Seasmiles Loyalty & Reward Program



■ Members in seasmiles program (number)

We increased our seasmiles Loyalty and Reward program members by 17%



4. Achievements 2022 and Future Objectives

We committed	Progress	We aim	Ву
To improve our performance on Corporate Responsibility and Sustainability issues related to Customers by 9% (by 2023).	100%	To improve our performance on Corporate Responsibility and Sustainability issues related to Customers by 9%.	2023
To systematically inform and train our customers on Corporate Responsibility and Sustainability issues.	100%	To systematically inform and train our customers on Corporate Responsibility and Sustainability issues.	2023
To achieve an 'as scheduled' routes rate in all destinations of over 75% (by 2023).	100%	To continue achieving an 'as scheduled' routes rate in all destinations of over 75%.	2023
To integrate Corporate Responsibility and Sustainability issues in existing communication practices.	100%		
To include new services in our infotainment platform @sea.	0%		
To implement initiatives to encourage passenger participation in our planned activities and other non-profit programs in local communities.	0%	To encourage passenger participation in our planned activities and other non-profit programs for local communities.	2023
To install Seasmiles Kiosks on 2 Hellenic Seaways vessels.	100%		

C. Environmental Section



Attica Group Decarbonisation Roadmap

Our Way of Working

We established an Environmental Strategy Team with 11 members, including the Chief Executive Officer, the Chief Operations Officer and the Chief Administrative & Transformation Officer.

The Team developed a Techno–Economic Model to conduct options analysis, which was used to calculate the potential reduction of ${\rm CO_2}$ emissions and impact on Costs and EBITDA.

Design Process

Assess existing situation (business model, strategy and regulatory framework)

Conduct options analysis, define Environmental Strategy's and Strategic Decarbonisation Roadmap's Principles

Define actions and objectives

Our Strategy

We have adopted an Environmental Strategy with 8 Principles and specific actions and objectives.

General

- We adopt a strategy that balances our responsibility to the environment, our passengers, our shareholders and broader Stakeholders
- We continue to adopt the leading ESG reporting standards to ensure transparency and continuous improvement

Short-term

- Make changes to current operations and schedules and adjust vessel speed to reduce emissions and the cost of compliance, while minimising the impact on our market share, passengers and shareholders
- Introduce proven ESD technologies that reduce energy consumption and emissions
- Enhance our Risk Management practices to address the perceived fuel and European Union Allowance (EUA) price volatility

Medium-term/Long-term

- Ensure that our existing fleet and newbuilds have fuel flexibility, by investing in collaborations with suppliers and technological solutions that can utilise both traditional and alternative fuels (medium-term)
- We will develop services and products offered to customers, with an increasing focus on reducing emissions (mediumterm)
- We will invest on Zero Emission Vessels (ZEVs) (long-term)

Our Action Pillars

Pillars

Our Strategy focuses on 5 Pillars, out of which 2 are ongoing and the remaining 3 are under study.

Ongoing

Adjust Vessel Speed

· Adjust vessel speed (where feasible) for vessels above 5,000 gross tonnage (GT)

Implement Energy Saving Devices

• Install Energy Saving Devices to vessels not to be replaced in medium-term

Under Study

Dual-Fuel Engines

Convert some vessels to dual-fuel engines

Newbuilds

· Replace older vessels with newbuild dual-fuel vessels

Zero Emissions Vessels (ZEVs)

· Replace vessels with newbuild ZEVs between 2030 and 2050

Our Objectives

We have defined suitable indicators and respective short-term, medium-term and long-term objectives to monitor, assess and adjust our Group's Decarbonisation Roadmap.

To reduce equivalent carbon dioxide emissions per nautical mile (kg $\rm eCO_2/nm$) compared to 2019 by:

1%

(by 2023)

4%

i) (b)

14%

8. Environment





We reduce our Environmental Impact

At a glance

13,071

TJ energy consumption

4,380

KWh energy produced from renewable energy sources

1,029 thousand tonnes eCO₂ (Scope 1 and Scope 2)

135

tonnes materials for recycling transported free-of-charge

98,988 kgr paper consumption

We follow

Principles of the United Nations' Global Compact

- 7 Support a precautionary approach to environmental challenges
- 8 Promote greater environmental responsibility
- **9** Encourage development and diffusion of environmentally friendly technologies

We commit to

Integrate sustainable development in our operations and apply environmentally friendlier business practices, in order to reduce, where feasible, our environmental impacts.

We achieved

- We reduced our greenhouse gas emission intensity (Scope 1 and Scope 2) per nautical mile traveled by 2.5%
- We produced approximately 4,380 KWh electricity from renewable energy sources.
- We informed 100% and 46% of marine and office employees respectively on environmental protection issues.
- · We reduced office electricity consumption by 8.7%.
- 80% of monitors and 60% of personal and laptop computers we use have energy-saving specifications.
- We use refrigerants that do not affect the ozone layer (such as R134a, R404a, R407a) in 100% of refrigerators and freezers onboard our vessels.
- We reduced the consumption of plastic bags in our offices by 39.7%.
- We informed potentially over 1.7 million customers on Corporate Responsibility and Sustainability issues, such as environmental protection.
- We removed 346 kgr of plastic waste from our coasts through coastal cleaning activities.
- We reduced paper consumption for all purposes by 10.1%.
- · We used 84% recycled paper for all purposes.
- We reduced commercial paper use by 9.8% and increased recycled or certified commercial paper use to 91%.
- We transported from Islands free-of-charge over 135 tonnes of materials for recycling.
- We conducted internal drills on environmental protection issues to 100% of marine employees.

We contribute

United Nations' Sustainable Development Goals













1. Air Quality and Climate Change

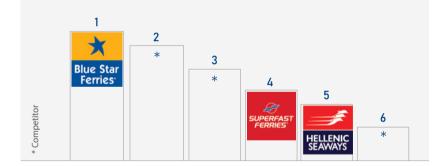
Environmental Management

According to a 2022 survey to 1,400 citizens, our 3 brands and 3 competitors were positioned in the following order for the question 'Manages its environmental impacts':



Informing Passengers and Communities

According to a 2022 survey to 1,400 citizens, our 3 brands and 3 competitors were positioned in the following order regarding awareness on Corporate Responsibility issues for the questions 'Informs and makes its passengers more aware on Corporate Responsibility issues' and 'Makes the community more aware on Corporate Responsibility issues':





We operate in a systematic way

Environmental Policy

Our Environmental Policy clearly states our commitment to fully comply with all international, regional and local regulations on environmental protection.

✓ Systematic Environmental Management

As we strive to implement responsible environmental management initiatives and practices, we were the first company within the Greek passenger shipping industry to:

- · Implement ISO 14001.
- Submit the Monitoring Plans regarding carbon dioxide emissions for all Blue Star Ferries and Superfast Ferries vessels.
- Certify our vessels according to the European Union Ship Recycling Regulation (EU SRR), monitoring purchases and registering hazardous materials onboard our vessels, through an inventory list with the places and their quantities, which refer to overall 32,721 kgr of lead batteries onboard vessels in 2022.
- Received on a voluntary basis the Statement of Compliance on the Inventory of Hazardous Materials in accordance with the relevant Hong Kong International Convention for the Safe and Environmentally Sound Recycling of Ships, 2009.

We are committed to operate responsibly regarding the environment and to minimize the negative environmental impact, which inevitably originates from our operations. Within this context, we:

- Implement a certified Environmental Management System according to ISO 14001 and evaluate our environmental impact annually.
- Have certified all vessels over 5,000 gross tonnage (GT) (62.5% of our total fleet or 96.5% of total vessel tonnage) for the proper and systematic monitoring, recording and disclosure of carbon dioxide emissions, in accordance with the European Regulation EU MRV 757/2015.
- Have Energy Efficiency certificates issued for our vessels in all routes.
- Have completed and certified compliance of vessels operating in Adriatic Sea lines with the energy efficiency requirements of the International Maritime Organization's (IMO) Energy Efficiency eXisting ship Index (EEXI).
- Implement weekly drills and training plan to prevent and respond to marine pollution incidents (e.g. sea pollution). Furthermore, we trained 13 office and marine employees on environmental protection issues in 2022, for a total duration of 75 hours, compared to 51 employees and 191 hours in 2021.
- Conducted 15 studies regarding return of potential investments in 2022, without however implementing any of these studies within the year.

In 2022:

- We invested over €6.5 million for programs directly or indirectly related to environmental protection (e.g. low resistance silicone anti-fouling paint on vessels, ballast water treatment systems).
- Total value of estimated operating expenditure savings due to investments primarily for environmental protection (e.g. environmental friendlier technologies) was €47.5 million.
- There were no incidents or accidents with environmental impacts.
- Regarding fines imposed and paid due to limited pollution incident caused by Blue Star Patmos in 2017.
- The Greek State appealed against the Piraeus Administrative Court of First Instance's decision in 2020, which reduced the fine imposed by the Central Port Authority of Piraeus from €38,200 to €30,000, and is expected to be discussed within 2023.
- The Greek state appealed against the Syros Administrative Court of First Instance's decision, which reduced the fine imposed by the Central Port Authority of los from €26,000 to €5,000, and is expected to be discussed.
- Regarding a rejection decision for an appeal against an imposed and paid fine of €27,200 due to a limited pollution incident caused by the vessel Artemis in 2016, both the Greek State and our Group have filed an appeal, which is expected to be discussed.

We conducted internal drills on environmental protection issues to 100% of marine employees

We informed 100% and 46% of marine and office employees respectively on environmental protection issues



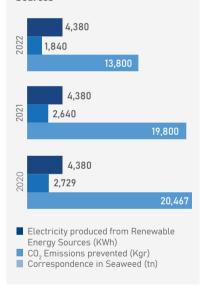
We manage our environmental footprint

✓ Installing Photovoltaic Panels

In 2014, we installed a photovoltaic panel unit onboard Blue Star Delos, in order to reduce fossil fuels used to generate electricity and gaseous pollutants in the long-term.

We continued its operation during 2022, through which we reduced the use of vessel power generators for electricity and consequently prevented approximately 1,840 kgr of carbon dioxide emissions, which corresponds to the weight absorbed by approximately 13,800 tn of Seaweed.

Electricity from Renewable Energy Sources



Climate change risk management

We recognize our responsibility to reduce greenhouse gas emissions and systematically monitor risks related to climate change through our Risk Registries (which include physical risks, e.g. extreme weather events, as well as transition risks, e.g. legislative and regulatory framework, alternative fuels production and distribution infrastructure) and examine energy saving opportunities (e.g. through technology, case studies, benchmarking).

We have recognized that in the short-term (12 months) and long-term (5 years) climate change is directly related to the risks of fuel price increases (which affect the risk of increased operating costs), as well as the more stringent regulatory and legislative requirements to reduce climate change impact (which increase capital investments required). Through our strategy and corresponding mitigation actions, we expect to mitigate these risks (see Section 4.1, C).

We produced approximately 4,380 KWh electricity from renewable energy sources

Regarding Climate Change issues, we:

- Have appointed an employee to monitor climate change risks and identify potential areas to implement energy conservation initiatives, who submits a relevant report at least annually or when deemed necessary, and we implement extensive programs and activities based on these reports, on areas such as installing Energy Saving Devices onboard vessels.
- Have further determined implications or opportunities for our financial results (e.g. turnover, operating costs) and financial position (e.g. assets, liabilities) and assessed the resilience of our strategies to climate-related risks and opportunities (e.g. potential impact on financial performance), as part of our Group's Environmental Strategy. Moreover, we have started to use climate-related scenarios to determine our business strategy and financial planning.



Environmental Impact

Recording and Monitoring our Environmental Footprint

In order to identify the sources from which we can reduce our environmental impact, we calculate greenhouse gas emissions per energy source used:

Energy and Environmental Footprint

Source	Consumption 2020	Environ- mental Footprint 2020 (tn eCO ₂) ¹	Consumption 2021	Environ- mental Footprint 2021 (tn eCO ₂) ¹	Consumption 2022	Energy Consumption 2022 (GJ)	Energy Consumption 2022 Analogy (%)	Environ- mental Footprint 2022 (tn eCO ₂)
Total Scope 1	-	827,881	-	893,792	-	13,071,379	99.9	1,028,156
Oil (vessels)	261,493 tn	827,839	282,201 tn	893,742	323,364 tn	13,070,634	99.9	1,024,253 💠
MGO	18,248 tn	59,306	23,473 tn	76,287	28,559 tn	1,219,465	9.3	92,816
VLSF0	211,367 tn	667,814	158,907 tn	502,067	188,851 tn	7,591,806	58	596,674
HSF0	31,878 tn	100,719	99,822 tn	315,388	105,954 tn	4,259,363	32.6	334,763
Heating oil (offices)	4,800 lt	13	7,200 lt	19	4,800 lt	205	<0.1	13
Diesel (offices and corporate vehicles)	6,107 lt	15	7,285 lt	20	7,937 lt	305	<0.1	21
Gasoline (corporate vehicles)	6,060 lt	14	4,816 lt	11	6,272 lt	219	<0.1	14
Refrigerants and fire suppressant material (offices and vessels, consumption)	ls _	-	-	-	2,051 kgr	-	-	3,855
Renewable Sources (vessels, energy produced)	4,380 KWh	-	4,380 KWh	-	4,380 KWh	16	<0.1	-
Total Scope 2	-	927	-	939	-	5,118	<0.1	597 ↔
Electricity (offices)	1,487,562 KWh	927	1,557,845 KWh	939	1,421,809 KWh	5,118	<0.1	597
Total (Scope 1 and Scope 2)	-	828,808	-	894,731	-	13,076,497	100	1,028,753
Total Scope 3	-	-	-	-	-	-	-	300,827
Category 2 -	_	_	_	_	_	_	_	8.033
Capital goods								0,000
Category 3 -								
Fuel- and Energy-								
Related Activities	-	-	-	-	-	-	-	232,143
Not Included								
in Scope 1 or Scope 2								
Category 13 -								
Downstream	-	-	-	-	-	-	-	60,651
leased assets								
General Total								
(Scope 1, Scope 2,	-	828,808	-	894,731	-	-	-	1,329,580
Scope 3)								

¹ Scope 1 for 2020 and 2021 has been slightly restated compared to previous Reports, due to addition of CH₄ and N₂O. Vessel data refer to all vessels we operated within the year. Vessels chartered to other companies have been included in Scope 3 – Category 13. Office and corporate vehicles data refer to the entire Group.

Greenhouse gases included: Scope 1: CO₂, CH₄, N₂O, Scope 2: CO₂, Scope 3: CO₂, CH₄, N₂O

Sources of conversion factors: DEFRA GHG Conversion Factors for Company Reporting (MGO, VLSFO, HSFO, Refrigerants and fire suppressants, Scope 3 – Categories 3, 13), EPA 2022 – Supply Chain GHG Emission Factors for US Commodities and Industries v1.1 (Scope 3 – Category 2), GHG Protocol GHG emissions from stationary combustion Calculation Tool (Heating oil), GHG Protocol GHG emissions from transport or mobile sources Calculation Tool (Diesel, Gasoline), National Inventory Report (Electricity)

All emissions have been calculated based on actual purchased and consumed fuel/energy data, with the exception of Scope 3 – Category 2 emissions, for which spend data have

been used and adjusted for currency conversion.

Scope 3 categories (Categories 2, 3, 13) were selected after reviewing all categories based on significance of GHG emissions produced, their contribution to the Group's risk exposure and availability of primary calculation data.

We reduced our greenhouse gas emission intensity (Scope 1 and Scope 2) per nautical mile traveled by 2.5%

We reduced office electricity consumption by 8.7%

80% of monitors and 60% of personal and laptop computers we use have energy-saving specifications

In 2022, fuel and energy consumption and greenhouse gas emissions (Scope 1 and Scope 2) from all energy sources we use (vessels and offices) reached 0.16 tn of fuel, 6.4 GJ of energy and 501.6 kgr per nautical mile travelled respectively (out of which 501.3 kgr direct greenhouse gas emissions per nautical mile travelled), compared to 0.16 tn of fuel, 6.5 GJ of energy and 514.3 kgr of greenhouse gas emissions in 2021 and 493.1 kgr of greenhouse gas emissions in 2020. In order to better manage our environmental footprint, we:

- Used specialized low resistance silicone anti-fouling paint on 12 vessels to reduce fuel consumption.
- Use exhaust gases' heat from vessel engines to heat public areas and sanitary water.
- Regularly clean vessel hulls and propellers for improved energy efficiency.

- Have installed energy saving light bulbs (LED) in our offices and replaced conventional light bulbs on our vessels with new LED bulbs, while we exclusively install LED advertising signs in our vessels.
- Have replaced the refrigeration equipment in one building with new equipment, which features lower energy consumption.
- Have introduced automations into our offices' BMS for efficient cooling / heating and have implemented various interventions to increase energy management efficiency. In 2022, electricity consumption in our offices was 4,853 KWh/office employee and 122.9 KWh/m², compared to 5,534 and 134.7 KWh respectively in 2021, while indirect carbon dioxide emissions were 2 tn/office employee, compared to 3.2 tn in 2021.
- Adjust electrical appliances (such as refrigerators and freezers) at optimum use and operation levels, according to both legislation and manuals, and deactivate electrical appliances when not in use.
- Have started to replace our corporate fleet with new vehicles, and we already have 2 fully electric vehicles, while we replaced 1 vehicle in 2022 and we also expect to have 2 new hybrid vehicles within 2023. The total distance travelled and average fuel consumption by our 11 vehicles (with an average engine size of 1,186cc in 2022, compared to 1,196cc in 2021) reached 129,182 km and 8.9 lt/100 km respectively in 2022, compared to 134,737 km and 9 lt/100 km respectively in 2021.

✓ Construction of Environmentally Friendlier Vessels

We constructed and launched 3 state-of-the-art Aero Catamaran vessels on the Saronic routes during 2022, as part of a €21 million investment to replace older technology vessels in these destinations. As a result, we reduce environmental footprint through lower fuel consumption and reduced emissions, due to the lighter construction materials used (carbon fiber), as well as installation of solar panels to meet lighting and electricity needs of onboard hotel services.



✓ Participation in Programs

We participate actively in European Union research programs and collaborate with internal combustion engine manufacturers (WNSD) in joint research projects to reduce emissions. At the same time, we participated in the Europeanfunded program Poseidon Med II, in order to utilize LNG in six main European ports in Greece, Italy and Cyprus and LNG station in Revithousa. Liquefied Natural Gas is considered the cleanest fossil fuel, as it results no SO₂ emissions and can achieve 95%-100% lower particulate matter emissions (PM). 85% lower NOx emissions and 25% lower CO₂ emissions, compared to marine diesel oil.

Furthermore, we have initiated discussions with suppliers regarding use of LNG in our vessels and we also consider and collaborate with engine manufacturers for other alternative fuels, such as methanol and biofuels in general.



We reduce our atmospheric impact

IMO Regulation

The International Maritime Organization (IMO) Regulation, which came into force in 2020, defines 0.5% as the maximum sulfur content in marine fuels except for vessels with installed scrubbers, where sulfur content may be up to 3.5%. This leads to using more expensive marine fuels, compared to 3.5% and 1% sulfur content marine fuels used so far.

Within this context, we have installed scrubbers onboard 4 vessels, while it must be noted that we have configured all scrubbers to SECA MODE, with the respective air emissions corresponding to 0.1% sulfur content marine fuel, although using 3.5% sulfur content marine fuel.

Our air pollutants (except carbon dioxide, which is described above) are mainly air sulphur oxides and emanate due to operation of vessel engines.

To manage their impact, we:

- Use marine gas oil (MG0) with 0.1% sulphur content when vessels are expected to stay within ports for over 2 hours, as well as very low sulphur heavy fuel oil (VLSF0) with up to 0.5% sulphur content when vessels are in Greek and International waters.
- Use VLSFO with up to 0.5% sulphur content since 2020. In 2022, air SOx emissions to atmosphere were 0.52 kgr per nautical mile travelled by our vessels, compared to 0.53 kgr in 2021.
- Perform the necessary
 maintenance activities to ensure
 proper machinery function, as
 well as regular internal and
 external inspections to certify
 their proper function through
 relevant certificates (such as
 the International Air Pollution
 Certificate).
- Were the first passenger shipping company operating in Adriatic
 Sea lines to accept and sign the voluntary agreement 'Ancona
 Blue Agreement' to further reduce emissions of air pollutants in the atmosphere from marine fuels.
- Investigate silent running of vessels during long stays in ports, utilizing power supply from land facilities or batteries.

Air SOx Emissions to Atmosphere 1

Oil Type (% in sulphur content)	Emissions 2020 (tn)	Emissions 2021 (tn)	Emissions 2022 (tn)
MGO (0.1%)	18.3	23.5	28.5
LSHF0 (1.0%)	-	-	-
VLSF0 (0.5%)	1,056.8	794.5	944.2
HSF0 (3.5%)	31.8	99.8	105.9
Total	1,106.9	917.8	1,078.6

Data refer to all vessels we operated within the year, without including chartered vessels and are estimated emissions based on average content values per type of fuel.

We reduce our impact on the ozone layer

Refrigerators/Freezers

As part of our efforts to reduce our impact on the ozone layer, we have placed refrigerators and freezers with environmentally friendlier refrigerants in our vessels.

We use refrigerants that do not affect the ozone layer (such as R134a, R404a, R407a) in 100% of refrigerators and freezers onboard our vessels

Buildings/Vessels

We cooperate with suppliers that do not use refrigerants which significantly affect the ozone layer (such as R22) during maintenance activities in offices and vessels, and instead exclusively use refrigerants friendlier to the ozone layer (such as CO₂, R134a, R404a, R407, R422).

At the same time, we replenish refrigerants and fire suppressant materials (which inevitably leak) in our offices and vessels with environmentally friendlier refrigerants, as their Ozone Depleting Potential (R-11 equivalent) is zero.

Refrigerants and CO,

Liquids	2020		2021		2022	
	Stored (kgr)	Used (kgr)	Stored (kgr)	Used (kgr)	Stored (kgr)	Used (kgr)
Carbon dioxide (CO ₂) ¹	86,884	0	94,238	0	94,238	0
Refrigerants with impact on the ozone layer (e.g. R11, R22)	0	0	0	0	0	0
Refrigerants without impact on the ozone layer (e.g. R134a, R404a, R407a)	13,793	2,735	13,883	2,200	13,883	2,051
Total	100,677	2,735	108,121	2,200	108,121	2,051

¹ Stored quantities include CO₂ in fire extinguishing systems and CO₂ stored in rescue equipment activation cylinders.

We monitor noise levels

Indicatively, we ensure the use of machinery and mechanical equipment, which comply with the required standards on noise levels, since vessel docking and operation can be a potential source of noise.

Based on the results of checks on 2 vessels during 2022, there were no cases of exceeding the average limit, as the noise values in all measurement areas did not exceed the respective limit of the defined vessels' operating regulations.



We sensitize employees and customers

✓ Reduce Consumption of Plastic Bags

We have launched the initiative 'I want to be full before I leave...', which was proposed by an office employee to reduce the use of plastic bags.

More specifically, we have distributed double-sided cards to all office employees with the inscription 'Please, do not replace me... / I want to be full before I leave...' and encouraged employees to place them over their individual office waste bin, in case the cleaning staff does not need to replace the bin's plastic bag.

We reduced the consumption of plastic bags in our offices by 39.7%

Environmental Impact

Employee awareness

We recognize the importance our employees to be aware about the environment, and therefore implement initiatives to adopt environmentally responsible practices within the workplace. Within this context, we have placed designated signs to remind all office and marine employees to turn off any unnecessary lights.





Customer awareness

We believe we are morally obliged to raise customer awareness regarding environmental protection and other Corporate Responsibility and Sustainability issues (e.g. protection of human rights, elimination of violence against women, respect for diversity), not only during their journey, but also in their daily activities. Within this context, we:

- Publish information and our activities related to environmental protection in our:
- Corporate websites www.attica-group.com, www.bluestarferries.com, www.hsw.gr and www.superfast.com.
- Corporate magazines 'On Blue', 'Route' and 'Thalasea'.
- Companies' social media.
- Relevant press releases.
- Have placed designated signs in all vessel cabins to encourage passengers to turn off lights when not in use.
- Have developed an information brochure on the importance and benefits of recycling, as well as useful recycling tips, which is available on our corporate websites www.superfast.com, www.bluestarferries.com and www.hsw.gr.

We informed potentially over 1.7 million customers on Corporate Responsibility and Sustainability issues, such as environmental protection

- Inform our seasmiles Loyalty and Reward program members to replace their Seasmiles plastic cards with the new biodegradable Seasmiles BIO-PVC cards (see Section 8.2).
- Participate in Eurail & Interrail
 Pass products and have created
 our own Interrail & Eurail Greek
 Islands Pass for 6 and 5 travel days
 within a one-month period with
 free vessel journeys in domestic
 routes and a free roundtrip vessel
 journey in Adriatic routes (valid for
 the 6 days card) to holders railway
 passengers.
- Display on all vessels with relevant informative screens information on how to prevent forest fires, in cooperation with the General Secretariat for Civil Protection (GSCP), an agency within Ministry of Interior.



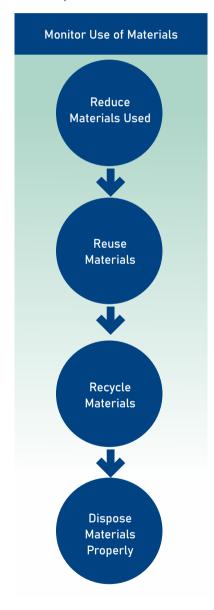


2. Raw Materials and Solid Waste

We manage raw materials

We recognize that raw materials are not inexhaustible, but finite, and prioritize the use of natural resources as efficiently as possible, through programs related to consumption of materials.

Reduce Impacts from Consumption of Materials



We reduce materials used

We implement initiatives to reduce use of materials, within the context of our efforts for efficient use of natural resources. Indicatively, we:

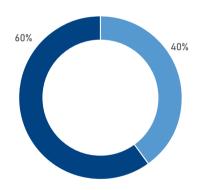
- Have initiated development of a process to increase use of materials from recycled input raw materials, in order to examine the possibility of purchasing materials/items from recycled raw materials during new purchases and replacement of materials already used with others that originate from recycled raw materials, and at the same time have started a relevant process for purchasing electronic equipment and printing paper. During 2022:
- We established the SavePaper Initiative team to implement actions and reduce paper consumption (e.g. through process automation).
- We stopped use of plain printing paper onboard our vessels, which has been replaced by recycled paper.
- We purchased 72.8 kgr of plastic garbage-food bags for our vessels, out of which 95% were bags from recycled-input raw materials.
- Besides using recycled paper, recycled toners/ink cartridges and recycled plastic garbage-food bags, we do not use any other recycled materials.
- Entirely use multifunction printers and photocopiers at our offices, whose 100% of mechanisms, spare parts and consumables are recycled and refurbished.

- Purchase refurbished electronic equipment, with a total of 406 devices and peripherals purchased in 2022 (e.g. computer monitors, laptops and phone devices), compared to 158 devices and peripherals in 2021.
- Have installed chemical dosimeters onboard all our vessels and train marine employees on their proper use, in order to ensure efficient use of cleaning chemicals.



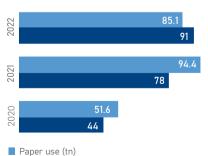
We used 84% recycled paper for all purposes

Paper Use for Printing



■ Paper with <70% recycled content ■ Paper with >70% recycled content

Paper Use for Commercial Purposes



■ Use of recycled or certified paper (%)

We reduced commercial paper use by 9.8% and increased recycled or certified commercial paper use to 91%

We reuse materials

We reuse consumables, where possible, as we:

- Return loading pallets back to our suppliers, in order to reuse them.
- Use clean damaged sheets, towels, pillowcases and other fabrics to clean various surfaces and as tows in the engine room, with over 38,000 sheets, pillowcases, duvet cases and towels reused within 2022.

We recycle materials

Paper Recycling

Paper recycling can significantly contribute to reduce consumption of raw materials and energy, as the use of one tonne of recycled paper instead of one tonne of non-recycled paper:

- Consumes approximately 40%-50% less energy and water.
- Reduces air pollution by 70%–75% and water pollution by 30%–40%.
- · Prevents logging of 17-20 trees.
- Significantly reduces waste volume in landfills.

Waste associated with our activities is a direct result primarily of our vessel operations, and secondary a result of our office operations (i.e. paper, toners):

We reduced paper consumption for all purposes by 10.1%

Material Consumption and Recycling

Material	2021		2022	
Material	Consumption	Recycling	Consumption	Recycling
Paper	110,080 kgr	17,929 kgr	98,988 kgr	6,800 kgr
Toners/ink cartridges for printers/faxes/photocopying machines	1,697 units	40 units from offices 6.3 m³ from vessels	1,024 units (out of which 347 remanufactured and 310 compatible)	181 units
Domestic batteries	369.8 kgr	271 kgr	345 kgr	280 kgr
Vessel batteries	30,216 kgr (in use) 6,975 kgr (purchases)	4,309 kgr	32,721 kgr (in use) 8,295 kgr (purchases)	8,375 kgr
UPS batteries	5,022 kgr (in use) 95.4 kgr (consumption)	95.4 kgr)	5,022 kgr (in use) 153.6 kgr (consumption)	153.6 kgr
IT equipment (computers, printers etc.) / electrical equipment and light bulbs	865 units IT equipment 35,818 light bulbs	1,274 units IT equipment 870 m³ light bulbs	887 units IT equipment 39,983 light bulbs	316 kgr IT equipment 41 m³ light bulbs
Cooking oils	89,610 lt	18.9 m³	109,074 lt 💠	21.3 m³
Lubricants	2,176,333 lt	402.3 m ³	2,471,145 lt	431.1 m³
Medicines and pharmaceuticals	29,214 units	20.8 m³	33,089 units	0 m³
Chemical substances	91,741 lt	NR	105,117 lt	NR

NR: Not reported

Hazardous waste

The total quantity of 8,700 m³ liquid and solid hazardous waste (such as waste which contain mercury, lubricants, biodegradable waste from kitchen and accommodation areas. light bulbs, IT equipment and toners), was forwarded to specialized hazardous waste management companies, which comply with strict standards regarding environmental protection and apply proper treatment methods, out of which 5.4% was recycled and 94.5% was transported for further treatment or to landfills (with additional 200.2 tn of solid oil residues transported for further treatment), while no hazardous waste was:

- · Reused.
- · Transported abroad to be treated.
- · Imported.



Various materials

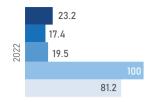
As part of our efforts to effectively manage material consumption and recycling, we:

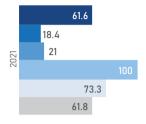
- · Redesigned management of all types of waste produced due to our activities.
- · Have placed recycling bins in our offices and all Blue Star Ferries and Superfast Ferries vessels to collect and forward for recycling paper, packaging cardboard, toners, electronic equipment, fluorescent lamps, domestic batteries and UPS / laptop / mobile phones batteries and plastic packaging recycling bins in our offices, as well as paper, metal and plastic recycling bins in all Hellenic Seaways vessels.
- · Were the first passenger shipping group in Greece to use biodegradable Seasmiles BIO-PVC cards for all new membership registrations in our seasmiles Loyalty and Rewards program, as well as for reissued and renewed cards. We collected and recycled over 212,000 plastic cards within 2021-2022, which correspond to approximately 1,256 kgr of plastic. Furthermore, we use FSC certified paper for all printed material used to dispatch cards to Gold program members.
- · Have replaced plastic cutlery and straws at contractor's points of sale onboard our vessels with wooden and paper respectively in paper wrapper.

Medicines and pharmaceutical materials

We forward expired medicines to pharmacies that have joined the collection program, regardless whether these have been used. which are incinerated and not recycled. However, we do not forward pharmaceutical materials such as syringes, mercury thermometers, scalpels and serums.

Materials Recycling







- Paper per employee (kgr/office employee)
- Lubricants (%)
- Cooking oils (%)
- UPS batteries (%)
- Domestic batteries (%) ■ Vessel batteries (%)

✓ Sponsoring Recycling Activities

Within the context of our social contribution, we are the main sponsor of the Municipality of Patmos in Dodecanese and all South Aegean Region islands, in order to transport recyclable materials to the Hellenic Recovery Recycling Corporation (HE.R.R.Co) in Attica.

The total quantity of free-of-charge transported materials (such as paper, plastic and aluminum) for recycling through our vessels within 2022 was 135.1 tonnes, while we also transported free-of-charge 190 trucks with recyclable materials from the islands of Chios, Samos, Astypalaia, Ikaria, Leipsoi, Leros, Patmos, Tilos, Fournoi and Rhodes.



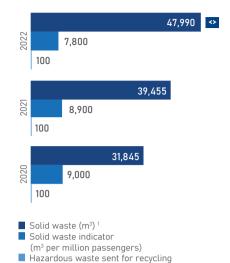
We transported from Islands free-of-charge over 135 tonnes of materials for recycling

We properly manage solid waste

We recognize our obligation to protect the environment from solid waste and garbage, which mainly emanate from our vessels' operations. Therefore, we:

- Train our marine employees annually on our 'Waste Management Plan', which describes our waste collection procedures, with 100% of marine employees trained in 2022.
- Have appointed a vessel Officer on each vessel to monitor compliance with waste management regulations.
- Do not allow any hazardous waste and garbage disposal at sea, even if allowed to be disposed at sea by relevant legislation, and do not discharge food or any related garbage at sea.

Solid and Hazardous Waste



¹ Quantity of solid waste for 2021 and 2022 does not include additional 163.6 and 120.9 m³ respectively of batteries and solid oil residues.

and treatment (%)

- Have placed designated signs to remind passengers and employees not to throw waste overboard.
- Deliver all garbage and solid waste from our vessels to appropriate reception facilities of licensed contractors within ports after each journey, while no solid waste was transported abroad.



3. Water and Liquid Waste

We monitor water consumption

We aim to contribute to better manage water resources in the long-term, and therefore we:

- Use extensively seawater onboard all Blue Star Ferries and Superfast Ferries vessels and 1 Hellenic Seaways vessel after appropriate treatment, for activities such as cooling engines and cleaning decks.
- Have installed pilot flow control filters to conserve drinking water onboard 7 Blue Star Ferries and Superfast Ferries vessels.
- Have placed designated signs in all our vessels to remind passengers and marine employees to use water responsibly, with the water consumption indicator reaching 0.045 m³/passenger in 2022, compared to 0.051 m³/passenger in 2021.
- Proactively check and immediately respond to potential damages in our office water supply system.
 In 2022, the water consumption indicator in our offices was
 9.5 m³/office employee, compared to 6.1 m³/office employee in 2021.
- Have not identified water storage onboard our vessels as having a significant water management impact, with total volume of water stored reaching 3,938 m³ in 2022 and without storing water in any other facilities.

Drinking water quality onboard vessels

We have established a procedure to supply, manage safely and sample drinking water, in order to ensure the quality of water used and consumed onboard our vessels, according to which we:

- Ensure water hose runs for a few minutes prior to connect it to the drinking water supply tank, in order not to introduce stagnant water or external materials to the supply tank, which could potentially pose health risks.
- Regularly clean and sanitize drinking water tanks, exceeding legislative requirements, and ensure continuous chlorination of drinking water.
- Analyze water samples in accredited laboratories, which issue a respective report with results and suggest corrective actions, in case there are any problems. No such incidents occurred within 2022.

Water	2020	2021	2022
Water consumption (m³)	226,393	228,858	280,951 💠
Vessels	223,993	226,730	278,164
Offices	2,400 ²	2,128	2,787
Water sources (%)			
Areas with high water stress ¹	<1	<1	<1
Public water supply networks	86.6 (196,126 m³)	88.3 (201,662 m³)	90.5 (254,396 m³)
Seawater	13.4 (30,267 m³)	11.7 (26,835 m³)	9.5 (26,555 m³)

¹ Crete, Cyclades and South Aegean islands

Response to pollution incident

We have equipped all our vessels with 'Shipboard Oil Pollution Emergency Plan' (SOPEP) to effectively respond to any pollution incident or risk of pollution during the vessel's fuel supply or due to an accident (e.g. collision, grounding). According to SOPEP, we describe in detail and have specifically defined the employees responsible for immediate actions to reduce the impacts from a potential pollution incident.

Within 2022, there were no significant leakages of any material (e.g. oil or chemical substances spills) or marine pollution incidents, •• as in 2021.

We manage liquid waste

Being aware that uncontrolled liquid waste disposal at seas can significantly affect the marine environment, we:

- Have Prevention of Sewage Pollution Certificates issued for our vessels, in accordance with Law 1269/82 and Presidential Decree 400/96.
- Do not dispose processed sewage water from sewage systems within ports, exceeding the respective legislation.
- Have equipped our vessels with certified wastewater treatment systems regarding discharge parameters (coliforms and

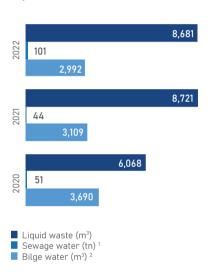
² Estimated consumption

4. Biodiversity and Vessel Rippling

total suspended solids) and we deliver liquid waste to appropriate reception facilities of licensed contractors within ports, with total volume of liquid waste delivered for further treatment reaching 8,250 m³ and without any effluent discharges containing significant polluting substances (e.g. hazardous waste, nitrates, phosphate emissions) in 2022.

 Comply with relevant regulations regarding bilge and ballast water management.

Liquid Waste

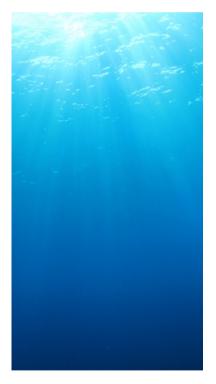


Quantities of sewage water refer to cases where vessels are docked or during maintenance/cleaning activities to the sewage network.

We assess our impact on biodiversity

? Biodiversity

As water covers 71% of our planet, preserving the balance of marine ecosystems and biodiversity are crucial for humankind. According to the UN 'Millennium Ecosystem Assessment' report, the extinction of species due to human intervention occurs 1,000 times faster than it would naturally and 1/4 of mammals face extinction in the coming years. The situation is even more critical for the marine environment, as it is estimated that 60% of coral reefs will extinct by 2030, due to illegal fishing and pollution.



Old Shipwreck Cleaning

On 18/6/2020, Hellenic Seaways was informed about marine fuel pollution from the ro-pax 'EXPRESS SAMINA' shipwreck. The vessel's owner company when it sank (which was later renamed to 'HELLENIC SEAWAYS SHIPPING SOCIETE ANONYME') implemented all appropriate measures immediately after the shipwreck to reduce and mitigate marine pollution and remove fuels and lubricants from the shipwreck, which were confirmed by both local authorities and Ministry of Shipping's Marine Environment Protection Directorate.

Despite the fact that Hellenic Seaways is not anymore legally responsible for the shipwreck, our Group (to which Hellenic Seaways belongs since 2017) voluntarily cleaned the marine and coastal area around the Parikia bay in 2020, in collaboration with the Port Authority of Paros, proving in practice its continuous interest towards marine environment protection.

Within this context, a specialized company was assigned to completely clean and remove any marine fuels that may have remained within the shipwreck. Regarding a fine with an overall value of €54,400 for alleged marine pollution from the ro-pax 'EXPRESS SAMINA' shipwreck imposed in 2021, an appeal has been filed before the competent Administrative Courts, which is expected to be discussed within 2023.

² Quantities of bilge water refer to quantities delivered to appropriate reception facilities of licensed contractors within ports.

✓ Environmental and Marine Protection

Single-use plastics have rapidly become the most critical environmental issue due to their significant repercussions on the environment. For this reason, our Group's overall Responsibility program 'SAILING TOGETHER' includes initiatives to decontaminate seabeds and protect the environment as the main program (flagship) in the area of Environment. Following the program's first initiative in the island of Naxos in 2021, we implemented 3 additional initiatives during 2022:

- In the island of Kos, where 45
 participating volunteer employees
 and 25 volunteers from Aegean
 Rebreath and NGO 'NISYRIOS'
 cleaned the Psalidi beach and the
 marina near the Venetian castle
 of Neratziotissa, in collaboration
 with the Municipality of Kos and
 the Port Fund of Kos.
- In the island of Santorini, where participating volunteer employees and volunteers from Aegean Rebreath cleaned the Vlychada fishing shelter, in collaboration with the Port Fund of Thira.
- In the island of Paros, where 59 participating employee volunteers, 7 family members and 28 volunteers from Aegean Rebreath cleaned the fishing shelters in Parikia and Naoussa, in collaboration with the Municipality of Paros and the support of the diving center H20 Diving Nomads Paros.

During these initiatives, volunteers collected from seabeds and assorted:

2,389 various recyclable items	2,722 plastics and synthetic polymers	162 wheels, fenders and tires	269 fabrics, blankets, rugs and carpets
5 sacks with ropes	700 kgr of nets	11 bicycles	1.5 sacks with foam materials
1 4-meter boat	1 recycling bin	6.5 sacks with plastic bags	1,932 metal items

sacks with various plastic items

919 glass/ceramic items We removed 346 kgr of plastic waste from our coasts through coastal cleaning activities

Furthermore:

- · A volunteer employee informed approximately 70 children in Santorini about proper waste management and benefits from recycling, who also participated in a plastic recycling workshop implemented by the Athens Makerspace team.
- A sampling was conducted in Xifara beach (near Naoussa, in the island of Paros) to detect and collect micro-plastics.



Marine Biodiversity

We recognize the importance of marine biodiversity and our obligation to reduce the risk of disrupting it. Therefore:

- We abide to the relevant legislation concerning the abstraction and use of seawater as ballast water in our vessels, while we have also installed ballast water treatment systems on 12 vessels (exceeding the relevant legislative requirements), in order not to transfer marine organisms into other non-native ecosystems.
- We use non-toxic anti-fouling paints for our vessels, which do not poison marine organisms (e.g. we do not use the toxic substance tributyltin/TBT), being a practice implemented before the respective international regulations mandated use of non-toxic substances.
- We use exclusively environmentally friendlier cleaning agents during cleaning activities of garages, decks and exterior surfaces in general.

- We promote beach cleaning by producing and distributing beach ashtrays for free through our central agencies and vessels. Since 2007, we have distributed over 1,450,000 ashtrays to passengers and citizens.
- There are no IUCN Red List species and national conservation list species with habitats in areas affected by our operations or other habitats and species negatively affected by our operations.

Land Biodiversity

We recognize the importance of biodiversity for the ecosystems' balance and we do not conduct any activities within protected areas, as our offices are located in an urban environment, without any adjacent protected areas or areas of high biodiversity value (even outside protected areas).

We minimize our vessel rippling impact

Vessel navigation while approaching or exiting ports inevitably creates rippling, which may affect:

- Commercial activities in coastal areas, such as business activities in shores (e.g. bars/cafés, sun beds on beaches).
- Bathers' safety due to sudden appearance of waves.

For this reason, we comply with legislation and adhere to the defined cruising speed limits, in order to minimize the respective impact.
Regarding previous legal cases, within 2022:

- 1 lawsuit for damage to a vessel caused by rippling in 2020 was dismissed due to vagueness.
- 1 lawsuit for damage to a vessel caused by rippling in 2020 was withdrawn.
- 1 lawsuit for alleged diver injury from rippling impact in 2018 is expected to be discussed within 2023.



5. Achievements 2022 and Future Objectives

We committed	Progress	We aim	Ву
To improve our performance on Corporate Responsibility and Sustainability issues related to Environment by 8% (by 2023).	75%	To improve our performance on Corporate Responsibility and Sustainability issues related to Environment by 8%.	2023
		To reduce equivalent carbon dioxide emissions per nautical mile (kg eCO ₂ /nm) compared to 2019 by:	
		1%, by	2023
		4%, by	2025
		10%, by	2028
		14%, by	2030
		To install scrubbers on 2 vessels.	2023
To reduce electricity consumption in offices per employee by 2%.	100%	To reduce electricity consumption in offices per employee by 5%.	2023
To reduce electricity consumption per square meter in offices by 5%.	100%	To reduce electricity consumption per square meter in offices by 7%.	2023
To reduce water consumption per passenger in vessels by 2%, compared to 2019 (by 2023).	0%	To reduce water consumption per passenger in vessels by 2%, compared to 2019.	2023
To increase water consumption from recycled water or seawater by 10% (by 2023).	0%	To increase water consumption from recycled water or seawater by 10%.	2023
To train 100% of corporate vehicle drivers on safe and economical driving (by 2023).	0%	To train 100% of corporate vehicle drivers on safe and economical driving.	2023
To train 100% of office employees on environmental issues.	50%	To train 100% of office employees on environmental issues.	2023
To reduce paper use per full-time equivalent (FTE) by 2%, compared to 2019.	100%	To reduce paper use per full-time equivalent (FTE) by 28%, compared to 2022.	2025
To reduce single-use plastics in our facilities and crew accommodation areas by 20%, compared to 2019 (by 2023).	0%	To reduce single-use plastics in our facilities and crew accommodation areas by 20%, compared to 2019.	2023
To recycle 80% of recyclable packaging in all our vessels.	100%		
To reduce the average fuel consumption per mile of all vehicles used for our operations by 25% (by 2023).	0%	To reduce the average fuel consumption per mile of all vehicles used for our operations by 25%.	2023
To conduct 4 checks of noise levels on our vessels.	50%	To conduct 4 checks of noise levels on our vessels.	2023
To integrate environmental aspects as specifications in products or services design phase.	25%	To integrate environmental aspects as specifications in products or services design phase.	2023

Environmental Impact



9. Summary

This is the 14th
Responsibility &
Sustainability Report
published by Attica
Group.

Here in, we present the practices followed and the results achieved, through focusing on Societal, Environmental and Governance issues our Stakeholders are interested in.

1. About this Report

The Principles we follow

The Report follows:

- For structure and content, the guidelines 'Sustainability Reporting Standards' (version 2021) of the Global Reporting Initiative (GRI), the NASDAQ & Athens Stock Exchange ESG Guidelines and the Task Force on Climate-Related Financial Disclosures (TCFD) Recommendations.
- For principles, the UN's Global Compact.
- For presentation of quantitative data, the EFQM's RADAR Card.

The scope we refer to

The annual Responsibility & Sustainability Report:

- Refers to the period 1/1/2022-31/12/2022 (unless indicated otherwise in certain points) and is published in April 2023.
- · Addresses all activities of ATTICA HOLDINGS S.A. (Attica Group), namely the provision of maritime transportation services for passengers, private vehicles and freight units in the Eastern Mediterranean Sea through its 100% subsidiaries (which are described in detail within its Financial report), under the commercial brands Blue Star Ferries, Superfast Ferries and Hellenic Seaways. Cases of data that refer only to Blue Star Ferries and Superfast Ferries (i.e. excluding Hellenic Seaways) or only Africa Morocco Link (AML) are clearly indicated.
- Makes references (without being included in the scope of this Report) to activities of Africa Morocco Link/AML which operates in the Morocco – Spain route (in which ATTICA HOLDINGS S.A. owns 49% of shares) and Attica Blue Hospitality S.M.S.A.

- which operates in hospitality industry ('Attica Blue Hospitality' is a 100% subsidiary of ATTICA HOLDINGS S.A.). Both companies' financial results are included in the Group's published financial results.
- Includes, as a norm, quantitative data for the period 2020-2022 for all quantitative indicators.
- Includes data from direct measurement, while cases of data estimations or restatements of data provided in our previous 2021 Responsibility and Sustainability Report, are clearly indicated.
- Data presented have been collected internally, in order to be published in this Report.
- Where differentiations in quantitative results for 2022 compared to 2021 are probably due to the COVID-19 pandemic (e.g. number of routes), these results are presented, but not used to comment on our performance.

The limitations we recognize

We recognize limitations in the Report, which we intend to handle in future publications, such as presentation of more quantitative data and objectives.

Your feedback

We welcome your thoughts, comments or proposals through the feedback form at the end of this Report or at the following address:

Corporate Responsibility Team Attica Group, 1-7 Lysikratous & Evripidou Street, 17674 Athens E-mail: csr@attica-group.com

The symbols we use

For convenient reading of this Report, please pay attention to the following main symbols, which are widely used:

✓ Good Practice

Indicates examples of good practices implemented.

Policy

Indicates sections from formal corporate Policies.

Your Opinion

Indicates results from surveys conducted.

Did you Know

Indicates information of particular

? Issue of Consideration

Indicates issues of public interest and consideration.

◆ Assured

Indicates audited and assured Quantitative Indicators by independent external party.

Development of Report

The Report has been developed by the Group's Corporate Responsibility Team:

Panagiotis Papadodimas

Chief Administrative & Transformation Officer

Christina Grigora

Marketing Manager

Georgia Kokaliari

Selection & Development Manager / HRBP

Spiros Livanios

Port Captain

Dimitrios Roggas

Accounting Supervisor of AML Athens Office

Antonis Strintzis

ISO & Quality Assurance Head

Epameinondas Chandros

Transformation & Risk Director

in cooperation with STREAM Management



stream www.stream-eu.com

2. Ratings

"As of October 2022, Attica Holdings SA received an ESG Risk Rating of 18.8 from Sustainalytics and was assessed to be at Low risk of experiencing material financial impacts from ESG factors."

Attica Holdings SA's ESG Risk Rating places it 16% in the Transportation industry assessed by Sustainalytics.



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3. Tables - Reporting Frameworks

The correspondence between the content of this Report and various Sustainability-related Frameworks, Guidelines and Principles are presented in the following tables.

- Coverage of Global Compact Principles, ISO26000 Aspects, NASDAQ & ATHEX ESG Guidelines, TCFD Disclosures and GRI Disclosures (GRI Standards 2021) is characterized as Full (F), Partial (P) or Not Applicable (NA).
- Material Topics (both GRI related Topics and other Topics) and Disclosures for Material Topics are indicated on the GRI Content Index, based on the Materiality Analysis conducted, and are related to the organization's direct impact (i.e. actual and potential negative impacts caused or contributed by the organization through its own activities).

United Nations' Global Compact Table

Issue	Principle	Report Section	Coverage
Human	Rights		
1.	Support and respect protection of internationally proclaimed human rights	5.3, 6.3	F
2.	Ensure not to be complicit in human rights abuses	5.3, 6.3	F
Labour	Standards		
3.	Recognize freedom of association and right to collective bargaining	5.3, 6.3	F
4.	Eliminate all forms of forced and compulsory labour	5.3, 6.3	F
5.	Abolish effectively child labour	5.3, 6.3	F
6.	Eliminate discrimination in respect to employment and occupation	5.3, 6.3	F
Environ	nment		
7.	Support a precautionary approach to environmental challenges	5.3, C, 8.1-8.4	F
8.	Promote greater environmental responsibility	C, 8.1-8.4	F
9.	Encourage development and diffusion of environmentally friendly technologies	C, 8.1	F
Corrup	tion		
10,	Work against all forms of corruption, including extortion and bribery	4.1, 4.2, 5.3	F

United Nations' Sustainable Development Goals Table

Goal	Principle	Report Section
1.	End poverty in all its forms everywhere	5.1, 5.2
2.	End hunger, achieve food security and improved nutrition and promote sustainable agriculture	-
3.	Ensure healthy lives and promote well-being for all at all ages	5.2, 6.2, 7.1
4.	Ensure inclusive and quality education for all and promote lifelong learning	5.2, 6.4
5.	Achieve gender equality and empower all women and girls	6.3
6.	Ensure access to water and sanitation for all	8.3
7.	Ensure access to affordable, reliable, sustainable and modern energy for all	8.1
8.	Promote inclusive and sustainable economic growth, employment and decent work for all	5.1, 5.2, 6.1-6.3
9.	Build resilient infrastructure, promote sustainable industrialization and foster innovation	4.1, 7.3
10.	Reduce inequality within and among countries	6.3
11.	Make cities inclusive, safe, resilient and sustainable	-
12.	Ensure sustainable consumption and production patterns	8.2, 8.3
13.	Take urgent action to combat climate change and its impacts	C, 8.1
14.	Conserve and sustainably use the oceans, seas and marine resources	8.2-8.4
15.	Sustainably manage forests, combat desertification, halt and reverse land degradation, halt biodiversity loss	8.4
16.	Promote just, peaceful and inclusive societies	5.2
17.	Revitalize the global partnership for sustainable development	4.2, 4.3

ISO26000 Table

	Aspect	Report Section	Coverage
1.	Scope	9.1	F
2.	Definitions	9.4	F
3.	Understanding Social Responsibility	4.1-4.3	F
4.	Principles of Social Responsibility	4.2, 4.3	F
5.	Recognizing Social Responsibility & Engaging Stakeholders	4.3	F
6.	Guidance on Social Responsibility Core Subjects		
	a. Organizational Governance	4.1	F
	b. Human Rights	5.3, 6.3	F
	c. Labor practices	5.3, 6.3	F
	d. Environment	5.3, 8.1-8.4	F
	e. Fair operating practices	4.1	F
	f. Consumer issues	7.1-7.3	F
	g. Community involvement and development	5.2	F
7.	Guidance on Integrating SR throughout the Organization		
	a. Enhancing Credibility	4, 5, 6, 7, 8	F
	b. Communication	4.1-4.3, 5.2, 5.3, 6.1, 7.2	F

NASDAQ & Athens Stock Exchange ESG Guidelines Table

NASDAQ Aspect		NASDAQ Aspect ASE Aspect		Report Section	Coverage
			Environment		
E1	GHG Emissions				
E1.1	Amount eCO ₂ (Scope 1)	C-E1	Scope 1 emissions Result 2022 Direct emissions: 1,028,156 tn eCO ₂ Emissions intensity: 501.3 kgr/nautical mile travelled	8.1	F
E1.2	Amount eCO ₂ (Scope 2)	C-E2	Scope 2 emissions Result 2022 Indirect emissions: 597 tn eCO ₂ Emissions intensity: 2 tn/office employee	8.1	F
E1.3	Amount eCO ₂ (Scope 3)	A-E1	Scope 3 emissions Result 2022 Other indirect emissions: 300,827 tn eCO ₂	8.1	Р
E2	Emissions Intensity				· · · · · · · · · · · · · · · · · · ·
E2.1	GHG emissions intensity			8.1	F
E3	Energy Usage				
E3.1	Direct energy consumed	C-E3	Energy consumption and production Result 2022 Energy consumption: 13,076,497 GJ Percentage of electricity consumed: <0.1% Percentage of renewable energy consumed: <0.1% Energy produced: 4,380 KWh Percentage of renewable energy produced: 100%	8.1	F
E4	Energy Intensity			8.1	F
E5	Energy Mix			8.1	F
E6	Water Usage				
E6.1	Water consumed	•		8.3	F
E7	Environmental Operations				
E7.1	Formal Environmental Policy			4.2, 8.1	F
E7.2	Waste, water, energy, recycling po	licies		8.1, 8.2, 8.3	Р
E8	Climate Oversight / Board			4.1, C, 8.1	Р
E9	Climate Oversight / Management			4.1, C, 8.1	Р
		A-E2	Climate change risks and opportunities	4.1, C, 8.1	Р
		A-E4	Effluent discharge Result 2022 Effluent discharge containing polluting substances:	8.3	F
		A-E5	Biodiversity sensitive areas Result 2022 Facilities in protected areas and/or areas of high biodiversity value: 0	8.4	F
		SS-E1	Emission strategy	C, 8.1	F
		SS-E2	Air pollutant emissions Result 2022 Air S0x emissions to atmosphere: 1,078.6 tn	8.1	Р

	NASDAQ Aspect		ASE Aspect	Report Section	Coverage
			Social		
S1	CEO Pay Ratio				
S1.1	CEO compensation to median FTE total compensation	A-S4	CEO pay ratio Result 2022 Ratio of annual total compensation for the Chief Executive Officer to the median annual total compensation for all office employees (excluding the Chief Executive Officer): 10:1	6.3	F
S1.2	Report in regulatory filings		(executing the other Executive officer), for	6.3	F
S2	Gender Pay Ratio	A-S3	Gender pay gap Result 2022 Ratio of median annual total compensation for male office employees to the median annual total compensation for female office employees: 1.2 Ratio of median annual total compensation for mal marine employees to the median annual total	6.3	F
S3	Employee Turnover	C-S4	compensation for female marine employees: 1.7:1 Employee turnover Result 2022 • Turnover rate of office employees: 6.5% (out of which all resignations) • Turnover rate of marine employees: 28.6% (out of which 5.5% redundancies and 23.1% resignal	6.1 cions)	F
S3.1	Change for full-time employees	***************************************	3	6.1	F
S3.2	Change for part-time employees	***************************************		6.1	F
S4	Gender Diversity	***************************************			
S4.1	Men and women employees	C-S2	Female employees Result 2022 Female employees: 15.1%	6.3	F
S4.2	Men and women employees			6.3	F
S4.3	in entry and mid-level positions Men and women employees in senior and executive-level positions	C-S3	Female employees in management positions Result 2022 Female employees in Director positions (offices / vessels): 11.5% / 1.5% Female employees in Top Management positions (offices / vessels): 0% / 0%	6.3	F
S5	Temporary Worker Ratio		(0.1.000) 1000000, 0.01		
S5.1	Part-time employees			6.1	F
S5.2	Contractors and/or consultants			6.1	 F
S6	Non-Discrimination			6.3	F
S7	Injury Rate	•••••		6.2	F
S8 S9	Global Health & Safety Child & Forced Labor			6.2	F
S9.1	Child and/or forced labor policy			6.3	F
S9.2	Coverage of policy for suppliers a	nd vendors		5.3	F
S10	Human Rights				
S10.1 S10.2	Human rights policy Coverage of policy for suppliers and vendors	C-S6	Human rights policy	4.2, 6.3 5.3	F
		C-S1	Stakeholder engagement	4.3	F

NASDAQ Aspect		ASE Aspect	Report Section	Coverage			
	Social						
	C-S5	Employee training Result 2022 Training per office employee: 29.8 hours Training per office employee in Top Management positions: 11.3 hours Training per office employee in Director positions: 36.9 hours Training per office employee in Management positions: 90.2 hours Training per marine employee: 0.1 hours Training per marine employee in Top Management positions: 1.9 hours Training per marine employee in Director positions: 1.5 hours Training per marine employee in Management positions: 0.1 hours	6.4	Р			
	A-S1	Sustainable economic activity Result 2022 • Turnover from sustainable assets, products and services (i.e. offering environmental and/or social benefits): €0 • Capital expenditures from sustainable assets, products and services (i.e. offering environmental and/or social benefits): • Operating expenditures from sustainable assets, products and services (i.e. offering environmental and/or social benefits): €0 Employee training expenditure Result 2022	5.1	F			
		Cost of training programs: €91,970					
	SS-S8	Customer grisuance mechanism	7.3	F			
***************************************	SS-S9	Customer grievance mechanism	7.3				

	NASDAQ Aspect		ASE Aspect	Report Section	Coverage
			Governance		
G1	Board Diversity	C-G1	Board composition	4.1	F
G1.1	Women in BoD			4.1, 6.3	F
G1.2	Women in Committees			4.1	F
G2	Board Independence				
G2.1	Prohibition of CEO as BoD chair			4.1	F
G2.2	Independent BoD members			4.1	F
G3	Incentivized Pay			A, 4.1	F
		A-G4	Variable pay	6.3	F
			Result 2022		
			· Percentage of variable compensation in office		
			Managers' overall compensation: 0.4%		
			Percentage of variable compensation in office		
			Directors' overall compensation: 0.1%		
			 Percentage of variable compensation in Executive Directors' overall compensation: 0% 		
			Percentage of variable compensation in all marine	2	
			management positions' overall compensation: 0%		
G4	Collective Bargaining	C-S7	Collective bargaining agreements	6.3	F
04	Cottective Darganning	0-37	Result 2022	0.5	'
			Employees covered by individual agreements,		
			based on industry collective agreements: 100%		
G5	Supplier Code of Conduct	C-S8	Supplier assessment	5.3	F
G5.1	Code of Conduct for vendors or s		Supplier disessifient	5.3	 F
G5.2	Suppliers formally certified comp			5.3	 F
00.2	with Code of Conduct	tidiicc		0.0	
G6	Ethics & Anti-Corruption	C-G5	Business ethics policy	4.1	F
G6.1	Ethics and/or Anti-Corruption pol		Business ethics pottey	4.1	F
G6.2	Workforce formally certified			4.1	F
00.2	compliance with policy				·
G7	Data Privacy	C-G6	Data security policy	7.1	F
G7.1	Data Privacy policy			7.1	F
G7.2	Steps to comply with GDPR			7.1	F
G8	ESG Reporting	A-G3	ESG targets	4.4, 5.4, 6.5, 7.4,	
G8.1	Publication of sustainability repor		3		F
G8.2	Sustainability data in regulatory f			_	F
	, , ,	3			(Annual
					Report)
G9	Disclosure Practices				
G9.2	Focus on specific UN SDGs			9.3	F
G9.3	Targets and progress report on U	N SDGs		9.3	Р
G10	External Assurance	A-G5	External assurance	9.5	F
*************		C-G2	Sustainability oversight	4.2	F
************		C-G3	Materiality	4.3	F
		C-G4	Sustainability policy	4.2	F
************		A-G1	Business model	3.2	Р
		A-G2	Business ethics violations	4.1	F
			Result 2022		
			Amount of monetary losses as a result of business		
			ethics violations: €29,972		

TCFD - The Climate Related Financial Disclosures Table

Recommendations	Report Section	Coverage						
	Governance							
TCFD-G a.	4.1, 4.2, C, 8.1	Р						
TCFD-G b.	4.1, 4.2, C, 8.1	F						
	Strategy							
TCFD-S a.	4.1, 8.1	Р						
TCFD-S b.	4.1, 8.1	Р						
TCFD-S c.	4.1, 8.1	Р						
	Risk Management							
TCFD-R a.	4.1, C, 8.1	F						
TCFD-R b.	4.1, C, 8.1	F						
TCFD-R c.	4.1, C, 8.1	F						
	Metrics and Targets							
TCFD-M a.	8.1-8.4	Р						
TCFD-M b.	8.1	F						
TCFD-M c.	C, 8.1, 8.5	F						

GRI Content Index

Statement of use	ATTICA HOLDINGS S.A. (Attica Group) has reported in accordance with the GRI Standards for the period from 1 January 2022 to 31 December 2022.				
GRI 1 used	GRI 1: Foundation 2021				
Applicable GRI Sector Standard(s)	Not Applicable				

GRI Standard	Report Section	Coverage	GRI Standard	Report Section	Coverage
GRI 2: General Disclosu	res 2021		GRI 205: Anti-corruption	2016	
The organization and its	reporting practices	•	205-1	4.1	F
2-1	3.2, 9.1	F	205-2	4.1	Р
2-2	3.2, 9.1	F	205-3	4.1	F
2-3	9.1	F	GRI 206: Anti-competitiv	e Behavior 2016	
2-4	6.2, 8.1, 9.1	F	206-1	4.1	F
2-5	4.2, 9.5	F	GRI 207: Tax 2019		
Activities and workers			207-4	5.1	Р
2-6	3.2, 5.1, 5.3	F	GRI 301: Materials 2016		
2-7	6.1	F	301-1	8.2	F
2-8	6.1	F	301-2	8.2	F
Governance			GRI 302: Energy 2016		
2-9	4.1, 4.2	F	302-1	8.1	Р
2-10	4.1	F	302-2	8.1	Р
2-11	4.1	F	302-3	8.1	F
2-12	4.1, 4.2	F	302-4	8.1	Р
2-13	4.2	F	GRI 303: Water and Efflu	ents 2018	
2-14	4.2	F	303-1	8.3	F
2-15	4.1	F	303-2	8.3	F
2-16	4.1	F	303-3	8.3	Р
2-17	4.1, 4.2	F	303-5	8.3	F
2-18	4.1	F	GRI 304: Biodiversity 20	16	··········
2-19	A, 4.1	F	304-1	8.4	F
2-20	4.1	F	304-2	8.4	Р
2-21	6.3	F	304-3	5.2, 8.4	P
Strategy, policies and p	ractices		304-4	8.4	F
2-22	1	F	GRI 305: Emissions 2016		······
2-23	4.1, 4.2, 5.3, 6.3, 7.1, 8.1	F	305-1	8.1	F
2-24	4.1, 4.2, 5.3, 6.3, 6.4, 7.1, 8.1	F	305-2	8.1	F
2-25	4.1, 4.2, 5.2	F	305-3	8.1	Р
2-26	4.1	F	305-4	8.1	F
2-27	4.1, 6.2, 6.3, 7.1, 8.1, 8.4	F	305-5	8.1	P
2-28	4.2	F	305-6	8.1	F
Stakeholder engageme	nt		305-7	8.1	P
2-29	4.3	F	GRI 306: Waste 2020		
2-30	6.3	F	306-1	3.2, 8.2, 8.3	F
GRI Topics			306-2	3.2, 8.2, 8.3	F
GRI 3: Material Topics 2	021		306-3	8.2, 8.3	P
3–1	4.3	F	306-4	8.2, 8.3	F
3-2	4.3, 9.3	F	306-5	8.2, 8.3	P
3-3 4.1-4.	3, 5.1-5.3, 6.1-6.4, 7.1-7.3, 8.1-	8.4 F	GRI 308: Supplier Enviro	nmental Assessment 2016	 6
GRI 201: Economic Perfe	ormance 2016	•	308-2	5.3	F
201-1	5.1	F	GRI 401: Employment 20	16	
201-2	4.1, 8.1	P	401-1	6.1	F
201-4	3.2, 5.1	F	401-2	6.3	F
GRI 202: Market Presen			401-3	6.1	Р
202-1	6.3	P	GRI 402: Labor/Manager		
202-2	6.1	F	402-1	6.3	F
GRI 203: Indirect Econo			GRI 403: Occupational H		·
203-1	5.2	Р	403-1	6.2	F
203-2	B, 5.2	 F	403-2	6.2	F
GRI 204: Procurement F		·	403-3	6.2	F
GRI 204. FIDEUI EILEIL					

GRI Standard	Report Section	Coverage	GRI Standard	Report Section	Coverage
403-5	6.2	F	Passenger property	7.1	F
403-6	6.2, 6.3	F	protection		
403-7	5.3	F	Internet and data	7.1	F
403-8	6.2	F	safety		
403-9	6.2	P	Operations and Vessel Impa	cts	•••••••••••••••••••••••••••••••••••••••
GRI 404: Training and Ec	lucation 2016	•••••••••••••••••••••••••••••••••••••••	Human rights	5.3, 6.3, 6.4	F
404-1	6.4	F	Business continuity	4.1	F
404-2	6.4	P	Information systems	4.1	F
404-3	6.4	F	security		
GRI 405: Diversity and E	qual Opportunity 2016	•••••••••••••••••••••••••••••••••••••••	Investments	4.2	F
405-1	4.1, 6.1, 6.3	F	Accident impact	5.2, 7.1	F
405-2	6.3	F	Passenger safety	7.1	F
GRI 406: Non-discrimina	ation 2016	•••••••••••••••••••••••••••••••••••••••	Rippling	8.4	F
406-1	4.1, 6.3	F	Responsible Buying		
GRI 407: Freedom of Ass	sociation	•••••••••••••••••••••••••••••••••••••••	Operational support	5.3	F
and Collective Bargainin	g 2016		Responsible buying	5.3	F
407-1	6.3	P	Vessels' responsible	5.3, C, 8.1	F
GRI 408: Child Labor 201	***************************************		buying	0.0, 0, 0.1	,
408-1	6.3	P	Environment		
GRI 409: Forced or Com			Environmental	8.1	P
409-1	6.3	P	investment	0.1	,
GRI 410: Security Practic	***************************************		Environmental training	8.1	F
410-1	5.2	P	and awareness	0.1	ı
GRI 411: Rights of Indiger			Sea pollution	8.3	F
411-1	-	 NA	Fuel spills and leakages	8.3	F
GRI 413: Local Communi	ties 2016		Material recycling	8.2	F
413-2	4.1. 5.2	F	Acoustic impact	4.1, 8.1	F
GRI 414: Supplier Social			Sea discharges	8.2, 8.3	F
414-2	5.3	F	Environmental grievances	4.1, 8.1	F
GRI 415: Public Policy 20			Employees	,	
415-1	4.1	F	Work conditions	6.1-6.4	F
GRI 416: Customer Healt			Labor practices	4.1, 6.1, 6.3	F
416-1	7.1	P	Internal communication	6.1	F
416-2	4.1, 7.1	 F	Society		·······
GRI 417: Marketing and L			Donation and sponsoring	5.2	F
417-1	7.1. 7.2	P	Social products and service		F
417-2	4.1	F	Corporate volunteering	5.2, 6.1	F
417-3	4.1	F	Business entrepreneurship	5.2	F
GRI 418: Customer Priva			Community impact	4.1, 5.2	F
418-1	4.1, 7.1	F	Community awareness	5.2	F
Other Topics (non GRI)	4.1, 7.1	ı	oommanity awareness	0.2	
GRI 3: Material Topics 20	121				
3-1	4.3	F			
3-2	4.3, 9.3	F			
Products and Services	., 5.2, 5.0, 5.1 5.4, 7.1 7.5, 5.1-1	. т I			
Customer awareness	7.1, 7.2, 8.1-8.4	F			
Products and services	7.1, 7.2, 8.1-8.4	F			
quality	1.1, 1.0	ı			
Gustomer satisfaction	4.3, 7.3	F			
Products and services	7.3	 Г			
TOURIST AND SELVICES	1.5	i_			

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affordability

4. Glossary

Please pay attention to the following, frequently used terms:

Term	Refers to			
'6.3' etc.	The Chapter and section of this Report (e.g. used in the GRI, Global Compact and Stakeholder Table For example, the term '6.3' makes reference to Chapter 6 (Employees), section 3 (Equality and Fairness).			
'Bilge water'	The mixture of water, lubricants and fuel produced during engine washing, as well as by accidental leaks.			
'Biodiversity'	The various living organisms in an ecosystem (land, marine and aquatic), as well as the extent of their genetic composition.			
'Carbon dioxide', 'CO ₂ '	The gaseous chemical compound derived from the combustion of fossil fuels (oil, gasoline, natural gas, etc.) and organic compounds (wood, plastic, etc.), which contributes to the greenhouse effect.			
'Classification societies'	The maritime technical organizations who establish safety regulations for shipbuilding, as well as for the vessels' equipment.			
'Environmental footprint'	The total greenhouse gas emissions that arise directly (e.g. burning of fossil fuels for heating) or indirectly (e.g. by the use of products) from a company.			
'equivalent CO ₂ ', 'eCO ₂ '	The measurement unit of all greenhouse gases that contribute to global warming (carbon dioxide-CO ₂ , methane-CH ₄ , nitrous oxide-N ₂ O, fluorinated hydrocarbons-HFCS, perfluorocarbons-PFC's, sulfur hexafluoride-SF ₆), expressed as equivalent carbon dioxide.			
'Global Compact'	The United Nations Global Compact, an initiative to encourage companies to align their business operation with 10 universally accepted principles in the areas of human rights, labor, environment and anti-corruption.			
'Group', 'we', 'Attica Group'	The legal entity ATTICA HOLDINGS S.A. (which this Report addresses).			
'IMO'	The International Maritime Organisation, which establishes measures to improve safety of international shipping and prevent environmental pollution from vessels, and is also responsible for legal issues related to liability and indemnify cases of maritime accidents, as well as facilitate international maritime traffic.			
'MARPOL'	The Convention of the International Maritime Organization to adopt concrete measures, in order to control and prevent pollution from vessels.			
'Passengers'	The people transported with our vessels.			
'Report'	The Responsibility & Sustainability Report 2022.			
'Responsibility and Sustainability', 'Corporate Responsibility', 'Corporate Social Responsibility', 'Sustainable Development'	The voluntary commitment of companies to include in their corporate practices economic, social and environmental criteria and activities, which are beyond the legislative requirements and are related to their impact on Stakeholders. The terms refer to the current economic growth that does not compromise the ability of future generations to satisfy their own needs.			
Socially responsible investment funds', 'SRI funds'	The investment funds which incorporate environmental and social criteria, as well as corporate governance issues in investment decision making.			
'Universal Declaration of Human Rights'	The declaration adopted by the United Nations General Assembly in 1948 with the fundamental rights to which all human beings are inherently entitled.			

5. Independent Limited Assurance Report

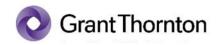
To the Board of Directors of ATTICA HOLDINGS S.A.

The Board of Directors of ATTICA HOLDINGS S.A. (hereinafter "the Company") engaged "GRANTTHORNTON S.A. CHARTERED ACCOUNTANTS MANAGEMENT CONSULTANTS" (hereinafter "Grant Thornton") to review selected data included in the 2022 Responsibility and Sustainability Report of Attica Holdings S.A. for the fiscal year ended on December 31st, 2022 (hereinafter "the selected data"), in accordance with the Global Reporting Initiative (GRI) Standards (hereinafter "GRI Standards").

Scope

We performed our engagement in accordance with the provisions of "International Standard on Assurance Engagements 3000 (Revised) - Assurance Engagements other than Audits or Reviews of Historical Financial Information" ("ISAE 3000"), in order to provide limited assurance on the accuracy and completeness of qualitative data of the following KPIs, which relate to the Company's material issues:

- Overall 2023 Corporate Responsibility and Sustainability objective in CEO formal Performance Appraisal (number)
- · Corruption incidents (number)
- External audits regarding the organization's Management Systems (number)
- · Employees trained on Anti-Corruption (%)
- \cdot Office employees trained at least once (%)
- · Employee training programs expenditure (euro)
- Difference between average salary for male and female office Directors (rate)
- · Accidents with absence >3 days (number)
- · Injury rate (number)
- · Procurement expenditure to local suppliers (%)
- · Procurement expenditure to SME suppliers (%)
- · Local suppliers (%)
- Percentage of suppliers formally committed to the developed Code of Conduct for Suppliers/Partners (%)
- Lost/found or damaged items (number)
- Passengers who received information SMS regarding issues of concern (%)
- Formal letters sent in response to comments complaints and requests (number)
- · Vessels departure time kept as scheduled (%)



- · Vessels arrival time kept as scheduled (%)
- · Delays in routes (number)
- · Discount tickets value (euro)
- · Social contribution (euro)
- · Nationwide society support programs (number)
- GHG emissions from vessel oil (Scope 1) (tn eCO₂)
- · Air S0x emissions to atmosphere (tn)
- · Scope 2 emissions (tn eCO₂)
- · Customer injuries on vessels (number)
- Marine employees participating in internal drills on Health and Safety issues (%)
- · Incidents of marine pollution (number)
- · Water consumption (m³)
- · Weight of cooking oils consumption (lt)
- · Weight of solid waste produced (non-hazardous) (m³)

Management Responsibility

The Management of ATTICA HOLDINGS S.A. is responsible for the preparation, completeness, accuracy and presentation of the selected data provided to us, as incorporated in the 2022 Responsibility and Sustainability Report of the Company. Furthermore, the Management is responsible for maintaining records and adequate internal controls that are designed to support the reporting process.

Grant Thornton Responsibility

Our responsibility is to carry out a limited assurance engagement and to express our conclusions based on the procedures carried out for the selected data, as described in the "Scope" section. The procedures we carried out were designed to provide limited assurance, as specified by ISAE 3000, based on which we shaped the conclusion to our engagement. These procedures are not as extensive as those required for providing reasonable assurance; consequently, a lower level of assurance is obtained.

Our responsibility is limited to the information related to the fiscal year that ended on December 31, 2022, as these were included in the 2022 Responsibility and Sustainability Report of the Company. To the extent it is permitted by the legislation in force, we neither accept nor assume any responsibility for our engagement or this report towards anyone other than the Company, unless the terms have been agreed explicitly in writing, with our prior consent.

Limitations

- To conduct our work, we relied solely on the information provided to us by the Company's executives, which we accepted in good faith as being complete, accurate, real, and not misleading. Therefore, we did not submit it to any verification procedures, apart from the procedures explicitly stated in our Report and which arise from our mutually agreed methodology.
- Our engagement was limited to the Greek version of the 2022 Responsibility and Sustainability Report. Therefore, in the event of any inconsistency in translation between the Greek and English versions, as far as our conclusions are concerned, the Greek version of the Report shall prevail.
- No work has been conducted on data for previous reporting periods, as well as on data related to forecasts and targets.
- No work has been conducted on anything other than the agreed scope and consequently, our opinion is limited to that scope.

Work conducted

We conducted our work so as to collect all the data, relevant documentation, information and explanations we considered necessary as to the selected data described in the "Scope" section. The procedures followed with regard to the selected data included:

- Performed interviews with personnel of the Company responsible for managing, collecting and processing data in order to obtain an understanding of key structures, systems, policies and relevant procedures applied.
- · Applied audit procedures, on a sample basis, in order to collect and review audit evidence.

Independence

Grant Thornton implements the requirements of International Standard on Quality Control 1. Based on this, it maintains an integrated quality control system that includes policies and procedures for compliance with moral principles, professional standards and relevant legal and regulatory requirements. We comply with the independence requirements and other ethical standards of the IFAC Code of Ethics for Professional Accountants of the International Ethics Standards Board for Accountants (IESBA), which is based on the fundamental principles of integrity, impartiality, professional adequacy, confidentiality and professional conduct. In this context, the assurance team is independent from the Company and has not participated in the preparation of the Company's 2022 Responsibility and Sustainability Report.

Conclusion

As per the scope and the limitations of our engagement, as described above, we state that nothing has come to our attention that causes us to believe that the KPIs as described in "Scope" section and included in the Company's 2022 Responsibility and Sustainability Report are materially misstated.

Athens, 21/3/2023
The Chartered Accountant

Athina Moustaki

CPA (GR) Reg. No.28871



Registry Number SOEL 127

6. Feedback Form

1. To which Stakeholder group do you belong?											
☐ Employees ☐ Suppliers ☐ Citizens	☐ Shareholders ☐ State ☐ NGOs	☐ Customers ☐ Associations ☐ Media	Associations and Unions		☐ Sales Network ☐ Local Communities						
Other											
2. What is your impression, about the following Chapters of this Report?											
Chapter Management Society Employees Customers Environment		Excellent □ □ □ □ □	Good	Neutral	Mediocre	Bad					
3. What is your impression, about the following elements of this Report?											
Element Sections have the right Important topics are of Structure supports eat Texts are comprehens Quantitative elements Graphs included are of Layout is attractive/pl 4. Are there any topic you would like to b	covered usy reading sive are complete comprehensive	Excellent	Good	Neutral	Mediocre	Bad					
5. Are there any other	er comments/proposals you r	night have?									
Personal Data (option	ally)	۸	ddress								
INGITIE			none								
Organization		E-	-mail								

Please fill out the form and send it to:

 $Attica\ Group, Corporate\ Responsibility\ Team,\ 1-7\ Lysikratous\ \&\ Evripidou\ Street,\ 17674,\ Athens,\ e-mail:\ csr@attica-group.com$

All information on this form will be used only for evaluating this Report, through statistical analysis. Personal data are protected, as defined by the respective law regarding private information.





ATTICA GROUP
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