











Sailing Together to the Sustainable Side of Life



# Who we are

Attica Group operates through the commercial brands **Blue Star Ferries** and **Hellenic Seaways** on domestic routes (Cyclades, Dodecanese, North-East Aegean islands, Saronic, Sporades and Crete), as well as on the Greece – Italy routes through **Superfast Ferries**. Furthermore, we participate with 49% share in 'Africa Morocco Link' (AML), which connects Morocco with Spain, while we also operate a hotel in the island of Naxos.

We are the largest passenger shipping group in Greece, the 3rd in the Mediterranean Sea and among the 10 largest in Europe. Furthermore, 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).

We are listed on the Athens Stock Exchange and we are members of the international investment holding company Marfin Investment Group (MIG).

Overall, we operate 35 vessels, which offer modern, high quality transportation services in Greece and abroad. Our fleet's vessels travel in 4 countries, in 60 unique destinations, reaching 76 ports.

We have an extensive sales network to serve our passengers, while support indirectly hundreds of job positions throughout our value chain and the passenger shipping industry in general.

#### Our size

**27** years of presence in our seas

35 vessels

6 million passengers,1 million privatevehicles and415 thousand freight

units annually
in the Eastern
Mediterranean Sea

**€530.2** million turnover

€683.5 million economic value distributed

€2.7 million social contribution

**1,861** employees, **100%** full time employees

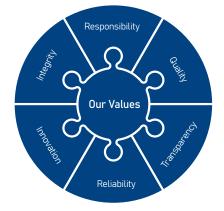
**206** vessel inspections from local authorities

**555** thousand members in the Loyalty & Reward program seasmiles

#### **Our culture**

Our 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'



# **Our recognition**

#### Corporate Responsibility Reporting Awards 2022

- 4th place globally / 1st place in Europe (Best ESG Report)
- 7th place globally / 2nd place in Europe (Openness and Honesty)
- 6th place globally / 4th place in Europe (Credibility through Assurance)

#### Lloyd's List Greek Shipping Awards 2022

· Ships of the Year: AERO Highspeed 1, 2, 3

#### Health & Safety Awards 2022

- Wellbeing Champion of the Year: Among the leading companies in Greece on Health and Safety issues
- Winner: Overall Health and Safety management and monitoring
- Gold Award: Practices for reception and safe accommodation
- Silver Award: Adoption of Health and Safety measures
- Silver Award: Evacuation practices for buildings and vessels
- Silver Award: Employee protection measures
- Silver Award: Mechanisms to update and improve Health and Safety practices

#### Green Awards 2022

· Silver Award: Seasmiles Loyalty BIOCARD

#### **Environmental Awards 2022**

Bronze Award: Seasmiles Loyalty BIOCARD

#### Corporate Responsibility and Sustainability Framework

#### ENVIRONMENT SOCIAL PILLAR **PILLAR** Society **Employment** Environmental Passenger Conditions Support Impact 1. Safety & Security 1. Economic Growth 1. Resources & 1. Air Quality & Climate 2. Responsible 2. Society Support Employment Change Communication 3 Responsible 2. Health & Safety 2. Raw Materials & Solid 3. Quality & Procurement 3. Equality & Diversity Satisfaction 4. Training & 3. Water & Liquid Waste Development 4. Biodiversity & Vessel Rippling Responsible Management 2. Corporate Responsibility & 3. Materiality & 1. Corporate Governance Sustainability Stakeholders **GOVERNANCE PILLAR**



# **Our History**

# Attica

# <sup>→</sup> 1918

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

<sup>→</sup> 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

#### 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

#### <del>-</del> 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

# 27 years of continuous presence in our Seas

#### - 1992

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

# 1993

'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

Establishment of subsidiary

# 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

# <del>-</del> 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

# 12022

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

# Responsible Operation – What we achieved in 2022



#### Management

- ✓ 106 Top Management Members, Directors and Managers from all departments participated in the development of our Corporate Responsibility and Sustainability 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 and Anti-corruption Regulation to 100% of our office employees.
- ✓ We have trained over 89% of office employees on our Regulation of Professional Conduct & Business Ethics.
- ✓ 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.
- ✓ 23 internal audits were conducted.
- ✓ We did not make any donations to political parties.

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

#### Society

- ✓ We distributed approximately €683.5 million in economic value:
- €100.8 million to employees (salaries, benefits and insurance payments),
- · €82.6 million for taxes (VAT, port taxes etc.),
- €47.9 million to providers of capital (interest and return payments),
- . €28 million to agents (commissions),
- €374.9 million to suppliers (purchases of goods and services),
- £2.7 million to society (discount tickets, implemented programs, sponsorships and donations),
- . €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.
- ✓ 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 and 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.

#### Customers

- ✓ We sent over 276,000 information SMS to our passengers and 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.
- √ 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 increased our seasmiles Loyalty and Reward program members by 17%.

#### **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%.
- ✓ 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 informed potentially over 1.7 million customers on Corporate Responsibility and Sustainability issues, such as environmental protection.
- Ve 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-ofcharge over 135 tonnes of materials for recycling.