



Responsibility & Sustainability
Report 2023

Sailing
Together
to the
Sustainable
Side of Life



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1. Message from the CEO



Dear Readers,

The year 2023 had positive advancements for the Greek passenger shipping industry, as economic recovery, increase of tourism and intensification of the debate on modernizing the fleet create a context of dynamic growth. At the same time, new challenges arise for shipping companies due to geopolitical changes and their impact on global economy, as

well as climate change impacts, which require urgent adjustments to a new environmental regulatory framework.

With a long-standing presence in Greek and international seas, Attica Group is a leader in the Greek passenger shipping industry and one of the largest companies globally. During 2023, our Group completed a series of acquisitions, with the addition of ANEK to the 4 brands we operate - Superfast Ferries, Blue Star Ferries, Hellenic Seaways, Africa Morocco Link. At the same time, we continue to implement our extensive investment plan, which supports our fleet's upgrade and 'green' transition. We always remain committed to integrate sustainable development principles across the entire spectrum of our business activities and operations.

This Responsibility & Sustainability Report is the 15th consecutive Report published by our Group, which supports our corporate values of transparency and responsibility. After all, Attica Group was the first passenger shipping company worldwide to follow the GRI Standards guidelines, while also follows and supports the UN's Global Compact Principles. This Report is the outcome of all our efforts, compiles our footprint for 2023 and sets the context for the following years, as it includes our actions and achievements, as well as our areas for improvement.

During 2023, we completed our 3-year Corporate Responsibility and Sustainability Strategy for the period 2021-2023, aiming to systematically and quantitatively improve our performance in relation to Environment, Society and Corporate Governance aspects. Overall, we completed at 100%, 91 out of 123 actions defined in our 2021-2023 Plan, while significantly progressed in implementing the remaining actions. As a result, we improved our responsible operation and integration of ESG principles by 18.2%, compared to the 2017-2020 3-year Strategy.

Our first participation in Standard & Poor's Global Corporate Sustainability Assessment (CSA), one of the most demanding ESG assessments, confirmed our efforts, as we ranked in the top 25% of companies within the Transportation and Transportation Infrastructure sector.

Regarding the environment area, our priority remains our fleet's energy and environmental upgrade and the overall reduction of our environmental footprint at sea and on land. During 2023, we implemented various initiatives and investments, including completing new vessels' design to reduce fuel consumption and greenhouse gas emissions. Furthermore, we continue to invest in technologies to improve our fleet's energy efficiency, as we invested €6.8 million for 19 vessels in 2023, which have already started to show bottom line results. This is only the beginning, as we aim to further reduce fuel consumption and greenhouse gas emissions, through a series of actions and investments. Correspondingly, we reduced our electricity consumption per employee by 14.10%, through various initiatives in our offices.

Regarding the social area, we supported once again local communities in all 58 islands where we operate. We are delighted with our new initiative 'A sea of knowledge', as part of the dozens of actions that respond to different society needs, which aims to enhance the libraries in the islands of Amorgos, Heraklia, Karpathos and Nisyros. Through the overwhelming response from our employees and passengers, we managed to collect approximately 1,800 books, while our Group donated additional 800 books.

Regarding the governance area, we conducted our first survey to 9 Stakeholder groups (Shareholders & Investors, Suppliers, Employees, Sales Network, Local Communities, NGOs, State, Associations & Unions, Media), in order to identify and assess their expectations related to corporate responsibility and sustainable development, as well as their further integration into our Group's strategy. With an overall participation rate of 85%, our Group scored 9/10 for the question 'Attica benefits its investors' and 8/10 for the question 'The Group is managed responsibly'.

As part of our Report that adheres to our values of transparency, responsibility, integrity, safety and reliability, we have to report the tragic incident in the port of Piraeus on 5.9.23, which resulted in the death of Antonis Kargiotis and shocked us all. We responded immediately to contribute in every possible way to support the competent authorities and launched an internal investigation to identify the reasons for non-compliance with our safety procedures by specific crew members. Furthermore, we have taken additional measures regarding stricter monitoring of responsible persons' compliance with our procedures. More specifically, in the weeks following the incident, we adopted additional safety measures beyond those required by law and conducted additional trainings.

Furthermore, within the context of our effort to continuously improve the level of services offered and in accordance with our Board of Directors' commitment, we launched an extensive and in-depth investigation, assisted by independent and internationally acknowledged external consultants, in order to evaluate our Group's operation in comparison to best practices. The investigation extends to all Group vessels, as well as office services and the findings will be utilized to implement further measures to continuously improve the quality of our Group's services. Our goal is to always ensure strict adherence to Attica Group's safety procedures and protocols and strengthen safety culture at all levels, as passenger safety has always been our highest priority.

Looking ahead, we aim to further improve our overall performance. We have already started the design of our 3-year Corporate Responsibility and Sustainability Strategy for 2024-2026, where our goal is to further improve our responsible operation and integration of ESG principles by 13.6%.

We move forward into the future having our non-negotiable corporate values as our guiding compass, along with our employees who give their best every day, to establish a Group that redefines the way Greek shipping industry operates and is considered as a reference point for domestic and international competition.

Have a pleasant reading.

Panagiotis Dikaïos

Chief 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 Corporate Responsibility and Sustainability Strategy 2021-2023
- We defined 123 actions in our Corporate Responsibility and Sustainability Action Plan 2021-2023
- We improved our Corporate Responsibility and Sustainability Maturity level by 18.2% since 2020, based on our 2023 quantitative assessment
- 3rd consecutive cycle of our three-year Corporate Responsibility and Sustainability Strategy and Action Plan 2024-2026
- We increased by 28.6% the number of quantitative indicators we make reference to within our Report
- We have trained 85.9% of office employees on our Regulation of Professional Conduct & Business Ethics in the last four years
- We have communicated our Regulation of Professional Conduct & Business Ethics and Anti-corruption Regulation to 100% of our employees
- 100% of office employees have signed, acknowledged and accepted our Regulation of Professional Conduct & Business Ethics
- 100% of marine employees have signed, acknowledged and accepted our main professional behavior principles
- Zero complaints or reports regarding violations or offensive behavior submitted through our anonymous reporting mechanism
- Zero violation cases concerning our main professional behavior principles and rules
- Zero corruption or bribery incidents or money laundering and terrorist financing or insider trading incidents linked with our employees
- We have included quantitative responsibility objectives in 100% of our Corporate Responsibility Team's performance appraisals

SOCIAL SECTION

Society

- We distributed approximately €680.6 million in economic value to employees, taxes, providers of capital, agents, suppliers, society and investments
- We increased the total value of implemented or supported society support programs by 28%
- We implemented or supported society support programs in 100% of the islands we serve
- We increased the total number and value of discount tickets offered by 23% and 28.6% respectively
- We continued to implement or support volunteer programs, with over 10% of employees participating in volunteer activities
- We spent 86% of total procurement expenditure to local suppliers
- We increased total procurement expenditure to small and medium-sized enterprises (up to 50 employees) to 24%
- 10% of supplier selection criteria is related to their responsible operation
- Zero collaborations with suppliers or business partners discontinued as a result of actual or potential compliance issues

Employees

- Responsibility is 1 out of 6 appraisal criteria for all office employees, Managers, Directors and Top Management Members, as well as our Chief Executive Officer
- We continued to conduct performance appraisal to 100% of our employees
- We trained (at least once) 79.9% and 69.8% of our office and marine employees respectively
- We quadrupled the number of employees trained and increased training hours by 48%
- We increased the number of training programs by 15%
- We informed (at least once) 100% of employees on Corporate Responsibility and Sustainability issues
- Zero grievances regarding our marine employee living conditions
- Over 75% of marine employees participated in our upskilling program
- We trained 41.9% of our employees on our human rights policies and procedures
- We increased women in all management positions (including supervisors) in offices and vessels by 8.8% and 37.5% respectively
- We collected 241 blood units through our voluntary blood donation programs in the last three years

Customers

- We doubled the number of information SMS sent to passengers for early arrival at port or changes or cancellations of scheduled journeys in Domestic and Adriatic Sea lines
- We informed 97% of passengers deemed necessary 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 68% of arrival times as scheduled
- The average score registered through service evaluation devices onboard our vessels reached 3.95 on a 5 point scale
- We conducted internal drills and trainings on passenger safety to 100% of marine employees
- Zero recorded non-compliance incidents during vessel inspections from Local Authorities
- Zero customer complaints regarding confidentiality or personal data security
- 100% of employees have signed an additional deed regarding their obligations according to GDPR, incorporated in their employment contracts
- We included our Code for Responsible Marketing and Communication in 100% of our communication and advertising contracts
- Zero customer complaints regarding promotional activities (e.g. marketing, advertising, sales)

ENVIRONMENTAL SECTION

Environment

- The first Greek passenger shipping company to implement an Environmental Management System according to ISO 14001
- We reduced our vessels' greenhouse gas emission intensity per nautical mile traveled by 1%, compared to baseline 2019
- We reduced office electricity consumption and office electricity consumption intensity per employee by 9.4% and 14.1% respectively
- We expanded the scope of other indirect greenhouse gas emissions (Scope 3) from 3 to 11 categories
- We continued to produce over 41,000 KWh electricity from renewable energy sources
- We reduced SOx emissions in all forms (e.g. air emissions, water emissions) by 3%
- We reduced vessel water consumption intensity per passenger by 4.4%
- We reduced paper consumption for all purposes and commercial paper use by 12.9% and 13.8% respectively
- We used 85% recycled paper for all purposes
- We transported from Islands free-of-charge over 288 tonnes of materials for recycling in the last three years
- Zero significant leakages of any material or marine pollution incidents in the last three years
- We informed 86.3% of employees on environmental protection issues
- We increased the number of customers informed potentially on Corporate Responsibility and Sustainability issues (e.g. environmental protection) by 5.7%

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 43 vessels in the Eastern Mediterranean Sea (and 2 more on the Morocco – Spain route)
- We have invested in total over €2 billion in new vessels
- We are the 2nd largest passenger shipping operator of conventional ro-pax vessels worldwide in terms of passenger capacity, 5th largest in terms of freight lane length in vessels and 4th largest in terms of vessels' gross tonnage (according to Shippax data)
- 28 years of continuous presence in our Seas
- We handled 4.7 million reservations for journeys in the Eastern Mediterranean Sea (and 180 thousand more on the Morocco – Spain route), through our central reservation systems

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



Our Oceans:

97% of Earth's water is contained in its Oceans, which cover 71% of Earth's surface

3. Attica Group

At a glance

28

years of presence
in our seas

1,882

employees

43

vessels in the Eastern
Mediterranean Sea

2

vessels in the
Morocco - Spain route

2.1

million nautical miles
annually (97 times
around the Earth)

6.4

million passengers
annually in the Eastern
Mediterranean Sea

1

million private vehicles
annually in the Eastern
Mediterranean Sea

423

thousand freight units
annually in the Eastern
Mediterranean Sea

We serve

63 unique destinations and reach 79 ports in Greece and Italy, through our Blue Star Ferries, Hellenic Seaways, ANEK Lines and Superfast Ferries brands, as well as 2 ports in the Morocco - Spain route, through our 49% subsidiary Africa Morocco Links SA, while have acquired two hotels in the islands of Naxos and Tinos.

1. The Passenger Shipping Industry

About the Industry

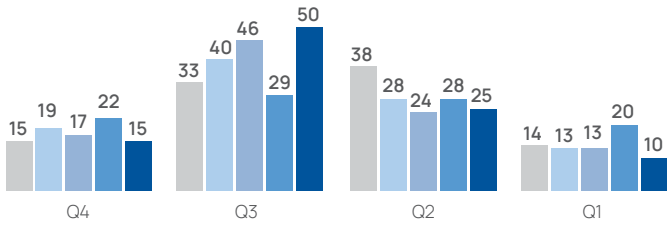
Passenger shipping is one of the most important industries in the Greek economy, as based on a 2019 study conducted by the Foundation for Economic and Industrial Research (IOBE) and published in January 2021:

- 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.
- 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.

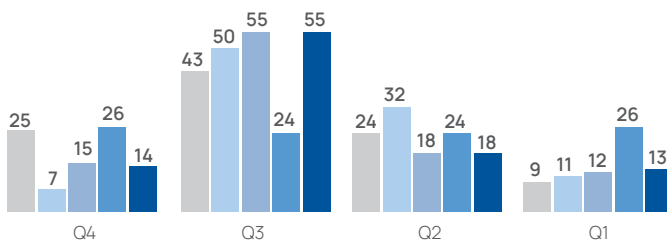
Passenger and vehicle transportation volume in domestic lines increased by 10% and 4% respectively in 2023 compared to 2022, while passenger and vehicle transportation volume in Adriatic Sea lines increased by 11.6% and 10.4% respectively compared to 2022 (according to data from Port Authorities). At 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 (2022)



Seasonality of Passengers and Vehicles Transportation - Adriatic Sea Lines (2022)



- Buses (%)
- Motorbikes (%)
- Private vehicles (%)
- Freight units (%)
- Passengers (%)

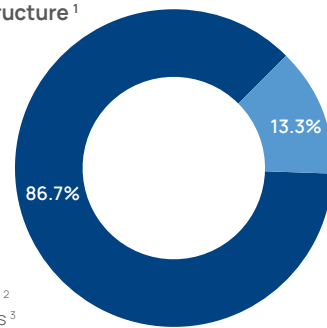
Source: Hellenic Statistical Authority (until Report publication, Hellenic Statistical Authority had not yet published the complete 2023 data)

2. About Attica Group

Who we are

Attica Holdings S.A. (the 'Group') is active 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, Hellenic Seaways and ANEK Lines, as well as on the Greece – Italy routes through Superfast Ferries. Furthermore, the Group participates with 49% share in 'AFRICA MOROCCO LINKS SA' (AML), which connects Morocco with Spain. Attica Holdings S.A. is listed on the Athens Stock Exchange and its offices are located in Kallithea, Athens.

Shareholding Structure ¹



- STRIX Holdings L.P. ²
- Other shareholders ³

¹ Data refer to 31/12/2023.

² STRIX Holdings L.P. owns directly 25.4% of Attica Group and 61.3% indirectly through its subsidiary MIG Shipping S.A., being controlled through a chain of corporate entities by BLANTYRE CAPITAL (CAYMAN) LTD.

³ There are no governmental organizations in the Group's shareholder structure.

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.

The EU ETS and FUEL EU regulations for shipping companies will be applicable from 1/4/2024 and 1/1/2025 respectively on Adriatic and Crete routes, as islands with less than 200,000 inhabitants are excluded. However, they will be extended to all destinations starting from January 2031 and 2030 respectively.

Attica Group Commercial Brands



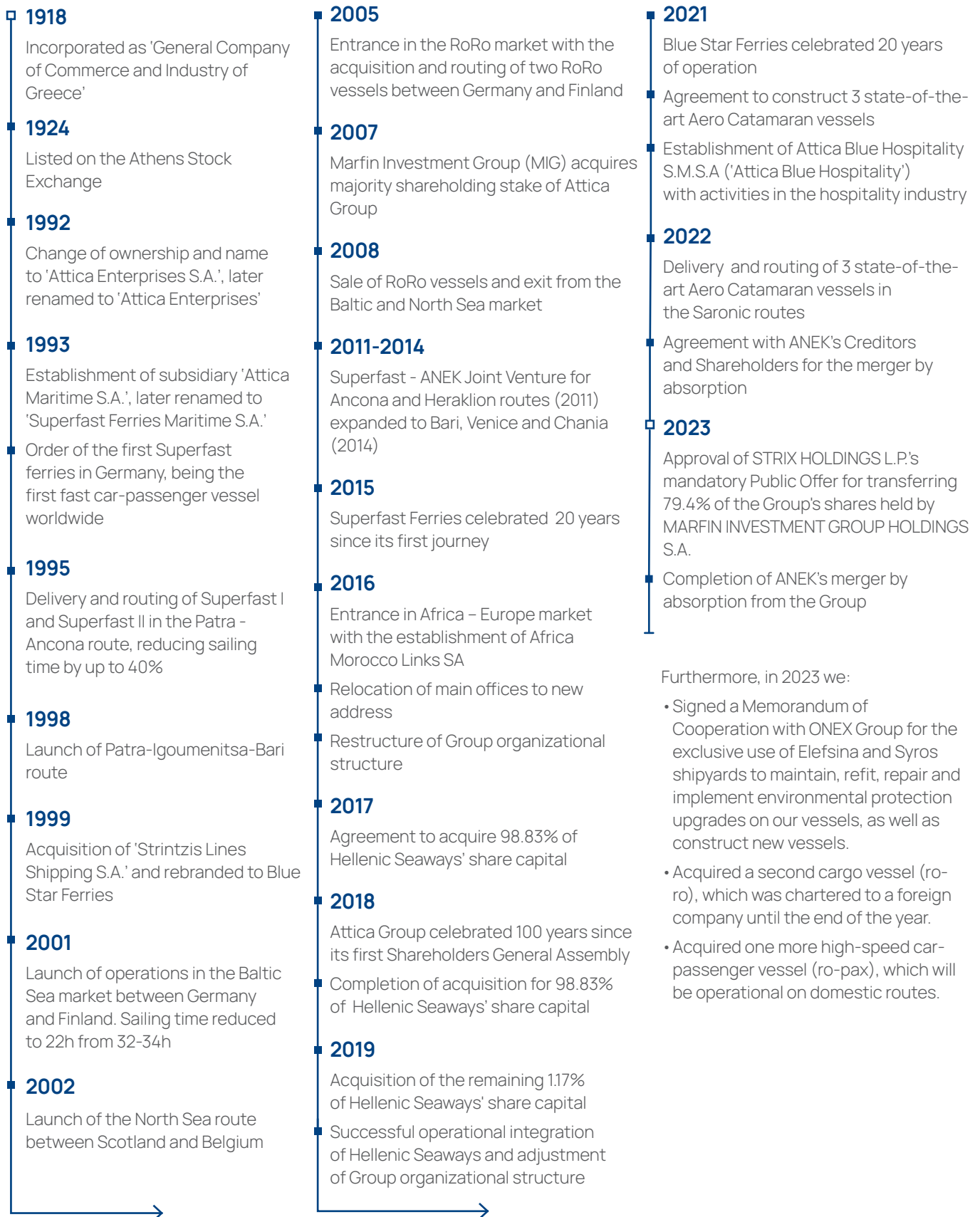
We are the largest passenger shipping group in Greece, the third in the Mediterranean Sea and among the 10 largest in Europe



28 years of continuous presence in our Seas

Greek Domestic Sea

Our history



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.



Values



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.

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.

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.

Our fleet

We operate 43 vessels in the Eastern Mediterranean Sea (and 2 more on the Morocco – Spain route)

We have invested in total over €2 billion in new vessels

Our fleet, under the commercial brands Superfast Ferries, Blue Star Ferries, Hellenic Seaways and ANEK Lines consists of 43 vessels, including 28 conventional car-passenger (ro-pax), 13 high-speed and 2 cargo vessels (ro-ro), while 40 are privately-owned and 3 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 2023.

It must be noted that:

- 30 of our privately-owned vessels are tailor-designed by our Group and have been built according to the highest shipbuilding standards.
- 41 vessels are registered in the Greek ship registry.
- The average age of our vessels in the Eastern Mediterranean Sea and all our vessels is 25 and 26 years respectively.
- 6 vessels were jointly operated with ANEK LINES's vessels, within the context of the 'ANEK - SUPERFAST Joint Venture', specifically for the Crete and Adriatic Sea routes, until 5/12/2023 when ANEK was merged with our Group.

Vessel Capacity

	Superfast Ferries	Blue Star Ferries	Hellenic Seaways	ANEK Lines	AML	Total
Vessels (number)	3	14	18	8	2	45
Passengers (number)	3,697	20,636	12,900	13,062	1,936	50,295
Beds (number)	1,452	4,084	1,009	4,855	0	11,400
Garage lane length (meters)	6,927	17,399	6,894	16,291	1,510	49,021

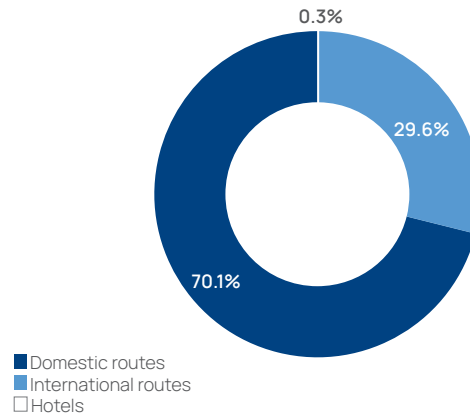
Transportation Volume ¹

	2021	2022	2023 ²
Passengers (million)	4.42	6.09	6.48
Private vehicles (million)	0.87	1.0	1.03
Freight units (thousand)	373.45	415.61	423.31

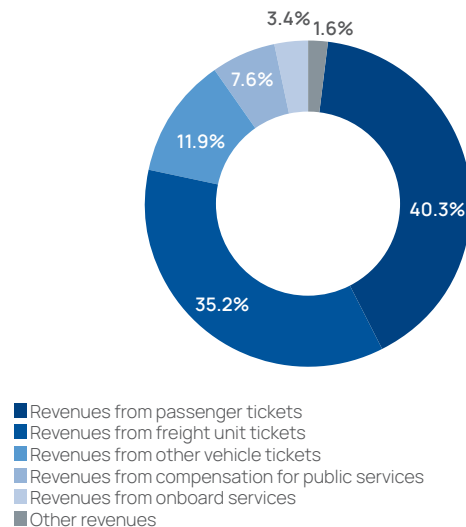
¹ Data refer to Eastern Mediterranean Sea routes.

² Figures do not include vessels owned by other companies and chartered by our Group.

Turnover per Market



Revenue Structure



We are the 2nd largest passenger shipping operator of conventional ro-pax vessels worldwide in terms of passenger capacity, 5th largest in terms of freight lane length in vessels and 4th largest in terms of vessels' gross tonnage (according to Shippax data)



Our Sales Network



The way we operate

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

- The corporate websites www.bluestarferries.com, www.superfast.com, www.hsw.gr, www.aneke.gr and www.aml.ma, as well as mobile applications.
- 36 Premium Sales Agents and 77 Port agents with 88 Port Offices for Blue Star Ferries, Superfast Ferries, Hellenic Seaways and ANEK Lines, as well as 8 Premium Sales Agents and 2 Port agents for AML.
- Two central reservation systems for Blue Star Ferries, Superfast Ferries, Hellenic Seaways and ANEK Lines, 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).

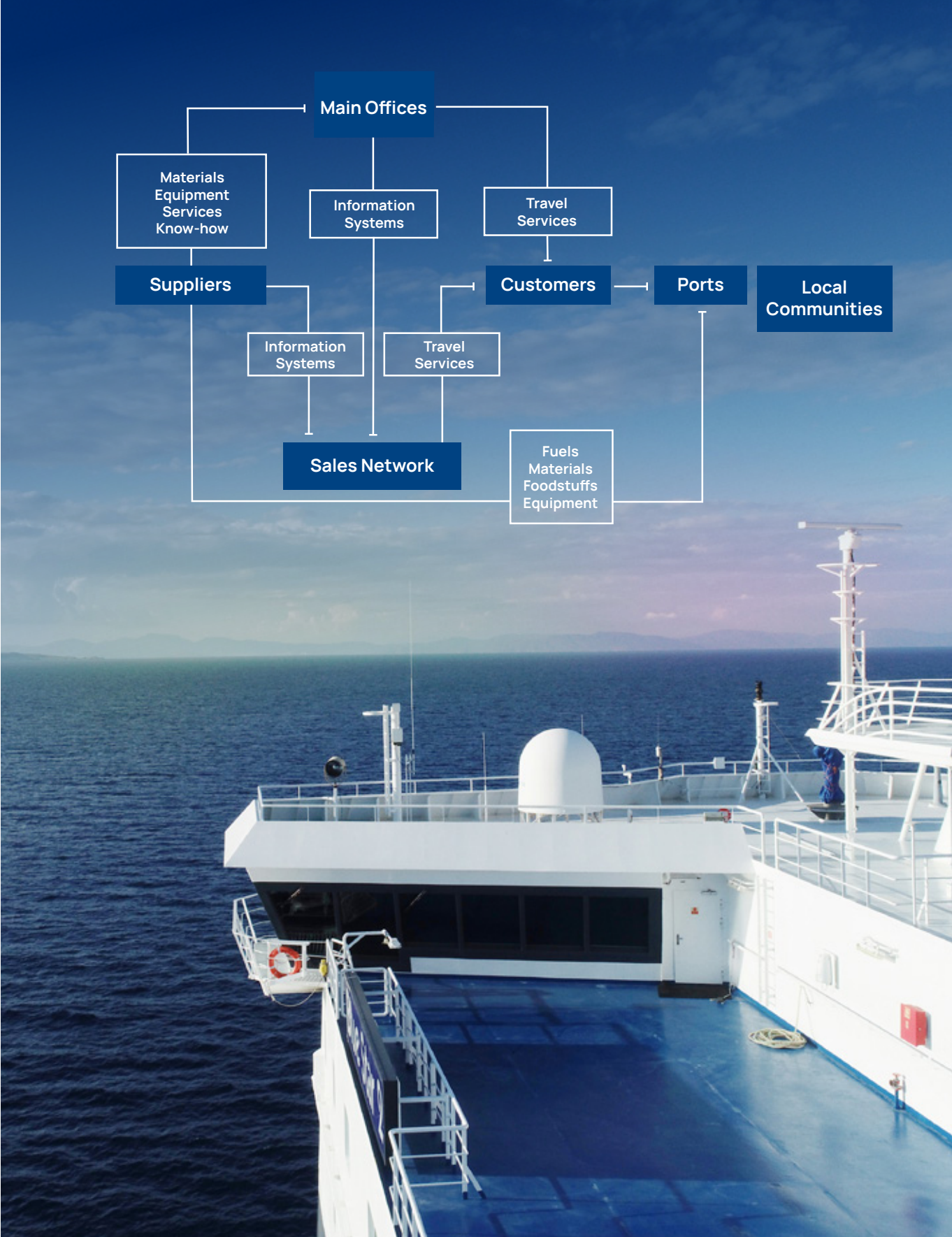
We handled 4.7 million reservations for journeys in the Eastern Mediterranean Sea (and 180 thousand more on the Morocco – Spain route), through our central reservation systems

In order to provide our services in the Eastern Mediterranean Sea in 2023, we utilized:

- 31 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.
 - Crete with Dodecanese islands and Cyclades.
 - Cyclades with Dodecanese islands.
- 6 privately-owned 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, 4 vessels were operational in the Morocco – Spain route in 2023.

Our Value Chain



3. Distinctions and Ratings

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

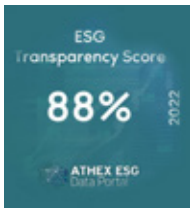
Event/Authority	Award/Distinction	Category	Reason
The most Sustainable Companies in Greece 2023 (QualityNet Foundation)	Distinction	-	Among the leading companies in Greece on Sustainable Development issues
Hellenic Responsible Business Awards 2023 (Boussias Communications)	Responsible Leader	Responsible Leadership	Mr. Spyridon Paschalis, former Chief Executive Officer of Attica Group
	Gold Award	Corporate Responsibility Report	Responsibility & Sustainability Report 2022
	Gold Award	Volunteer Program	'Sailing together' program
ESG Shipping Awards 2023 (Hellenic Chamber of Shipping, Ministry of Shipping and Island Policy)	Gold Award	Business Ethics	Regulation of Professional Conduct & Business Ethics
	Gold Award	Community Contribution	Supporting local communities
SHIPPAX Awards 2023 (SHIPPAX Information)	SHIPPAX FAST FERRY AWARD 2023	-	Modern design and innovative features of vessel AERO 1 Highspeed, with emphasis on energy efficiency
Bravo Sustainability Dialogue & Awards 2023 (QualityNet Foundation)	Distinction	Environment	Initiatives and activities to reduce our environmental footprint
Health & Safety Awards 2023 (Boussias Communications)	Distinction	Occupational Health & Safety Team of the Year	Overall performance on Health and Safety issues
	Winner	Shipping	Overall management and monitoring of our Stakeholders' Health and Safety
	Gold Award	Preparing Workplaces	Practices in workplaces for reception and safe accommodation of employees, customers and visitors with disabilities
	Gold Award	Premises Evacuation	Evacuation practices for buildings and vessels, with special emphasis on persons with disabilities
	Gold Award	Preventing the Spread of Covid-19	Integrated COVID-19 prevention and avoidance program
	Gold Award	Behavioral Risk Initiative	Managing risks associated with behaviours and/or unusual workplace conditions (e.g. stress, excessive workload)
	Gold Award	Corporate Response to Covid-19 case	Response to SARS-CoV-2 employee infections
	Silver Award	Healthy & Safe Workplace	Adoption of specific Health and Safety measures in workplaces
	Silver Award	Community Health Development	Initiatives, actions and activities to improve local community members' health
	Bronze Award	Health & Safety System Update and Performance Improvement	Mechanisms to update and improve Health and Safety practices (e.g. identifying new occupational hazards)

Event/Authority	Award/Distinction	Category	Reason
Tourism Awards 2023 (Boussias Communications)	Gold Award	Sustainability – Rational Energy and RES Management-Natural resources consumption reduction-Energy footprint reduction	Aero Highspeed vessels
	Gold Award	Sustainability – CSR Initiatives	'Sailing together' program
	Gold Award	Sustainability – Covid-Safe Practices & Services	Protection of workforce and passengers against COVID-19 pandemic
	Gold Award	Sustainability – Accessible Tourism	'All different but equal. One Group, One Crew' program
	Silver Award	Branding/Media/Public Relations-Content Marketing Strategy	Presentation of destinations and road trip ideas combined with travel on the Greece-Italy routes
	Silver Award	Sustainability – CSR activities	'First Aid' program (see Section 5.2)
	Bronze Award	Branding/Media/Public Relations – Integrated communication campaign	Blue Star Ferries' campaign
	Bronze Award	Digital Tourism-Online strategy	Hellenic Seaways' online strategy
	Bronze Award	Sustainability – Contribution to local economy/Support of local communities/ Employment Support	Overall social contribution
	Bronze Award	Travel/Loyalty Programmes	Loyalty and Reward program seasmiles (see Section 7.3)



Our performance is assessed

ATHEX ESG Score



As of November 2023, Attica Holdings S.A. received the remarkable 88% ESG Transparency Score from ATHEX. Listed companies on the Athens Stock Exchange are evaluated based on the level of transparency, according to the 'ESG Transparency Methodology' and the ESG Transparency Score is considered as a criterion for inclusion in the composition of the ATHEX ESG index.

Sustainalytics ESG Risk Rating



'As of October 2022, Attica Holdings SA received an ESG Risk Rating of 19.4 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 23% in the Transportation industry assessed by Sustainalytics.'

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S&P Global ESG Score



Attica Holdings S.A. scored 36 (out of 100) in the 2023 S&P Global Corporate Sustainability Assessment (CSA Score as of 01/12/2023). As of 19/02/2023, Attica Holdings performed in the top quartile in the Transportation and Transportation Infrastructure Industry in the S&P Global Corporate Sustainability Assessment. The S&P Global ESG Score measures a company's performance on and management of material ESG risks, opportunities, and impacts informed by a combination of company disclosures, media and stakeholder analysis, modelling approaches, and in-depth company engagement via the S&P Global Corporate Sustainability Assessment (CSA).





We improved our Corporate Responsibility and Sustainability Maturity level by 18.2% since 2020, based on our 2023 quantitative assessment

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.

In 2020, we continued 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. 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.

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 2017-2020 ¹	Anticipated Improvement 2020-2023 ²	Actual Improvement 2020-2023 ²
Total	+28%	+13%	+18.2%
1. Management	+31%	+11%	+19%
2. Owners	+28%	+10%	+9%
3. Suppliers	+190%	+31%	+37%
4. Employees	+6%	+7%	+12%
5. Customers	+31%	+9%	+18%
6. Community	+31%	+22%	+23%
7. Environment	+16%	+8%	+11%

¹ Compared to the 2017 quantitative maturity level assessment defined as baseline.
² Compared to the 2020 quantitative maturity level assessment defined as baseline.

Within this context, we organized 9 meetings in 6 thematic Areas (Owners, Suppliers, Employees, 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:

- 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.
- Included the quantitative target for the overall 2023 Corporate Responsibility and Sustainability maturity level as a target in the formal Performance Appraisal of our Group Chief Executive Officer (with a 16.1% weighting in his total variable remuneration) and Top Management Members.

For the third consecutive cycle, we utilized a similar methodology to develop our Corporate Responsibility and Sustainability Strategy 2024-2026, which involves quantitative assessment of our performance in each of the 7 Areas of responsible operation, as well as identification of improvement actions in each of these 7 Areas.

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

3rd consecutive cycle of our three-year Corporate Responsibility and Sustainability Strategy and Action Plan 2024-2026

We incorporate Corporate Responsibility and Sustainability into our Management practices



Our Oceans:

214 meters is the deepest world record freediving (no limit), achieved off the coast of Spetses, Greece, in 2007

4. Management

At a glance

5
pillars of Corporate Responsibility and Sustainability

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Stakeholder groups

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GRI disclosures in the Report

360
quantitative indicators in the Report

33
future objectives in the Report

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 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 achieved

- ✓ 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 improved our Corporate Responsibility and Sustainability Maturity level by 18.2% since 2020, based on our 2023 quantitative assessment.
- ✓ 3rd consecutive cycle of our three-year Corporate Responsibility and Sustainability Strategy and Action Plan 2024-2026.
- ✓ We increased by 28.6% the number of quantitative indicators we make reference to within our Report.
- ✓ We have trained 85.9% of office employees on our Regulation of Professional Conduct & Business Ethics in the last four years.
- ✓ We have communicated our Regulation of Professional Conduct & Business Ethics and Anti-corruption Regulation to 100% of our employees.
- ✓ 100% of office employees have signed, acknowledged and accepted our Regulation of Professional Conduct & Business Ethics.
- ✓ 100% of marine employees have signed, acknowledged and accepted our main professional behavior principles.
- ✓ Zero complaints or reports regarding violations or offensive behavior submitted through our anonymous reporting mechanism.
- ✓ Zero violation cases concerning our main professional behavior principles and rules.
- ✓ Zero corruption or bribery incidents or money laundering and terrorist financing or insider trading incidents linked with our employees.
- ✓ We have included quantitative responsibility objectives in 100% of our Corporate Responsibility Team's performance appraisals.

1. Corporate Governance

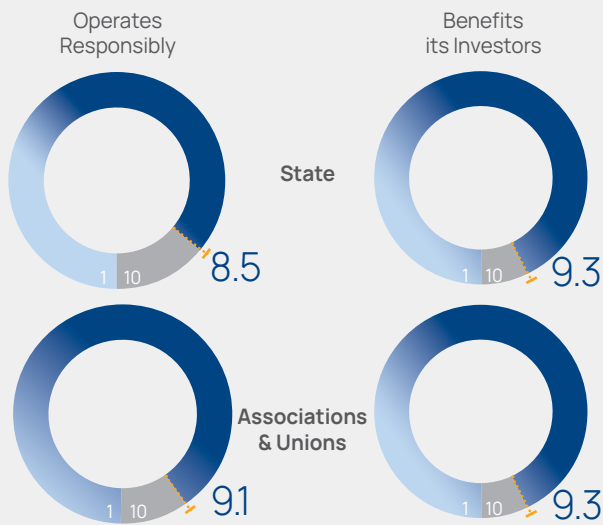
Corruption

According to a 2023 survey to 1,400 citizens, our 3 brands and 3 competitors were positioned in the following order for the question 'Does not tolerate corruption':

1st Place – Best	
2nd Place	Competitor A
3rd Place	
4th Place	Competitor B
5th Place	Competitor C
6th Place	

Stakeholder Survey

According to a 2023 survey to 283 Stakeholders, State and Associations & Unions believe that Attica Group:



We operate based on best Corporate Governance practices

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

- 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.
- One BoD member has work experience in non-financial reporting, including ESG issues (Mr. P. Dikaios, Chief Executive Officer and Deputy BoD Chairman / Executive Member).
- 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 Group-related issues (e.g. Group viability, enhancing financial value, strategy formulation, BoD operation), as such function has been considered beneficial for the Group.
- A new Group Chief Executive Officer was elected in 2023, following our previous CEO's resignation (see Section 7.1).
- BoD is overall responsible to approve and review twice per year Regulations and Policies related to responsible operation. 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, sufficient time

Board of Directors ^{1,2}

Name	Position	Executive / Independent Member	Term start	Term end ³	Gender	Age Group
Kyriakos Mageiras	Chairman	✓ / X	26/9/2023	2026	Male	> 50 years old
Loukas Papazoglou	Vice-Chairman	X / ✓	26/9/2023	2026	Male	> 50 years old
Panagiotis Dikaios	Chief Executive Officer (CEO) and Deputy BoD Chairman	✓ / X	26/9/2023	2026	Male	30-50 years old
Ilias Trigkas	Member	X / X	26/9/2023	2026	Male	> 50 years old
Ioannis Voyatzis	Member	X / X	26/9/2023	2026	Male	> 50 years old
Efstratios Chatziagiannis	Member	X / ✓	26/9/2023	2026	Male	> 50 years old
Maria Sarri	Member	X / ✓	26/9/2023	2026	Female	> 50 years old

¹ Above data refer to 31/12/2023.

² For further information, please visit <https://attica-group.com/en/attica-group/corporate-governance-en/177-corporate-governance/board-of-directors.html>.

³ BoD members' tenure begins on their election day and lasts until the day of General Assembly, which will convene in the third year after their election (2026).

allocation) and collective suitability criteria (e.g. sufficient experience and knowledge of our Group's areas of activity, such as shipping, management, strategic planning, financial reporting, auditing, risk identification and management, understanding of legal and regulatory requirements).

- Recommendation to the Shareholders General Assembly regarding candidate BoD members includes the respective justification of BoD's proposal, while the Remuneration and Nomination Committee evaluates the fulfilment of suitability criteria for all candidates, as well as fulfilment of defined independence criteria for independent non-executive members, and submits its recommendation to the Board of Directors.
- Our BoD's and its Committees' (i.e. Audit Committee and Remuneration and Nomination Committee) annual collective evaluation for 2022 was conducted in 2023, which was facilitated by an external consultant and included, among other, the adequacy of overseeing environmental, social responsibility and governance issues. The evaluation ascertained the effective operation and composition of BoD and its Committees.
- BoD conducts the BoD Chairman's and Chief Executive Officer's performance evaluation, in accordance with the Hellenic Corporate Governance Code (2021), which we have adopted.
- 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 or formal mechanisms to communicate critical concerns to the Board.
- We have developed a Procedure for Notification of Dependency Relations of the Independent Non-Executive Members of the Board of Directors to disclose potential dependency relationships of these members, as well as persons closely connected with them. Within this context, we require from independent non-executive members to declare annually that they fully understand independence criteria and there is no relationship of dependence.

BoD Remuneration



According to our Group BoD Members Remuneration Policy (available in our corporate website), variable remuneration for each executive member is:

- 50% linked with performance on objectives in each member's area of responsibility, and
- 50% linked with contribution to our Group's overall success and growth, as well as strengthening shareholders' long-term interests.

The achievement of executive BoD members' (BoD Chairman, Chief Executive Officer) 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.

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).

Board Committees

Committee	Members	Indicative Responsibilities
Audit Committee	2 independent non-executive members 1 non-executive member	<ul style="list-style-type: none"> Evaluate the adequacy and effectiveness of the Internal Control System. Monitor and evaluate the process of compiling financial information. Ensure transparency of corporate operations.
Remuneration and Nomination Committee	2 independent non-executive members 1 non-executive member	<ul style="list-style-type: none"> Ensure effective and transparent nomination process for candidate BoD members. Recommend and implement the Remuneration Policy for BoD members to the Board.
Risk Management Committee	2 independent non-executive members 2 non-executive members 2 executive members	<ul style="list-style-type: none"> Evaluate the Risk Management Framework's operation, adequacy and effectiveness. 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. This criterion is taken into consideration prior to submitting 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 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 and executives, who we also inform about their respective obligations.
- 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.
- Current and candidate BoD members disclose any 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.

- All CVs of BoD members are available on the Group's website, which also include their positions in other Boards.
- 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, based on which we prohibit any use of confidential information for personal transactions.
- We require from employees to notify in written for any direct or indirect participation in any activity of our Group's external partners (e.g. agents, suppliers).
- We disclose conflicts of interest within BoD's Annual Report during the Shareholders General Assembly.

We apply Principles and Regulation of Conduct

Regulation of Professional Conduct & Business Ethics

We have developed our Regulation of Professional Conduct & Business Ethics, which applies to all employees and 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.

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

Employee Guidebook

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

100% of office employees have signed, acknowledged and accepted our Regulation of Professional Conduct & Business Ethics

100% of marine employees have signed, acknowledged and accepted our main professional behavior principles

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.
- All employees can contact the Human Resources and Culture Management Department for advice or guidance (without at the moment establishing a formal procedure to manage advice or guidance cases), 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.

Zero cases of employees requesting advice or guidance on our main professional behavior principles and rules

Zero cases of actual or potential conflict of interest

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 (posted in our corporate website in Greek and English), 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 a potential violation of corporate policies, procedures or legislation, either by name or anonymously, via mail, dedicated e-mail address, electronic reporting form (<https://www.attica-group.com/en/corporate-responsibility/complaints-of-offensive-behaviors.html>) or through personal interaction with one of the Committee members. The Group's Transparency Committee receives and exclusively manages all complaints, as described within the respective process, while the Committee informs annually the BoD for the number, nature and management of complaints received.

We have trained 85.9% of office employees on our Regulation of Professional Conduct & Business Ethics in the last four years

Zero complaints or reports regarding violations or offensive behavior submitted through our anonymous reporting mechanism

Zero violation cases concerning our main professional behavior principles and rules

We contribute to anti-corruption

Anti-corruption Regulation



We have developed our Anti-corruption 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. 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.



Zero corruption  or bribery incidents linked with our employees

Zero money laundering, terrorist financing or insider trading incidents

Zero 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.
- Have briefed all office employees and conduct trainings on our anti-corruption policies and procedures.
- 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 communicated our Anti-corruption Regulation to 100% of our employees

We trained 10% of office employees on anti-corruption 

100% of Group Divisions assessed for risks related to corruption implement measures to limit corruption risks

We apply an Internal Control System and risk management procedures

We have developed an internal control system, with all internal control mechanisms and procedures, including risk management, internal control and regulatory compliance, which covers every activity of our Group on an ongoing basis and contributes to its effective operation.

Internal Control

Our Internal Audit Department is an independent organizational unit and verifies compliance with existing procedures, in order to ensure continuous improvement of our Group's efficient operation, as well as the adequacy and correctness of provided financial and non-financial information, risk management and regulatory compliance. The Board of Directors monitors, assesses and ensures the adequacy of internal controls, 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. We include all liable persons defined in our Transaction Disclosure Framework from Persons Exercising Managerial Duties and Persons Closely Connected with Them in a dedicated List of Liable Persons to monitor and disclose transactions and we inform them for their obligations, while we publish all relevant transactions in our Group's website and sent them for publication to the Athens Stock Exchange.
- The operation of our integrated Information System (ERP) to automate and computerize our operations.

Zero significant weaknesses were identified in our Group's Internal Control System, according to an independent assessment

Risk Management

We regularly evaluate the most important risks that can affect our business plan, as we 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 our BoD, we have identified in total 27 short-term and 14 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.
- We conduct internal audits of our risk management process every three years, with the last internal audit conducted in 2022.
- 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 Board's Risk Management Committee oversees the implementation of effective risk identification and mitigation measures in relation to the defined strategy, monitors the Risk Management Framework's adequacy and effectiveness and reviews our Group's response to identified risks, while the Group's Management is responsible to monitor and control risks at operational level.
- The Group's Transformation & Risk Director is the senior executive responsible to oversee risk management at operational level (besides the CEO).
- 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.
- We utilize a unified Governance, Risk and Compliance (GRC) platform since 2023, which enables more efficient, systematic and costed management of individual topics included in Risk Registers, as well as risk assessment based on regulatory legislation (e.g. climate change).
- We discuss annually potential new risks and we include them in our Risk Register prior to next year's risk assessment. Indicatively, we have included recently the risks 'Pandemic', 'Integration of ANEK' and 'Expansion into new business areas'.

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, as well as emergency response plans and procedures, which we review at least annually.
- Include the risk of Cybersecurity incidents in our Risk Registers.
- Assess our main operations for significant threats (e.g. natural disasters, sabotage, IT and telecommunications infrastructure malfunction) that can partially or fully cease our operations.
- Implement a certified Business Continuity Management System, in accordance with the international standard ISO 22301:2019.
- Implement certified Information Security Management System at our Data Center in accordance with the international standard ISO 27001:2013.

Part of Risk Registries - Issues related to Responsible Operation

Risk	Residual Risk Level ¹ (short-term / long-term)	Reference in Report Section
1 Changes in environmental protection regulation	Medium / High	C, 8.1
2 Climate change	- / Low	4.1, 8.1
3 Employee safety and hygiene	Low / -	6.2, 7.1
4 Human resources and Corporate culture	- / Low	6.1-6.4
5 Fraud and Corruption	Low / -	4.1, 5.3
6 Non-compliance with regulatory and legislative framework (accounting standards and tax framework, data protection and GDPR, Corporate Governance)	Low / -	4.1, 7.1
7 Passenger safety and hygiene	Medium / -	7.1
8 Causing negative effects on local communities from vessel operation	Low / -	5.2, 8.1, 8.4
9 Cybersecurity	Medium / Low	4.1, 7.1
10 Suspension of business operations	Low / -	4.1
11 Emergencies and crises	- / Low	4.1

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

- Perform regularly test scenario for the uninterrupted operation of our Group's systems through our Alternative Data Center, without however a respective scenario conducted in 2023.
- Have been certified for the 6th consecutive year in accordance with the international standard PCI DSS (see Section 7.1).
- Perform annual vulnerability assessments and unauthorized access tests of our systems to 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 assessed 100% of main operations for significant risks which can result in partial or total interruption of operations

We follow fair competition rules

As we recognize the importance and our responsibility to follow fair competition rules, 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.
- Brief and train our employees on legislative competition issues.

Regarding a previous legal case, an 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.

We comply with regulatory framework

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



Regulatory Compliance



We have appointed a Compliance Officer and adopted a respective Policy and Procedure to manage risks from potential non-compliance with the applicable regulatory and legislative framework.

Our Procedure for Regulatory Compliance Reporting describes our management executives' responsibilities, information flow and necessary actions to prepare semi-annual regulatory compliance reports (or whenever deemed necessary) by our designated Compliance Ambassadors in each Executive Department, as well as their submission to our Regulatory Compliance Unit, which are then forwarded to Group's Management and the Board of Directors. Within this context, we systematically record the:

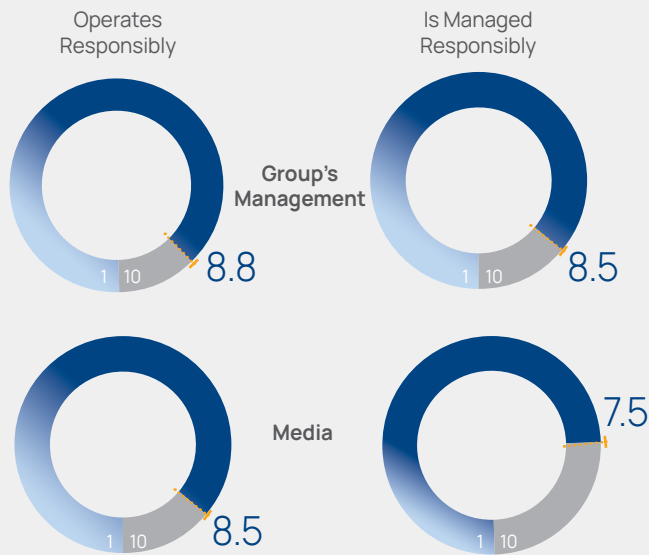
- Legal and regulatory framework related to our activities.
- Internal regulations and standards we apply (e.g. ISO).
- Incidents of non-compliance or potential identified risks (including impacts from non-compliance).
- Reports prepared and sent to supervisory authorities or to our Group's Management.
- Implemented safeguards and proposals to avoid respective incidents of non-compliance.

2. Corporate Responsibility and Sustainability

Stakeholder Survey



According to a 2023 survey to 283 Stakeholders, Group's Management and Media believe that Attica Group:



BoD Members Training on Responsible Operation Issues



According to our Training Policy for BoD Members, we implement a training program, which also includes issues related to responsible operation.

Indicatively, we conducted a 2-hour Corporate Responsibility and Sustainability training to our BoD members within 2023, which we intend to repeat every 6 months, with the main topics being the results of the COP28 Conference in the United Arab Emirates, as well as the performance reporting requirements on responsible operation issues included in the European Sustainability Reporting Standards (ESRS).

Furthermore, we trained BoD members on Corporate Governance and Compliance issues during 2023, which included:

- Annual evaluation requirements for BoD members and Committees.
- Adequate gender representation criteria in BoD and composition requirements for its Committees.
- Annual Reports of BoD members and Committees.
- Monitoring of regulatory framework.
- Procedure for Regulatory Compliance Reporting.

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.

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 five-member Committee, consisting of the BoD Chairman, the Chief Executive Officer and the Executive Directors.
- At Top Management level, the Chief Administration & 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 eight-member Corporate Responsibility Team with representatives from the Executive Departments and a vessel representative (Port Captain) 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.
- The Board of Directors receives the external auditor's Independent Audit Report along with the annual Responsibility & Sustainability Report, while the Chief Administration & 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).

We have included quantitative responsibility objectives in 100% of our Corporate Responsibility Team's performance appraisals

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 (available in corporate website) with our respective principles and management practices, which is mandatory for everyone who provides services to our Group (e.g. partners, suppliers).
- 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).
- Published main Regulations and Policies related to our responsible operation on www.attica-group.com, which are available to all our Stakeholders in Greek and English.

Furthermore, we conducted a Benchmarking Study in 2023 to identify practices followed by peer organizations and improve our performance, during which we benchmarked our disclosure of key performance indicators across 3 dimensions (Environment, Society, Governance) against some of the largest peer organizations in the European passenger shipping industry.

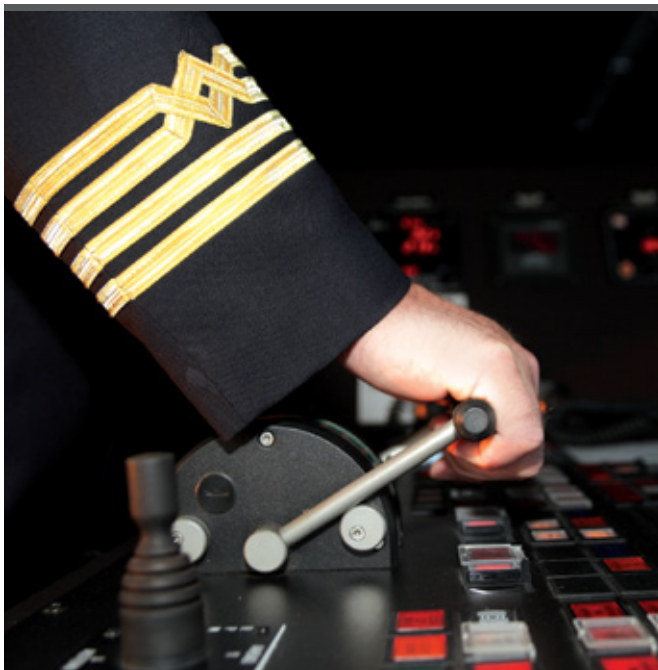
We operate based on Management Systems

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.
- Business Continuity Management System ISO 22301.
- European Union Ship Recycling Regulation (Regulation EU No 1257/2013) (see Section 8.1).

We were subject to 67 external audits regarding our Management Systems, with only 2 recorded non-compliance issues

Zero recorded non-compliance incidents during audits of our contractors' Management Systems



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 Commercial Officer is Chairman of SEEN's BoD.
- Hellenic Chamber of Shipping (HCS). Two Advisors to the Executive Management are BoD Members of HCS's BoD.
- 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.

3. Materiality and Stakeholders

Trust	
According to a 2023 survey to 1,400 citizens, our 3 brands and 3 competitors were positioned in the following order for the question 'You can trust this company':	
1st Place – Best	
2nd Place	Competitor A
3rd Place	
4th Place	Competitor B
5th Place	Competitor C
6th Place	



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

SOCIAL PILLAR			ENVIRONMENT PILLAR
Passenger Safety	Society Support	Employment Conditions	Environmental Impact
<ol style="list-style-type: none"> Safety & Security Responsible Communication Quality & Satisfaction 	<ol style="list-style-type: none"> Economic Growth Society Support Responsible Procurement 	<ol style="list-style-type: none"> Human Resources & Employment Health & Safety Equality & Diversity Training & Development 	<ol style="list-style-type: none"> Air Quality & Climate Change Raw Materials & Solid Waste Water & Liquid Waste Biodiversity & Vessel Rippling
Responsible Management			
1. Corporate Governance	2. Corporate Responsibility & Sustainability	3. Materiality & Stakeholders	
GOVERNANCE PILLAR			

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' and the study 'Sustainability Topics for Sectors'.

- The S&P Global's Sustainability Yearbook.
- 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 2023, we identified our Stakeholders' views and expectations mainly through the following surveys:

- Online engagement survey with various Stakeholders on responsibility and sustainability issues.
- Qualitative Survey, with focus groups of people travelled to Italy, Crete, Cyclades, Dodecanese and North Aegean islands, as well as people who regularly travel to Cyclades and Dodecanese.
- Quantitative Survey, with interviews with 883 people travelled In Domestic lines and 117 people travelled in Adriatic Sea lines.
- Quantitative Satisfaction Survey, with personal interviews to 1,400 people.
- 'Mystery Passenger' survey to our vessels (see Section 7.1).
- Use of service evaluation devices in our vessels (see Section 7.3).

We assessed and prioritized the significance of 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.



Through this Analysis, we have identified the following Material Topics for 2023 (all Topics that were not deemed Material are not referenced in detail):

Materiality Analysis

Topics	
Material Topics of high importance	
<ul style="list-style-type: none"> ● Information Systems Security ● Accident Impact ● Passenger Safety ● Products & Services Health & Safety ● Responsible Communication & Sales ● CO₂ Emissions ● SOx, NOx and Particulate Matter (PM) Emissions ● Environmental Compliance 	
Material Topics of medium importance	
<ul style="list-style-type: none"> ● 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 	<ul style="list-style-type: none"> ● 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
Material Topics of moderate importance	
<ul style="list-style-type: none"> ● Socioeconomic Compliance ● Economic Transparency ● Investments ● Public Policy ● Human Rights Grievances ● Investment Impacts ● Donation & Sponsoring ● Community Impact ● Social Products & Services ● Society Grievances ● Corporate Volunteering ● Community Awareness ● Business Entrepreneurship ● Local Buying ● Job Security ● Employee Benefits ● Training & Development ● Office Work Conditions 	<ul style="list-style-type: none"> ● Internal Communication ● Labor Association ● Human Rights ● Customer Privacy ● Internet & Data Safety ● Passenger Property Protection ● Customer Awareness ● Sea Discharges ● Water Consumption ● Environmental Training & Awareness ● Environmental Investment ● Environmental Grievances ● Material Recycling ● Ozone Layer (ODP) ● Rippling ● Biodiversity & Land
<ul style="list-style-type: none"> ● Management ● Society ● Employees ● Customers ● Environment 	

We interact with Stakeholders

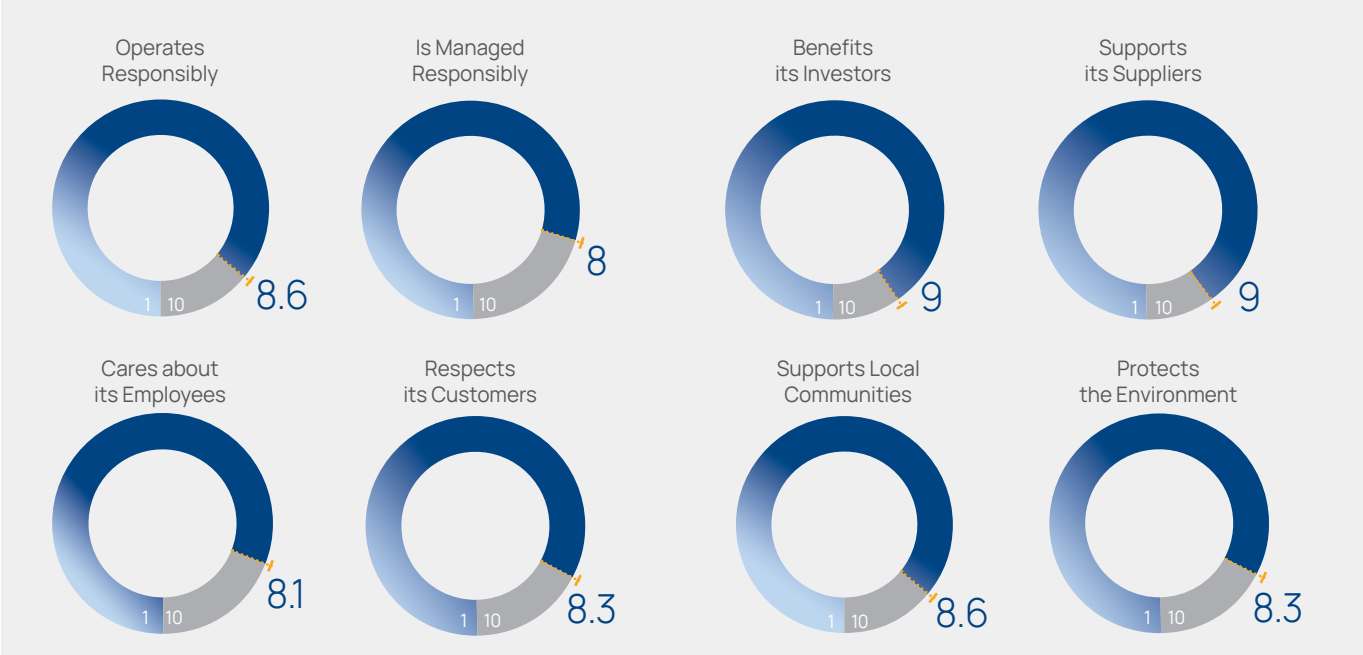
Stakeholder Survey



We conducted our first online Stakeholder Survey to 283 participants for our Responsibility & Sustainability Report, in order to identify expectations related to Responsible and Sustainable Development from the following Stakeholder groups:

- Group's Management.
- Sales Network.
- State.
- Suppliers.
- Local community members.
- Associations and Unions.
- Employees.
- Non-profit organizations.
- Media.

Based on the aggregated results, participating Stakeholders believe that Attica Group:



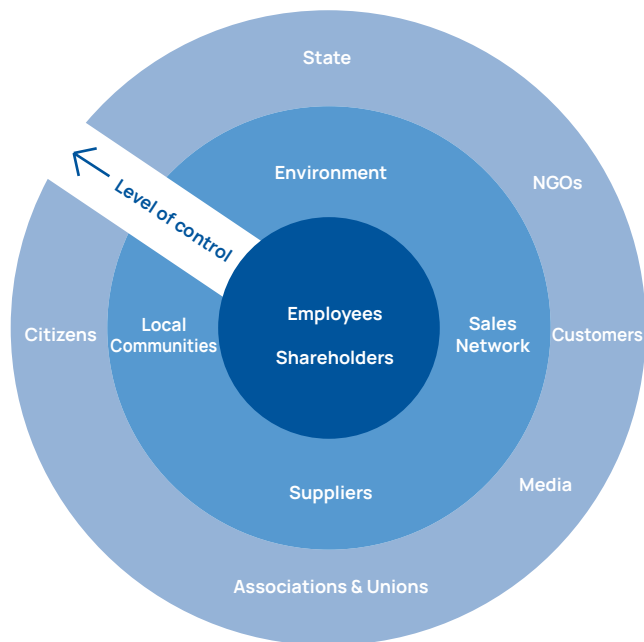
The way we operate, as well as our decisions, affect a wide range of people, groups and organizations, who comprise our Stakeholders. The following table describes our Stakeholder groups, which influence or are influenced by our operations, the methods we apply to continuously communicate and interact with them, 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	<ul style="list-style-type: none"> Stakeholder Survey 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 	<ul style="list-style-type: none"> 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	<ul style="list-style-type: none"> Stakeholder Survey Shareholders General Assembly (annually/extraordinary) Websites Meetings 	<ul style="list-style-type: none"> Accident Impact (5.2, 8.1) Corporate Governance (4.1) Business Continuity (4.1) Information Systems Security (4.1, 7.1) Economic Transparency (4.1, 5.1)
Customers	<ul style="list-style-type: none"> 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 	<ul style="list-style-type: none"> 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) Passenger Property Protection (7.1) Customer Privacy (7.1) Internet Safety (7.1) Customer Awareness (5.2, 8.1-8.4)
Sales Network	<ul style="list-style-type: none"> Stakeholder Survey Events / Meetings Information systems Travel agents' online portal Websites Network satisfaction survey (every 2-3 years) 	<ul style="list-style-type: none"> Products & Services Quality (7.1, 7.3) Responsible Communication & Sales (7.2) Customer Satisfaction (7.3) Anti-competitive Compliance (4.1)
Suppliers	<ul style="list-style-type: none"> Stakeholder Survey Supplier evaluation Meetings Contracts 	<ul style="list-style-type: none"> 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)
INDIRECT		
State (e.g. Ministries, Local Authorities, Public Services, Port Authorities)	<ul style="list-style-type: none"> Stakeholder Survey Discussion with representatives at local and national level Meetings / Presentations Participation in organizations and associations Vessel inspections Formal communication 	<ul style="list-style-type: none"> Passenger Safety (7.1) Sea Pollution (8.2-8.4) Fuel Spills & Leakages (8.3) Accident Impact (5.2, 8.1) Anti-competitive Compliance (4.1)
Associations and Unions (e.g. Industry Associations, Hoteliers' Associations)	<ul style="list-style-type: none"> Stakeholder Survey Participation in associations Meetings / Presentations Discussion with representatives at local and national level Formal communication 	<ul style="list-style-type: none"> Passenger Safety (7.1) Products & Services Quality (7.1, 7.3) Products & Services Affordability (7.3)

Stakeholder	Methods of interaction through continuous activities (unless indicated otherwise)	Main issues of interest (reference in Report)
INDIRECT		
Local Communities (e.g. islands)	<ul style="list-style-type: none"> Stakeholder Survey Qualitative Greek Domestic Lines Survey (every 2-3 years) Quantitative Greek Domestic Lines Survey (every 2-3 years) Meetings / Presentations Local events and programs 	<ul style="list-style-type: none"> Community Impact (5.2) Sea Pollution (8.2-8.4) CO₂ Emissions (8.1) Hazardous Waste Handling (8.2) SOx, NOx & PM Emissions (8.1) Acoustic Impact (8.1) 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	<ul style="list-style-type: none"> Qualitative Greek Domestic Lines Survey (every 2-3 years) Quantitative Greek Domestic Lines Survey (every 2-3 years) Websites Social media 	<ul style="list-style-type: none"> 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)
Non-Governmental Organizations (NGOs)	<ul style="list-style-type: none"> Stakeholder Survey Collaborations Meetings / Presentations 	<ul style="list-style-type: none"> 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, 4.4, 8.1) Environmental Compliance (4.1, 4.4, 8.1)
Media	<ul style="list-style-type: none"> Stakeholder Survey Press releases Press conferences Websites 	<ul style="list-style-type: none"> Passenger Safety (7.1) Sea Pollution (8.2-8.4) Fuel Spills & Leakages (8.3) Accident Impact (5.2, 8.1)

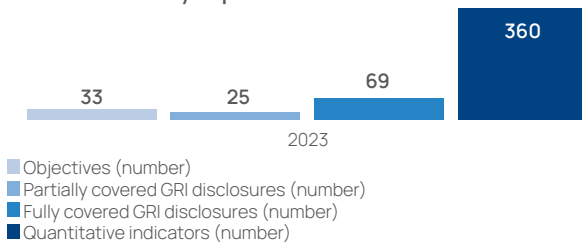
Stakeholders and Level of Control



We 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



We increased by 28.6% the number of quantitative indicators we make reference to within this Report

4. Performance Data

Indicator	2021	2022	2023
Corporate Governance			
Women in BoD (%)	14.3	14.3	14.3
Non-executive BoD members (%)	71.4	71.4	71.4
Independent non-executive BoD members (%)	42.9	42.9	42.9
Nationality of BoD members (%)	100	100	100
Greek	100	100	100
Foreigners	0	0	0
Average tenure of BoD members (years)	NR	NR	3.5
Average attendance in BoD meetings (%)	NR	NR	99
BoD members with formal performance appraisals (%)	NR	100	100
Significant changes in BoD composition following the annual BoD members' evaluation (number)	0	0	0
Critical concerns communicated to the BoD within the year (number)	0	0	1 ¹
Women in BoD Committees (number)	0	0	0
Incidents of conflict of interests between BoD members/executives and corporate interests (number)	0	0	0
Incidents of BoD members' insufficient time availability or impact on independence due to participation in other legal entities or governance bodies (number)	0	0	0
Publicly expressed positions on issues of public interest (number)	NR	NR	0
Office employees trained in our Regulation of Professional Conduct & Business Ethics (number)	0	61	30
Value chain partners (e.g. suppliers, sales network) informed on our Regulation of Professional Conduct & Business Ethics (number)	0	0	0
Group Divisions assessed for risks related to corruption (number)	16	19	21
Group Divisions assessed for risks related to corruption (%)	48	63	66
Employees informed on our anti-bribery and anti-corruption policies and procedures (number)	291	293	1,882
Offices	291	293	309
Vessels	0	0	1,573
Employees informed on our anti-bribery and anti-corruption policies and procedures (%)	NR	NR	100
Offices	100	100	100
Vessels	0	0	100
BoD members trained on our anti-bribery and anti-corruption policies and procedures (number)	0	0	0
BoD members trained on our anti-bribery and anti-corruption policies and procedures (%)	0	0	0
Employees trained on our anti-bribery and anti-corruption policies and procedures (number)	37	55	33
Offices	37	53	31
Vessels	0	2	2
Employees trained on our anti-bribery and anti-corruption policies and procedures (%)	NR	NR	1.8
Offices	12.7	18	10
Vessels	0	0.1	0.1
Value chain partners (e.g. suppliers, sales network) informed on our anti-bribery and anti-corruption policies and procedures (number)	NR	NR	0
Internal audits conducted (number)	24	23	20
Office managers and directors trained on risk management issues (%)	NR	100	NR
Office employees trained on risk management issues (%)	NR	NR	4
Duration of office employee training on risk management issues (hours)	NR	NR	137
Employees informed on legislative competition issues (number)	0	0	0
Employees trained on legislative competition issues (number)	0	0	0
Reported concerns related to cyber security of information systems (e.g. external breaches, data theft, computer malware) (number)	NR	NR	0
Cyber security incidents (e.g. external breaches, data theft, computer malware) (number)	NR	NR	0
Stakeholders affected by cyber security incidents (e.g. external breaches, data theft, computer malware) (number)	NR	NR	0

Indicator	2021	2022	2023
Legal Compliance			
Submitted grievances (number)			
Impacts on society related to our operation	0	0	0
Human resources issues (e.g. employee health and safety, human rights violation, marine employee living conditions onboard our vessels, privacy issues or personal data security on behalf of our employees)	0	0	0
Work hours	NR	NR	11
Procurement practices	NR	0	0
Privacy issues or personal data security on behalf of our customers	NR	0	0
Anti-competitive behavior or anti-trust practices	0	0	0
Environmental legislation violation or environmental impacts (e.g. vessels' acoustic or rippling impact)	0	0	0
Incidents of non-compliance with laws, regulations and voluntary codes (number)	NR	NR	162
Human rights violation	0	0	0
Employee discrimination	0	0	0
Employee harassment (e.g. sexual)	NR	NR	0
Marketing, advertising, promotion, product and service information and labeling	0	0	0
Product and service use	0	0	0
Product and service health and safety impacts on our customers	0	0	0
Customers' personal data security	0	0	0
Environmental legislation violation	0	0	0
Incidents of non-compliance with laws, regulations and voluntary codes which resulted in a warning from competent authorities (number)	NR	NR	0
Incidents of non-compliance with laws, regulations and voluntary codes which resulted in fines or monetary sanctions (number)	NR	NR	162
Incidents of non-compliance with laws, regulations and voluntary codes which resulted in non-monetary sanctions (number)	NR	NR	0
Incidents of non-compliance of products and services during the external audits conducted by competent health and market authorities (number)	0	0	0
Recalls of products and services (number)	0	0	0
Due to quality	0	0	0
Due to health and safety impacts	0	0	0
Advertising campaigns being withdrawn (number)	0	0	0
New legal cases (number)			
Corruption/bribery	0	0	0
Anti-competitive behavior or anti-trust practices	0	0	0
Marketing, advertising, promotion, product and service information and labeling	0	0	0
Product and service use	0	0	0
Personal data security related to our customers	0	0	0
Passenger luggage theft onboard vessels	1	0	0
Vehicle damages in vessel garages	6	1	0
Journey delays	0	0	0
Impacts on society related to our operation	0	0	0
Damages to other vessels due to rippling impact	0	0	0
Written notices from competent authorities for compliance issues (number) ²	12	0	0
Amount of fines imposed related to our operation (€)	98,400	NR	NR
Significant fines (over €20,000) imposed (number)	1	0	2
Amount of significant fines (over €20,000) imposed (€)	54,400	0	63,084
Amount of fines paid related to our operation (€)	28,600	154,411	134,067
For issues related to our operation within the year	NR	111,464	126,052
For issues related to our operation in previous years	NR	42,947	8,015
Monetary losses as a result of business ethics violations (e.g. due to anti-competitive activities, fraud, unethical practices, corruption or bribery incidents) (€)	0	29,972	NR
Monetary losses as a result of legal proceedings associated with labor law violations (e.g. refraining from paying required overtime, failing to ensure a safe workplace) (€)	0	NR	140,732
Non-monetary sanctions imposed for compliance issues (number) ²	0	0	0

Indicator	2021	2022	2023
Corporate Responsibility and Sustainability Management			
Participation of Socially Responsible Investment Funds (SRI) in our Group's share capital (%) ⁵	0.1	0.1	0.1
Published revenues that are aligned with a sustainability taxonomy framework (e.g. EU Taxonomy) (million €)	NR	0	0
Published revenues that are aligned with a sustainability taxonomy framework (e.g. EU Taxonomy) (%)	NR	0	0
Published capital expenditures (CAPEX) that are aligned with a sustainability taxonomy framework (e.g. EU Taxonomy) (million €)	NR	4.5	19.1
Published capital expenditures (CAPEX) that are aligned with a sustainability taxonomy framework (e.g. EU Taxonomy) (%)	NR	8	30
Published operating expenditures (OPEX) that are aligned with a sustainability taxonomy framework (e.g. EU Taxonomy) (million €)	NR	0	0
Published operating expenditures (OPEX) that are aligned with a sustainability taxonomy framework (e.g. EU Taxonomy) (%)	NR	0	0
Quantitative data within the Responsibility and Sustainability Report (number)			
Objectives	55	44	33
Partially covered GRI disclosures	25	26	25
Fully covered GRI disclosures	68	68	69
Quantitative indicators	270	280	360

¹ See Section 7.1.

² Compliance issues include issues such as 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.

³ Refers to shareholders with over 10,000 shares.

NR: Not Reported

5. Achievements 2023 and Future Objectives

We committed	Progress	We aim	By
To improve our overall performance on Corporate Responsibility and Sustainability issues by 13%.	100%	To improve our overall performance on Corporate Responsibility and Sustainability issues by 14%.	2026
To improve our performance related to Management of Corporate Responsibility and Sustainability issues by 11%.	100%	To improve our performance related to Management of Corporate Responsibility and Sustainability issues by 12%.	2026
To improve our performance on Corporate Responsibility and Sustainability issues related to Owners by 10%.	100%	To improve our performance on Corporate Responsibility and Sustainability issues related to Owners by 10%.	2026
To conduct a Stakeholder Engagement process on issues related to Corporate Responsibility and Sustainability.	75%	To conduct a Stakeholder Engagement process on issues related to Corporate Responsibility and Sustainability.	2025
		To assess our Group's Corporate Governance System.	2024
To monitor our Responsibility & Sustainability Report's quantitative indicators through our Business Intelligence Tool.	25%	To monitor our Responsibility & Sustainability Report's quantitative indicators through our Business Intelligence Tool.	2025
To include the target for each Area of responsible operation in the Corporate Responsibility Team members' performance appraisal.	100%		
To train 25% of crew ratings and 100% of vessel Officers on our Regulation of Professional Conduct & Business Ethics and Anti-corruption Regulation.	0%	To train 25% of crew ratings and 100% of vessel Officers on our Regulation of Professional Conduct & Business Ethics and Anti-corruption Regulation.	2026
To assess fraud/corruption risk in our business operation.	75%	To assess fraud/corruption risk in our business operation.	2024
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 to define remuneration in additional hierarchical levels (except BoD), which emphasizes on normalizing wages between genders.	2024
To strengthen our business continuity through ISO 22301 certification.	100%		
To conduct benchmarking studies with other peer organizations.	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. Indicative examples include:

- 30%-40% discount to 20,130 passenger and 7,227 vehicle tickets for those with at least four overnight stays in Samos, Lesbos, Chios, Leros and Kos, within the context of the program 'Hotel & Ferry', which was implemented for the 8th 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 344 residents in islands, who travel due to serious health issues and do not have the necessary financial means.
- 100% discount to 1,415 passenger and vehicle tickets to support 98 pregnant women and their escorts from remote islands to areas with medical presence on behalf of the non-profit organization HOPEgenesis, with 5,842 free tickets to support 449 pregnant women overall during 2018-2023.
- Up to 50% discount to 60,370 tickets for the Manpower Employment Organization's (OAED) social tourism program beneficiaries.
- 20% discount on summer offer packages (71,401 tickets) to 3-5 people travelling by private vehicle.
- Increase of €20 discount tickets from 5,227 to 55,873.
- Increase of 20% discount provided to 139,617 economy class tickets (from 90,796) on 4,984 routes.

Furthermore, we provided discount tickets for:

- Health initiatives, such as the programs 'Health for All' in Kalymnos and Mental Health in Sporades, the provision of medical examinations to remote island residents from the Olympic Village Polyclinic, as well as the non-profit organization Symplefsi (+plefsi).
- 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 REBREATHE team in Spetses and Santorini, the BLUECYCLE program in more than 30 Aegean islands, the volunteer team BEACH CLEANING TEAM, cleaning island paths in Ios, as well as activities by

the Sea Turtle Protection Society of Greece 'ARCHELON' 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', the Association 'DODEKANISIAXI MELISSA' and the SOS Children's Villages Greece.
- Cultural activities, such as the 11th Panhellenic Festival 'Deaf and Hearing in Action', the association 'Saint John the Merciful', the 34th Meeting of Aegean Amateur Troupes, 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 Lesbos, the excavation at Vathy in the island of Astypalaia and the underwater archaeological excavation in the Fournoi Korsewn complex.
- Civil protection activities, as we transported free-of-charge 137 Hellenic Fire Service vehicles and 667 firefighters, as well as 53 other vehicles, in response to a wildfire in the island of Rhodes.
- Activities to promote local products, as we provided discount tickets to the 'KASIOS Social Cooperative Enterprise' to transport durmaes (traditional dish in the island of Kasos), supporting the local economy and contributing to strengthen local employment.
- Activities by the Greek government and non-governmental organizations to support refugees, as we:
 - Provided free tickets for 19 humanitarian aid shipments, during which we transported over 533 packages, boxes, parcels and pallets, as well as 1 vehicle with additional materials to support refugees and underprivileged social groups.
 - Transported free-of-charge 2,871 unaccompanied minors and 671 NGO 'Metadrasis' volunteer escorts/ interpreters, with over 10,442 people transported overall during 2016-2023.

At the same time, we supported various animal welfare associations and transported free-of-charge over 557 stray animals from islands to mainland Greece for adoption or injured animals for treatment.

We increased the total number and value of discount tickets offered by 23% and 28.6% respectively



We support Prosperity of Society

Our Oceans:
50% of the oxygen we breathe is produced in Oceans

5. Society

At a glance

€588.3

million turnover

124,564

discount tickets

192

volunteer employees

€680.6

million economic
value distributed

€3.5

million social
contribution

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 contribute

United Nations' Sustainable Development Goals



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 €680.6 million in economic value to employees, taxes, providers of capital, agents, suppliers, society and investments.
- ✓ We increased the total value of implemented or supported society support programs by 28%.
- ✓ We implemented or supported society support programs in 100% of the islands we serve.
- ✓ We increased the total number and value of discount tickets offered by 23% and 28.6% respectively.
- ✓ We continued to implement or support volunteer programs, with over 10% of employees participating in volunteer activities.
- ✓ We spent 86% of total procurement expenditure to local suppliers.
- ✓ We increased total procurement expenditure to small and medium-sized enterprises (up to 50 employees) to 24%.
- ✓ 10% of supplier selection criteria is related to their responsible operation.
- ✓ Zero collaborations with suppliers or business partners discontinued as a result of actual or potential compliance issues.

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). During 2023, we received financial compensation from the Greek State and grants from the European Union, 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 growth

Investments in Greek Tourism

We invest in the Greek tourism industry through Attica Blue Hospitality S.M.S.A. ('Attica Blue Hospitality'), 100% subsidiary of Attica Holdings S.A., as we have 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.

Key Performance Indicators ¹	2022	2023
Society		
Turnover (million €)	1.56	1.66
Cost of employees (including salaries, benefits and insurance payments) (€)	641,391	953,473
Payments to suppliers (€)	974,766	454,747
Procurement expenditure to local suppliers (%)	37.9	12.2
Customers		
Customer injuries within premises (number)	0	0
Complaints for privacy issues or personal data protection (number)	0	0
Employees		
Employees (number)	24 ²	26
Women in total workforce (%)	62.5	51.9
Overall turnover rate (%)	8.3 ³	0
Employees losses due to work-related accidents (number)	0	0
Employee accidents (number)	0	0
Employees trained (number)	2	2
Environment		
Environmental protection investments (€)	0	0
Diesel consumption (lt)	0 ⁴	0
Gasoline consumption (lt)	506.4 ⁴	406.8
Heating oil consumption (lt)	3,600	3,500
Natural gas consumption (kgr)	4,963	4,025
Energy produced from renewable sources (KWh)	0	0
Electricity consumption (KWh)	284,000 ⁵	304,469
Total paper consumption (kgr)	127	75
Water consumption (m ³)	190,123	34,870 ⁶

¹ Figures refer only to Naxos Resort Beach Hotel, as Tinos Beach was not operational during 2023, except employee figures for 2023, which refer to both hotels.

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

³ Turnover does not include employees with fixed term employment contracts.

⁴ Figure provided in previous Report has been restated.

⁵ Figure refers to 01/01-31/11/2022.

⁶ Figure refers to 01/01-31/08/2023.

NR: Not Reported

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



¹ The amount refers to gross salaries, benefits and insurance payments.

² The amount refers to total taxes, including VAT and port taxes.

³ The amount refers to value of discount tickets, implemented programs, sponsorships and donations.

We distributed approximately €680.6 million in economic value to employees, taxes, providers of capital, agents, suppliers, society and investments

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, as we trained 8 sales network employees on our CRM platform in 2023.
 - Management issues.
 - Responsible operation issues, as we conducted webinars on 'Violence and Harassment at Work' and 'Responsible use of Social Media' to 38 sales network employees we cooperate with in 2023.
- Presentations-briefings for new products and services.

2. Society Support

Society Support



According to a 2023 survey to 1,400 citizens, our 3 brands and 3 competitors were positioned in the following order for questions regarding society support:

Question: Supports the community according to its capabilities

1st Place – Best	Blue Star Ferries®
2nd Place	Competitor A
3rd Place	Competitor B
4th Place	HELLENIC SEAWAYS
5th Place	SUPERFAST FERRIES®
6th Place	Competitor C

Question: Supports the community through direct or indirect (i.e. providing discount tickets) financial assistance

1st Place – Best	Blue Star Ferries®
2nd Place	Competitor A
3rd Place	HELLENIC SEAWAYS
4th Place	Competitor B
5th Place	Competitor C
6th Place	SUPERFAST FERRIES®

Community Impact



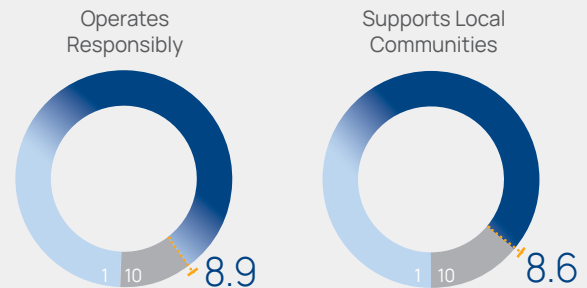
According to a 2023 survey to 1,400 citizens, our 3 brands and 3 competitors were positioned in the following order for the question 'Does not influence negatively the communities where it operates':

1st Place – Best	Blue Star Ferries®
2nd Place	Competitor A
3rd Place	HELLENIC SEAWAYS
4th Place	Competitor B
5th Place	Competitor C
6th Place	SUPERFAST FERRIES®

Stakeholder Survey



According to a 2023 survey to 283 Stakeholders, Local Community members believe that Attica Group:



We support society needs

Identification of Local Community Needs



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

- 50 employees participated in regular work meetings to exchange ideas related to identification of needs and implementation of relevant actions.
- We have established 6 work groups with 34 employees who collaborate with our Group's port offices and local Municipalities.
- 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 following the results of customer voting through various 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.

Based on the respective 2023 voting, the selected initiative was 'A sea of knowledge', through which we:

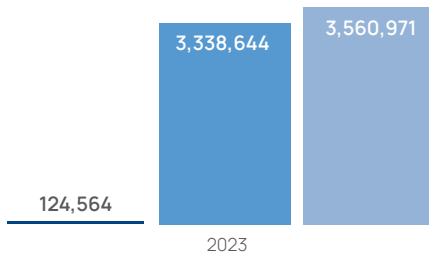
- Collected approximately 1,800 books donated from citizens and passengers at our offices, while we also purchased additionally approximately 800 children's books, which will be sent to school libraries in the islands of Amorgos, Heraklia, Karpathos and Nisyros.
- Built a school library in the island of Heraklia.

Even though we operate in 6 Pillars of Society Support, the main Pillar is offering discount tickets, as we believe that the role of corporations is to support mainly through products and services.

Society Support Pillars



Society Support



- Discount tickets (number)
- Value of discount tickets (€)
- Total value of society support (€)

We increased the total value of implemented or supported society support programs by 28%

We implemented or supported society support programs in 100% of the islands we serve

Societal Programs

In 2023, we designed and implemented the following indicative societal programs:

- The initiative 'Greek Communities of Italy – A voyage to culture' for the 6th consecutive year.
- Offering of cooked meals to the non-profit organization FAROS ELPIDAS.
- Offering food bags for underprivileged social groups in the Holy Metropolis of Holy Diocese of Chios-Psara-Oinousses.
- The 'First Aid' program for the 10th consecutive year in collaboration with the Volunteer Crisis Rescue Team (VCRT) in the islands of Ikaria and Fournoi.
- Dispatch of 156 medicines gathered from our vessels (which had not yet expired) to community pharmacies in the islands of Lemnos and Rhodes.
- An Environmental Initiative in the island of Lesvos, in collaboration with AEGEAN REBREATHE (see Section 8.4).
- A conference in the island of Skopelos on 'The grapevine and plum tree: Two crops featuring prospects for the economy and environment of Skopelos' and we informed overall 100 participants on alternative solutions for the island's sustainable development, with additional 43 participating local community members in organizing the conference.
- An environmental seminar in the island of Spetses (see Section 8.4).



Unscheduled Journeys



We aim to serve unscheduled transportation needs and in 2023 we responded positively to 43 requests from Municipalities, institutions and associations, and conducted 59 unscheduled approaches or adjustments of already scheduled journeys.

Sponsorships and Donations

We support various social groups, organizations and associations, focusing on 4 main Areas (Sports, Culture, Environment, Social), with indicative examples being:

- Supported:
 - The basketball team Kolossos Rhodes.
 - The volleyball team Foinikas Syrou.
 - The Heraklion Sailing Club.
 - The HERAKLION Tennis and Sports Club.
 - The Naias Yacht Club in the island of Paros.
 - The Megisti Sports Association.
 - The Chania Football Club Association.
 - The Paros Festival.
 - The Filia Sports Association in Perama.
 - The Holy Church of Panagia Evangelistria's Youth Center in the island of Tinos.
 - The Panhellenic Association of Merchant Navy Chief Stewards – Stewards.
 - The Association of Naval Parents of Children with Special Needs 'ARGO'.
- Supported the ExcellenSeas Scholarship Program and undertook scholarships of students from the islands of Fournoi and Astypalaia.
- Supported the Hellenic Heart-Lung Transplant Association 'SKYTALI' and covered part of its members' insurance premiums.
- Supported 3 institutions in the Diocese of N. Ionia and Philadelphia.
- Donated surplus equipment to schools.

Collection of Passenger donations for charitable organizations

We support various charitable organizations which assist children and we have placed collection boxes onboard all our vessels (except for Flying Cats, Flying Dolphins and AEROs Highspeed), in order to collect donations from passengers as well as for the supported organizations. In 2023, we supported the charitable organizations:

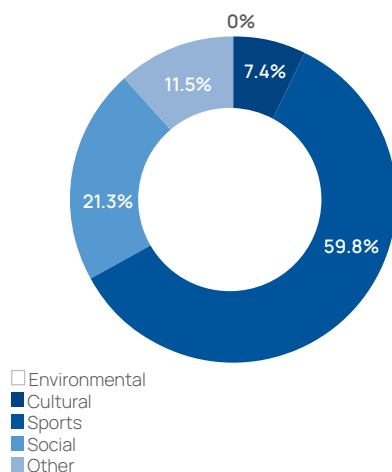
- Smile of the Child.
- SOS Children's Villages Greece.
- Amnesty International.
- Lions Club Rhodes.

We support professional growth of young people

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

- Participate in student internship programs of the Merchant Navy's Officer academies and field journeys 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, as well as to familiarize students with our Divisions' activities.
- Welcome school and university students to inform them about employment opportunities in the passenger shipping industry, as well as promote their environmental awareness.
- Participate in career events and fairs to inform school and university students about maritime industry and sustainable development issues, as well as about their professional development, such as 2 ISALOSNET seminars for Merchant Navy's Officer students and an European Law Students' Association – ELSA Athens career event to inform law students about potential career options after their graduation.

Sponsorships and Donations



We implemented internship programs for 27 university students in the last three years, out of which 30% were hired into our workforce

We welcomed 188 students from schools and universities visiting our vessels

We cultivate employee volunteering

Employee Volunteering

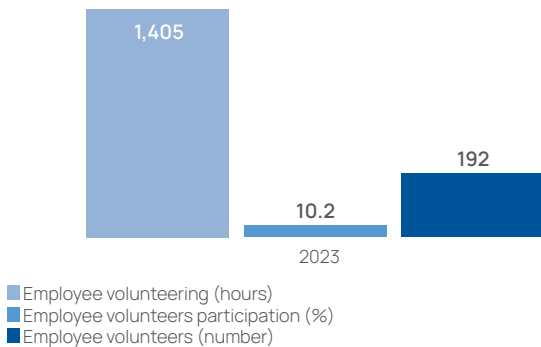
We believe that it is our responsibility to cultivate volunteering to our employees and our Group's Responsibility program 'SAILING TOGETHER' includes employee voluntary contribution activities as a main program. In 2023, we:

- Implemented decontamination initiative in collaboration with Aegean Rebreath (see Section 8.4).
- Continued our employee voluntary blood donation program (see Section 6.1).
- Organized the 3rd football match 'One Group One Crew' with 40 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 7th charity race 'No Finish Line' with a team of 35 volunteer runners, who covered a total distance of over 539 km to support the Association 'Together for Children'.
- Collaborated with the University of Strathclyde to evaluate the projects from MBA (Business Administration) graduate students on the subject of Attica Group in the course 'Corporate Governance'.
- Participated in the University of Piraeus 'ESG and Shipping' conference and informed students about the new CSRD requirements, our approach to comply with the new requirements and the needs arising for our Group.



We continued to implement or support volunteer programs, with over 10% of employees participating in volunteer activities

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.

Within 2023:

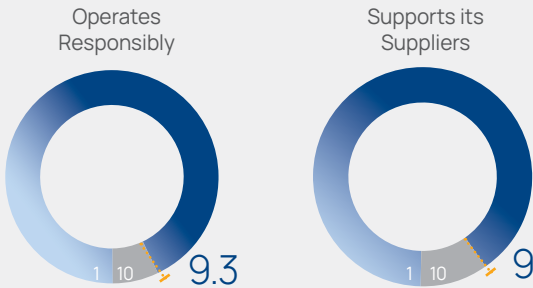
- Minor collision incidents of vessels Nissos Samos and Express Skiathos occurred during mooring at the ports of Chios and Skiathos respectively, as well as a slight collision of vessel BLUE STAR 1 at the pier of the port of Naxos, without any injuries among passengers and crew members or any environmental impact. In all cases, the vessels moored safely at the ports and continued their scheduled journeys after the respective inspections by the vessels' classification societies.
- There were dispute cases with the local communities and more specifically with:
 - The Psarianwn Association, regarding itineraries after the main port of Chios's closure and approaches to the port of Mesta, as well as summer itineraries to the island of Chios, for which we modified our routes to better serve the island.
 - The Commercial Association of North Ikaria and the Cultural Association of Ikaria 'Armenistis', regarding summer itineraries to and from the port of Evdilos.
 - The Association of Anafi Tourism Businesses, regarding summer itineraries to and from the island of Anafi.
 - The Municipality of Lemnos, regarding routes which connect remote North Aegean islands.
 - The Municipality of Kasos, regarding the reduction of truck ticket prices to and from the island of Kasos, for which we abolished the surcharges for the islands of Kasos and Karpathos.
 - The Federation of Greek International Transportation Truck Drivers, regarding increased fares and limited truck capacity and transportation availability on the Chania routes.
 - The Municipality of Milos, regarding the maritime connection between the islands of Milos and Crete.
- Regarding an ongoing legal case against a Vessel Captain for disturbing marine transportation safety in Kalymnos in 2017, due to anchor entanglement and collision between vessels, the case is expected to be discussed within 2024.

3. Responsible Procurement

Stakeholder Survey



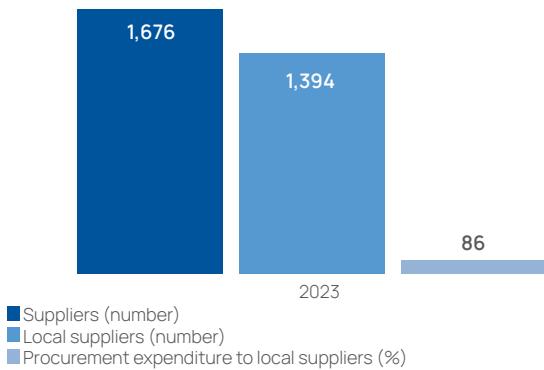
According to a 2023 survey to 283 Stakeholders, Suppliers believe that Attica Group:



We give priority to local suppliers

We aim to develop robust relationships with our suppliers and prioritize purchases from local suppliers. As a result, the majority of total procurement spending is allocated to local suppliers of goods and services. At the same time, we apply a process to identify small and medium-sized enterprises (with less than 50 employees) for potential cooperation.

Suppliers and Procurement Expenditure



We spent 86% of total procurement expenditure to local suppliers ✓

We increased total procurement expenditure to small and medium-sized enterprises (up to 50 employees) to 24% ✓

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 defined our principles and obligations on behalf of suppliers/partners and involved contractors/ subcontractors on 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).
- Inform suppliers on our respective principles (e.g. regarding anti-bribery, anti-corruption and anti-money laundering), including new suppliers, all of whom are requested to sign the Code.
- 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.
- Have determined that suppliers with a procurement spending of over €20,000 who refuse to accept the Code or have accepted but do not implement the Code (e.g. following a relevant grievance) are automatically categorized as Very High risk.

- 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.
- 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 fully acknowledge our moral obligation to positively influence our supply chain. For this reason, we incorporate contractual clauses for issues related to responsible operation in all new contracts with local and foreign suppliers, as well as contracts forwarded for renewal, which 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). In 2023, we sent an online training program on responsible operation issues (e.g. protection of human rights, environmental protection) to our suppliers, through the United Nations Global Compact training platform.

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 responsible operation criteria).

Supplier Evaluation Areas

	Weighting
Price/Payment terms	25%
Adherence to specifications/Quality	20%
Timely delivery	20%
Problem Solving/Collaboration	20%
Financial status/Credit rating	10%
Acceptance of Code of Conduct for Suppliers/Partners	5%
Total	100%

In 2023, we conducted our Supplier Risk Assessment with a procurement spending of over €20,000, according to criteria defined in our Code of Conduct for Suppliers/Partners. Furthermore, we evaluate the performance of suppliers 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.
- We inform suppliers with low scores they need to improve their performance, in order to continue our collaboration, as they will otherwise be rejected.
- 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.
- We select suppliers for materials or services among approved suppliers, based on the performance evaluation conducted.

Zero collaborations with suppliers or business partners discontinued as a result of actual or potential compliance issues

4. Performance Data

Indicator	2021	2022	2023	
Economic Growth				
Capitalization (million €)	227.67	500.67	482.68	
Equity (million €)	361.7	357.7	495.7	
Debt (million €)	481.6	497.7	588.5	
Turnover (million €)	347.9	530.2	588.3	
Operating costs (million €)	310.5	463.5	441.7	
Earnings before interest, taxes, depreciation and amortization (EBITDA) (million €)	42	57.7	126.4	
Profits / (Losses) after taxes (million €)	13.1	17	61.2	
Corporate taxes (thousand €)	66	435	121	
Cost of public insurance and pension payments (million €)	10	11.1	12	
Financial compensation from the Greek State and grants from the European Union (million €)	32.9	34.1	45	
Economic value distributed (million €)	426	683.5	680.6	
Total taxes (including corporate taxes, VAT and port taxes)	56.8	82.6	92.1	
Payments to providers of capital	19.2	47.9	51.2	
Payments to suppliers	194	374.9	320	
Commissions to agents	19.2	28	32.3	
Cost of employees (including salaries, benefits and insurance payments)	87.3	100.8	118.2	
Value of discount tickets, implemented programs, sponsorships and donations	1.6	2.7	3.5	
Investments	47.9	46.6	63.3	
Sales network employees trained (number)	17	49	50	
Duration of training to sales network employees (hours)	20	5	11	
Society Support				
Society support programs (number)	130	173	171	
Nationwide programs	62	72	43	
Programs to local communities	68	101	128	
Society support value (€)	1,565,316	2,781,281	3,560,971 ✓	
Value of discount tickets (€)	1,366,596	2,596,571	3,338,644 ✓	
Value of implemented societal programs (€)	67,009	58,408	55,176	
Value of sponsorships and donations (€)	129,722	123,353	161,640	
Value of passenger donations (€)	1,989	2,949	3,854	
Value of employee donations (€)	NR	NR	1,656	
Discount tickets (number)	57,040	101,237	124,564	
Citizens benefitted from our society support programs and activities (number)	1,080	349	263	
Participants in our society support programs and activities (number)	500	160	391	
Customers	500	157	357	
Port agents	NR	3	34	
Participants in First Aid seminars in islands (number)	92	82	94	
Local community members informed on responsibility and sustainability issues (number)	250	78	153	
Sponsorships and donations to local communities (€)	61,500	32,900	12,054	
Sponsorships and donations to non-profit organizations (€)	44,800	35,000	15,500	
Sponsorships and donations related to infrastructure improvements (i.e. exclusively for public benefit) (€)	4,000	0	5,000	
Surplus equipment donated to schools and charitable organizations (units)		15 chairs 22 electronic devices (e.g. personal computers) and computer peripherals	32 chairs with monitors, keyboards and computer mice	2 multifunction printers 36 computer sets, with monitors, keyboards and computer mice
Estimated value of surplus materials and equipment donated to schools and charitable organizations (€)	NR	NR	> 20,000	
Students and graduates participating in internship programs (number)	6	5	16	
Coast Guard students participating in field journey programs (number)	NR	NR	26	
Employee volunteering (hours)	803	1,537	1,405	
Employee volunteers participation (%)	7.5	10.4	10.2	
Employee volunteers (number)	127	194	192	

Indicator	2021	2022	2023
Society Support			
Security personnel trained on our human rights policies and procedures (number)	NR	NR	139
Offices	NR	NR	0
Vessels	NR	NR	139
Journey cancellations (number)	NR	NR	251
Due to strikes	NR	NR	113
Due to adverse weather conditions	NR	NR	131
Due to mechanical malfunctions in vessels	18	35	7
Dispute cases with local communities (number)	0	1	8
Responsible Procurement			
Suppliers (number)	1,312	1,468	1,676
Local suppliers (%)	82.8	81.6	83.2 
Major suppliers (based on their turnover) (number)	140	189	222
Major local suppliers (based on their turnover) (number)	112	134	167
Procurement expenditure to small and medium-sized enterprises (up to 50 employees) (%)	18.6	13.8	24
Average supplier payment time (days)	107	83	118
Supplier payments made according to the terms in contract agreements (%)	100	100	100
Supplier categories (%)	100	100	100
Marine fuels and lubricants	61.7	70.3	59.7
Vessel repairs, spare parts and consumables	16.9	11.5	16.9
Agency services	8.6	7.4	9.4
Port services	5.6	4.4	5.5
General services and products	3.6	3.9	5.5
Insurance services	3.6	2.5	3
Allocation of purchases per region (%) ¹	100	100	100
Abroad	12.7	12.7	14
Local – Urban	84.8	85.5	83.4
Local – Rural	2.5	1.8	2.6
Suppliers to whom we communicated our Code of Conduct for Suppliers/Partners (%)	100	100	100
New suppliers signed for accepting our Code of Conduct for Suppliers/Partners (%)	66	94	92 
Suppliers identified as very high risk (number)	0	0	0
Suppliers with significant actual or potential negative environmental, human rights and labor practices impacts or impacts on society (number)	0	0	0
Suppliers assessed for risks related to employee freedom of association and collective bargaining (number)	0	0	0
Suppliers assessed for risks related to hazardous work conditions of young workers (number)	0	0	0
Suppliers assessed for risks related to child or forced and compulsory labour incidents (number)	0	0	0
Supplier briefings and/or trainings on issues related to responsible operation (number)	0	2	1
Suppliers invited to participate in trainings on issues related to responsible operation (number)	NR	NR	105
Small and medium-sized suppliers (up to 50 employees) invited to participate in trainings on issues related to responsible operation (number)	NR	NR	93
Suppliers assessed through our Supplier Risk Assessment (number)	386	0	360
Suppliers assessed through our Supplier Risk Assessment (%)	29	0	28
Medium risk suppliers assessed through our Supplier Risk Assessment who have accepted our Code of Conduct for Suppliers/Partners (%)	NR	NR	74
Suppliers' performance assessed through our annual supplier evaluation process (number)	79	113	256
Suppliers with low score as part of our annual supplier evaluation process (number)	0	0	0
Suppliers with discontinued or not renewed collaboration following our annual supplier evaluation process (number)	0	0	0
New suppliers with collaboration initiated within the year (number)	244	231	12

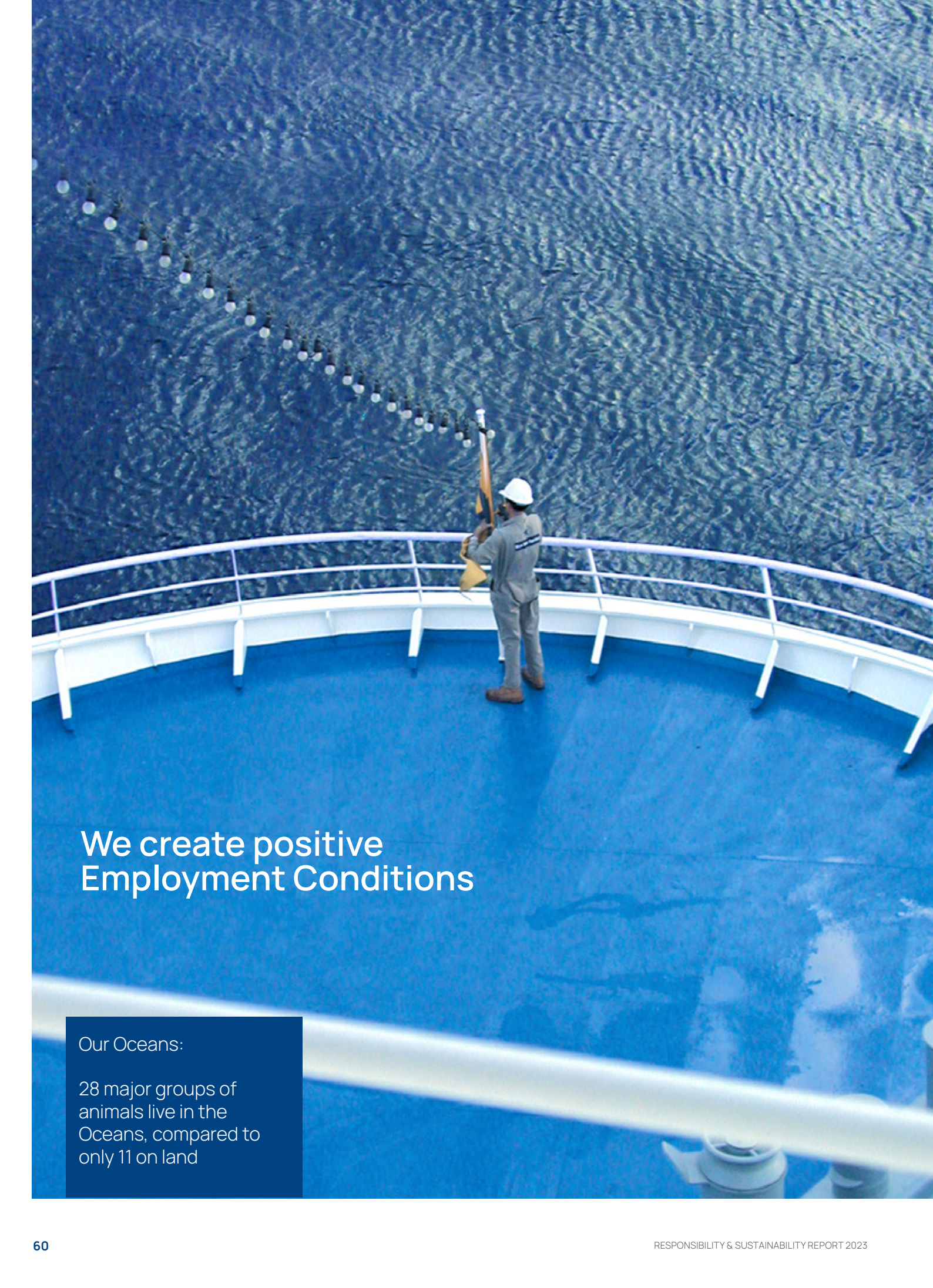
¹ Percentages refer to the procurement expenditure of all suppliers.
NR: Not Reported

5. Achievements 2023 and Future Objectives

We committed	Progress	We aim	By
To improve our performance on Corporate Responsibility and Sustainability issues related to Community by 22%.	100%	To improve our performance on Corporate Responsibility and Sustainability issues related to Community by 7%.	2026
To improve our performance on Corporate Responsibility and Sustainability issues related to Suppliers by 31%.	100%	To improve our performance on Corporate Responsibility and Sustainability issues related to Suppliers by 25%.	2026
To support the activities of charitable organizations and NGOs.	100%	To support the activities of charitable organizations and NGOs.	2024
To continue implementation of a volunteer program with at least 5% participating office employees.	100%	To continue implementation of a volunteer program with at least 5% participating office employees.	2026
To implement 1 program 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.	2024
To continue implementation of 5 non-commercial society support activities annually (i.e. exclusively for public benefit).	100%	To continue implementation of 5 non-commercial society support activities annually (i.e. exclusively for public benefit).	2024
To continue implementing 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).	2024
To train security personnel (both of our Group and selected subcontractors) on human rights issues.	0%		
To continue training partners/agencies 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.	2024
To develop an audit process for major suppliers on Corporate Responsibility and Sustainability issues (e.g. human rights, environmental protection).	100%		

We committed	Progress	We aim	By
To develop a training process for SME suppliers by our employees on management issues (e.g. environmental issues).	50%		
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).	25%		





We create positive Employment Conditions

Our Oceans:

28 major groups of
animals live in the
Oceans, compared to
only 11 on land

6. Employees

At a glance

1,882
employees

13,245
training hours

15.2%
women employees

10.1
years average
duration
of employment

0
employee or
worker fatalities

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

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, Managers, Directors and Top Management Members, as well as our Chief Executive Officer.
- ✓✓ We continued to conduct performance appraisal to 100% of our employees.
- ✓✓ We trained (at least once) 79.9% and 69.8% of our office and marine employees respectively.
- ✓✓ We quadrupled the number of employees trained and increased training hours by 48%.
- ✓✓ We increased the number of training programs by 15%.
- ✓✓ We informed (at least once) 100% of employees on Corporate Responsibility and Sustainability issues.
- ✓✓ Zero grievances regarding our marine employee living conditions.
- ✓✓ Over 75% of marine employees participated in our upskilling program.
- ✓✓ We trained 41.9% of our employees on our human rights policies and procedures.
- ✓✓ We increased women in all management positions (including supervisors) in offices and vessels by 8.8% and 37.5% respectively.
- ✓✓ We collected 241 blood units through our voluntary blood donation programs in the last three years.

1. Human Resources and Employment

Work Life

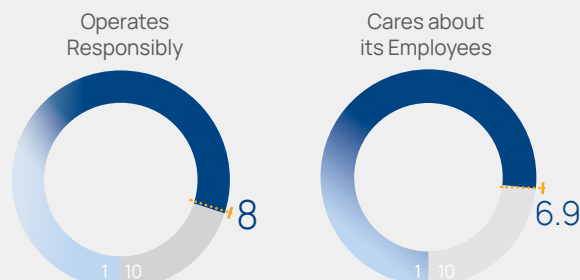
According to a 2023 survey to our employees, **81.4%** agrees that our Group implements policies to improve the quality of its employees' work life.

Employee Ideas

According to a 2023 survey to our employees, **78.2%** agrees that our Group encourages and welcomes employee ideas for designing responsible and sustainable development activities.

Stakeholder Survey

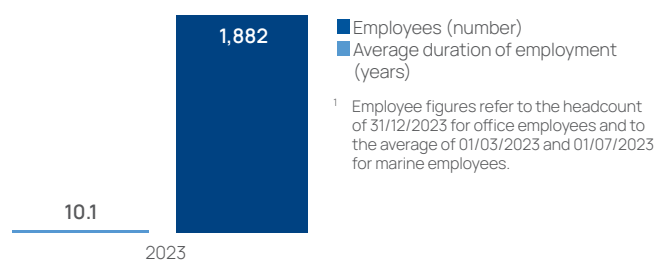
According to a 2023 survey to 283 Stakeholders, Employees believe that Attica Group:



We sustain job positions

We strive to create direct job positions, while our activity also supports indirectly hundreds of job positions throughout our value chain and the passenger shipping industry in general.

Human Resources ¹



¹ Employee figures refer to the headcount of 31/12/2023 for office employees and to the average of 01/03/2023 and 01/07/2023 for marine employees.

Human Resources ¹

Employment Type	Permanent	Fixed Term ²	Full time	Part time	
Employees (number)	1,640	242	1,882	0	
Gender	Female	Male			
Employees (number)	287	1,595			
Age	< 30	30-50	> 50		
Employees (number)	292	983	607		
Categories	Nationalities	Disabilities	Foreigners	Minorities	
Number	6	0	5	0	
Education Level	Public School - High School	Post High School / Higher / Highest Education	Postgraduate Education		
Employees (number)	1,378	470	34		
Employment Tenure	< 5 years	5-10 years	> 10 years		
Employees (%)	36.4	26.5	37.1		
New Hires ³	Female	Male	< 30	30-50	> 50
Employees (number)	41	664	381	262	62
Turnover ³	Female	Male	< 30	30-50	> 50
Employees (number)	44	440	174	198	112
Turnover ³	Resignations	Redundancies	Other		
Turnover reason (%)	93.8	6.2	0		
Working Place	Offices	Vessels			
Employees (number)	309	1,573			
Hierarchy	Top Management ⁴	Directors ⁴	Employees	Total	
Employees (number)	46	93	1,743	1,882	

¹ Employee figures refer to the headcount of 31/12/2023 for office employees and to the average of 01/03/2023 and 01/07/2023 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).

³ 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 Executive BoD Chairman, Chief Executive Officer, Executive Directors and Vessel Captains. Directors include office Directors, Staff Captains and Chief Engineers.

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

30.6% more marine employees during spring/summer compared to autumn/winter months

Furthermore, there were employees working in our offices without belonging to our Group during 2023, as they were employed by a third party cleaning company (without including workers for temporary activities in our offices). These are employed based on a contractual commitment between our Group and the collaborating company, without significant fluctuations in their number compared to previous years. No employees work on our vessels without belonging directly to our Group, as all have employment contracts.



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

'Blood Ties'



Within 2023, we continued our voluntary blood donation program called 'Blood Ties' for the 15th consecutive year, in order to respond to needs of remote Greek island residents and personal emergencies of our employees and their families.

We collected 241 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:

- Comply with the relevant legislation (Government Gazette 1671/2013) regarding the maximum permitted work limits for marine employees (91 hours per week or 13 hours per day), as well as with the Collective Labor Agreement regarding the work limit for office employees (40 hours per week), which is also defined in our Recruitment Procedure.
- Have defined and monitor work and rest hours for all marine employees.
- 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.

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. Indicatively:

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

Zero grievances regarding our marine employee living conditions

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.

We informed (at least once) 100% of employees on Corporate Responsibility and Sustainability issues

Communication with Marine Employees

In 2023, we launched:

- The information platform 'Crew Portal', through which we inform all marine employees about their personal information (e.g. leaves, salary, training programs) and the necessary documentation.
- The digital communication and entertainment channel 'OneAttica onboard', through which we inform all marine employees on corporate news and announcements, while being able to participate in trainings and access music and entertainment audiovisual content.

ONE IDEA



We have launched the digital platform ONE IDEA, in order for our employees to submit their ideas or proposed changes to improve the way of working. The 4 employee ideas submitted during 2023 addressed well-being and health and safety issues, as well as improving employee skills, out of which 1 idea is currently in planning phase for implementation.



We monitor our employees' opinion

Within 2023, we participated in the ESG Barometer survey, conducted by Alba Graduate Business School and the Hellenic Network for Corporate Social Responsibility (CSR Hellas), through which 103 employees from various hierarchical levels expressed anonymously and confidentially their views on our Group's performance on corporate responsibility and sustainability issues.



2. Health and Safety

Health and Safety

Our Occupational Health and Safety Policy highlights our commitment to **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 and train our marine employees on Health, Hygiene and Safety issues.
- Repeated our Behavioral Based Safety Program through behavior assessment to ensure crew members' and passenger safety.
- Conduct audits on alcohol consumption to all marine employees.

407 vessels Officers participated in our Behavioral Based Safety Program through behavior assessment in the last four years

We trained 100% of marine employees on use of proper protective equipment

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

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 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 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.
- 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 protection measures for employees and buildings.
- Have developed a comprehensive Security Measures Plan.
- Communicate specific emergency response instructions, preventive protection measures and health and well-being briefings.
- Apply a 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).
- 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 respective concerns (e.g. regarding injuries).
- Have appointed Fire Safety Team and Emergency Care Team.
- Establish favorable employment conditions and additional security measures to support susceptible employee groups, such as pregnant employees and employees working in night shifts.
- 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.

100% of office employees and workers covered by an Occupational Health and Safety Management System

We informed 100% of employees on response to emergency situations and preventive protection measures

Response to COVID-19 Pandemic

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

- Discuss protective measures during our Health, Safety and Environment Team's monthly meetings, as well as the implementation of emergency measures in cases of a pandemic outbreak.
- 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.
- 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.

There were 100 office employees and 113 marine employees diagnosed with COVID-19 during 2023, 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.

9.9% of work was conducted remotely, while 7,668 online meetings were conducted ¹

¹ Data refer to office employees.

In 2023:

- There were only minor accidents with minor injuries involving our marine employees, with the exception of a fractured vertebra occurred to male marine employee due to fall at work, with an absence of 233 days.
- A lawsuit filed related to Health and Safety issues was dismissed in favor of our Group.
- Regarding previous lawsuits for marine employee injuries:
 - A lawsuit for a marine employee death due to COVID-19 complications in 2021 was dismissed in favor of our Group.
 - Dismissive first instance decisions were issued in 2 lawsuits.
 - First instance decision in 1 lawsuit is pending.
 - Counter-appeals against a first instance decision in 1 lawsuit are expected to be discussed within 2024.
 - Decisions were issued in 2 appeals against first instance decisions in favor of our Group.
 - A first instance decision was issued in a criminal case against a Vessel Captain for marine employee injury onboard in 2020, with an appeal filed by the Vessel Captain, which is expected to be discussed within 2024.

However, we regrettably have to report that within 2023, we lost four colleagues and an external partner's employee:

- One male marine employee due to heart attack, while at work.
- One male marine employee, due to incurable disease, three weeks after his mandatory work stoppage onboard vessel (as mandated by the relevant legislation).
- One male and one female office employee, due to long-term illness.
- One male crane operator, working for an external cooperating technical partner at the Perama Shipbuilding Repair Zone, due to a falling propeller during repair works outside the vessel ASTERION II.

We invested €101,700 on Health and Safety programs

3. Equality and Diversity

Equal Treatment and Human Rights

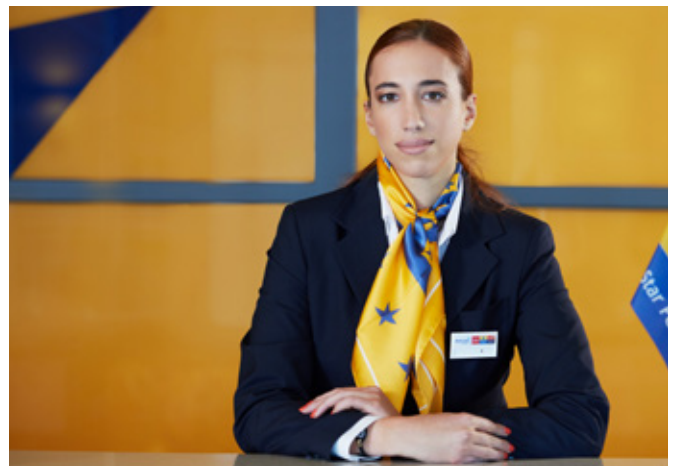


According to our Regulation of Professional Conduct & Business Ethics and our Policy on Combating Discrimination, Violence and Harassment in the Workplace, we:

- 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.

We commit to meritocracy

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).

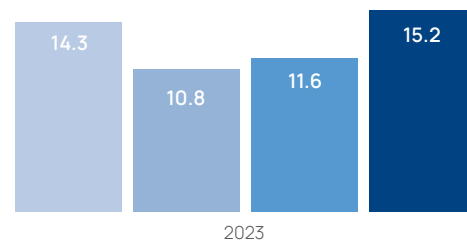


We do not tolerate child, forced and compulsory labor

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. Despite the fact that at the moment we do not implement a human rights due diligence process, 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.
- Employ any person through organizations or agencies involved in trafficking or other forms of forced

Percentage of Women



- Women in Board of Directors (%)
- Women in Director positions (%)
- Women in all management positions (%)
- Women employees (%)

We increased women in all management positions (including supervisors) in offices and vessels by 8.8% and 37.5% respectively

We apply a fair and transparent salary system

We have aligned our remuneration system with the applicable industry labor agreement. Any differences between salaries for male and female office employees depend on factors such as professional experience, qualifications and expertise, while there are no differences between salaries for male and female marine employees in all job positions, as their salary solely depends on their specialization. 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.

In 2023:

- Regarding lawsuits filed by marine employees for labor disputes (with claims over €30,000) within the year:
 - 1 lawsuit was discussed and the related claim was rejected.
 - Decision is expected in 1 lawsuit.
 - 15 lawsuits are expected to be discussed within 2024.
- Regarding previous lawsuits filed by marine employees for labor disputes (with claims over €30,000):
 - 11 lawsuits were closed in favor of our Group.
 - 7 lawsuits were closed in favor of the employees.
 - 1 lawsuit was closed following out-of-court settlement.
 - 4 lawsuits were dismissed.
 - First instance decisions in 10 lawsuits are pending.
 - 26 lawsuits are pending before the competent first instance and appeal courts.

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

There is no employee union within our Group, but we respect the right of employees to freedom of association and participate in employee unions (as stated within our Regulation of Professional Conduct & Business Ethics).

- Marine employees participate in employee unions related to their job position and through them to the Panhellenic Seamen's Federation (PNO), while office employees belong to the Panhellenic Federation of Shipping and Tourism Employees (PASENT).
- There were marine employees who did not work during strikes or lock-outs, organized by the Panhellenic Seamen's Federation (PNO) within 2023, due to collective bargaining agreements, crew overtime, the train accident in Tempi and the Blue Horizon incident in the port of Piraeus (see Section 7.1).

100% of employees covered by individual agreements (based on industry collective agreements)

We ensure confidentiality of personal data

We respect the right of employees to safeguard their personal data and indicatively we:

- Have been certified for our 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.
- Have authorized the use of specific surveillance systems to monitor crucial access areas to our offices and vessels (e.g. servers and UPS) according to the respective legislation (e.g. CCTV system with cameras, security access cards to offices), while only employees from the Health, Safety and Environment Division can access the surveillance footage.
- Do not monitor any work areas, except certain vessel 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 to office and marine employees. At the same time, office Top Management Members and Directors are covered by a retirement program.

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 assistance ²		✓

¹ Also offered to employees with fixed term employment contracts and students on internship programs.

² Offered to 199 office employees with low remuneration in 2023 (including those with fixed term employment contracts).

We offer additional benefits to 100% of employees

4. Training and Development

Training



According to a 2023 survey to our employees, **70.7%** agrees that our Group provides training programs and seminars on responsible and sustainable development issues.

We develop our employees

Internal Advancements: According to our Operation Regulations, our priority is to cover job openings from existing employees.

Internal Movements: We have established an internal movement program for office employees to keep them motivated and acquire additional knowledge and experience.

Job Descriptions: We have recorded in detailed written job descriptions related responsibilities for office and marine employees.

We covered 17.5% of permanent job openings in offices by internal candidates

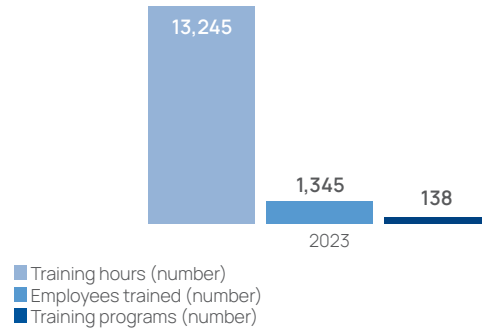
100% of employees with formal job descriptions

We train our employees

Training Programs: Despite the fact that at the moment we do not systematically implement talent recruitment and retention programs and actions, we deliver a wide range of training programs and seminars each year.

Training Programs	Marine Employees	Office Employees
Corporate Responsibility and Sustainability	✓	✓
Foreign languages	✓	✓
Response to pollution incidents	✓	
Fire fighting	✓	
Cleaning processes	✓	
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		✓

Employee Training ¹



¹ 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 trained (at least once) 79.9% and 69.8% of our office and marine employees respectively

We quadrupled the number of employees trained and increased training hours by 48%

We increased the number of training programs by 15%

We trained 41.9% of our employees on our human rights policies and procedures

Skills Development



Within 2023, we implemented training programs to develop our employees' skills and more specifically:

- Personalized executive coaching program for Executive Directors to develop and strengthen their skills (e.g. on leadership, entrepreneurship, communication, time management, stress).
- Leadership Development Program for office Directors to develop and strengthen leadership and communication, strategic thinking, crisis and change management skills.
- The Seantes Academy (see Section 7.3).
- Training program for marine employees on Leadership and Motivation (193 employees), Customer Service (970 employees) and Sales Development (209 employees).

Over 75% of marine employees participated in our upskilling program

Online Corporate Responsibility and Sustainability Trainings



We utilize interactive e-learning training courses for office employees (including new hired employees) on:

- Corporate Responsibility issues, with 86.3% of all participants achieving a score of over 60%. At the same time, we implemented the respective training to 195 vessel Officers and Vessel Captains during 2020-2022, with 83% of participants achieving a score of over 60%.
- Our Regulation of Professional Conduct & Business Ethics and Anti-corruption Regulation (2020-2023), with 81.4% and 81.6% respectively of participants achieving a score of over 70%.
- Human Rights and Equal Treatment (2022-2023), with a participation rate of 86.1% and 86.3% of office employees respectively.

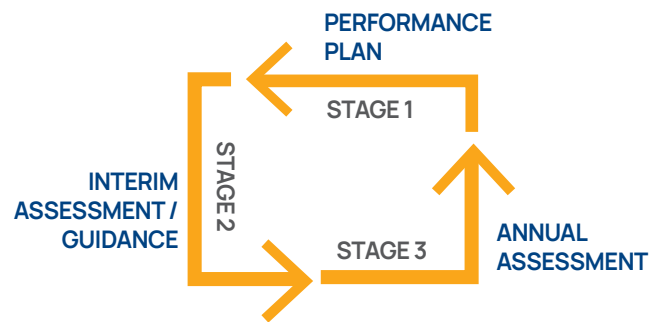
We appraise our employees

We implement a Performance Appraisal System for all employees, in order to identify their strengths and areas for further improvement.

Offices

Since 2020 we implement a 3-phase Appraisal for office employees, which consists of 5 main areas:

1. Quantitative Criteria – Individual Objectives (aligned with the Group's strategic objectives).
2. 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.



Vessels

We 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.






Responsibility is 1 out of 6 appraisal criteria for all office employees, Managers, Directors and Top Management Members, as well as our Chief Executive Officer


We continued to conduct performance appraisal to 100% of our employees

5. Performance Data

Indicator ¹	2021	2022	2023
Human Resources and Employment			
Workforce (number)	1,739	1,907	1,930
Employees ²	1,688	1,861	1,882
Offices	291	293	309
Vessels	1,397	1,568	1,573
Workers ³	51	46	48
Offices	51	46	48
Vessels	0	0	0
Full-Time Equivalent (FTE) employees (number)	NR	NR	1,876
Fixed term employees (%)	11.7	16	12.9
Fixed term employees (number)	198	298	242
Male	185	277	221
Female	13	21	21
Offices	12	23	16
Vessels	186	275	226
Marine employees during spring and summer months compared to autumn and winter months (number)	1,638 / 1,157	1,761 / 1,374	1,782 / 1,364
Employees under freelance arrangements (number)	0	0	0
Non-guaranteed hours employees (i.e. employees with non-guaranteed minimum or fixed number of working hours) (number)	0	0	0
Average age of employees (years)	43.5	43.2	43.1
Average employment tenure of employees (years)	9.8	9.7	10.1
Offices	15.8	16.4	16.5
Vessels	8.5	8.4	8.8
Employee nationalities (%)	100	100	100
Greek	99.6	99.7	99.7
Foreigners	0.4	0.3	0.3
Nationality of employees in all management positions (%)	100	100	100
Greek	99.5	99.6	99.7
Foreigners	0.5	0.4	0.3
New hires rate (%)	19.3	27.7	37.5
Offices	4.1	7.2	3.2
Vessels	22.4	31.6	44.2
Turnover rate (%)	21.3	25.1	25.7
Offices	2.1	6.5	4.5
Resignations	2.1	6.5	3.5
Redundancies	0	0	1
Vessels	25.3	28.6	29.9
Resignations	22.1	23.1	28.2
Redundancies	3.2	5.5	1.7
Turnover rate (%)	21.3	25.1	25.7
Male	22.5	25.9	27.6
Female	14.2	20.6	15.3
Difference between turnover rates of female employees compared to male employees (%)			
Offices	-55.7	-84.4	-86.3
Vessels	+62	+69.9	+21.1
Employees who left before completing 12 months of employment (%)	6.5	10.4	6.1
Offices	0.7	3.1	0.6
Vessels ⁴	7.7	11.8	7.2
Internal communication activities regarding Corporate Responsibility and Sustainability issues (number)	13	22	38
Work hours (hours)	4,989,060	5,637,408	5,980,712
Offices	582,000	586,000	618,000
Vessels	4,407,060	5,051,408	5,362,712
Employees who worked at least once beyond the typical work hours (%)	82.8	84.3	83.6
Offices	0	0	0
Vessels	100	100	100

Indicator ¹	2021	2022	2023
Human Resources and Employment			
Average duration of overtime work in vessels (hours)	1.1	1.17	1.43
Employees who received parental leave (number)	5	2	4
Male	0	0	2
Female	5	2	2
Employees who returned to work after parental leave ended (number)	5	2	4
Male	0	0	2
Female	5	2	2
Employees who returned to work after parental leave ended and continued to work within our Group for over 12 months after their return (number)	5	2	4
Male	0	0	2
Female	5	2	2
Employees with reduced working hours due to raising a child (number)	5	2	2
Male	0	0	0
Female	5	2	2
Participation in in-house Employee Survey (%)	59.5	13.5	-
Offices	65.5	85.6	-
Vessels	53.6	-	-
Voluntary employee blood donations (number)	1	2	2
Gathered blood units (number)	44	105	92
Utilized blood units (number)	51	38	40
For our employees' and their families' needs	51	38	40
For local community members' needs	0	0	0
Health and Safety			
Operations in offices covered by an Occupational Health and Safety Management System (%)	0	100	100
Employees informed on emergency response instructions and preventive protection measures (number)	1,688	1,861	1,882
Marine employees trained on use of proper protective equipment (number)	1,070	1,173	1,198
Employees trained on Health and Safety issues (number)	119	7	93
First Aid	1	NR	10
Prevention of serious diseases	5	NR	0
Emergency and evacuation processes	NR	NR	28
Employees trained on Health and Safety issues (%)	7	0.4	4.9
Training duration of employees on Health and Safety issues (hours)	882	349	298
Vessel Officers trained on response to emergencies (number)	103	112	112
Non-compliance incidents of marine employees during audits on alcohol consumption (number)	0	0	0
Internal briefings on healthy lifestyle (number)	0	4	1
Employees informed on health and well-being issues (%)	0	100	100
Employees with high incidence or risk of disease associated with their work (number)	0	0	0
Occupational diseases (number)	0	0	0
Employee fatalities (number)	2	0	4
Work-related accidents	0	0	0
Disease	2	0	3
Work-related disease	0	0	0
Natural causes	0	0	1
Employees' fatal accidents (number)	0	0	0 [Ⓜ]
Collaborators' fatal accidents (number)	0	0	1
Collaborators' accidents (number)	0	0	0
Collaborators' high-consequence accidents (i.e. incidents with absence of over 6 months) (number)	0	0	0
Employees' accidents (number)	33	34	52
Offices	0	0	0
Vessels (work-related)	11	12	12
Vessels (outside vessels or off duty)	22	22	40
Men	32	32	50
Women	1	2	2
Accidents with absence >1 day (number)	33	34	52

Indicator ¹	2021	2022	2023
Health and Safety			
Accidents with absence < 3 days (number)	0	1	3
Accidents with absence > 3 days (number)	33	33	49 
Type of accidents (number)	33	34	52
Sprains and strains	4	5	8
Fractures	9	16	14
Electrical injuries	0	0	0
Dislocations	1	1	0
Burns	0	1	1
Other (e.g. lesions/bruises, notches, minor injuries from traffic accidents)	19	11	29
Type of high-consequence accidents (i.e. incidents with absence of over 6 months) (number)	2	4	1
Fractures	2	2	1
Electrical injuries	0	0	0
Burns	0	0	0
Body parts entrapment injuries	0	0	0
Other	0	2	0
Absence from work due to accidents (hours) ⁵	12,264	22,680	15,864
Average days of absence per injury (days)	45.9	83.6	38.1
Medical treatment cases (number) ⁶	416	914	421
Fatality Rate (rate) ⁷	0	0	0
Injury Rate (rate) ⁸	NR	NR	NR
Employees	NR	NR	NR
Offices	0	0	0 
Vessels	1.5	1.35	1.94 
Workers	NR	NR	0
High-Consequence Injury Rate (rate) ⁹	NR	NR	NR
Employees	NR	NR	NR
Offices	0	0	0
Vessels	0.09	0.16	0.04
Workers	NR	NR	0
Occupational Disease Rate (rate) ¹⁰	0	0	0
Lost Days Rate due to injuries or occupational diseases (rate) ¹¹	NR	NR	NR
Employees	NR	NR	NR
Offices	0	0	0
Vessels	70	112.25	72
Workers	NR	NR	0
Lost Time Injury Frequency Rate (rate) ¹²	NR	NR	NR
Employees	NR	NR	NR
Offices	0	0	0 
Vessels	1.5	1.35	1.94 
Workers	NR	NR	0
Lost Time Injury Severity Rate (rate) ¹³	NR	NR	NR
Employees	NR	NR	NR
Offices	0	0	0
Vessels	70	112	72
Workers	NR	NR	0
Absenteeism Rate (rate) ¹⁴	NR	NR	NR
Offices	2,257	3,787	2,151
Vessels	3,800	4,200	3,400
Difference between Absenteeism Rate for male office employees compared to female office employees (%)	NR	NR	NR
Offices	-15.6	-68.7	-57.1
Vessels	NR	NR	NR
Difference between Injury Rate for female marine employees compared to male marine employees (%)	NR	NR	-96
Difference between Lost Days due to injuries or occupational diseases for female marine employees compared to male marine employees (%)	NR	NR	-96.8
Legal cases related to Health and Safety issues filed within the year (number)	2	4	1
Pending previous legal cases for marine employee injuries (number)	6	8	8

Indicator ¹	2021	2022	2023
Equality and Diversity			
Areas or operations assessed for risks related to human rights (number)	0	0	0
Areas or operations assessed for child or compulsory labor risks (number)	0	0	0
Significant investment agreements with human rights assessment (number)	NR	NR	0
Significant investment agreements and contracts with clauses on human rights (number)	0	0	0
Women employees (%)	13.8	15.1	15.2
Women in all management positions (including supervisors) (%)	11	11.4	11.6
Offices	35.1	36.6	34.6
Vessels	5	5.6	6.7
Women in Director positions (%)	4.9	4.3	10.7
Offices	12.5	11.5	11.5
Vessels	1.8	1.5	10.4
Women in Top Management positions (%)	0	0	0
Difference between percentages of female employees with fixed term employment contracts compared to male employees (%)	NR	NR	-47.5
Offices	-56.1	-47.7	+6
Vessels	-20	-44.5	-30.6
Difference between total training hours of female employees compared to male employees (%)	NR	NR	-75.6
Offices	-57.3	-79.5	-65.7
Vessels ¹⁵	-91	-97.3	-88.9
Employees with salary equal to or higher than the legal minimum salary (%)	100	100	100
Difference between average salary for male office employees compared to female office employees (%)			
Employees	+1.6	+1.8	-2.6
Managers	+27.5	+22.7	+39
Directors	+3.1	+3.2	-3.6 
Variable compensation in employees' overall compensation (%)	NR	NR	NR
Offices	6.3	0.6	3.1
Vessels	12.3	0	0
Variable compensation in office Management executives' overall compensation (%)	NR	NR	NR
Managers	NR	0.4	3.1
Directors	NR	0.1	7.9
Executive Directors	32	0	18.1
Variable compensation in marine Management executives' overall compensation (%)	NR	0	0
Variable compensation in office employees' overall compensation dependent on Corporate Responsibility and Sustainability targets (%)	NR	NR	NR
Employees	NR	NR	0
Managers	NR	NR	3.9
Directors	NR	NR	3.9
Top Management members	NR	NR	0
BoD members	NR	NR	0
Women in the 10% of highest paid job positions (%)	NR	NR	NR
Offices	3.5	6.9	9.7
Vessels	0	0	0.7
Ratio of median annual total compensation for male employees to the median annual total compensation for female employees (ratio)	NR	NR	NR
Offices	2.1:1	1.2:1	0.9:1
Vessels	1.8:1	1.7:1	1.3:1
Ratio of annual total compensation for the highest-paid individual to the median annual total compensation for all employees (excluding the highest-paid individual) (ratio)	NR	NR	NR
Offices	17.5:1	10.6:1	14.3:1
Vessels	5.5:1	4.6:1	4.8:1
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) (ratio)	16:1	10:1	10.9:1

Indicator ¹	2021	2022	2023
Equality and Diversity			
Percentage variation in annual total compensation for the highest-paid individual to the median percentage variation in annual total compensation for all employees (excluding the highest-paid individual) (ratio)	NR	NR	NR
Offices	-1.4:1	-32.7:1	3.3:1
Vessels	3.8:1	-0.1:1	0.04:1
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) (ratio)	43:1	-34.3:1	4.7:1
Lawsuits for labor disputes (with claims over €30,000) filed by marine employees within the year (number)	16	20	17
Previous lawsuits by marine employees for labor disputes (with claims over €30,000) (number)	41	51	59
Areas and operations identified in which the employee rights to freedom of association and collective bargaining may be at risk (number)	0	0	0
Employees participating in employee unions (%)	82.8	84.3	83.6
Offices	0.3	0.3	0.3
Vessels	100	100	100
Employees represented by employee unions (%)	100	100	100
Minimum notice period regarding operational changes (hours / days)	Based on relevant regulatory requirements		
Offices	24 hours (Domestic lines) / 7 days (Adriatic Sea lines)		
Vessels	24 hours (Domestic lines) / 7 days (Adriatic Sea lines)		
Participation in strikes and/or lock-outs (number)	4	4	5
Employees participating in strikes and/or lock-outs (number)	373	57	638
Offices	0	0	0
Vessels	373	57	638
Work time lost due to marine employee participation in strikes and/or lock-outs (mandays)	2,982	454	1,404
Work time lost due to marine employee participation in strikes and/or lock-outs (%)	0.07	0.1	0.2
Employees covered by sickness insurance program (%)	100	100	100
Subcontractors' employees working on our behalf covered by public insurance (%)	100	100	100
Office employees covered by additional retirement program (%)	10.3	10.6	9.7
Amount spent on sickness insurance program and additional retirement program (€)	412,900	441,000	433,000
Training and Development			
Duration of training (hours)	10,188	8,949	13,245
Training programs (number)	98	120	138
Employees trained (number)	374	330	1,345
Employees trained on long-term employability skills (number)	NR	NR	1,168
Office employees trained on Corporate Responsibility and Sustainability Issues (%)			
Employees	8.6	83.5	23.8
Managers	92.2	98.4	13.2
Directors	100	84.6	46.2
Top Management Members	100	100	100
BoD members	100	100	0
Marine employees trained on Corporate Responsibility and Sustainability Issues (%)			
Employees	0	0.5	73.4
Vessel Officers	0	7.3	73.5
Senior vessel Officers	1.8	27.3	91
Vessel Captains	5.4	26.2	100
Employees trained on our human rights policies and procedures (number)	4	240	789
Duration of employee training on our human rights policies and procedures (hours)	16	120	788
Marine employees trained on management, Health and Safety, and Corporate Responsibility and Sustainability issues (number)	s		
Average training duration of employees in the 10% of highest paid job positions (hours)	NR	NR	NR
Offices	NR	30.6	47.7
Vessels	NR	0.7	3.5

Indicator ¹	2021	2022	2023
Training and Development			
Average training duration of employees in the 90% of lowest paid job positions (hours)	NR	NR	NR
Offices	NR	29.3	24
Vessels	NR	0.1	1.5
Average training duration in offices (hours)	29.2	29.8	26.4
Men	43.7	55.3	43.4
Women	16.4	9.2	12.3
Employees	29.2	29.8	11.9
Employees in Top Management positions	24.2	11.3	20.2
Employees in Director positions	40.2	36.9	56.2
Employees in Manager positions	NR	NR	54.5
Employees in all management positions	60.7	90.2	53.3
Average training duration in vessels (hours) ¹⁶	1.2	0.1	3.2
Men	1.2	0.1	3.1
Women	1.8	0.1	4.3
Employees	1.2	0.1	2.7
Employees in Top Management positions	6.4	1.9	5.6
Employees in Director positions	6.6	1.5	6.2
Employees in Manager positions	NR	NR	4
Employees in all management positions	3.3	0.1	4.5
Cost of training programs (€)	127,800	91,970	265,719 ✓
Weighting of Corporate Responsibility and Sustainability issues in office employees' formal performance appraisals (%)	NR	NR	NR
Employees	7.1 ¹⁷	7.1	7.1
Managers	3 ¹⁷	4.1	3.9
Directors	3.9 ¹⁷	3.9	3.7
Top Management members	5.8 ¹⁷	7.2	6.7
Office employees with Corporate Responsibility and Sustainability issues in formal performance appraisals (%)	NR	NR	NR
Employees	100	100	100
Managers	100	100	100
Directors	100	100	100
Top Management members	100	100	100
BoD members	14.3	14.3	14.3
Employees with formal performance appraisals (%)	100	100	100
Management executives with formal performance appraisals (%)	100	100	100
Employees covered by long-term incentive programs linked to their performance (%)	NR	NR	0
Job rotations of office employees (number)	0	0	0
Internal movements of office employees (number)	0	8	6

¹ Employee figures refer to the headcount of 31/12/2021, 31/12/2022 and 31/12/2023 respectively for office employees, as well as the average of 01/03/2021 - 01/07/2021, 01/03/2022 - 01/07/2022 and 01/03/2023 - 01/07/2023 respectively for marine employees.

² Employees are Workforce who work as Attica Group employees.

³ Workers are Workforce who do not work as Attica Group employees, but their work or workplace is controlled by Attica Group, as they are Contractor Employees.

⁴ Figure does not include cadets in Merchant Navy's Officer and Coast Guard academies onboard our vessels.

⁵ Calculated lost days are scheduled work days and their calculation begins the day after the accident.

⁶ Figures include COVID-19 infections.

⁷ Fatality Rate (FR): Number of fatal accidents x 200,000 / Total work hours.

⁸ Injury Rate (IR): Number of injuries and fatal accidents x 200,000 / Total work hours.

⁹ 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.

¹⁰ Occupational Disease Rate (ODR): Number of occupational diseases x 200,000 / Total work hours.

¹¹ Lost Days Rate due to injuries or occupational diseases (LDR): Total work days lost x 200,000 / Total work hours.

¹² Lost Time Injury Frequency Rate (LTIFR): Number of injuries related to work time x 200,000 / Total work hours.

¹³ Lost Time Injury Severity Rate (LTISR): Number of work days lost due to injuries related to work time x 200,000 / Total work hours.

¹⁴ Absenteeism Rate (AR): Total absent work days x 200,000 / Total work days.

¹⁵ Figures do not include internal drills conducted on vessels.

¹⁶ 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.

¹⁷ Data provided in previous Report has been restated.

NR: Not Reported

6. Achievements 2023 and Future Objectives

We committed	Progress	We aim	By
To improve our performance on Corporate Responsibility and Sustainability issues related to Employees by 7%.	100%	To improve our performance on Corporate Responsibility and Sustainability issues related to Employees by 7%.	2026
To include predefined and clearly announced criteria to dismiss office employees in our Labor Regulations or Regulation of Professional Conduct & Business Ethics.	25%	To include predefined and clearly announced criteria to dismiss office employees in our Labor Regulations or Regulation of Professional Conduct & Business Ethics.	2024
To implement employee briefings on well-being and healthy lifestyle issues (e.g. smoking, nutrition, fitness, mental health) twice per month.	25%	To implement employee briefings on well-being and healthy lifestyle issues (e.g. smoking, nutrition, fitness, mental health) twice per month.	2025
		To complete our skills development program for vessel Officers and Hotel and Deck crews.	2024



We ensure our Passenger Safety

Our Oceans:

3 billion years is the time life on Earth was restricted to the Oceans during evolution

7. Customers

At a glance

184

vessel inspections
from local authorities

652

thousand members
in the Loyalty & Reward
program seasmiles

554

thousand information SMS
messages sent to our passengers

177

thousand calls to
corporate customer service
phone lines

10,396

questionnaires
in vessels

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



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 doubled the number of information SMS sent to passengers for early arrival at port or changes or cancellations of scheduled journeys in Domestic and Adriatic Sea lines.
- ✓ We informed 97% of passengers deemed necessary 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 68% of arrival times as scheduled.
- ✓ The average score registered through service evaluation devices onboard our vessels reached 3.95 on a 5 point scale.
- ✓ We conducted internal drills and trainings on passenger safety to 100% of marine employees.
- ✓ Zero recorded non-compliance incidents during vessel inspections from Local Authorities.
- ✓ Zero customer complaints regarding confidentiality or personal data security.
- ✓ 100% of employees have signed an additional deed regarding their obligations according to GDPR, incorporated in their employment contracts.
- ✓ We included our Code for Responsible Marketing and Communication in 100% of our communication and advertising contracts.
- ✓ Zero customer complaints regarding promotional activities (e.g. marketing, advertising, sales).



1. Safety and Security

Blue Horizon Incident



We were all shocked by the tragic incident in the port of Piraeus on 5.9.2023, which resulted in the death of Antonis Kargiotis. Our Group immediately responded and contributed in every way to the competent authorities' investigations. At the same time, we launched our own internal investigation to identify the reasons for the evident non-compliance with our safety procedures from specific crew members and ensure that such incidents would not occur again.

More specifically:

- We immediately proceeded to audit all safety procedures by internationally recognized Classification Society's external inspectors, based on the International Safety Management Code (ISM Code), which confirmed once again their adequacy and full compliance with national and international legislation. These were additional audits, besides the annual audits conducted within the context of renewing the managing companies' certificates of the Document of Compliance (DOC) and the Safety Management Certificate (SMC) of our Group's vessels, by the competent certification authorities (Classification Societies and the Ministry of Maritime Affairs and Insular Policy's Merchant Vessels Inspection Directorate). 24 such audits were conducted between the time the incident occurred and March 2024. All audits were completed without findings.
- Despite the aforementioned verified adequacy and full compliance, we adopted additional measures, aiming to monitor tighter obliged persons' compliance with the proper procedures. More specifically, in the weeks following the incident, we adopted additional safety measures beyond those required by legislation and re-trained our crews, exceeding the usual practices of our industry.
- In addition to the written instructions that were sent again to Vessel Captains to remind them to strictly adhere to relevant procedures, we conducted a work meeting with crew representatives, in order to remind them and clarify Group's absolute priority on issues related to vessels' safe operation, as well as exchange views to continuously improve our vessels' operation and strengthen the understanding of a safety culture.
- At the same time, we held a meeting with the vessel's crew on which the tragic incident occurred, in order to provide psychological support to the majority of our crew members who were shocked by the incident, just like all of us. These crew members should not be blamed in any way for unacceptable actions by specific persons. In addition, all crew members were eligible to receive professional psychological health support.
- We conducted additional certified information and awareness training for all fleet crews on Customer Service issues, as well as Organizational Skills development (Management Skills), including corporate culture alignment issues, diversity and inclusivity, in order to provide even higher quality services to our passengers.

Furthermore, within the context of our effort to continuously improve the level of services offered and in accordance with our Board of Directors' commitment, we launched an extensive and in-depth investigation, assisted by independent and internationally acknowledged external consultants, in order to evaluate our Group's operation in relation to best practices. The investigation extends to all Group vessels, as well as office services and is expected to be completed by early summer. The findings will be utilized to implement potential further measures to continuously improve the quality of our Group's services. Our goal is to always ensure strict adherence to Attica Group's safety procedures and protocols and strengthen safety culture at all levels.

It was evident that this unthinkable incident was the result of an isolated apparent violation of important safety rules and procedures, as well as a flagrant deviation from main and self-evident principles regarding protection of human life and respect for human personality, which constitute the core of our crew continuous trainings. Passenger safety has always been our Group's highest priority and this particular incident does not in any way reflect on our corporate principles and values, nor the behavior and culture of our sailors, who ensure on a daily basis the smooth and safe transportation of thousands of persons (even under difficult conditions) and receive our passengers' trust.

Passenger Shipping Company Selection Criteria






According to a 2023 survey to 1,000 citizens, safety is the **No 1** passenger shipping company selection criterion on Adriatic Sea lines and the **No 2** selection criterion on Domestic lines, being a very important criterion for **55%** and **71%** of respondents respectively.

Consumer Privacy



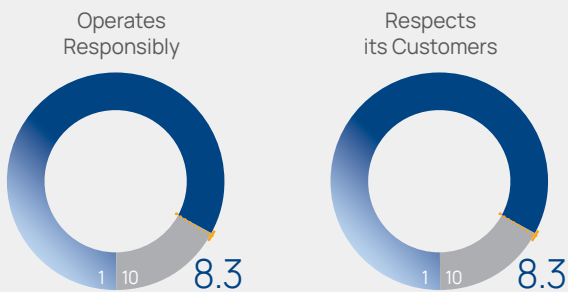
According to a 2023 survey to 1,400 citizens, our 3 brands and 3 competitors were positioned in the following order for the question 'Respects and protects consumers' privacy':

1st Place - Best	
2nd Place	Competitor A
3rd Place	
4th Place	Competitor C
5th Place	Competitor B
6th Place	

Stakeholder Survey



According to a 2023 survey to 283 Stakeholders, Sales Network agents believe that Attica Group:



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 2023.
- Have established Safety Committee in each vessel, in order to examine and assess respective 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 2023, the Emergency Response Team's members met, regarding the Blue Horizon incident in the port of Piraeus.
- 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, as well as with the Cardio Express telemedicine support service for the initial assessment of 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.

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. 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. Furthermore, we have inspected and certified 26 vessels with the 'SAFEGUARD' label, regarding implementation of specific measures and necessary procedures to address biological risks.

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.

Within 2023:

- Passenger injuries onboard vessels mainly concerned slipping in public areas due to carelessness. As a result, we:
 - Raise crew members' attention regarding tidiness and cleanliness of public areas (e.g. stairwells).
 - Ensure that appropriate warning signs are in place and crew members are present in all public vessel areas.
- In relation to previous legal cases:
 - Regarding lawsuits for passenger injuries onboard, decisions are expected in 2 lawsuits, while 3 lawsuits are expected to be discussed within 2024.
 - Regarding a lawsuit filed by a relative for a passenger's death in 2021, the Prosecutor filed the case on record.
 - A lawsuit for fatal passenger injury onboard in 2017 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.

- Contractors comply with the requirements of ISO 9001 Quality Management System and ISO 22000 Food Safety Management System.
- We perform a 'Mystery Passenger' survey through 9 visits in 3 waves/phases to each vessel in Domestic and Adriatic Sea lines in 2023, 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 process in cases of products or services being recalled from our vessels due to potential health and safety issues.

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.
- 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.

Hotel services hygiene and safety

As part of our focus to provide high quality hotel services onboard our vessels, 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-of-the-art air and surface purifying system. Approximately 2.1% of all cabins onboard Blue Star Ferries and Superfast Ferries vessels are 'PURE CABINS' and 2.5% 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, as well as additional inspections related to protective measures against COVID-19.

Zero recorded non-compliance incidents during vessel inspections from Local Authorities

We ensure protection of personal data

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 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 respective European Union's Regulation, which is responsible for proper response, implementation and compliance with the European Union's new General Data Protection Regulation (GDPR). We have also established a Security Breach Handling Team to investigate personal data security breach incidents, as well as the adequacy of our relevant policies, processes, technological means and security measures.
- We inform our customers about personal data protection and privacy issues (e.g. the nature and use of the data we collect).
- 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.
- Brief and train our employees on GDPR.
- Sign an Additional Personal Data Processing Act in new contracts 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.
- 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 2023.

100% of employees have signed an additional deed regarding their obligations according to GDPR, incorporated in their employment contracts

Zero customer complaints regarding confidentiality or personal data security

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.
- Regarding previous legal cases for vehicle damages in vessel garages and loss of personal belongings, within 2023:
- 5 lawsuits were dismissed at first instance courts in favor of our Group.
 - An appeal decision was issued and 2 lawsuits closed in favor of our Group.
 - 4 lawsuits were closed following out-of-court settlement.

2. Responsible Communication

Responsible Promotion



According to a 2023 survey to 1,400 citizens, our 3 brands and 3 competitors were positioned in the following order for the question 'Promotes products and services with Responsibility':

1st Place - Best	 Blue Star Ferries®
2nd Place	Competitor A
3rd Place	 HELLENIC SEAWAYS
4th Place	 SUPERFAST FERRIES®
5th Place	Competitor C
6th Place	Competitor B

Informing Customers and Passengers



We include Responsibility issues in our communications, in order to promote responsible behavior in our customers' daily activities. Indicatively, during 2023 we:

- Embedded images promoting acceptance of equality and diversity in various promotional activities through our social media, websites and mobile apps.
- Included information on various topics (e.g. diversity, youth internet addiction, daily habits for good mental health, online violence, food waste) in our Group's magazines onboard vessels.
- Communicated informative messages with social, environmental and cultural content on all our vessels with relevant information screens, which indicatively included:
 - The social support activities we implement or participate (see Section 5.2).
 - The decontamination initiative from employee volunteers in collaboration with AEGEAN REBREATHE (see Section 8.4).
 - Doctors Without Borders' (Médecins Sans Frontières) activities.
 - Skin cancer briefing.
 - Organ donation briefing.

- Protection of seas and wildlife, in collaboration with the Hellenic Marine Environment Protection Association's (HELMEPA) and the Institute of Marine Conservation 'Archipelagos'.
- Rational water management in Greek islands, in cooperation with Clean Blue Paros.
- 8 different useful tips for environmental protection.
- Combating violence against children.
- Prevention of forest fires, in cooperation with the General Secretariat for Civil Protection (GSCP), an agency within Ministry of Interior.
- 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 Day for the Elimination of Racial Discrimination, International Day for Women in Maritime, World Environment 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.



We responsibly advertise our products and services

We aim to ensure that 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 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 is 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.
- 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).

We included our Code for Responsible Marketing and Communication in 100% of our communication and advertising contracts

Labeling allergens

We require from prepackaged foodstuff suppliers to 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 signs to inform consumers about allergens (such as gluten, eggs, soy and milk) in every non-prepackaged meal within our vessels.


We maintain 6 corporate websites, with over 2 million visitors annually and 2 mobile applications with over 6,600 downloads in 2023

We ensure prompt communication

We utilize various communication means to promptly inform our customers in case of cancellations or delays in scheduled routes, such as:

- The websites www.superfast.com, www.bluestarferries.com and www.hsw.gr.
- Communication via phone calls, SMS or Viber messages.
- Port authority representatives.
- Social media.
- Radio.
- Various journal and information portals.
- E-mails.

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

We informed 97% of passengers deemed necessary  through information SMS for early arrival at port or changes or cancellations of scheduled journeys in Domestic and Adriatic Sea lines

We doubled the number of information SMS sent to passengers for early arrival at port or changes or cancellations of scheduled journeys in Domestic and Adriatic Sea lines




3. Quality and Satisfaction

Passenger Shipping Company Selection Criteria

According to a 2023 survey to 1,000 citizens, ticket price is the **No 1** passenger shipping company selection criterion on Domestic lines and the **No 2** selection criterion on Adriatic Sea lines, being a very important criterion for **72%** and **53%** of respondents respectively.

Satisfaction

According to a 2023 survey to 1,400 citizens, Superfast Ferries, Hellenic Seaways and Blue Star Ferries are the **No 2**, **No 4** and **No 5** passenger shipping companies respectively in the overall satisfaction of passengers.

	Performance 2022 (0-10 rating scale)	Performance 2023 (0-10 rating scale)	Difference 2023-2022
 SUPERFAST FERRIES*	8.4	7.8	-7.1%
 HELLENIC SEAWAYS	8.5	7.7	-9.4%
 Blue Star Ferries*	8.2	7.6	-7.3%

Furthermore, crew politeness and routes consistency 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:

	1st	2nd	3rd	4th	5th	6th	7th	8th
Crew politeness	●●		●					
Routes consistency	●	●	●					
Safety		●	●				●	
Aesthetics				●	●	●		
Cleanliness					●	●	●	
Speed		●		●		●		
Travel comfort				●			●	●
Ticket price								●●●

■ Blue Star Ferries
■ Superfast Ferries
■ Hellenic Seaways

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.
- 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.



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

We sent overall 2,391 notifications to serve our passengers (1,814 concerning passengers with reduced mobility, 4 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.
- Have routed 3 state-of-the-art Aero Catamaran vessels with innovations for comfortable journey in high wave conditions, facilitation of passengers with reduced mobility and bicycle accommodation area.
- Have installed Seasmiles Kiosks on 21 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, to immediately serve visitors, 24 hours a day, 365 days a year.
 - At www.bluestarferries.com, www.superfast.com, www.hsw.gr, to immediately provide information about the necessary travel guidelines, 24 hours a day, 365 days a year.
 - At our port offices' information portal.

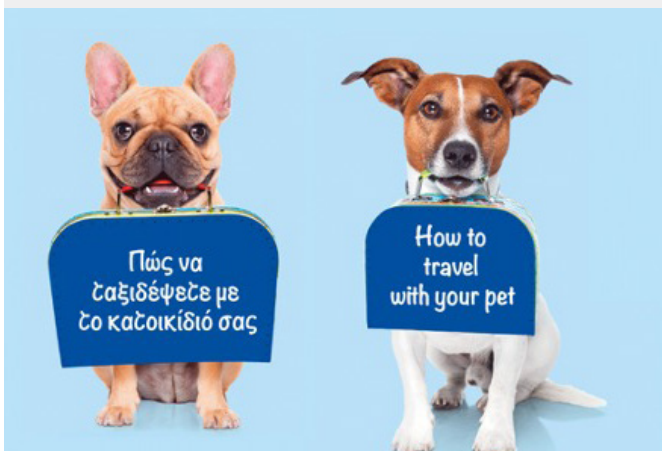
Traveling with a Pet



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 114 cabins designated for pet accommodation, to facilitate area cleaning and disinfection.

At the same time, we have designed a dedicated Greek and English poster to inform passengers onboard all our vessels 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 28 vessels can connect with any device (laptop, smartphone or tablet) via the onboard WiFi network and can access free-of-charge recreational material (e.g. music) and 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

Personalized Travel Experience



Within 2023, we launched our 'Seanthesis' project to upgrade our offered services through personalized travel experience. During the first phase, we implemented the 'Seanthesis Academy', which will include targeted training modules and conducted 4 training courses on customer-centric culture, leveraging new digital media and modernizing our processes, with 35 participating employees. Furthermore, we launched the project's second phase, which will include training modules on digital transformation, customer-centric culture, communication and management.

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, as well as cabins onboard 3 Hellenic Seaways vessels with the Highspeedy children cartoon (offered without any extra charge upon availability).



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. Depending on line and destination, we offer indicatively:

- Early booking tickets, with up to 20% discount.
- Ticket packages, with significant discounts for passengers and private vehicles.
- Discounts up to 50% in tickets for students, families with multiple children, Navy Retirement Fund pensioners and children.
- Discounts in selected destinations throughout the year.
- Discounts up to 40% for members registered in our Loyalty and Reward program seasmiles.
- Discounts throughout the year (such as Super Economy, Special Economy, for passenger tickets, for tickets in cabins, for combined domestic and international routes, soldiers, permanent island residents and teachers).
- Discounts for railway transport ticket-card holders.
- Discounts for newly admitted students and their families.

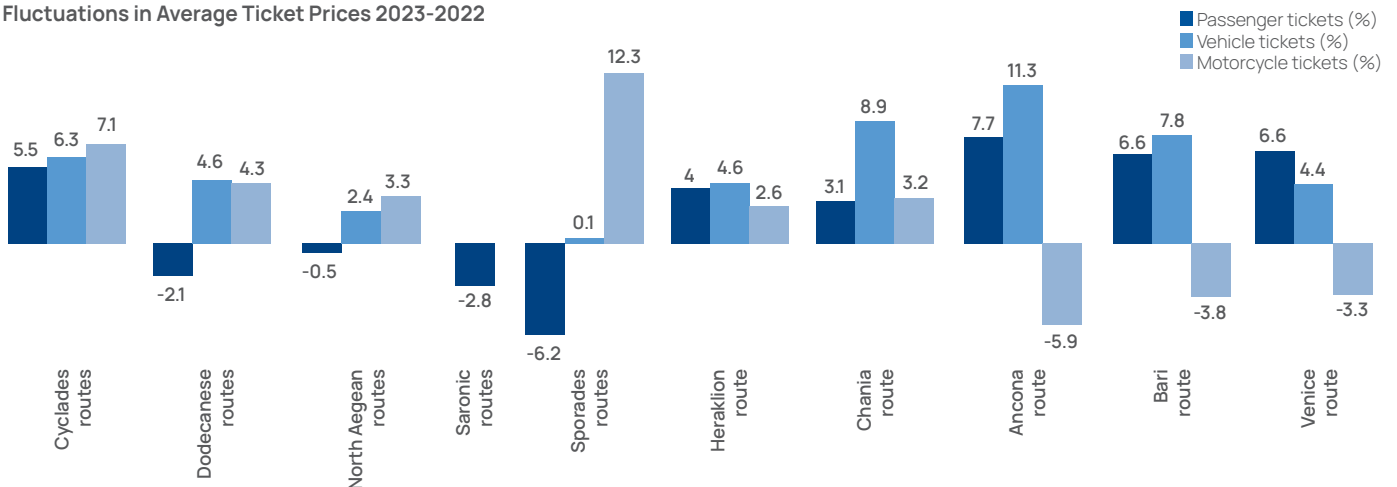
'We do local'



We strive to enhance the quality of services provided, while at the same time highlight local cultures. Within this context, we have certified 3 vessels according to the 'We do local' standard, through which we:

- Suggest visits to local sites and museums, as well as promote cultural activities in local communities.
- 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.
- Employ Greek employees and support local workforce.

Fluctuations in Average Ticket Prices 2023-2022



We monitor our customers' satisfaction

We have established mechanisms to communicate and receive comments and complaints from our customers, which include:

- A Group 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 located in various vessel areas, regarding quality, variety and service.
- 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, as well as an external partner's call center, in both of which we conduct a Net Promoter Score survey for offered services. We utilize the information collected to evaluate passenger satisfaction and implement specific improvement actions.

The consolidated 'Passenger Observation Reports' are forwarded monthly to our Vessel 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.

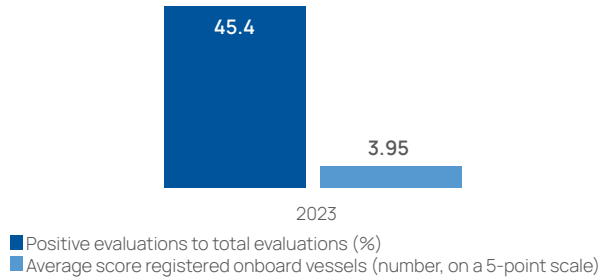
The average score registered through service evaluation devices onboard our vessels reached 3.95 on a 5 point scale

Zero customer complaints regarding promotional activities (e.g. marketing, advertising, sales)

We kept 87% of our vessels' departure times ✓ and 68% of arrival times as scheduled¹ ✓

¹ Within a 20-minute arrival or departure time frame (high-speed vessels and Blue Carrier are not included).

Evaluations Onboard Vessels



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.

Regarding previous legal cases, the discussion of a passenger lawsuit due to journey delay by the competent court of first instance is still pending.

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.

We increased our seasmiles Loyalty and Reward program members by 17.5%



4. Performance Data

Indicator	2021	2022	2023
Safety and Security			
Emergency Response Team meetings (number)	0	0	1
Passenger incidents with COVID-19 (number)	0	0	0
Passenger incidents with infectious / transmittable disease (number)	0	0	0
Passenger incidents missing onboard (number)	0	1	0
Complaints for excessive passengers onboard vessels (number)	2	2	6
Confirmed violations of excessive passengers onboard vessels after relevant inspections by competent port authorities (number)	0	0	0
Passenger injuries onboard vessels (number)	16	23	22 ^(✓)
Serious passenger injuries onboard vessels (number)	0	0	0
Lawsuits for passenger injuries onboard filed within the year (number)	4	1	0
Pending previous legal cases for passenger injuries onboard (number)	6	3	5
Pending previous legal cases for vehicle damages in vessel garages and loss of personal belongings (number)	9	10	0
Findings from internal compliance audits for food hygiene and safety (number)	0	0	0
Corrective actions from internal compliance audits for food hygiene and safety (number)	0	0	0
Contractor inspections in areas of interest (e.g. kitchens, bars) for food hygiene and safety (number)	44	46	46
Findings from contractor audits in areas of interest (e.g. kitchens, bars) for food hygiene and safety (number)	0	0	0
Corrective actions from contractor audits in areas of interest (e.g. kitchens, bars) for food hygiene and safety (number)	0	0	0
Vessel inspections from local authorities (number)	291	206	184
Prevention measures against the COVID-19 pandemic	173	128	17
Audits conducted by relevant health and market authorities	52	49	36
Anti-Smoking Law's implementation	66	29	25
Product and service quality	NR	NR	106
Lost/found or damaged items (number)	3,980	5,953	6,075 ^(✓)
Adriatic Sea lines	222	623	655
Domestic lines	3,758	5,330	5,420
Compensations paid for luggage and other damages (€)	17,685	29,260	41,881
Compensations paid for vehicle damages (€)	68,000	79,150	100,584
Persons/individuals whose data were used for secondary purposes (i.e. purposes other than the original purpose for which they were collected) (number)	NR	NR	0
Requests from government or law enforcement agencies to provide persons/individuals' data (number)	NR	NR	662
Persons/individuals whose data were requested by government or law enforcement agencies (number)	NR	NR	646 ¹
Government and law enforcement requests that resulted in disclosing persons/individuals' data to the requesting party (%)	NR	NR	100
Responsible Communication			
Value of products and services which are either banned or disputed in foreign markets (€)	0	0	0
Information SMS messages sent to passengers (number)	387,424	276,053	554,667
Passengers informed through information SMS for early arrival at port or changes or cancellations of scheduled journeys in Domestic and Adriatic Sea lines (number)	818,000	579,000	1,143,140

Indicator	2021	2022	2023
Quality and Satisfaction			
Total evaluations through service evaluation devices onboard our vessels (number)	154,266	206,565	267,971
Positive evaluations through service evaluation devices onboard our vessels (number)	121,657	150,607	121,657
Formal response letters to comments, complaints and requests (number) ²	2,794	2,971	4,625 ✓
Adriatic Sea lines	115	454	853
Domestic lines	2,679	2,517	3,772
Subject of formal response letters (number)	2,794	2,971	4,625
Delays/cancellations/itineraries rerouting	411	633	1,283
Prices of products, other goods and catering	2	9	14
HACCP Quality/Safety	NR	11	11
Commercial policy/ticket prices	64	136	97
Cleanliness/Orderliness	19	92	119
Lines/vessel routes	23	16	50
Force majeure (e.g. weather conditions, strikes)	41	96	118
Pet accommodation	31	29	17
Temperature	10	43	70
Cancellation policy	24	17	6
Prevention measures against the COVID-19 pandemic	162	50	1
Loss of tickets	164	167	70
Responsible communication	0	0	0
Environmental issues	0	0	1
Other	1,843	1,672	2,768
Formal thank-you letters (number)	73	366	448
Adriatic Sea lines	4	42	49
Domestic lines	69	324	399
Questionnaires in vessels (number)	2,829	9,495	10,396
Total calls to customer service telephone lines (number) ³	181,583 ⁴	200,816 ⁵	177,758 ⁶
Calls to Customer Services Division	24,532	19,095	19,097
Calls to Call Center Division	11,409	18,612	12,780
Calls to Help Desk Division	11,224	12,902	14,683
Calls to Loyalty Division	28,226	29,310	11,570
Calls to Capacity Domestic / Adriatic Division	47,453	52,871	56,626
Calls to Cargo Domestic / Adriatic Division	35,622	41,868	39,402
Calls to Heraklion office	23,117	26,158	23,600
Response to incoming customer calls (%)	85.5	87.3	87.4
Journeys with delayed departure or arrival (number)	2,017	1,336	1,354 ✓
Journeys with delayed departure or arrival, whose passengers were compensated according to the Passenger Charter of Rights and Obligations or other own benefits (number)	92	85	205
Journeys with delayed departure or arrival, whose passengers were compensated according to the Passenger Charter of Rights and Obligations or other own benefits (%)	4.6	6.4	15.1
Pending previous legal cases for vessel route delays (number)	1	1	1
Members in seasmiles Loyalty and Reward program (number)	474,924	555,566	652,700

¹ The requests concerned data for 646 individuals, 411 private vehicles and 190 freight vehicles.

² Figure does not include relevant e-mails and incoming phone calls.

³ Figure includes unanswered calls.

⁴ 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.

⁵ 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.

⁶ Additional 481,335 calls were handled by an external partner, out of which 2,738 were forwarded to corporate customer service telephone lines, included in the above data.

NR: Not Reported

5. Achievements 2023 and Future Objectives

We committed	Progress	We aim	By
To improve our performance on Corporate Responsibility and Sustainability issues related to Customers by 9%.	100%	To improve our performance on Corporate Responsibility and Sustainability issues related to Customers by 8%.	2026
To systematically inform and train our customers on Corporate Responsibility and Sustainability issues.	100%		
To continue achieving an 'as scheduled' routes rate in all destinations of over 75%.	100%	To continue achieving an 'as scheduled' routes rate in all destinations of over 75%.	2024
To encourage passenger participation in our planned activities and other non-profit programs for local communities.	100%	To encourage passenger participation in our planned activities and other non-profit programs for local communities.	2024





C. Environmental Section

Climate Strategy and Fleet Decarbonisation



Global warming increases the frequency of extreme weather events (e.g. heat waves, floods, forest fires), while keeping global warming below 1.5°C until 2030 can potentially mitigate climate change impact. According to data presented during the United Nations Climate Change Conference in the United Arab Emirates (COP28) in 2023:

- Shipping accounts for approximately 3% of global greenhouse gas emissions.
- Greenhouse gas emissions from shipping have increased by approximately 20% in the last decade.

Starting from 2023, the European Union's (EU) and IMO's regulatory requirements (combined with the EU's ambition of reducing its GHG emissions by at least 55% by 2030, compared to 1990 levels) could have significant direct business costs on shipping companies, since:

- EU Emissions Trading System (EU ETS) (which applies until 2029 only for international routes and only for islands with over 200,000 inhabitants in domestic routes) and Fuel EU Maritime Regulation (which applies from January 2025 only for international routes and only for islands with over 200,000 inhabitants in domestic routes) are the key proposals which directly impact the shipping industry. In order to reduce further impact from EU ETS (which will apply since 1/1/2024 on Adriatic Sea routes and Crete routes, and then will be extended to all destinations), we implement dynamic purchase and pollutant prices compensation policy.

- EU Taxonomy (a classification system for sustainable economic activities) will affect the shipping industry.
- IMO introduced measures to reduce emissions from international shipping and defined new guidelines related to the Energy Efficiency Existing Ship Index (EEXI – a technical measure which requires specific energy efficiency from vessels) and Carbon Intensity Indicator (CII – an evaluation rating system of vessels' operational performance in 5 categories) to support GHG reduction measures, which concern our 4 vessels operating in international routes. Within this context, we have successfully completed the respective EEXI inspections of all vessels over 5,000 gross tonnage (GT), while at the same time developing and approving a plan to improve our CII ranking.

To address these issues, we have developed a Group Environmental Strategy and Decarbonisation Roadmap with specific actions and targets until 2030, which were approved by our BoD in 2022 (without at the moment having a specific net-zero carbon commitment).



Attica Group Decarbonisation Roadmap

Our Strategy



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

1

> 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 (medium-term)
- We will invest on Zero Emission Vessels (ZEVs) (long-term)

Our Action Pillars



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

2

🔄 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

We have initiated a study on alternative fuel for newbuild vessels, with methanol as the preferred option.

Dual-Fuel Engines

Convert some vessels to dual-fuel engines

Newbuilds

Projects to build new passenger vessels with dual-fuel engines, aiming for low or zero greenhouse gas emissions

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.

3

To reduce equivalent carbon dioxide emissions per nautical mile (kg eCO₂/nm) compared to 2019 by:



Within 2023, we implemented various initiatives to reduce energy consumption and accelerate our vessels' digital transformation to further reduce our environmental footprint. Indicatively, we:

- Installed Bunkering Monitoring System (BMS), electric power analyzers, Coriolis mass flow meters and modern digital data collection and recording system regarding fuel and energy consumption on 2 vessels, which ensure real-time monitoring of vessels' main operational parameters and contribute to their efficient operation.
- Completed new vessels' design with lower greenhouse gas emissions.
- Initiated an evaluation process to include use of biofuels in our operations.
- Implemented environmental upgrade projects on vessels.

Indicative Vessel Environmental Upgrade Projects

Project	Energy savings (per vessel)
Specialized silicone paint on 4 vessels	-3.8%
Hydrodynamic propulsion system improvement on 2 vessels	-3%
Propeller performance improvement on 2 vessels	-1%
100% use of LED lighting on 7 vessels	-0.6%

We reduce our Environmental Impact



Our Oceans:
50 times more carbon dioxide is held in the Oceans than in the atmosphere

8. Environment

At a glance

14,030
TJ energy consumption

1,106
thousand tonnes eCO₂
(Scope 1 and Scope 2)

86,205
kgr paper consumption

41,760
KWh energy produced
from renewable energy
sources

55
tonnes materials
for recycling transported
free-of-charge

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 contribute

United Nations' Sustainable Development Goals



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

- ✔ The first Greek passenger shipping company to implement an Environmental Management System according to ISO 14001.
- ✔ We reduced our vessels' greenhouse gas emission intensity per nautical mile traveled by 1%, compared to baseline 2019.
- ✔ We reduced office electricity consumption and office electricity consumption intensity per employee by 9.4% and 14.1% respectively.
- ✔ We expanded the scope of other indirect greenhouse gas emissions (Scope 3) from 3 to 11 categories.
- ✔ We continued to produce over 41,000 KWh electricity from renewable energy sources.
- ✔ We reduced SOx emissions in all forms (e.g. air emissions, water emissions) by 3%.
- ✔ We reduced vessel water consumption intensity per passenger by 4.4%.
- ✔ We reduced paper consumption for all purposes and commercial paper use by 12.9% and 13.8% respectively.
- ✔ We used 85% recycled paper for all purposes.
- ✔ We transported from Islands free-of-charge over 288 tonnes of materials for recycling in the last three years.
- ✔ Zero significant leakages of any material or marine pollution incidents in the last three years.
- ✔ We informed 86.3% of employees on environmental protection issues.
- ✔ We increased the number of customers informed potentially on Corporate Responsibility and Sustainability issues (e.g. environmental protection) by 5.7%.

1. Climate Change and Air Quality

Environmental Management



According to a 2023 survey to 1,400 citizens, our 3 brands and 3 competitors were positioned in the following order for the question 'Manages its environmental impacts':

1st Place - Best	Blue Star Ferries®
2nd Place	HELLENIC SEAWAYS
3rd Place	Competitor A
4th Place	Competitor B
5th Place	Competitor C
6th Place	SUPERFAST FERRIES®

Informing Passengers and Communities



According to a 2023 survey to 1,400 citizens, our 3 brands and 3 competitors were positioned in the following order for questions regarding awareness on Corporate Responsibility issues:

Question: Informs and makes its passengers more aware on Corporate Responsibility issues

1st Place - Best	Blue Star Ferries®
2nd Place	Competitor A
3rd Place	Competitor B
4th Place	HELLENIC SEAWAYS
5th Place	Competitor C
6th Place	SUPERFAST FERRIES®

Question: Makes the community more aware on Corporate Responsibility issues

1st Place - Best	Blue Star Ferries®
2nd Place	Competitor A
3rd Place	Competitor B
4th Place	Competitor C
5th Place	HELLENIC SEAWAYS
6th Place	SUPERFAST FERRIES®

Contribution



According to a 2023 survey to 1,000 citizens, our 3 brands and 2 competitors were positioned in the following order for the question 'Contributes to the environmental and social welfare':

Domestic lines

1st Place - Best	Competitor A
2nd Place	HELLENIC SEAWAYS
3rd Place	Blue Star Ferries®
4th Place	Competitor B

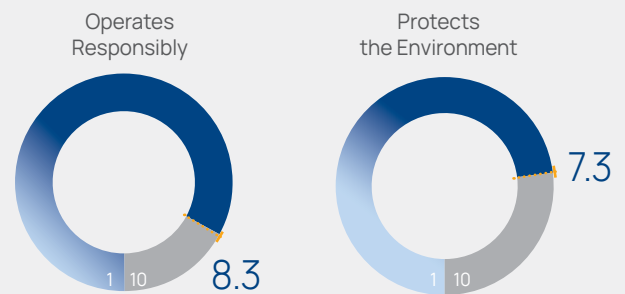
Adriatic Sea lines

1st Place - Best	SUPERFAST FERRIES®
2nd Place	Competitor B
3rd Place	Competitor A
4th Place	-

Stakeholder Survey



According to a 2023 survey to 283 Stakeholders, environmental NGOs believe that Attica Group:



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.

Our Group's Top Management is overall responsible to improve our environmental performance and oversee our Environmental Policy. As part of this Policy, we focus to reduce our emissions to improve air quality, as well as responsible liquid and solid waste management.

Systematic Environmental Management

We were the first company within the Greek passenger shipping industry to:

- 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, which refer to overall 34,412 kgr of lead batteries onboard vessels in 2023.
- 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.

The first Greek passenger shipping company to implement an Environmental Management System according to ISO 14001

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 (which covers all Group activities/ operations) and evaluate our environmental impact annually.
- Have certified all vessels over 5,000 gross tonnage (GT) 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 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).

In 2023:

- An incident of excessive exhaust emissions occurred in the port of Ancona (Italy), for which a fine of €30,000 was imposed and paid.
- Regarding fines imposed and paid due to limited pollution incident caused by Blue Star Patmos in 2017:
 - An appeal filed by the Greek State 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, was discussed and rejected, ratifying the reduction of fine to €30,000.
 - 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 an appeal filed by the Greek State and our Group for an imposed and paid fine of €27,200 due to a limited pollution incident caused by the vessels Artemis in 2016, for which a rejection decision has been issued, the case is still pending.

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

We informed 86.3% of employees on environmental protection issues

We over tripled employees trained on environmental protection issues

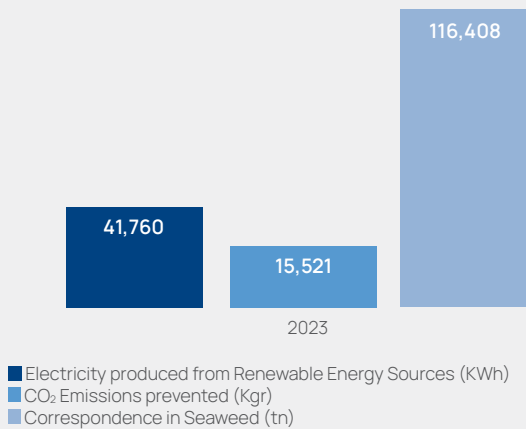
We manage our environmental footprint

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.

We continued its operation during 2023, through which we reduce the use of vessel power generators for electricity and consequently prevent carbon dioxide emissions.

Electricity from Renewable Energy Sources



We continued to produce over 41,000 KWh 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).

The BoD's Risk Management Committee is responsible to oversee Climate Change-related risks, as part of its overall responsibilities for risk management issues.

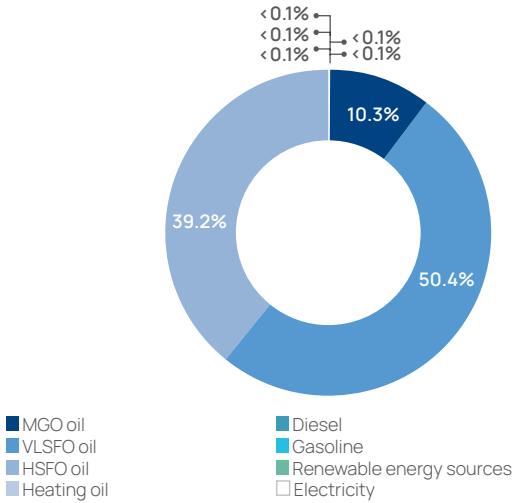
Furthermore, we:

- Appointed an employee to monitor climate change issues and risks and identify potential areas to implement energy conservation initiatives.
- Further determined implications or opportunities for our financial results (e.g. turnover, operating costs) and financial position (e.g. assets, liabilities).
- 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.
- Started to use climate-related scenarios to determine our business strategy and financial planning.

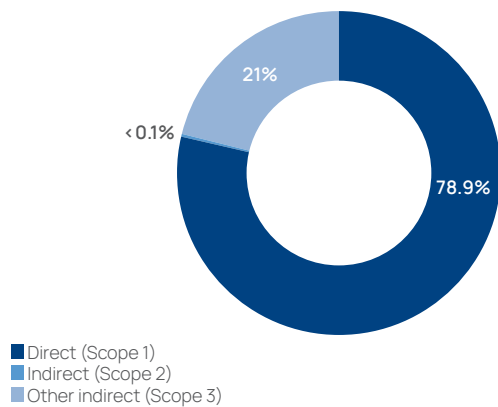
Recording and Monitoring our Environmental Footprint

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

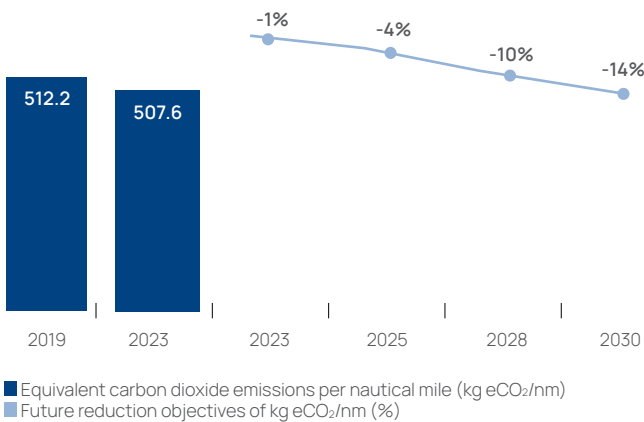
Ratio of Energy Consumption (2023)



Ratio of Greenhouse Gas Emissions (2023)



Equivalent Carbon Dioxide Emissions Intensity



We reduced our vessels' greenhouse gas emission intensity per nautical mile traveled by 1%, compared to baseline 2019

We reduced office electricity consumption and office electricity consumption intensity per employee by 9.4% and 14.1% respectively

We expanded the scope of other indirect greenhouse gas emissions (Scope 3) from 3 to 11 categories

In order to better manage our environmental footprint, we:

- Use specialized low resistance silicone anti-fouling paint on 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 introduced automations into our offices' BMS for efficient cooling / heating and have implemented various interventions to increase energy management efficiency.
- 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, as we have ordered 2 hybrid vehicles to replace 2 diesel vehicles.

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

We reduced the average fuel consumption from corporate vehicles by 11.2%

Construction of Environmentally Friendlier Vessels



We have constructed and launched 3 state-of-the-art Aero Catamaran vessels on the Saronic routes, 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 European-funded 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 NO_x 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.

Within this context, we have installed scrubbers onboard 6 vessels, the use of which reduces air SO_x emissions to atmosphere by over 90%, 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 (MGO) 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 (VLSFO) with up to 0.5% sulphur content when vessels are in Greek and International waters.
- Use VLSFO with up to 0.5% sulphur content on vessels without scrubbers since 2020.
- 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).
- Investigate silent running of vessels during long stays in ports, utilizing power supply from land facilities or batteries, as mandated for vessels regularly sailing to specific ports, in order to comply with the EU Maritime Fuel Regulation from 1/1/2030.

We reduced SO_x emissions in all forms (e.g. air emissions, water emissions) by 3%

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 continue to use refrigerants that do not affect the ozone layer (such as R134a, R407a, R449) 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, R407, R422, R449).

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.

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.

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.

Employee awareness

We implement initiatives to adopt environmentally responsible practices within the workplace. Indicatively, we have placed designated signs to remind all office and marine employees to turn off any unnecessary lights.

Customer awareness

We believe we are 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). 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.
- 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.

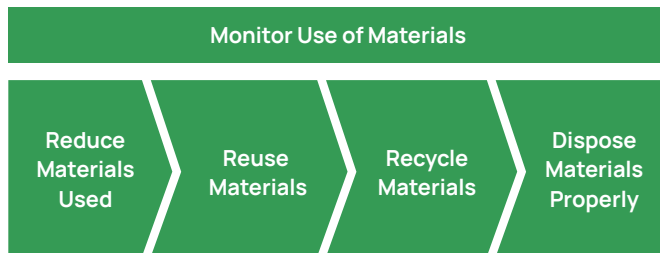
We increased the number of customers informed potentially on Corporate Responsibility and Sustainability issues (e.g. environmental protection) by 5.7%

2. Raw Materials and Solid Waste

We manage raw materials

We recognize that raw materials are not inexhaustible, but finite, and implement 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. At the same time:
 - We have established the SavePaper Initiative team to implement actions and reduce paper consumption (e.g. through process automation).
 - We exclusively use recycled paper for printing onboard our vessels.
 - Besides using recycled paper, recycled toners/ink cartridges and recycled plastic garbage-food bags, we do not use any other recycled materials.
- Purchase refurbished electronic equipment.
- 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 85% recycled paper for all purposes

We reduced paper consumption for all purposes and commercial paper use by 12.9% and 13.8% respectively

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 towels in the engine room.

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).

Hazardous waste

We forward 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) to specialized hazardous waste management companies, which comply with strict standards regarding environmental protection and apply proper treatment methods.

Various materials

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

- 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.
- Use FSC certified paper for all printed material used to dispatch cards to seasmiles Loyalty and Rewards program Gold 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.

Sponsoring Recycling Activities

Within the context of our social contribution, we are the main sponsor of the Municipality of Patmos in Dodecanese, the 'KASIOS Social Cooperative Enterprise' 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 quantity of free-of-charge transported materials (such as paper, plastic and aluminum) from the islands of Patmos and Kasos for recycling through our vessels within 2023 exceeded 55 tonnes, while we transported free-of-charge 132 trucks with recyclable materials from the islands of Ikaria, Patmos, Kasos, Leipsoi, Astypalaia, Fournoi and Samos.

We transported from Islands free-of-charge over 288 tonnes of materials for recycling in the last three years



Biodegradable Seasmiles BIO-PVC Cards

We 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 212,500 plastic cards within 2021-2023, which correspond to approximately 1,359 kgr of plastic.



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.
- 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.
- 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.

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.
- Proactively check and immediately respond to potential damages in our office water supply system.
- Have not identified water storage onboard our vessels as having a significant water management impact, without storing water in any other facilities.

We reduced total office water consumption and office water consumption intensity per office employee by 1.4% and 6.3% respectively

We reduced vessel water consumption intensity per passenger by 4.4%

Response to pollution incident

We have equipped all our vessels (except Aero vessels, as it is not required for vessels below 400 gross tonnage) 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.

Zero significant leakages of any material or marine pollution incidents in the last three years

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 the respective legal provisions.
- 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 total suspended solids) and we deliver liquid waste to appropriate reception facilities of licensed contractors within ports.
- Comply with relevant regulations regarding bilge and ballast water management.

4. Biodiversity and Vessel Rippling

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 be 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 2024.

Marine Biodiversity

We recognize the importance of marine biodiversity and our obligation to reduce the risk of disrupting it, despite the fact that biodiversity has not been identified as a Material Topic of high or medium importance based on our Materiality Analysis (see Section 4.3). 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 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, even before the respective international regulations mandated use of non-toxic substances.

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).

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 4 previous initiatives in the islands of Naxos, Kos, Santorini and Paros during 2021-2022, we implemented our 5th environmental initiative in the island of Lesbos within 2023, during which 52 volunteer employees, 5 family members and 20 volunteers from Aegean Rebreath participated in an underwater and coastal cleaning activity, in collaboration with various institutions (e.g. Municipality of Mytilini, University of the Aegean's Department of Marine Sciences).

During the initiative, volunteers collected:

1,890 pieces and 15 sacks with plastics and synthetic polymers	212 clothing items	50 kgr of nets
69 rubbers and tires	589 metal items	1,000 kgr of chemicals (oils/tar)
	124 glass/ceramic items	
	21 paper/cardboard items	

Furthermore:

- A sampling was conducted to detect and collect micro-plastics from Chrysi Ammos beach, in the island of Lesbos.
- An Aegean Rebreath representative conducted an Environmental Seminar on 'Climate Crisis and Today's Challenges' to 15 participants, including representatives from the Municipality of Spetses, the Commercial and Professional Association of Spetses and individuals participating in environmental activities.

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 2023 a lawsuit for alleged diver injury from rippling impact in 2018 was discussed and the case was rejected.

5. Performance Data

Indicator	2021	2022	2023
Environmental Management			
Proportion of fleet certified in accordance with the European Regulation EU MRV 757/2015 (%)	NR	62.5	67.7
Proportion of total vessel tonnage certified in accordance with the European Regulation EU MRV 757/2015 (%)	NR	96.5	96.7
Studies regarding return of potential environmental investments (number)	7	15	18
Implemented studies regarding return of potential environmental investments (number)	NR	0	9
Investments directly or indirectly related to environmental protection (e.g. low resistance silicone anti-fouling paint on vessels, ballast water treatment systems) (million €)	20.6	6.5	19.1
Value of estimated operating expenditure (OPEX) savings due to investments primarily for environmental protection (e.g. environmental friendlier technologies) (million €)	16.9	47.5	NR
Incidents/accidents with environmental impacts (number)	0	0	1
Value of operating expenditure (OPEX) associated with incidents/accidents with environmental impacts (e.g. marine pollution) (million €)	NR	NR	0
Value of capital expenditure (CAPEX) associated with incidents/accidents with environmental impacts (e.g. marine pollution) (million €)	NR	NR	0
Value of remediation expenditure due to incidents/accidents with environmental impacts (million €)	NR	NR	0
Value of fines imposed regarding environmental impacts (€)	NR	NR	34,313
Value of fines paid regarding environmental impacts (€)	NR	NR	34,313
Employees trained on environmental protection issues (number)	51	13	48
Duration of training on environmental protection issues (hours)	191	75	70
Marine employees participated in internal drills on environmental protection issues (%)	100	100	100
Employees informed on environmental protection issues (number)	1,688	1,704	1,625
Offices	291	136	52
Vessels	1,397	1,568	1,573
Customers potentially informed on Corporate Responsibility and Sustainability issues (e.g. environmental protection) (million)	1.29	1.78	1.88
Climate Change and Air Quality			
Consumption¹			
Oil (vessels) (tn)	282,201	323,364	346,772
MGO	23,473	28,559	33,985
VLSFO	158,907	188,851	175,938
HSFO	99,822	105,954	136,849
Heating oil (offices) (lt)	7,200	4,800	2,400
Diesel (offices and corporate vehicles) (lt)	7,285	7,937	7,269
Gasoline (corporate vehicles) (lt)	4,816	6,272	3,585
Renewable Sources (vessels, energy produced) (KWh)	41,760	41,760	41,760
Electricity (offices) (KWh)	1,557,845	1,421,809	1,287,542
Energy consumption (GJ)	11,409,686	13,076,631	14,030,485 ✓
Scope 1	11,404,083	13,071,513	14,025,850
Oil (vessels)	11,403,178	13,070,634	14,025,212
Other sources	905	879	638
Scope 2	5,603	5,118	4,635
Scope 3	NR	NR	NR
Produced energy from renewable sources (%)	< 0.1	< 0.1	< 0.1
Environmental footprint (tn eCO ₂) ^{2,3,4,5}	894,731	1,329,580	1,401,506
Scope 1	893,792	1,028,156	1,106,311
Oil (vessels)	893,742	1,024,253	1,098,703 ✓
Other sources	50	3,903	7,608
Scope 2	939	597	479 ✓

Indicator	2021	2022	2023
Climate Change and Air Quality			
Scope 3	NR	300,827	294,716 
Category 2 - Capital goods	NR	8,033	14,898
Category 3 - Fuel- and Energy-related activities not Included in Scope 1 or Scope 2	NR	232,143	246,964
Category 7 - Employee commuting	NR	NR	153
Category 8 - Upstream leased assets ⁶	NR	NR	0
Category 9 - Downstream transportation and distribution	NR	NR	0
Category 10 - Processing of sold products	NR	NR	0
Category 11 - Use of sold products	NR	NR	0
Category 12 - End-of-life treatment of sold products	NR	NR	0
Category 13 - Downstream leased assets	NR	60,651	32,701
Category 14 - Franchises	NR	NR	0
Category 15 - Investments	NR	NR	0
CO ₂ emissions prevented due to electricity produced from renewable energy sources (Kgr)	25,169	17,540	15,521
Fuel consumption per nautical mile travelled by our vessels (tn/nm)	0.16	0.16	0.16
Energy consumption from all energy sources we use (vessels and offices) per nautical mile travelled by our vessels (GJ/nm)	6.5	6.4	6.7
Greenhouse gas emissions from all energy sources we use (vessels and offices) per nautical mile travelled by our vessels (kgr eCO ₂ /nm)			
Scope 1	506.3	501.3	511.1
Scope 1 and Scope 2	506.9	501.6	511.3
Greenhouse gas emissions from vessels per nautical mile travelled by our vessels (kgr eCO ₂ /nm)	NR	NR	507.6
Vessels with specialized low resistance silicone anti-fouling paint to reduce fuel consumption (number)	10	12	16
Electricity consumption in our offices per office employee (KWh/office employee)	5,534	4,853	4,167
Electricity consumption in our offices per office surface area (KWh/m ²)	134.7	122.9	111.3
Indirect carbon dioxide emissions from offices per office employee (tn/office employee)	3.2	2	1.6
Electricity and heating oil consumption intensity per office employee (GJ/office FTE)	NR	NR	15.8
Corporate fleet vehicles (number)	12	11	11
Hybrid/electric corporate vehicles (number)	2	3	3
New hybrid/electric corporate vehicles within the year (number)	2	1	0
Average engine size of corporate vehicles (cc)	1,196	1,186	1,186
Total distance travelled by corporate vehicles (km)	134,737	129,182	138,029
Average fuel consumption of corporate vehicles (lt/100 km)	9	8.9	7.9
SO _x emissions (tn) ⁷	NR	2,117	2,054 
NO _x emissions (tn)	NR	45,702	48,729
SO _x and NO _x emissions per nautical mile travelled by our vessels (kgr/nm)	NR	NR	23.5
Stored refrigerants and CO ₂ in fire extinguishing systems and rescue equipment activation cylinders (kgr)			
Carbon dioxide (CO ₂)	94,238	94,238	109,000
Refrigerants with impact on the ozone layer (e.g. R11, R22)	0	0	0
Refrigerants without impact on the ozone layer (e.g. R134a, R449, R407a)	13,883	13,883	13,883
Use of refrigerants and CO ₂ in fire extinguishing systems and rescue equipment activation cylinders (kgr)			
Carbon dioxide (CO ₂)	0	0	0
Refrigerants with impact on the ozone layer (e.g. R11, R22)	0	0	0
Refrigerants without impact on the ozone layer (e.g. R134a, R449, R407a)	2,200	2,051	4,541
Vessels with implemented noise level checks (number)	0	2	0
Exceedances of average noise limit from implemented noise level checks onboard vessels (number)	0	0	0

Indicator	2021	2022	2023
Raw Materials and Solid Waste			
Consumption of plastic bags in offices (number/office employee)	178.7	126.9	129.7
Plastic garbage-food bags purchased for our vessels (Kgr)	53,560	72.8	61.8
Plastic garbage-food bags for our vessels from recycled-input raw materials (%)	91	95	100
Refurbished electronic equipment purchased (e.g. computer monitors, laptops, phone devices, peripherals) (units)	158	406	201
Paper use for printing (%)	100	100	100
Paper with < 70% recycled content	75.8	60	8
Paper with > 70% recycled content	24.2	40	92
Paper use for commercial purposes (tn)	94.4	85.1	73.3
Use of recycled or certified paper for commercial purposes (%)	78	91	84
Clean damaged sheets, towels, pillowcases and other fabrics reused for other uses onboard vessels (units)	37,000	38,000	56,788
Material consumption			
Paper (kgr)	110,080	98,988	86,205
Toners/ink cartridges for printers/faxes/photocopying machines (units)	1,697	1,024 (out of which 347 remanufactured and 310 compatible)	778 (out of which 329 remanufactured and 185 compatible)
Domestic batteries (kgr)	369.8	345	306.9
Vessel batteries (in use) (kgr)	30,216	32,721	34,412
Vessel batteries (purchases) (kgr)	6,975	8,295	13,368
UPS batteries (in use) (kgr)	5,022	5,022	5,022
UPS batteries (consumption) (kgr)	95.4	153.6	74.2
IT equipment (e.g. computers, printers) and electrical equipment (units)	865	887	1,022
Light bulbs (units)	35,818	39,983	61,764
Cooking oils (lt)	89,610	109,074	116,214
Lubricants (lt)	2,176,333	2,471,145	2,556,289
Medicines and pharmaceuticals (units)	29,214	33,089	8,792
Chemical substances (lt)	91,741	105,117	126,419
Material recycling			
Paper (kgr)	17,929	6,800	4,031
Toners/ink cartridges for printers/faxes/photocopying machines (units / m ³)	40 / 6.3	181 / 0	107 / 193 (kgr)
Domestic batteries (kgr)	271	280	315
Vessel batteries (kgr)	4,309	8,375	8,970
UPS batteries (kgr)	95.4	153.6	74.2
IT equipment (e.g. computers, printers) and electrical equipment (kgr)	1,274 (units)	316	250
Light bulbs (kgr)	870 (m ³)	41 (m ³)	7,796
Cooking oils (m ³)	18.9	21.3	20.7
Lubricants (m ³)	402.3	431.1	511.7
Medicines and pharmaceuticals (m ³)	20.8	0	0
Chemical substances (lt)	NR	NR	125,994
Material recycling (%)			
Vessel batteries	61.8	NR	67.1
UPS batteries	100	100	100
Cooking oils	21	19.5	19
Lubricants	18.4	17.4	19.9
Paper recycled per employee (kgr/office employee)	61.6	23.2	13
Materials transported from Islands free-of-charge for recycling (e.g. paper, plastic, aluminum) (tn)	98.1	135.1	55
Solid non-hazardous waste (m ³) ⁸	39,455	47,990	52,621 ✓
Solid non-hazardous waste transported abroad (m ³)	0	0	0
Solid non-hazardous waste indicator (m ³ /million passengers)	8,900	7,800	8,100
Hazardous waste collected (tn / m ³) ⁹	0 / 3,045	0 / 8,700	447.9 / 0

Indicator	2021	2022	2023
Raw Materials and Solid Waste			
Hazardous waste collected which were forwarded to specialized hazardous waste management companies for treatment (%)	100	100	100
Reuse	0	0	0
Recycling	42	5.4	3.9
Composting	NR	0	0
Incineration	NR	0	0
Transportation for further treatment or to landfills	58	94.5	96.1
Hazardous waste which were transported abroad for treatment (m ³)	0	0	0
Hazardous waste which were imported (m ³)	0	0	0
Marine employees trained on our waste collection procedures (%)	NR	100	100
Substances of concern (i.e. substances with potential present of future adverse effects on humans, animals or the environment) which are generated or used during production or procured (kgr)	NR	NR	0
Water and Liquid Waste			
Vessel water consumption intensity (m ³ /passenger)	0.051	0.045	0.043
Office water consumption intensity (m ³ /office employee)	6.1	9.5	8.9
Stored water (m ³)	NR	3,938	3,398
Significant leakages of any material (e.g. oil or chemical substances spills) (number)	0	0	0
Marine pollution incidents (number)	0	0	0 
Water consumption (m ³)	228,858	280,951	303,304
Vessels	226,730	278,164	300,555 
Offices	2,128	2,787	2,749
Water sources (%)	100	100	100
Areas with high water stress ¹⁰	<1	<1	<1
Public water supply networks	88.3 (201,662 m ³)	90.5 (254,396 m ³)	93.9 (284,727 m ³)
Seawater	11.7 (26,835 m ³)	9.5 (26,555 m ³)	6.1 (18,577 m ³)
Water recycled (m ³)	0	0	0
Liquid waste (m ³)	8,721	8,681	10,392
Bilge water (m ³) ¹¹	3,109	2,992	2,490
Sewage water (tn) ¹²	44	101	108
Liquid waste delivered for further treatment (m ³)	0	8,250	7,794
Effluent discharges containing significant polluting substances (e.g. hazardous waste, nitrates, phosphate emissions) (m ³)	0	0	0
Biodiversity and Vessel Rippling			
Vessels with ballast water treatment systems (number)	NR	12	14
Duration of vessel navigation in marine protected areas or areas with protected species (hours)	NR	NR	0
IUCN Red List species and national conservation list species with habitats in areas affected by our operations (number)	0	0	0
Other habitats and species negatively affected by our operations (number)	0	0	0
Plastic waste removed from our coasts through coastal cleaning activities (kgr)	NR	346	NR
Lawsuits for vessel rippling impact filed within the year (number)	0	0	0
Pending legal cases for vessel rippling impact (number)	3	1	0

¹ Vessel data refer to all Blue Star Ferries, Superfast Ferries and Hellenic Seaways vessels we operated within the year in the Domestic and Adriatic Sea lines (including the operation period of vessels chartered by our Group). Office and corporate vehicles data refer to the Group subsidiaries with the commercial brands Blue Star Ferries, Superfast Ferries and Hellenic Seaways.

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

³ 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), EPA 2024 – Business Travel and Employee Commuting GHG Emission Factors (Scope 3 – Category 7), 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)

⁴ All emissions have been calculated based on actual purchased and consumed fuel/energy data, with the exception of Scope 3 – Category 7 emissions (average consumptions/ actual distances from workplace / actual physical presence days in offices have been used) and Scope 3 – Category 2 emissions (spend data have been used and adjusted for currency conversion). Vessels chartered to other companies have been included in Scope 3 – Category 13.

⁵ Scope 3 categories (Categories 2, 3, 7, 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.

⁶ These emissions are included in our Scope 1 emissions.

⁷ Data refer to all Blue Star Ferries, Superfast Ferries and Hellenic Seaways vessels we operated within the year, without including chartered vessels and are estimated emissions based on average content values per type of fuel.

⁸ 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.

⁹ Additional quantities transported for further treatment: 4.7 tn of batteries and 159 tn of solid oil residues (2021), 200.2 tn of solid oil residues (2022).

¹⁰ Crete, Cyclades and South Aegean islands.

¹¹ Quantities of bilge water refer to quantities delivered to appropriate reception facilities of licensed contractors within ports.

¹² Quantities of sewage water refer to cases where vessels are docked or during maintenance/cleaning activities to the sewage network.

NR: Not Reported



6. Achievements 2023 and Future Objectives

We committed	Progress	We aim	By
To improve our performance on Corporate Responsibility and Sustainability issues related to Environment by 8%.	100%	To improve our performance on Corporate Responsibility and Sustainability issues related to Environment by 31%.	2026
To reduce equivalent carbon dioxide emissions per nautical mile (kg eCO ₂ /nm) compared to 2019 by:		To reduce equivalent carbon dioxide emissions per nautical mile (kg eCO ₂ /nm) compared to 2019 by:	
1%, by 2023	100%	4%, by	2025
4%, by 2025	50%	10%, by	2028
10%, by 2028	50%	14%, by	2030
14%, by 2030	50%		
To install scrubbers on 2 vessels.	100%		
		To include the use of biofuels in our operations.	2024
To reduce electricity consumption in offices per employee by 5%.	100%	To reduce electricity consumption in offices per employee by 5%.	2024
To reduce electricity consumption per square meter in offices by 7%.	100%	To reduce electricity consumption per square meter in offices by 7%.	2024
To reduce water consumption per passenger in vessels by 2%, compared to 2019.	100%		
To increase water consumption from recycled water or seawater by 10%.	0%		
To train 100% of corporate vehicle drivers on safe and economical driving.	0%	To train 100% of corporate vehicle drivers on safe and economical driving.	2025
To train 100% of office employees on environmental issues.	25%	To train 100% of office employees on environmental issues.	2024
To reduce paper use per full-time equivalent (FTE) by 28%, compared to 2022 (by 2025).	75%		
To reduce single-use plastics in our facilities and crew accommodation areas by 20%, compared to 2019.	0%		
To reduce the average fuel consumption per mile of all vehicles used for our operations by 25%.	50%	To reduce the average fuel consumption per mile of all vehicles used for our operations by 10%.	2025
To conduct 4 checks of noise levels on our vessels.	0%	To conduct 4 checks of noise levels on our vessels.	2024
To integrate environmental aspects as specifications in products or services design phase.	50%		

This is the 15th Responsibility & Sustainability Report published by Attica Group



9. Summary

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 1/1/2023-31/12/2023 (unless indicated otherwise in certain points) and is published in April 2024.
- 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 (which correspond to a quantitative data coverage level of 98.2% based on our Group's total turnover). Cases of data that refer only to Blue Star Ferries and Superfast Ferries (i.e. excluding Hellenic Seaways) or only Africa Morocco Links SA (AML) are clearly indicated.
- Makes references (without being included in the scope of this Report) to activities of ANONIMI NAFTILIAKI ETAIRIA KRITIS S.A. (ANEK) which operates in the Eastern Mediterranean Sea, AFRICA MOROCCO LINKS SA (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 2021-2023 for all quantitative indicators.
- Includes data from direct measurement, while cases of data estimations or restatements of data provided in our previous 2022 Responsibility and Sustainability Report, are clearly indicated.
- Data presented have been collected internally, in order to be published in this Report.

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:

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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 interest.
	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 in cooperation with STREAM Management:



Panagiotis Papadodimas

Chief Administration & Transformation Officer

Christina Grigora

Marketing Manager

Georgia Kokaliari

Selection & Development Manager / HRBP

Styliani Lazou

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Spiros Livanios

Port Captain

Dimitrios Roggas

Accounting Manager of AML Athens Office

Antonis Strintzis

ISO & Quality Assurance Head

Epameinondas Chandros

Transformation & Risk Director

2. 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
Environment			
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
Corruption			
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	9.3	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	ASE Aspect	Report Section	Coverage
Environment			
E1	GHG Emissions		
E1.1	Amount eCO ₂ (Scope 1)	C-E1	
	Scope 1 emissions Result 2023 - Direct emissions: 1,106,311 tn eCO ₂ - Emissions intensity: 511.1 kgr/nautical mile travelled	8.5	F
E1.2	Amount eCO ₂ (Scope 2)	C-E2	
	Scope 2 emissions Result 2023 - Indirect emissions: 479 tn eCO ₂ - Emissions intensity: 1.6 tn/office employee	8.5	F
E1.3	Amount eCO ₂ (Scope 3)	A-E1	
	Scope 3 emissions Result 2023 Other indirect emissions: 294,716 tn eCO ₂	8.5	P
E2	Emissions Intensity		
E2.1	GHG emissions intensity		8.5 F
E2.2	Non-GHG emissions intensity		8.5 P
E3	Energy Usage		
E3.1	Direct energy consumed	C-E3	
	Energy consumption and production Result 2023 - Energy consumption: 14,030,485 GJ - Percentage of electricity consumed: < 0.1% - Percentage of renewable energy consumed: < 0.1% - Energy produced: 14,025,850 GJ - Percentage of renewable energy produced: < 0.1%	8.5	F
E4	Energy Intensity		8.5 F
E5	Energy Mix		8.5 F
E6	Water Usage		
E6.1	Water consumed		8.5 F
E7	Environmental Operations		
E7.1	Formal Environmental Policy		4.2, 8.1 F
E7.2	Waste, water, energy, recycling policies		8.1, 8.2, 8.3 P
E8	Climate Oversight / Board		4.1, C, 8.1 P

NASDAQ Aspect	ASE Aspect	Report Section	Coverage	
Environment				
E9	Climate Oversight / Management	4.1, C, 8.1	P	
	A-E2	Climate change risks and opportunities	4.1, C, 8.1	
	A-E3	Waste management Result 2023 - Solid non-hazardous waste: 52,621 m ³ - Hazardous waste collected: 447.9 tn - Hazardous waste recycled: 3.9% - Hazardous waste transported for further treatment or to landfills: 96.1% - Hazardous waste reused, composted or incinerated: 0%	8.5	P
	A-E4	Effluent discharge Result 2023 Effluent discharge containing polluting substances: 0	8.5	F
	A-E5	Biodiversity sensitive areas Result 2023 Facilities in protected areas and/or areas of high biodiversity value: 0	8.4, 8.5	F
	SS-E1	Emission strategy	C, 8.1	F
	SS-E2	Air pollutant emissions Result 2023 - SOx emissions: 2,054 tn - NOx emissions: 48,729 tn	8.5	P
Social				
S1	CEO Pay Ratio	CEO pay ratio Result 2023 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): 10.9:1	6.5	F
S1.1	CEO compensation to median FTE total compensation		6.5	F
S1.2	Report in regulatory filings		6.3, 6.5	F
S2	Gender Pay Ratio	Gender pay gap Result 2023 - Difference of average total compensation for male office employees to the average total compensation for female office employees: -2.6% - Difference of average total compensation for male marine employees to the average total compensation for female marine employees: - (there are no differences, as average compensation solely depends on their specialization)	6.5	F
S3	Employee Turnover	Employee turnover Result 2023 - Total turnover rate: 25.7% (out of which 1.6% redundancies and 24.1% resignations) - Turnover rate of office employees: 4.5% (out of which 1% redundancies and 3.5% resignations) - Turnover rate of marine employees: 29.9% (out of which 1.7% redundancies and 28.2% resignations)	6.1, 6.5	F
S3.1	Change for full-time employees		6.5	F
S3.2	Change for part-time employees		6.5	F

NASDAQ Aspect		ASE Aspect		Report Section	Coverage
Social					
S4	Gender Diversity				
S4.1	Men and women employees	C-S2	Female employees Result 2023 Female employees: 15.2%	6.3, 6.5	F
S4.2	Men and women employees in entry and mid-level positions			6.3, 6.5	F
S4.3	Men and women employees in senior and executive-level positions	C-S3	Female employees in management positions Result 2023 - Female employees in Director positions (offices / vessels): 11.5% / 10.4% - Female employees in Top Management positions (offices / vessels): 0% / 0%	6.3, 6.5	F
S5	Temporary Worker Ratio				
S5.1	Part-time employees			6.1	F
S5.2	Contractors and/or consultants			6.1, 6.5	F
S6	Non-Discrimination			4.4, 6.3, 6.5	F
S7	Injury Rate			6.5	F
S8	Global Health & Safety			6.2	F
S9	Child & Forced Labor				
S9.1	Child and/or forced labor policy			6.3	F
S9.2	Coverage of policy for suppliers and vendors			5.3	F
S10	Human Rights				
S10.1	Human rights policy	C-S6	Human rights policy	4.2, 6.3	F
S10.2	Coverage of policy for suppliers and vendors			5.3	F
		C-S1	Stakeholder engagement	4.3	F
			Employee training Result 2023 - Average training duration of office employees in the 10% of highest paid job positions: 47.7 hours - Average training duration of marine employees in the 10% of highest paid job positions: 3.5 hours - Average training duration of office employees in the 90% of lowest paid job positions: 24 hours - Average training duration of marine employees in the 90% of lowest paid job positions: 1.5 hours	6.5	F
		A-S2	Employee training expenditure Result 2023 Cost of training programs: €265,719	6.5	F
		SS-S4	Labour law violations Result 2023 Monetary losses as a result of legal proceedings associated with labor law violations: €140,732	4.4	F
		SS-S8	Customer satisfaction	7.3	F
		SS-S9	Customer grievance mechanism	7.3, 7.4	F

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, 4.4, 6.3	F
G1.2	Women in Committees			4.4	F
G2	Board Independence				
G2.1	Prohibition of CEO as BoD chair			4.1	F
G2.2	Independent BoD members			4.1, 4.4	F
G3	Incentivized Pay			A, 4.1	F
			Variable pay		
			Result 2023		
			- Percentage of variable compensation in office Managers' overall compensation: 3.1%		
		A-G4	- Percentage of variable compensation in office Directors' overall compensation: 7.9%	6.5	F
			- Percentage of variable compensation in Executive Directors' overall compensation: 18.1%		
			- Percentage of variable compensation in all marine management positions' overall compensation: 0%		
G4	Collective Bargaining	C-S7	Collective bargaining agreements	6.3	F
			Result 2023		
			Employees covered by individual agreements, based on industry collective agreements: 100%		
G5	Supplier Code of Conduct	C-S8	Supplier assessment	5.3, 5.4	F
G5.1	Code of Conduct for vendors or suppliers			5.3	F
G5.2	Suppliers formally certified compliance with Code of Conduct			5.3, 5.4	F
G6	Ethics & Anti-Corruption	C-G5	Business ethics policy	4.1	F
G6.1	Ethics and/or Anti-Corruption policy			4.1	F
G6.2	Workforce formally certified compliance with policy			4.1	F
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	4.5, 5.5, 6.6, 7.5, 8.6	F
G8.1	Publication of sustainability report			-	F
					F
G8.2	Sustainability data in regulatory filings			-	(Annual Report)
G9	Disclosure Practices				
G9.2	Focus on specific UN SDGs			9.2	F
G9.3	Targets and progress report on UN SDGs			9.2	P
G10	External Assurance	A-G5	External assurance	9.4	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	P
		SS-G2	Critical risk management	4.1, 5.2, 6.2, 7.1, 8.1-8.4	F

TCFD - The Climate Related Financial Disclosures Table

Recommendations	Report Section	Coverage
Governance		
TCFD-G a.	4.1, 4.2, C, 8.1	P
TCFD-G b.	4.1, 4.2, C, 8.1	F
Strategy		
TCFD-S a.	4.1, 8.1	P
TCFD-S b.	4.1, 8.1	P
TCFD-S c.	4.1, 8.1	P
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.	8.1-8.5	P
TCFD-M b.	8.1, 8.5	F
TCFD-M c.	C, 8.1, 8.6	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 2023 to 31 December 2023.
GRI 1 used	GRI 1: Foundation 2021
Applicable GRI Sector Standard(s)	Not Applicable

GRI Standard	Report Section	Coverage
GRI 2: General Disclosures 2021		
The organization and its reporting practices		
2-1	3.2, 9.1	F
2-2	3.2, 9.1	F
2-3	9.1	F
2-4	6.5, 9.1	F
2-5	4.2, 9.4	F
Activities and workers		
2-6	3.2, 5.1, 5.3	F
2-7	6.1, 6.5	F
2-8	6.1, 6.5	F
Governance		
2-9	4.1, 4.2	F
2-10	4.1	F
2-11	4.1	F
2-12	4.1, 4.2	F
2-13	4.2	F
2-14	4.2	F
2-15	4.1, 4.4	F
2-16	4.1, 4.4	F
2-17	4.1, 4.2	F
2-18	4.1	F
2-19	A, 4.1	F
2-20	4.1	F
2-21	6.5	F

GRI Standard	Report Section	Coverage
Strategy, policies and practices		
2-22	1	F
2-23	4.1, 4.2, 5.3, 6.3, 7.1, 8.1	F
2-24	4.1, 4.2, 5.3, 6.3, 6.4, 7.1, 8.1	F
2-25	4.1, 4.2, 5.2	F
2-26	4.1	F
2-27	4.1, 4.4, 6.2, 6.3, 7.1, 8.1, 8.4	F
2-28	4.2	F
Stakeholder engagement		
2-29	4.3	F
2-30	6.3	F
GRI Topics		
GRI 3: Material Topics 2021		
3-1	4.3	F
3-2	4.3, 9.2	F
3-3	4.1-4.3, 5.1-5.3, 6.1-6.4, 7.1-7.3, 8.1-8.4	F
GRI 201: Economic Performance 2016		
201-1	5.4	F
201-2	4.1, 8.1	P
201-4	5.4	F

GRI Standard	Report Section	Coverage
GRI 202: Market Presence 2016		
202-1	6.5	P
202-2	6.5	F
GRI 203: Indirect Economic Impacts 2016		
203-1	5.2, 5.4	P
203-2	B, 5.2, 5.4	F
GRI 204: Procurement Practices 2016		
204-1	5.3	F
GRI 205: Anti-corruption 2016		
205-1	4.4	F
205-2	4.1, 4.4	P
205-3	4.1	F
GRI 206: Anti-competitive Behavior 2016		
206-1	4.1, 4.4	F
GRI 207: Tax 2019		
207-4	5.4	P
GRI 301: Materials 2016		
301-1	8.5	F
301-2	8.2, 8.5	F
GRI 302: Energy 2016		
302-1	8.5	F
302-2	8.5	P
302-3	8.5	F
302-4	C, 8.1, 8.5	P
GRI 303: Water and Effluents 2018		
303-1	8.3	F
303-2	8.3	F
303-3	8.5	P
303-5	8.5	F
GRI 304: Biodiversity 2016		
304-1	8.4	F
304-2	8.4, 8.5	P
304-3	8.4	P
304-4	8.5	F
GRI 305: Emissions 2016		
305-1	8.5	F
305-2	8.5	F
305-3	8.5	P
305-4	8.5	F
305-5	C, 8.1, 8.5	P
305-6	8.5	F
305-7	8.5	P
GRI 306: Waste 2020		
306-1	3.2, 8.2, 8.3	F
306-2	3.2, 8.2, 8.3	F
306-3	8.2, 8.3, 8.5	P
306-4	8.2, 8.3, 8.5	F
306-5	8.2, 8.3, 8.5	P
GRI 308: Supplier Environmental Assessment 2016		
308-2	5.4	F
GRI 401: Employment 2016		
401-1	6.1, 6.5	F
401-2	6.3	F
401-3	6.5	P
GRI 402: Labor/Management Relations 2016		
402-1	6.5	F

GRI Standard	Report Section	Coverage
GRI 403: Occupational Health and Safety 2018		
403-1	6.2	F
403-2	6.2	F
403-3	6.2	F
403-4	6.2	F
403-5	6.2, 6.5	F
403-6	6.2, 6.3	F
403-7	5.3	F
403-8	6.2	F
403-9	6.5	P
GRI 404: Training and Education 2016		
404-1	6.5	F
404-2	6.4	P
404-3	6.4, 6.5	F
GRI 405: Diversity and Equal Opportunity 2016		
405-1	4.1, 6.3, 6.5	F
405-2	6.5	F
GRI 406: Non-discrimination 2016		
406-1	4.4	F
GRI 407: Freedom of Association and Collective Bargaining 2016		
407-1	6.5	P
GRI 408: Child Labor 2016		
408-1	6.5	P
GRI 409: Forced or Compulsory Labor 2016		
409-1	6.5	P
GRI 410: Security Practices 2016		
410-1	5.4	P
GRI 411: Rights of Indigenous People 2016		
411-1	-	NA
GRI 413: Local Communities 2016		
413-2	4.1, 5.2	F
GRI 414: Supplier Social Assessment 2016		
414-2	5.3, 5.4	F
GRI 415: Public Policy 2016		
415-1	4.1	F
GRI 416: Customer Health and Safety 2016		
416-1	7.1, 7.4	P
416-2	4.4, 7.1	F
GRI 417: Marketing and Labelling 2016		
417-1	7.1, 7.2	P
417-2	4.4	F
417-3	4.4	F
GRI 418: Customer Privacy 2016		
418-1	4.4, 7.1, 7.4	F
Other Topics (non GRI)		
GRI 3: Material Topics 2021		
3-1	4.3	F
3-2	4.3, 9.2	F
	4.1-4.3, 5.2,	
3-3	5.3, 6.1-6.4,	F
	7.1-7.3, 8.1-8.4	
Products and Services		
Customer awareness	7.1, 7.2, 8.1-8.5	F
Products and services quality	7.1, 7.3, 7.5	F
Customer satisfaction	7.3	F

GRI Standard	Report Section	Coverage
Products and services affordability	7.3	F
Passenger property protection	7.1, 7.5	F
Internet and data safety	7.1	F
Operations and Vessel Impacts		
Human rights	5.3, 5.4, 6.3-6.5	F
Business continuity	4.1	F
Information systems security	4.1, 4.4	F
Investments	4.2, 4.4	F
Accident impact	5.2, 7.1, 7.4	F
Passenger safety	7.1, 7.4	F
Rippling	8.4	F
Responsible Buying		
Operational support	5.3, 5.4	F
Responsible buying	5.3, 5.4	F
Vessels' responsible buying	5.3, C, 8.1	F
Environment		
Environmental investment	C, 8.1, 8.5	P
Environmental training and awareness	8.1, 8.5	F

GRI Standard	Report Section	Coverage
Sea pollution	8.3	F
Fuel spills and leakages	8.3	F
Material recycling	8.2, 8.5	F
Acoustic impact	4.4, 8.1, 8.5	F
Sea discharges	8.2, 8.3	F
Environmental grievances	4.4, 8.1	F
Employees		
Work conditions	6.1-6.5	F
Labor practices	4.4, 6.1, 6.3, 6.5	F
Internal communication	6.1, 6.5	F
Society		
Donation and sponsoring	5.2, 5.4	F
Social products and services	B, 5.2, 5.4	F
Corporate volunteering	5.2, 5.4, 6.1	F
Business entrepreneurship	5.2, 5.4	F
Community impact	4.4, 5.2	F
Community awareness	5.2, 5.4	F

3. 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 Tables). 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-PFCs, sulfur hexafluoride-SF ₆ , nitrogen trifluoride-NF ₃), 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 2023.
'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.

4. 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 "GRANT THORNTON S.A. CHARTERED ACCOUNTANTS MANAGEMENT CONSULTANTS" (hereinafter "Grant Thornton") to review selected data included in the 2023 Responsibility and Sustainability Report of Attica Holdings S.A. for the fiscal year ended on December 31st, 2023 (hereinafter "the selected data"), in accordance with the Global Reporting Initiative 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:

- Employees trained on Anti-Corruption (%)
- Corruption incidents (number)
- Marine employees participating in internal H&S drills (%)
- Accidents with absence >3 days (number)
- Lost Time Injury Frequency Rate (LTIFR)
- Number of fatalities
- Injury rate
- Office employees trained at least once (%)
- Procurement expenditure to local suppliers (%)
- Local suppliers (%)
- Procurement expenditure to SME suppliers (%)
- Customer injuries on vessels (number)
- Lost found or damaged items (number)
- Vessels departure time kept as scheduled (%)
- Vessels arrival time kept as scheduled (%)
- Delays in routes (number)
- Discount tickets (value)
- Social Contribution (value)
- New suppliers formally committed (e.g. by signing) to the developed Purchasing Code (%)
- Employee training expenditure (value)
- Difference between average salary for men and women directors (number)
- Customers who have received information SMS messages sent by the organization regarding issues of concern (e.g. cancellations) (%)

- Number of formal letters sent by the organization, in response to comments, suggestions, complaints and inquiries
- GHG Emissions from Vessel Oil (Scope 1) (tn eCO₂)
- Scope 2 emissions (tn CO₂)
- Scope 3 emissions (tn eCO₂)
- Energy Consumption (total GJ)
- SOx emissions (tn)
- Water consumption from Vessel (m³)
- Weight of non-hazardous waste produced from Vessels (number)
- Incidents of Marine Pollution (number)

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 2023 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, 2023, as these were included in the 2023 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 2023 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 2023 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 2023 Responsibility and Sustainability Report are materially misstated.

Athens, 15/4/2024

The Chartered Accountant

Athina Moustaki
CPA (GR) Reg. No.28871



5. Feedback Form

1. To which Stakeholder group do you belong?

- Employees Shareholders Customers Sales Network
 Suppliers State Associations and Unions Local Communities
 Citizens NGOs Media
- Other: _____

2. What is your impression, about the following Chapters of this Report?

Chapter	Excellent	Good	Neutral	Mediocre	Bad
4. Management	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5. Society	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
6. Employees	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
7. Customers	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
8. Environment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

3. What is your impression, about the following elements of this Report?

Element	Excellent	Good	Neutral	Mediocre	Bad
Sections have the right <u>balance</u>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Important topics are <u>covered</u>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Structure supports easy <u>reading</u>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<u>Texts</u> are comprehensive	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<u>Quantitative</u> elements are complete	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<u>Graphs</u> included are comprehensive	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<u>Layout</u> is attractive/pleasant	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

4. Are there any topics, which are not covered (or not adequately covered) in this Report or do you have questions you would like to be answered in our next Report?

5. Are there any other comments/proposals you might have?

Personal Data (optionally)

Name: _____

Organization: _____

Address: _____

Phone/Fax: _____

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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www.attica-group.com