

Sailing Together to the Sustainable Side of Life

Who we are

Attica Group operates through the commercial brands **Blue Star Ferries**, **Hellenic Seaways** and **ANEK Lines** on domestic routes (Cyclades, Dodecanese, North-East Aegean islands, Saronic, Sporades and Crete), as well as on the Greece – Italy routes through **Superfast Ferries**.

Furthermore, we participate with 49% share in 'AFRICA MOROCCO LINKS SA' (**AML**), which connects Morocco with Spain, while we have acquired two hotels in the islands of Naxos and Tinos, which expand our presence in the tourism industry through provision of a wider range of services and products.

Attica Group is active in the Greek and international seas for many years, being a **leader** in the Greek passenger shipping industry and one of the **largest** shipping companies worldwide.

We are the **2nd largest worldwide** passenger shipping operator of conventional ro-pax vessels 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).

We are listed on the Athens Stock Exchange and we operate 45 vessels, which offer modern, high quality transportation services in Greece and abroad. Our fleet's vessels travel in 4 countries, in 63 unique destinations, reaching 79 ports.

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



Our size

28

years of presence in our seas

1,882

employees

43

vessels in the Eastern Mediterranean Sea

2

vessels in the Morocco – Spain route

€3.5

million social contribution

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

€588.3

million turnover

€680.6

million economic value distributed

13,245

training hours

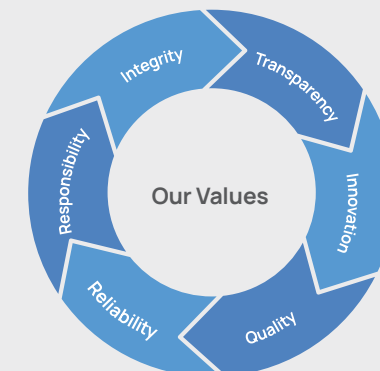
652

thousand members in the Loyalty & Reward program seasmiles

Our culture

Our Vision

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





Our distinctions

The most Sustainable Companies in Greece 2023

- Distinction: Among the leading companies in Greece on Sustainable Development issues

Hellenic Responsible Business Awards 2023

- Responsible Leader: Mr. Spyridon Paschalis, former Chief Executive Officer
- Gold Award: Responsibility & Sustainability Report 2022
- Gold Award: 'Sailing together' program

ESG Shipping Awards 2023

- Gold Award: Regulation of Professional Conduct & Business Ethics
- Gold Award: Supporting local communities

SHIPPAX Awards 2023

- SHIPPAX FAST FERRY AWARD 2023: AERO 1 Highspeed

Bravo Sustainability Dialogue & Awards 2023











- Distinction: Initiatives to reduce our environmental footprint

Health & Safety Awards 2023

- Distinction: Overall performance on Health and Safety issues
- Winner: Overall management of Health and Safety
- Gold Award: Practices for reception and safe accommodation
- Gold Award: Evacuation practices for buildings and vessels
- Gold Award: COVID-19 prevention and avoidance program
- Gold Award: Managing risks in workplace
- Gold Award: Response to SARS-CoV-2 infections
- Silver Award: Adoption of specific Health and Safety measures
- Silver Award: Initiatives to improve local community members' health
- Bronze Award: Mechanisms to update and improve Health and Safety practices



2023 at a glance

<h3>The Group</h3> <p>2nd largest worldwide in terms of passenger capacity</p>	<h3>Environmental Section</h3> <p>We reduce our Environmental Impact</p>	<h3>Social Section</h3> <p>We support Prosperity of Society</p>	<h3>Governance Section</h3> <p>We incorporate Sustainability into our Management practices</p>
 <p>45 vessels</p>	 <p>€19.1 million environmental investments</p>	 <p>€680.6 million economic value distributed</p>	 <p>11 Stakeholder groups</p>
 <p>€588.3 million turnover</p>	 <p>1% reduction in GHG emission intensity from vessels per nautical mile travelled</p>	 <p>€3.5 million social contribution</p>	 <p>18.2% performance improvement since 2020</p>
 <p>€126.4 million EBITDA</p>	 <p>14.1% reduction in electricity consumption intensity per office employee</p>	 <p>124,564 discount tickets</p>	 <p>94 GRI disclosures</p>
 <p>6.4 million passengers</p>	 <p>3% reduction in SOx emissions</p>	 <p>13,245 training hours</p>	 <p>360 published quantitative indicators</p>
 <p>1,882 employees</p>	 <p>55 tonnes materials for recycling (transported free-of-charge)</p>	 <p>192 volunteer employees</p>	 <p>33 published future objectives</p>



Responsible Operation • What we achieved in 2023

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.

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%**.



Responsible Operation • What we achieved in 2023

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).