



## ThPA S.A.

# Our approach to Sustainable Development 2022 – ATHEX ESG Index

## Our Company Profile

### Our Vision, Mission and Values

#### → Our Vision

We **aspire** to be more than a port, to be the multi-gateway intermodal network and logistics solutions provider for the Balkans and the broader Southeast, Central and Eastern European region, strategically located in Northern Greece close to the major Trans-European motorway and railway networks with direct access to the Southeastern European countries.

#### → Our mission

We provide an evolving, efficient, and reliable intermodal network, which safeguards and upgrades the supply chain of our broader region, while actively contributing to the growth of our business partners, delivering value to all stakeholders and society while promoting sustainability.

#### → Our strategy

Our **strategy** is to develop the connectivity of the Port of Thessaloniki and further expand ThPA S.A.'s hinterland, through the creation of a network of dry ports in Southeast and Central Europe. Following the establishment of our **first dry port** in **Bulgaria, in 2020**, similar operations began in **Serbia, in 2022**.

#### → Our commitment

We focus on generating meaningful results for our shareholders, with responsibility towards the environment and solidarity towards our fellow citizens. We bring knowledge, experience, innovative strategies and solutions, efficiency, and high-quality services to work every day, everywhere we go.

*We are a gateway to growth*

*We stand for our city and region*

*We are our business partners*

*We are part of the planet's "green" future*

*We are our people*

*We are an enabler of social added-value*

### Business Units and Services

ThPA S.A.'s business, projects and initiatives are organized in a way that fosters the implementation of our vision as a multi-gateway intermodal network and logistics solutions provider for the Balkans and the broader Southeast, Central and Eastern European region. Additionally, the Port of Thessaloniki serves as the Gateway port for containers and conventional cargo in the Balkans, Southeast, Central and Eastern European markets. ThPA S.A. offers an efficient and reliable logistics system, developing and promoting global logistics solutions and enhancing connectivity, as well as meeting the requirements of global markets and the most demanding clients.

The Port is structured around the six main business units below:

- Container Terminal
- Conventional Cargo Terminal
- Cruise and Ferry
- Logistics Activities, Free Zone, and Development of Spaces (Real Estate)
- Intermodal and Inland Transportation
- Temporary Storage Services in Sofia, Bulgaria

## Supply Chain & Operations

To meet its procurement needs, ThPA S.A. applies a comprehensive Procurement Regulation, to act effectively and with respect to the principles of transparency, proportionality, non-discrimination, and equal treatment.

*We are striving towards a consistent, responsible, and transparent response to market demands*

Overall, the Procurement Regulation aims to:

- Ensure that the services and materials supplied meet the Company’s needs and requirements in terms of quality, safety, and performance
- Deliver added value to the Company in terms of cost, quality, and delivery times
- Ensure the transparency and effectiveness of relevant procedures.

## Memberships

Hellenic Ports Association (ELIME)

“EXANTAS” Port Training Institute

Thessaloniki Tourism Organization

European Sea Ports Organization (ESPO)

MedCruise Association

Green Award Network

## Our Approach in Sustainable Development

### Our Sustainability Strategy

#### Environment

##### Environment, Climate and Energy

- ✓ We are committed to managing effectively the waste resulting from our operations, by monitoring and controlling port-generated waste, ensuring proper treatment and disposal, and promoting the principles of the circular economy overall.
- ✓ We emphasize on air quality and energy efficiency, by constantly monitoring air pollutants and reducing GHG emissions, which emerge both directly from fossil fuel consumption and indirectly from grid electricity generation.
- ✓ We are committed to protecting the marine ecosystem and biodiversity, efficiently managing our water consumption and improving seawater quality to ensure a positive environmental impact towards marine resources.

#### Social

##### Social Engagement

- ✓ We continuously work to maintain a safe working environment, by placing employee health and safety at the top of our priorities and sustaining employee well-being through benefits in the workplace.

- ✓ We provide ongoing training and development programs to our employees, to help them enhance their interpersonal and professional skills, while also maintaining a fair and diverse culture at all levels of the Organization, to promote equal opportunities and human rights.
- ✓ We strengthen relationships, generate added value, create jobs, support local businesses, encourage local suppliers, and increase our socio-economic impact.

## Governance

### Business Ethics and Value Creation

- ✓ We promote business ethics, anti-corruption and anti-competitive behavior through the establishment of a strong corporate governance structure, characterized by the principles of transparency and accountability.
- ✓ We promote active engagement with key stakeholders, by sustaining open communication channels across our value chain, and we strengthen sustainable client relationships through targeted actions.
- ✓ We integrate ESG principles across our business and invest in Sustainability and climate-related activities to optimize value generation and credibility maximizing opportunities for further growth.
- ✓ We implement the appropriate risk management procedures to ensure business continuity and we respond to threats and emergencies through a comprehensive emergency preparedness plan.

### Smart and Digital Port

- ✓ We optimize our operations, processes and infrastructure through automation and digitization of the port systems to provide innovative high-end services and create value for the wider port community.
- ✓ We are committed to designing and promoting services that incorporate ESG aspects to meet our partners' expectations, by researching alternative sources of energy to docked ships and implementing innovative low-carbon solutions.
- ✓ We promote maritime safety and security, by developing measures to safeguard our port from any unlawful activities, improving our infrastructure and monitoring efficiency of cargo transports.

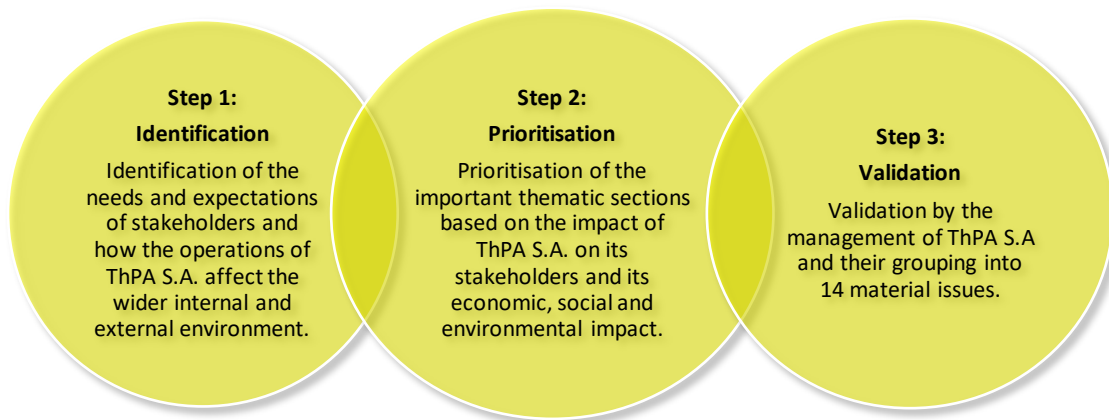
## Materiality Assessment and Sustainable Development Targets

ThPA S.A carried out an analysis and evaluation of its material issues, by Sustainable Development pillar. In the process of recording and evaluating its most important issues, thematic areas of particular importance in relation to the needs and expectations of its stakeholders were identified and evaluated, and the impact of the Company's activities on society, the environment and the economy were taken into account.

The assessment of these issues, which is based on the guidelines of the Global Reporting Initiative (GRI Standards), is an important tool in the finalization of the Company's annual action plan, as well as in the formulation of the content of the annual Sustainable Development Report.

### Procedure for the recognition of material issues

The steps for the identification of material issues applied are as follows:



Also, recognizing the importance of developing actions aimed at contributing to the achievement of the United Nations Sustainable Development Goals (SDGs), the Company has proceeded to link its material issues to these Goals.





**List of Material Issues**

ThPA S.A Material Issues	Link with UN Sustainable Development Goals
<b>Environment</b>	
Energy efficiency, climate change and air quality	SDG 6, SDG 7, SDG 11, SDG 12, SDG 13, SDG 14, SDG 15
Efficient management of water resources and ecosystem protection	
Port waste management	
<b>Society</b>	
City-Port integration	SDG 3, SDG 4, SDG 5, SDG 8, SDG 10, SDG 11, SDG 12, SDG 16, SDG 17
Health, safety and employee wellbeing	
Employee development and talent management	
Equity, diversity and inclusion	
<b>Governance</b>	
Corporate governance and business ethics	SDG 3, SDG 8, SDG 9, SDG 11, SDG 12, SDG 13, SDG 16, SDG 17
Economic growth and business expansion	
Port accessibility and security	
Crisis, reputation and risk management	
Digitization and automation (Smart Port Strategy)	
Quality, innovation and sustainable service design	
Stakeholder engagement and client building	

**Stakeholder framework**

ThPA S.A has identified as interested stakeholders all these groups that affect and/or are affected, directly or indirectly, positively or negatively, at present and/or in the future, by its business activity.

By collaborating with the full range of stakeholders, we are responding to our strategic ambition to increase transparency, build trust and address emerging challenges and opportunities. In doing so, we ensure that our business activities and decisions are on track to meet stakeholder expectations in relation to economic, social and environmental issues.

The table below details both the main issues of the stakeholder groups and the communication channels through which they are communicated and recorded:

## ThPA S.A. / Our approach to Sustainable Development 2022 – ATHEX ESG Index

Stakeholder Group	Communication Channels	Interests & Expectations	ThPA S.A. Response
Employees	<ul style="list-style-type: none"> <li>• Reporting &amp; Dialogue Channels</li> <li>• Forums</li> <li>• Working Groups</li> <li>• Fact-Finding Interviews</li> <li>• Intranet</li> <li>• Press Releases</li> <li>• Employee Surveys</li> <li>• Social Media</li> </ul>	<ul style="list-style-type: none"> <li>• Occupational Health &amp; Safety</li> <li>• Training &amp; Development</li> <li>• Equal Opportunities</li> <li>• Internal Dialogue</li> <li>• Compensation/ Benefit Schemes</li> <li>• Diversity &amp; Inclusion</li> <li>• Protection of Human Rights</li> </ul>	<ul style="list-style-type: none"> <li>• Continuous Training on Health and Safety Issues</li> <li>• Health Programs</li> <li>• Talent Evaluation and Enhancement</li> <li>• Regulatory Compliance</li> <li>• Code of Ethics</li> <li>• Travel Guidelines</li> <li>• Diversity Policy</li> <li>• Occupational Health &amp; Safety Policy &amp; System</li> <li>• ThPA S.A Recruitment Policy</li> </ul>
Communication frequency: Continuous			
Shareholders and Investors	<ul style="list-style-type: none"> <li>• General Meeting</li> <li>• Annual &amp; Financial Report</li> <li>• Corporate Website</li> <li>• Press Releases</li> <li>• Participation in Investment Forums</li> <li>• Presentations</li> <li>• Communication Platform</li> </ul>	<ul style="list-style-type: none"> <li>• Financial Performance</li> <li>• Corporate Governance</li> <li>• Transparency</li> <li>• Regulatory Compliance</li> <li>• Sustainability Performance</li> <li>• Fair Business Practices</li> <li>• ESG Ratings</li> <li>• External Sustainability Report Assurance</li> </ul>	<ul style="list-style-type: none"> <li>• Annual Report</li> <li>• KPIs Monitoring</li> <li>• Business Continuity</li> <li>• Annual Audit Plan</li> <li>• Sustainability Report</li> </ul>
Communication frequency: Continuous / When required			
Customers, Shipping and Terminal Operators	<ul style="list-style-type: none"> <li>• Complaint Procedures</li> <li>• Corporate Website</li> <li>• Working Groups</li> <li>• Survey</li> <li>• Newsletters</li> </ul>	<ul style="list-style-type: none"> <li>• Customer Satisfaction</li> <li>• Innovation</li> <li>• Fair Business Practices</li> <li>• Data Privacy &amp; Security</li> <li>• Products/Services Safety &amp; Quality</li> <li>• Sustainable Products/Services</li> </ul>	<ul style="list-style-type: none"> <li>• Grievance Mechanisms</li> <li>• ISO 27001</li> <li>• Information Security Processes</li> <li>• Total Quality and Business Excellence Systems</li> <li>• Research &amp; Development Processes</li> <li>• Audits</li> </ul>
Communication frequency: Continuous			
Port Community	<ul style="list-style-type: none"> <li>• Corporate Website</li> <li>• Press Releases</li> <li>• Port Community Meetings</li> <li>• Social Media</li> </ul>	<ul style="list-style-type: none"> <li>• Occupational Health &amp; Safety</li> <li>• Emergency Preparedness</li> <li>• Transparency</li> </ul>	<ul style="list-style-type: none"> <li>• Occupational Health &amp; Safety Policy &amp; System</li> <li>• Emergency Response Plan</li> <li>• Enlarged Members of the Port Community on an Initiative of ThPA S.A.</li> </ul>
Communication frequency: Continuous			
Media	<ul style="list-style-type: none"> <li>• Corporate Website (Press Releases, Announcements)</li> <li>• Networking Events</li> <li>• Briefing Meetings</li> <li>• Social Media</li> <li>• Direct Communication (Email, Telephone)</li> </ul>	<ul style="list-style-type: none"> <li>• Sustainability Performance</li> <li>• Actions/Initiatives</li> <li>• Open Dialogue</li> <li>• Awareness on ESG Issues</li> </ul>	<ul style="list-style-type: none"> <li>• Sustainability Report</li> <li>• ThPA S.A. Initiatives to Tackle and Combat the Spread of Covid-19</li> <li>• Donations/Sponsorships</li> </ul>
Communication frequency: Continuous / When required			
Suppliers, Contractors and Strategic Partners	<ul style="list-style-type: none"> <li>• Meetings</li> <li>• Corporate Website</li> <li>• Social Media</li> <li>• Inspections</li> <li>• Direct Communication</li> <li>• Working Groups</li> </ul>	<ul style="list-style-type: none"> <li>• Business Ethics &amp; Compliance</li> <li>• Fair Business Practices</li> <li>• Data Privacy &amp; Security</li> <li>• Transparency</li> </ul>	<ul style="list-style-type: none"> <li>• Code of Conduct for Suppliers</li> <li>• Annual Audit Plan</li> <li>• Information Security Processes</li> <li>• Total Quality and Business Excellence Systems</li> </ul>
Communication frequency: Continuous / When required			
Passengers	<ul style="list-style-type: none"> <li>• Corporate Website</li> <li>• Social Media</li> </ul>	<ul style="list-style-type: none"> <li>• Occupational Health &amp; Safety</li> <li>• Emergency Preparedness</li> </ul>	<ul style="list-style-type: none"> <li>• Occupational Health &amp; Safety Policy &amp; System</li> <li>• Emergency Response Plan</li> <li>• Complaint Form</li> </ul>

Stakeholder Group	Communication Channels	Interests & Expectations	ThPA S.A. Response
Communication frequency: Continuous			
Financial Institutions and Creditors	<ul style="list-style-type: none"> <li>• Direct Communication</li> <li>• Financial Statements</li> </ul>	<ul style="list-style-type: none"> <li>• Better Financial Performance</li> <li>• Transparency</li> <li>• Fulfilment of Financial Liabilities</li> </ul>	<ul style="list-style-type: none"> <li>• Annual Report</li> <li>• KPIs Monitoring</li> <li>• Annual Audit Plan</li> </ul>
Communication frequency: When required			
Regulatory bodies, Ministries and Port Authorities	<ul style="list-style-type: none"> <li>• Dedicated Meetings</li> <li>• Financial Results</li> <li>• Periodic Reviews</li> </ul>	<ul style="list-style-type: none"> <li>• Fair Business Practices</li> <li>• Transparency</li> <li>• Regulatory Compliance</li> </ul>	<ul style="list-style-type: none"> <li>• Annual Report</li> <li>• KPIs Monitoring</li> <li>• Annual Audit Plan</li> </ul>
Communication frequency: When required			
Maritime Sector Associations	<ul style="list-style-type: none"> <li>• Corporate Website</li> <li>• Business Events</li> <li>• Dedicated Meetings</li> <li>• Social Media</li> <li>• Press Releases</li> </ul>	<ul style="list-style-type: none"> <li>• Fair Business Practices</li> <li>• Transparency</li> <li>• Regulatory Compliance</li> </ul>	<ul style="list-style-type: none"> <li>• Annual Report</li> <li>• KPIs Monitoring</li> <li>• Annual Audit Plan</li> <li>• Sustainability Report</li> </ul>
Communication frequency: Continuous / When required			
NGOs & Civil Society	<ul style="list-style-type: none"> <li>• Corporate Website</li> <li>• Social Media</li> <li>• Participation In Events</li> <li>• Sustainability Report</li> <li>• Sponsorships</li> <li>• Meetings With Local Bodies</li> </ul>	<ul style="list-style-type: none"> <li>• Transparency</li> <li>• Actions/Initiatives</li> <li>• Open Dialogue</li> <li>• Awareness on ESG Issues</li> </ul>	<ul style="list-style-type: none"> <li>• Annual Report</li> <li>• Annual Audit Plan</li> <li>• Sustainability Report</li> <li>• ThPA S.A. Initiatives To Tackle And Combat The Spread Of Covid-19</li> <li>• Donations/ Sponsorships</li> <li>• Job Vacancies</li> <li>• Local Suppliers</li> </ul>
Communication frequency: Continuous / When required			
Research Institutions and Academia	<ul style="list-style-type: none"> <li>• Meetings</li> <li>• Events</li> <li>• Visits from Universities to the Company</li> <li>• Workshops</li> <li>• Collaboration in Projects</li> <li>• Internships</li> <li>• Sponsorships</li> </ul>	<ul style="list-style-type: none"> <li>• Training &amp; Development</li> <li>• Sponsorships</li> <li>• Employment Strengthening Through Internships</li> <li>• Research Programs</li> </ul>	<ul style="list-style-type: none"> <li>• Career Opportunities</li> <li>• ThPA S.A. initiatives</li> <li>• Donations/ Sponsorships</li> <li>• MoUs</li> <li>• Collaborations</li> <li>• Internships</li> </ul>
Communication frequency: Continuous / When required			
Ports and Terminals	<ul style="list-style-type: none"> <li>• Corporate Website</li> <li>• Collaboration in Projects</li> </ul>	<ul style="list-style-type: none"> <li>• Fair Business Practices</li> <li>• Transparency</li> <li>• Financial Performance</li> <li>• Regulatory Compliance</li> </ul>	<ul style="list-style-type: none"> <li>• Annual Report</li> <li>• KPIs monitoring</li> <li>• Business Continuity</li> <li>• Annual Audit Plan</li> <li>• Sustainability Report</li> </ul>
Communication frequency: Continuous / When required			

## Targets

With a view to continuous improvement and development, ThPA S.A. sets specific targets that relate to its strategic priorities and to its stakeholders. The recording of the target setting and the monitoring of the progress in achieving the objectives are a key tool for the evaluation of the strategy and the development of the annual action plan for sustainable development.



ESG	Sustainable Development pillars	Target
Environment	Waste – Circular Economy	Measure and reduce waste from our own operations disposed of in landfills
		Increase the recycling and upcycling processes of corporate waste (plastic, paper, batteries, etc.)
		Promote and develop a circular economy model (reduce-reuse-recycle)
	Energy and Emissions	Measure, monitor and report on energy consumption
		Continuously improve energy performance
		Obtain certifications for energy management
		Measure, monitor and report on GHG emissions (Scope 1)
	Pollution and awareness	Sustain and further improve strong performance in port generated dust, CO, NOx and SOx emissions
		Conserve the ecosystem around the Port and prevent/limit degradation of natural resources
		Maintain zero spills in the sea from all vessels
		Responsible consumption of freshwater resources
	Society	Occupational health and Safety
Reduce the rate of accidents and injuries in the workplace		
Implement initiatives for the physical and mental wellbeing for our employees		
Education and inclusion		Promote the benefits of a safe working environment
		Continue encouraging female participation within the sector
		Supporting diversity and inclusion in our workplace
Local community		Increase of employee training programs (i.e. Sustainability, professional development)
		Increase the contribution (sponsorships, donations) to local communities
		Increase the interaction between the city and the port
Governance	Business Ethics	Integration of management systems and establish an Integrated Management System (IMS)
		Maintain zero corruption and bribery incidents per year
		Ensure the adequate and effective operation of the Internal Control System of the Company
		Maintain an overall ethos of integrity which manifests in company's activities
		Enhance the Company's communication channels with its stakeholders and promote open dialogue
		Advance customer experience across various channels of interaction
		Increase of economic value creation and annual turnover
		Embed ESG principles into business strategy and investest decisions
		Increase of the Company's responsible investments
		Develop a sustainability budget that is integrated with Company's strategy and operations
		Contribute to the Greek Economy and support the country's extroversion
		Identify and incorporate ESG and climate risks into the Company's existing risk management framework to ensure the Company's capacity for business continuity
Promote a risk culture to strengthen internal and external communication		

ESG	Sustainable Development pillars	Target
		Identify and incorporate ESG and climate risks into the Company's existing risk management framework to ensure the Company's capacity for business continuity
<b>Governance</b>	Digitization	Continue to improve and coordinate security programmes and trainings to create general awareness (i.e., security awareness trainings, security plan trainings)
		Maintain and enhance preventive initiatives to facilitate the high assurance maritime transportation system
		Maintain and improve cybersecurity framework and continue optimizing digital applications
		Improve operational efficiency and increase competitiveness through automated solutions
		Connect the digital port systems with the external stakeholders (e.g. Customs) to exchange information in secured way and eliminate the paperwork
		Increase customer satisfaction by offering innovative services
		Explore new services with sustainable characteristics

## ANNEX I

Table of indicators with the Athens Exchange ESG 2022 Disclosure Guide

ESG Classification	2022 ID	2022 Sub - ID	Metric	Type	Value	Unit	Reference
Environmental	C-E1	C-E1-1	Scope 1 emissions - Total amount of direct emissions (Scope 1)	Quantitative	<b>5458.59</b>	Tons CO <sub>2</sub> equivalent (tCO <sub>2</sub> e)	ISO14061-1: Category (Scope) 1
Environmental	C-E1	C-E1-2	Scope 1 emissions - GHG intensity of Scope 1 emissions	Quantitative	<b>67.76</b>	Ratio	ISO14061-1: Category (Scope) 1 / Annual financial Report 2022
Environmental	C-E2	C-E2-1	Scope 2 emissions - Total amount of indirect emissions (Scope 2)	Quantitative	<b>5073.14</b>	Tons CO <sub>2</sub> equivalent (tCO <sub>2</sub> e)	ISO14061-1: Category (Scope) 2
Environmental	C-E2	C-E2-2	Scope 2 emissions - GHG intensity of Scope 2 emissions	Quantitative	<b>62.97</b>	Ratio	ISO14061-1: Category (Scope) 2 / Annual financial Report 2022
Environmental	C-E3	C-E3-1	Energy consumption and production - Total amount of energy consumed within the organisation	Quantitative	<b>27307.17</b>	Megawatt hour (MWh)	ISO 50001: 2018
Environmental	C-E3	C-E3-2	Energy consumption and production - Percentage of electricity consumed	Quantitative	<b>34.78%</b>	Percentage (%)	ISO 50001: 2018
Environmental	C-E3	C-E3-3	Energy consumption and production - Percentage of renewable energy consumed	Quantitative	<b>13.15%</b>	Percentage (%)	ISO 50001: 2018

ESG Classification	2022 ID	2022 Sub - ID	Metric	Type	Value	Unit	Reference
Environmental	C-E3	C-E3-4	Energy consumption and production - Total amount of energy produced	Quantitative	0	Megawatt hour (MWh)	ISO 50001: 2018
Environmental	C-E3	C-E3-5	Energy consumption and production - Percentage of renewable energy produced	Quantitative	0%	Percentage (%)	ISO 50001: 2018
Environmental	A-E1	A-E1-1	Scope 3 emissions - Total amount of other indirect emissions (Scope 3)	Quantitative	Not Available	Tons CO <sub>2</sub> equivalent (tCO <sub>2</sub> e)	
Environmental	A-E1	A-E1-2	Scope 3 emissions - GHG intensity of Scope 3 emissions	Quantitative	Not Available	Ratio	
Environmental	A-E2	A-E2-1	Climate change risks and opportunities - Discussion of climate change-related risks and opportunities that can affect business operations	Qualitative	Yes - Disclosed	Qualitative	Sustainability Report 2020-2021
Environmental	A-E3	A-E3-1	Waste management - Total amount of hazardous waste	Quantitative	46.888	Tons	HMA 2022
Environmental	A-E3	A-E3-2	Waste management - Total amount of non-hazardous waste	Quantitative	881.804	Tons	HMA 2022
Environmental	A-E3	A-E3-3	Waste management - Percentage of waste by type of treatment - Recycled	Quantitative	56.05%	Percentage (%)	HMA 2022

ESG Classification	2022 ID	2022 Sub - ID	Metric	Type	Value	Unit	Reference
Environmental	A-E3	A-E3-4	Waste management - Percentage of waste by type of treatment - Composted	Quantitative	0%	Percentage (%)	HMA 2022
Environmental	A-E3	A-E3-5	Waste management - Percentage of waste by type of treatment - Incinerated	Quantitative	0%	Percentage (%)	HMA 2022
Environmental	A-E3	A-E3-6	Waste management - Percentage of waste by type of treatment - Landfilled	Quantitative	43.95%	Percentage (%)	HMA 2022
Environmental	A-E4	A-E4-1	Total amount of effluent discharge containing polluting substances	Quantitative	0	Cubic meters (m <sup>3</sup> )	
Environmental	A-E5	A-E5-1	Biodiversity sensitive areas - Description of the impact of business operations on biodiversity sensitive areas	Qualitative	Yes - Disclosed	Qualitative	Sustainability Report 2020-2021
Environmental	SS-E1	SS-E1-1	Emission strategy - Discussion of long and short term strategies in relation to the management, mitigation, performance targets of its emissions	Qualitative	Yes - Disclosed	Qualitative	Sustainability Report 2020-2021
Environmental	SS-E2	SS-E2-1	Air pollutant emissions - Total amount of NOx (excluding N2O)	Quantitative	Not Available	Kilograms (kg)	



ESG Classification	2022 ID	2022 Sub - ID	Metric	Type	Value	Unit	Reference
Environmental	SS-E2	SS-E2-2	Air pollutant emissions - Total amount of SOx	Quantitative	<b>Not Available</b>	Kilograms (kg)	
Environmental	SS-E2	SS-E2-3	Air pollutant emissions - Total amount of Volatile organic compounds (VOCs)	Quantitative	<b>Not Available</b>	Kilograms (kg)	
Environmental	SS-E2	SS-E2-4	Air pollutant emissions - Total amount of Particulate matter (PM)	Quantitative	<b>Not Available</b>	Kilograms (kg)	
Social	C-S1	C-S1-1	Stakeholder engagement - Discussion of organisation's main stakeholders and analysis of key stakeholder engagement practices	Qualitative	<b>Yes - Disclosed</b>	<b>Qualitative</b>	Sustainability Report 2020-2021
Social	C-S2	C-S2-1	Percentage of female employees	Quantitative	<b>16.59%</b>	Percentage (%)	HR Division Data 2022
Social	C-S3	C-S3-1	Percentage of women in managerial positions (i.e. top 10% of employees by total compensation)	Quantitative	<b>7.84%</b>	Percentage (%)	HR Division Data 2022
Social	C-S4	C-S4-1	Employee turnover - Percentage of full-time employee voluntary turnover	Quantitative	<b>8.19%</b>	Percentage (%)	HR Division Data 2022
Social	C-S4	C-S4-2	Employee turnover - Percentage of full-time employee involuntary turnover	Quantitative	<b>0%</b>	Percentage (%)	HR Division Data 2022

ESG Classification	2022 ID	2022 Sub - ID	Metric	Type	Value	Unit	Reference
Social	C-S5	C-S5-1	Employee training - Average training hours of employees in the top 10% of employees by total compensation	Quantitative	<b>7.314</b>	Number of hours	HR Division Data 2022
Social	C-S5	C-S5-2	Employee training - Average training hours of employees in the bottom 90% of employees by total compensation	Quantitative	<b>12.512</b>	Number of hours	HR Division Data 2022
Social	C-S6	C-S6-1	Human rights policy - Description of human rights policy and fundamental principles	Qualitative	<b>Yes - Relevant clauses disclosed in other policy</b>	<b>Qualitative</b>	
Social	C-S7	C-S7-1	Percentage of employees covered by collective bargaining agreements	Quantitative	<b>97.26%</b>	Percentage (%)	HR Division Data 2022
Social	C-S8	C-S8-1	Supplier assessment - Discussion of supplier screening using ESG criteria	Qualitative	<b>Yes - Disclosed</b>	<b>Qualitative</b>	Procurement Regulation
Social	A-S1	A-S1-1	Sustainable economic activity - Percentage of sustainable turnover	Quantitative	<b>Not Available</b>	Percentage (%)	
Social	A-S1	A-S1-2	Sustainable economic activity - Percentage of sustainable CapEx	Quantitative	<b>Not Available</b>	Percentage (%)	

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ESG Classification	2022 ID	2022 Sub - ID	Metric	Type	Value	Unit	Reference
Social	A-S1	A-S1-3	Sustainable economic activity - Percentage of sustainable OpEx	Quantitative	<b>Not Available</b>	Percentage (%)	
Social	A-S2	A-S2-1	Total amount of monetary expenditure on employee training	Quantitative	<b>119151.79</b>	Euros (€)	HR Division Data 2022
Social	A-S3	A-S3-1	Percentage of difference between male and female earnings	Quantitative	<b>25.54%</b>	Percentage (%)	HR Division Data 2022
Social	A-S4	A-S4-1	CEO pay ratio - Total CEO pay	Quantitative	<b>443713.66</b>	Euros (€)	HR Division Data 2022
Social	A-S4	A-S4-2	CEO pay ratio - Ratio of CEO to median employee earnings	Quantitative	<b>10.73</b>	Ratio	HR Division Data 2022
Social	SS-S4	SS-S4-1	Total amount of monetary losses as a result of labour law violations	Quantitative	<b>0</b>	Euros (€)	HR Division Data 2022
Governance	C-G1	C-G1-1	Board composition - ESG related qualifications of the board members	Qualitative	<b>Yes - Disclosed</b>	<b>Qualitative</b>	Annual financial Report 2022
Governance	C-G1	C-G1-2	Board composition - Classification of the Chairman of the Board	Qualitative	<b>Executive</b>	<b>Qualitative</b>	Annual financial Report 2022
Governance	C-G1	C-G1-3	Board composition - Percentage of female board members	Quantitative	<b>37.50%</b>	Percentage (%)	Annual financial Report 2022

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ESG Classification	2022 ID	2022 Sub - ID	Metric	Type	Value	Unit	Reference
Governance	C-G1	C-G1-4	Board composition - Percentage of non-executive board members	Quantitative	<b>75%</b>	Percentage (%)	Annual financial Report 2022
Governance	C-G1	C-G1-5	Board composition - Percentage of both non-executive and independent board members	Quantitative	<b>37.50%</b>	Percentage (%)	Annual financial Report 2022
Governance	C-G2	C-G2-1	Sustainability oversight - Description of approach to sustainability oversight	Qualitative	<b>Yes - Disclosed</b>	<b>Qualitative</b>	Sustainability Report 2020-2021
Governance	C-G3	C-G3-1	Materiality - Description of the materiality assessment process	Qualitative	<b>Yes - Disclosed</b>	<b>Qualitative</b>	Sustainability Report 2020-2021
Governance	C-G4	C-G4-1	Sustainability policy - Description of sustainability policy and fundamental principles	Qualitative	<b>Yes - Policy in place</b>	<b>Qualitative</b>	Sustainability Policy
Governance	C-G5	C-G5-1	Business ethics policy - Description of business ethics policy and fundamental principles	Qualitative	<b>Yes - Policy in place</b>	<b>Qualitative</b>	Code of Ethics
Governance	C-G6	C-G6-1	Data security policy - Description of data security policy and fundamental principles	Qualitative	<b>Yes - Policy in place</b>	<b>Qualitative</b>	Information Security Policy and Policy on the Protection of Confidential Information
Governance	A-G1	A-G1-1	Business model - Discussion of business model and the creation of value	Qualitative	<b>Yes - Disclosed</b>	<b>Qualitative</b>	ThPA S.A. website: <a href="#">Presentation to Analysts and Organizational Structure</a>

ESG Classification	2022 ID	2022 Sub - ID	Metric	Type	Value	Unit	Reference
Governance	A-G2	A-G2-1	Total amount of monetary losses as a result of business ethics violations	Quantitative	0	Euros (€)	
Governance	A-G3	A-G3-1	ESG targets - Short-term targets associated with strategic ESG objectives	Qualitative	No - Not Disclosed	Qualitative	Sustainability Report 2020-2021
Governance	A-G3	A-G3-2	ESG targets - Medium-term targets associated with strategic ESG objectives	Qualitative	No - Not Disclosed	Qualitative	Sustainability Report 2020-2021
Governance	A-G3	A-G3-3	ESG targets - Long-term targets associated with strategic ESG objectives	Qualitative	No - Not Disclosed	Qualitative	Sustainability Report 2020-2021
Governance	A-G4	A-G4-1	Percentage of executive's variable pay	Quantitative	15.42%	Percentage (%)	HR Division Data 2022
Governance	A-G5	A-G5-1	External assurance - Discussion of external assurance on reported ESG information	Qualitative	Yes - Certain metrics have been externally assured	Qualitative	ISO 14001, ISO 45001, ISO 50001, ISO 14064, ThPA S.A. Website