



ThPA S.A.
PORT OF THESSALONIKI

SUSTAINABILITY REPORT 2022

SUSTAINABILITY REPORT 2022



Port Virtual Tour



ThPA S.A. has created an interactive application for visualization and navigation in the facilities of the Port of Thessaloniki.

To discover the present and the future of the Port of Thessaloniki through the interactive application you can scan the QR code.



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Executive Chairman's Message

We are pleased to present the third consecutive Sustainability Report for the year 2022, which reflects in depth the sustainable business activities and analyzes the approach, results and goals of ThPA S.A. on ESG issues. A key pillar of our corporate culture for our smooth and successful operation is the integration of sustainable development practices across the entire range of our activities and operations. The implementation of our Investment Plan is interwoven with environmental, social and corporate governance (ESG) criteria to enhance our positive footprint through thoughtful practices, synergies and value-added initiatives. In an ever-changing environment, we maintain strong ties with our business, economic and social partners, seeking direct interaction and meeting their expectations.

We are an active and responsible organization that brings knowledge, experience, innovative strategies and solutions, efficiency and high-quality services to be part of the “green” future of our planet. We support and promote the



well-being and sense of security of society as a whole and make a substantial contribution to the protection of the environment, the health and development of our people.

Our people are the cornerstone of our success, actively contributing to the realization of our vision and the achievement of our goals. We consistently invest in our people, promoting their

personal and professional development, providing a collaborative, equal and inclusive working environment. In this context, in 2022 we launched the implementation of our corporate culture re-engineering program “Innovating Together”.

Our long-standing goal is to respond immediately and effectively to the needs of society. In this context, with a high sense of responsibility and a human-centered approach, we implement, participate and support a wide range of actions and initiatives. We collaborate directly with a variety of academic and business organizations to promote research and innovation, implement training programs and enhance the skills of young professionals and scientists.

Environmental protection is one of our primary concerns and we implement every action to manage and reduce our environmental footprint in accordance with national and international legislation. Indicatively, we have designed and implemented an integrated Environmental Management System focusing on Environmental

Monitoring, Climate Change, Water Management and Waste Management.

Business ethics is a non-negotiable value for all of us at ThPA S.A. On this basis, we have further strengthened our corporate governance structures by implementing management systems that ensure business continuity, as well as policies and regulations that promote transparency, accountability and responsibility in all our activities.

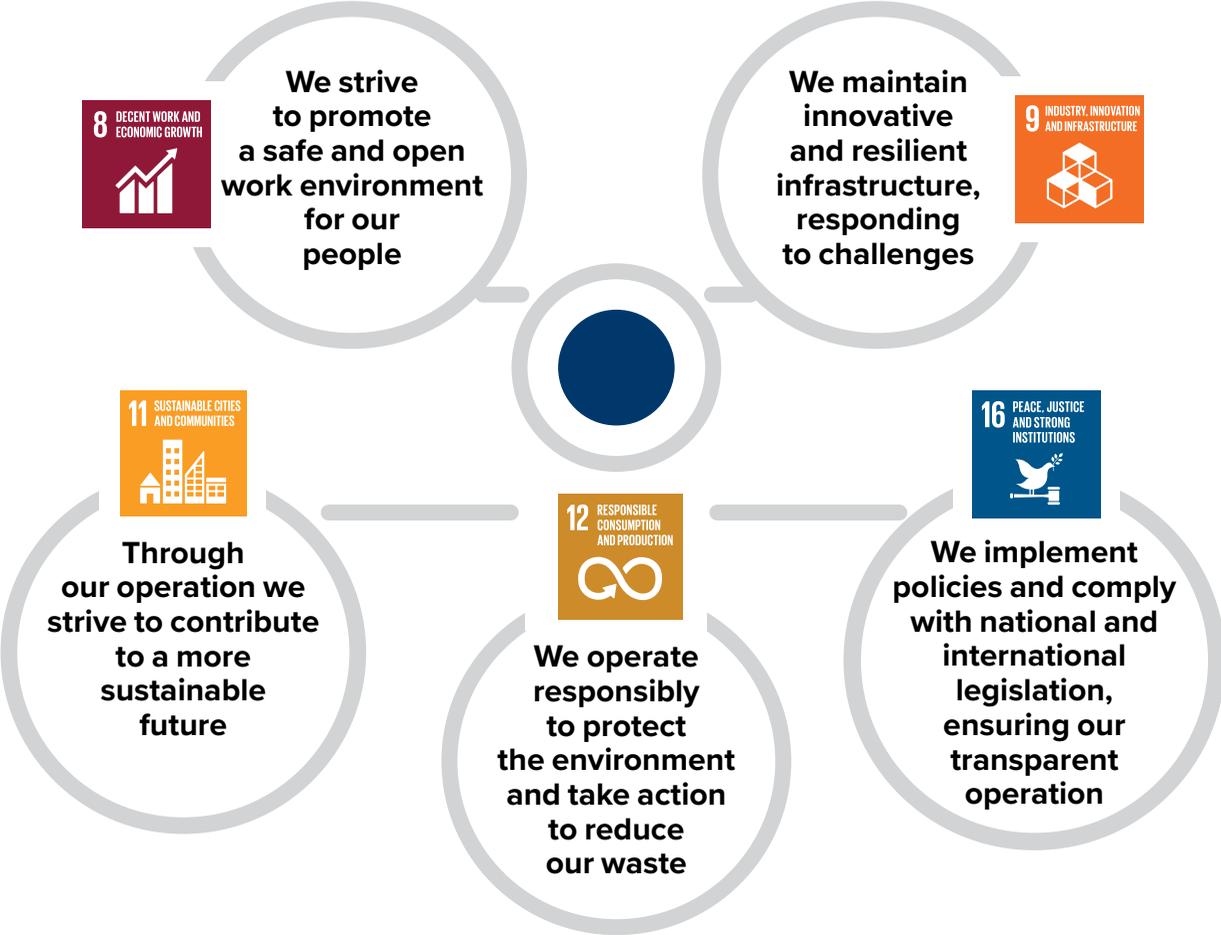
Based on the importance of the Port of Thessaloniki for the city and the wider region and its role as a Gateway to Growth and Opportunities for all, we are committed to bring our regional supply chain to a new era by providing connectivity that facilitates business growth, promoting economic and social value addition and respecting the mandate for a “greener” future for our planet and the younger generations.

Executive Chairman of the BoD
Athanasios Liagkos

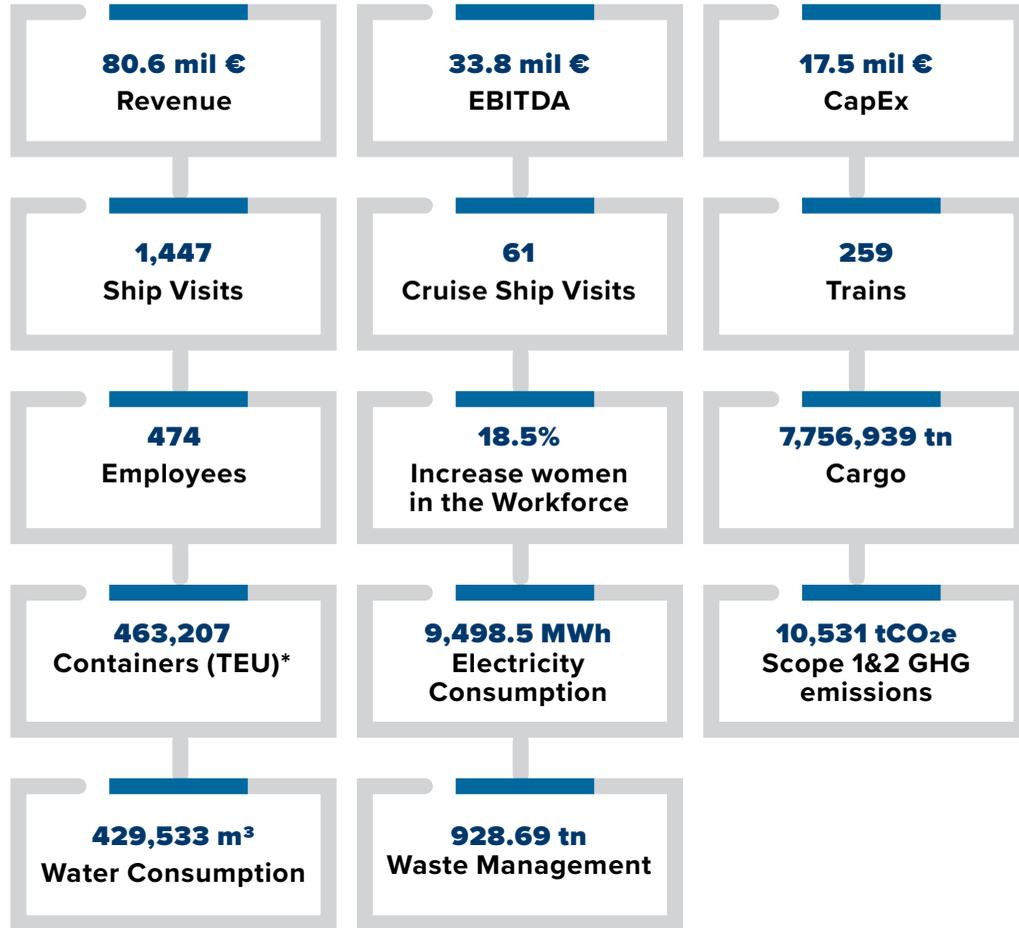




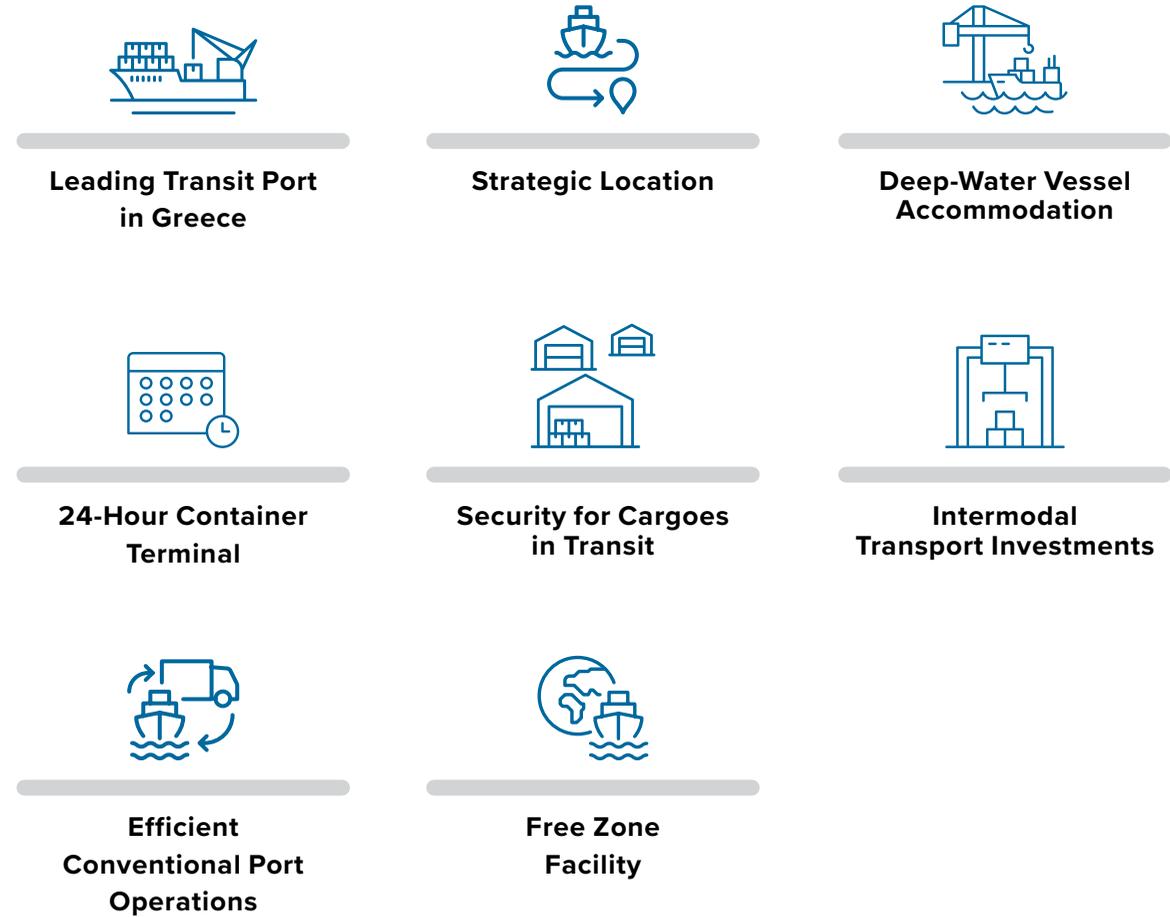
Corporate profile



2022 at a Glance



* TEU: Twenty-foot equivalent unit is a general unit of cargo capacity



Company Profile

ThPA S.A., listed on the Athens Exchange since 2001, handles containers, conventional cargo, operates the free zone of the Port in accordance with tax and customs legislation currently in force authorized with AEO license, offers reliable and cost-efficient logistics solutions and intermodal rail services with direct rail connectivity between the Port of Thessaloniki and Bulgaria (Sofia), Serbia (Nis) and the Republic of North Macedonia (Skopje) and serves passenger traffic through cruise and ferry.

The Port of Thessaloniki is the largest Conventional Cargo Transit Port of Greece and one of the leading ports in the Eastern Mediterranean. In addition, it has been designated as a port of International Interest (Government Gazette B'/202/16.2.07) and one of the Greek ports, which belongs to the Core Network of Trans-European Transport Network (TEN-T).



Our history

Establishment of the French Company “Société Anonyme Ottomane de Construction et Exploitation du Port de Salonique”, which was assigned the right to operate the port facilities it developed for 40 years, until 1944.

The Greek Government passed the founding law for the “Free Zone of the Port of Thessaloniki”, which assumed the management of the largest part of the port, with its main responsibility of loading and unloading activities, through its own.

In March 1923, government established the legal entity under public law named “Commission of the Free Zone of Thessaloniki”. The new body became operational in October 1925. In September 1923, the Serbian Free Zone of Thessaloniki was established, which was later named the “Yugoslav Free Zone of Thessaloniki”. It started operating in July 1929 and was abolished in 1975.

In 1928, the Committee for the Regulation of Port Loading-Unloading of Thessaloniki Port was established and in 1932 the Labor Office of Thessaloniki Port was formed with responsibility for the management of the dockworkers. In 1970, the Committee was abolished, and its activities were incorporated into ThPA S.A.

1904

1914

1923

1928

1930

1953

1970

1999

The Thessaloniki Port Fund was established and took over the contract of operation of the port from the “Société Anonyme Ottomane de Construction et Exploitation du Port de Salonique” which expired in 1944. Its purpose was the construction of new facilities and the maintenance of existing ones.

In December 1953, the Free Zone of Thessaloniki and the Thessaloniki Port Fund were merged into a single public entity named Free Zone and Port of Thessaloniki.

By law 449/1970, the Free Zone and Port of Thessaloniki was renamed to Thessaloniki Port Authority. By the same law, ThPA S.A. took over the management of the dockworkers from the Committee for the Regulation of Port Loading Unloading of Thessaloniki Port, which was abolished.

The organization turned into a Société Anonyme with the registered name “Thessaloniki Port Authority” and the trading name “ThPA S.A.”.

The Company becomes listed in the Athens Stock Exchange.

2001

Transfer of shares from the Greek State to the Hellenic Republic Asset Development Fund (HRADF).

2012

Launch of tender process regarding the acquisition of the majority stake (67%) of ThPA S.A. shares.

2014

Acquisition of 67% of shares by South Gateway Thessaloniki (SEGT) Ltd.

2018

2019

The Port of Thessaloniki becomes the 1st Greek port to participate in the Green Award network as an incentive provider. ThPA S.A. publishes its first Sustainability Report, providing insight on its socioeconomic footprint and its Sustainable Development initiatives. 12 new Straddle Carriers improve the productivity of operations at the Container Terminal and overall customer service speed.

2020

New Mobile Harbor Crane improves the level of provided services at the Port of Thessaloniki. Establishment of dry port in Sofia, Bulgaria, expanding the hinterland and improving the connectivity of the Port. Intermodal Rail Connection to Sofia: Direct rail connection between the Port of Thessaloniki and Sofia dry port, marking a significant step towards offering reliable, cost-efficient, and environmentally friendly logistic solutions. New Investments and Expansion: Total investment plan which concerns the expansion of the western part of Pier 6 (container terminal), civil and infrastructure works across the Port, investments in IT, as well as the acquisition of new equipment.

2022

Arrival of 2 New Panamax STS Cranes.

...2051

ThPA S.A. has the exclusive right to use the sea and land zone of the Port of Thessaloniki.

The Vision and Mission of ThPA S.A.

The Port of Thessaloniki is a vital part of the economic activity in the wider region of Southeast, Central and Eastern European region through the major trans-European motorway and railway networks. In addition to its key role in international freight transport, the port is also a pole of attraction

for international tourism, as more and more cruise lines include Thessaloniki in their itineraries. To this end, staying focused on our vision and mission, we strive to maximize in a responsible and sustainable manner our positive impact, through our strategy and our commitments.

“ We are ThPA S.A. and we open the gates to a new era of Business Development, Innovation, Sustainable Development, Social Solidarity and Responsibility. ”



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.



OUR MISSION

To 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

To develop the connectivity of the Port of Thessaloniki and further expand ThPA S.A.'s intermodal rail service in Southeast and Central Europe.



OUR COMMITMENT

We are a Gateway to Growth!

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

Gateway to Growth	Business Partners	Our People	Community Engagement	Environmental Stewardship
We serve as a pivotal growth enabler for our partners and the regions we operate in.	We believe in the strength of collaboration and mutual growth with our partners.	We promote dialogue and recognize the dedication of our team.	We are an integral part of our city and region, contributing to its prosperity.	We are committed to a 'greener' future, ensuring sustainable operations at all stages of our business activities.

ThPA S.A.'s Commitment to Sustainable Development

ThPA S.A., is committed to integrating sustainable development practices across all its operations and services. The Company's new Investment Plan promotes its growth and enhances its social impact through practices, partnerships, and initiatives that support local community. ThPA S.A. promotes sustainability, and the implementation of its Sustainable Development Strategy reflects its commitment, to the goals set for environmental protection, social welfare and corporate governance based on the principles of sustainability and ESG (Environmental, Social, Governance) criteria.

The primary objective of the Company's strategy is to address the diverse needs and requirements of today's world, with a focus on non-financial indicators related to its activities. ThPA S.A. main-

tains a transparent and accountable relationship with its stakeholders by regularly communicating the performance of these indicators as evidence of its dedication to sustainable practices.

The core of this strategy is to create value for stakeholders, tackle climate change and promote a holistic approach across our strategic pillars, cultivating a strong ESG culture by embedding the core principles of sustainable development into its operations and across its value chain.

ThPA S.A.'s Sustainable Development framework was formulated through internal evaluations and productive stakeholder dialogues. The Company has established specific targets, KPIs, and initiatives for each pillar to effectively monitor and guide its progress in sustainability.

¹ For more information about the investment plan of ThPA S.A. please see section "Infrastructure Investments for Long-Term Value Creation"

Environment, Climate & Energy

Smart & Digital Port

Focus Areas

Social Engagement

Business Ethics & Value Creation

Our Sustainability Strategy Highlights
ThPA S.A. is integrating sustainability into every aspect of its operations, setting new standards in the maritime industry. In allocating its resources, prioritizes the above sustainability focus areas, ensuring that the investments and efforts are strategically aligned with the Company's commitment to sustainable development and responsible corporate practices.



How we create value

The Port of Thessaloniki is a leading port that stands as a key economic catalyst in Northern Greece and broader area for global trade and transportation landscape. ThPA S.A. brings the regional supply chain to a new era by providing connectivity that facilitates business growth, fostering economic and social added value and respecting the mandate for a “green” future for our planet and the younger generations.

The port serves as a vital transportation network, seamlessly connecting local businesses to international markets. This strategic positioning enhances the competitiveness of these businesses fostering their growth.

ThPA S.A. is dedicated to promoting sustainable development and creating added value for all stakeholders and society through its operation. The Port of Thessaloniki plays a pivotal role in the local economy and the well-being of the local community, by supporting local suppliers and generating employment opportunities that contribute to the prosperity of the community.

In addition, ThPA S.A. strongly enhances Greece's international outlook upgrading the supply chain of the broader region, acting as an axis in the country's economic outreach, facilitating trade and fostering cross-border synergies and relationships.





Commitments



- We effectively manage operational waste through meticulous monitoring, control, and proper disposal, while advocating for circular economy principles.
- Our focus on air quality and energy efficiency involves continuous monitoring of air polluting substances and GHG emissions from both fossil fuels and electricity consumption.
- Committed to marine environment conservation, we efficiently manage freshwater use and monitor seawater quality, positively impacting marine ecosystems and biodiversity.

Relevant Policies



- Environmental Policy
- Energy Management Policy
- Sustainability Policy
- Procurement Regulation



-18%

heating oil consumption



-31%

Total waste generation



-8%

natural gas consumption



0

significant spills at port facilities



Climate Risk Assessment



Digital Waste Registry

Navigating Positive and Negative Outcomes

Positive Impacts We Aim to ↑ Enhance

- Effective Waste Management
- Air Quality Improvement
- Marine Ecosystem Protection
- Energy Efficiency
- Emergency Response Plan

Negative Impacts We Aim to ↓ Reduce

- Operational Waste Generation
- Air Pollution from Operations
- Fresh water consumption and seawater pollution
- Impact on Marine Life





Commitments



- We prioritize employee health and safety, ensuring a safe workplace and enhancing well-being with various employee benefits.
- Our ongoing training programs aim to develop both interpersonal and professional skills, fostering a fair and diverse organizational culture that upholds equal opportunities and human rights.
- We are committed to strengthening community ties, supporting local businesses, fostering job creation, and amplifying our socio-economic impact.

Relevant Policies

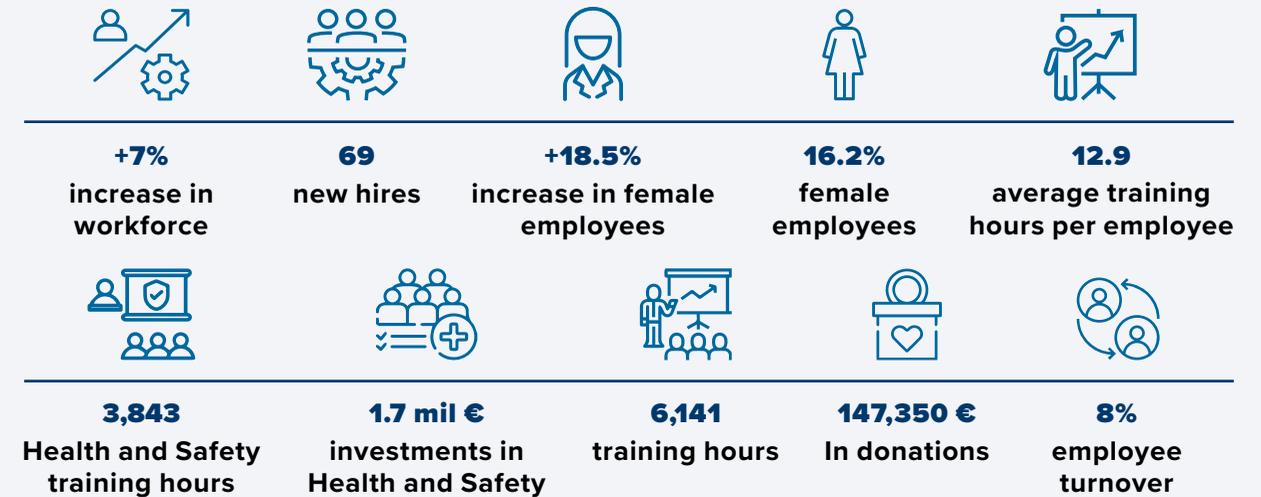


- Code of Ethics
- Health and Safety Policy
- Diversity Policy
- Whistleblowing Policy
- Learning and Development Policy
- I.S.P.S Code

Social Responsibility



- Collaboration
- Strength
- Ambition



Navigating Positive and Negative Outcomes

Positive Impacts We Aim to ↑ Enhance

- Contribution to the wellbeing of employees
- Professional and personal development
- Economic contribution to the local community (job creation, local spend) and support
- Sustainable services, efficient operations

Negative Impacts We Aim to ↓ Reduce

- Potential Work-Life Balance Issues
- Risk of Occupational Hazards
- Adaptation to New Systems



Smart and Digital Port



Commitments

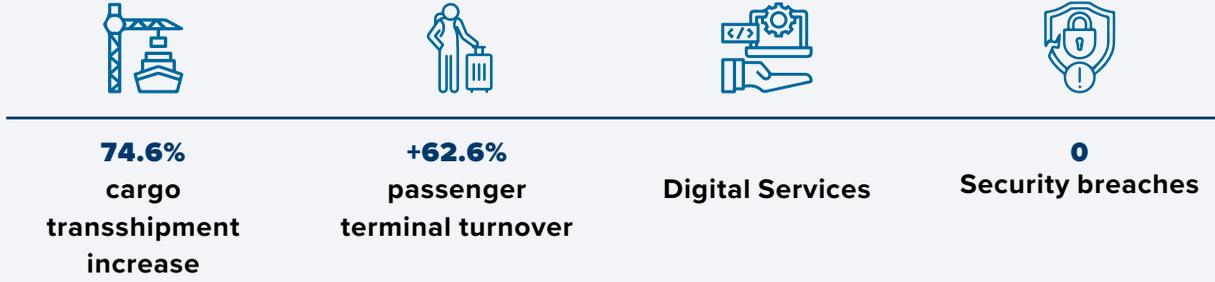


- We optimize our operations, processes, and infrastructure through the automation and digitization of port systems, aiming to provide innovative, high-end services and create value for the wider port community.
- We are dedicated to designing and promoting services that incorporate ESG aspects to meet our partners' expectations, focusing on alternative energy sources for docked ships and implementing innovative low-carbon solutions.
- We prioritize maritime safety and security within the limits of ThPA S.A.'s responsibility by developing robust measures to protect our port from unlawful activities, enhancing our infrastructure, and ensuring the efficient monitoring of cargo transports.

Relevant Policies



- Sustainability Policy
- Health and Safety Policy
- Environmental Policy
- Quality Policy
- Information Security Policy
- Policy on the Protection of Confidential Information
- I.S.P.S Code



Navigating Positive and Negative Outcomes

Positive Impacts
We Aim to **↑ Enhance**

- Safety and Security
- Environmental Protection
- Efficient Resource Management
- Social benefits and technological growth

Negative Impacts
We Aim to **↓ Reduce**

- Digital Divide concerning the gap between those who have access to modern technology and those who do not
- Environmental Costs of Technology regarding energy and resources used

Business Ethics and Value Creation



Commitments



- We uphold business ethics, establishing a corporate governance framework based on transparency and accountability.
- We engage actively with key stakeholders, maintaining open communication throughout our value chain, and foster sustainable client relationships with focused initiatives.
- We embed ESG principles in our business operations, investing in sustainability and climate-related activities to enhance value creation and credibility, thereby opening avenues for further growth.
- We implement effective risk management procedures to ensure business continuity and have a comprehensive emergency preparedness plan to address threats and emergencies.

Relevant Policies



- Code of Conduct
- Information Security
- Business Continuity
- Anti-bribery Policy
- Audit Committee's Charter
- Internal Organization and Operation Regulation
- Conflict of Interest Policy
- All Corporate Policies and Regulations



80.6 mil €
revenue



20.6 mil €
Payments to
government



180 mil €
Mandatory Investments



75%
Non-executive
Board members



28.1 mil €
Salaries and
benefits costs



0
business ethics
violations

Navigating Positive and Negative Outcomes

Positive Impacts We Aim to ↑ Enhance

- Strengthened Community Trust
- Improved Stakeholder Relations and Community Engagement
- Promotion of Environmental Protection and Sustainable Development
- Increased Safety and Resilience
- Effective risk management

Negative Impacts We Aim to ↓ Reduce

- Potential Resource Allocation Challenges
- Environmental Risks Associated with Increased Business Activities



Embracing Stakeholder Perspectives

At ThPA S.A., prioritizing communication and maintaining an open dialogue with our stakeholders is integral to our sustainability approach. We identify stakeholders as groups affected by our operations and those who can influence our decision-making processes towards achieving our objectives. In accordance with global standards, particularly the AccountAbility AA1000 Stakeholder Engagement Standard, we conducted a Stakeholder Engagement Assessment. This assessment is essential to our accountability, underscoring our commitment to actively involve stakeholders in discerning

and addressing various sustainability issues and concerns. Their participation is crucial in improving our performance in these important areas.

The dialogue with our stakeholders is a key element of our strategy to enhance transparency, foster trust, and proactively address emerging challenges and opportunities. This inclusive strategy guarantees that our business practices and decisions align with the expectations of our stakeholders in economic, social, and environmental issues.



Key stakeholder groups include:

- Employees
- Shareholders and Investors
- Customers, Shipping and Terminal Operators
- Port Community
- Media
- Suppliers, Contractors and Strategic Partners
- Passengers
- Financial Institutions and Creditors
- Regulatory bodies, Ministries and Port Authorities
- Maritime Sector Associations
- NGOs and Civil Society
- Research Institutions and Academia
- Ports and Terminals



Progressive Stakeholder Engagement

The Thessaloniki Port Users' Council meeting was held twice in 2022, led by Athanasios Liagkos, Executive Chairman of the BoD & Managing Director of ThPA S.A.. These meetings showcasing ThPA S.A.'s dedication to open communication and collaboration among its stakeholders offering the opportunity for information and fruitful dialogue between members of the port community on issues of development and enhancement of the services provided by the Port to its users. The meetings were attended by 20 representatives from 21 operators, users and members of the wider port community, who were informed about recent developments at all levels.

Emphasis was placed on the shared vision between ThPA S.A. and the broader port community regarding the port's constant evolution and international competitiveness. In this framework, ThPA S.A., continues implementing projects and initiatives, which enhance its role as a gateway to growth for Thessaloniki, Greece and the broader Southeast, Central and Eastern European region.

All the above illustrates the Company's strategic approach to stakeholder engagement and its dynamic role in the global maritime industry, fostering sustainable development and international collaboration.



Materiality Assessment and Target Setting

ThPA S.A. conducted an analysis and evaluation of its material topics aligned with its Sustainable Development pillars. This process involved identifying and assessing thematic areas of significant importance in relation to the needs and expectations of its stakeholders. Additionally, the impact of the Company's activities on society, the

environment, and the economy was considered.

The assessment, guided by the Global Reporting Initiative (GRI Standards), plays a crucial role in shaping the Company's annual action plan and in developing the content of its annual Sustainability Report.

The below steps were followed to identify material issues:



Identification

We identified the needs and expectations of our stakeholders and how our operations affect the wider internal and external environment, with a focus on their impact on Sustainable Development. During this stage, we identified material topics by taking the following factors into account:

- The interests and expectations of Stakeholders
- ThPA S.A.'s business model, corporate governance, business strategy, internal policies, business ethics, internal controls and processes, quality management systems, financial and non-financial indicators that are mandatory for our operations
- International Standards and frameworks, i.e., GRI Standards, UN Sustainable Development Goals (SDGs), Athex ESG Reporting Guide 2022, AA1000 2018
- Assessment of the internal and external environment and identification of relevant threats and opportunities
- National and European legislation and respective developments
- Future challenges and priorities for the Sustainable Development of the sector.

Prioritization

During the second stage of the materiality assessment, we engaged our stakeholders, through an online questionnaire. Internal and external stakeholders ranked 32 important thematic areas in order to prioritize them according to our impact to stakeholders and how ThPA S.A. is impacting on an economic, social, and environmental basis.

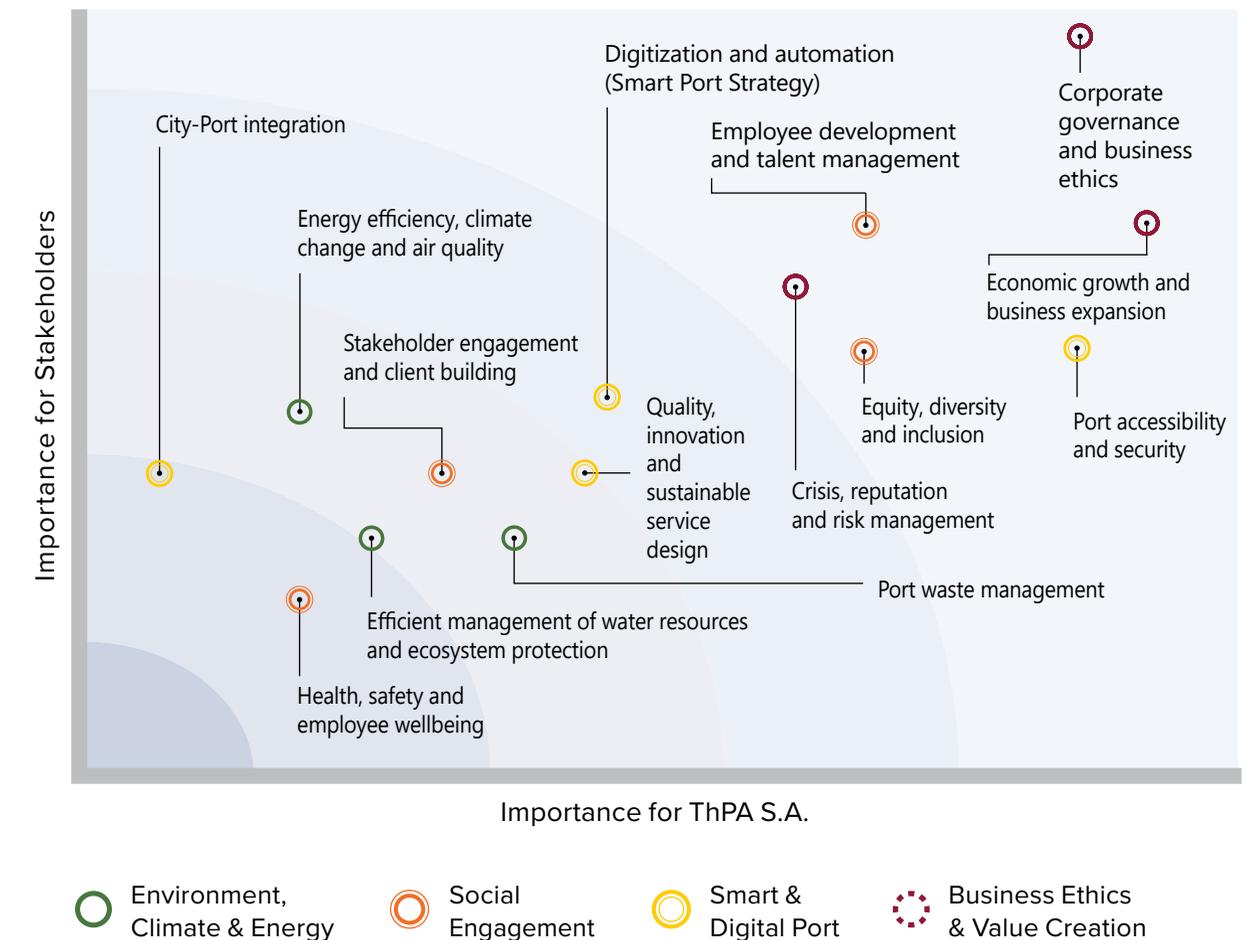
Validation

In the final stage of the materiality assessment, the results of the second phase were validated by the Company's management. Through the validation, 14 material topics were grouped, determined, and captured in the materiality matrix featured below. The 14 material topics are examined and analyzed in the following chapters of the Report.

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 align its material topics with these Goals.

Focus areas / strategic priorities	Material topics
Environment, Climate & Energy     	Energy efficiency, climate change and air quality Port waste management Efficient management of water resources and ecosystem protection
Social Engagement          	Health, safety and employee wellbeing Employee development and talent management Equity, diversity and inclusion Stakeholder engagement and client building
Smart & Digital Port     	Port accessibility and security Quality, innovation and sustainable service design Digitization and automation (Smart Port Strategy) City-Port integration
Business Ethics & Value Creation     	Crisis, reputation and risk management Corporate governance and business ethics Economic growth and business expansion

Materiality Matrix



Sustainability governance

ThPA S.A., has a comprehensive approach that integrates environmental, social and governmental (ESG) criteria into its core operations. The Sustainability Policy of ThPA S.A. is a testament to the company's commitment to sustainable growth and responsible corporate citizenship.

At the core of this policy lies the recognition of sustainability as a top priority. The policy, structured around our focus areas and serves as a blueprint for the Port's sustainability journey. It's a journey that encompasses everything from energy efficiency and climate action to social engagement and ethical business practices.

The policy's scope is extensive, applying to all aspects of ThPA S.A.'s operations and extending its influence on stakeholders, including employees, shareholders, partners, and the broader community. It aligns with key international standards and principles, notably the UN's Sustainable Development Goals, reflecting ThPA S.A.'s global perspective on sustainability.

ThPA S.A. manages the Sustainability Policy as a living document, evolving with the changing dynamics of the global sustainability landscape. It is a commitment to a future where business success and sustainability go hand in hand, creating a legacy of positive impact for generations to come.

Sustainability Committee & Sustainability Team

The Sustainability Committee at ThPA S.A. plays a crucial role in driving the Company's sustainability journey forward. Reporting directly to the Executive Chairman of the Board of Directors, this committee ensures that the principles and practices embedded in the policy are not just words on paper but actions in practice.

Led by the Director of Sustainability and Environmental Strategy, the Sustainability Team is the operational team of the committee. This team is charged with the critical responsibility of monitoring the day-to-day implementation of the Sustainability Policy.



Our Targets and objectives

ThPA S.A. is the main hub for maritime trade and transportation in the whole region. As a gateway to the Balkans and an important link in global shipping routes, the port plays a pivotal role in facilitating international commerce and local economic growth. Below is a comprehensive list of targets and objectives set for ThPA S.A, reflecting our commitment to efficiency, innovation, and sustainable development.

ESG	Focus area	Target and objectives
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)
		Sustain and further improve strong performance in port generated dust, CO ₂ , NO _x and SO ₂ emissions

ESG	Focus area	Target and objectives
Environment	Pollution and Awareness	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
		Educate employees about ecosystems and their importance
Social	Health and security in the work environment	Reduce the rate of accidents and injuries in the workplace
		Implement initiatives for the physical and mental wellbeing for our employees
		Promote the benefits of a safe working environment
	Education and inclusion	Continue encouraging female participation within the sector
		Supporting diversity and inclusion in our workplace
		Increase of employee training programs (i.e. Sustainability, professional development)
	Local communities	Increase the contribution (sponsorships, donations) to local communities
		Increase the interaction between the city and the port



ESG	Focus area	Target and objectives
Social	Digitalization	Increase customer satisfaction by offering innovative services
		Continue to improve and coordinate security programs 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
		Explore new services with sustainable characteristics
Governance	Digitalization	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
	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

ESG	Focus area	Target and objectives
Governance	Business Ethics	Maintain an overall ethos of integrity which manifests in company's activities
		Enhance the Company's communication channels with its stakeholders and promote open and constructive dialogue
		Advance customer experience across various channels of interaction
		Identify and incorporate ESG and climate risks into the Company's existing risk management framework to ensure the Company's capacity for business continuity
		Embed ESG principles into business strategy and investment decisions
		Promote a risk culture to strengthen internal and external communication
		Increase of the Company's responsible investments
		Increase of economic value creation and annual turnover
		Develop a sustainability budget that is integrated with Company's strategy and operations
		Contribute to the local and national Economy and support the country's extroversion



Infrastructure and Services Overview



Pioneering Multimodal Transport and Supply Chain Solutions

The business structure of ThPA S.A. is strategically designed to support its vision 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. This setup aims to develop and offer top-tier solutions that enhance connectivity and meet the needs of the most demanding global markets and customers.

The Port is organized into six main business units:



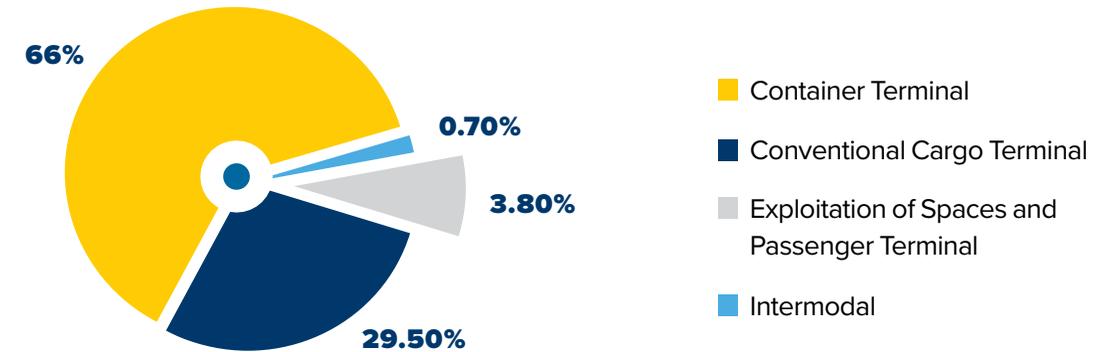
Additionally, as a main gateway, ThPA S.A. delivers high-quality services to partners including Shipping Companies, Agents, Customs Brokers, Transit, and Transport Companies, ensuring added value for all stakeholders.

To facilitate these services, ThPA S.A. utilizes a substantial infrastructure, encompassing a total area of 1,550,000 m², categorized according to the below-mentioned business services:



Container Terminal Pier 6
Conventional Cargo Terminal Piers 3,4,5,6
Cruise and Ferry Terminal Piers 1,2
Additional Services Multiple Piers

ThPA S.A. operational segment analysis



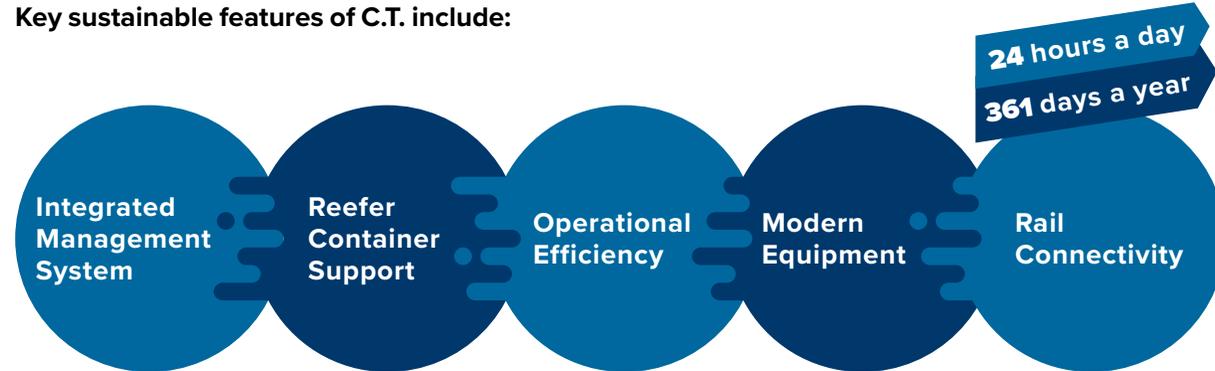
Infrastructure and Services

The Port of Thessaloniki has been designated as a port of International Interest (Government Gazette B’/202/16.2.07) and one of the Greek ports, which belongs to the Core Network of Trans-European Transport Network (TEN-T). The Port’s strategic location, in combination with the commercial activity and leisure, enhances the vitality of the local area, while standing as a testament to our role in the broader European transport landscape.

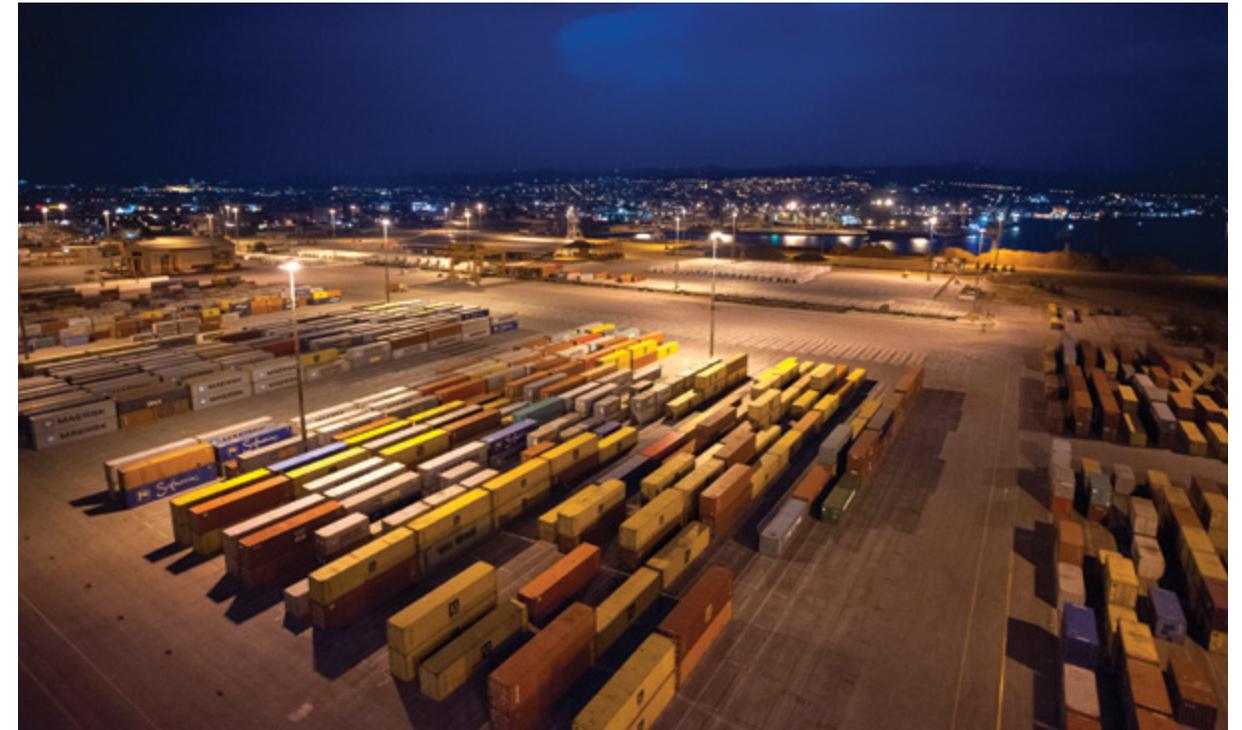
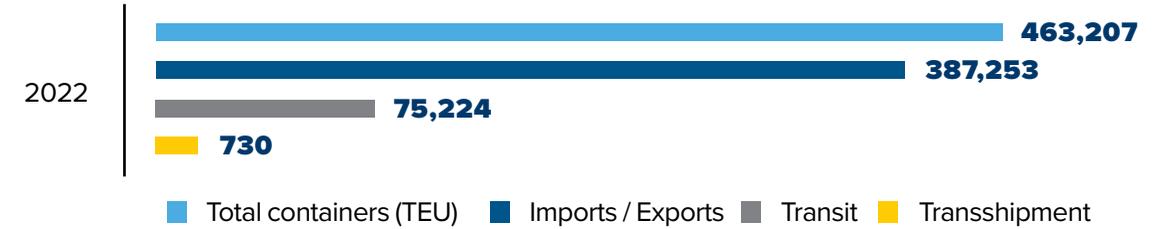
Container Handling

ThPA S.A. offers a high-standard, integrated system of container handling services that emphasize speed and reliability, crucial for our partners. The Container Terminal (C.T), located on the western part of the Pier 6, operates effectively and efficiently.

Key sustainable features of C.T. include:



Container Terminal Throughput 2022 (TEU)



Conventional Cargo Handling

The Conventional Cargo Terminal, spanning nearly 1,000,000 m² and equipped with quays extending about 4,000 meters in length and up to 12 meters in depth. The terminal handles a diverse range of cargoes, with specialized equipment and ample

storage facilities highlighting our commitment to efficient cargo handling services. A significant portion of this terminal is located within the Free Zone, contributing to the efficiency of transit movements.

Key features of our Conventional Cargo Terminal include:



Project Cargo Handling

ThPA S.A. offers specialized handling services for project cargo, adeptly managing cargo that surpass conventional container dimensions due to their size, weight, or value. This service is available at both the Container Terminal and the Conventional

Cargo Terminal. Indicatively, project cargoes include structures or equipment that cannot be divided into smaller pieces such as turbines, generators, compressors, construction equipment, boilers, rolling and floating equipment and others.

Intermodal Rail Services

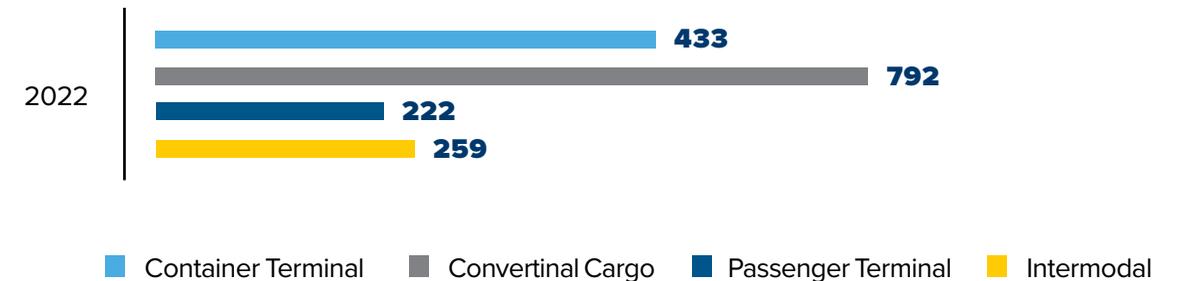
ThPA S.A. provides high quality and cost-efficient intermodal rail services meeting the market needs for modern, efficient and environmentally friendly solutions. In this context, direct rail connections between the Port of Thessaloniki and Sofia in Bulgaria, and Niš in Serbia are offered creating new growth opportunities.

to the markets of Bulgaria and Serbia, due to the cooperation with the leading rail transport providers. The door-to-door transport service connects the container and cargo to the final delivery point.

ThPA S.A. offers last mile solutions, monitoring the shipment in real time informing its partners in a timely manner about the progress and completion times.

In addition, ThPA S.A. offers the most reliable solution for transporting goods from Thessaloniki

Marine and Intermodal Traffic 2022 (number)



Temporary Customs Storage Services at Sofia and Niš

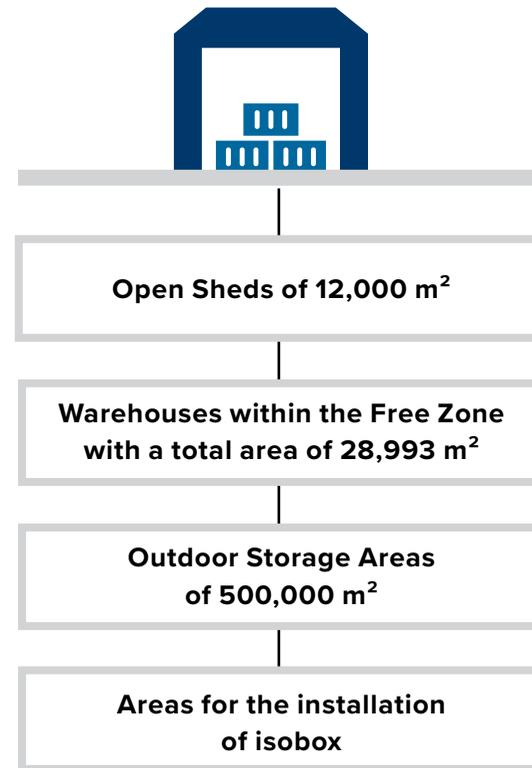
ThPA S.A. offers Temporary Cargo Storage services at its Dry Port in Sofia, Bulgaria and Niš, Serbia. The complete "off docking" services create added value for shipping companies and shipping agents. This includes a wide range of cargo handling services, including the handling of cargo for import and export and cargo coming

from non-EU countries or other customs unions such as India, the United States of America, Latin America, the Far East, the Middle East and Africa. With temporary storage, import and export companies are able to reduce transport costs and extend their cargo service beyond Sofia, Niš and Port Terminals.

Logistics and Real Estate

ThPA S.A. provides efficient and reliable storage services inside and outside the Free Zone with interconnection capability, contributing decisively to the upgrading of the supply chain of the wider region, creating significant growth opportunities.

Additionally, the company offers indoor and outdoor areas for the development of port and non-port activities.



Cruise & Ferry

Cruise and ferry operations are both very important for the further development of the tourism industry in Northern Greece, especially cruise, since statistically 6 out of 10 passengers will return for a holiday to the destination they visited by cruise and had a unique and enjoyable experience.

The Port of Thessaloniki has dynamically entered the cruise map during the past years. Homeport status was achieved in 2021, thus offering embarkation and/or disembarkation of passengers allowing the city residents, or those in close proximity, to comfortably start a luxurious vacation, also taking advantage of the newly renovated Thessaloniki International Airport

Event Spaces

ThPA S.A. has indoor and outdoor spaces for the development of social and cultural activities, enhancing the relationship between the Port and the city of Thessaloniki.

The available spaces are as follows:

- Outdoor Areas inside and outside Pier 1
- Church of Agios Nikolaos and courtyard
- Use of storage room-outdoor space for photography-videography

“Makedonia” which is directly connected to over 75 international cities. The 2022 cruise season in the Port of Thessaloniki started on February 5th and concluded on December 22nd with 61 arrivals with 17 different cruise ships, representing an increase of approximately 260% compared to 2021.

The Port has also ferry connections with the islands of the Northeast Aegean, the Cyclades, and the Sporades Islands (Skiathos, Skopelos and Alonissos). “Makedonia” Passenger Terminal of the Port of Thessaloniki is only 500 meters from the city center. It operates 24 hours a day, 7 days a week and offers passengers high quality services satisfying all modern needs.

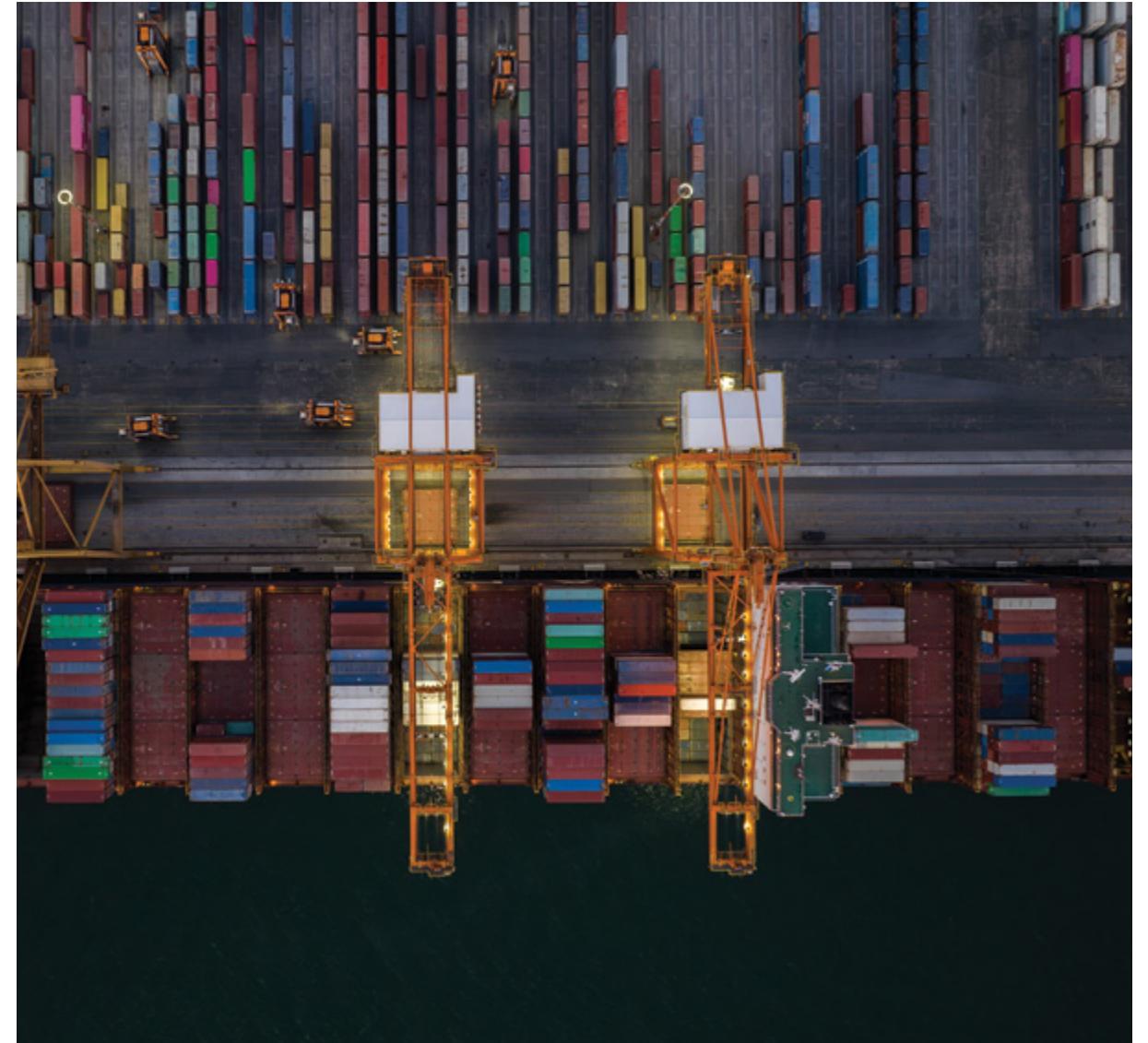
Parking Areas

ThPA S.A. successfully operates in the center of Thessaloniki two modern outdoor car parks with a total capacity of 595 spaces. Parking lots are located near the shopping center, the Palace of Justice and busy meeting points of the city, relieving the area from heavy traffic and offering citizens and visitors flexibility, security and fast travel.

Investments in Infrastructure for Long-Term Value

The upgrading of the infrastructure at the Port of Thessaloniki is a direct investment of major importance for the city of Thessaloniki, which enhances cross-border synergies in Southeastern Europe, significantly promoting the growth prospects in the wider region. ThPA S.A. has initiated infrastructure projects, pivotal in the development of both the port and the community. These long-term investments are vital for economic development and for securing environmental and social advantages. By prioritizing sustainable development, the Company ensures that its efforts contribute to a resilient and thriving future, harmonizing economic achievements with environmental care and community prosperity.

In 2022, the company took delivery of two new specially designed New Panamax STS Cranes with lifting capacity of 65 tons and 50 tons in twin-lift mode and in single-lift mode, respectively. The new STS cranes enabled the Port of Thessaloniki to directly serve main liner vessels, with a capacity of over 10,000 TEU (New Panamax) and contribute significantly to attracting new lines. Moreover, during 2022 ThPA S.A invested on various new rolling and cargo handling equipment to further enhance the operational procedures, the safety of the port as well as the improvement of local environmental conditions. Specifically, the company proceeded with the acquisition of 2 Tractors, 3 Grabs, 2 Forklifts, 5 vehicles of various types, 2 Empty Container Handlers and 1 steel magnet.



Port Characteristics & Equipment

As ThPA S.A. explores the port's key features and equipment, it becomes evident how these facilities and tools contribute to its efficiency and capacity. The port's infrastructure includes:

Sea Depth (LLW)

- 7 to 12.6 meters

Quay Cranes

- 4 STS
- 3 MHC
- 2 Telescopic mobile Cranes
- 12 cranes for Bulk & Break Bulk Cargo

Quay Length

- 6,200m (6 piers)
- Container 568m
- Conventional 3,755m

Rail Connection

- To all quays



Port Area

- 155 Ha
- Container 317,000 m²
- Conventional 900,000 m²

Port Capacity

- Container Terminal: 600,000 TEU
- Conventional Terminal: 5,000,000 Tons
- Dry Port in Sofia: 500 TEU

Container Yard Equipment

- 20 Straddle Carriers
- 4 Reach Stackers
- 17 Loaders
- 4 Empty Container Handler
- 1 RMG/Transtainer
- 474 Plugs (Reefer Equipment)
- 13 Tractors

Conventional Cargo Terminal Yard Equipment

- 39 Forklifts
- 5 Loaders
- 9 Skid Loaders
- 4 Excavators
- 3 Rail Tractors
- 1 Electric Magnet for metal sheets handling

Silo Facilities

*Under reconstruction: ready in 2025

- 1,840 m² coverage area
- 20,000 tons capacity
- Cargo receipt rate: 120 tons/hour & Transport capacity 150,000 tons/month



New heavy-duty road sweeper that cleans the port's road network and operational quays on a daily basis

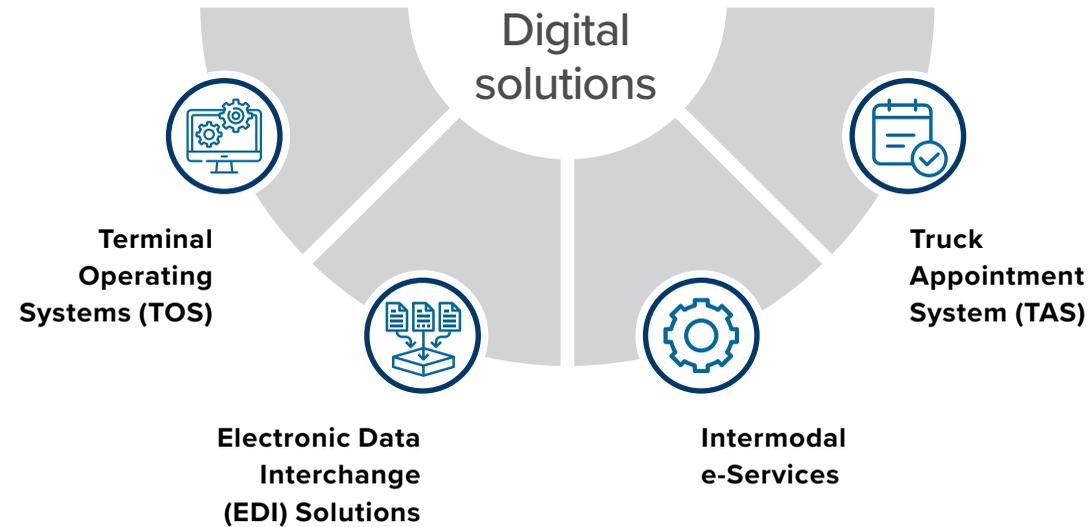


New fire-fighting vehicle with 500-liter water capacity



Digital Solutions

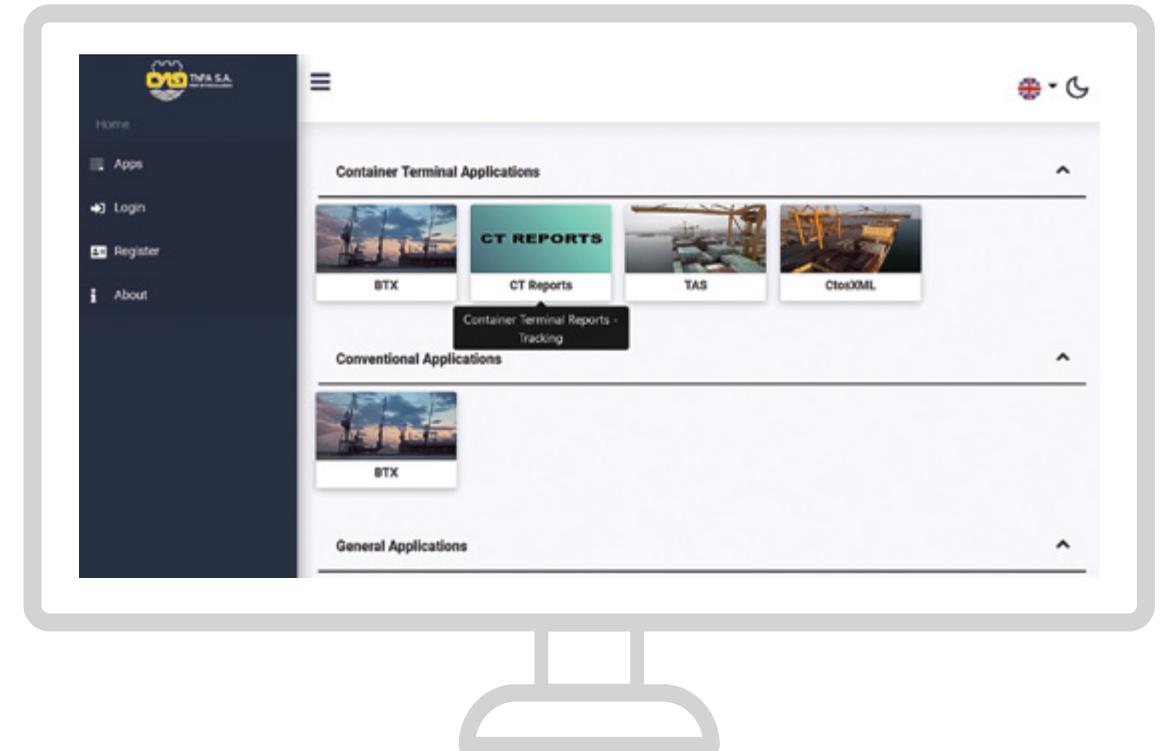
The transformation of the Port of Thessaloniki into a "smart port" leverages modern digital solutions, automation systems and Internet of Things initiatives. The goal is to provide integrated electronic services, achieve more effective coordination of resources, projects and partners, reduce bureaucracy and optimize the management of container handling, among other objectives.



Embracing Innovation with the New Container Terminal Management Information System (C.T.M.I.S)

ThPA S.A., implemented its new Container Terminal Management Information System (C.T.M.I.S), a platform designed to streamline and enhance our container management processes. By leveraging this advanced system, the Company aims to enhance operational efficiency, improves data accuracy, and offers its partners a more streamlined and user-friendly experience.

- Seamless Server Connection for XML Messaging
- Reliability Testing Made Easy with a Dedicated Server
- Comprehensive Port Information



Excellence in Maritime Services

ThPA S.A., is dedicated to maintaining high quality by implementing the ISO 9001: 2015 standard, showcasing its focus on quality management and customer satisfaction within the maritime sector.

The ISO 9001: 2015 certification serves as a guiding framework for all the Company's processes to ensure that ThPA S.A. provides services meet and exceed the customers' expectations and responds effectively to the requirements of the maritime sector. At the core of the Company's approach to quality is its Quality Policy, the foundation of its business ethos. This policy includes strict procedures for continuous monitoring and

quality improvement, ensuring that every service the Company provides adheres to the highest standards of the industry.

ThPA S.A.'s commitment to quality extends beyond ISO 9001: 2015 certification and its deeply integrated into all Management Systems of ThPA S.A., reflecting its dedication to industry excellence. These systems collectively ensure that the Company not only complies but also sets new benchmarks for quality in the maritime industry.

The Company maintains the following certifications to successfully address its operation:

- ☑ **ISO 14001:2015** for environmental management system
- ☑ **ISO 45001:2018** for occupational health and safety management system
- ☑ **ISO 22301:2019** for security and resilience, to secure our business continuity, plans and processes.
- ☑ **ISO 27001:2022** for Information security, cybersecurity and privacy protection
- ☑ **Authorized Economic Operator (AEO) License** for Security and Safety (AEOS), a license for economic operators who meet specific strict criteria, recognizing as secure and safe business partners in the international supply chain



Research and development

ThPA S.A. is at the forefront of research and development in the field of multimodal transportation and logistics, particularly through its active participation in EU and Nationally funded projects. One of its notable projects is the "IoC - Internet of Containers," in collaboration with the International Hellenic University's Supply Systems Management department. This project, funded by the European Regional Development Fund under the "Central Macedonia" Operational Program, aligns with the Strategic Smart Specialization Plan of the Region.

The IoC project incorporates an innovative approach to container management at port terminals, utilizing Internet of Things (IoT) technologies. It focuses on the identification, modeling, and documentation of container handling procedures to achieve "Intelligent

Visibility." This involves monitoring disruption events throughout a container's journey and developing strategies to mitigate and optimize operations, with a particular emphasis on operational time efficiency.

The research and development efforts in this project are geared towards enhancing the safety, monitoring, and management of containers. It also aims to provide reliable estimations of lay time in port areas.

Through these innovations ThPA S.A. develops its operational capabilities to enhance its position as a leader in applying technological solutions to real logistics and transportation challenges, showcasing its commitment to continuous improvement and innovation in logistics and transport.



ThPA S.A.'s Approach to a Responsible Supply Chain

ThPA S.A., applies a Procurement Regulation, to ensure transparency, proportionality, non-discrimination, and equal treatment throughout our procurement process, simultaneously with quality, performance and safety of services and materials, cost efficiency and timely delivery.

The Procurement Regulation concerns the suppliers of all categories and company's units and encompasses the whole procurement procedure, from the initial approval of a procurement to the

finalization of an agreement. Specifically, the Regulation categorizes procurement cases, describes responsibilities, and analyzes in detail procedures for the acquisition of products and services.

During the recent stocktaking period, there were no legal actions against ThPA S.A. for anti-competitive behavior or monopolistic practices, underscoring our commitment to ethical business practices.

Fostering Sustainable Value in Our Supply Chain

ThPA S.A. creates sustainable, long-term value in its supply chain to ensure business continuity. The Company has established trust-based relationships with its 938 suppliers, focusing particularly on strengthening the domestic market.

ThPA S.A. ensures that all its suppliers adhere to existing obligations in environmental, safety, social, and labor law compliance. They are subject to EU law, national law, collective agreements, and international provisions in environmental, social, labor, and tax matters, as applicable.

93% are local suppliers
and account for
78% of total supplier expenses

Evaluating Suppliers for Excellence and Sustainability

Procurement Regulation and Procurement Manual, determine criteria and main principles for supplier annual evaluation, while the Procurement and Investments Division oversees the whole procedure. Also, the Division is responsible for providing feedback to the suppliers and taking the appropriate actions for improvement when required.

Additionally, this Division has developed a comprehensive process for evaluating each supplier against the Company's principles, values, and Code of Conduct. In line with ThPA S.A.'s commitment to Sustainable Development, suppliers, including contractors, are assessed on Environmental, Social, and Corporate Governance (ESG) factors.

The most important supplier evaluation criteria are:



Strategic Partnerships and Collaborations

ThPA S.A. is dedicated to foster the creation of strategic partnerships and synergistic relationships with industry leaders, aimed at mutual growth, expanding trade routes, and improving intermodal transport services. These endeavors reflect its dedication to reinforcing its position as a significant member of the maritime sector.

Memorandum of Understanding with Patras Port Authority S.A.

ThPA S.A. and Patras Port Authority S.A. have signed a Memorandum of Understanding (MoU), a landmark move for the Greek port sector. This agreement is based on a common vision to enhance operational activities, capitalize on regional and interregional partnerships, and promote the development of port and trade activities and intermodal transports. This MoU signifies a strategic alliance that promises high-value synergies for both organizations.

Cooperation Agreement with Suez Canal Economic Zone

ThPA S.A. and the Suez Canal Economic Zone (SCZone) signed a Cooperation Agreement, with the aim to develop international trade and increase their business activities by promoting the sea route between Europe and Asia via the Suez Canal and the Port of Thessaloniki. The agreement focuses on exchanging knowledge and professional experience, developing joint commercial and educational initiatives to improve cargo and passenger flows between Egypt and Greece. This includes establishing new maritime lines for perishable goods and bulk cargo and boosting the cruise business.

Engagement with the Consular Corps of Thessaloniki

ThPA S.A. hosted an important meeting with the Consular Corps of Thessaloniki, where consuls from over 25 countries were introduced to the port's current and future projects using a state-of-the-art 3D interactive model. The consuls were briefed on the progress of the Investment Plan, hinterland expansion strategies, and ongoing enhancements to infrastructure, equipment, and services. The discussions also covered the port's sea and land connectivity, highlighting its strategic importance in the region.

Memberships

ThPA S.A. is aligned engaged in participation and collaboration with a variety of organizations, in order to stay aligned on the latest advancements in Sustainable Development, while fostering strong relationships with strategic partners and the broader community.

In this context, the Company has entered into the following Memberships:



European Sea ports Organisation (ESPO) and ECOPORTS network

Over the years, ESPO has evolved into a unique knowledge network for European port authorities. This network facilitates the sharing of best practices, experiences, and insights among ports, enhancing their operational efficiency and sustainability. For ThPA S.A., ESPO is a valuable partner in the field of Sustainable Development, given its role in the exchange of “green” practices in the port industry.



ECOPORTS network

ECOPORTS network is the main environmental initiative, of the European port sector. It was initiated by a number of proactive ports in 1997 and has been fully integrated into the European Sea Ports Organisation (ESPO) since 2011. The founding principle of EcoPorts is to create a level playing field on environment through cooperation and sharing of knowledge between ports. From 2003 till 2014, Thessaloniki Port was accredited according to the PERS environmental management standard and till now it is a member of the EcoPorts network. Since 2015 the Port of Thessaloniki applies an environmental management system in accordance with ISO14001:2015 international standard for all port facilities.



Association of Mediterranean Cruise Ports (MedCruise)

ThPA S.A. is member of the Board of Directors of MedCruise, an association with mission to promote the cruise industry in the Mediterranean and adjoining seas, playing a pivotal role in the maritime sector. The association is dedicated to assisting its members in capitalizing on the growth of the cruise industry by offering a range of opportunities for networking, promotion, and professional development.



Thessaloniki Tourism Organization

ThPA S.A. is a founding member, as well as a member of the Board of Directors of the Thessaloniki Tourism Organization, a non-profit organization that acts as the official tourist body of Thessaloniki. Its vision is to increase the quality and quantity of tourist inflows in the prefecture of Thessaloniki. Through partnerships and direct actions or by supporting third party actions, the organization highlights the strategic advantages of Thessaloniki as an important tourist, commercial, economic, cultural and religious destination in Greece and abroad, while promoting and advertising the tourism brand of Thessaloniki.



Green Award Network

ThPA S.A. is the first port in Greece to participate in the Green Award Network as an Incentive Provider, offering a 15% discount on port fees to Green Award certified vessels calling at the port of Thessaloniki. The Green Award certificate is a quality mark for ships and shipping companies that exceed legislative obligations regarding environmental standards. The Green Award process is conducted by the Green Award Bureau, the executive body of the independent, non-profit Green Award Foundation, which was founded in 1994. The Green Award Foundation's philosophy is to promote high standards of environmental performance and maritime safety by identifying, recognizing and encouraging environmentally responsible shipping through the operation of a non-profit certification scheme that assesses safety and environmental performance.



The EXANTAS Port Training Institute

The Institute is located at Pier 1 of the Port of Thessaloniki and was created to meet the needs of the Greek port industry in specialized and trained human resources, offering high quality professional training in all sectors of Ports, Transport and Logistics. ThPA S.A. has assumed the presidency of the Board of Directors of the Port Training Institute "EXANTAS".



Hellenic Ports Association (ELIME)

The Hellenic Ports Association aims to address the main challenges faced by the international port industry, namely digital transformation, green transition with the use of environmentally friendly practices and the use of renewable energy sources and major port infrastructure construction, expansion and improvement. The Association efficiently promotes and supports Hellenic port positions at the national, European and international level, always targeting to contribute to economic growth and job creation with a special focus to local communities, regions and societal needs.





Additional memberships

In addition to the above initiatives, we are also members and actively involved in the following Entities and Chambers:

- Greek Exporters Association
- Federation of Industries of Greece
- Hellenic-German Chamber of Commerce and Industry
- Hellenic-French Chamber of Commerce and Industry
- Greek-Serbian Commercial, Tourist, Trade and Industrial Chamber of Northern Greece
- Thessaloniki Convention Bureau
- Association of Chief Executive Officers
- Union of Listed Companies
- World Free Zones Organization

Port Virtual Tour

At ThPA S.A., we are committed to understanding our community better and taking proactive steps to achieve this goal. We invite you to visit our website and embark on a virtual tour of the port. Our online visitors can access a rich array of images, videos, and an interactive map that showcases the port's infrastructure. This virtual experience is designed to help you familiarize yourself with the layout and facilities of the port. Explore with us today!



Awards and Recognition

The recognition of ThPA S.A.'s efforts is crucial to its sustainable and transformative journey. The Company's endeavor to continuously improve its services and infrastructure, fostering economic growth, by generating added value to the local community.



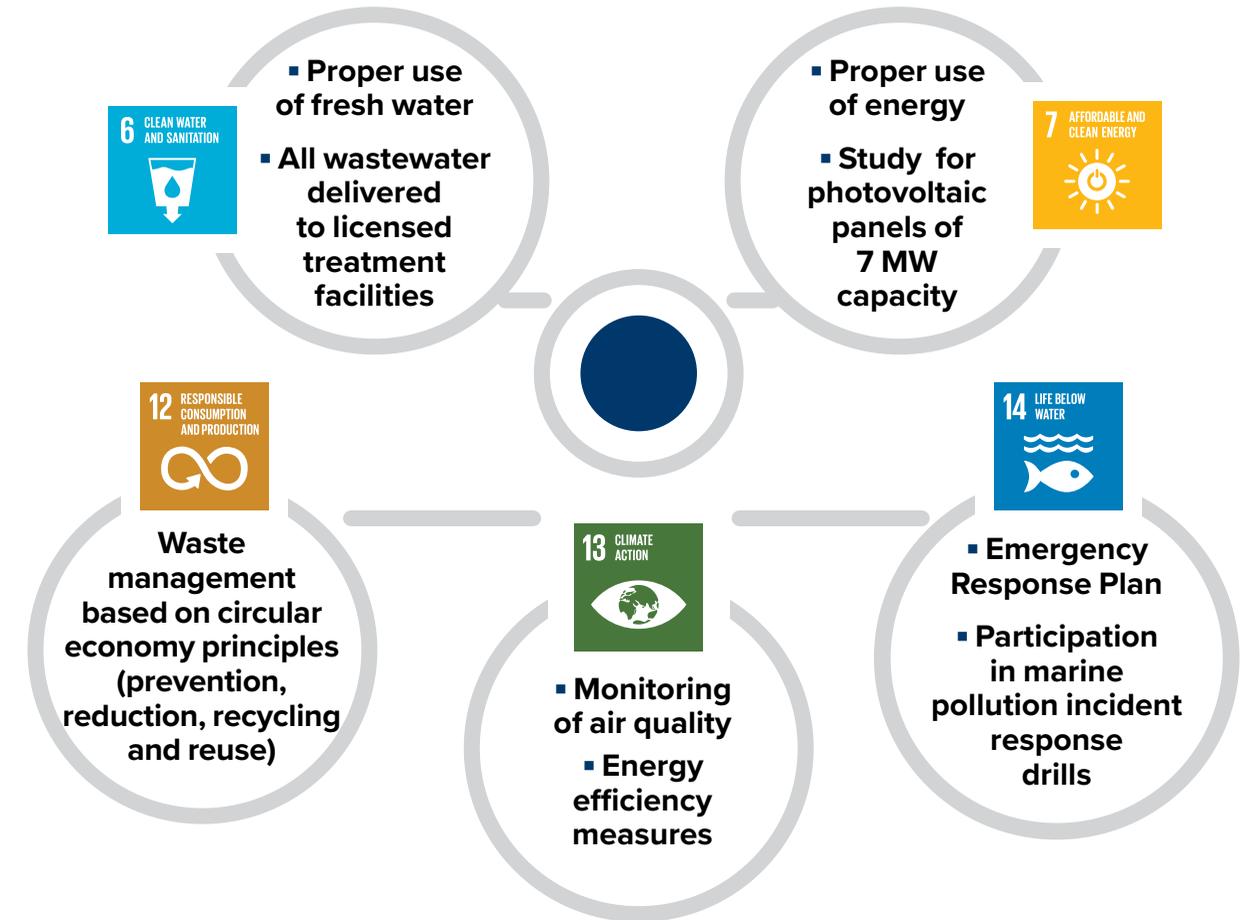
ICAP True Leaders

In 2022, for 6th continuous year, ThPA S.A. earned recognition as a "True Leader" from ICAP CRIF for 2021, for its outstanding performance in the Greek market. The Port of Thessaloniki has completed substantial investments in both equipment and facilities, introducing new services and forging strategic partnerships in transportation and tourism. Moreover, ThPA S.A. is bringing the regional supply chain to a new era by providing connectivity to fuel business expansion and promoting economic and social value for a more sustainable future.





Protecting the Environment



“ The need for sustainable development through the provision of quality and environmentally friendly services is one of the main strategic goals of ThPA S.A. ”

ThPA S.A. has designed and implements an Environmental Management System for all port operations, certified based on the International Standard ISO 14001:2015. Always in accordance with Regulatory requirements of applicable National and European legislation and guided by ISO 14001:2015 components, ThPA S.A. systematically identifies, evaluates and controls all environmental aspects and impacts of its operation. Environmental programs are developed, and environmental performance indicators are monitored to ensure the continuous improvement of the System.

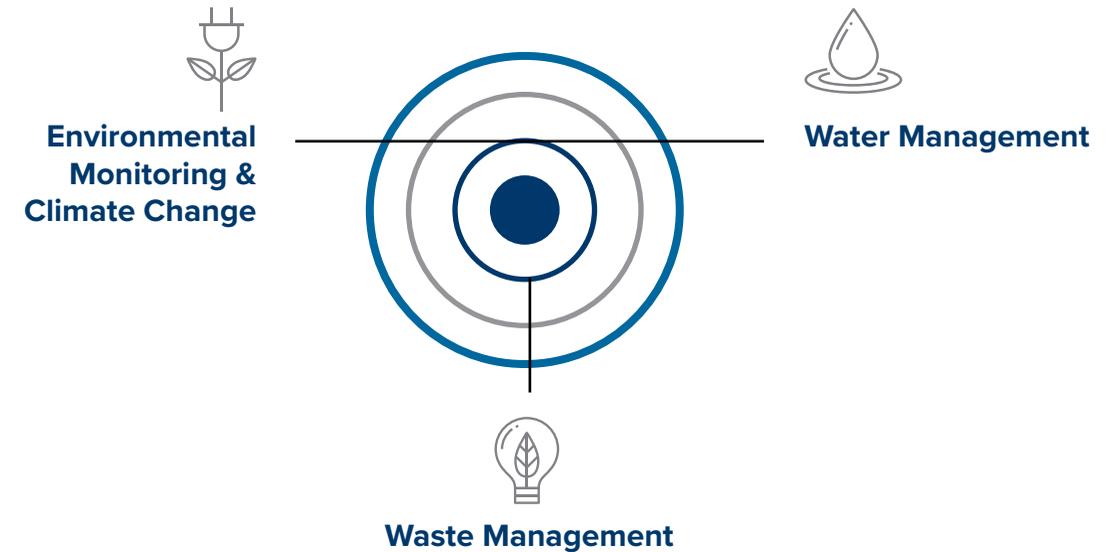
The Top Management of the Company is committed to this direction through the Environmental Policy which constitutes the cornerstone of the Environmental Management System. The Environmental Policy is aligned with the Company's business strategy and is communicated to all stakeholders through the ThPA S.A. website.

One of the most critical stakeholders contributing to the success of the Environmental Management System are the Company's employees, the people who implement the procedures and provide valuable feedback for improvement. Environmental training programs are in place to enhance employees' awareness and involvement in environmental goals achievement.

ThPA S.A. is a member of the ECOPORTS network and an incentive provider of the Green Award Network



The key environmental topics that are identified and managed through the Environmental Management System are:



Energy Management & Climate Change



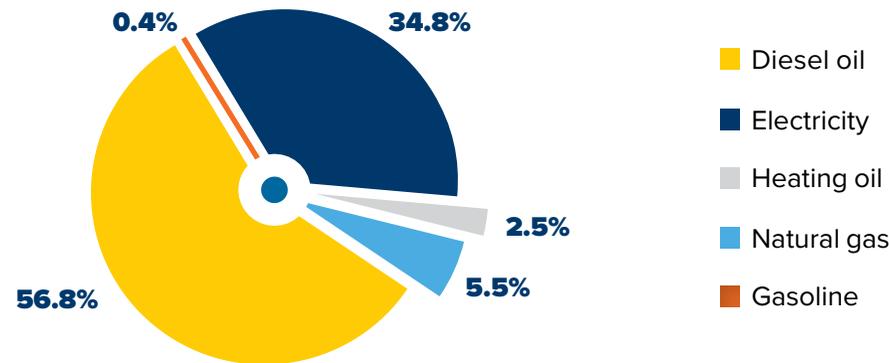
Energy Management

Energy consumption is a significant environmental aspect of ThPA S.A.'s operational activities. The Company recognizes the need to address this aspect and aims to effectively manage it through the implementation of an Energy Management System according to the requirements of ISO 50001:2018. The main energy uses have been

identified and relevant action plans are constantly investigated to increase energy efficiency by reducing energy consumption.

The total energy consumed by ThPA S.A. in 2022 was 27,307 MWh and constituted of 35% electricity and 65% thermal energy.

Total Energy Consumption 2022



Electricity is mainly used for powering operational electric cranes, outdoor and indoor lighting, building heating and cooling purposes. The electricity consumed in the Port of Thessaloniki is directly purchased by the National Grid. Currently, there are 11 grid connection substations that serve the entire port facility. Ten out of eleven are Medium Voltage (MV) while one is a Low Voltage (LV) connection.

According to the data available from the electricity provider, 37.8% of the electricity power provided in 2022 comes from renewable electricity energy sources.

During the reporting period, 44% of the ThPA S.A.'s annual electricity consumption originated from the Electrical Substation 7 which serve the electricity needs of the Container Terminal.



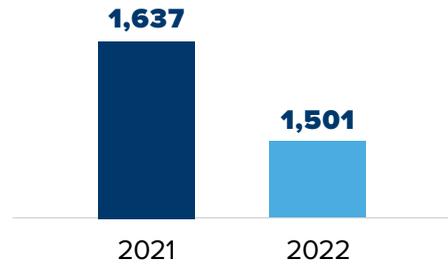
37.8%
of electricity power provided in 2022 comes from renewable electricity energy sources

Electricity consumption (kWh)	2021	2022
ThPA S.A. own operation	9,208,411	9,498,543
ThPA S.A. lessees (not ThPA S.A. Consumption)	2,464,693	3,463,310
Total Electricity	11,673,104	12,961,853

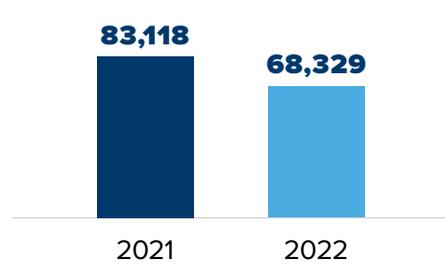
In 2022, ThPA S.A. completed the techno economic study for photovoltaic panels installation with total production capacity 7MW. The project is on going.

In terms of fossil fuels, natural gas and heating oil are used for heating systems in buildings and hot water for employees and port visitors. In 2022, the total consumption of natural gas decreased by 8% and the consumption of heating oil decreased 18% in comparison with 2021.

Natural gas (MWh)

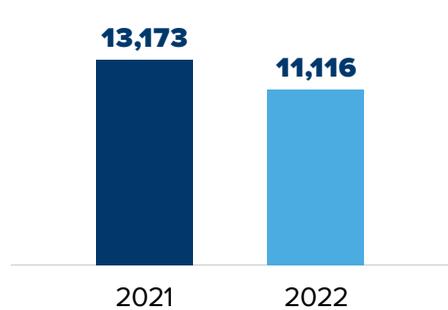


Heating oil (lt)

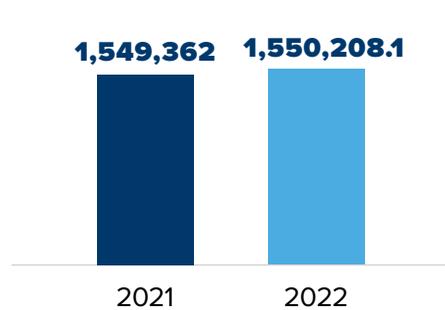


Moreover, diesel oil is used for cargo handling equipment such as non-electric cranes, front loaders, straddle carriers, forklifts and service vehicles, while unleaded gasoline is used for passenger cars and light vehicles. In 2022, the consumption of diesel oil was almost steady while the consumption of gasoline decreased 16% from 2021.

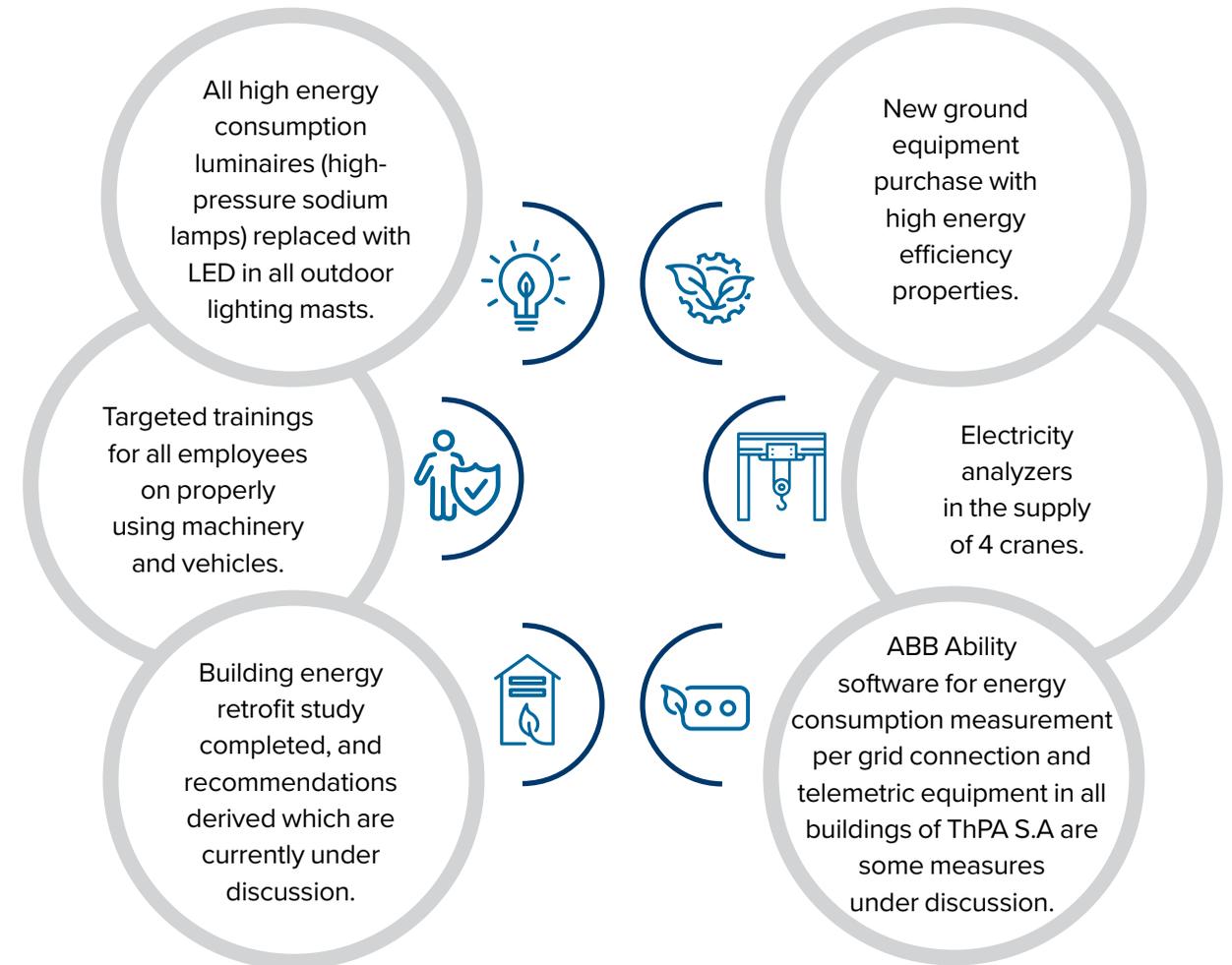
Gasoline (lt)



Diesel oil (lt)



ThPA S.A. always seeks actions to improve the energy footprint of its operations and achieve the targets set by the upcoming ISO 50001. Some of the measures that have been completed in 2022 or are to be completed soon are presented below.



Climate Change

Climate change poses one of the most important environmental concerns globally, while the scientific community and the wider public ask for an urgent action. Most organizations must deal with this new challenge, as climate change poses new risks in their operations while markets request for more environmentally responsible products and services.

As a port operator, ThPA S.A has already conducted a Climate Risk Assessment through certain workshops with key employees. Through this process the Company has identified the most important climate-related risks and prioritized actions to control and mitigate them. All registered risks were limited to Climate Change (Climate risk Dimension). Each identified risk was assessed by the competent departments of ThPA S.A. in coordination with a specialized consultant based on a structured Climate risk assessment methodology. Risks were ranked with a number 1-5 for their likelihood, impact as well as the control effectiveness that the Company can apply. The result of the Climate risk assessment concluded to 75 risks that were identified and ranked. The relevant controls and mitigation actions were identified.

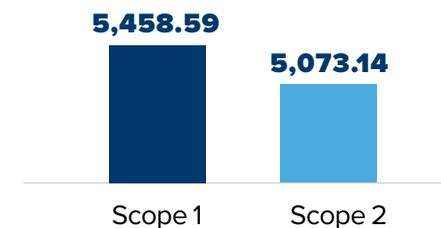
ThPA S.A systematically monitors the carbon emissions derived from its operation. Addressing the requirements derived from the first Climate law of Greece (L. 4936/2022), the Company applied the guidelines of ISO 14064:2018 and Greenhouse Gas protocol in order to scientifically measure the emissions of CO₂ equivalents (CO₂e) of its activities. The carbon footprint report was verified by an external verification body and was finally submitted to the electronic platform managed by the Ministry of Environment and Energy Natural Environment and Climate Change Agency.

In accordance with the approved Environmental terms for the operation of the Port of Thessaloniki, ThPA S.A. constantly monitors air quality parameters to ensure the compliance with the legal limit values. Measurements are carried out on a 24/7 basis through a state-of-the-art air quality monitoring station which has been established at the center of the Port, providing real time measurements of parameters, such as PM₁₀ and PM_{2.5}, CO₂, NO_x and SO₂.

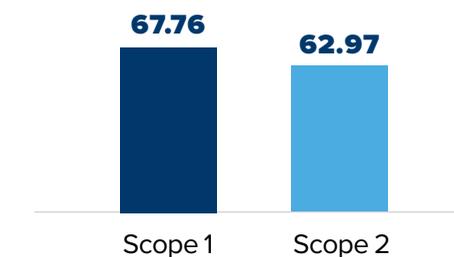
GHG Emissions based on ISO 14064:2018 for 2022

Scope 1_Direct GHG emissions (tCO ₂ e)	
Stationary Combustion - Natural Gas	270.99
Stationary Combustion - Heating oil	180.22
Mobile Combustion - Diesel oil	4,490.03
Mobile Combustion - Gasoline	26.77
Anthropogenic systems (Refrigeration, air conditioning)	490.58
Scope 2_Indirect GHG emissions (tCO ₂ e)	
Purchased Electricity	5,073.14
TOTAL (tCO₂e)	10,531.73

2022 GHG Emissions per scope (tCO₂e)



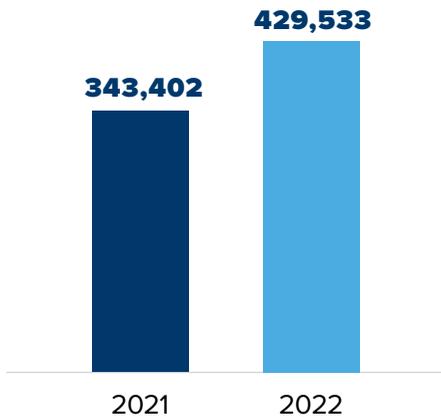
2022 GHG Emissions intensity (tCO₂e /revenue)



Water Management

ThPA S.A. takes care of water resources and aquatic ecosystems, as its activities are closely related to them. Through the Environmental Management System, every effort is made to decrease water consumption while procedures are in place to ensure that there is no direct wastewater flows to the marine environment.

Water consumption (m³)



Freshwater in ThPA S.A. is mainly used in office buildings, warehouses and dockworker restrooms and showers, for vessel supply and cleaning the Port's road network.

The Company sources freshwater directly from the Thessaloniki Water Supply and Sewerage Company (EYATH) and delivers wastewater and sewage to the Municipal Wastewater treatment facility in Sindos, through the pipeline network of EYATH.

According to the requirements of the approved environmental terms of ThPA S.A.'s operations, which were renewed within the reporting period, sea water quality measurements are carried out twice per year and noise measurements once per year, in collaboration with external

laboratories. Furthermore, Environmental Impact Assessments are carried out before any investment related to the expansion of the Port, in order to ensure the safety and protection of the marine and terrestrial environment and ecosystems.

Environmental Emergency Response

The Company has identified emergency scenarios in reference to marine pollution from hazardous chemical substances and petroleum products and has prepared response plans for each one of them. The emergency response plans are reviewed annually by the Company and approved by the Harbor Master which is the competent authority. The execution of any emergency response actions is delegated to an external authorized company. In cooperation with the competent authorities, the Company conducts regular marine pollution incident response drills, as well as continuous

training of the responsible staff.

It is worth noting that there are no significant spills at ThPA S.A.'s port facilities. Small-scale oil or fuel spills may occur occasionally within machinery workshops, where the appropriate ground coating exists. These minor incidents are immediately addressed by staff with the use of absorbent materials (e.g., sawdust and other absorbent materials). Subsequently, the contaminated materials are collected and managed by the Company's licensed waste managing partners.



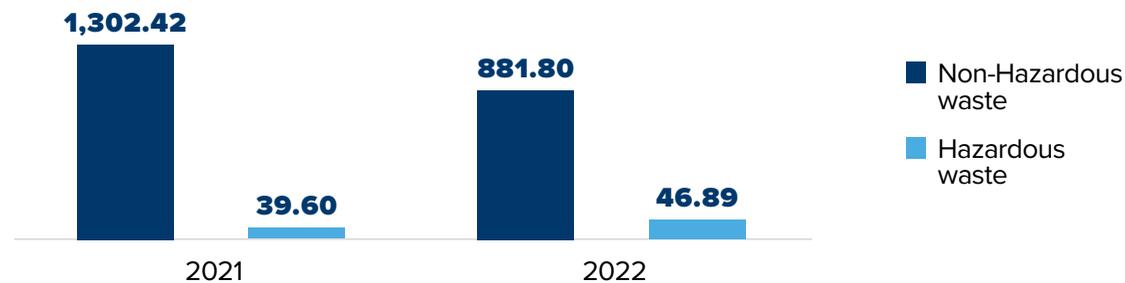
Waste Management

Proper waste management is a fundamental component of ThPA S.A.'s Environmental Management System. Waste at ThPA S.A is classified based both on its properties, as hazardous waste or non-hazardous waste, and on its origin, as Port-generated waste and Ship-generated waste. Regarding the Port Generated waste, the Company follows and implements the Port Waste Management Plan and all relevant procedures. In 2022, the Plan was reviewed and approved by the Executive Committee of the Company and was communicated to all employees. For the proper implementation of the Port Generated waste management plan specialized trainings of key employees connected to waste generation are being implemented in order to

apply the principles of circular economy such as the reduction of resource use, prevention of production at the origin and recycling.

The category of ship generated waste refers to any kind of waste originating from the operations of a ship, including sewage, garbage, bilge water, waste including oil products and oil from the engine room or cargo tank. For this type of waste there is a Ship waste Management Plan in place approved by the Ministry of Maritime Affairs and Insular Policy. Ship waste is managed through selected contractors. ThPA S.A. is not the owner of this type of waste and does not apply any financial or operational control on their generation.

Port-generated waste (tn)



Port-generated waste: waste produced by port operations.



Ship-generated waste: waste derived from the operations of a ship, other than cargo residues, including sewage, garbage, bilge water, waste including oil products and oil from the engine room or cargo tank.

Based on the requirements of Hellenic and European legislation for ship generated waste and cargo residues, ThPA S.A. implements an integrated ship waste and cargo residues management plan since 2002.

ThPA S.A. accommodates the responsible management of all Port generated waste ensuring that all materials are collected and delivered to licensed companies for proper processing, mainly recycling, according to the principles of circular economy. Detailed waste data per waste code is presented in the following table and are submitted to relevant Ministry's electronic platform according to the requirements (Electronic Waste Registry).

The Company has established waste collection points within the port and also transports, with own vehicles, the non-hazardous, solid waste from the land-based facilities of the Port to storage, treatment, or landfill facilities.

Lastly, regarding ship generated waste, in 2022 two open tenders were concluded according to the provisions of EU Regulation 352/2017. The two tenders were one for solid (TED 089/2022) and one for liquid (TED 087/2022) vessel waste management. Two specialized contractors were selected for the proper management of ship generated waste in 2022.

To efficiently track the waste footprint, ThPA S.A. has developed a waste database, named Digital Waste Registry. The registry records the type and quantity of waste produced, as well as its disposal method, according to the collector's statement.



	2021	2022
HAZARDOUS WASTE	(tn)	(tn)
13 05 02* Sludges from oil/water separators	8.15	10.03
13 02 05* Oil wastes and wastes of liquid fuels	21.52	21.51
13 05 07* Oily water from oil/water separators	5.14	10.19
15 02 02* Absorbents, filter materials (including oil filters not otherwise specified), wiping cloths, protective clothing contaminated by dangerous substances	1.79	1.17
16 01 07* Oil filters	1.60	2.31
17 06 05* Construction materials containing asbestos	1.18	0.00
20 01 21* Fluorescent tubes and other mercury-containing waste	0.13	0.02
16 06 01* Lead batteries		1.58
20 01 33* Batteries and accumulators included and unsorted batteries and accumulators containing these batteries	0.08	0.08
Total hazardous waste	39.60	46.89

Table 1. Waste quantities per category and EWC code (European Waste Catalogue)

	2021	2022
NON HAZARDOUS WASTE	(tn)	(tn)
15 01 01 Paper and cardboard packaging	8.08	11.07
15 01 02 Plastic packaging	0.11	0.15
15 01 03 Wooden packaging	253.52	316.66
15 01 04 Metallic packaging	87.38	72.80
15 01 06 Mixed packaging	0.83	4.49
16 01 03 End-of-life tyres	33.59	45.86
16 02 16 Components removed from discarded equipment	0.13	0.00
17 04 05 Iron and steel	546.10	0.00
17 09 04 Mixed construction and demolition wastes	10.78	0.00
20 03 01 Mixed municipal waste	2.09	10.86
20 03 01 Mixed municipal waste ¹	355.65	408.16
20 01 36 Discarded electrical and electronic equipment	4.15	11.75
Total non-hazardous waste	1,302.42	881.80

¹ This is the only waste quantity that is directed to disposal (landfill). All other hazardous and non hazardous waste is diverted from disposal and mainly recovered by recycling offsite



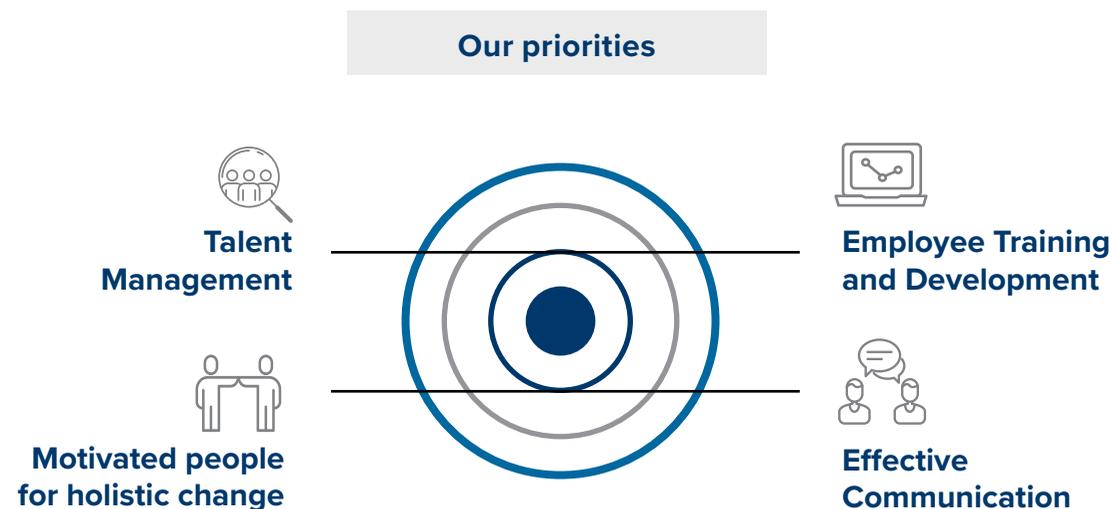


Investing in Our People



“ Our people are the center of our transformative journey, being the cornerstone of our pursuit of excellence and sustainable evolution of the port's operations. The path to innovation and growth is paved by our motivated and highly skilled people, whose active engagement in all aspects of the port's operations is the catalyst for our organizational change. ”

We are committed to developing a team of passionate, ambitious professionals that will boost our Company's performance and contribute generating added value for our stakeholders. Our priority is to foster a working environment that is safe, cooperative, creative and efficient. We also focus on promoting equal opportunities and investing in the systematic development of our people's talents and skills. Our culture is built on rewards, encouragement and the drive to succeed, which is the basis of a promising career at ThPA S.A.

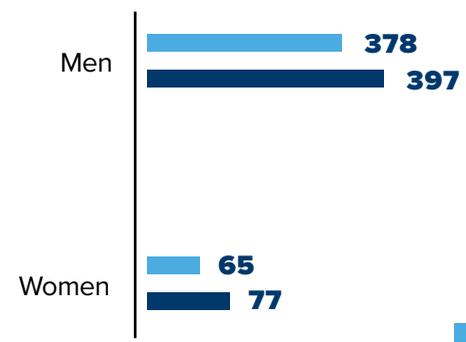


Our people at a glance

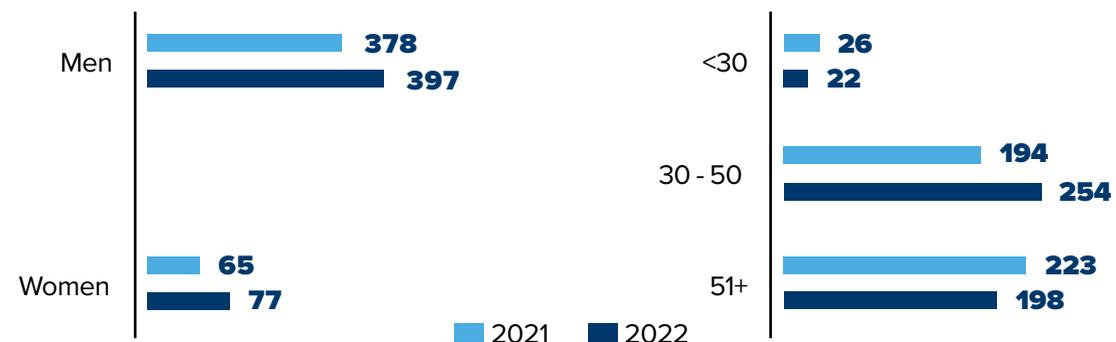
474 employees*

16.2% female employees*

Employee gender distribution



Employee age distribution



Distribution by hierarchical level and gender 2022

	» Men	» Women
Top Management	» 10	» 3
Heads of Departments	» 22	» 9
Supervisors	» 5	» 0
Employees	» 360	» 65

*Calculated based on 31.12.2022 workforce numbers

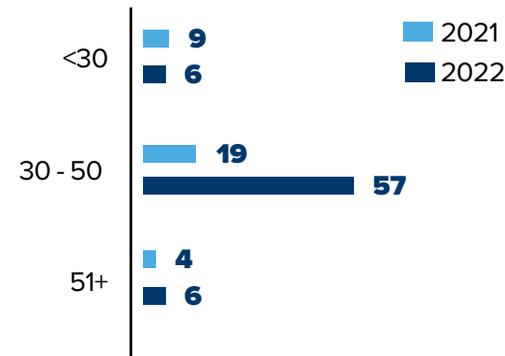


Talent Management

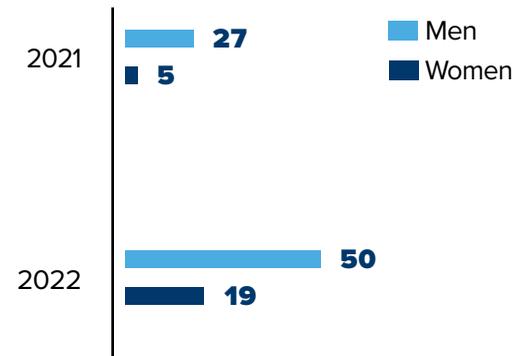
As part of our commitment to driving transformation and culture, we focus on attracting new, talented and highly qualified employees, who hold both the hard and the soft skills that will deliver added value to our company, stakeholders and society. We are committed to empowering our people and offering them new paths to progress within the organization. Specifically, when new

career opportunities emerge, we prioritize the professional development of existing employees, trying to match these opportunities with suitable internal candidates. This way, we foster both lateral mobility and cross-functional reassignments. This approach not only nurtures our existing talent pool but also reinforces a culture of continuous development and employee engagement.

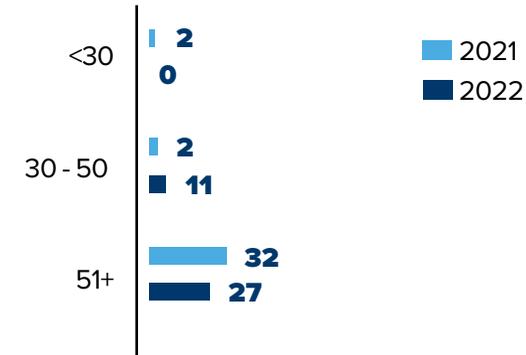
Recruitments by age



Employee hires by gender



Employee departures by age



Employee departures by gender



Recruitment Policy

The implementation of comprehensive and well-structured recruitment procedure fosters transparency and meritocracy, contributing to the attraction of the most suitable employees. This ensures alignment with the company's vision and values, thereby contributing to the achievement of our strategic goals.

The Recruitment Policy, which was revised in 2022, clearly defines the activities related to planning, attracting, selecting and hiring new employees. Communication with candidates can take place through the completion of a form or recruitment document on the Company's website, by in-person submission, through referrals from ThPA S.A.'s partners (accompanied by the consent for the Personal Data Processing) or through external partners.



Induction

To ensure a seamless onboarding experience, our Company has established an information platform that is regularly updated, to include the latest insights about our operations. This platform is designed to be inclusive, ensuring that all employees have access to key information.

Complementing the digital introduction process, we hold a full tour of the port's facilities. This immersive experience aims to provide

newly recruited employees with a thorough understanding of our operations and premises. The onboarding process is further enriched through interactions with existing employees from various departments, detailed briefings on each role's duties and responsibilities, and essential information on our health and safety protocols. This multifaceted approach ensures that each new member of our team is well-equipped to thrive within our company's dynamic ecosystem.

Equality, Diversity and Inclusion

Diversity is important for our operations, and we are dedicated to cultivating it across all dimensions (gender, skills, talent, knowledge, opinions, and qualifications). By doing so, we create an open, honest and fair workplace, which is characterized by mutual trust and respect.

Our Diversity Policy is a critical component of our transformation journey, ensuring that human rights are respected and protected across our organization. Embracing diversity is not only integral

to achieving our vision of being more than a port but also to bringing in new, ambitious and skilled employees with different backgrounds, so as to enhance our competitive edge and growth potential.

Additionally, the policy establishes strict guidelines to eliminate any form of discrimination by age, race, gender, color, ethnic background, religion, health status, sexual orientation, political or ideological views, or any other characteristic protected by law.



Benefits

In line with our commitment to employee well-being, we ensure that all legally mandated benefits are provided, complemented by Private Healthcare Coverage for added support.

Recognizing the diverse requirements of various roles, we offer corporate cars to employees based

on their job responsibilities and hierarchical levels, facilitating their transportation needs. Additionally, we have implemented a comprehensive Travel Policy to ensure fairness and equity in all aspects of corporate travelling, reflecting our dedication to maintaining a balanced and fair working environment for all employees.

Innovating Together

The transformation of our company and culture is a complex process influenced by multiple factors. Our employees play a pivotal role in our Company's transformation, and their active engagement is vital for its successful transition into a new era, the achievement of our ambitious company objectives, and the generation of substantial value for the economy and society. In this framework, we emphasize the importance of teamwork, enthusiasm, trust, and cooperation. To foster these values, we have introduced a new program, named "Innovating Together",

which is designed to deepen employee engagement and bolster the company's reputation as an employer of choice. This initiative is a strategic effort to fortify the essence of our corporate culture, ensuring that it resonates through every aspect of our operations.

"Innovating Together" is a Cultural Reengineering Program launched in July 2022, which aims to change our corporate culture, by involving employees in an open dialogue process with Top Management.

The program will be implemented in four stages as described below:

1

Enhancing Values and Basic Principles through Employee Workshops: Develop and prepare action plans for the daily implementation of these principles.

2

Understanding the Company Vision: Engage both Senior and Middle Management in a collaborative process to define the Vision, and determine the practices and skills required for its achievement.



3

Supporting the Vision: This will be backed by a proposed Organizational Architecture and specific Role Profiles that align with the Vision.

4

Strengthening ThPA S.A.'s Vision through an effective Performance Management process and ongoing Employee Assessments, ensuring alignment and commitment across all levels of the organization.

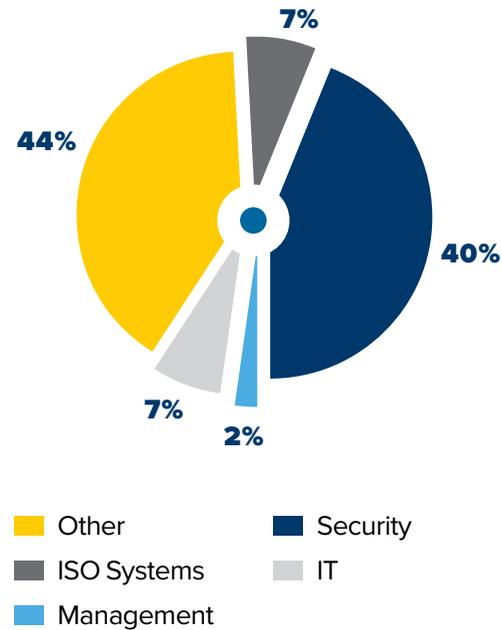
Employee Training and Development

Empowering our workforce is a key element for the evolution of our company and culture. To this end, training and development is one of the main pillars of our human resource management strategy. Driven by our commitment to employee development, we provide a broad range of targeted training programs, enabling our employees to fulfill their duties efficiently and effectively.

Our Training and Development Policy facilitates the efficient and focused selection of training subjects that align with the Company's strategic goals while addressing the training needs of our employees. The Policy provides for an evaluation of training programs based on reactions, learning, behaviors, and results to ensure their effectiveness. Additionally, the Policy outlines the Annual Training Plan, which is prepared by the Human Resources Division based on training proposals submitted by Department Supervisors every September. This plan is published by December 31st, with progress reports issued every four months, to track completion and pending status of training programs.

In 2022, we reported a total of 6,141 hours of training, with relevant programs covering key topics such as Security at the Port, ISO Systems and Management.

Training hours by subject



6,141
Training
Hours

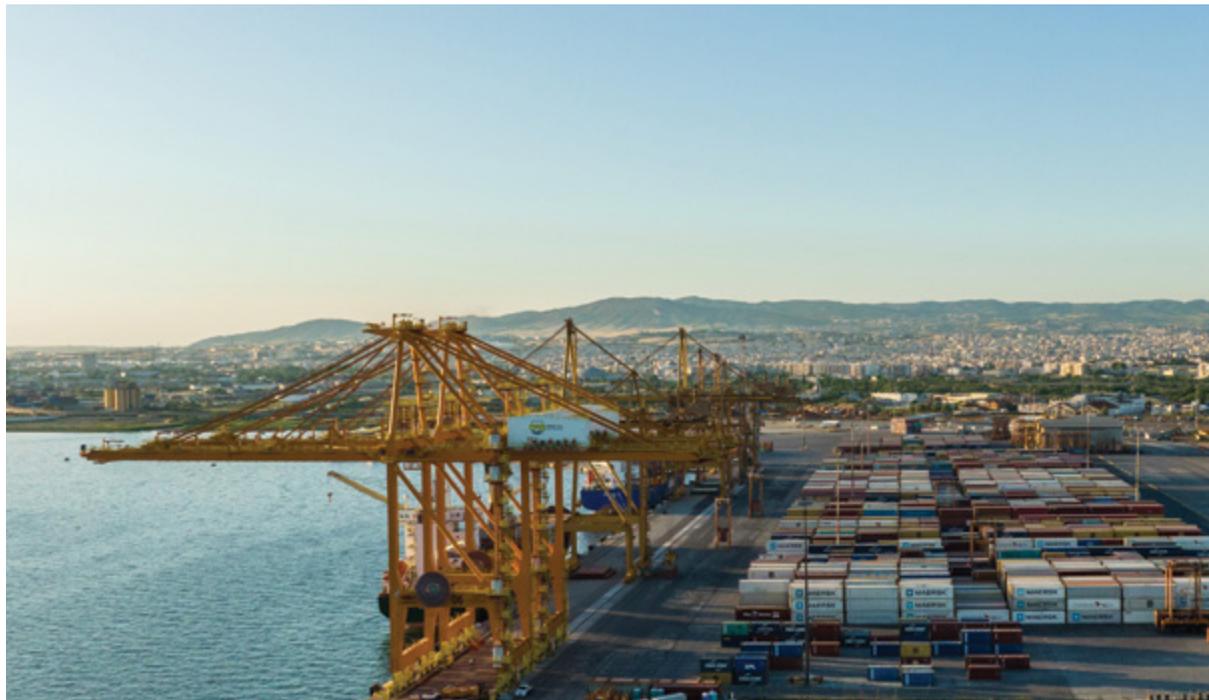


12.9
Average training
hours per
employee

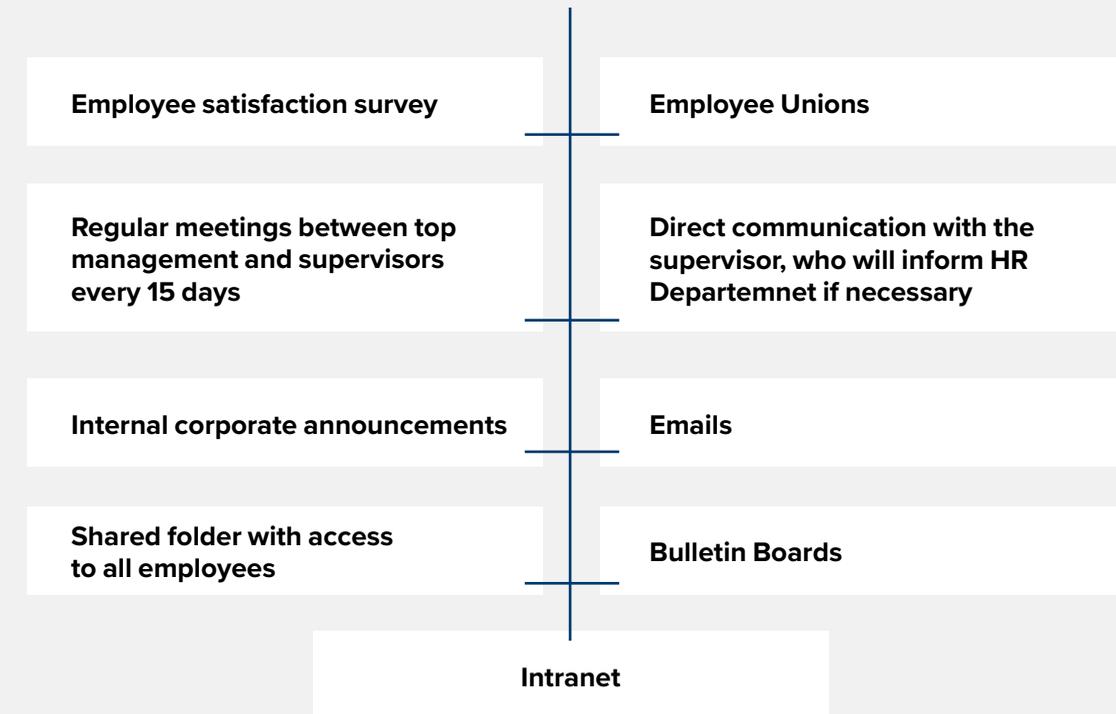


Effective communication

Internal communication is at the heart of our operations. At ThPA S.A., we are committed to establishing strong connections with our people, by keeping them well informed about corporate developments and making them an integral part of our transformation. Our communication channels ensure mutual, two-way and continuous communication, in order to be able to keep everyone informed, address their needs and respond promptly to their requests.



Communication channels



Moreover, we are in continuous communication with our employees' unions, preserving constructive dialogue with them to get informed about their challenges, needs and expectations.

Employee satisfaction survey

The views and feedback of our employees are essential in realizing our transformative vision. By conducting employee satisfaction surveys, we gain valuable insights into our Company's strengths and identify opportunities for improvement.

This process is vital in shaping a workplace environment that aligns with both the Company's vision and our employees' needs and aspirations, thereby driving our collective success.

In 2022, we held our inaugural employee satisfaction survey, achieving a participation rate of 60%.

This survey focused on ten key areas:

Vision and Direction, Trust, Communication, Participation, Morality and Commitment, Cooperation and Support, Development, Organization, Competence and Security, Competence and Safety, Flexibility and Adaptation.

The results of the survey highlighted Organization, Participation, Cooperation and Support as our company's strengths. At the same time, Flexibility and Customization, along with Development, were identified as areas for improvement. These insights are invaluable as we continue to refine our workplace environment to better meet our employees' expectations and propel our Company's growth.



Strengths

- ☑ Organization
- ☑ Inclusivity
- ☑ Cooperation and Support



Challenges

- ☑ Vision and Direction
- ☑ Communication
- ☑ Competence and Security



Workplace Health & Safety



“ In accordance with the precautionary principle, we are dedicated to safeguarding the health and safety of our employees and all users of the port area. To achieve this, we continuously monitor our “health and safety landscape” using specific key performance indicators. This approach enables us to strive for ongoing improvement in all aspects of health, safety and well-being with the ultimate goal of achieving zero work-related accidents.

”

We are committed to creating a work environment that ensures the health and safety of everyone in the port, including shipping personnel, employees, companies, recreational visitors and other users. In this context, we place particular emphasis on the timely identification and reduction of any risk that may arise within our port area. To this end, we invest in both the continuous training of our employees and upgrading of our facilities aiming to minimize the likelihood of any type of accident or incident.



Our approach

Occupational health and safety management system

To manage potential risks effectively and comprehensively, we have implemented an Occupational Health and Safety Management System. This system is certified in accordance with the globally recognized standard: ISO 45001:2018 and is applicable to all employees across all business units. The main business operations to which the system is applied include:

- » Mooring of commercial vessels, passenger vessels and cruise ships
- » Loading and unloading of containers, bulk cargo, and general cargo
- » Storage and Transport of Cargo
- » Concession of sites for commercial and cultural activities



The main goals of the systems are:



Furthermore, to strengthen the provision of safe working conditions we maintain a Health and Safety Policy. This policy aims to make safety management a primary responsibility of all teams and employees and applies to all port facilities. Through the Policy, we commit to:

- » Complying with and exceeding, legislative and regulatory requirements and standards and adopting the sector's best practices on safety matters
- » Identifying occupational hazards and minimizing risks
- » Providing all staff with adequate and appropriate personal protective equipment
- » Ensuring the transparent and proper procedures to record, investigate and evaluate incidents and accidents
- » Ensuring the proper working conditions for our employees (periodic lighting measurements according to international standards).

Safety culture

At ThPA S.A. we are committed to continuously promoting our safety culture by raising employee awareness. Our goal is to integrate safety throughout the entire company and incorporate it into every aspect of our processes.

To that end, in December 2022 we established a dedicated Quality, Health and Safety Department originating from the previously existing and long-standing Environment, Health and Safety Department. This Department was formed to further strengthen and support the already long existing appointed and dedicated Safety Technician of the Port along with the elected Employee Health and Safety Committee.

This Committee meets at least quarterly with the Company's Management and/or its representatives to discuss health and safety issues. The purpose of the above entities is to eliminate risks, inform personnel on new processes, machinery, and tools, assess working conditions, propose improvement measures, and monitor compliance with such measures.

Employee well-being

At ThPA S.A. we are dedicated to promoting employee health and wellness through our well-being programs. The Company employs a qualified occupational doctor offering all employees the opportunity to discuss their health concerns with full confidentiality.

As a responsible employer, we are committed to providing a safe and pleasant working environment that always respects diversity and human rights. In 2022, we undertook additional initiatives including encouraging all employees to undergo preventive medical examinations on a yearly basis.



Safety training and awareness

Training is a core element in the successful implementation of the Company's preventive strategy for occupational health and safety. We provide both initial and recurrent safety training to all employees. The training program is determined annually, tailored to the needs of each position and specific circumstances. Additionally, we conduct specialized training sessions on topics such as safe loading of ships, the use of safety harnesses and emergency response with the use of fire-fighting equipment.

Moreover, all newly recruited employees, undergo a targeted training in health and safety topics regarding their position during the induction day. In 2022, 46 newly recruited employees trained in health and safety topics with a duration of 1.5 hours.



Participation in safety conferences and events

The Quality, Health and Safety Department at ThPA S.A. represents the Company at conferences and related events to monitor industry trends in health and safety. In 2022, the Company participated in the 3rd National Conference on Occupational Health and Safety organized by the Hellenic Institute for Occupational Health and Safety (ELINYAE).

Incident management procedure

At ThPA S.A., we record and thoroughly investigate all incidents that could potentially lead to an accident, ensuring that appropriate actions are implemented to prevent reoccurrence. In the event of an incident, regardless of its severity, we follow a specific procedure to record, investigate, and evaluate the circumstances under which the

incident occurred. Subsequently, we implement corrective actions to prevent reoccurrence.

Additionally, after each incident, we assess the need to update our Occupational Risk Assessment (ORA) or the necessity of creating new procedures or directives in safety matters.

Health & Safety performance indicators

At ThPA S.A. we have established specific indicators for recording and effectively monitoring Health and Safety incidents. These indicators enable us to act proactively and take actions for continuous improvement. The following table outlines our performance for the reporting years.

Health and Safety indicators *		
	2021	2022
Lost Time Incidents (LTI)	3	6
Number of days lost per work accident	24	7.5
Lost Time Injury Frequency Rate (LTIFR)	2.97	5.71
Employee Absenteeism Rate (AR)	-	4.40%



*Lost Time Incident Rate (LTI): (Number of incidents)

Lost Time Injury Frequency Rate (LTIFR): (Number of incidents / manhours worked) x10⁶

Absenteeism Rate (AR): (Number of days of absence form work due to any inability other than accidents and illness / manhours (%))





Our Social Footprint



We collaborate with organizations and local authorities to initiate and sustain actions dedicated to enhancing the well-being of our community.



We support organizations that undertake initiatives aimed at assisting individuals facing various challenges.



We empower cultural activity inside and outside the port, by supporting numerous cultural events.

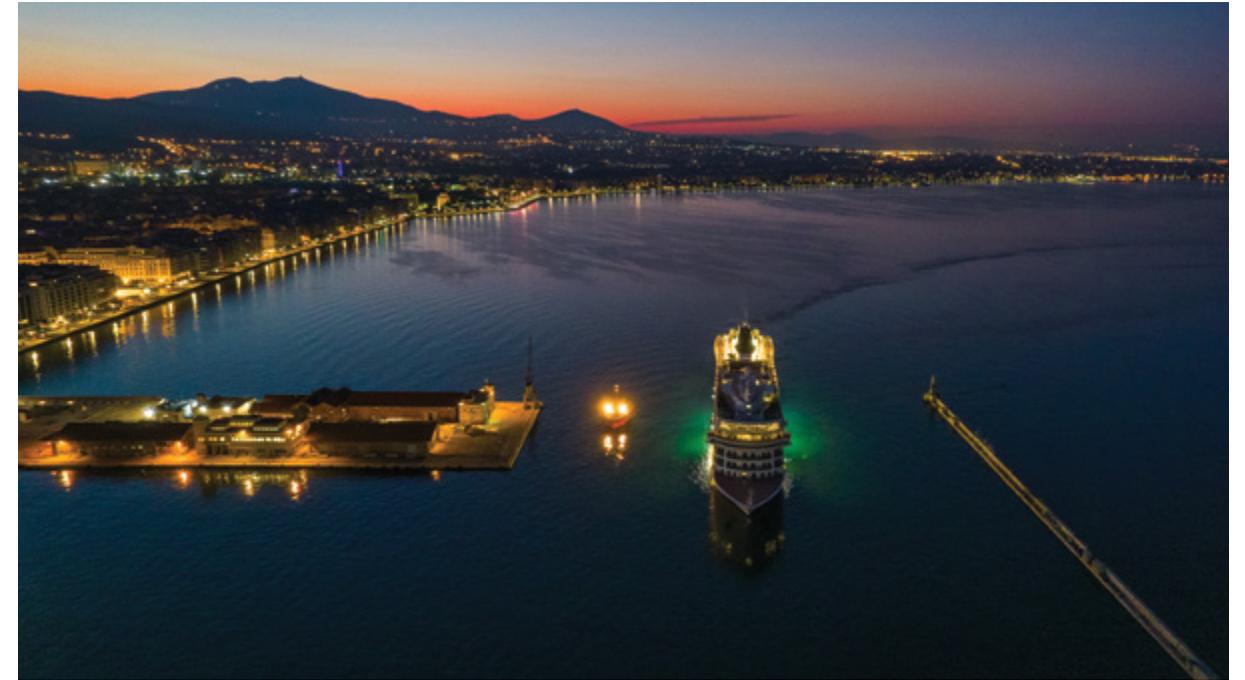
A port, in the heart of the city

Situated in the heart of the city, the Port Thessaloniki is a pivotal point with profound economic and social importance. Its role goes beyond the operational aspects of the piers, serving as a structural element that connects the urban and social fabric of the city. Serving as a center for meetings, entertainment, and cultural activities, the port plays a decisive role in the daily lives of residents and contributes significantly to the collective identity of the city. Additionally, the port serves as an enchanting attraction for tourists and visitors, offering them a chance to explore the city's charm and engage in the authentic day-to-day experiences of its inhabitants.

Prioritizing the cultivation of a vibrant bond with citizens and visitors and establishing the port as a crucial component of their daily experiences, we are committed to consistently fostering

trust-based relationships with the society of Thessaloniki.

Our aim is to reinforce the port's reputation as a central gathering place for both locals and visitors alike, a nexus of culture and entertainment that actively contributes to the spiritual and cultural enrichment of the city. In pursuit of this goal, we organize educational visits for students of all levels and institutions from Greece and beyond. These tours are designed to provide a deeper insight into the port's operations and the diverse activities taking place within its premises. Participants also get the chance to interact with our people, learning about our culture, values, vision, mission and history of the port. Through these experiences, they gain a comprehensive understanding of the port's significant role in the economic landscape of Southeast, Central, and Eastern European region.



Pier No. 1

Since 2011, Pier No 1 has been accessible to the public, transforming into a vibrant space spanning 31,200 m², that hosts a multitude of cultural events, attractions, and entertainment venues. Thessaloniki Film Festival, the Thessaloniki Documentary Festival, and the Thessaloniki Photo

Biennale exhibition are major events taking place at Pier No 1. Moreover, the Museum of Photography, the Thessaloniki Cinema Museum, the MOMus-Experimental center for the Arts are hosted at Pier No 1, making the pier a captivating destination for residents and visitors alike.



“ Recognizing the Port's key role in city's identity and social cohesion, we are committed to actively engaging with local community. Aligned with our vision and values, we initiate and implement a variety of actions to meet the expectations of the local community. ”

Our vision is to contribute to a dynamic and sustainable society ensuring equal opportunities for all. In partnership with local and national authorities, we work towards enhancing social welfare and support the aspirations of the youth. This approach

is integrated into our broader sustainability and ESG strategy, ensuring our actions are aligned with environmental, social, and governance principles. Three fundamental purposes are driving and defining our social initiatives:



Strength, for Making the Difference:

At ThPA S.A., we understand that strength is crucial in fostering a supportive and inclusive community. We promote equal opportunities for everyone, believing that our collective strength can bring about meaningful change.



Collaboration, for Empowered Communities:

We at ThPA S.A. recognize the power of collaboration in building resilient communities. Our approach involves working closely with local authorities and other stakeholders to create safe, open environments where all members feel valued and supported.



Ambition, for Innovation:

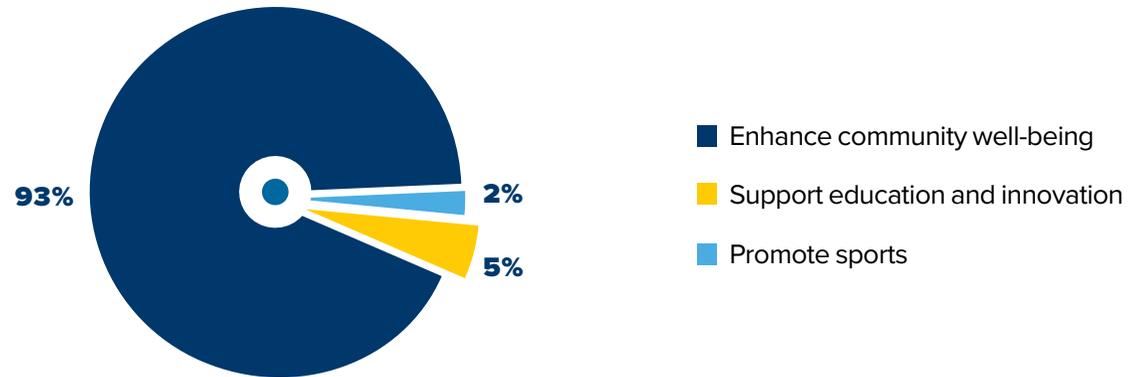
At ThPA S.A., our initiatives are fueled by our ambition for a better future. We are dedicated to nurturing the ambitions of young, intelligent individuals, supporting them in turning their innovative ideas into reality. This, we believe, is key to fostering a sustainable and prosperous community.

Our Social Initiatives

The community plays a pivotal role in our Company's transformational and sustainability journey, thus we are dedicated to giving back to the community by implementing a diverse array of social initiatives. Infrastructure upgrades at the Port of Thessaloniki are a direct investment of major importance for the city, which also foster cross-border synergies in Southeast & Central Europe and substantially enhance the growth prospects of the wider region. Overall, we implement a comprehensive corporate social

responsibility (CSR) program, focusing both on the needs of the local community and reflecting the Company's commitment to sustainability. We implement initiatives intended to provide support to social groups in need and actions promoting cultural and social development, emphasizing on actions that bring forward the cultural wealth of the city of Thessaloniki and the wider region, offer relief to vulnerable social groups and raise public awareness on environmental and social issues.

Distribution of our donations



Community well-being

Promoting equal opportunities for all, especially among vulnerable social groups, is a main pillar of our initiatives. Striving toward this objective, we support and actively contribute to numerous actions, alongside donations to relevant organizations.

Syzoï

Syzoï, founded in 2006, is a non-profit philanthropic association, which aims at the dignified and quality education, development and quality of life of children with visual impairments (partial or total loss of vision) and additional disabilities (mental retarda-

tion, autism, neurological disorders etc.). Aiming to support their work and promote the values of solidarity, equality and sports, we supported the organization of the 7th Mountain Struggle organized at Sheikh Su in Thessaloniki.



Support of AHEPA Hospital

In our commitment to strengthening healthcare institutions in delivering high-quality services and supporting medical students, we contributed to the funding of renovation efforts for the Central Amphitheater of AHEPA General University Hospital. A

modern, well-equipped amphitheater elevates the overall quality of healthcare services and creates an enriched environment for medical students, promoting the well-being of society and academic community.

Donation of 18 new motorcycles to the Hellenic Police



We recognize the contribution of the Hellenic Police to society, donating 18 new motorcycles to the Thessaloniki Directorate of Emergency Response, with the aim to support their work and meet their needs.

A symbolic ceremony was held for the delivery of the motorcycles at Pier No 1 of the port, which was attended by ThPA S.A. executive representatives of the General Police Director of Thessaloniki, as well as local and national bodies and authorities.

Support education and innovation

Looking forward to a more sustainable future, where economic growth aligns with environmental preservation and social justice, we actively support innovative efforts that contribute to positive change to a greener and prosperous world.

Greek Robotics Team SCRAPs by Future Lab

The Greek Robotics Team SCRAPs by Future Lab, is a team consisting of children aged 11-16, that our Company supported to represent Greece at the FIRST Robotics Competition (FRC), in Houston, Texas U.S.A. Competing against teams from 110 countries, the SCRAPs team demonstrated exceptional performance, securing the 8th place in the competition.

Furthermore, as an active member of the community and driven by a deep sense of responsibility for the well-being of people, we actively collaborate with numerous organizations and government entities, amplifying our positive social footprint. Additionally, in 2022 we supported initiatives of the following organizations:

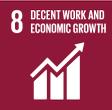
- Association of Retired Employees of ThPA S.A. and friends

- Association of Friends of Autistic Person of the ELPIDA Unit
- Network of social solidarity and assistance
- Special Vocational and Training Institute
- Labor Centre of Thessaloniki
- Municipality of Thessaloniki
- Thessaloniki State Symphony Orchestra





Sustainable Corporate Governance



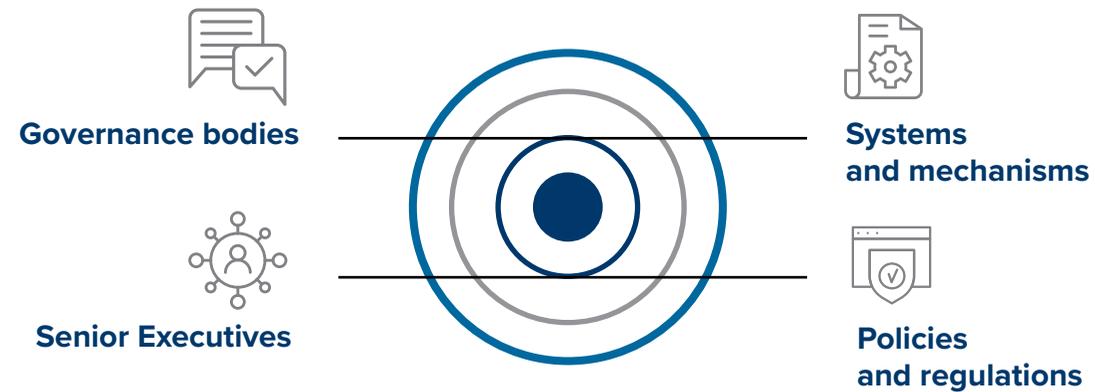
- €80.6 mil. turnover
- €34.4 mil. gross profit



- Preparation for ISO 37001:2016
- Anti- Bribery Management System certification Management System certification
- Anti-bribery Policy
- Whistleblowing Procedures, Manual in preparation

“ At ThPA S.A. we promote the incorporation of responsibility and ethics in our operations and business in general, while working to ensure the elimination of corruption and unfair competition practices. To this end, we strive to establish strong corporate governance structures, that integrate Sustainability principles across our business and are characterized by transparency and accountability. ”

Remaining true to our principles, we have adopted an effective Corporate Governance Framework that reflects them. This Framework has been developed based on 4 main axes, namely: our Governance bodies, the set of policies and regulations that govern our daily operations, the senior executives and the set of established systems and mechanisms followed in the Company, as presented below. All parts that complete our Framework, work together in a coordinated manner, enhancing our performance and our ability to create value for our stakeholders as well as applying our values to our everyday activities.



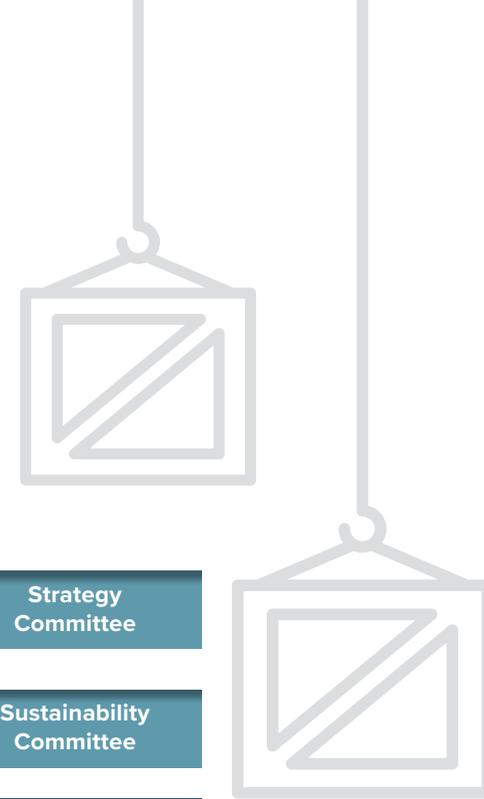
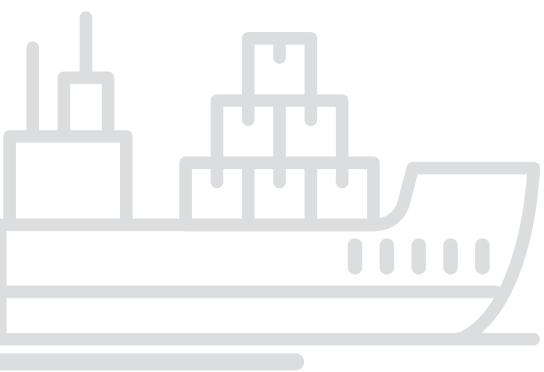
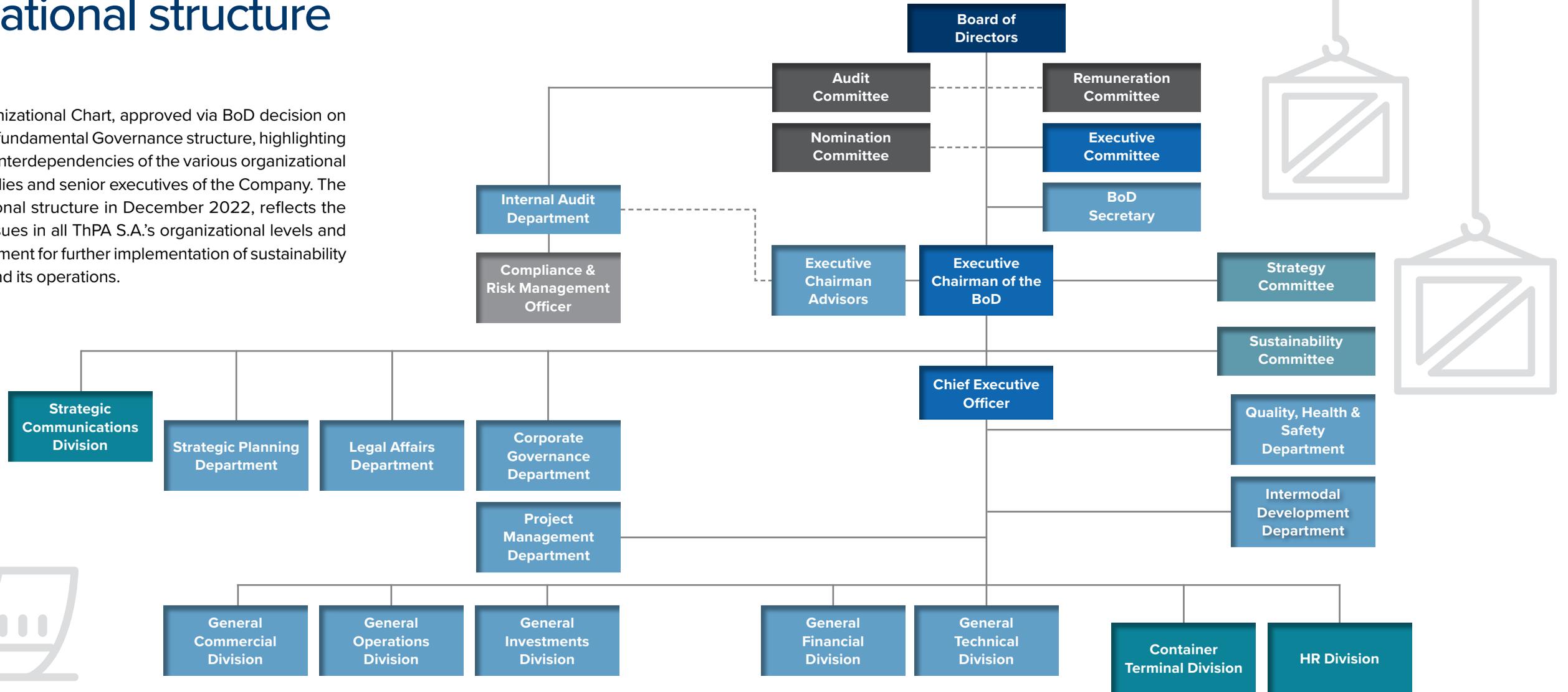
Resilient Business Model

ThPA S.A. has a robust and competitive business model that accentuates its operational activities, the regulatory authorities influencing its operations, the various customer segments and communication methods, and the key resources and assets essential for executing its activities. This model also emphasizes the creation of value and its associated benefits. Furthermore, the business model incorporates a detailed cost analysis and revenue streams, synergized with ThPA S.A.'s primary competitive advantages that set it apart from the norm. In line with this, the Company reinforces its dedication to Sustainable Development by integrating eco-social costs and benefits into its business framework.



Organizational structure

The Company's Organizational Chart, approved via BoD decision on 17.11.2022, outlines its fundamental Governance structure, highlighting the relationships and interdependencies of the various organizational units, governance bodies and senior executives of the Company. The change in organizational structure in December 2022, reflects the importance of ESG issues in all ThPA S.A.'s organizational levels and showcases its commitment for further implementation of sustainability into its organization and its operations.



Governance bodies

General Meeting of the Shareholders

The General Meeting of the Shareholders is the highest body of the Company and is entitled to decide on every corporate case, in accordance with the legal and regulatory provisions in force. Its decisions are binding upon all shareholders, including absent or dissenting shareholders. The General Meeting convenes at least on an annual basis where among other things, it approves the Company's annual Financial Statements and reflects on its overall performance throughout the fiscal year as well as the Management's activities.



Board of Directors

The Board of Directors is competent to decide on every act concerning the management of the Company, the administration of its assets and the general pursuit of its purpose, in accordance with the legal and regulatory provisions in force. The Board of Directors has delegated some of its authorities to the Executive Chairman of the Board of Directors, the Managing Director, the Executive Committee, the General Managers, and Company Directors. The Board of Directors

is responsible for determining the values and the strategic orientation of the Company, as well as the continuous monitoring of compliance with them. At the same time, it is responsible for the approval of the strategy and the business plan of the Company, as well as for the continuous monitoring of their implementation. The Board of Directors regularly reviews the opportunities and risks in relation to the defined strategy, as well as the relevant measures taken to address them.

The composition of the Board of Directors (BoD) at 31/12/2022 was the following:

Board of Directors membership	
Athanasios Liagkos	Executive Chairman of the BoD & Managing Director
Laurent Martens	Vice-Chairman of the BoD, non-executive member
Artur Davidian	Executive Member
Charalampis Karamaneas	Non-Executive Member
Angeliki Samara	Independent non-executive member
Eirini Chadiari - Gkiala	Independent non-executive member
Panagiotis Michalopoulos	Independent non-executive member
Zonglyu (Jessie) Lu	Non-Executive Member



Skills and Remuneration

The BoD is comprised of members from different backgrounds, possessing a variety of skillsets that offer unique and diverse perspectives in the Governance of the Company. The selection of suitable BoD members that possess appropriate skills and education is accomplished by the Nominations Committee which is responsible for identifying potential candidates to acquire the status of member of the BoD and its Committees, in accordance with the criteria outlined in the Company's Suitability Policy. It also assists the BoD in ensuring that all of its members and the members of the Audit and Remuneration Committees continue to meet the suitability criteria in the Company's Suitability Policy both on an individual and collective basis. The Nominations Committee comprises three members of the BoD, two of which are independent non-executive members and one non-executive. Detailed information on the

Committee's activities and operation are presented in the annual financial report of the Company as well as the Company's website.

Regarding remuneration of the BoD members, this issue is the subject of the Company's Remuneration Committee and the related Remuneration Policy. In this context, the Committee advises and makes proposals to the BoD regarding the Remuneration Policy, makes proposals to the BoD regarding the remuneration of the persons who fall within the scope of the Policy, and examines the information contained in the annual remuneration report. The Remuneration Committee consists of two independent non-executive members of the BoD and a non-executive one. Detailed information on the Committee's activities and operation are presented in the annual financial report of the Company as well as the Company's website.

Audit Committee

The Audit Committee consists of three non-executive members of the BoD of whom, two are independent, and monitors the effectiveness of internal control, quality assurance and risk management systems and, where appropriate, of its Internal Audit Department. The Committee's main focus is centered on the Company's financial information, but it also maintains an active role in the oversight of sustainability issues, which it

monitors and reports to the General Meeting of Shareholders through its annual Activity Report. In its report regarding the fiscal year 2022, the Committee presented among other issues, the Company's new Sustainable Development Strategy, the certification of the Company's Integrated Management System (according to ISO 9001, 14001, 45001) and the Company's support for local communities.



The compositions of the BoD Committees at 31/12/2022 are presented in the following table:

Audit Committee	Nominations Committee	Remuneration Committee
Panagiotis Michalopoulos , Chairperson	Angeliki Samara , Chairperson	Panagiotis Michalopoulos , Chairperson
Charalampis Karamaneas , Member	Charalampis Karamaneas , Member	Laurent Martens , Member
Angeliki Samara , Member	Eirini Chadiari - Gkiala , Member	Eirini Chadiari - Gkiala , Member



Chairman and Vice-Chairman of the BoD

Having the Chairman of the BoD as an active senior executive in the Company, can create potential conflicts of interest owing to the differentiated goals and viewpoints of each role, especially when the Chairman is also the sitting Managing Director, taking into account that the BoD broadly oversees performance of the most senior executives of a Company. However, due to the resignation of the Company's CEO during the course of 2022, the Executive Chairman of the BoD temporarily undertook the additional duties of the Managing Director.

As this was a temporary solution, the new CEO was appointed in 02/10/2023, there were no specific provisions for conflicts of interest in this particular circumstance. The avoidance of any potential conflict of interest from the occupation of the double role by the Executive Chairman of the BoD, was achieved by the existence of the non-executive Vice-Chairman of the BoD and the

three independent non-executive members of the BoD who through their responsibilities ensured the supervisory role of the BoD.

Furthermore, ThPA S.A. has implemented a Policy for the Prevention and Handling of Conflicts of Interests and a Manual on the Procedures for the Prevention and Management of Conflicts of Interest. A conflict of interest occurs when people discharging administrative, directing, managerial, or supervisory responsibilities and competences in the name and on account and behalf of the Company have their own interests which could unfairly affect the discharge and exercise of the obligations and responsibilities ensuing from their status, as well as from the administrative, managerial, or supervisory position in the Company. For this reason, the Company has established a series of measures to identify and address conflicts of interest.

Management of impacts and Sustainability

Sustainability is a key issue for ThPA S.A. and as a large organization with significant impacts across its value chain and towards its stakeholders as part of its daily operations, identifying, monitoring, and managing these impacts is a top priority for the Company's Management. To this end, ThPA S.A. instituted the Sustainability Committee and the Sustainability Team.

Each of them has specific roles and responsibilities that are aligned with the risk management framework of the Company. Both are composed of people from various organizational units across ThPA S.A., thus ensuring diversity and inclusion and the adoption of a holistic approach and perspective based on its Sustainability values and ESG criteria.

Collectively, the Sustainability Committee and the Sustainability Team assist the Company to design, develop, and manage the Sustainability Strategy, as well as to monitor and measure ESG performance. The Sustainability Committee reports to the Executive Chairman of the BoD for monitoring the Sustainability Policy implementation.

The Sustainability Team under the leadership of the Director of Sustainability and Environmental Strategy is responsible for monitoring the principles and practices of this Policy, in the context of ThPA S.A. daily operations. The Executive Chairman of the BoD ensures and monitors the effectiveness of this structure, especially with regards to know-how and the comprehension of stakeholder interests.

Sustainability Committee

The Sustainability Committee was enacted with the decision 1935/30.11.2022 of the Executive Chairman of the BoD and CEO of ThPA S.A. The Committee provides advice, resources and input to the BoD and the Executive Committee on topics related to Sustainability and ESG. Additionally, the Sustainability Committee monitors the annual implementation of the Company's Sustainability Strategy, provides necessary information, and receives feedback to enhance the top-down strategy alignment.



Sustainability Team

The Sustainability Team, which consists of representatives from various business units, develops and monitors initiatives linked to the Sustainability Strategy. The Sustainability Team cooperates closely with business units and assists in the embedding of Sustainability into their day-to-day operations.

Finally, the Team monitors, assesses, and communicates Sustainability Strategy risks and opportunities in accordance with the Risk Management Policy approved by the BoD of the Company, with the support of the Director of Sustainability and Environmental Strategy.

Senior Executives

Executive Committee

The BoD has established an Executive Committee, to which it has delegated certain powers and duties specifically mentioned in its delegation of authorities' decision, in order to assist it in the management of the day-to-day operations of ThPA S.A. According to the Executive Committee Regulation, the Committee is obliged to hold its meetings twice per month, but, it generally meets more frequently (i.e., once a week). In the case of urgent matters and where it is not possible to convene a meeting, a decision may be taken by way of circulation.

The composition of the Executive Committee at 31/12/2022 was the following:

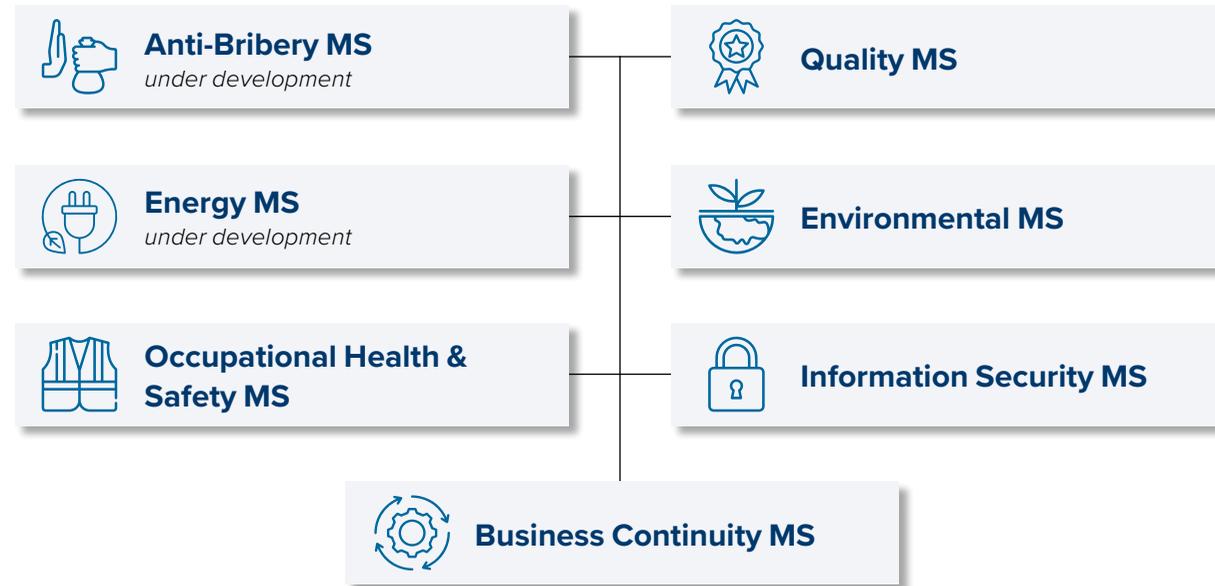
Member
● Executive Chairman of the BoD & Managing Director
● Chief Investment Officer
● Chief Financial Officer
● Chief Commercial Officer
● Chief Technical Officer
● Chief Operating Officer
● Container Terminal Director
● Strategic Communications Director
● Human Resources Director
● Conventional Terminal Director
● Procurement and Investments Director
● Information & Communications Technology & Digital Transformation Director
● Maintenance and Equipment Director
● Sustainability & Environmental Strategy Director
● Head of Legal Affairs Department
● Head of Strategic Planning Department



Systems and mechanisms

The Governance bodies and other senior executives of ThPA S.A., use a variety of tools to ensure a sound corporate governance. The Company's Management Systems (MS) are one of the most important corporate governance tools and organizing frameworks.

Specifically, there are several certified management systems currently implemented in the Company's operations, including the following:



Policies and regulations

Company's policies and regulations state in clear terms views, expectations and approach of ThPA S.A. to managing a variety of issues within as well as outside the boundaries of its operations. They are addressed towards its employees as much as they are addressed towards its other stakeholders and users further than that, both across its extended value chain as well as beyond it. They empower employees to practice ThPA

S.A. culture on their daily work and to promote it with their conduct. Finally, all policies, codes and internal regulations contain the Management's (and by extension the Company's) commitments regarding a range of issues and impacts and form part of the initial steps that the Company takes to manage the said impacts. Specifically, ThPA S.A. is developing policies, codes, and regulations on the following areas:

Policies	
● Quality Policy	● Business Continuity Policy
● Health & Safety Policy	● Anti-bribery Policy
● Environmental Policy	● Diversity Policy
● Energy Management Policy	● Policy to prevent and combat violence and harassment
● Sustainability Policy	● Learning and Development Policy
● Information Security Policy	● Recruitment policy
● Policy on the Protection of Confidential Information	● Time Attendance Policy

Policies	
● Personal Data Protection Policy	● Remuneration Policy
● Conflict of Interest Policy	● Corporate Mobile Phone Policy
● Risk Management Policy	● Corporate Travel Policy
● Suitability of BoD Members Policy	● Corporate Car Policy
● Policy & Procedure for Periodic Evaluation of Internal Control System	● Regulatory Compliance Policy
Regulations	
● General Personnel Regulation	● Regulation of Sub-concession
● Internal Organization and Operation Regulation	● Towing Regulation
● Procurement Regulation	● Regulation of Claimants
Charters	
● BoD Charter	● Remuneration Committee's Charter
● Audit Committee's Charter	● Executive Committee Charter
● Nominations Committee's Charter	● Internal Audit Charter

Charters	
● Code of Ethics	● Hellenic Corporate Governance Council Code
Manuals	
● Whistleblowing Procedures Manual	● Conflict of interest manual
● Risk management manual	● Related party transactions manual
● Compliance Procedures manual	
Procedures	
● Management of inside information and proper informing of the public procedure	● Discloser procedure for dependence relations
● Transaction by persons with managerial responsibilities and the obligation disclosure procedure	

Finally, regarding its Corporate Governance Code, ThPA S.A. has adopted the Hellenic Corporate Governance Code ("HCGC") as developed by the Hellenic Corporate Governance Council in June 2021. Any deviations from that, are described in detail in the Company's Corporate Governance Statement, which is incorporated, according to the provisions of the law, in the Annual Financial Report, available at the following link: <https://www.thpa.gr/financial-results/>

» Policies, codes and regulations that are publicly available can be found at the ThPA S.A. website at the following links:

- ▶ <https://www.thpa.gr/our-vision/>
- ▶ <https://www.thpa.gr/codes-policies/>

Internal Control System

The Internal Control System of the Company aims toward a consistent implementation of the business strategy, the efficient use of available resources, the identification and management of essential risks associated with the Company's business and operations ensuring the completeness and reliability of data and information on the financial state of the Company and compliance with the regulatory and legislative framework, as well as with the Internal Organization and Operation Regulation of the Company. The Internal Control System of the Company sets out all the internal control mechanisms and procedures that include risk management, internal audit, and regulatory compliance, which cover (on an ongoing basis) every activity of the Company and contribute to its safe and effective operation.

In 2022, ThPA S.A. underwent an evaluation of the adequacy and effectiveness of its Internal Control System by an external independent evaluator in accordance with the provisions of the applicable legislation. The said evaluation did not identify any material weaknesses, confirming thus

the overall adequacy and effectiveness of the Internal Control System across all five of its basic components, namely: the Control Environment, the Risk Management practices, the Control Activities, the Information & Communication, and the ICS Monitoring activities.



Risk management

As part of the Internal Control System, ThPA S.A. has adopted a Risk Management Policy and a Risk Management Manual, approved by the BoD and implemented by the Regulatory Compliance and Risk Management Department in conjunction with other business units. The purpose is to identify, analyze, prioritize, treat, monitor, and report the main risks associated with the Company's activities and in line with corporate strategy, thus enabling the continuity of operations. The Company's Risk Management framework supports its calculated decisions by identifying, assessing, and reporting risks. Risks are managed broadly and efficiently in day-to-day operations and projects by implementing preventive, detective, and corrective measures. Not only the Company established a risk management framework (i.e., processes, procedures, and reports), but also incorporates a structured and disciplined approach into its daily business operations, through enhancing risk awareness, promoting a risk culture and strengthening internal and external communication.

The Company's approach aligns strategy, processes, people, technology, and knowhow,

with the aim of assessing and managing the risks faced by its business, while creating value. The tasks and responsibilities related to risk management are embedded in the organization, in accordance with the Internal Organization and Operation Regulation and the Risk Management Framework. The Board of Directors has the overall responsibility for risk management in accordance with the Internal Organization and Operation Regulation and the Corporate Governance Code, recognizes the essential risks and provides assurance on the appropriate system for managing risks. Regulatory Compliance and Risk Management Department is responsible for adopting a clearly defined position and risk-taking framework, which is in line with the Company's business strategy, objectives and values, as well as for the Management's support in making strategic decisions by identifying, evaluating, communicating, and addressing related corporate risks. The role of its employees is crucial as well, as they are responsible for Company's overall progress and for complying with management instructions on the implementation of Risk Management procedures.





Appendices

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About the Report

The purpose of this Sustainability Report is to inform all stakeholders fully and comprehensively as regards sustainability actions, plans and targets of ThPA S.A. during 2022, covering the period 01/01/2022 - 31/12/2022. The development of the Report has been conducted in accordance with the GRI Universal Standards 2021 guidelines (Global Reporting Initiative, GRI), integrating the principles of inclusivity, materiality, responsiveness, and impact as outlined by AccountAbility's AA1000 (2018) framework. Additionally, it adheres to the standards set by the Athens Stock Exchange's ESG Disclosure Guide, ensuring that all disclosures meet these respected benchmarks. This approach underpins the Company's alignment with the United Nations Sustainable Development Goals (SDGs), affirming its commitment to

measurable and meaningful sustainability practices. The Report has been reviewed and approved by the Management of ThPA S.A. It has been compiled and drafted by the ThPA S.A.'s Sustainability Team with the support and expert guidance (data collection, evaluation and writing).

Restrictions and significant changes

There is no specific restriction regarding the Report's scope and limit, affecting the year-on-year comparison of the data included. No changes have been applied to any of the calculation or estimation methods or techniques presented in the 2022 Report. Wherever revisions are made, a specific reference is placed in the relevant sections, tables or diagrams and the reasons for the revision are specified. The

financial data included is fully consistent with those of the Annual Reports, which have been audited by chartered auditors - as required by the law.

Data collection and sources of information

The data and information presented is collected based on the Company's internal procedures and databases of the relevant management systems implemented. In cases where the data presented is based on assumptions, the way or method of calculation is reported.

Project team

For the preparation of the 2022 Sustainability Report, ThPA S.A. established an ESG team composed of executives from all relevant functions and departments.

External assurance

This Report has no independent third-party verification for the data. However, recognizing the usefulness and added value that an external verification of the data in the Report can provide, ThPA S.A. will consider the possibility of an external audit for a subsequent publication.

Give us your feedback

You are kindly requested to send us your feedback and comments to the following email address, as we greatly value your opinion.

Elena Ntanika,

Director of Sustainability and Environmental Strategy

E-mail: esg@thpa.gr



Athens Stock Exchange ESG GuideContent Index

ESG Classif.	2022 ID	2022 Sub - ID	Metric	Type	Value	Unit	References
Environmental	C-E1	C-E1-1	Total amount of direct emissions (Scope 1)	Quantitative	5,458.59	Tons CO ₂ equivalent (tCO ₂ e)	ISO14061-1: Category (Scope 1)
		C-E1-2	GHG intensity of Scope 1 emissions	Quantitative	67.76	Ratio	ISO14061-1: Category (Scope 1) / Annual financial Report 2022
	C-E2	C-E2-1	Total amount ofw indirect emissions (Scope 2)	Quantitative	5,073.14	Tons CO ₂ equivalent (tCO ₂ e)	ISO14064-1: 2018 (Scope 2)
		C-E2-2	Scope 2 emissions - GHG intensity of Scope 2 emissions	Quantitative	62.97	Ratio	ISO14064-1: 2018 (Scope 2) / Annual financial Report 2022
	C-E3	C-E3-1	Total amount of energy consumed within the organisation	Quantitative	27,307.17	Megawatt hour (MWh)	ISO 50001: 2018
		C-E3-2	Percentage of electricity consumed	Quantitative	34.78	Percentage (%)	ISO 50001: 2018
		C-E3-3	Percentage of renewable energy consumed	Quantitative	13.15	Percentage (%)	ISO 50001: 2018

ESG Classif.	2022 ID	2022 Sub - ID	Metric	Type	Value	Unit	References
Environmental	C-E3	C-E3-4	Total amount of energy produced	Quantitative	0	Megawatt hour (MWh)	ISO 50001: 2018
		C-E3-5	Percentage of renewable energy produced	Quantitative	0	Percentage (%)	ISO 50001: 2018
	A-E1	A-E1-1	Total amount of other indirect emissions (Scope 3)	Quantitative	Not available	Tons CO ₂ equivalent (tCO ₂ e)	For the year 2022, there has been no calculation conducted for the quantity of greenhouse gas emissions relating to emissions from activities that are not under the full control of the company but rather from collaborating entities. It is not feasible at this stage to calculate such emissions
		A-E1-2	GHG intensity of Scope 3 emissions	Quantitative	Not available	Ratio	For the year 2022, there has been no calculation conducted for the quantity of greenhouse gas emissions relating to emissions from activities that are not under the full control of the company but rather from collaborating entities. It is not feasible at this stage to calculate such emissions
	A-E2	A-E2-1	Discussion of climate change-related risks and opportunities that can affect business operations	Qualitative	Yes-Disclosed	Qualitative	Sustainability Report 2022



ESG Classif.	2022 ID	2022 Sub - ID	Metric	Type	Value	Unit	References
Environmental	A-E3	A-E3-1	Total amount of hazardous waste	Quantitative	46.888	Tons	HMA 2022
		A-E3-2	Total amount of non-hazardous waste	Quantitative	881.804	Tons	HMA 2022
		A-E3-3	Percentage of waste by type of treatment - Recycled	Quantitative	56.05	Percentage (%)	HMA 2022
	A-E3	A-E3-4	Percentage of waste by type of treatment - Composted	Quantitative	0	Percentage (%)	HMA 2022
		A-E3-5	Percentage of waste by type of treatment - Incinerated	Quantitative	0	Percentage (%)	HMA 2022
		A-E3-6	Percentage of waste by type of treatment - Landfilled	Quantitative	43.95	Percentage (%)	HMA 2022
	A-E4	A-E4-1	Total amount of effluent discharge containing polluting substances	Quantitative	0	Cubic meters (m ³)	HMA 2022
	A-E5	A-E5-1	Description of the impact of business operations on biodiversity sensitive areas	Qualitative	Yes - Disclosed	Qualitative (%)	All facilities and business operations of the Company are outside the boundaries of NATURA 2000 and other protected areas.
	SS-E1	SS-E1-1	Discussion of long and short term strategies in relation to the management, mitigation, performance targets of its emissions	Qualitative	Yes - Disclosed	Qualitative	Sustainability Report 2022

ESG Classif.	2022 ID	2022 Sub - ID	Metric	Type	Value	Unit	References
Environmental	SS-E2	SS-E2-1	Total amount of NOx (excluding N ₂ O)	Quantitative	Not available	Kilograms (kg)	N/A
		SS-E2-2	Total amount of SOx	Quantitative	Not available	Kilograms (kg)	N/A
		SS-E2-3	Total amount of Volatile organic compounds (VOCs)	Quantitative	Not available	Kilograms (kg)	N/A
		SS-E2-4	Total amount of Particulate matter (PM)	Quantitative	Not available	Kilograms (kg)	N/A
Social	C-S1-1	C-S1-1	Stakeholder engagement	Qualitative	Yes - Disclosed	Qualitative	HR Division Data 2022
	C-S2	C-S2-1	Percentage of female employees*	Quantitative	16.59	Percentage (%)	HR Division Data 2022
	C-S3	C-S3-1	Percentage of women in managerial positions	Quantitative	7.84	Percentage (%)	HR Division Data 2022
	C-S4	C-S4-1	Percentage of full-time employee voluntary turnover	Quantitative	8.19	Percentage (%)	HR Division Data 2022
		C-S4-2	Percentage of full-time employee involuntary turnover	Quantitative	0	Percentage (%)	HR Division Data 2022
C-S5	C-S5-1	Average training hours of employees in the top 10% of employees by total compensation	Quantitative	7.314	Number of hours	HR Division Data 2022	

ESG Classif.	2022 ID	2022 Sub - ID	Metric	Type	Value	Unit	References
Social	C-S5	C-S5-2	Average training hours of employees in the bottom 90% of employees by total compensation	Quantitative	12.512	Number of hours	HR Division Data 2022
	C-S6	C-S6-1	Description of human rights policy and fundamental principles	Qualitative	Yes -Relevant clauses	Qualitative	Code of Ethics and Diversity Policy
	C-S7	C-S7-1	Percentage of employees covered by collective bargaining agreements	Quantitative	97.26	Percentage (%)	HR Division Data 2022
	C-S8	C-S8-1	Discussion of supplier screening using ESG criteria	Qualitative	Yes-Disclosed	Qualitative	Procurement Regulation
	A-S1	A-S1-1	Sustainable economic activity - Percentage of sustainable turnover	Quantitative	Not available	Percentage (%)	During the year 2022, ThPA S.A. employed 474 individuals (as of December 31, 2022), therefore it was not obligated to record its financial performance based on the EU Taxonomy.
		A-S1-2	Sustainable economic activity - Percentage of sustainable CapEx	Quantitative	Not available	Percentage (%)	During the year 2022, ThPA S.A. employed 474 individuals (as of December 31, 2022), therefore it was not obligated to record its financial performance based on the EU Taxonomy.
	A-S1	A-S1-3	Sustainable economic activity - Percentage of sustainable OpEx	Quantitative	Not available	Percentage (%)	During the year 2022, ThPA S.A. employed 474 individuals (as of December 31, 2022), therefore it was not obligated to record its financial performance based on the EU Taxonomy.

ESG Classif.	2022 ID	2022 Sub - ID	Metric	Type	Value	Unit	References
Social	A-S2	A-S2-1	Total amount of monetary expenditure on employee training	Quantitative	119,151.79	Euros (€)	HR Division Data 2022
	A-S3	A-S3-1	Percentage of difference between male and female earnings	Quantitative	25.54	Percentage (%)	HR Division Data 2022
	A-S4	A-S4-1	CEO pay ratio - Total CEO pay	Quantitative	443,713.66	Euros (€)	Annual financial Report 2022
	A-S4	A-S4-2	CEO pay ratio - Ratio of CEO to median employee earnings	Quantitative	10.69	Ratio	HR Division Data 2022
	SS-S4	SS-S4-1	Total amount of monetary losses as a result of labour law violations	Quantitative	0	Euros (€)	HR Division Data 2022
Governance	C-G1	C-G1-1	Board composition - ESG related qualifications of the board members	Qualitative	Yes-Disclosed	Qualitative	Annual financial Report 2022
		C-G1-2	Board composition -Classification of the Chairman of the Board	Qualitative	Executive	Qualitative	Annual financial Report 2022
	C-G1	C-G1-3	Board composition - Percentage of female board members	Quantitative	37.50	Percentage (%)	Annual financial Report 2022
	C-G1	C-G1-4	Board composition - Percentage of non-executive board members	Quantitative	75	Percentage (%)	Annual financial Report 2022

ESG Classif.	2022 ID	2022 Sub - ID	Metric	Type	Value	Unit	References
Governance	C-G1	C-G1-5	Board composition - Percentage of both non-executive and independent board members	Quantitative	37.50	Percentage (%)	Annual financial Report 2022
	C-G2	C-G2-1	Description of approach to sustainability oversight	Qualitative	Yes-Disclosed	Qualitative	Sustainability Report 2022
	C-G3	C-G3-1	Description of the materiality assessment process	Qualitative	Yes-Disclosed	Qualitative	Sustainability Report 2022
	C-G4	C-G4-1	Description of sustainability policy and fundamental principles	Qualitative	Yes - Policy in place	Qualitative	Sustainability Policy
	C-G5	C-G5-1	Description of business ethics policy and fundamental principles	Qualitative	Yes - Policy in place	Qualitative	Code of Ethics
	C-G6	C-G6-1	Description of data security policy and fundamental principles	Qualitative	Yes - Policy in place	Qualitative	Information Security Policy and Policy on the Protection of Confidential Information
	A-G1	A-G1-1	Business model	Qualitative	Yes-Disclosed	Qualitative	ThPA S.A. website: Presentation to Analysts and Organizational Structure
	A-G2	A-G2-1	Total amount of monetary losses as a result of business ethics violations	Quantitative	0	Euros (€)	

ESG Classif.	2022 ID	2022 Sub - ID	Metric	Type	Value	Unit	References
Governance	A-G3	A-G3-1	ESG targets - Short-term targets associated with strategic ESG objectives	Qualitative	Yes-Disclosed	Qualitative	Sustainability Report 2022
		A-G3-2	ESG targets - Medium-term targets associated with strategic ESG objectives	Qualitative	Yes-Disclosed	Qualitative	Sustainability Report 2022
		A-G3-3	ESG targets - Long-term targets associated with strategic ESG objectives	Qualitative	Yes-Disclosed	Qualitative	Sustainability Report 2022
	A-G4	A-G4-1	Percentage of executive's variable pay	Quantitative	15.42	Percentage (%)	HR Division Data 2022
	A-G5	A-G5-1	External assurance	Qualitative	Yes - Certain metrics have been externally assured	Qualitative	ISO 9001:2015, ISO 14001:2015, ISO 45001:2018, ISO 50001:2018, ISO 14064:2018, ISO 37001:2016, ISO 27001:2013, ISO 22301:2019, ThPA S.A. Website, Certified Accountants' Reports

* C-S2-1 indicator has been calculated based on average number of employees for the year 2022. More specifically the calculation method is derived directly from ATHEX ESG Reporting guide (2022), by dividing the total number of women throughout the organisation with the average total number of employees (male and female) throughout the organisation and multiplying the result by 100. The percentage differs slightly from the one in [page 25](#) which is calculated based on 31.12 workforce numbers in full consistency with all rest HR data, and based on GRI Standards requirements.

GRI Content Index

GRI 1: Foundation	
GRI 1: Foundation statement of use	The information provided in this Report reflects the activities of ThPA S.A. as of 31 December 2022. The Report is prepared in accordance with the Global Reporting Initiative (GRI) Standards.
GRI 1 used	GRI 1: Foundation 2022
Applicable GRI Sector Standard(s)	No applicable GRI Sector Standard

GRI 2: General Disclosures 2021		
GRI Standards	Disclosure	Reference
1. The organization and its reporting practices		
2-1	Organizational details	https://www.thpa.gr/el/ Company Profile p. 10 About the Report p. 144
2-2	Entities included in the organization's sustainability reporting	pp. 62-66
2-3	Reporting period, frequency and contact point	p. 144
2-4	Restatements of information	No restatements of information have been made from previous reporting periods.

GRI 2: General Disclosures 2021		
GRI Standards	Disclosure	Reference
2-5	External assurance	p. 145
2. Activities and workers		
2-6	Activities, value chain and other business relationships	pp. 18, 124-125
2-7	Employees	pp. 85-99
2-8	Workers who are not employees	pp. 60-61
3. Governance		
2-9	Governance structure and composition	p. 129
2-10	Nomination and selection of the highest governance body	p. 130
2-11	Chair of the highest governance body	p. 129
2-12	Role of the highest governance body in overseeing the management of impacts	p. 129
2-13	Delegation of responsibility for managing impacts	p. 129
2-14	Role of the highest governance body in sustainability reporting	pp. 36, 129
2-15	Conflicts of interest	p. 132
2-16	Communication of critical concerns	p. 132
2-17	Collective knowledge of the highest governance body	pp. 121-141

GRI 2: General Disclosures 2021		
GRI Standards	Disclosure	Reference
2-18	Evaluation of the performance of the highest governance body	Annual Financial Report 2022
2-19	Remuneration policies	p. 130
2-20	Process to determine remuneration	p. 130
2-21	Annual total compensation ratio	Annual Financial Report 2022
4. Strategy, policies and practices		
2-22	Statement on sustainable development strategy	pp. 18-19
2-23	Policy commitments	pp. 137-139
2-24	Embedding policy commitments	pp. 137-139
2-25	Processes to remediate negative impacts	pp. 140-141
2-26	Mechanisms for seeking advice and raising concerns	pp. 137-139
2-27	Compliance with laws and regulations	pp. 60-61, 140-141
2-28	Membership associations	pp. 63-66
5. Stakeholder engagement		
2-29	Approach to stakeholder engagement	pp. 30-31
2-30	Collective bargaining agreements	Collective bargaining agreement available for all office and dockworker employees

GRI 3: Material Topics 2021		
GRI Standards	Disclosure	Reference
GRI 3: Material Topics 2021	3-1 Process to determine material topics	pp. 32-33
	3-2 List of material topics	p. 34
	3-3 Management of material topics	pp. 34-35
Energy Efficiency, Climate Change and Air Quality		
GRI 3: Material Topics 2021	3-3 Management of material topic	pp. 34-35, 72-77
GRI 302: Energy 2016	302-1 Energy consumption within the organization	pp. 72-75
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	p. 77
	305-2 Energy indirect (Scope 2) GHG emissions	p. 77
	305-4 GHG emissions intensity	p. 77
Port Waste Management		
GRI 3: Material Topics 2021	3-3 Management of material topic	pp. 34-35, 80-83
GRI 306: Effluents and Waste 2016	306-2 Waste by type and disposal method	ThPA S.A. has developed a waste database, named Digital Waste Registry. The registry records the type and quantity of waste produced, as well as its disposal method, according to the collector's statement.
	306-4 Waste diverted from disposal	80-83



GRI 3: Material Topics 2021		
GRI Standards	Disclosure	Reference
Efficient Management of water resources and ecosystem protection		
GRI 3: Material Topics 2021	3-3 Management of material topic	pp. 34-35, 78-79
GRI 303: Water and Effluents 2018	303-5 Water consumption	p. 78
Health, Safety and employee wellbeing		
GRI 3: Material Topics 2021	3-3 Management of material topic	pp. 34-35, 101-108
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	pp. 103-104
	403-5 Worker training on occupational health and safety	pp. 106-107
	403-6 Promotion of worker health	p. 102
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	p. 104
	403-9 Work-related injuries	p. 108

GRI 3: Material Topics 2021		
GRI Standards	Disclosure	Reference
Employee Development and talent management		
GRI 3: Material Topics 2021	3-3 Management of material topic	pp. 34-35, 85-99
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	pp. 88-89
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employee	p. 91
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	p. 95
	404-2 Programs for upgrading employee skills and transition assistance programs	pp. 85-99
Equity, Diversity and Inclusion		
GRI 3: Material Topics 2021	3-3 Management of material topic	pp. 34-35, 90
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	pp. 25, 29
Stakeholder engagement and client building		
GRI 3: Material Topics 2021	3-3 Management of material topic	pp. 30-31, 34-35
ThPA S.A. Indicator	Stakeholder communication channels	pp. 162

GRI 3: Material Topics 2021		
GRI Standards	Disclosure	Reference
Port accessibility and security		
GRI 3: Material Topics 2021	3-3 Management of material topic	pp. 34-35, 58, 136
ThPA S.A. Indicator	Number of breaches	p. 27
Quality, Innovation, and sustainable service design		
GRI 3: Material Topics 2021	3-3 Management of material topic	pp. 16-17, 34-35, 58
ThPA S.A. Indicator	Management Systems and Policies	pp. 58, 137-139
Digitization and automation (Smart Port Strategy)		
GRI 3: Material Topics 2021	3-3 Management of material topic	pp. 34-35, 56-57
ThPA S.A. Indicator	Number of ICT services of the port that are offered	p. 56
City- Port Integration		
GRI 3: Material Topics 2021	3-3 Management of material topic	pp. 34-35, 46-59, 111-119
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	p. 52
ThPA S.A. Indicator	Societal Integration initiatives	pp. 114-119

GRI 3: Material Topics 2021		
GRI Standards	Disclosure	Reference
Crisis, Reputation and Risk Management		
GRI 3: Material Topics 2021	3-3 Management of material topic	pp. 34-35, 136-141
ThPA S.A. Indicator	Business Continuity MS	p. 136
Corporate Governance and Business Ethics		
GRI 3: Material Topics 2021	3-3 Management of material topic	pp. 28, 34-35, 40-41, 121-141
GRI 205 Anti-Corruption 2016	205-3 Confirmed incidents of corruption and actions taken	During the reference year (2022), there was no incident of corruption
Economic Growth and Business Expansion		
GRI 3: Material Topics 2021	3-3 Management of material topic	pp. 10-29, 34-35
GRI 201 Economic Performance 2016	201-1 Direct economic value generated and distributed	pp. 28-29

Communication channels with our stakeholders

Stakeholder Group	Communication Channels	Interests & Expectations	ThPA S.A. Response
EMPLOYEES Daily communication	<ul style="list-style-type: none"> Reporting & Dialogue Channels Forums Working Groups Fact-Finding Interviews Intranet Press Releases Employee Surveys Social Media 	<ul style="list-style-type: none"> Occupational Health & Safety Training & Development Equal Opportunities Internal Dialogue Compensation/Benefit Schemes Diversity & Inclusion Protection of Human Rights 	<ul style="list-style-type: none"> Continuous Training on Health and Safety Issues Health Programs Talent Evaluation and Enhancement Regulatory Compliance Code of Ethics Travel Guidelines Diversity Policy Occupational Health & Safety Policy & System ThPA S.A. Recruitment Policy
SHAREHOLDERS AND INVESTORS Annually and when necessary	<ul style="list-style-type: none"> General Meeting Annual & Financial Report Corporate Website Press Releases Participation in Investment Forums Presentations Communication Platform 	<ul style="list-style-type: none"> Financial Performance Corporate Governance Transparency Regulatory Compliance Sustainability Performance Fair Business Practices ESG Ratings External Sustainability Report Assurance 	<ul style="list-style-type: none"> Annual Report KPIs Monitoring Business Continuity Annual Audit Plan Sustainability Report

Stakeholder Group	Communication Channels	Interests & Expectations	ThPA S.A. Response
CUSTOMERS, SHIPPING AND TERMINAL OPERATORS Daily communication	<ul style="list-style-type: none"> Complaint Procedures Corporate Website Working Groups Survey Newsletters 	<ul style="list-style-type: none"> Customer Satisfaction Innovation Fair Business Practices Data Privacy & Security Products/Services Safety & Quality Sustainable Products/Services 	<ul style="list-style-type: none"> Grievance Mechanisms ISO 27001 Information Security Processes Total Quality and Business Excellence Systems Research & Development Processes Audits
PORT COMMUNITY Frequent communication	<ul style="list-style-type: none"> Corporate Website Press Releases Port Community Meetings Social Media 	<ul style="list-style-type: none"> Occupational Health & Safety Emergency Preparedness Transparency 	<ul style="list-style-type: none"> Occupational Health & Safety Policy & System Emergency Response Plan Enlarged Members of the Port Community on an Initiative of ThPA S.A.
MEDIA Frequent communication	<ul style="list-style-type: none"> Corporate Website (Press Releases, Announcements) Networking Events Briefing Meetings Social Media Direct Communication (Email, Telephone) 	<ul style="list-style-type: none"> Sustainability Performance Actions/Initiatives Open Dialogue Awareness on ESG Issues 	<ul style="list-style-type: none"> Sustainability Report ThPA S.A. Initiatives to Tackle and Combat the Spread of Covid-19 Donations/Sponsorships
SUPPLIERS, CONTRACTORS AND STRATEGIC PARTNERS Weekly communication and when necessary	<ul style="list-style-type: none"> Meetings Corporate Website Social Media Inspections Direct Communication Working Groups 	<ul style="list-style-type: none"> Business Ethics & Compliance Fair Business Practices Data Privacy & Security Transparency 	<ul style="list-style-type: none"> Code of Conduct for Suppliers Annual Audit Plan Information Security Processes Total Quality and Business Excellence Systems

Stakeholder Group	Communication Channels	Interests & Expectations	ThPA S.A. Response
PASSENGERS Frequent communication	<ul style="list-style-type: none"> Corporate Website Social Media 	<ul style="list-style-type: none"> Occupational Health & Safety Emergency Preparedness 	<ul style="list-style-type: none"> Occupational Health & Safety Policy & System Emergency Response Plan Complaint Form
FINANCIAL INSTITUTIONS AND CREDITORS Semiannual communication and when necessary	<ul style="list-style-type: none"> Direct Communication Financial Statements 	<ul style="list-style-type: none"> Better Financial Performance Transparency Fulfilment of Financial Liabilities 	<ul style="list-style-type: none"> Annual Report KPIs Monitoring Annual Audit Plan
REGULATORY BODIES, MINISTRIES AND PORT AUTHORITIES Annual communication and when necessary	<ul style="list-style-type: none"> Dedicated Meetings Financial Results Periodic Reviews 	<ul style="list-style-type: none"> Fair Business Practices Transparency Regulatory Compliance 	<ul style="list-style-type: none"> Annual Report KPIs Monitoring Annual Audit Plan
MARITIME SECTOR ASSOCIATIONS Frequent communication	<ul style="list-style-type: none"> Corporate Website Business Events Dedicated Meetings Social Media Press Releases 	<ul style="list-style-type: none"> Fair Business Practices Transparency Regulatory Compliance 	<ul style="list-style-type: none"> Annual Report KPIs Monitoring Annual Audit Plan Sustainability Report

Stakeholder Group	Communication Channels	Interests & Expectations	ThPA S.A. Response
NGOs AND CIVIL SOCIETY Frequent communication and when necessary	<ul style="list-style-type: none"> Corporate Website Social Media Participation In Events Sustainability Report Sponsorships Meetings With Local Bodies 	<ul style="list-style-type: none"> Transparency Actions/Initiatives Open Dialogue Awareness on ESG Issues 	<ul style="list-style-type: none"> Annual Report Annual Audit Plan Sustainability Report ThPA S.A. Initiatives To Tackle And Combat The Spread Of Covid-19 Donations/Sponsorships Job Vacancies Local Suppliers
RESEARCH INSTITUTIONS AND ACADEMIA Communication when necessary	<ul style="list-style-type: none"> Meetings Events Visits from Universities to the Company Workshops Collaboration in Projects Internships Sponsorships 	<ul style="list-style-type: none"> Training & Development Sponsorships Employment Strengthening Through Internships Research Programs 	<ul style="list-style-type: none"> Career Opportunities ThPA S.A. initiatives Donations/Sponsorships MoUs Collaborations Internships
PORTS AND TERMINALS Communication when necessary	<ul style="list-style-type: none"> Corporate Website Collaboration in Projects 	<ul style="list-style-type: none"> Fair Business Practices Transparency Financial Performance Regulatory Compliance 	<ul style="list-style-type: none"> Annual Report KPIs monitoring Business Continuity Annual Audit Plan Sustainability Report



Pier No 1, Port of Thessaloniki | P.C.: 54625 | Thessaloniki, Greece
T: +30 2310 593 118 | F: +30 2310 510 500 | E: secretariat@thpa.gr