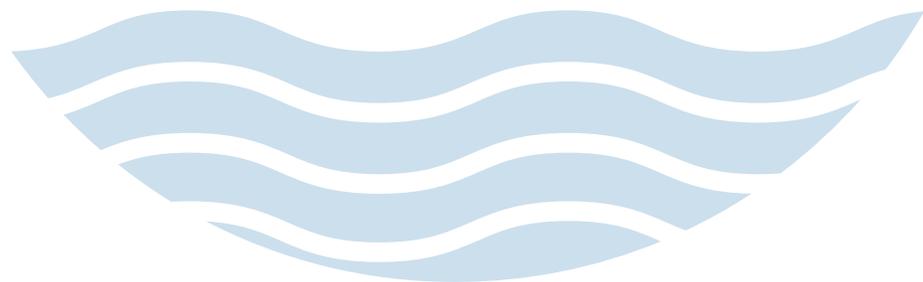




SUSTAINABILITY REPORT
2023





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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Message from the Executive Chairman of the BoD

We are pleased to present the Sustainability Report of ThPA S.A. for 2023, which reflects our commitment to the goals we have set in environmental, social, and corporate governance issues (ESG).

Its contents have been shaped through a thorough analysis of material issues, aligned with the Company's Sustainability Strategy across all aspects of its operations and services. In this way, we systematically monitor our sustainability progress, incorporate appropriate practices, and undertake initiatives with a view to creating value for all stakeholders of the Port of Thessaloniki.

One of the most important developments in 2023 was the inclusion of ThPA S.A. in the Athens Stock Exchange Sustainability Index (ATHEX ESG), highlighting our strategy for sustainable development. This inclusion supports and reinforces our continuous progress toward achieving our goals, with a focus on environmental protection, creating social added value, and ensuring transparency and accountability in our corporate practices.

Our human resources are the foundation for achieving our objectives and advancing our sustainable development. In 2023, ThPA S.A.

expanded its human resources, offering new opportunities for growth and development. Through training programs and the corporate culture re-engineering program “Innovating Together”, we further develop our personal and professional skills in an environment of cooperation and equality.

In 2023, ThPA S.A. organized for the first time an Underwater Sea Cleaning action at Pier 1 of the port, in cooperation with stakeholders and specialized companies, and with the participation of high school students from Thessaloniki.



“ThPA S.A. operates with business ethics, responsibility, and reliability, steadfastly pursuing social and economic prosperity in balance with sustainable development.”

The action offered unique experiential knowledge and highlighted the importance of protecting the marine environment to ensure a greener future for the planet.

As we evolve, we are setting high ESG standards that shape a holistic approach to addressing the essential issues of stakeholders in a way that creates added value for the port and society. We recognize that the Port of Thessaloniki, as a Gateway of Growth and Opportunities for the broader Southeast European region, remains

at the forefront of sustainable development of the wider port community. ThPA S.A. operates with business ethics, responsibility, and reliability, steadfastly pursuing social and economic prosperity in balance with sustainable development.

Executive Chairman
of the BoD
Athanasios Liagkos

Corporate Profile



2023 In a nutshell

€ 32.6 mil.
EBITDA

€ 85.8 mil.
Revenue

€ 9.15 mil.
CapEx

27,888 MWh
Energy Consumption

8,858 tCO₂e
Scope 1&2 GHG emissions

357,168 m³
Water Consumption

1,525
Ship Visits

68
Cruise Ship Visits

55
Trains

1,455 tn
Waste Management

520,048
Containers (TEU)

7,362,408 tn
Cargo

16.5%
Women in the Workforce

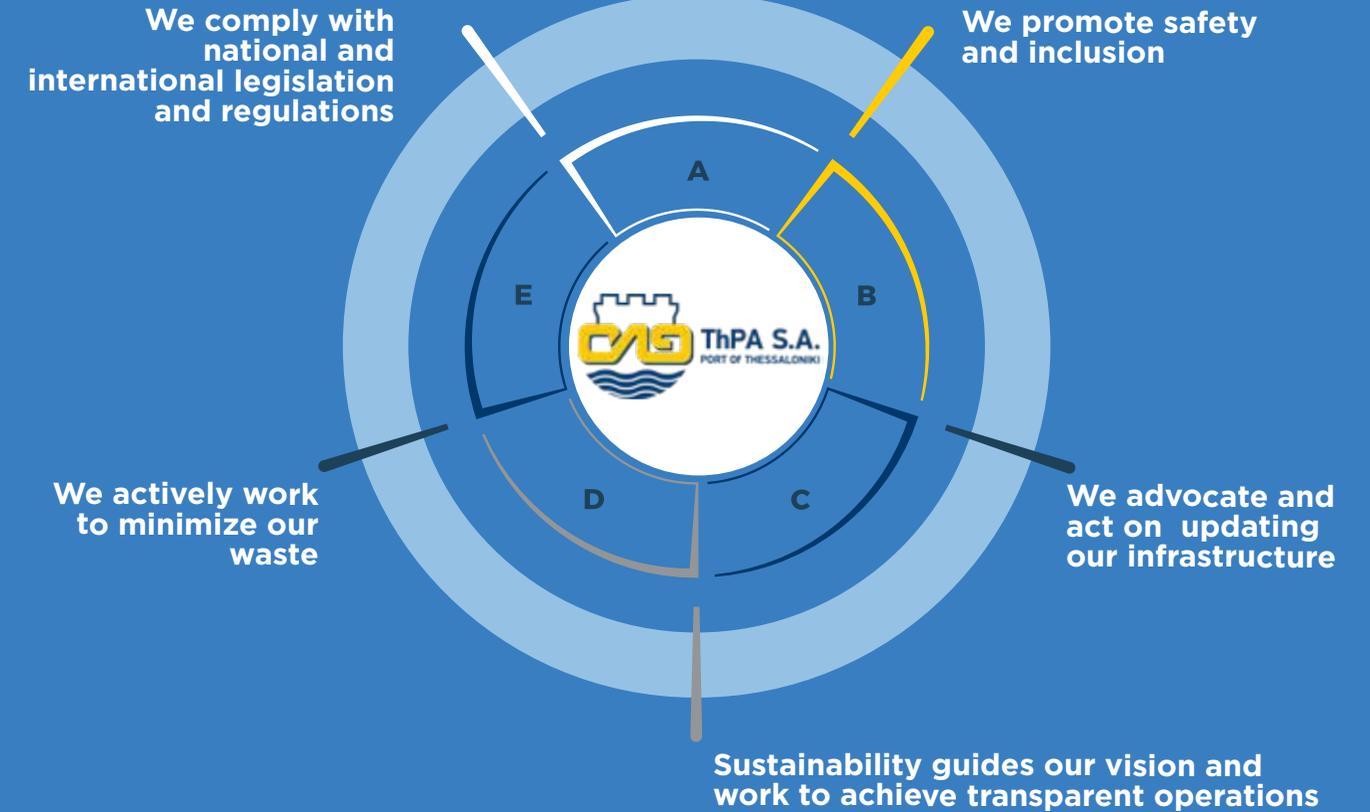
Our Identity

ThPA S.A. aspires to be more than a port, to be the multi-gateway intermodal network and logistics solutions provider for the Balkans and the broader South-east, Central and Eastern European region, strategically located in Northern Greece close to the major Trans-European motorway and railway networks with direct access to the Southeastern European countries. 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).

Port of Thessaloniki is the largest Conventional Cargo Transit Port of Greece and one of the leading ports in the Eastern Mediterranean.

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.

In 2021, ThPA S.A. achieved homeport status for the cruise sector, becoming a port for embarkation and/or disembarkation of passengers onboard cruise ships, significantly contributing to the development of tourism in Northern Greece. The Port also has ferry connections with the islands of the Northeast Aegean, the Cyclades, and the Sporades Islands (Skiathos, Skopelos and Alonissos). ThPA S.A. promotes and enhances economic growth locally, nationally and internationally, focuses on the pillars of business, innovation, sustainability and society with direct access to more than 70 million consumers. ThPA S.A. is the gateway to growth and opportunities.





Intermodal
Transport Investments

Efficient Conventional
Port Operations

Security for
Cargoes in Transit

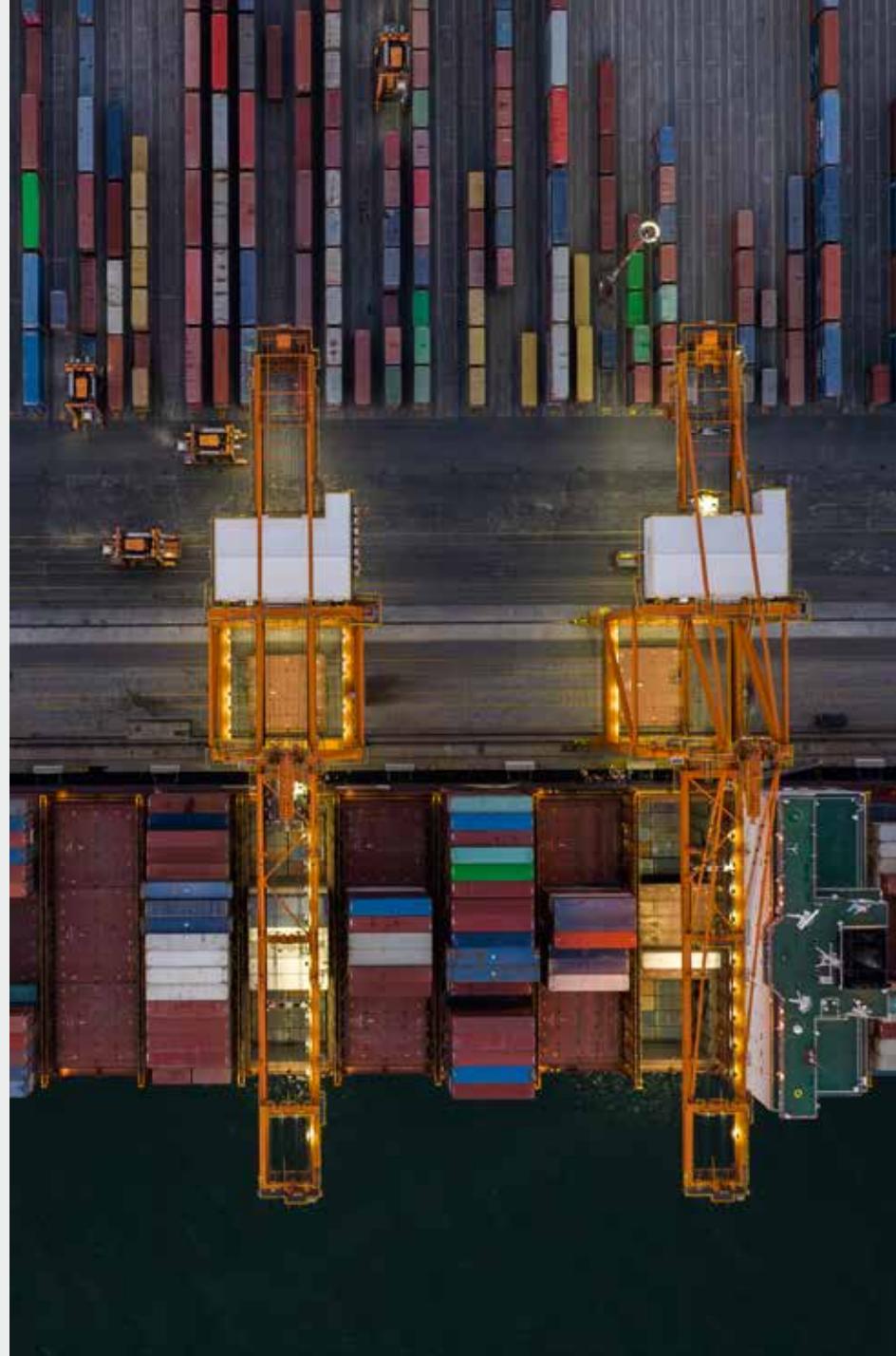
24-Hour Container
Terminal

Leading Transit Port
in Greece

Strategic
Location

Deep-Water Vessel
Accommodation

Free Zone
Facility



ThPA S.A.'s Vision and Mission

The Port of Thessaloniki is strategically located in Northern Greece close to the major Trans-European motorway and railway networks with direct access to the Southeastern European countries, playing a critical role in the economic activity of the wider Southeast, Central, and Eastern European region.

Our 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.

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

Our strategy focuses on developing the connectivity of the Port of Thessaloniki and further expanding 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.

Our commitment to all our stakeholders comprises of the following focus areas that also drive our organizational and sustainability strategy.

- ▶ **Gateway to growth:** We seek and value growth, so we serve as a growth enabler for our partners and the regions we operate on.
- ▶ **Partnership:** We believe in the power of collaboration, and we grow alongside our partners.
- ▶ **Our people:** We encourage open dialogue and recognize the dedication of our team.
- ▶ **Community engagement:** We form an essential part of our city and region and contribute to its prosperity.
- ▶ **Environmental Responsibility:** We strive for a sustainable future and seek to ensure that all our operations, in every aspect of our business activities will progressively eliminate possible negative impact.



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, i.e., until 1944.

1904

The Greek Government passed the founding law for the “Free Zone of the Port of Thessaloniki”, which would take over the management of the largest part of the port, with the main responsibility of loading, unloading and transport activities, with its own means and personnel. However, the new management structure would not be set up due to the outbreak of World War I.

1914

In March 1923, the government established the legal entity named “Commission of the Free Zone of Thessaloniki”. The new organization 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.

1923

1928

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

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.

1930

1953

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

1970

1999

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

ThPA S.A. was listed on the Athens Stock Exchange.

2001

Looking into the Future

Moving forward we envision to progressively integrate sustainable development in the core of our organization ensuring the delivery of an exceptionally safe, resilient and sustainable port, while enhancing our role as the leading logistics solution provider for the Balkans and the broader Southeast, Central, and Eastern European region.

2012

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

2014

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

2018

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

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 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.

A 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.

2022

Arrival of the 2 New Panamax STS Cranes

A new Terminal Operating System (TOS) and a new Track Appointment System (TAS) were installed at the port, significantly improving the efficiency of the Container Terminal

Intermodal Rail Connection between the Port of Thessaloniki and Nis (Serbia)

2023

New Cruise Terminal “Alexander the Great”

Intermodal Rail Connection between the Port of Thessaloniki and Skopje (Republic of North Macedonia)

1st Underwater Cleaning at the Port of Thessaloniki

Inclusion in the ATHEX ESG Index

Highest container throughput ever recorded at the Port (520.048 TEU)

...2051

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

Value Creation in ThPA S.A.

The Port of Thessaloniki is a leader in the sector of international trade and transportation driving the economic growth and development of Northern Greece and the broader region.

We contribute to the upgrading of our regional supply chain 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 of Thessaloniki is a gateway of critical importance, seamlessly connecting local businesses to international markets thanks to its strategic location and the wide variety of services thus enhancing their competitiveness.

At ThPA S.A. we promote local suppliers and create employment opportunities further contributing to the local community’s well-being.

Extroversion and the creation of synergies remain at the core of ThPA S.A.’s strategy highlighting our international orientation and our commitment to creating value for the company itself, as well as for our business and social partners.

In this context, the Company has undertaken numerous initiatives expanding the role of the Port of Thessaloniki as a port of international importance, promoting cross-border trade, enhancing connectivity and contributing to the country’s extroversion.



Environment, Climate, and Energy



WHY

WE PROMOTE ENVIRONMENTAL RESPONSIBILITY

Positive Impacts: ↑ Enhance

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

Negative Impacts: ↓ Manage

- Operational Waste Generation
- Air Pollution from Operations
- Freshwater Consumption and Seawater Pollution
- Impact on Marine Life

HOW

POLICIES & ACTIONS



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

WHAT

KEY ENVIRONMENTAL FOCUSED COMMITMENTS & OUTCOMES



We manage our operational waste

- Reduce and control
- Separate waste streams / diversion from landfill
- Monitor
- Circular economy advocacy

We conserve and monitor resources

- Freshwater use
- Water column monitoring within the harbor

We manage our emissions and improve energy efficiency

- Emissions monitoring
- Optimize Energy consumption

WHAT

OUTCOMES IN NUMBERS



-22.6%
gasoline
consumption



-32.6%
natural gas
consumption



**Climate Risk
Assessment**



63.7%
Total recycling rate



0
significant spills
at port facilities



**Digital Waste
Registry**



WHY

WE CARE FOR OUR PEOPLE AND CREATE TOGETHER WITH OUR PEOPLE

Positive Impacts: ↑ Enhance

- Employee wellbeing
- Professional and personal development
- Economic contribution to the local community job creation, disposable income
- Health and safety - risk minimization efficient operations

Negative Impacts: ↓ Manage

- Potential Work-Life Balance Issues
- Risk of Occupational Hazards
- Adaptation to New Systems (need for upskilling & reskilling)

HOW

POLICIES & ACTIONS



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



WHAT

KEY SOCIAL COMMITMENTS & OUTPUTS



- Health & Safety a priority - zero accidents
- Well-being a central management line
- Regular training on hard and soft skills
- Zero violations on human rights
- Inclusive, diverse and equitable culture
- Strong community ties

WHAT

OUTCOMES IN NUMBERS



16.5%
female employees



28%
of managers are women



7.5%
employee turnover



55
new hires



31%
of new hires under 30



1.6 mil €
investments in Health and Safety



2,692
training hours



2,118
Health and Safety training hours



WHY

OUR GOVERNANCE GUIDES OUR OPERATIONS

Positive Impacts: ↑ Enhance

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

Negative Impacts: ↓ Manage

- 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

HOW

POLICIES & ACTIONS



- Sustainability Policy
- Health and Safety Policy
- Environmental Policy
- Quality Policy
- Information Security Policy
- Policy on the Protection of Confidential Information

WHAT

KEY GOVERNANCE COMMITMENTS - OUTCOMES



- Optimized operations
- Automation and digital systems
- High end services
- ESG integration
- Planning for decarbonization and infrastructure updates
- Maritime safety and security
- Monitoring of cargo
- Hedging against crime

WHAT

OUTCOMES IN NUMBERS



Digital Services

- Terminal Operating Systems (TOS)
- Electronic Data Interchange (EDI) Solutions
- Intermodal e-Services
- Truck Appointment System (TAS)
- Container Terminal Management Information System (C.T.M.I.S.)



+7.7%

Increase in passenger terminal



12.3%

Increase in total container number



0

Security breaches



WHY

OUR GOVERNANCE GUIDES THE SHARED VALUE WE CREATE

Positive Impacts: ↑ 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: ↓ Manage

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

HOW

POLICIES & ACTIONS



- 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



WHAT

A TRANSFORMATION STRATEGY



- Transparency & Accountability
- Business Ethics
- Stakeholder Engagement along value chain
- ESG integration and business value
- Risk management
- Emergency preparedness plan

WHAT

OUTCOMES IN NUMBERS



33%
non-executive
Board members



33%
female Board
members



0
business ethics
violations



180 mil €
mandatory
investments



28.915 mil €
salaries and
benefits costs



22.077 mil €
payments to
government



85.8 mil €
revenue

ThPA S.A.'s Commitment to Sustainable Development

ThPA S.A. remains committed to the global goals for sustainable development and is constantly working to achieve the required transformation in its operations and services. Having embedded ESG into our organizational strategy we are committed to achieving the goals we have set for environmental protection, social wellbeing, and corporate governance. Business growth and positive social impact, through practices, synergies, and initiatives that support the local community, are all progressing through the implementation of our Investment Plan.

In our transformation journey to meet sustainable development goals, we apply and monitor a selection of non-financial inators that cover all operations and enhance transparency and accountability.

Value creation for all stakeholders, action to combat climate change and its impacts, and the adoption of a holistic approach across all strategic focus areas are at the core of our strategy. We have established a roadmap that helps us meet our goals for sustainable development by

conducting internal assessments and constructive dialogue with our stakeholders.

Our initiatives to cultivate an ESG mindset within the company and to incorporate sustainable development principles throughout our value chain are targeted and ongoing.



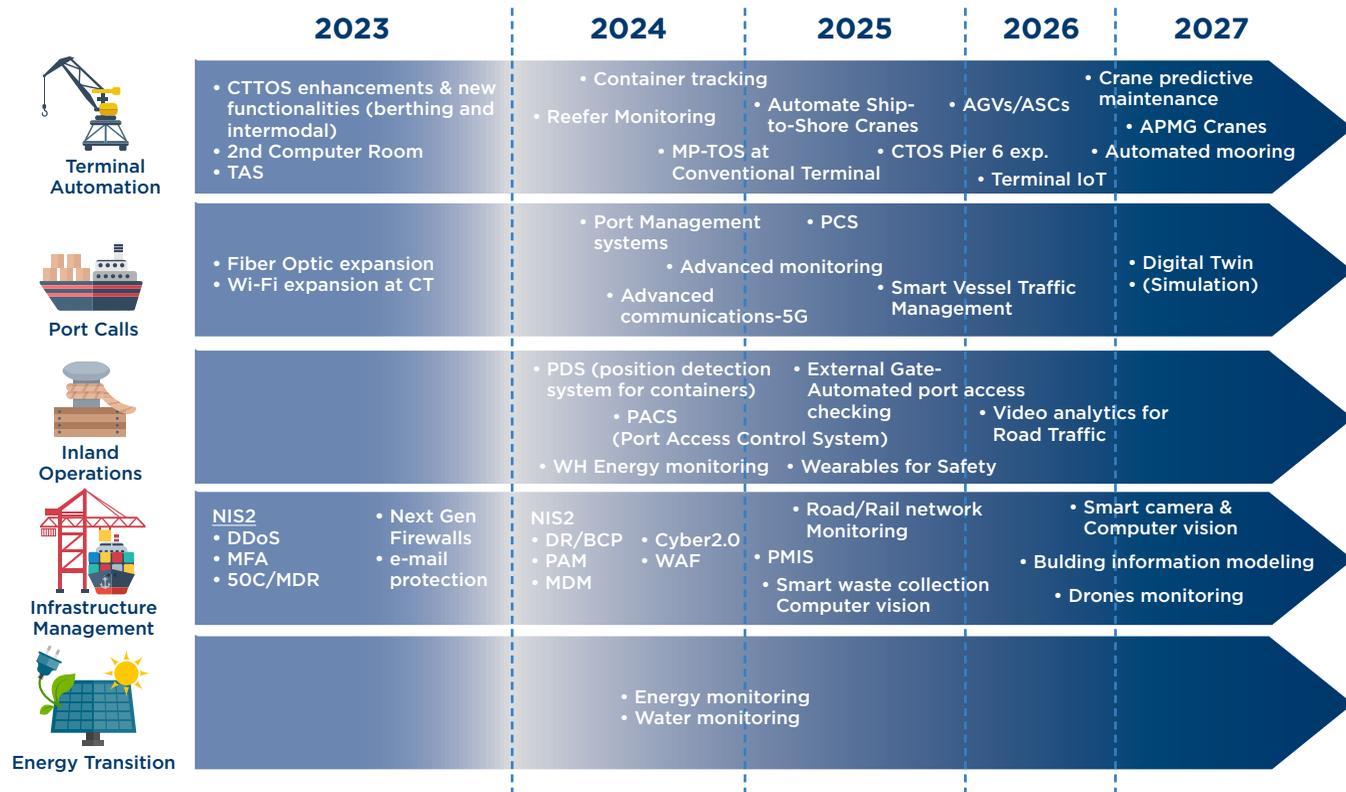
ThPA S.A.'s Sustainability Strategy Highlights

In allocating its resources, the Company prioritizes the above sustainability focus areas and ensures that the investments and efforts are aligned with its commitment to sustainable development and sound corporate practices. By integrating sustainability principles into all our operations, we are setting new standards for the industry in the region



ThPA S.A.'s Evolution as a Leading & Sustainable Port

In 2023, ThPA S.A. proceeded its technological upgrade related to terminal automation, port calls, and infrastructure management. Moreover, it has developed a long-term digital transformation strategy that paves the Company's path to sustainability.



Sustainability governance

To guide our actions and influence our operations, we have set up a comprehensive sustainability policy, that sets the tone for all actions and comprises the following elements:

- Sustainability is of highest importance
- Maps out ESG strategy from energy efficiency and climate action to social engagement and ethical business practices.
- Includes the entire value chain
- Remains responsive to the sector's required transformation to meet global goals.

The policy's extensive guidelines apply across the full spectrum of the Company's operations. In ad-

ditions, it extends to all stakeholders, including employees, shareholders, partners, and the wider maritime community and adheres to international standards and principles, specifically the UN'S Sustainable Development Goals (SDGs).

The Sustainability Policy adapts and evolves following changes in the international sustainability landscape. At ThPA S.A., recognizing that sustainability and business success are inextricably connected, we are dedicated to supporting sustainable practices to create a positive impact for future generations.

Sustainability Committee & Sustainability Team

The existence of a Sustainability Committee is integral to advancing ThPA S.A.'s sustainability journey. The committee reports directly to the Executive Chairman of the BoD and ensures that principles and practices included in the policy are put into practice.

The Sustainability Team is led by the Director of Sustainability and Environmental Strategy and constitutes the operational team of the Sustainability Committee. It is responsible for the day-to-day monitoring of the Sustainability Policy's implementation.

Stakeholder Engagement

An essential part of ThPA S.A.'s ESG approach is the prioritization of communication and open dialogue with our stakeholders, as they are critical to the Company's activities. Stakeholders are defined as all groups affected by our activities and who may influence our decision-making processes to achieve our goals.

We carried out a Stakeholder Engagement Assessment, in compliance with international standards, specifically the AccountAbility AA1000 Stakeholder Engagement Standard. The assessment underlines our dedication to having

our stakeholders actively engaged in identifying and addressing multiple and diverse sustainability issues. Their involvement is greatly valued, as it is essential to the optimization of our performance in these key areas.

Communication with stakeholders is an integral part of our strategy to bolster transparency and trust, as well as to efficiently manage emerging challenges and opportunities, ensuring that our business decisions and activities are aligned with our stakeholders' expectations on 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

Our mission is to evolve, to be resourceful and innovative, to lead, to create value for our people, our shareholders, our partners across the world and our community, in our region and society at large.

Thessaloniki Port Community Meeting

As part of our communication with our stakeholders we have established annual meetings with Thessaloniki Port Users' Council. In 2023, the meeting took place via videoconference, on November 21, chaired by the Executive Chairman of the BoD of ThPA S.A. and with the active participation of the Chief Executive Officer of ThPA S.A. These meetings provide the opportunity for the port community members to share information and engage in meaningful dialogue; to address issues of common interest and initiatives regarding the services the port offers to its users.

In total, 19 representatives from 18 bodies, users, and members of the broader port community attended. Participants were briefed on recent developments concerning ThPA S.A.'s investment plan, operational units, and sustainability related initiatives.

The meeting focused on the connectivity of the Port of Thessaloniki and the expansion of intermodal services. Specifically, the discussion was centered on the immediate need to upgrade the existing railway infrastructure, the growth strategy of ThPA S.A., and the synergies with ports of international importance. Lastly, the growth of the Cruise industry, captured the participants' attention.

Port Community meetings also highlight the importance of open communication between port users and ThPA S.A. Such synergies are imperative to the port's development and competitiveness at an international level, as well as for the upgrade of the supply chains in Southeast, Central, and Eastern Europe.

Materiality Assessment and Target Setting

ThPA S.A. carried out a new analysis and evaluation in 2023 to identify the material topics that shape its ESG strategy. This process includes identifying and

assessing material issues that align with the needs and expectations of stakeholders, while considering the impact of the Company's activities on society,

the environment, and the economy. The ESG strategy and corresponding action plan of ThPA S.A. are based on this assessment, following the Global Re-

porting Initiative (GRI) Standards. The methodology of the materiality assessment involved the following four steps:



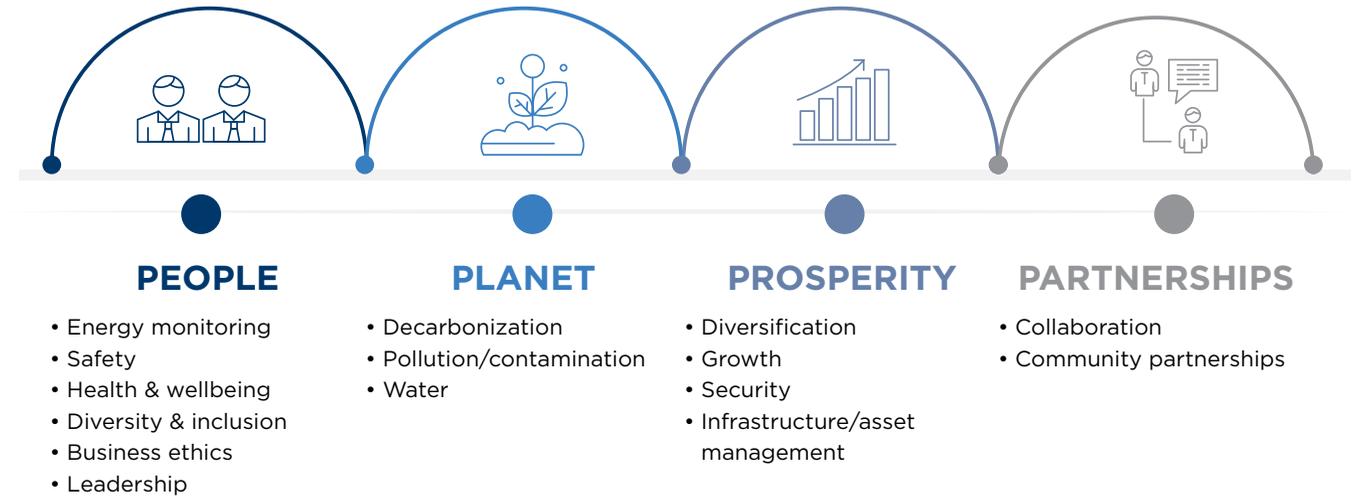
Step 1: Identification

In the initial phase, ThPA S.A. identified the needs and expectations of stakeholders, along with the company's influence on both the internal and external environment. The identification of material topics was guided by factors such as:

- Stakeholders' interests and expectations
- ThPA S.A.'s business model, corporate governance, strategy, policies, ethics, controls, quality

management systems, and key operational indicators (financial and non-financial)

- International standards and frameworks, including GRI Standards, UN Sustainable Development Goals (SDGs), Athex ESG Reporting Guide 2022, and AA1000 2018 and SASB.
- National and European legislation and developments
- Future challenges and priorities in the context of the sector's Sustainable Development



Step 2: Prioritization

In the prioritization phase, a workshop was conducted with the Management Committee and Board members to evaluate and prioritize the material issues. The process utilized sector analysis and industry standards, including SASB and MSCI frameworks, to ensure a comprehensive approach. During this workshop, 15 key issues were chosen.

Step 3: Validation

The third step involved engaging stakeholders through an online survey, distributed to all stakeholder groups to gather their perspectives on the significance of ThPA S.A.'s material issues. Both internal and external stakeholders evaluated 15 material issues, which were then prioritized

based on their impact on stakeholders, the economy, society, and the environment. Consequently, a selection of material topics was finalized and ranked in the materiality matrix, which is presented later in the report. These material topics are further explored and analyzed in subsequent chapters.

Step 4: Approval by the Sustainability Committee

The final phase of the process was the approval of the material topics by the Sustainability Committee, ensuring alignment with relevant GRI Standards and the UN Sustainable Development Goals (SDGs), emphasizing ThPA S.A.'s commitment to sustainable development.

Materiality Matrix

ThPA S.A. Materiality Matrix



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.

Material topics	SDGs
ENVIRONMENT	
Energy management and GHG emissions	6 CLEAN WATER AND SANITATION, 7 AFFORDABLE AND CLEAN ENERGY, 12 RESPONSIBLE CONSUMPTION AND PRODUCTION, 13 CLIMATE ACTION, 14 LIFE BELOW WATER
Waste management	6 CLEAN WATER AND SANITATION, 12 RESPONSIBLE CONSUMPTION AND PRODUCTION, 14 LIFE BELOW WATER
Air quality	7 AFFORDABLE AND CLEAN ENERGY, 13 CLIMATE ACTION
Sea water quality	6 CLEAN WATER AND SANITATION, 14 LIFE BELOW WATER
SOCIAL	
Port infrastructure development	3 GOOD HEALTH AND WELL BEING, 4 QUALITY EDUCATION, 5 GENDER EQUALITY, 8 DECENT WORK AND ECONOMIC GROWTH
Port security	3 GOOD HEALTH AND WELL BEING, 5 GENDER EQUALITY, 8 DECENT WORK AND ECONOMIC GROWTH
Occupational health, safety and wellbeing	3 GOOD HEALTH AND WELL BEING, 5 GENDER EQUALITY, 8 DECENT WORK AND ECONOMIC GROWTH
Engagement with the community	9 INDUSTRY INNOVATION AND INFRASTRUCTURE, 10 REDUCED INEQUALITIES, 11 SUSTAINABLE CITIES AND COMMUNITIES, 12 RESPONSIBLE CONSUMPTION AND PRODUCTION
Digitization / smart ports	9 INDUSTRY INNOVATION AND INFRASTRUCTURE, 10 REDUCED INEQUALITIES, 11 SUSTAINABLE CITIES AND COMMUNITIES, 12 RESPONSIBLE CONSUMPTION AND PRODUCTION
Talent attraction and retention	3 GOOD HEALTH AND WELL BEING, 4 QUALITY EDUCATION, 5 GENDER EQUALITY, 8 DECENT WORK AND ECONOMIC GROWTH
Supply chain management and sustainable procurement	9 INDUSTRY INNOVATION AND INFRASTRUCTURE, 10 REDUCED INEQUALITIES, 11 SUSTAINABLE CITIES AND COMMUNITIES, 12 RESPONSIBLE CONSUMPTION AND PRODUCTION
Training and development	3 GOOD HEALTH AND WELL BEING, 4 QUALITY EDUCATION, 5 GENDER EQUALITY, 8 DECENT WORK AND ECONOMIC GROWTH
GOVERNANCE	
Transparency	16 PEACE, JUSTICE AND STRONG INSTITUTIONS, 17 PARTNERSHIPS FOR THE GOALS
Business ethics	16 PEACE, JUSTICE AND STRONG INSTITUTIONS, 17 PARTNERSHIPS FOR THE GOALS
Risk management	16 PEACE, JUSTICE AND STRONG INSTITUTIONS, 17 PARTNERSHIPS FOR THE GOALS

Our targets and objectives

ThPA S.A.'s role is central to maritime trade and transportation in the Southeast, Central, and Eastern European region. The port of Thessaloniki is the main gateway to the Balkans and connects global shipping routes, facilitating international commerce and economic growth in the region. A comprehensive list of ThPA S.A.'s targets and goals are listed in the below

table. All are fully aligned with the 4 strategic focus areas of ThPA S.A, namely:

- Environment, Climate and Energy
- Smart and Digital Port
- Business Ethics & Value Creation
- Social Engagement

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, CO2, NOx and SO2 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
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
		Digitalization
Increase customer satisfaction by offering innovative services		
Continuously 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		

ESG	Focus Area	Target and objectives
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 Maintain an overall ethos of integrity which manifests in Company activities Enhance the Company's communication channels with its stakeholders and promote open dialogue

ESG	Focus Area	Target and objectives
GOVERNANCE		Business Ethics 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 Greek Economy and support the country's extroversion

Strategic Partnerships and Collaborations

ThPA S.A. continuously looks to identify and develop strategic partnerships and synergies with industry leaders, which are focused on mutual growth, the expansion of trade routes, and the improvement of intermodal transport services. Through these collaborations, ThPA S.A. aspires to reinforce its key position in the maritime sector.

New Cooperation with Port of Gdańsk, Poland

ThPA S.A. welcomed a new cooperation with the Port of Gdańsk Authority S.A., the operator of the port of Gdańsk in Poland. This collaboration establishes the framework for research and exchange of best practices, in a win - win manner for initiatives and projects related to the development of a transport corridor between the two ports. The cooperation strengthens the link between Greece and Poland as members of the Three Seas geostrategic initiative, focusing, inter alia, on transportation along the North-South axis of Eastern Europe.

New Cooperation Agreement with Ashdod Port Company Ltd.

The pioneering cooperation with Ashdod Port Company Ltd., the national port of Israel, focuses on innovation, with particular emphasis on the areas of cybersecurity and operational efficiency. Both parties will undertake joint sustainability initiatives, concerning the broader port and maritime transport sector. The agreement provides for the joint implementation of networking activities, the participation in international projects, and the exchange of knowledge and best practices, enabling ThPA S.A. to test innovative technologies and ideas through Ashdod port's maritime technology hub.

The signing of the agreement between ThPA S.A. and Ashdod Port Company Ltd. establishes a strong regional cooperation between two of the most important ports of the wider Mediterranean region, further strengthening the bilateral relations between Greece and Israel.



Memberships

ThPA S.A. actively participates in and collaborates with multiple organizations, to closely follow the latest trends and insights in the sector. The Company fosters strong, mutually beneficial relationships with strategic partners and the broader community, aspiring to create added value for its stakeholders and to further its positive impact.



European Sea ports Organisation (ESPO)

ESPO is a unique knowledge network for European port authorities. It facilitates best practices dissemination, experiences and insights among ports. For ThPA S.A., ESPO is a valuable partner given its role in the exchange of “green” practices in the port industry.



ECOPORTS network

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



Association of Mediterranean Cruise Ports (MedCruise)

ThPA S.A. is member of the Board of Directors of MedCruise, an association with the 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.



CLIA

CLIA is the world's largest cruise industry trade association, providing a unified voice and leading authority of the global cruise community. On behalf of its members, affiliates, and partners, the organization supports policies and practices that foster a secure, healthy, and sustainable cruise ship environment, promoting positive travel experiences for the more than 30 million passengers who have cruised annually. The CLIA community includes the world's most prestigious ocean, river, and specialty cruise lines; a highly trained and certified travel agent community; and widespread industry stakeholders, including ports & destinations, ship development, suppliers, and business services. CLIA represents 95% of the world's ocean-going cruise capacity, as well as 54,000 travel agents, and 15,000 of the largest travel agencies in the world.



HELMEPA

HELMEPA is the Hellenic Marine Environment Protection Association; the pioneering voluntary commitment of Greek seafarers and ship owners to safeguard the seas from ship-generated pollution, undertaken in Piraeus, on June 4, 1982.

Additional memberships

In addition to the above initiatives, ThPA S.A. is also a member of and actively involved in the following Entities and Chambers:

- Hellenic-American Chamber of Commerce
- 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



Awards and Recognition

For ThPA S.A., the recognition of its efforts is essential to the continuation of its journey towards sustainability. The Company seeks to improve its services and infrastructure, to bolster its economic growth and to create added value for the local community.



ICAP True Leaders

In 2023, for the 7th consecutive year, ThPA S.A. was distinguished as a "True Leader 2022" by ICAP CRIF, for being ranked among the top 500 most profitable and largest companies for 2022, consolidating its commitment to business growth and social added value.

Destination 365 days Greece

In January 2023, in recognition of its valuable contribution to the enhancement of the Greek tourism product, ThPA S.A. received an honorary distinction by the Ministry of Tourism during the "Destination 365 days Greece".



Gold Award at the IoT Awards 2023

ThPA S.A. has implemented Cisco's advanced IoT technology known as "Ultra-Reliable Wireless Backhaul" to optimize operational efficiency in shipping and cargo handling processes. In acknowledgment of their exceptional collaboration on this project, Cisco Hellas and ThPA S.A. were honored with the Gold Award at the IoT Awards 2023.





Infrastructure & Services

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE

11 SUSTAINABLE CITIES AND COMMUNITIES

12 RESPONSIBLE CONSUMPTION AND PRODUCTION

SUSTAINABLE DEVELOPMENT GOALS

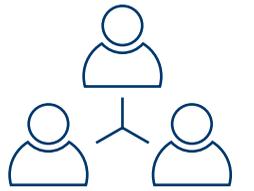
“We are committed to providing high-quality services to our partners and local community, reinforcing interconnection between cities, countries, and communities, as well as promoting sustainability through our facilities, transformation systems, tools and practices we have adopted.”

Container Terminal



24 hours a day
361 days a year

Supply Chain



91%
local suppliers

Pioneering Multimodal Transport and Supply Chain Solutions

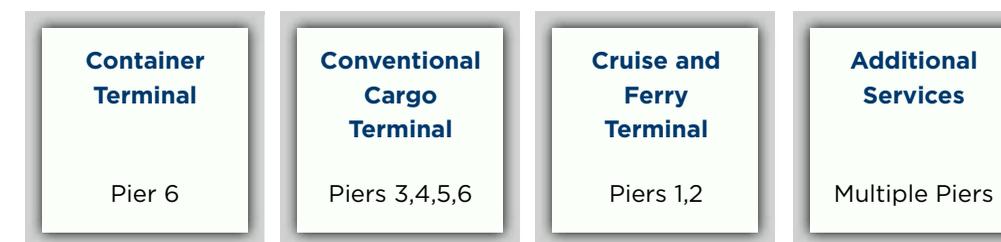
ThPA S.A. has carefully and strategically designed its business structure to bolster its vision as the multi-gateway intermodal network and logistics solutions provider for the Balkans and the broader Southeast, Central and Eastern European region. Through this structure, the Company aspires to develop and offer high-quality solutions that improve connectivity and meet the expectations of the most demanding global markets and customers.

The Port is organized into six main business units:



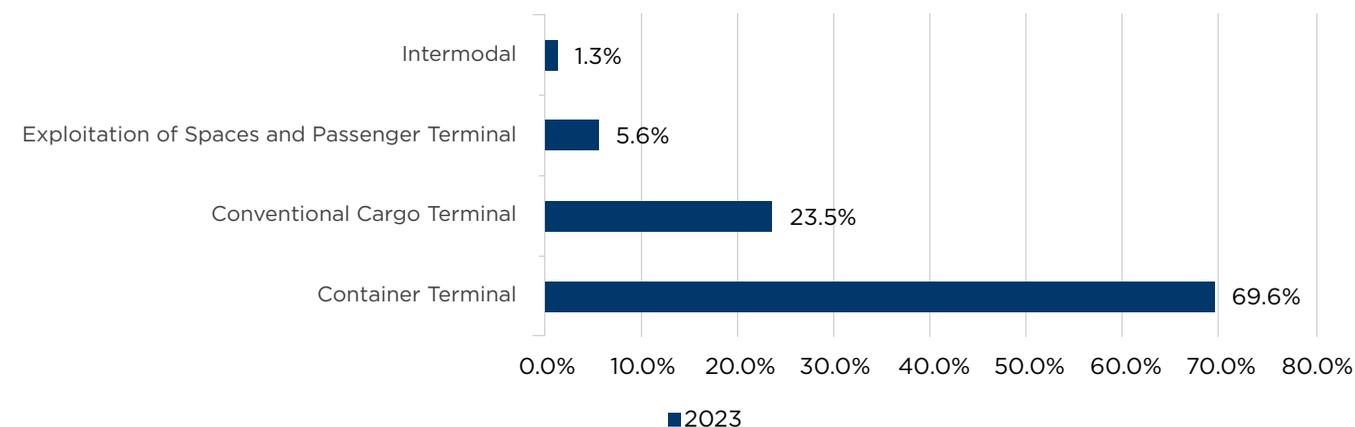
As a key interconnection gateway, the Port delivers top-tier services to its partners, including Shipping Companies, Agents, Customs Brokers, Transit and Transport Companies, ensuring added value for all stakeholders.

ThPA S.A. manages substantial infrastructure, encompassing a total area of 1,550,000 square meters, categorized to the following business segments:



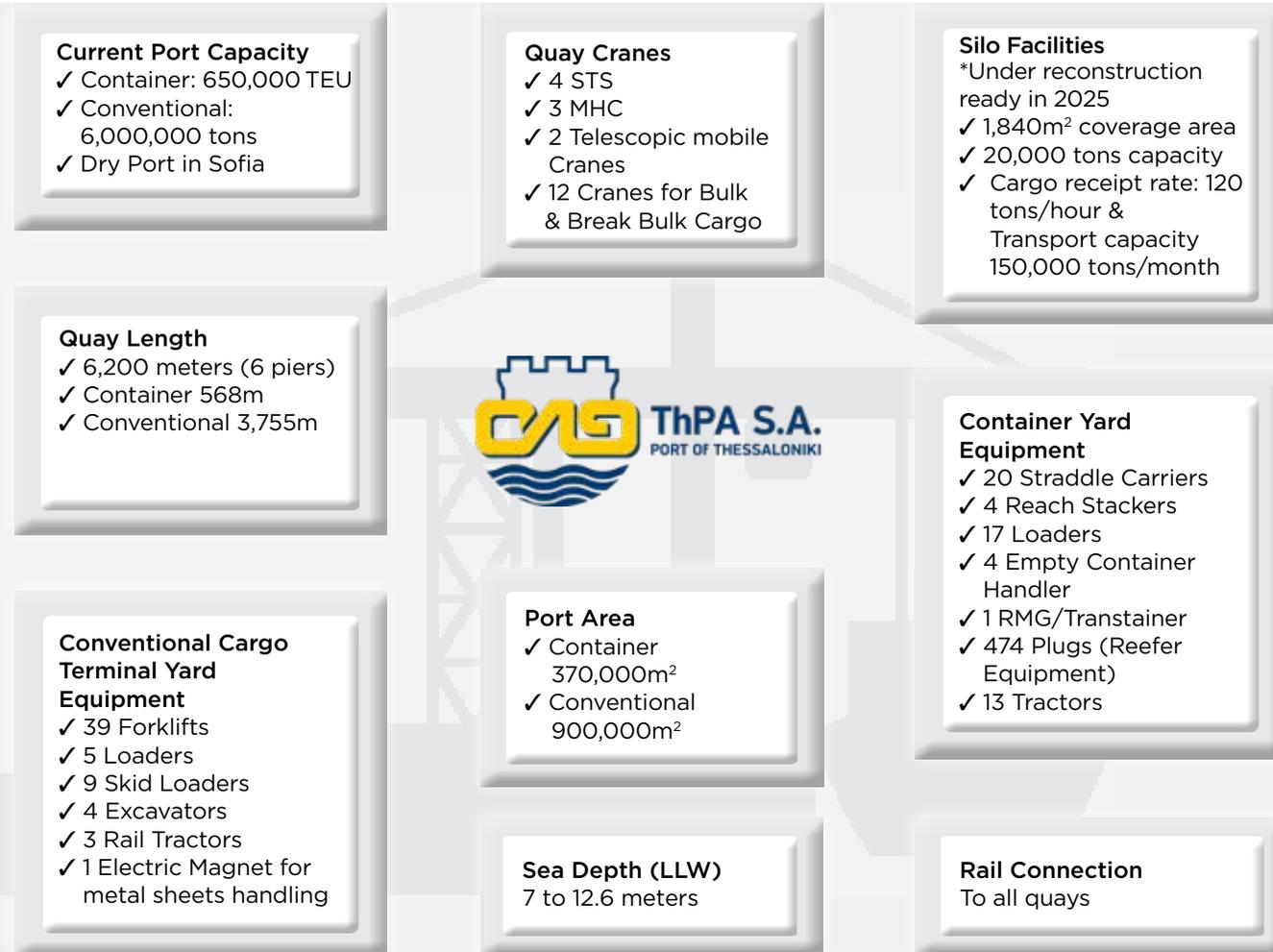
ThPA S.A. Operational Segment Analysis 2023

Operational segment analysis



Port Characteristics & Equipment

To ensure its high-quality services, ThPA S.A. has been constantly developing its infrastructure. By examining the Port's key features and equipment, it becomes evident how these facilities and tools contribute to its efficiency and capacity. The port facilities comprise the following characteristics and equipment.

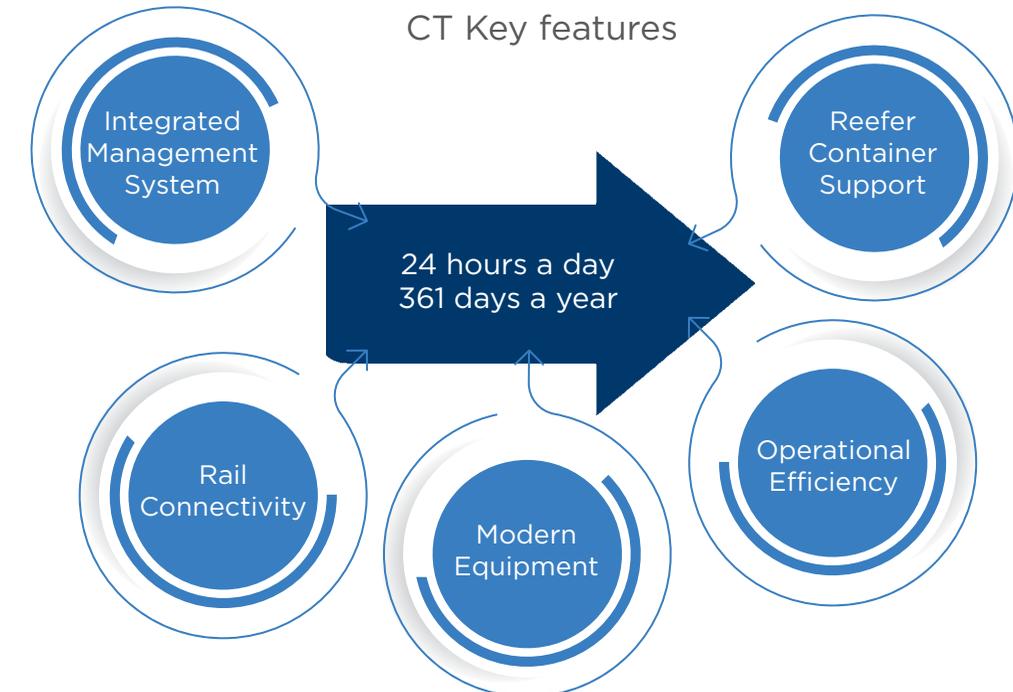


Infrastructure and Services

The Port of Thessaloniki is a designated port of International Interest (Government Gazette B'/202/16.2.07) and belongs to the Core Network of the Trans-European Transport Network (TEN-T). Utilizing its advantageous, strategic location, the Port, with its commercial activity and leisure, invigorates the local area and reinforces its role in the broader European transport landscape.

Container Handling

ThPA S.A. provides a high-standard, integrated system of container handling services, which focuses on speed and reliability, elements crucial for its partners. The Container Terminal (CT) is located on the western part of Pier 6 and operates in an effective and efficient manner.



Conventional Cargo Handling

The Port of Thessaloniki's Conventional Cargo Terminal (CCT) spans nearly 1,000,000 m² and is equipped with quays extending to about 4,000 meters in length and up to 12 meters in depth. Handling of a diverse range of cargoes with specialized equipment and ample storage facilities, the Terminal reflects ThPA S.A.'s commitment to efficient cargo handling services. A large part of the terminal is located within the Free Zone, facilitating transit movements efficiently.

CCT Key features



Project Cargo Handling

Handling project cargo remains an integral part of our specialized services, managing cargo that surpasses conventional container dimensions. Such cargo may 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. This service is available at both the Container Terminal and the Conventional Cargo Terminal.



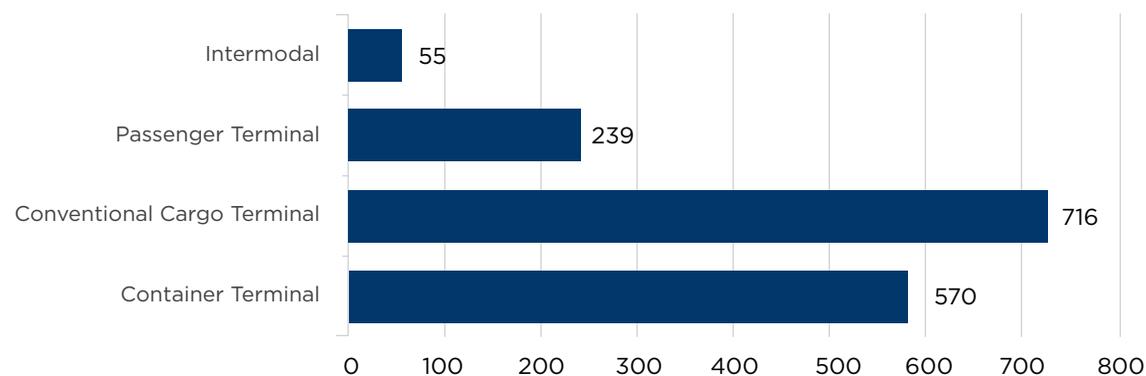
Intermodal Rail Services

ThPA S.A. offers high quality, cost-efficient intermodal rail services which meet the market needs for modern, efficient, and environmentally friendly and scalable solutions. The direct rail connections provided between the Port of Thessaloniki and Sofia in Bulgaria, as well as Niš in Serbia, create new growth opportunities.

To offer reliable solutions for door-to-door transportation service from Thessaloniki to the markets of Bulgaria and Serbia, we have partnered with leading transport providers, connecting the container and cargo to the final delivery point.

We also provide last mile solutions, monitoring shipments in real time, while informing our partners promptly on progress and completion times.

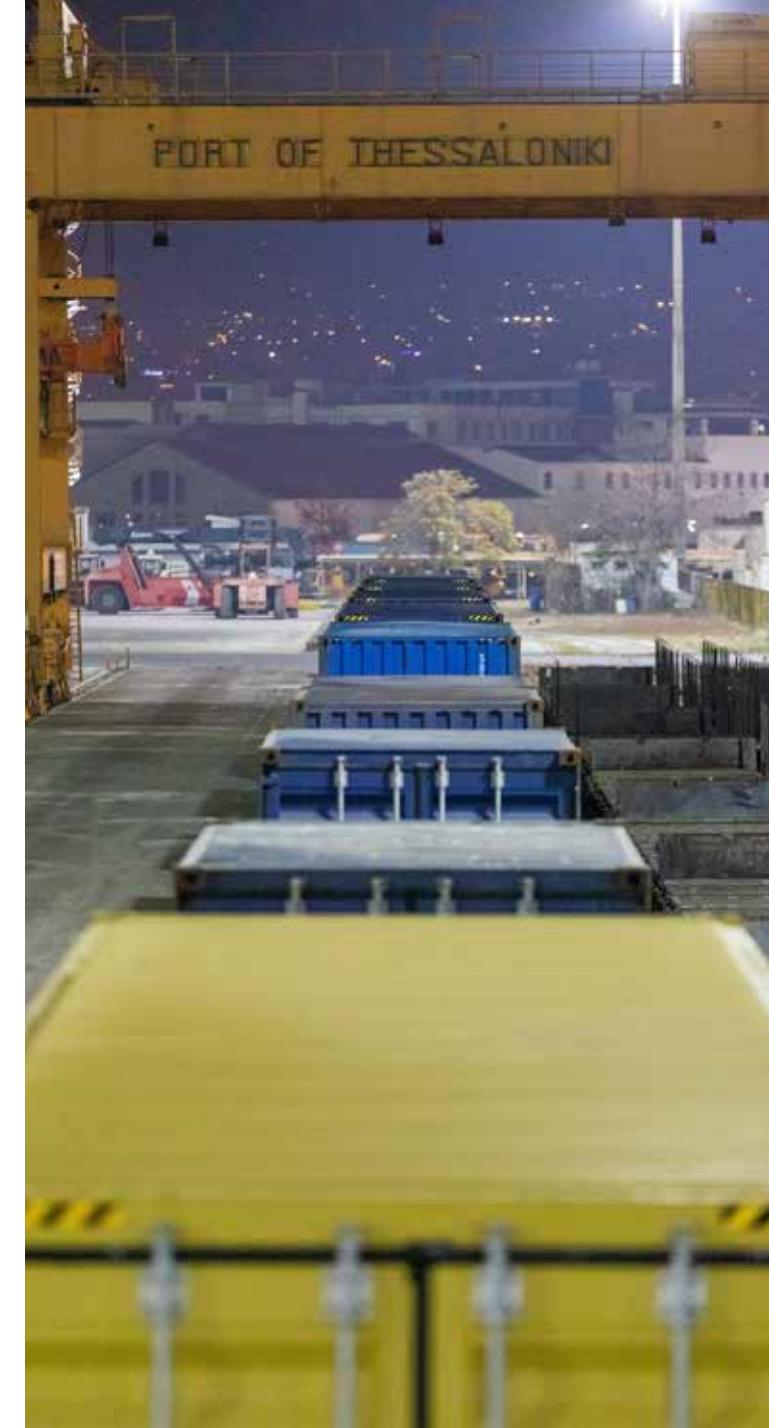
Marine and Intermodal Traffic 2023



In September 2023, ThPA S.A. launched a new container block-train service between Thessaloniki and Skopje, the capital of the Republic of North Macedonia, on the one-year anniversary of the railway connection between Thessaloniki and Niš, in Serbia. This strategic expansion strengthens our presence in the intermodal services field, offering customers a reliable, efficient, and environmentally friendly transport option, while further developing the Port's connectivity with the countries of the broader Balkan and Southeast European region.

Temporary Customs Storage Services at Sofia and Niš

Temporary Cargo Storage services are also available at Dry Ports in Sofia, Bulgaria, and Niš, Serbia. Such complete "Off docking" services create added value for customers offering a wide range of cargo handling services, i.e. the handling of cargo for import and export and cargo 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. This allows import and export companies to reduce transport costs and extend their cargo service by means of temporary storage beyond Sofia and Niš Dry Port and Port Terminals.



Logistics and Real Estate

Storage services are offered both inside and outside the Free Zone with interconnection capability in an efficient and reliable manner. This contributes to the wider region's supply chain improvement and creates valuable opportunities for development.

Moreover, the facilities provide indoor and outdoor areas for port and non-port activities.

Event Spaces

ThPA S.A. offers indoor and outdoor spaces (inside and outside Pier No 1) for the development of social and cultural activities, strengthening the Port-City relationship.

Parking Areas

The port successfully operates two modern outdoor car parking areas with a total capacity of 595 spaces near the commercial center, the Courthouse and other busy meeting points of the city. The existence of these parking areas relieves the city from parking congestion, offering flexibility, safety, accessibility to residents, visitors and transit travelers.

Cruise & Ferry

Cruise and ferry operations are of utmost importance to the development of the tourism industry in Northern Greece.

The Port of Thessaloniki achieved homeport status in 2021, providing passenger embarkation and/or disembarkation simplifying access for the residents of the city and neighboring countries. This is further enhanced by the renovated International Airport "Makedonia", which is directly connected to more than 15 domestic and 70 international destinations. Travellers can now literally step from a domestic or an international flight directly to a cruise ship or a ferry and resume their travel further.

Today more than ever, Thessaloniki and the broader region offer cruise visitors unique and unforgettable cultural, historical, archeological and gastronomic experiences. The 2023 cruise season at the Port of Thessaloniki concluded with 68 arrivals, almost half of which were homeporting arrivals, representing an increase of approximately 12% compared to 2022. The Port of Thessaloniki has ferry connections to the Northeast Aegean Islands, the Cyclades and the Sporades Islands. The "Makedonia" Passenger Terminal is located only 500 meters from the city center, operates 24-hours a day, 7 days a week and offers passengers high quality services addressing all modern needs.

ThPA S.A. alongside the Thessaloniki Tourism Organization the University of Piraeus and the University of Aegean are conducting a study on the Assessment of the Social and Economic Impact of the Cruise industry for the city and the wider Metropolitan Area of Thessaloniki. Specifically, according to the preliminary conclusions of the study presented during the Posidonia Sea Tourism Forum (PSTF) in April 2023 held in Thessaloniki, 90.1% of passengers state that after their visit they are extremely likely to recommend Thessaloniki as a tourist destination.

The results of the study will contribute to strengthening the Port's cruise activity and to make the destination more attractive for cruise companies and passengers.

- 
- ✓ Interconnected storage services inside and outside the Free Zone
 - ✓ Sheltered Storage Spaces inside and outside the Free Zone
 - ✓ Storage Spaces within the Free Zone
 - ✓ Storage Areas outside the Free Zone
 - ✓ Open Sheds of 12,000 m²
 - ✓ Outdoor Storage Spaces of 500,000 m²
 - ✓ Grain silo with a capacity of 20,000 tons

Investments in Infrastructure for Long-Term Value

The Port's infrastructure upgrade is extremely important for the city of Thessaloniki, it increases international collaboration in Southeast Europe, and significantly improves the development prospects in the wider region. ThPA S.A. has launched infrastructure projects which are crucial for both the port and the economic growth of the community. These long-term investments foster economic development and ensure environmental and social advantages. By aligning its investments with sustainable development, harmonizing economic achievements with environmental care and community well-being, ThPA S.A. contributes to a resilient and prosperous future.

On 4 June 2023, the Port of Thessaloniki welcomed for the first time the simultaneous arrival of two cruise ships, in two different passenger terminals, as the 2nd Passenger Terminal, in a renovated building at Pier 2, commenced operations. The new cruise terminal became fully operational in July 2023. It is fully equipped and operates with the current and new Schengen

entry-exit system requirements, in accordance with EU Directive 2017/2226.

The inauguration ceremony of the new Cruise Terminal, named "Alexander the Great", took place in November 2023 by the Minister of Maritime Affairs and Insular Policy, Christos Stylianiades and the Executive Chairman of the BoD of ThPA S.A., Thanos Liagkos and the presence of multiple representatives of the government, local authorities, the business sector, organizations, media, etc. It constitutes a major invest-



ment, as it significantly expands the presence of the Port in the cruise sector, substantially upgrades the touristic product of the city, the broader region, and the country as a whole. The creation of the new terminal underlines ThPA S.A.'s commitment to be a gateway to growth and opportunities for all.

ThPA S.A. implements a multi-level investment plan, with a view to the developmental role of the Port of Thessaloniki. The expansion of Pier 6 plays a leading role in the implementation of the investment plan of the Company. The expansion of Pier 6 is to substantially upgrade the international position of the Port of Thessaloniki, providing the possibility of directly serving Ultra Large Container Vessels with a capacity of up to 24,000 TEU. Overall, the capacity and commercial activity of the port will be significantly increased and its leading role in the country's interna-

tional outlook will be further strengthened. The implementation and completion of the project contributes substantially to economic and social development with various and multiplier benefits on a local and national level.



Excellence in Maritime Services

ThPA S.A. focuses on quality management and customer satisfaction. This dedication to high quality is demonstrated by implementing the ISO 9001:2015 standard.

The ISO 9001 certification guides all processes, ensuring that ThPA S.A.'s services meet and exceed customer expectations, responding effectively to the requirements of the maritime sector. The Company's Quality Policy is the cornerstone of its operational ethos and includes stringent procedures for continuous monitoring and quality improvement which ensure that each and every service adheres to the highest industry standards. Commitment to quality is incorporated in all Management Systems, reflecting ThPA S.A.'s dedication for excellence. All systems in place ensure that the Company both complies with and sets new quality benchmarks in the maritime industry.

ThPA S.A. with the main objective of providing reliable, modern and competitive services maintains the following certifications:

- ▶ **ISO 37001:2016**, for anti-bribery management system.
- ▶ **ISO 50001:2018**, for energy management system.
- ▶ **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 business continuity, plans and processes.
- ▶ **ISO 27001:2013**, for information security management systems applied to the container and conventional (bulk) cargo terminal information system.
- ▶ **Authorized Economic Operator (AEO) License**, for Security and Safety (AEOS), a license for economic operators who meet specific strict criteria, recognizing them as secure and safe business partners in the international supply chain.



Research and development

ThPA S.A. EU R&D projects collectively enhance its Environmental, Social, and Governance performance by addressing critical areas of sustainability and social responsibility, through the integration of relevant practices. HECTOR aligned with the EU's strategic priorities for public space protection, contributes to the social and governance pillars, focusing on strengthening the resilience of tourism infrastructure, through collaboration between public and private stakeholders, ensuring safer environments for communities and economies that depend on tourism. POSEIDON supports environmental sustainability by advancing the use of synthetic methanol (e-methanol) to decarbonize the shipping sector, contributing to a cleaner, more sustainable future for maritime transport. By fostering local value chains and integrating community input, it also underscores social responsibility and inclusive innovation. Lastly, the INTERNET OF CONTAINERS project leverages IoT technologies to improve container management efficiency in ports, reducing operational disruptions and optimizing time-sensitive processes. This contributes to governance through enhanced supply chain transparency and environmental

sustainability by mitigating emissions from inefficient logistical practices. These projects assist in creating a more sustainable, socially responsible, and well-governed approach to tourism, shipping, and logistics, by promoting cleaner operations, safer societies, and better governance in the sectors they impact.

HECTOR project aims to develop a comprehensive strategy for protecting tourism infrastructure across Europe by fostering collaboration between the public and private sectors. It brings together the expertise of diverse stakeholders, including law enforcement agencies, municipalities, academia, and tourism operators, to create a unified approach that addresses the specific security needs of the tourism industry. Aligned with the EU's strategic priorities for safeguarding public spaces, the project will leverage existing EU tools, methods, and recommendations to ensure an effective and coordinated response to potential threats. By integrating specialized knowledge from various sectors, HECTOR enhances the resilience of tourism infrastructure, ensuring the safety and security of both tourists and local communities that depend on tourism.

POSEIDON project is focused on advancing the decarbonization of the shipping sector through the use of synthetic methanol (e-methanol) as a sustainable fuel alternative. Through close collaboration with local stakeholders, POSEIDON will gather critical insights to ensure the successful adoption of e-methanol. Comprehensive assessments, covering technical, economic, environmental, and social aspects, will quantify the benefits and highlight optimization opportunities for future deployment. To further support widespread adoption, the project will develop roadmaps and replication tools to assess the feasibility of e-methanol across European ports. By sharing its findings with the scientific community and raising public awareness, POSEIDON will drive innovation and promote the use of synthetic fuels as a cleaner solution for shipping, positioning it as a key enabler of sustainable maritime transport.

The INTERNET OF CONTAINERS project focuses on applying Internet of Things

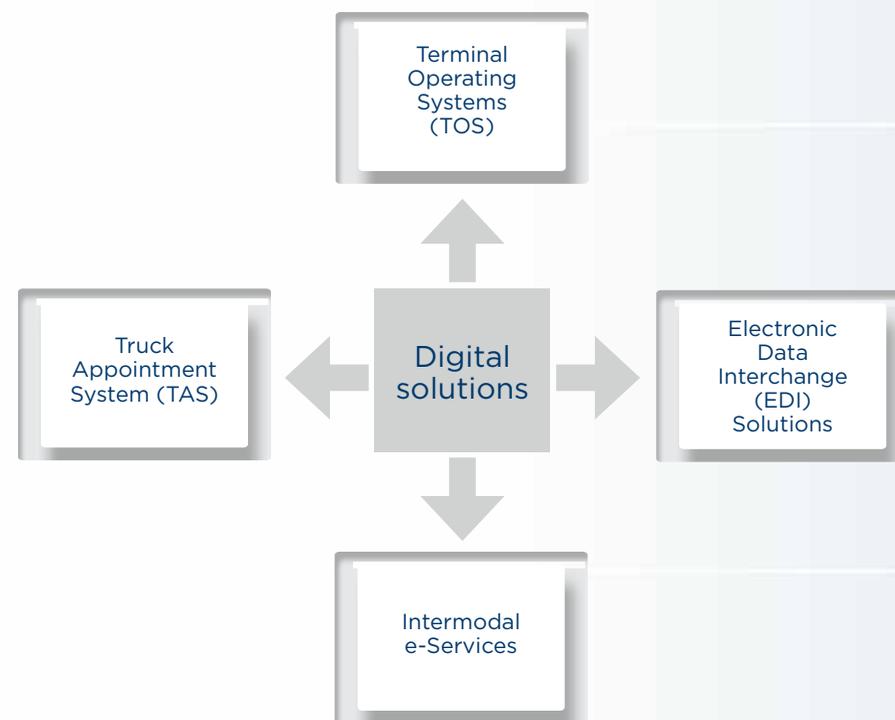
(IoT) technologies to optimize container handling operations at the Port of Thessaloniki. By identifying, modeling, and documenting the procedures involved in container management, the project aims to achieve "Intelligent Visibility," enabling real-time monitoring of disrupting events along the critical path of a container's journey. This enhanced visibility allows for proactive mitigation of potential issues, ensuring smoother operations. By prioritizing Operations time as a key metric, the project will help port operators deploy more efficient strategies, reducing delays and optimizing the overall flow of containers. This technological innovation not only enhances operational efficiency but also strengthens the reliability and transparency of supply chain processes in port logistics.

Through such innovative projects, ThPA S.A. strives to optimize operational capabilities and solidify its leading position in applying technological solutions to practical logistics and transportation challenges.



Digital Solutions

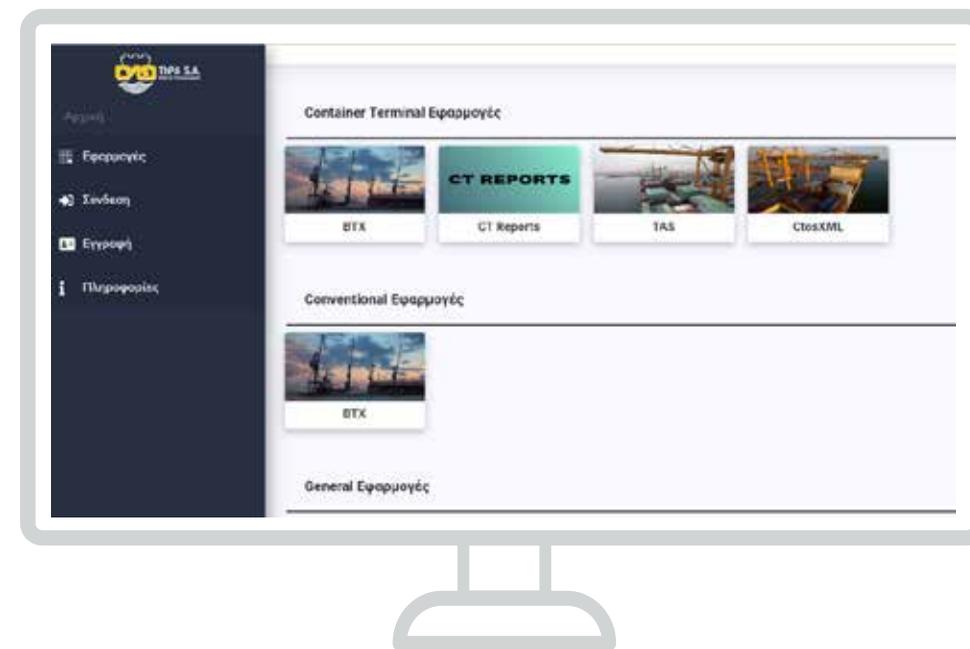
The port of Thessaloniki is undergoing transformation into a “smart port” by leveraging modern digital solutions, automation systems and Internet of Things initiatives. ThPA S.A.’s objective is to provide integrated electronic services, to achieve more effective resources, projects, and cross sectoral collaboration, to reduce bureaucracy, and to optimize container handling management.



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

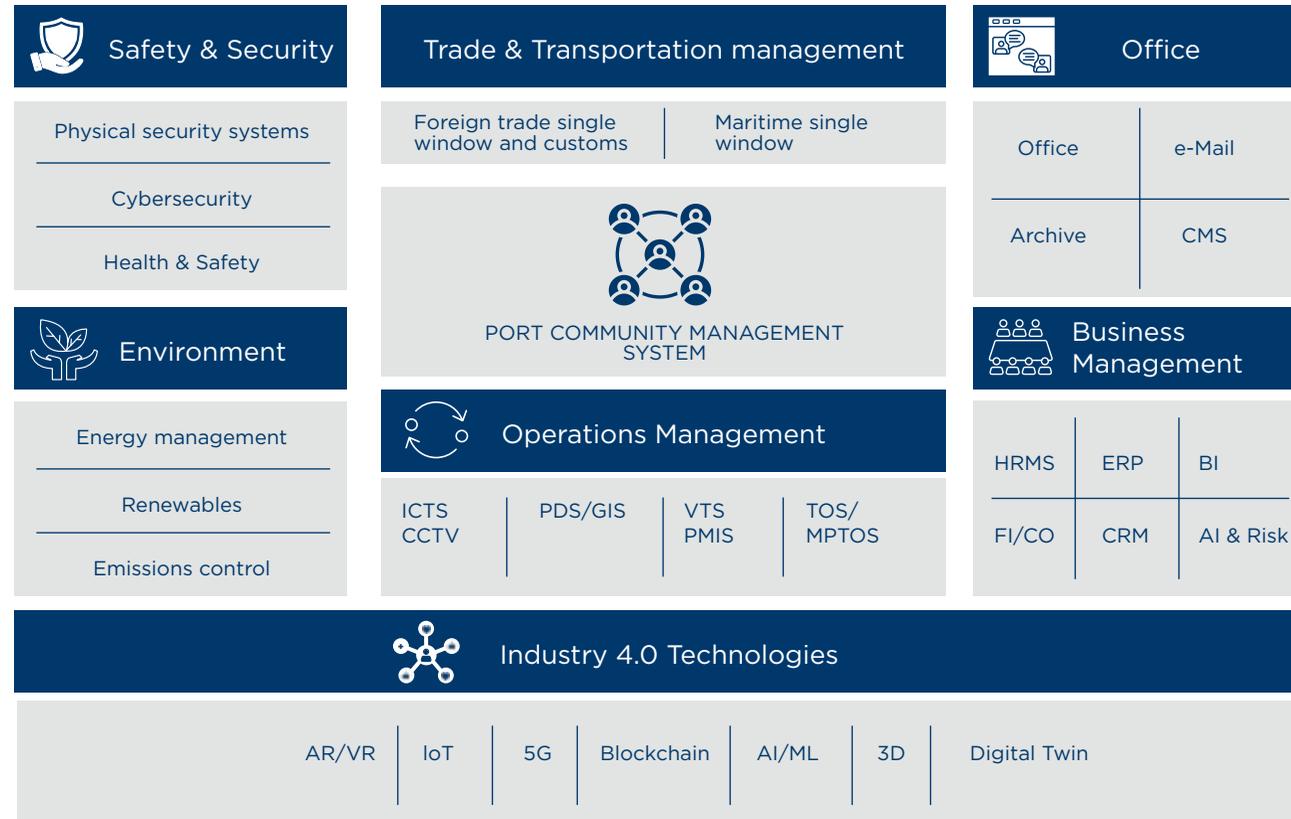
ThPA S.A. utilizes the Container Terminal Management Information System (C.T.M.I.S), a platform designed to streamline and enhance container management processes. Such advanced systems enhance operational efficiency, improve data accuracy, and offer users a smooth and friendly experience.

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



ICT & Digital Transformation

ThPA S.A. is implementing a comprehensive digital management system with intelligent, fit-for-purpose, easy to use and access, and continually improving services, maintaining reliable, winning investment for its stakeholders.



ThPA S.A. has also established an Information and Communications Technology Department (ICT) and a Digital Transformation Department, which evaluate options, determine suitable actions, and design solutions to ensure stronger, more integrated, resilient, and flexible seaport and logistics services. The guiding principles governing the above Departments decisions and actions are presented below.

Guiding Principle	Statement of Intent
Company Value	Maximize the long-term benefits to the company from all applied solutions.
Build-To-Share	Leverage existing solutions for applications and infrastructure over procuring or building new digital or data solutions.
Minimal Footprint	Explore hosted, as-a-service solutions where possible over on-premises or other service models & solutions.
Simplicity	Choose the simplest viable products and solutions and aim to reduce operational complexity of the business.
Reuse-Buy-Build	Maximize the reuse of existing assets. If reuse is not possible, procure efficiently. If procurement is not viable, build solutions adopting low code/ configuration over code and customization.
Managed Data	Manage data as an asset in compliance with a data governance model.

Guiding Principle	Statement of Intent
Technical Diversity	Control the diversity of technology (utilize standard platforms, hardware, applications), while holding fast to simplicity and fit-for-purpose principles.
Managed Security	Maintain and further enhance the highest standards in cyber-security, reinforced by strong privacy and security protections, particularly as threats and targets rapidly evolve and shift.
Innovation	Seek innovative technology solutions to maximize benefits. Innovation aligned to goals and objectives.
Stakeholder Centric	Engage with and deliver an appropriate, high-quality, transparent experience to all customers & stakeholders.
Digital by Design	Prioritize digital solutions, looking to automate and digitalize where feasible and appropriate.
Right Source	Utilize the most appropriate service delivery possible models, including leveraging proven 'best-in-class' external advisors and service providers to complement internal skills & capacity. Invest in & develop our people.
Cloud First	Adopt a cloud first stance for new solutions.
Green ICT	Adopt a lead by example approach, seeking to minimize carbon footprint.

Cyber Security Resilience in ThPA S.A.

Cybersecurity is a crucial part of ThPA S.A.'s operation and organization, to address digital risks (cyber-, insider, and third-party threats). The Company strives to implement all necessary measures to protect, and to detect abnormalities on the ICT landscape in a timely manner to respond back and recover. The strategy and 2023 initiatives and investments fully align with and comply with the recent Network and Information Systems (NIS) directives.

ThPA S.A.'s approach to digital security focuses on the following areas:

- » **Data Governance & Privacy:** The Company diligently designs and implements controls to ensure the auditing and protection of corporate and personal data, with an emphasis on data classification, retention, processing, encryption, etc.
- » **Business Continuity:** Through Digital Transformation, a large portion of business continuity risk is transferred to the digital ecosystem, which needs to be adequately protected and constantly monitored for suspicious and/or malicious behavior that may compromise or even hijack business operations.
- » **Resilience:** Measures must be introduced into the Digital Transformation process, to ensure that new systems are properly maintained, managed, and configured, accounting for the Company's specific needs and characteristics, while seamlessly integrated into the digital ecosystem, to not adversely impact it.
- » **Compliance Risk:** The introduction of new systems, technologies or processes as part of the Digital Transformation process introduces new legal or regulatory compliance responsibilities. To ensure compliance such responsibilities are defined and appropriate measures are incorporated into business operations and data lifecycle policies.

Through Integrated Solutions and a coherent security infrastructure, ThPA S.A.'s target is a secure, reliable, adaptable, and scalable digital ecosystem, while considering weaknesses and strengths and achieving risk mitigation goals.

ThPA S.A. is
ISO 27001:2013
certified



ThPA S.A.'s Cyber Security Resilience Status



ThPA S.A. participated in the 9th ShipIT Conference, a one-day strategic event organized by BOUSSIAS and AMMITEC, to promote the efficiencies created within logistics by digitalizing the logistic sector and its value chain.



Customer Satisfaction

Customer Satisfaction is at the center of ThPA S.A.'s quality approach. In its pursuit of excellence, the Company uses on going communication channels with its customers, via emails, its website and customer satisfaction surveys, so as to notify claims, requests and complaints and measure satisfaction levels for its services.

Customer Satisfaction Survey

An annual Customer Satisfaction Survey is conducted, measuring the willingness of customers for service recommendations and the overall general satisfaction level. ThPA S.A. monitors and evaluates customer perspectives and views to eventually exceed their expectations. The survey is conducted annually since 2021, with the response rates and satisfaction levels increasing from one year to the next. More specifically, the Net Promoter Score for 2023 increased by 117% compared to 2022.

+117%

Increase on Net Promoter Score related to 2022

+46%

Increase on overall satisfaction rate related to 2022

+44%

Increase on service referrals related to 2022

+21%

Increase on service continuation intentions in comparison to 2022

+3%

Increase to response rate in comparison to 2022

Claims/ Complaints Management

The Company monitors all claims, complaints or requests of its customers through a well-structured and efficient procedure that ensures a timely and prompt response to any potential issues that may arise. More specifically, customer claims/complaints received by any department are forwarded to Customer Service. An immediate reply is sent to the customer acknowledging receipt of the claim/complaint. The Customer Service department notifies the respective Divisions and Departments (claims department to remedy, if action is needed), evaluating each claim/complaint. The claim/complaints handling process consists of the following:

- Notification of the parties directly involved.
- Monitoring the progress of the claim.
- Inform customers on the outcome.
- Registry and CRM updates when a case is considered closed.
- Corrective actions to ensure that services are continuously improving.

The claims, complaints and requests are recorded in a weekly report while a weekly meeting is held to review as per business unit and take corrective actions.

100%

Of the complaints/
requests
were addressed
and resolved



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

ThPA S.A. provides a comprehensive Procurement Regulation to promote transparency, proportionality, non-discrimination, and equal treatment throughout its procurement process. The regulation applies to all suppliers of all categories and company units and encompasses the whole procurement process, from initial approval to agreement finalization, guaranteeing high quality and performance, as well as safety of services and materials, cost efficiency and timely delivery. The Regulation categorizes procurement cases and describes the responsibilities and acquisition of products and services procedures in detail.

No legal actions were taken against ThPA S.A. in the assessment period for any anti-competitive behavior or monopolistic practices.

Sustainable Value in ThPA S.A.'s Supply Chain

Aiming to create long-term value in its supply chain and to guarantee business continuity, ThPA S.A. has set up partnerships with 1,105 suppliers, with a particular focus

on supporting the local market. The Company carefully assesses and selects suppliers, ensuring their compliance with EU and National law, collective agreements, and relevant international regulations concerning environmental, social, labor, and tax matters, as applicable.

Suppliers' Evaluation for Excellence and Sustainability

The Procurement Regulation, as well as specific internal procurement manuals determine the criteria and principles based on which suppliers are evaluated. The Procurement and Investments Division oversees the whole procedure and is responsible for providing feedback to suppliers to address any necessary improvements. The Division has also developed a comprehensive evaluation process conducted by relevant internal stakeholders, in line with the Company's principles, values, and Code of Conduct. Reflecting ThPA S.A.'s commitment to Sustainable Development, all suppliers, including contractors, are assessed on Environmental, Social, and Corporate Governance (ESG) factors.

91%

of the suppliers
are Greek and
account for

88%

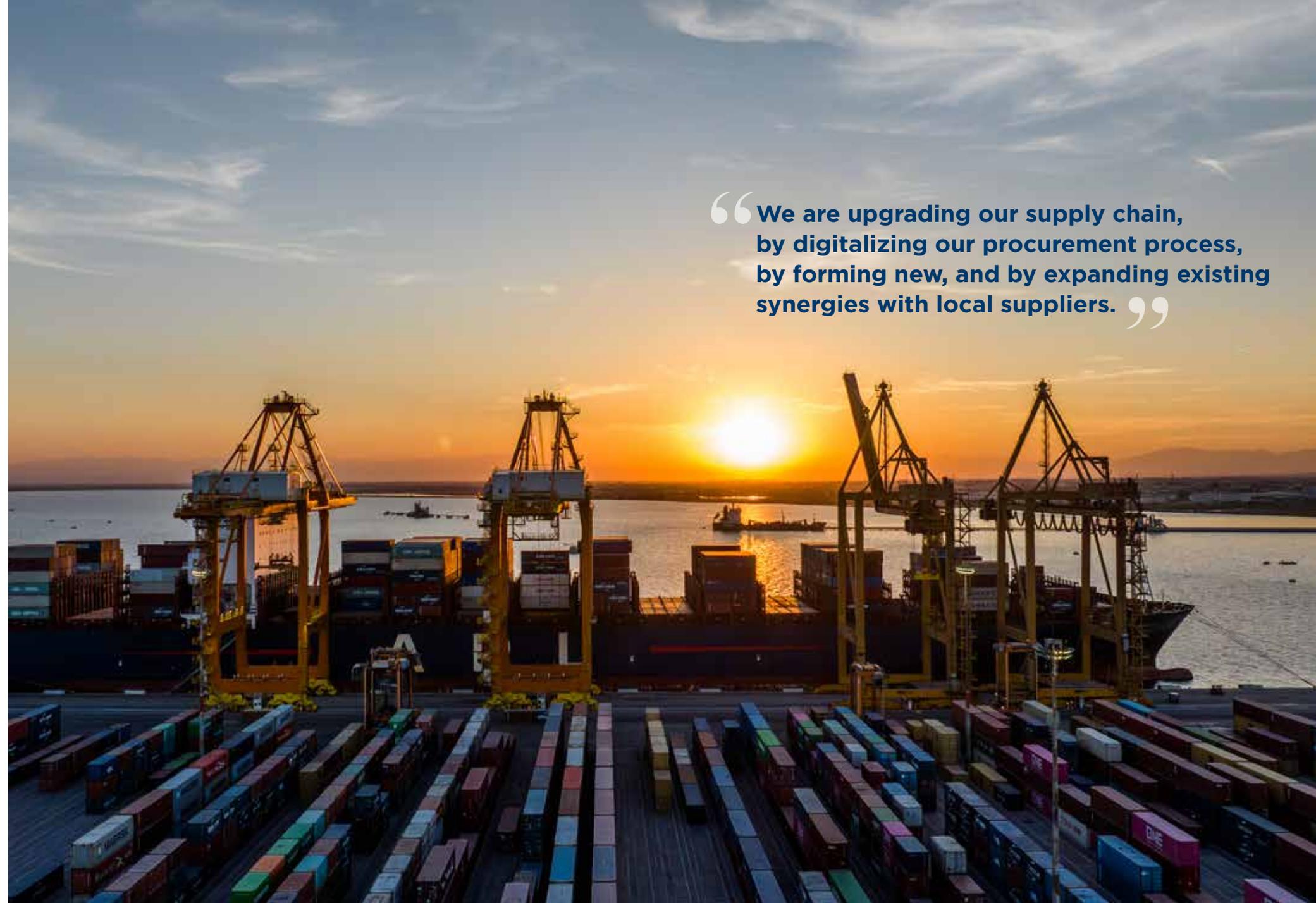
of the total
supplier
expenses

€26,420,678
Total spending
on local
suppliers

Key Supplier Evaluation Criteria



“ We are upgrading our supply chain, by digitalizing our procurement process, by forming new, and by expanding existing synergies with local suppliers. ”



Environmental Responsibility



“At ThPA S.A. we understand the importance of sustainable development and environmental protection. We are committed to conducting our business in a way that minimizes our environmental footprint and contributes to a sustainable future.”



63.7%
of total waste
is recycled



Emergency
Response Plans
for marine
pollution
incidents



ISO 14001:2015
and
ISO 50001:2018
certified
facilities

Our Approach

At ThPA S.A. we recognize the pivotal role of ports in global commerce, with over 80% of global trade relying on maritime transportation¹. We remain committed to achieving environmentally sustainable port operations that contribute to the restoration, conservation and maintenance of the area where we operate. To ensure our approach is in line with the international best practices, ThPA S.A. has adopted an externally certified ISO 14001:2015 Environmental Management System that includes in its scope all port operations.

Our approach ensures we monitor and comply with all applicable National and European Regulatory requirements while through our environmental management system, we systematically identify and assess all environmental aspects of our operations, we evaluate impacts and we implement controls minimizing risks and maximizing opportunities.

ThPA S.A. embeds sustainable development in its overall business strategy and is dedicated to safeguarding the natural environment. The Company's publicly available environmental policy outlines our commitments and goals.

To ensure continuous system improvements the Company develops and implements environmental programs and monitors its overall performance with environmental performance indicators.

¹. *World Bank, Why ports matter for the global economy*

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



Employee Participation

At ThPA S.A. we understand that our employees are our most critical stakeholders, contributing not only to the success of our Environmental Management System but also to our collective effort to achieve sustainable growth and development. Our employees implement all control measures and procedures necessary for the Company's environmental management system and provide valuable feedback on its effectiveness, ensuring ongoing assessment.

In this context, various environmental training programs are carried out, on an annual basis, to ensure that all employees are informed and qualified to operate in accordance with the Company's environmental procedures and standards.

Climate Change Risk Management

Climate change is one of the most important global challenges with the scientific community and the wider public asking for urgent action. Organizations and businesses must assess and adapt to new climate risks and respond to the growing market demand for environmentally responsible products and services.



Understanding the risks climate change poses to our activities and operations, at ThPA S.A. we decided to proactively conduct a Climate Risk Assessment in our operations using a structured climate change risk assessment methodology. Potential risks were identified during focus groups with key staff members. The risks were ranked based on likelihood, impact as well as control effectiveness through the Company.

Our Climate Change Risk Assessment Methodology



The process ensured that the Company has identified the most important climate-related risks and prioritized actions and controls to mitigate their impact.

Environmental Emergency Response for marine pollution incidents

Marine pollution from hazardous chemical substances and petroleum products have been identified as potential environmental emergency incidents. ThPA S.A. has prepared relevant emergency response plans to address them. The handling and execution of these emergency response actions is outsourced to an external authorized company. The emergency response plans are reviewed on an annual basis by the Company and approved by the Harbor Master, which is the competent authority. Moreover, we conduct regular marine pollution response drills with the participation of competent authorities while also training staff to boost responsiveness and employee awareness.

No significant spills occurred in the port's facilities in 2023.

Spillages on land

Minor incidents regarding small scale oil or fuel spills may occasionally occur in the machinery workshops where the appropriate floor coating exists to prevent further leakage. Furthermore, all workshop employees are trained to immediately address these minor incidents by using absorbent materials (e.g. sawdust) to contain the spillage. Contaminated materials are collected and managed through licensed waste management partners.

Energy Management



Energy consumption plays an important role on the impact of ThPA S.A.'s operations. We acknowledge the importance of mitigating this impact and we are committed to managing it effectively by implementing an Energy Management System in line with the ISO 50001:2018 international standard. Key areas of energy use have been identified, and ongoing action plans are developed to improve efficiency.

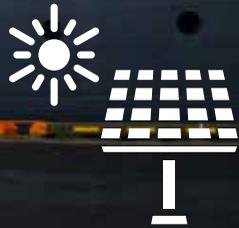
Total energy consumption for 2023 reached 27,888 MWh. The mix involved 10,044 MWh of electricity and 17,844 MWh of thermal energy, representing 36% and 64% of the Company's total energy consumption respectively.

Electricity is provided through 10 Medium Voltage (MV) substations and one Low Voltage (LV) substation connected to the national grid. The Company's electricity use involves electric cranes, outdoor and indoor lighting, as well as heating and cooling purposes.



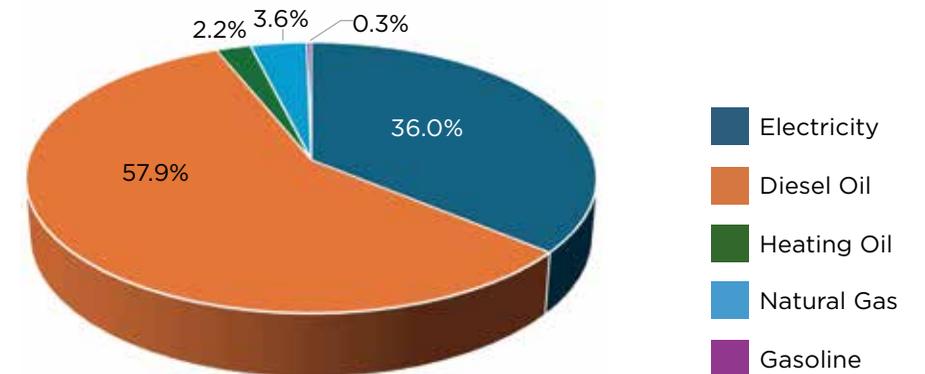
As per available data from the Renewable Energy Sources Operator & Guarantees of Origin (DAPEEP SA) 42.31% of the electricity power provided by ThPA S.A.'s electricity provider in 2023 comes from renewable energy sources.

To manage energy use and GHG emissions impacts ThPA S.A. is examining the potential to install solar panels in existing buildings of the port premises.



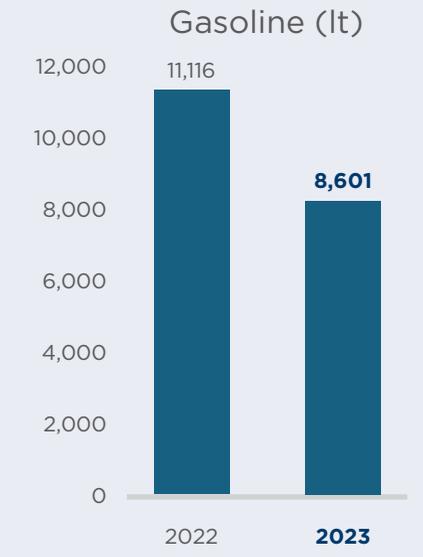
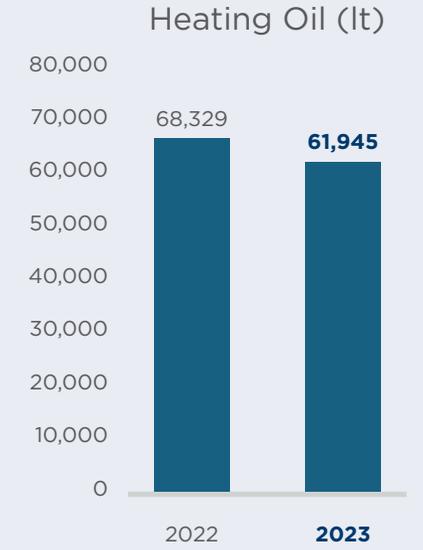
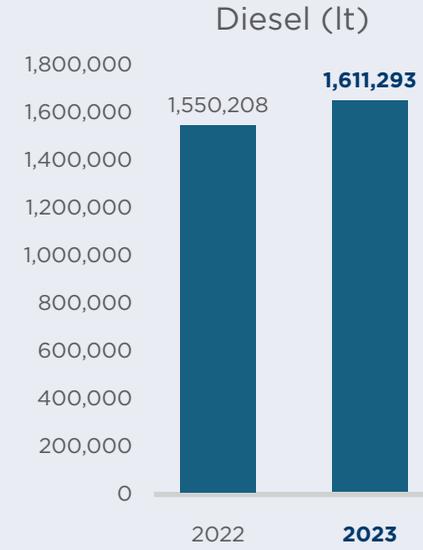
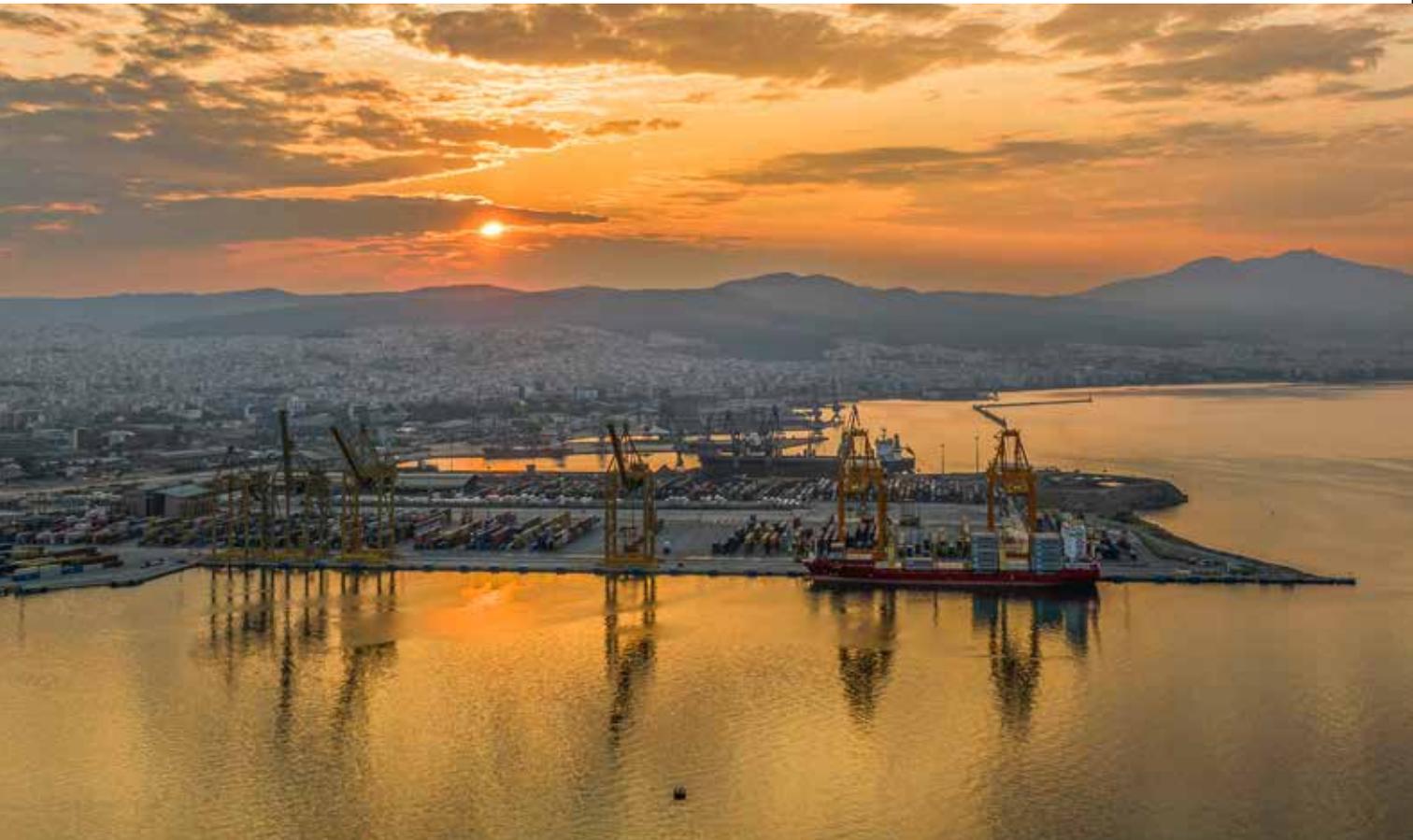
Electricity Consumption (kWh)	2022	2023
Own Operations	9,498,543	10,044,067
Lessees (not own Consumption)	3,463,310	3,048,769
Total	12,961,853	13,092,836

ThPA S.A. Total Energy Consumption in 2023 percentage per category



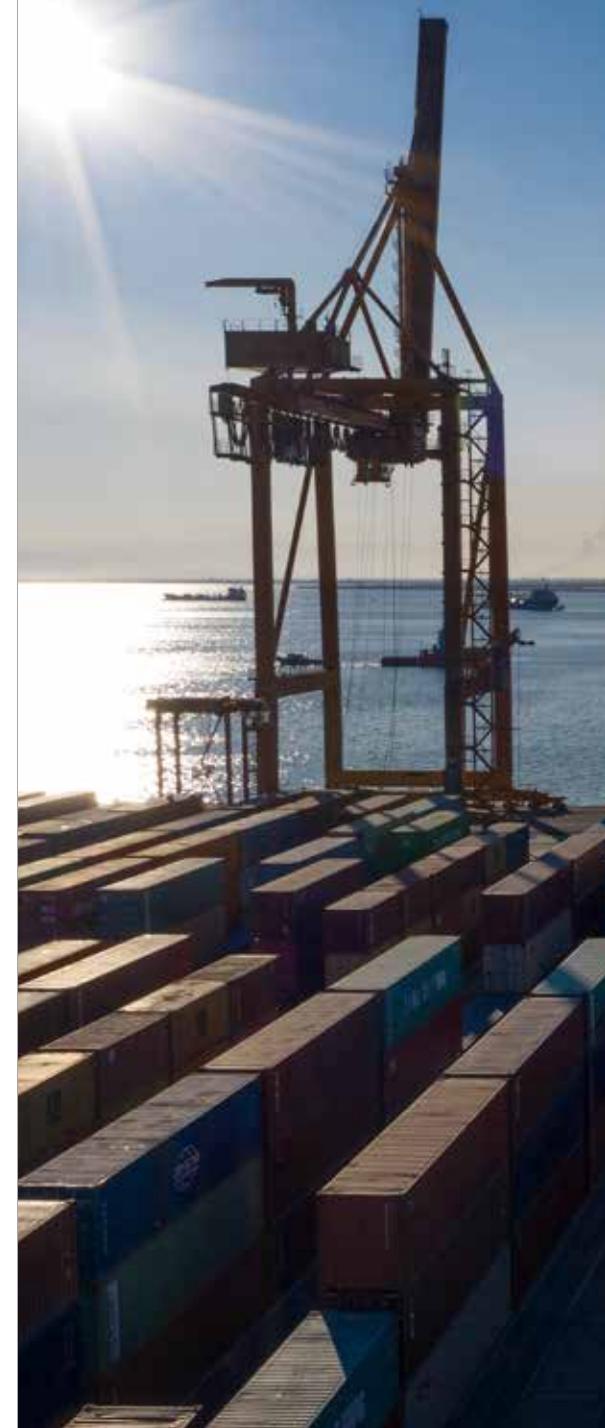
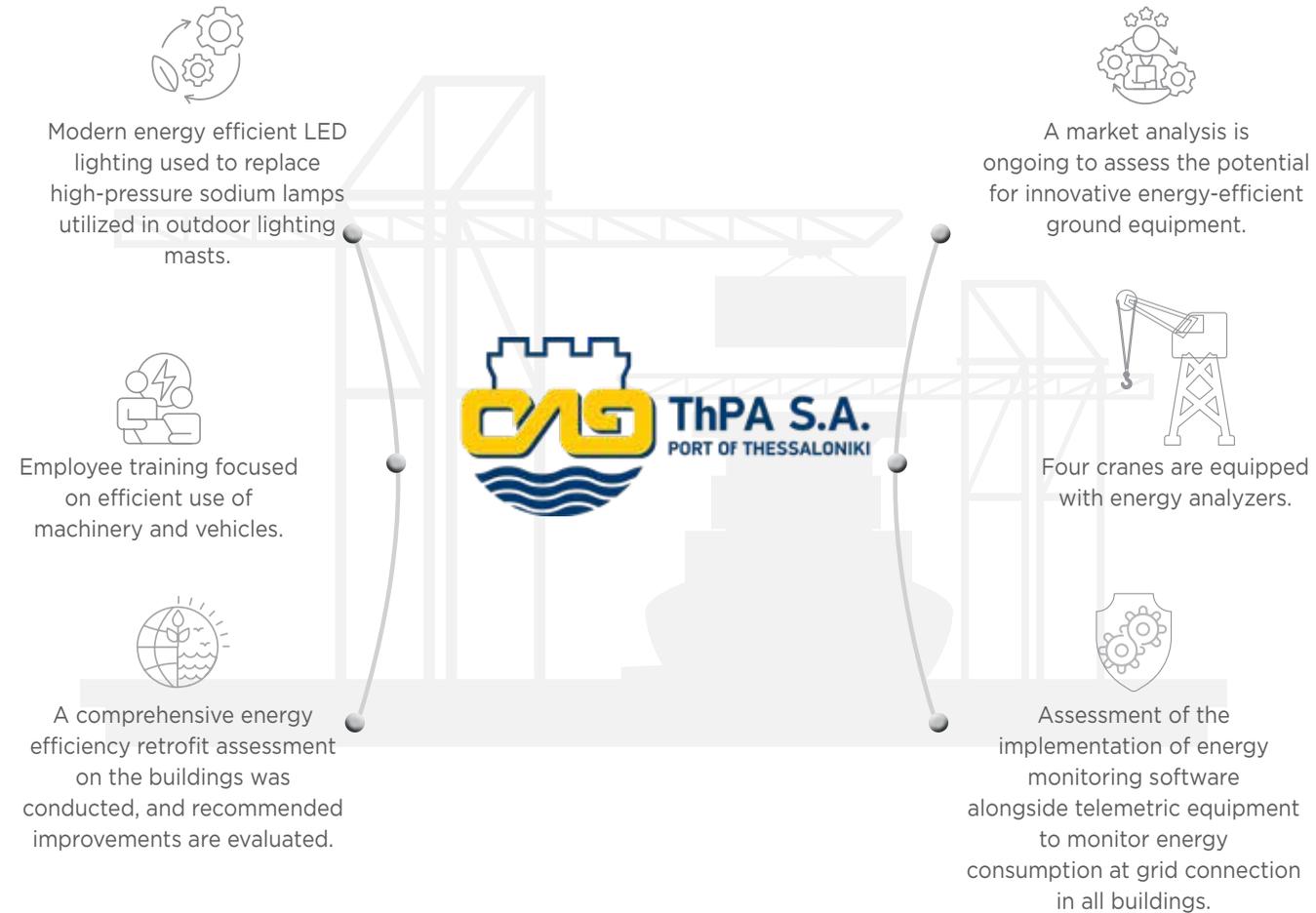
Most fossil fuel consumption within our facilities involves machinery used for cargo handling such as non-electric cranes, front loaders, straddle carriers, forklifts and service vehicles. All utilize diesel oil and represent a 57.9% of the total energy use. Natural gas and oil for heating and hot water provision used by employees and visitors represent a 5.8% of our total energy use. Unleaded gasoline covers for only 0.3% of our total energy use, spent

in passenger cars and vehicles within our facilities. **Natural gas consumption in 2023 recorded a 32.6 % decrease compared to 2022** (from 1,501 MWh to 1,011 MWh respectively), **while gasoline consumption in 2023 recorded a 22.6% decrease compared to 2022** (from 11,116 to 8,601 lt respectively). The observed decrease in fossil fuel consumption, natural gas and gasoline, reflects the ThPA S.A.'s efforts towards decarbonization.



In the context of ISO 5001:2018, we seek energy improvement measures to optimize the energy footprint of our operations and efficiency of our

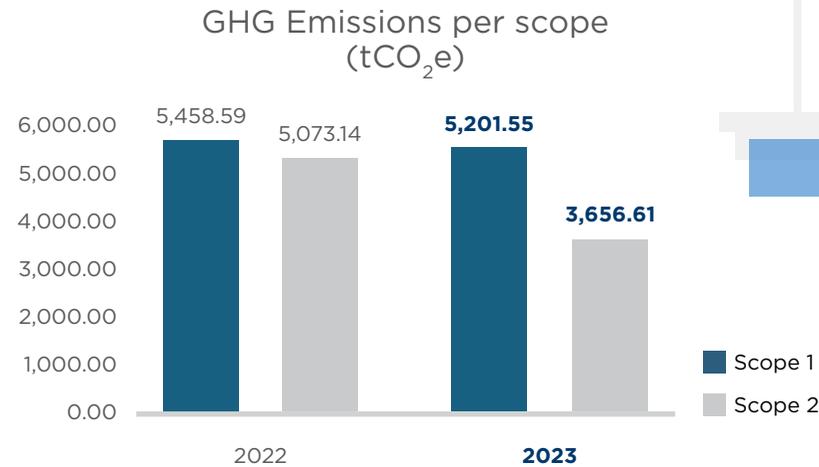
energy management system. Energy efficiency actions have either already been completed or are underway as presented in the below graph.



GHG Emissions

At ThPA S.A we comply with all requirements as directed by the National Climate Law (L. 4936/2022) and apply all relevant guidelines from internationally recognized standards such as ISO 14064-1: 2018 and the Greenhouse Gas protocol to quantify Greenhouse Gas emissions resulting from our activities. The recently published by the Hellenic Ministry of Environment and Energy, conversion factors for CO₂, CH₄ and N₂O in carbon dioxide equivalents (CO₂e) were utilized to calculate our emissions. In line with legal requirements, we compiled and externally verified our emission report and submitted it to the relevant government platforms.

ThPA S.A. implements a 24/7 air quality monitoring program that measures the concentration of specific air pollutants such as PM₁₀ and PM_{2.5}, CO₂, NO_x and SO₂ ensuring that all concentrations remain within the legal limit values and are in accordance with the approved Environmental Terms for the operation of the port. To ensure data accuracy, a modern monitoring station with advanced equipment has been placed at the center of the port providing real time measurements.



Verified emissions for the reporting year 2023

GHG Emissions	
Category 1: Direct GHG emissions 2023	5,201.55
Category 2: Indirect GHG emissions 2023	3,656.61
Total GHG Emissions (tn CO₂ eq) for the reporting year 2023	8,858.16
Total GHG Emissions (tn CO₂ eq) for the reference year 2022	10,531.73
Reduction achieved (%)	15.89%

Water Management

At ThPA S.A. we understand the importance of water as a shared resource vital for all living organisms in aquatic ecosystems that must be preserved for future generations. All water used in our facilities concerns freshwater supplied by the Thessaloniki Water Supply and Sewerage Company (EYATH). Water consumption includes our headquarters, warehouses and dockworker restrooms and showers. Water is also consumed for cleaning and maintenance of the Port's road and for vessel supply. Any wastewater and sewage produced is delivered to the Municipal Wastewater treatment facility in Sindos, through the pipeline network of EYATH.

Understanding that the quality of water resources and the aquatic ecosystem are an important part of water management and are closely related to ThPA S.A.'s activities, the Company has established a number of procedures and control measures to ensure no direct wastewater is discharged into the marine environment. We understand that the protection of our ecosystem is essential

and we are committed to taking the right steps. With the assistance of certified contractors, we carry out a seawater monitoring program to ensure compliance with the approved environmental terms for the operation of the Port.

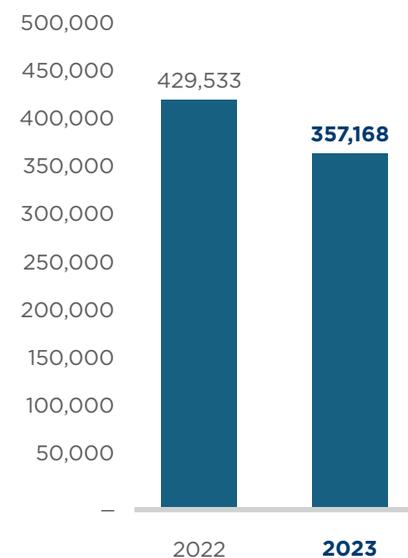
It's important for us to safeguard a sustainable growth while restoring and preserving the marine and terrestrial environment, so we have Environmental Impact Assessments in place reflecting the impact of investments prior to their implementation.





ThPA S.A. makes continuous efforts to reduce its water consumption through the Environmental Management System the Company has developed and implements. As a result of these efforts water consumption decreased in 2023 by 16.85% compared to 2022 as a result of reduced water leakages during operations.

Water Consumption (m³)



Waste Management

Waste management is an essential part of ThPA S.A.'s environmental management system. Our waste reduction efforts are continuously ongoing. We have maximized the waste that is diverted from landfill and recycled. At ThPA S.A. we classify wastes based both on properties, as hazardous waste or non-hazardous waste, and on origin, as Port-generated waste and Ship-generated waste.

While port-generated waste refers to waste that originate and is produced from the operations of the port facilities, ship-generated waste refers to any kind of waste originating from the operations of a ship that berths in ThPA S.A.'s port and therefore ThPA S.A. is not the owner of this type of waste and does not apply any financial or operational control on their generation. Ship-generated waste includes sewage, garbage, bilge water, waste including oil products and oil from the engine room or cargo tank. Vessels that choose to deliver this type of waste to our facilities follow a Ship waste Management Plan that is approved by the Ministry of Maritime Affairs and Insular Policy. ThPA S.A. manages all ship waste that is delivered to its facilities through two licensed contractors that were selected based on open tenders according to the provisions of EU Regulation 352/2017.

For waste generated by ThPA S.A.'s operations, the Company has developed and implements a Port Generated Waste Management Plan that includes procedures which specify how the waste is categorized based on European Waste Catalogue (EWC) and are managed through licensed partners. To ensure ef-

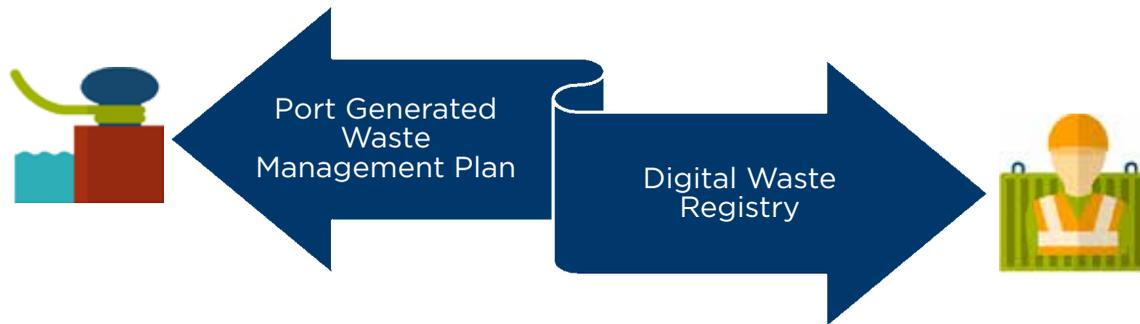
fective waste management and to efficiently track the Company's waste-related impacts, ThPA S.A. has developed a Digital Waste Registry which monitors the licensed partner's waste statements and records the quantity, waste type as well as disposal method.



Port-Generated Waste: waste produced by port operations.



Ship-Generated Waste: waste that are delivered to ThPA S.A. from vessels that berth in the port. These are waste that originate from vessel operations.



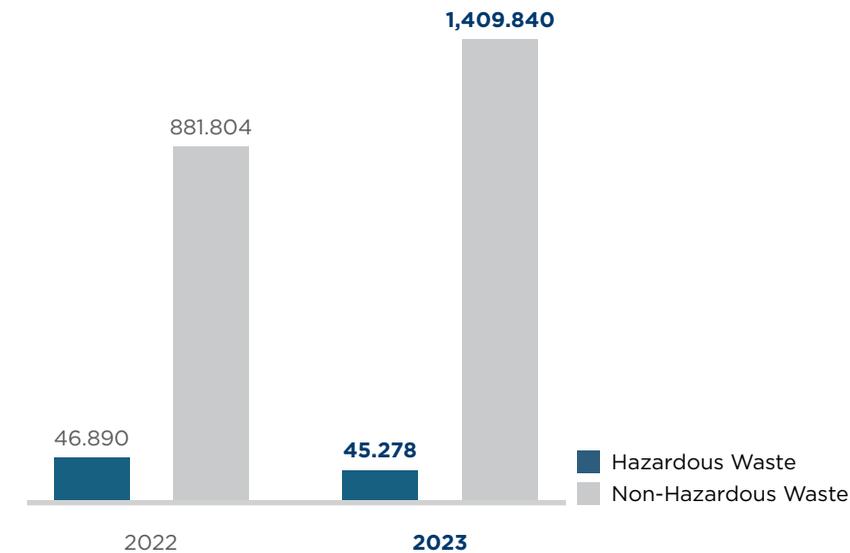
Key employee groups receive specialized training to ensure that all are able to follow the Waste Management procedures and correctly separate waste. The training raises awareness on waste management and circular economy, foster a reduction and resource conservation approach, contributes to the prevention of production at the origin and supports recycling when possible. At the same time the training assures that all employees are engaged and understand the procedures.

Waste collection points have been installed throughout the port facilities to assist waste separation and circular

economy principles when possible. Upon collection, solid non-hazardous waste is further transported for storage, processing, recycling or landfilling through licensed partners while hazardous waste is collected, processed, and managed accordingly by our licensed partners as well.

Total waste produced in 2023 increased due to the recycling of old equipment that was stored in our facilities, this can also be evidenced by the increase of Non-Hazardous Waste that was diverted from disposal. Out of the total waste in 2023, 63.7% was recycled while 36.3% was directed to landfill.

Port-Generated Waste (tn)



Since 2002 ThPA S.A. has developed and implements an integrated ship waste and cargo residue management plan, complying with all regulatory requirements that result from the Hellenic and European legislation for ship-generated waste and cargo residues.

Detailed waste data by waste code for the years 2022 and 2023 is presented in the following table and has been submitted to relevant Ministry's electronic platform according to the requirements (Electronic Waste Registry).

Hazardous Waste (tn)	2022	2023
13 05 02* sludges from oil/water separators	10.030	0.000
13 02 05*mineral-based non-chlorinated engine, gear and lubricating oils	21.510	28.709
13 05 07*oily water from oil/water separators	10.190	9.390
15 02 02*absorbents, filter materials (including oil filters not otherwise specified), wiping cloths, protective clothing contaminated by hazardous substances	1.170	2.240
16 01 07*oil filters	2.310	1.650
17 06 05*construction materials containing asbestos	0.000	1.165
20 01 21*fluorescent tubes and other mercury-containing waste	0.020	0.185
16 06 01* lead batteries	1.580	1.780
20 01 33* batteries and accumulators included in 16 06 01, 16 06 02 or 16 06 03 and unsorted batteries and accumulators containing these batteries	0.080	0.159
Total	46.890	45.278

Non-Hazardous Waste (tn)	2022	2023
15 01 01 paper and cardboard packaging	11.074	6.793
15 01 02 plastic packaging	0.148	0.240
15 01 03 wooden packaging	316.660	264.470
15 01 04 metallic packaging	72.800	0.000
15 01 06 mixed packaging	4.492	0.057
16 01 03 end-of-life tyres	45.860	10.050
17 04 05 iron and steel	0.000	586.440
17 04 11 cables other than those mentioned in 17 04 10	0.000	6.170
20 01 02 Glass	0.000	0.010
20 01 39 Plastics	0.000	0.520
20 01 40 Metals	0.000	3.130
20 02 03 other non-biodegradable wastes	0.000	8.390
20 03 01 mixed municipal waste	10.860	0.000
20 03 01 mixed municipal waste	408.160	323.320
20 03 07 bulky waste	0.000	196.890
20 01 36 discarded electrical and electronic equipment other than those mentioned in 20 01 21, 20 01 23 and 20 01 35	11.750	3.360
Total	881.804	1,409.840



Building the future with our people



“At ThPA S.A. we are committed to moving forward together with our people, who are the cornerstone of our successful and sustainable operation. Through targeted training programs, talent development and a well-structured cultural reengineering program, we strive to inspire them to further develop their personal and professional skills on an annual basis.”



31%
Of new hires
under 30



492
Employees



2,692
Training hours

Our Approach

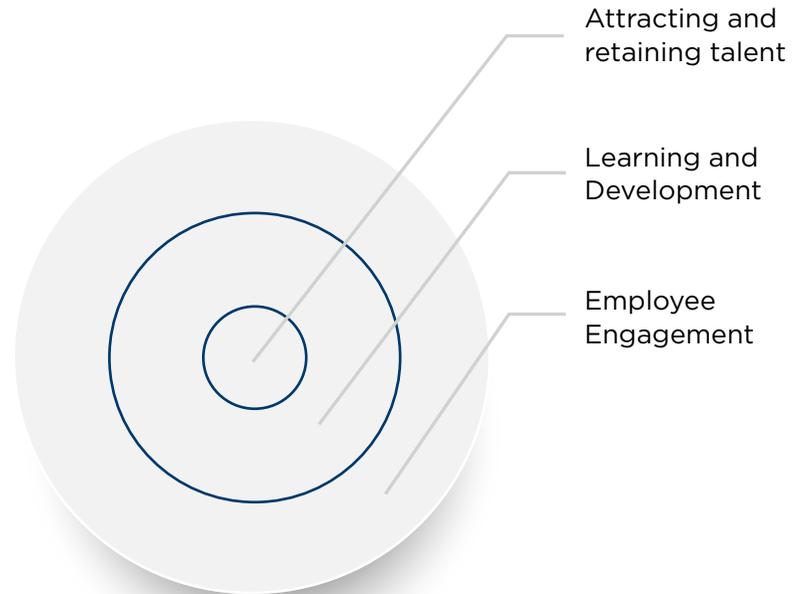
We are on a journey of transformation. Our progress unfolds with the valuable contribution of our people, who remain at the center of our operations driving our continuous development.

Three key areas dominate our approach:

- Attracting and Retaining Talent
- Employee Engagement
- Learning and Development

We promote equal opportunities inspiring our employees to follow their own career path and reach their full potential.

We strive to maintain teams of motivated and passionate professionals by focusing on developing both professional and interpersonal skills. Our focus is on enhancing employees' resilience, flexibility and ability to respond positively to challenges.



A few words for our people

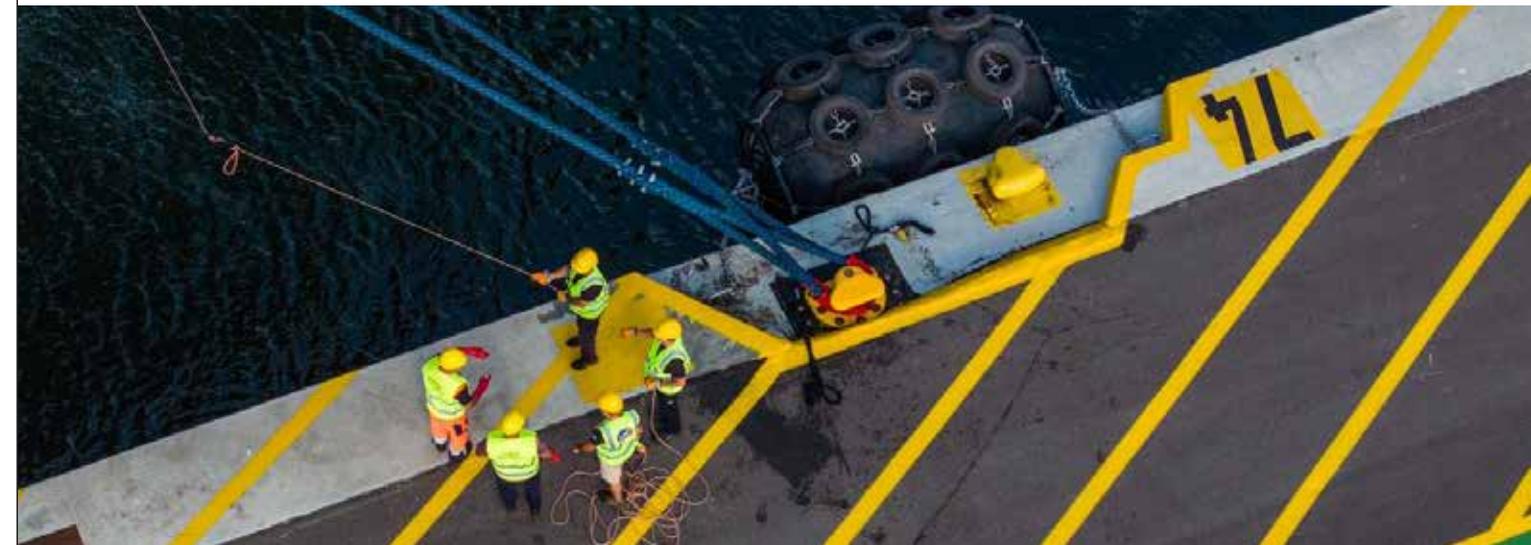
At ThPA S.A., we are more than a port. We are a large passionate team guided by our common principles and values and committed to providing the best possible satisfaction to our partners, while ensuring the positive impact of our activities on the communities in which we operate and on the environment.

Our people are our strength. We believe that our success as a company is directly linked to the success of our team members. We offer a creative, safe, collaborative and efficient working environment, promoting equal opportunities and investing in the systematic development of the talents and skills of our people. At the same time, reward, encouragement and the drive to succeed are key features of our culture and the basis for an interesting career at ThPA S.A.

A workplace of equal opportunities

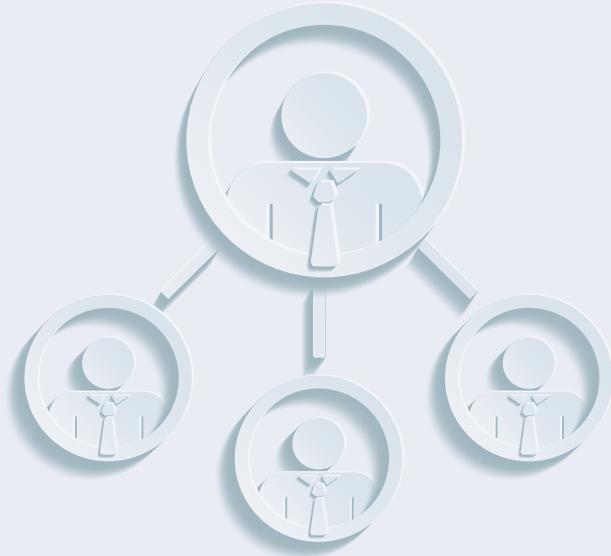
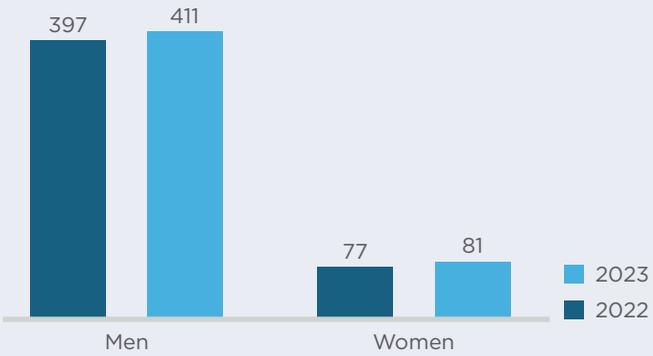
Equality, diversity and inclusion govern our operations and support us in shaping a brighter future for our people and our organization. We showcase zero tolerance to any form of discrimination, and we strive to provide an open, safe and inclusive working environment, free of discrimination based on personal characteristics such as age, race, gender, color, ethnic background, religion, health status, sexual orientation or any other characteristic protected by the law.

To this end, our Diversity Policy is fundamental in protecting human rights and keeping our people well-informed about our values and principles. By eliminating discrimination and promoting diversity and inclusion, we strengthen our reputation and demonstrate our commitment to be an employer of choice.

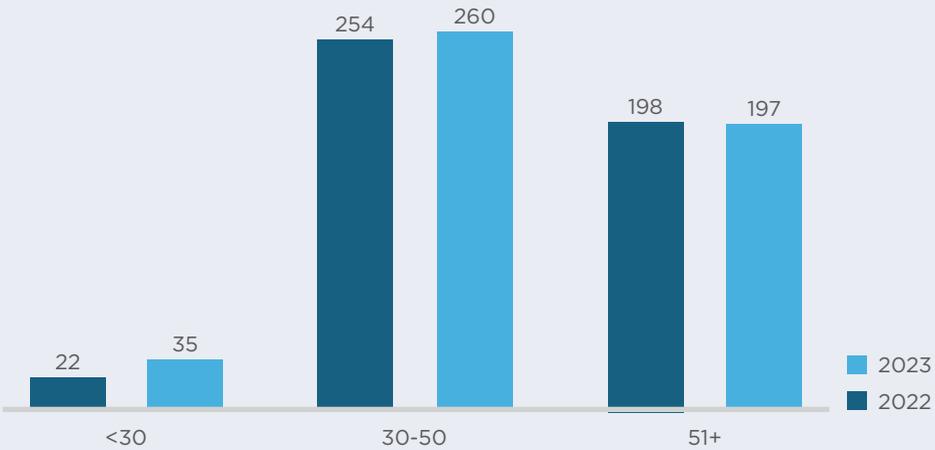


Facts and Figures

Employee distribution by gender



Employee distribution by age



Employee distribution by hierarchical level and gender 2023

	Men	Women
Top Management	6	1
Directors	2	2
Head of Departments	23	9
Supervisors	6	0
Employees	374	69

Employee snapshot

31% of the recruitments in 2023 were under 30 years old

7.61% employee turnover in 2023

50% of the Head of Departments are women



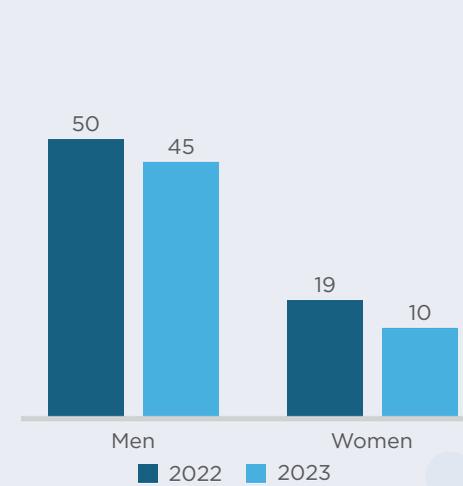
Attracting and retaining talent

Attracting and retaining talent is critical for our long-term success and transformation. We endeavor to attract highly qualified individuals, who possess both hard and soft skills. We support lateral mobility and internal professional development, offering our employees the opportunity to shape their unique career paths within the organization.

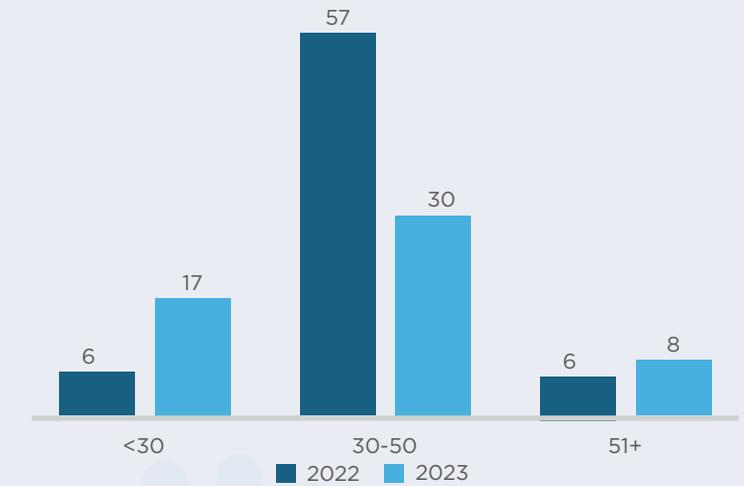
More specifically, when new career opportunities arise, we prioritize assessing our existing employees' suitability for the role before considering external candidates.



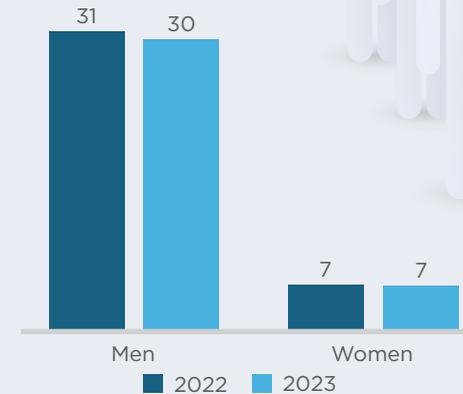
Employee recruitments by gender



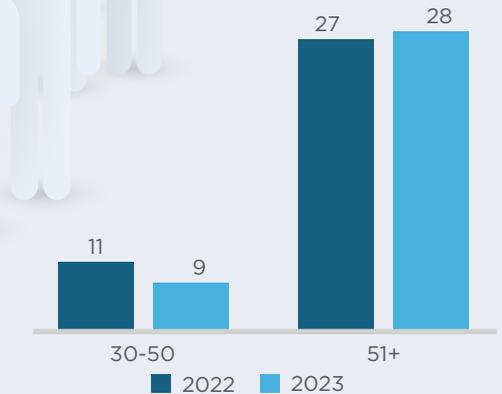
Employee recruitments by age



Employee departures by gender



Employee departures by age



Recruitment Policy

Our recruitment process, along with our reputation, contributes to attracting the most suitable candidates for each specific vacancy. We track and attract appropriate employees through transparent processes that promote accountability.

Primarily a detailed job description is prepared and communicated. The evaluation and selection of candidates are based on both hard and soft skills.

The exact steps of the process are well-defined in our Recruitment Policy, that refines the actions related to human resource management, planning, attract-

ing, selecting, and hiring new employees, as well as the communication channels through which all information is shared externally. All vacancies are advertised online on sector-specific sites, on business and employment-focused social media platforms and our website. Communication with potential candidates occurs through the completion of an online recruitment form on the Company's website, in-person submission, or referrals from ThPA S.A.'s partners (accompanied by consent for the Personal Data Processing) or any other external partners.



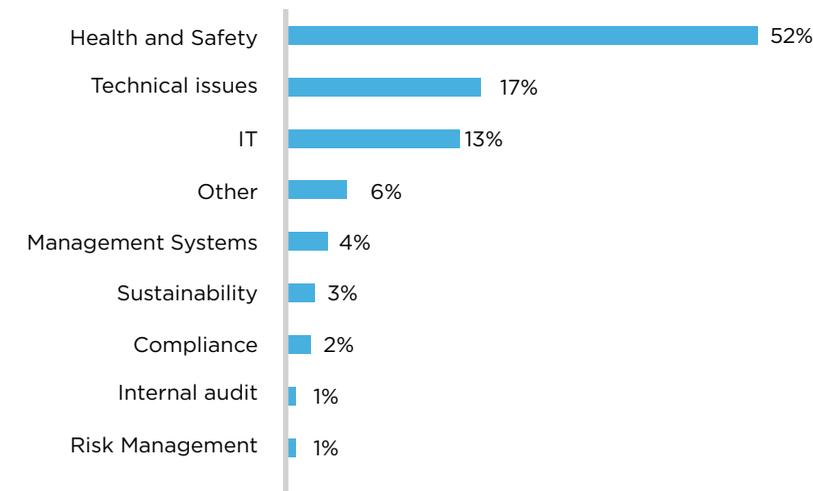
Learning and Development

We understand that employee training is reinforcing development, enhances skill-building and ultimately boosting performance. We offer a diverse range of reskilling and upskilling programs, giving our people the opportunity to upgrade both their hard and soft skills and maximize their potential.

Our Training and Development Policy enables us to effectively select training programs by aligning the Company's goals with employees needs and expectations. The Policy dictates the evaluation of training based on four criteria: feedback, learning, behaviors, and outcome. Additionally, it outlines the Annual Training Plan, prepared by the Human Resources Division based on training proposals submitted annually by Department Heads/Supervisors. The training plan is published at the end of each year, with progress reports issued quarterly to track and monitor the effectiveness of our training programs.

To effectively address critical issues such as risk management, sustainability and health and safety the following training categories run throughout 2023:

Training hours by subject



Induction training

The induction training program is vital to ensure the smooth integration of new colleagues into the Company's culture, values and operations. Through an online training platform, new employees receive key information about ThPA S.A.'s operations, organizational structure, policies, procedures and its people. The primary goal is to provide them with a thorough understanding of the Company's processes and guiding principles, enabling them to efficiently and successfully manage their new roles.



2,692
training hours
in 2023



5.5
average training
hours per employee



5.6
average training
hours per male
employee



4.6
average training
hours per female
employee

Employee engagement

At ThPA S.A. we recognize employee engagement as one of our priorities by implementing communication channels and programs that foster commitment and trust. Effective and mutual communication with employees is an integral part of our commitment to being an employer of choice and creating an inclusive work environment. Our transformative journey requires open communication and constructive dialogue to meet the needs and expectations of our people and share information that is vital for continuous improvement and business continuity. To that end, we have implemented various communication channels that strengthen our relationships, while maintaining close ties with our employees' unions.

Communication channels



Benefits

A range of health and family related benefits are offered to cover employee needs and boost a culture of care within the organization.



Private Healthcare Coverage



Meal Voucher



Nursery School



Retirement compensation



Provision of loans for emergency financial needs or health reasons



Provision of gift vouchers



One day leave for voluntary blood donation



Excellence awards for employees' children that graduate junior high school, high school and university



Provision of milk



Wedding allowance

We also take into consideration the different needs of each role and provide additional benefits based on job requirements and ranking, such as corporate cars and travel allowance as per our Travel Policy.

Innovating Together

“Innovating Together” is a culture re-engineering program specially designed to build strong corporate ties, to foster collaboration, to motivate employees, to engage in open dialogue and freely communicate employee concerns.

Actions and workshops boost employee commitment, strengthen communication between employees and top management and progressively influence our organizational culture.

Occupational Health and Safety



“At ThPA S.A. we remain committed to safeguard the Health and Safety (H&S) of our people and every partner that uses the port. Remaining proactive about our H&S approach we monitor H&S KPIs, conduct risk assessment for all our operations and activities and continuously train all our personnel to build a sound H&S culture with the ultimate goal of achieving zero work-related accidents.”



100%
certified
according to
ISO 45001:2018



1.6mil.€
invested in Employee
and Port User Health
and Safety



2,118
Hours of Health
& Safety Training

Our Approach

We are committed to creating a port environment that safeguards the H&S of everyone that works or visits our premises. We emphasize the detection and reduction of H&S risks within the port facilities and operate based on the principle of prevention. To meet our goals, we invest in our facilities eliminating hazards and minimizing risks, we establish specific H&S procedures and offer training to our employees boosting a strong safety culture.

Ensuring that our approach is aligned with international standards we have adopted an Occupational Health and Safety Management System, certified according to ISO 45001:2018, which applies to all employees across all business units.

The business operations to which the system is applied include:

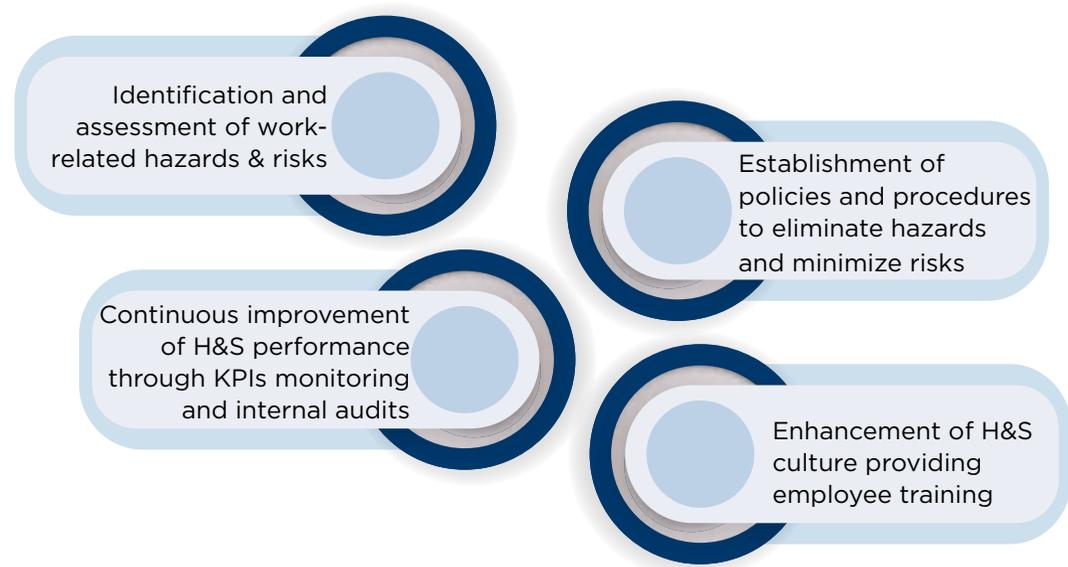
- » Mooring of commercial vessels, passenger vessels and cruise ships
- » Loading and unloading of containers, bulk cargo, and general cargo
- » Storage and Transport of Cargo
- » Concession of sites for commercial and cultural activities.

Our commitments towards the Health and Safety are incorporated in our Health and Safety Policy. Through this Policy, we commit to:

- » Comply with and exceed legislative and regulatory requirements and standards and adopt the sector's best practice on safety matters
- » Identify occupational hazards and minimize risks
- » Provide all staff with adequate and appropriate personal protective equipment
- » Ensure transparent and proper procedures to record, investigate and evaluate all incidents and accidents
- » Safeguard proper working conditions for our employees (performing regular checks and assessments according to international standards).



To that end, we have established a dedicated Quality, Health and Safety Department alongside the elected Employee Health and Safety Committee to further strengthen and support the Safety Technician of the Port. We are able to manage risks effectively while also continuously assessing working conditions, monitoring H&S performance, proposing likely remediation plans and taking measures that foster a culture of continuous improvement.



Employee Engagement

Our employees are inseparable to our objective for continuous improvement. We value their opinions and feedback as we develop a positive and inclusive H&S culture. Through this engagement framework we aim to integrate employee perspective in every aspect of our processes.

Health and Safety Committee

Making sure that our Occupational Health and Safety system addresses all needs of our employees, a Health and Safety Committee has been established and elected directly by our workforce. The Committee convenes every three months, with the participation of the Company's Management and/or specific representatives. Agenda items include but are not limited to potential safety risks observed by employees, implementation progress on H&S action plans and any issues employees feel they should raise. All employees may reach out to the safety Committee to convey concerns and raise issues. This process is inclusive and bolsters transparency.

The Company's Management is aware on the H&S processes and offer seamless support when incidents are reported ensuring that challenges are timely noted and managed.

Health and Safety Training

The cornerstone of our H&S management system is the principle of prevention and so customized training for safety management at ports is essential. At ThPA S.A. we provide induction training to all employees as well as a recurring H&S training that tailored to specific operations and job positions.



Our specialized training program includes seminars on safe loading-unloading practices, use of personal protective equipment, working at height, emergency response with the use of fire-fighting equipment etc.

-  H&S Induction Training
-  ISO 45001 Awareness
-  First Aid Training
-  Work at Height
-  LOTO (Log out - Tag out) Procedures
-  High Pressure Hydraulics
-  Medium Voltage Substations
-  Specialized First Aid Training for the Emergency Team
-  Risk Management
-  Safe Handling of Bulk Cargo
-  Use of Fire Extinguishers by Employees
-  Evacuation Exercises
-  Fire Drills
-  Participation in International Conferences

In 2023 the Health, Safety and Environment Department was separated into two separate departments and their training hours and seminars are disclosed separately therefore training data between the two years are not directly comparable.

Ensuring that our subcontractors and partners also respect our safety procedures and culture, H&S clauses are embedded in our contracts. Continuous update and feedback from the company to external contractors are communicated through designated leaflets and briefings.

To further solidify our safety culture, we conduct frequent Toolbox Meetings that emphasize the controls in place to ensure work safety and reduce accident reduction on both frequency and impact. Specialized fire drills are conducted annually with the participation of Thessaloniki's Port Fire Brigade, ensuring timely response to emergency situations.



Health and Safety Monitoring

Prevention is embedded in our culture and we therefore monitor H&S KPIs that enable us to act proactively; through these indicators we also keep track of our commitment towards continuous performance improvement.

Health and Safety Indicators

	2022	2023
Number of high-consequence work-related injuries ¹ (excluding fatalities)	0	1
Rate of high-consequence work-related injuries (excluding fatalities ²)	0	1.05
Number of recordable work-related injuries	6	6
Rate of recordable work-related injuries (Accident Frequency Rate ²)	7.51	6.29
Accident Severity Rate ³	56.30	315.49
Number of Hours Worked	799,315	954,072

1. High-consequence work-related injury: work-related injury that results in a fatality or in an injury from which the worker cannot, does not, or is not expected to recover fully to pre-injury health status within six months.

Methodology:

- 2. Rates are calculated by multiplying the number of injuries with 1,000,000 and dividing by the total hours worked by all employees in a calendar year.
- 3. The accident severity rate is calculated by multiplying the workdays lost due to work-related accidents by 1,000,000 and dividing by the total hours worked by all employees in a calendar year.



Zero
Fatal accidents
in 2023

Inspection Procedure

Extending our commitment to Health and Safety beyond the strict boundaries of our port, the Quality, Health and Safety Department of ThPA S.A. implements an inspection procedure for ships that dock in the port. Our goal is to safeguard against safety risks during loading and unloading or onboarding.

Throughout inspections, Health and Safety conditions of loading and unloading operations as well as onboarding the vessels served by ThPA S.A.'s employees are all assessed, and reports are compiled by the H&S Department. Any safety risks and non-compliance registered are reported to the vessel masters to ensure that corrective measures are taken. This procedure was renewed in 2023, to reflect the port's updated operational needs and our enhanced dedication to Health & Safety.

70% of the vessels docked in the port were inspected in 2023



Incident Investigation

At ThPA S.A., we record and thoroughly investigate all incidents that may potentially lead to accidents, warranting that the appropriate actions are implemented to prevent reoccurrence. In the event of an incident, regardless of severity, a specific recording procedure is followed through investigation and evaluation of the circumstances under which the incident occurred and we implement corrective actions to prevent reoccurrence. Additionally, following each incident, we assess the need to update our Occupational Risk Assessment (ORA) or review the requirement of creating new safety procedures or instructions.

This process allows for continuous improvement of our Health and Safety Management System.



Incident Reporting & Investigation

As part of the incident investigation procedure that follows up every incident that occurs within our premises the below actions are in place.

Incident report including all relevant documentation

- » The incident is reported including a detailed description and any relevant documentation.
- » The incident is assigned a risk level based on severity and likelihood of reoccurrence.
- » The key causes of the incident are evaluated based on:
 - Immediate Causes
 - Personal Factors
 - Job Factors
- » Any further actions are decided if deemed necessary as per individual case. Such actions may include the implementation of corrective arrangements, addition of new safety controls, adaptation of new procedures and the revision of risk assessments.



Our Social Footprint



3 GOOD HEALTH AND WELL-BEING

4 QUALITY EDUCATION

10 REDUCED INEQUALITIES

11 SUSTAINABLE CITIES AND COMMUNITIES

SUSTAINABLE DEVELOPMENT GOALS

“At ThPA S.A. we recognize that we can effectively contribute to meeting multiple societal needs and therefore social contribution is an integral part of our culture and strategic direction.”



84%
of our donations
directed to community
well-being

Empowering Communities

The Port is in the heart of Thessaloniki and an attraction for visitors and residents alike. Pier No 1, located at the city center and easily accessible from any direction, is open to the public, it is a popular meeting point and hosts plenty of cultural and recreational activities.

We are focused on making a meaningful impact on society, driving positive change and building a prosperous future for all. In this spirit, we work to support vulnerable social groups across the region. We seek to foster relationships of trust with the local community and maintain open, two-way communica-

tion with its representatives, ensuring that we remain aware of their needs and contribute effectively to addressing them.

In 2023, ThPA S.A. supported numerous institutions and associations of the local community, actively expressing its solidarity and gratitude.

Our contribution to society is multifaceted, extending through various social initiatives beyond the core activities of the Company. Three key objectives guide and shape our social actions.

Significance of Pier No 1

Pier No 1 has been open to the public since 2011 and has become a bustling hub covering 31,200 m², hosting cultural events, attractions, and entertainment venues such as the Thessaloniki Film Festival, the Documentary Festival, and the Photography Biennale. It is also home to the Museum of Photography, the Thessaloniki Cinema Museum, and the MOMus-Experimental Center for the Arts. Today, the pier is a popular location for both locals and tourists.

Strength,

for Making the Difference:
We recognize that strength, when combined with teamwork, is a means to promote an equal and inclusive society. Collective effort has the potential to drive social change.

Collaboration,

for Empowered Communities:
Collaboration and teamwork empower individuals and help build resilient communities. We are dedicated to fostering strong bonds with all stakeholders to ensure they feel supported and valued.

Ambition,

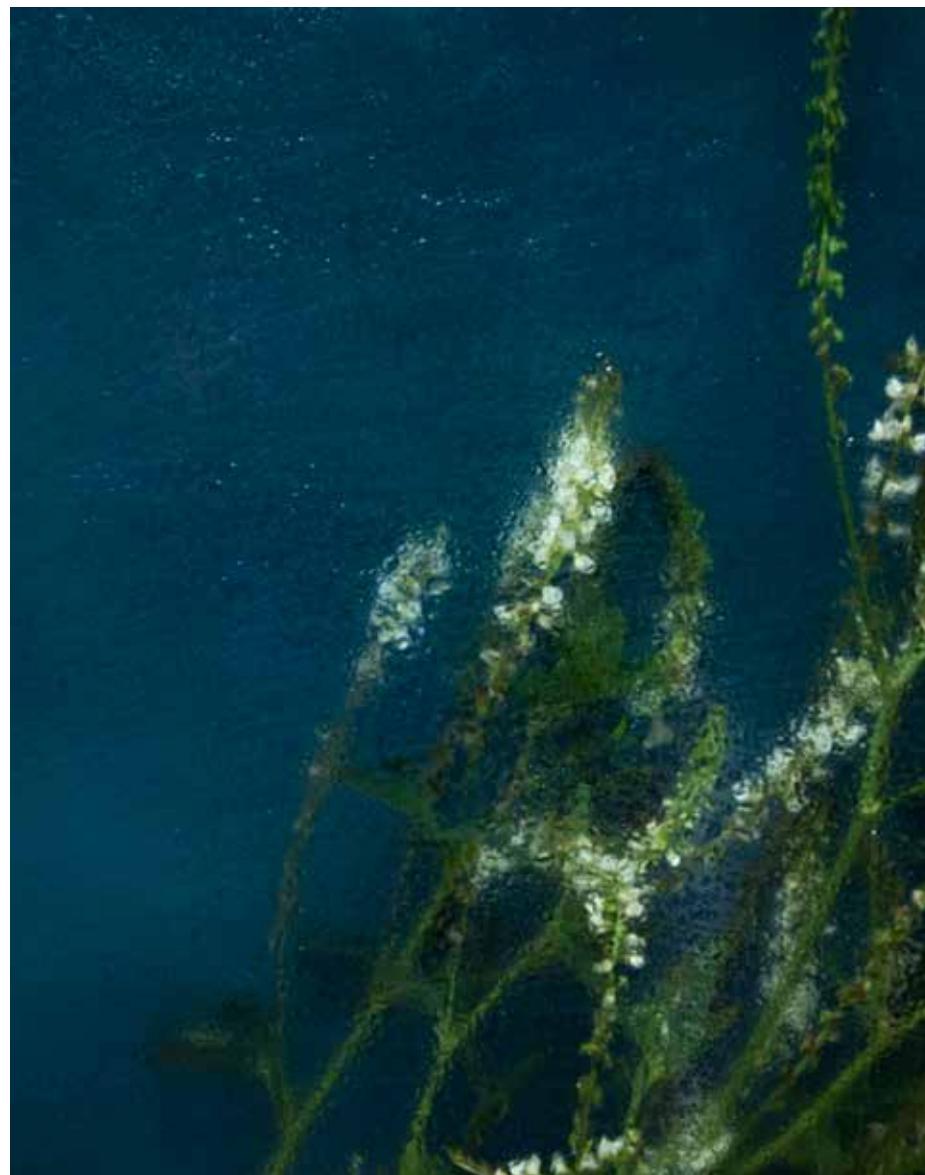
for Innovation:
At the heart of our initiatives are younger generations, with their fresh and innovative ideas. We strongly believe in adding value to the community by supporting their dreams and aspirations.



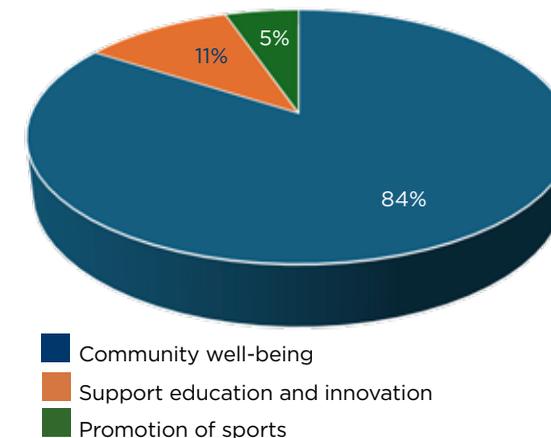
Our Initiatives

We understand that we can make a meaningful contribution to society by addressing multiple needs. Our actions are focused in this direction, with the implementation of a comprehensive corporate social responsibility (CSR) program.

Our social initiatives highlight the cultural wealth of Thessaloniki and the wider region, provide support to vulnerable social groups, such as families facing financial challenges and individuals with visual impairments, and raise awareness on environmental issues, with a focus on the protection of the marine ecosystem.



Percentage distribution of donations by category



Community well-being

The positive impact on the local communities is reflected both through the projects we implement and through a wide range of actions focused on people. In this direction, we contribute in a variety of ways including sponsorships and donations to different organizations and associations such as the Association of Retired Employees of ThPA S.A. and friends, Syzoi, the Municipality of Thessaloniki, the Thessaloniki State Symphony Orchestra among others.

Support education and innovation

In order to encourage the younger generation, we supported events and competitions organized by educational institutions in the local community. With a focus on promoting research and science, we invest in innovative ideas and young professionals who are shaping the future.

- **FIRST LEGO League Panhellenic Final Competition**
ThPA S.A. supported the FIRST LEGO League Panhellenic Final Competition. With “MASTERPIECE” as the theme, the competition highlighted the power of STEM education and its potential to drive innovation by merging STEM and the Arts. Co-organised by Eduact and the Region of Central Macedonia, the event took place in March 2023 in Thessaloniki. The winning participants will represent Greece at the World Championships in Houston, Bodø, and Sydney.



- **1st Underwater Cleaning Action at the Port of Thessaloniki**

In September 2023 ThPA S.A. organized the 1st Underwater Sea Cleaning Action at the Port of Thessaloniki.

On a mission to promote sustainable development and reduce our environmental footprint while creating value for society. The action was implemented under the auspices of the Region of Central Macedonia and the Municipality of Thessaloniki. With the participation of 16 divers, the seabed around Pier 1 of the Port of Thessaloniki was cleaned of objects that have no place in the marine environment. The objects that were located (1.5 tons) were lifted by specialized divers, with the aim of subsequently recording, separating, and reusing or properly managing them. At the same time, more than 250 high school students in Thessaloniki had the opportunity to experience an experiential educational journey and to be informed about significant issues concerning environmental and marine protection.



Promotion of sports

Sports promote cooperation, teamwork and a healthy lifestyle. By participating in sport activities, employees strengthen team bonds while making a positive social impact. In 2023, the ThPA S.A. running team was created and participated in the 11th Thessaloniki Night Half Marathon.



Strong Corporate Governance for a sustainable future



“Sound Corporate Governance is the cornerstone for a stable, resilient way to a more sustainable future. Through our procedures and policies as well as certified Management Systems, we achieve to respond effectively to challenges and stakeholders’ expectations, operating with integrity, transparency and responsibility and securing the mitigation of potential risks and impacts of our business.”



€85.5mil
Turnover



€37.4mil
Gross profit

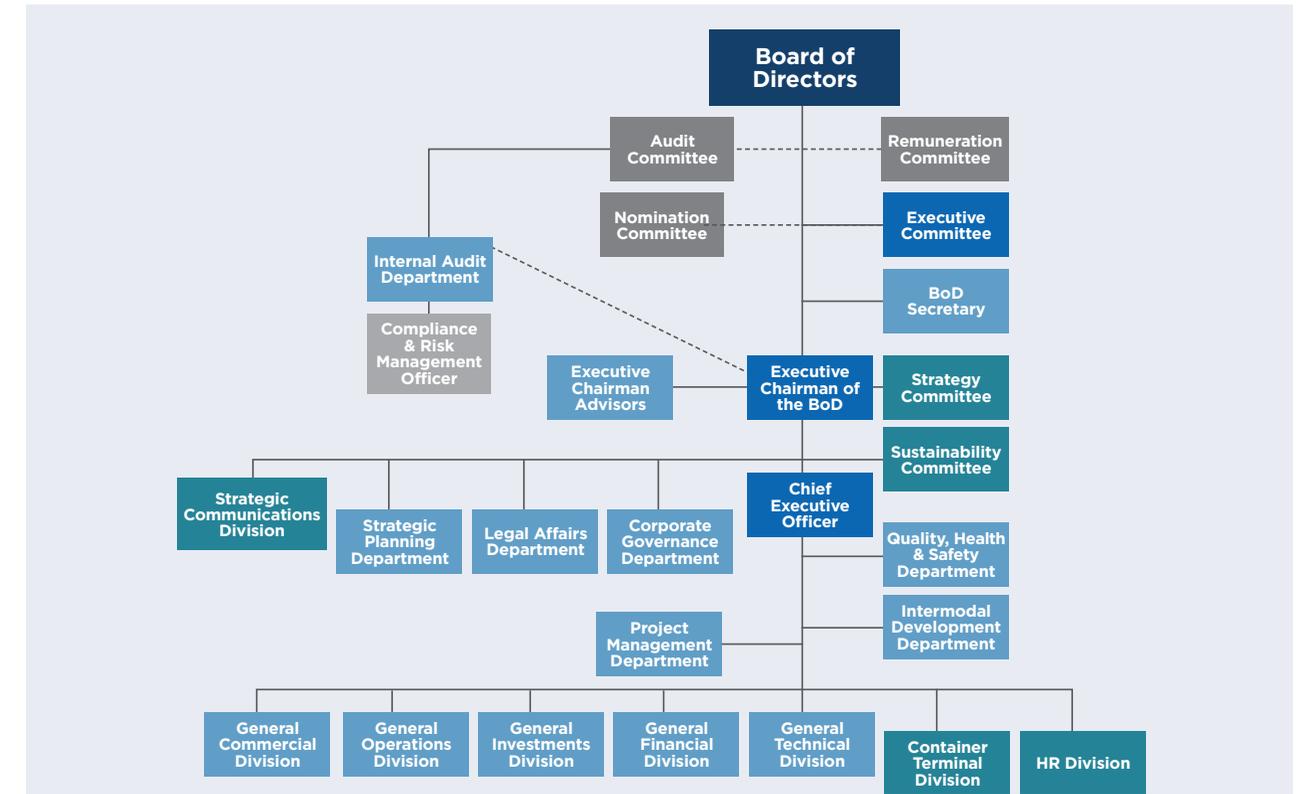
ThPA S.A. Corporate Governance Framework

At ThPA S.A. we strive to integrate sustainability into our daily operations through robust corporate governance structures. We have implemented a comprehensive set of policies, procedures and management systems contributing us to mitigate risks and manage them effectively, while promoting responsibility, transparency and accountability across our business. More specifically, we have adopted an effective Corporate Governance Framework that reflects our values and plays a crucial role in our long-term evolution and growth, supporting us to create added value for our stakeholders. This Framework is based on four main pillars including the governance bodies, compliance, systems and mechanisms, policies and procedures, which guide our Company and ensure the effective operation of ThPA S.A.



Organizational Structure

The organizational structure of the Company reflects its commitment to create resilient, strong governance structures that will allow the continuous development of the Company. The organizational chart, approved via BoD decision on 17.11.2022, showcases the importance of the collaboration between the departments, and senior executives as well as the significance of sustainability for the Company and its long-term success. The organizational chart, as it has been in effect since December 2022, is presented below:



Governance bodies

ThPA S.A. has established governance bodies that ensure ethical business practices, transparency and accountability at every aspect of Company's operation. Throughout governance bodies ThPA S.A. aims to foster its resilience and competitiveness.

The General Meeting of Shareholders

The General Meeting of the Shareholders is the supreme body of the Company and is responsible for all corporate matters, in full compliance with the legislation. The General Meeting is held at least once a year, approving, among other things, the Company's annual Financial Statements and assessing the overall performance and Management's activities for the fiscal year. Its decisions are binding on all shareholders, including those absent or dissenting.

Board of Directors

The Board of Directors (BoD) is composed from members with diverse backgrounds and a wide range of skills, maximizing their contribution to the Company's governance. The BoD is responsible for decisions concerning the management of the Company, the administration of its assets, and the general pursuit of its objectives, in accordance with the applicable legal and regulatory provisions. The BoD has delegated some of its authorities to the Executive Chairman of the BoD, the Chief Executive Officer, the Executive Committee, the Chief Officers, and Company's Directors.



The BoD is entrusted with defining the Company's core values and strategic direction, approving its overall strategy and business plan, and regularly reviewing risks and opportunities to ensure alignment with the established strategy. Additionally, the BoD is responsible for overseeing the implementation of the strategy and its consistent execution.

The composition of the Board of Directors (BoD) at 31/12/2023 was:

Board of Directors Membership	
Athanasios Liagkos	Executive Chairman of the BoD, Executive Member
Laurent Martens	BoD Vice-Chairman, Non-Executive Member
Arie Koppelaar	Chief Executive Officer, Executive Member
Konstantinos Fotiadis	Non-Executive Member
Panagiotis Stampoulidis	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

33%
Women
on Board

77%
Non-Executive
Members

33%
Independent
Members

Chairman and Vice-Chairman of the BoD

Since 02.10.2023, a new Chief Executive Officer was appointed in order to manage the temporary solution of the dual role of Managing Director and Executive Chairman of the BoD, ensuring the effective governance of the Company. During the year 2023, as the Company had an Executive Chairman, the Vice Chairman of the Board of Directors is, in compliance with the law, a non-executive member, recognizing the potential conflicts of interest that may arise from the Executive Chairman of the BoD also serving as an active senior executive in the Company. Additionally, the three independent non-executive members of the BoD further strengthened the limitation of potential impacts, as their responsibilities ensured the proper execution of the BoD's supervisory role.

Aiming to identify timely and effectively manage potential conflicts of interest, the Company has implemented a Policy for the Prevention and Handling of Conflicts of Interest, along with a Manual on the Procedures for the Prevention and Management of Conflicts of Interest. The goal of those procedures is to establish a well-structured approach to handle conflicts that may arise when individuals in administrative, managerial, or su-

perisory roles have personal interests that might impact their duties to the Company.

Our Committees

The committees of ThPA S.A. play a critical role in supporting the BoD by providing specialized oversight and guidance in key areas of governance. Each committee operates within a defined scope, ensuring compliance with regulatory requirements, enhancing transparency, and fostering accountability in decision-making processes. Their work is integral to the effective implementation of corporate strategy, risk management, and long-term sustainability, ensuring that all actions are aligned with the Company's objectives and values.

Nomination Committee

The Nomination Committee consists of three members of the BoD, two of which are independent non-executive members and one non-executive member. It is responsible for identifying the suitable candidates that meet the qualifications required in accordance with the Suitability Policy. The Nomination Committee evaluates candidates' skills, education, and previous experience in ESG aspects, show-

ing the Company's commitment to sustainable development.

In line with the applicable framework, the Committee evaluates the individual and collective performance and suitability of the BoD members on an annual basis. Upon the closure of the financial statements of the fiscal year 2023, the assessment of the BoD and its Committees, as a collective body and the assessment of the BoD members and BoD Committees' members, was conducted based on responses to questionnaires completed by the BoD members.

These questionnaires covered specific topics related to the activity of the Company and the applicable regulatory framework.

Based on the results of the assessment, the BoD approved, and the Nominations Committee implemented the 2023 Training and Education program for the Members of the BoD in the following fields:

- Corporate Governance
- Sustainable Development
- Cyber Security
- Port Operations & Technology.



Remuneration Committee

The remuneration of the BoD members is set by the Remuneration Policy in combination with the Company's Remuneration Committee, which is composed of two independent non-executive BoD members and one non-executive member. The Remuneration Committee advises and makes proposals to the BoD regarding the Remuneration Policy, the remuneration of individuals within the scope of the Policy, and reviews the information contained in the annual remuneration report. The Remuneration Policy is subject to approval by the General Meeting.

Audit Committee

The Audit Committee is composed of three non-executive BoD members and primarily focuses on the Company's financial information. It also plays a significant role in monitoring sustainability issues, presenting them in its annual Activity Report to the General Meeting. In its report regarding the fiscal year 2023, the Committee presented, among other topics, the Company's Sustainable Development Strategy, the

certification of the Company's Integrated Management System (according to ISO 9001, 14001, 45001), the Company's Energy Management Policy and System (according to ISO 50001), employees' training information, employment and non-discrimination and inclusion issues, as well as the Company's support for local communities. The Audit Committee is responsible for monitoring the effectiveness of internal control, quality assurance, and risk management systems and, where applicable, assesses the performance of the Internal Audit Department.

Moreover, the Committee is responsible for overseeing matters related to audit reports and the activities of the Internal Audit Department. This includes the evaluation of the Head of Internal Audit and ensuring the department's effectiveness in its role. Additionally, it reviews issues raised by the Compliance and Risk Management Officer, particularly regarding updates to the Risk Register. In its meetings, the committee focuses on ensuring the integrity of financial reporting, the adequacy of internal controls, the compliance with legal and regulatory frameworks, and the identification and management of risks, providing the BoD with well-documented recommendations.

The compositions of the Committees of the BoD at 31/12/2023 were the following:

Nomination Committee	Remuneration Committee	Audit Committee
Angeliki Samara, Chairman of the Committee, Non-Executive Member	Panagiotis Michalopoulos, Chairman of the Committee, Independent Non-Executive Member	Panagiotis Stampoulidis, Non-Executive Member
Panagiotis Michalopoulos, Independent Non-Executive Member	Laurent Martens, Member, Non-Executive Member	Panagiotis Michalopoulos, Chairman, Independent Non-Executive Member
Eirini Chadiari-Gkiala, Independent Non-Executive Member	Eirini Chadiari-Gkiala, Independent Non-Executive Member	Angeliki Samara, Non-Executive Member

In 2023, the Nomination Committee met 8 times with 100% attendance

In 2023, the Remuneration Committee met 5 times with 100% attendance

In 2023, Audit Committee met 20 times with 100% attendance

Executive Committee

The BoD has established an Executive Committee (ExCo), to which it has delegated certain powers and duties specifically outlined in its delegation of authorities' decision. According to the ExCo Regulation, the Committee is obliged to hold its meetings twice a month, but, it generally meets more frequently (i.e., once a week). In the case of urgent matters where it is not possible to convene a meeting, the approval of the Members for a resolution can be obtained by circulation via email, phone, or in writing.

The composition of the Executive Committee at 31/12/2023 was the following:

A. Members of the Executive Committee with a voting right

Executive Chairman of the BoD

CEO/Managing Director

Chief Investment Officer (or Deputy Chief Investments Officer for the period that the position of the Chief Investments Officer remains vacant)

Chief Financial Officer

Chief Commercial Officer

Chief Technical Officer

Chief Operations Officer

Director of Container Terminal

B. Members of the Executive Committee without a voting right

Deputy Chief Commercial Officer

Director of Strategic Communications

Director of Human Resources

Director of Conventional Cargo Terminal

Director of Procurement and Investments

Director of Information & Communications Technology & Digital Transformation

Director of Maintenance and Equipment

Director of Sustainability & Environmental Strategy

C. Designated non-voting participants who will contribute by virtue of their competence and will receive all supporting material

Head of Legal Affairs

Head of Strategic Planning

Sustainability Committee

The Sustainability Committee was established by the decision 1935/30.11.2022 of the Executive Chairman of the BoD and Managing Director of ThPA S.A., with the aim to provide advice, resources, and input to the BoD and the ExCo on topics related to Sustainability and ESG. Furthermore, the Sustainability Committee oversees the annual implementation of the Company's Sustainability Strategy, provides necessary information, and receives feedback to enhance the alignment of the top-down strategy. The Sustainability Committee reports to the Executive Chairman of the BoD to monitor the Sustainability Policy implementation.

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.

The implementation and effectiveness of the Internal Control System is evaluated at least every three (3) financial years, in accordance with the relevant Policy and Procedure of the Company.

The Company implements a three line model to assist the achievement of objectives and facilitate strong governance and risk management.

First line roles are most directly aligned with the delivery of services to customers of the Company.

Second line roles provide complementary expertise, support, and monitoring related to the management of risks. Second line roles have been assigned to Legal Services Department, Quality, Health and Safety Department, Sustainability and Environmental Strategy Department, and Compliance and Risk Management Officer.

The Third line role is performed by the Internal Audit Department, an independent unit that provides independent, objective and risk-based assurance and consulting services, designed to enhance and protect value.



Compliance and Risk Assessment

The primary mission of Risk Assessment at ThPA S.A. is to ensure effective management and consolidated control of risks across all levels of business operations and the organizational structure. This involves the necessary coordination to identify, assess, and mitigate risks, safeguarding the company's objectives and operational integrity. The promotion of risk management as a key function of the Company contributes to the effective fulfillment of its purpose and is a prerequisite for a high standard of corporate governance that leads to high efficiency and optimal business performance. The Company has adopted a Risk Management Policy and a Risk Management Manual, approved by the BoD and implemented under the Corporate Governance System in conjunction with other business units.

The purpose is to establish the framework under which ThPA S.A. can 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. Risks are managed broadly and efficiently in day-to-day operations and projects. Not only the Company established a risk management framework

	2023
Total amount of monetary losses as a result of labour law violations	No monetary losses
Total amount of monetary losses as a result of business ethics violations	No monetary losses
Total number of business ethics violations	0
Total number of Human rights violations	0
Total number of personal data violations	0

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 BoD 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. The Compliance and Risk Management Officer 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 Company monitors and evaluates continuously the changes on the legislative and regulatory framework and monitors, supervises and assesses compliance of all Company's business units with the applicable regulatory framework, but also in accordance with its policies, regulations and manuals of procedures with the implementation of a system of remote and on-site audits of the daily activity of these units.

Governance Structure for Sustainability

ThPA S.A. recognizing the importance of sustainability throughout its operation, attempt to effectively and timely monitoring, assessing and managing its impacts, creating added value for all its stakeholders. To further ensure the effectiveness of its approach, the Company has established the Sustainability Committee and the Sustainability Team, which are composed from people above all the departments of ThPA S.A. The ultimate goal is the holistic approach regarding sustainability in accordance with the Company's Sustainability values, ESG criteria and risk management framework.

The Sustainability Team and Sustainability Committee collaborate to design, develop, and manage the Sustainability Strategy, as well as to monitor and measure ESG performance.

Sustainability Team

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 Sustainability Team prepares information reports on the Sustainability Policy implementation for

the Executive Chairman of the BoD on an annual basis, according to art.6 of Sustainability Policy, who ensures and monitors the effectiveness of this framework, particularly concerning expertise and the understanding of stakeholder interests.

Policies, Regulations & Procedures

ThPA S.A. has implemented a variety of policies, regulations and procedures in order to create a well - structured and efficient approach regarding several aspects of its operation. Through those policies, regulations and procedures the Company defines in a clear and specific way its commitments and relationship with all stakeholders, while promoting and strengthening its culture among employees. Specifically, the following policies and procedures have been developed:

Policies	
Quality Policy	Personal Data Protection Policy
Occupational Health and Safety Policy	Conflict of Interest Policy
Environmental Policy	Risk Management Policy
Energy Management Policy	Suitability of BoD Members Policy
Sustainability Policy	Policy & Procedure for Periodic Evaluation of Internal Control System
Information Security Policy	Remuneration Policy
Policy on the Protection of Confidential Information	Corporate Mobile Phone Policy
Business Continuity Policy	Corporate Travel Policy
Anti-bribery Policy	Corporate Car Policy
Diversity Policy	Regulatory Compliance Policy
Policy to prevent and combat violence and harassment	Succession Planning Policy
Learning and Development Policy	Policy for Company Credit Cards
Recruitment policy	ICT Security Policy
Time Attendance Policy	

Regulations

General Personnel Regulation

Internal Organization and Operation Regulation

Procurement Regulation

Regulation of Sub-concession

Towing Regulation

Regulation of Claimants

Working Regulation for Dockworkers

Regulation for Dangerous Goods and Cargo

Regulation for the award of sub-concession agreement of the Société Anonyme under the trade name Thessaloniki Port Authority S.A.: A) System for the Award of sub concession agreement B) Regulation for minor sub-concessions

Charters

BoD Charter

Audit Committee's Charter

Nominations Committee's Charter

Remuneration Committee's Charter

Executive Committee Charter

Internal Audit Charter

Code of Ethics

Hellenic Corporate Governance Council Code

Deviations from the Hellenic Corporate Governance

General Regulation for Data Protection

Manuals

Whistleblowing Procedures Manual

Risk management manual

Compliance Procedures manual

Conflict of interest manual

Related party transactions manual
Compliance Procedures

Manual of operating procedures of financial & investor relations department

Procedures

Management of inside information and proper informing of the public procedure

Transaction by persons with managerial responsibilities and the obligation disclosure procedure

Discloser procedure for dependence relations

Procedures of conventional terminal management

Procedures of claim regulation

For more information regarding codes and policies of ThPA S.A. you can visit Company's website.

Moreover, 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 Company's website.

Systems and Mechanisms

Sound corporate governance and efficient operation of the Company maintain a pivotal role regarding our long-term approach. ThPA S.A. has implemented Management Systems (MS) to effectively address and handle daily activities, through specific procedures. Management Systems ensure the Company's successful response to various challenges, strengthening its resilience to the continuously evolving environment.

In 2023, ThPA S.A. completed the implementation of two more management systems, Anti-Bribery and Energy Management System, having established among others the following certified management systems:



Antibribery and Whistleblowing

One of the values of ThPA S.A. is that it always acts legally, morally, with integrity and with respect for society and the environment. In this context, it implements a zero-tolerance policy in case of corruption and bribery. The Management of the Company, taking into account the benefits of adopting a holistic and systematic approach to the prevention, deterrence and fight against bribery, decided to install an Anti-Bribery Management System, which takes into account the operating framework of the Company, the expectations and limitations deriving therefrom, and the requirements of the International Standard ELOT EN ISO 37001:2016, in August 2023.

In accordance with the requirements of the regulatory framework, as set out in Directive (EU) 2019/1937, incorporated into Greek law pursuant to Law No. 4990/2022 (published in Government Gazette A' 210/11.11.2022) ThPA S.A. has prepared a Whistleblowing Manual (hereinafter the Manual) to prevent and detect violations of national and EU law. The Manual sets out the principles and framework through which the Company receives, evaluates and investigates reports of irregularities, omissions or offenses brought to the attention of

its employees, customers, suppliers, or any other interested party.

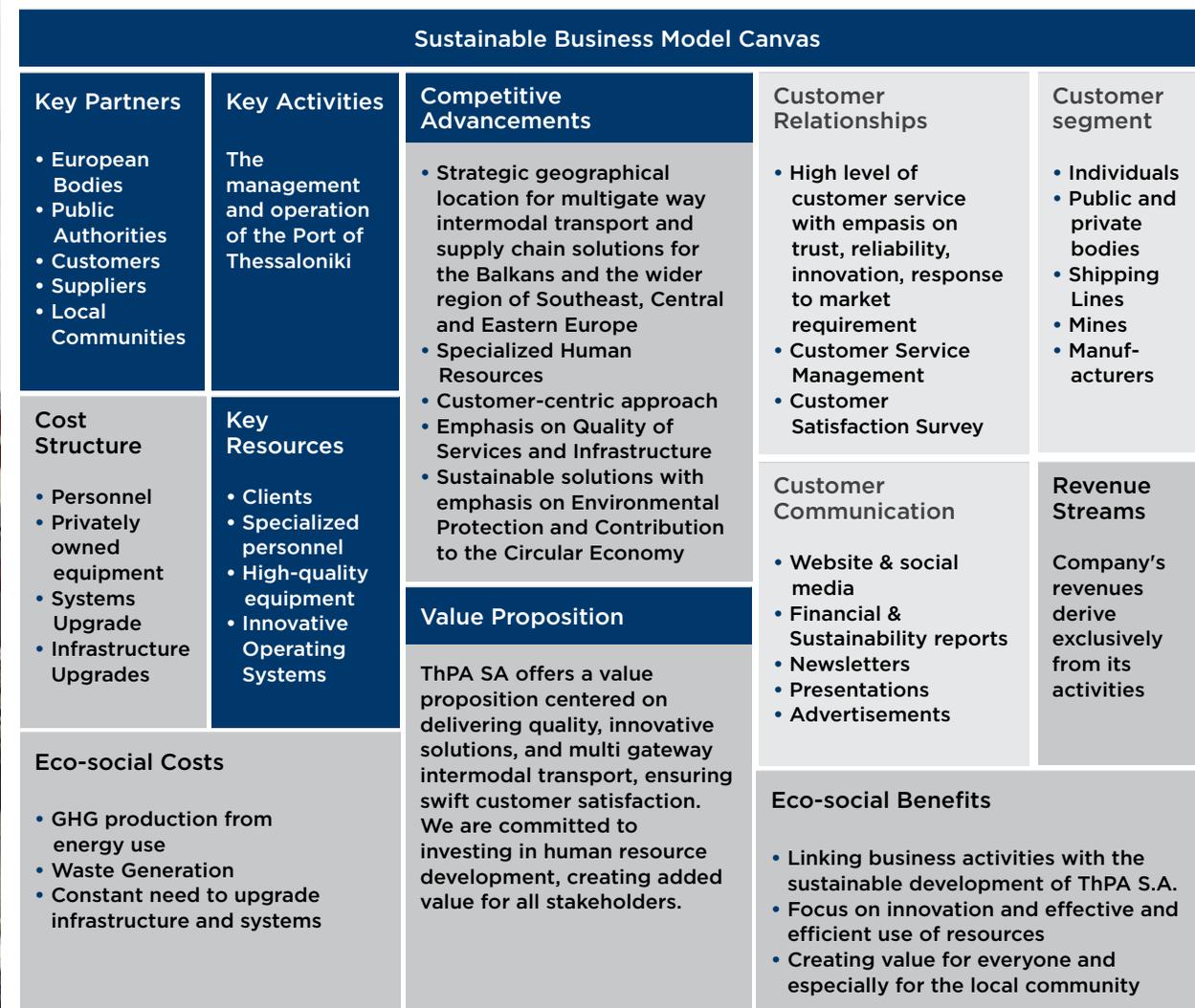
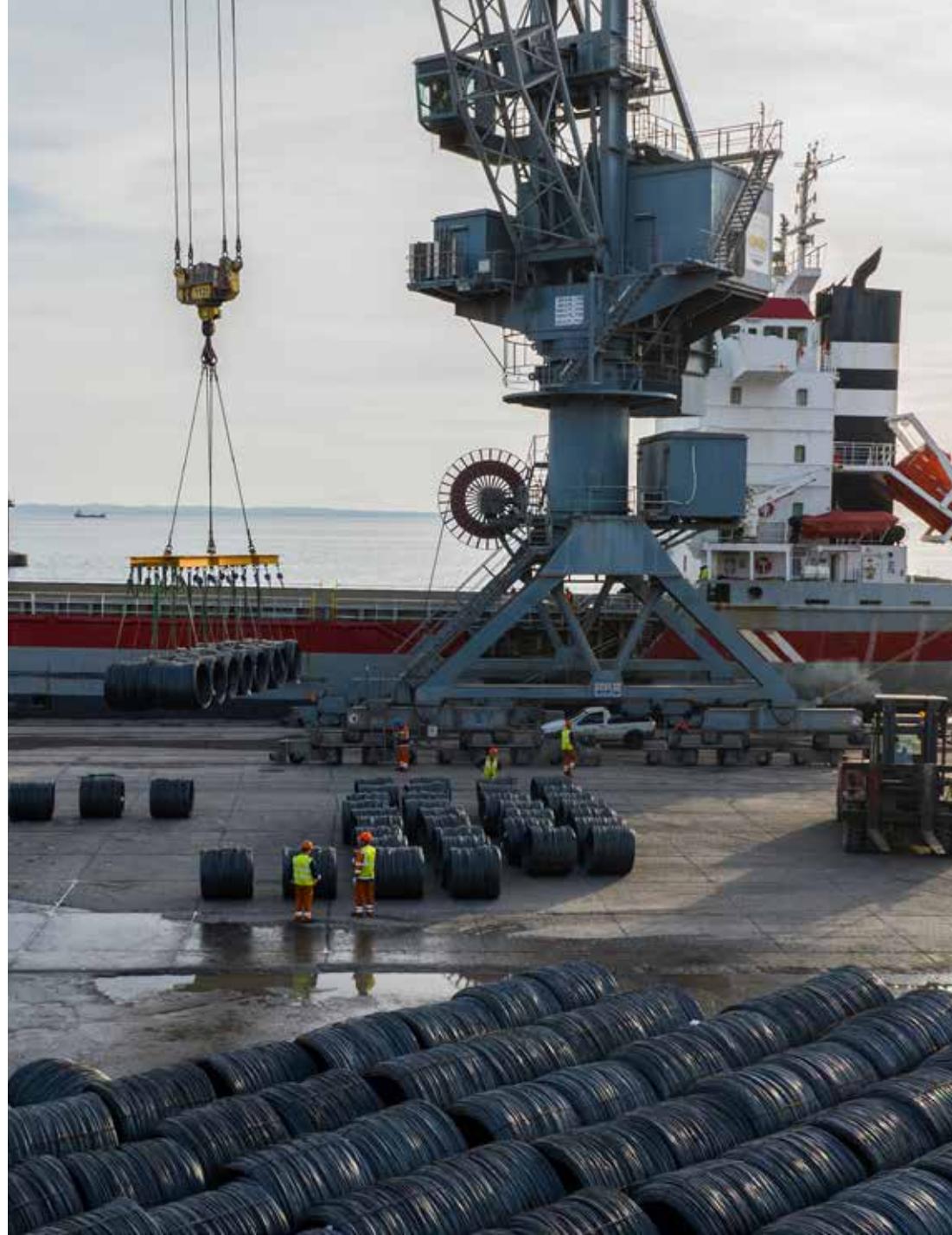
The Manual forms an integral part of operational governance and is approved by the Company's BoD.

Having implemented the Anti-Bribery Management System as well as the whistleblowing procedure, the Company achieves to maintain a completed framework regarding Anti-Bribery and mitigation of potential risks.



ThPA S.A.'s 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.



About the Report

Scope and Limits: This ESG Report is ThPA S.A.'s fourth report, covering the reporting period from 1/1/2023 to 31/12/2023, and includes information for the year 2022 for comparability purposes. Through the Report, ThPA S.A. aims to provide comprehensive information to stakeholders by presenting quantitative and qualitative data and information regarding its performance in the areas of Environment – Society – Governance (ESG). The Report highlights ThPA S.A.'s actions and impacts in all three areas. The scope of the Report pertains to the activities of the Port.

Methodology: ThPA S.A.'s ESG Report 2023 was drawn up based on the Universal GRI Standards (2021) guidelines for the preparation of Sustainability Reports, 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 identification, analysis and prioritization of the most important issues (Materiality Analysis) was performed in accordance with international standards, such as the Global Reporting Initiative. These issues were evaluated in 2023 by the Company's Sustainability Committee and are detailed in the section "Corporate Profile".

External assurance: The data in this Report has not been externally verified by a third independent party. Nevertheless, recognizing the usefulness and added value that the external verification of the Report's data can offer, ThPA S.A. will consider the possibility of an external audit, in its next edition.

Project Team: ThPA S.A.'s ESG Team is responsible for collecting and recording all necessary data and information regarding its performance in the pillars of Sustainable Development. The members of the ESG Team come from all the involved departments.

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 2023 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.

Sources of information: The data and information published in the Report have been collected based on monitoring procedures applied at ThPA S.A., as well as from the databases maintained in the context of the implementation of the ThPA S.A.'s management systems. Where data obtained after processing or based on assumptions are listed, the way or method of calculation shall be indicated; according to the guidelines of the GRI Standards.

Contact about the Report: ThPA S.A. considers the opinion of stakeholders to be particularly important for the improvement of the Report's content. For this purpose, you can send your comments and/or any questions to the following contact details:

Elena Ntanika,
Director of Sustainability & Environmental Strategy
E-mail: esg@thpa.gr

An aerial photograph of a boat's wake in the ocean. The water is a deep blue, and the wake is a lighter, frothy white-green color. The wake is centered and extends from the bottom of the frame towards the top. A white rectangular box is overlaid on the right side of the wake, containing the word "Appendices" in white text.

Appendices

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
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

Stakeholder Group	Communication Channels	Interests & Expectations	ThPA S.A. Response
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
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

Stakeholder Group	Communication Channels	Interests & Expectations	ThPA S.A. Response
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
NGOs & 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 nternships 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

GRI content Index

GRI 1: Foundation statement of use	The information provided in this Report reflects the activities of ThPA S.A. as of 31 December 2023. The Report is prepared in accordance with the Global Reporting Initiative (GRI) Standards.
GRI 1 used	GRI 1: Foundation 2021
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	THESSALONIKI PORT AUTHORITY SOCIETE ANONYME (ThPA S.A.) https://www.thpa.gr/ pp. 8-10, 160-161
2-2	Entities included in the organization's sustainability reporting	pp. 8-10
2-3	Reporting period, frequency and contact point	pp. 160-161
2-4	Restatements of information	pp. 160-161
2-5	External assurance	pp. 160-161
2. Activities and workers		
2-6	Activities, value chain and other business relationships	pp. 18-27, 79-81
2-7	Employees	pp. 102-115
2-8	Workers who are not employees	pp. 32, 79, 96-97, 122
3. Governance		
2-9	Governance structure and composition	pp. 138-147
2-10	Nomination and selection of the highest governance body	pp. 142-143

GRI 2: General Disclosures 2021		
GRI Standards	Disclosure	Reference
2-11	Chair of the highest governance body	p. 141
2-12	Role of the highest governance body in overseeing the management of impacts	pp. 140-142
2-13	Delegation of responsibility for managing impacts	pp. 146-147
2-14	Role of the highest governance body in sustainability reporting	p. 152
2-15	Conflicts of interest	p. 142
2-16	Communication of critical concerns	pp. 144-145
2-17	Collective knowledge of the highest governance body	pp. 142-143
2-18	Evaluation of the performance of the highest governance body	p. 144
2-19	Remuneration policies	pp. 144-145
2-20	Process to determine remuneration	pp. 144-145
2-21	Annual total compensation ratio	p. 168
4. Strategy, policies and practices		
2-22	Statement on sustainable development strategy	pp. 4-5
2-23	Policy commitments	pp. 152-157
2-24	Embedding policy commitments	pp. 20, 22, 24, 26, 31, 64, 66, 84, 97, 105, 110-111, 114, 118, 142, 144, 147-148, 150, 152-157, 168
2-25	Processes to remediate negative impacts	pp. 20, 22, 24, 26
2-26	Mechanisms for seeking advice and raising concerns	pp. 156-157
2-27	Compliance with laws and regulations	pp. 150-151
2-28	Membership associations	pp. 42-51
5. Stakeholder engagement		
2-29	Approach to stakeholder engagement	p. 32
2-30	Collective bargaining agreements	Collective bargaining agreements cover 97.76% of employees

GRI 3: Material Topics 2021		
GRI Standards	Disclosure	Reference
GRI 3: Material Topics 2021	3-1 Process to determine material topics	pp. 33-36
	3-2 List of material topics	p. 37
	3-3 Management of material topics	pp. 20-27, 32-41
Energy Management and GHG Emissions		
GRI 3: Material Topics 2021	3-3 Management of material topic	pp. 20-21, 32-41, 82-101
GRI 302: Energy 2016	302-1 Energy consumption within the organization	p. 88
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	p. 94
	305-2 Energy indirect (Scope 2) GHG emissions	p. 94
	305-4 GHG emissions intensity	p. 94
Waste Management		
GRI 3: Material Topics 2021	3-3 Management of material topic	pp. 20-21, 32-41, 82-101
GRI 306: Effluents and Waste 2016	306-2 Management of significant waste-related impacts	pp. 97-99
	306-3 Waste generated	p. 99
	306-4 Waste diverted from disposal	926,518 tn
	306-5 Waste directed to disposal	528,600 tn
Air Quality		
GRI 3: Material Topics 2021	3-3 Management of material topic	pp. 20-21, 32-41, 82-101
ThPA S.A. Indicator	Air quality monitoring program	p. 93
Sea Water Quality		
GRI 3: Material Topics 2021	3-3 Management of material topic	pp. 20-21, 32-41, 82-101
ThPA S.A. Indicator	Sea-water monitoring program	p. 96

GRI 3: Material Topics 2021		
GRI Standards	Disclosure	Reference
Port Infrastructure Development		
GRI 3: Material Topics 2021	3-3 Management of material topic	pp. 24-25, 32-41, 52-82
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	p. 64
Port Security		
GRI 3: Material Topics 2021	3-3 Management of material topic	pp. 24-25, 32-41, 52-82
ThPA S.A. Indicator	Number of security breaches	p. 25
Occupational Health, Safety and Wellbeing		
GRI 3: Material Topics 2021	3-3 Management of material topic	pp. 22-23, 32-41, 103-127
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	p. 118
	403-2 Hazard identification, risk assessment, and incident investigation	p. 120
	403-5 Worker training on occupational health and safety	pp. 121-123
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	p. 120
	403-8 Workers covered by an occupational health and safety management system	p. 117
	403-9 Work-related injuries	p. 124
GRI 405: Diversity and Equal	405-1 Diversity of governance bodies and employees	pp. 106-109
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	No incidents of discrimination were reported

GRI 3: Material Topics 2021		
GRI Standards	Disclosure	Reference
Engagement with the Community		
GRI 3: Material Topics 2021	3-3 Management of material topic	pp. 22-23, 32-41, 128-135
ThPA S.A. Indicator	Percentage of donations directed to community well-being	p. 129
Digitization / Smart Ports		
GRI 3: Material Topics 2021	3-3 Management of material topic	pp. 24-25, 32-41, 53-81
ThPA S.A. Indicator	Number of ICT services of the port that are offered	p. 70
Talent Attraction and Retention		
GRI 3: Material Topics 2021	3-3 Management of material topic	pp. 22-23, 32-41, 102-115
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	pp. 107, 109
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employee	p. 114
Training and Development		
GRI 3: Material Topics 2021	3-3 Management of material topic	pp. 22-23, 32-41, 102-115
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	p. 112
	404-2 Programs for upgrading employee skills and transition assistance programs	pp. 111-112
Transparency		
GRI 3: Material Topics 2021	3-3 Management of material topic	pp. 26-27, 32-41, 136-159

GRI 3: Material Topics 2021		
GRI Standards	Disclosure	Reference
ThPA S.A. Indicator	Number of corporate policies aligned with transparency	p. 157
Business Ethics		
GRI 3: Material Topics 2021	3-3 Management of material topic	pp. 26-27, 32-41, 136-159
GRI 205: Anti-Corruption 2016	205-3 Confirmed incidents of corruption and actions taken	No incidents of corruption were reported
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	No incidents of anti-competitive behavior, anti-trust, and monopoly practices were reported
Risk Management		
GRI 3: Material Topics 2021	3-3 Management of material topic	pp. 26-27, 32-41, 136-159
ThPA S.A. Indicator	Business Continuity MS	p. 156
Supply Chain Management and Sustainable Procurement		
GRI 3: Material Topics 2021	3-3 Management of material topic	pp. 20-21, 32-41, 52-81
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	p. 79

Table of indicators with the Athens Exchange ESG Index 2023 data based on the new edition of the ATHEX Disclosure Guide

ESG Classif.	2024 ID	2024 SUB - ID	Metric	Value	Unit	Reference
Environmental	C-E1	C-E1-1	Scope 1 emissions - Total amount of direct emissions (Scope 1)	5,201.55	Tons CO ₂ equivalent (tCO ₂ e)	ISO 14064-1:2018 Certificate- External Verification
	C-E1	C-E1-2	Scope 1 emissions - GHG intensity of Scope 1 emissions	60.61	Tons CO ₂ equivalent (tCO ₂ e)/ Net revenue in million euros	ISO 14064-1:2018 Certificate / Annual Financial Report 2023
	C-E2	C-E2-1	Scope 2 emissions - Total amount of indirect emissions (Scope 2) - Location based approach	5,018.03	Tons CO ₂ equivalent (tCO ₂ e)	ISO 50001:2018 Certificate - External verification / DAPEEP 2023 Data Report / National Climate Law coefficients 2023
	C-E2	C-E2-2	Scope 2 emissions - GHG intensity of Scope 2 emissions - Location based approach	58.47	Tons CO ₂ equivalent (tCO ₂ e)/ Net revenue in million euros	ISO 50001:2018 Certificate - External verification / DAPEEP 2023 Data Report / National Climate Law coefficients 2023 / Annual Financial Report 2023
	C-E2	C-E2-3	Scope 2 emissions - Total amount of indirect emissions (Scope 2) - Market based approach	3,656.61	Tons CO ₂ equivalent (tCO ₂ e)	ISO 14064-1:2018 Certificate- External Verification

ESG Classif.	2024 ID	2024 SUB - ID	Metric	Value	Unit	Reference
Environmental	C-E2	C-E2-4	Scope 2 emissions - GHG intensity of Scope 2 emissions - Market based approach	42.61	Tons CO ₂ equivalent (tCO ₂ e)/ Net revenue in million euros	ISO 14064-1:2018 Certificate / Annual Financial Report 2023
	C-E3	C-E3-1	Energy consumption and production - Total amount of energy consumed within the organization	27,887.96	Megawatt hour (MWh)	ISO 50001:2018 Certificate - External verification
	C-E3	C-E3-2	Energy consumption and production - Percentage of electricity consumed	36.02	Percentage (%)	ISO 50001:2018 Certificate - External verification
	C-E3	C-E3-3	Energy consumption and production - Percentage of renewable energy consumed	15.24	Percentage (%)	ISO 50001:2018 Certificate - External verification / DAPEEP 2023 Data Report Suppliers
	C-E3	C-E3-4	Energy consumption and production - Total amount of energy produced	0	Megawatt hour (MWh)	No energy production in ThPA S.A. in 2023
	C-E3	C-E3-5	Energy consumption and production - Percentage of renewable energy produced	0	Percentage (%)	No renewable energy production in ThPA S.A. in 2023
	A-E1	A-E1-1	Scope 3 emissions - Total amount of other indirect emissions (Scope 3)	-	Tons CO ₂ equivalent (tCO ₂ e)	Scope 3 calculation for 2023 has not been implemented
	A-E1	A-E1-2	Scope 3 emissions - GHG intensity of Scope 3 emissions	-	Tons CO ₂ equivalent (tCO ₂ e) / Net revenue in million euros	Scope 3 calculation for 2023 has not been implemented

ESG Classif.	2024 ID	2024 SUB - ID	Metric	Value	Unit	Reference
Environmental	A-E2	A-E2-1	Climate change risks and opportunities - Discussion of climate change-related risks and opportunities that can affect business operations	Yes - Disclosed	Discussion and Analysis	Climate Risk Assessment implemented internally. Reference included in annual ESG Reports
	A-E3	A-E3-1	Waste management - Total amount of hazardous waste	45.278	Tons	HMA 2023 Data
	A-E3	A-E3-2	Waste management - Total amount of non-hazardous waste	1,409.840	Tons	HMA 2023 Data
	A-E3	A-E3-3	Waste management - Percentage of waste by type of treatment - Recycled	63.7	Percentage (%)	HMA 2023 Data
	A-E3	A-E3-4	Waste management - Percentage of waste by type of treatment - Composted	0	Percentage (%)	HMA 2023 Data
	A-E3	A-E3-5	Waste management - Percentage of waste by type of treatment - Incinerated	0	Percentage (%)	HMA 2023 Data
	A-E3	A-E3-6	Waste management - Percentage of waste by type of treatment - Landfilled	36.3	Percentage (%)	HMA 2023 Data
	A-E3	A-E3-7	Waste management - Total amount of radioactive waste	0	Tons	HMA 2023 Data

ESG Classif.	2024 ID	2024 SUB - ID	Metric	Value	Unit	Reference
Environmental	A-E4	A-E4-1	Total amount of effluent discharge containing polluting substances	0	Cubic meters (m ³)	No effluent discharges containing polluting substances occur in ThPA S.A.
	A-E5	A-E5-1	Biodiversity sensitive areas - Description of the impact of business operations on biodiversity sensitive areas	Yes - Disclosed	Discussion and Analysis	Sustainability Policy
	A-E6	A-E6-1	Climate change policy	Yes - Relevant clauses disclosed in other policy	Discussion and Analysis	Sustainability Policy
	A-E7	A-E7-1	Removals and carbon credits - GHG removals and storage	0	Tons CO ₂ equivalent (tCO ₂ e)	No GHG and storage in 2023
	A-E7	A-E7-2	Removals and carbon credits - Carbon credits	0	Tons CO ₂ equivalent (tCO ₂ e)	No carbon credits in 2023
	A-E8	A-E8-1	Total GHG emissions - Total GHG emissions location based	No - Not disclosed	Tons CO ₂ equivalent (tCO ₂ e)	For the calculation of the Total GHG emissions, calculation of Scope 3 emissions is required
	A-E8	A-E8-2	Total GHG emissions - Total GHG emissions market based	No - Not disclosed	Tons CO ₂ equivalent (tCO ₂ e)	For the calculation of the Total GHG emissions, calculation of Scope 3 emissions is required
	SS-E1	SS-E1-1	Transition plan - Disclosure of transition plan for climate change mitigation	No - Not disclosed	Discussion and Analysis	Sustainability Strategy and Sustainability Policy
	SS-E2	SS-E2-1	Air pollutant emissions - Total amount of NOx (excluding N ₂ O)	No - Not disclosed	Kilograms (kg)	Ambient NOx monitoring is being implemented continuously by Air Quality monitoring Station. No NOx source allocation is possible.

ESG Classif.	2024 ID	2024 SUB - ID	Metric	Value	Unit	Reference
Environmental	SS-E2	SS-E2-2	Air pollutant emissions - Total amount of SOx	No - Not disclosed	Kilograms (kg)	Ambient SOx monitoring is being implemented continuously by Air Quality monitoring Station. No SOx source allocation is possible.
	SS-E2	SS-E2-3	Air pollutant emissions - Total amount of Volatile organic compounds (VOCs)	No - Not disclosed	Kilograms (kg)	Ambient VOCs monitoring is being implemented weekly by Air Quality monitoring Station. No VOCs source allocation is possible.
	SS-E2	SS-E2-4	Air pollutant emissions - Total amount of Particulate matter (PM)	No - Not disclosed	Kilograms (kg)	Ambient PM monitoring is being implemented continuously by Air Quality monitoring Station. No PM source allocation is possible.
Social	C-S1	C-S1-1	Stakeholder engagement - Discussion of organization's main stakeholders and analysis of key stakeholder engagement practices	Yes - Disclosed	Discussion and analysis	New materiality analysis and evaluation have been performed according to international standards. Stakeholder engagement ongoing
	C-S2	C-S2-1	Percentage of female employees	16.68	Percentage (%)	HR Division Data 2023
	C-S3	C-S3-1	Percentage of women at top management level	5.77	Percentage (%)	HR Division Data 2023
	C-S4	C-S4-1	Employee turnover - Percentage of full-time employee voluntary turnover	7.41	Percentage (%)	HR Division Data 2023
	C-S4	C-S4-2	Employee turnover - Percentage of full-time employee involuntary turnover	0.21	Percentage (%)	HR Division Data 2023
	C-S4	C-S4-3	Employee turnover - Total employee turnover	7.61	Percentage (%)	HR Division Data 2023

ESG Classif.	2024 ID	2024 SUB - ID	Metric	Value	Unit	Reference
Social	C-S5	C-S5-1	Employee training - Average training hours of employees at top management level	4.45	Number of hours	HR Division Data 2023
	C-S5	C-S5-2	Employee training - Average training hours of the rest employee categories	5.49	Number of hours	HR Division Data 2023
	C-S5	C-S5-3	Employee training - Average training hours - Women	4.59	Number of hours	HR Division Data 2023
	C-S5	C-S5-4	Employee training - Average training hours - Men	5.64	Number of hours	HR Division Data 2023
	C-S6	C-S6-1	Human rights policy - Description of human rights policy and fundamental principles	Yes - Relevant clauses disclosed in other policy	Discussion and analysis	Code of Ethics / Diversity Policy
	C-S7	C-S7-1	Percentage of employees covered by collective bargaining agreements	97.76	Percentage (%)	HR Division Data 2023
	C-S8	C-S8-1	Value chain - Discussion of supplier screening using ESG criteria	Yes - Disclosed	Discussion and analysis	Procurement Regulation
	C-S8	C-S8-2	Value chain - Policies to manage material impacts, risks and opportunities related to workers in the value chain	Yes - Relevant clauses disclosed in other policy	Discussion and analysis	Procurement Regulation

ESG Classif.	2024 ID	2024 SUB - ID	Metric	Value	Unit	Reference
Social	A-S1	A-S1-1	Sustainable economic activity - Percentage of sustainable turnover - Alignment	Not disclosed	Percentage (%)	Non eligible for EU Taxonomy in 2023
	A-S1	A-S1-2	Sustainable economic activity - Percentage of sustainable CapEx - Alignment	Not disclosed	Percentage (%)	Non eligible for EU Taxonomy in 2023
	A-S1	A-S1-3	Sustainable economic activity - Percentage of sustainable OpEx - Alignment	Not disclosed	Percentage (%)	Non eligible for EU Taxonomy in 2023
	A-S1	A-S1-4	Sustainable economic activity - Percentage of sustainable turnover - Eligibility	Not disclosed	Percentage (%)	Non eligible for EU Taxonomy in 2023
	A-S1	A-S1-5	Sustainable economic activity - Percentage of sustainable CapEx - Eligibility	Not disclosed	Percentage (%)	Non eligible for EU Taxonomy in 2023
	A-S1	A-S1-6	Sustainable economic activity - Percentage of sustainable OpEx - Eligibility	Not disclosed	Percentage (%)	Non eligible for EU Taxonomy in 2023
	A-S2	A-S2-1	Total amount of monetary expenditure on employee training	33,502.22	Euros (€)	HR Division Data 2023
	A-S3	A-S3-1	Percentage of difference between male and female earnings	18.28	Percentage (%)	HR Division Data 2023
	A-S4	A-S4-1	CEO pay ratio - Total CEO pay	517,108.17	Euros (€)	Remuneration Report 2023

ESG Classif.	2024 ID	2024 SUB - ID	Metric	Value	Unit	Reference
Social	A-S4	A-S4-2	CEO pay ratio - Ratio of CEO to median employee earnings	12.27	Ratio	HR Division Data 2023 / Remuneration Report 2023
	SS-S4	SS-S4-1	Total amount of monetary losses as a result of labour law violations	0	Euros (€)	Annual Financial Report 2023
Governance	C-G1	C-G1-1	Board composition - ESG related qualifications of the board members	Yes - Disclosed	Discussion and Analysis	ThPA S.A. website - Board of Directors / BoD Secretariat Data 2023
	C-G1	C-G1-2	Board composition - Classification of the Chairman of the Board	Executive	Discussion and Analysis	ThPA S.A. website - Board of Directors / Annual Financial Report 2023 / BoD Secretariat Data 2023
	C-G1	C-G1-3	Board composition - Percentage of female board members	33	Percentage (%)	ThPA S.A. website - Board of Directors / BoD Secretariat Data 2023
	C-G1	C-G1-4	Board composition - Percentage of non-executive board members	77	Percentage (%)	ThPA S.A. website - Board of Directors / Annual Financial Report 2023 / BoD Secretariat Data 2023
	C-G1	C-G1-5	Board composition - Percentage of independent non-executive board members	33	Percentage (%)	ThPA S.A. website - Board of Directors / Annual Financial Report 2023 / BoD Secretariat Data 2023
	C-G1	C-G1-6	Board composition - Number of board members	9	Number	BoD Secretariat Data 2023
	C-G1	C-G1-7	Board composition - Average age of board members	51	Number	BoD Secretariat Data 2023
	C-G1	C-G1-8	Board composition - Average tenure of board members	2.26	Number	BoD Secretariat Data 2023

ESG Classif.	2024 ID	2024 SUB - ID	Metric	Value	Unit	Reference
Governance	C-G2	C-G2-1	Sustainability oversight - Description of approach to sustainability oversight	Yes - Disclosed	Discussion and Analysis	Sustainability Policy
	C-G3	C-G3-1	Materiality - Description of the materiality assessment process and material topics	Yes - Disclosed	Discussion and Analysis	Sustainability Reports
	C-G3	C-G3-2	Materiality - Approach	Single Materiality	Discussion and Analysis	Sustainability Reports
	C-G4	C-G4-1	Sustainability policy - Description of sustainability policy and fundamental principles	Yes - Policy in place	Discussion and Analysis	Sustainability Policy
	C-G5	C-G5-1	Business ethics policy - Description of business ethics policy and fundamental principles	Yes - Policy in place	Discussion and Analysis	Code of Ethics
	C-G6	C-G6-1	Data security policy - Description of data security policy and fundamental principles	Yes - Policy in place	Discussion and Analysis	Information Security Policy
	C-G7	C-G7-1	Sustainability reporting - Basis for preparation of sustainability reporting	Yes - Disclosed	Discussion and Analysis	Included in the Sustainability Reports
	C-G7	C-G7-2	Sustainability reporting - List all its entities included in the sustainability reporting	No - Not disclosed	Discussion and Analysis	
	C-G8	C-G8-1	Annual financial statements - Date of publication	17/4/2024	Date	Annual Financial Report 2023

ESG Classif.	2024 ID	2024 SUB - ID	Metric	Value	Unit	Reference
Governance	A-G1	A-G1-1	Strategy, business model and value chain - Discussion of strategy, business model and value chain	Yes - Disclosed	Discussion and Analysis	Sustainability Reports / Presentation to Analysts
	A-G1	A-G1-2	Strategy, business model and value chain - Activity in fossil fuel sector, chemical production, controversial weapons, cultivation and production of tobacco	No - Not disclosed	Discussion and Analysis	ThPA S.A. has no activity in these sectors
	A-G2	A-G2-1	Business ethics violations - Total amount of monetary losses as a result of business ethics violations	0	Euros (€)	Annual Financial Report 2023
	A-G2	A-G2-2	Business ethics violations - Total number of business ethics violations	0	Number	
	A-G3	A-G3-1	ESG targets - Short-term targets associated with strategic ESG objectives	Yes - Disclosed	Discussion and Analysis	Sustainability Reports
	A-G3	A-G3-2	ESG targets - Medium-term targets associated with strategic ESG objectives	Yes - Disclosed	Discussion and Analysis	Sustainability Reports
	A-G3	A-G3-3	ESG targets - Long-term targets associated with strategic ESG objectives	Yes - Disclosed	Discussion and Analysis	Sustainability Reports

ESG Classif.	2024 ID	2024 SUB - ID	Metric	Value	Unit	Reference
Governance	A-G4	A-G4-1	Percentage of CEO's variable pay	21.74	Percentage (%)	Remuneration Report 2023
	A-G5	A-G5-1	External assurance - Discussion of external assurance on reported ESG information - Scope of information covered	Yes - Certain metrics have been externally assured	Discussion and Analysis	ISO 14064-1:2018, ISO 50001:2018, ISO 14001: 2015, ISO45000, HMA 2023 Data
	A-G5	A-G5-2	External assurance - Discussion of external assurance on reported ESG information - Level of assurance	No - Not disclosed	Discussion and Analysis	
	A-G6	A-G6-1	ESG Bonds	0	Number	Annual Financial Report 2023
	A-G7	A-G7-1	Integration of sustainability-related performance in incentive schemes - Incentive schemes and remuneration policies linked to sustainability matters	No - Not disclosed	Discussion and Analysis	
	SS-G1	SS-G1-1	Whistleblower policy - Description of whistleblower policies and procedures	Yes - Policy in place	Discussion and Analysis	Whistleblowing Procedure
	SS-G2	SS-G2-1	Critical risk management - Description of systems, processes and mechanisms to identify and mitigate critical risks	Yes - Disclosed	Discussion and Analysis	Compliance and Risk Management Officer
	SR-1-1	SR-1	Sustainability Statement/Report - Publication	No - Not disclosed	Discussion and Analysis	



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