

Summary Responsibility & Sustainability Report 2022



Sailing Together
to the Sustainable
Side of Life



Who we are

Attica Group operates through the commercial brands **Blue Star Ferries** and **Hellenic Seaways** on domestic routes (Cyclades, Dodecanese, North-East Aegean islands, Saronic, Sporades and Crete), as well as on the Greece – Italy routes through **Superfast Ferries**. Furthermore, we participate with 49% share in **'Africa Morocco Link'** (AML), which connects Morocco with Spain, while we also operate a hotel in the island of Naxos.

We are the **largest passenger shipping** group in Greece, the **3rd in the Mediterranean Sea** and among the **10 largest in Europe**. Furthermore, we are the **5th largest passenger shipping operator** of conventional ro-pax vessels worldwide in terms of passenger capacity, **7th largest in terms of freight lane length** in vessels and **7th largest in terms of vessels' gross-tonnage** (according to Shippax data).

We are listed on the Athens Stock Exchange and we are members of the international investment holding company Marfin Investment Group (MIG).

Overall, we operate 35 vessels, which offer modern, high quality transportation services in Greece and abroad. Our fleet's vessels travel in 4 countries, in 60 unique destinations, reaching 76 ports.

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

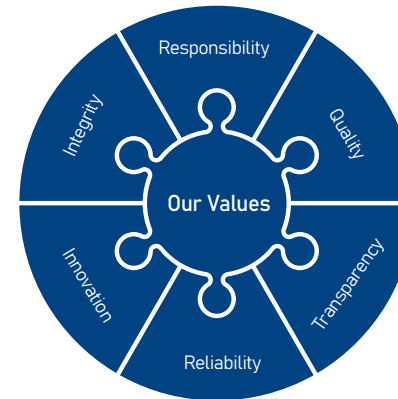
Our size

27 years of presence in our seas	€2.7 million social contribution
35 vessels	1,861 employees, 100% full time employees
6 million passengers, 1 million private vehicles and 415 thousand freight units annually in the Eastern Mediterranean Sea	206 vessel inspections from local authorities
€530.2 million turnover	555 thousand members in the Loyalty & Reward program seasmiles
€683.5 million economic value distributed	

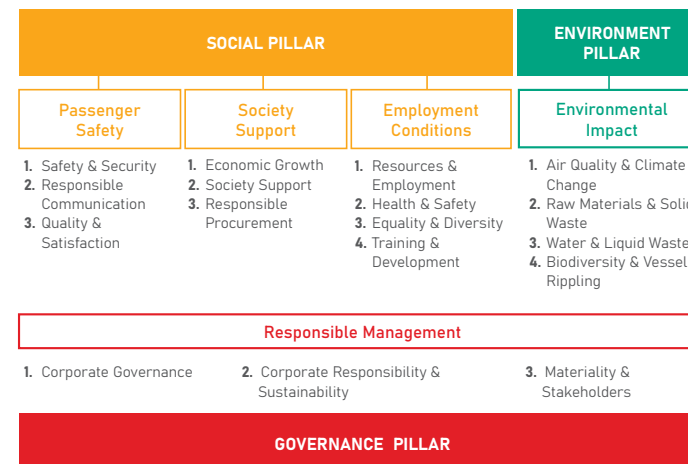
Our culture

Our Vision

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



Corporate Responsibility and Sustainability Framework



Our recognition

Corporate Responsibility Reporting Awards 2022

- 4th place globally / 1st place in Europe (Best ESG Report)
- 7th place globally / 2nd place in Europe (Openness and Honesty)
- 6th place globally / 4th place in Europe (Credibility through Assurance)

Corporate Responsibility Report 2020

Lloyd's List Greek Shipping Awards 2022

- Ships of the Year: AERO Highspeed 1, 2, 3

Health & Safety Awards 2022

- Wellbeing Champion of the Year: Among the leading companies in Greece on Health and Safety issues
- Winner: Overall Health and Safety management and monitoring
- Gold Award: Practices for reception and safe accommodation
- Silver Award: Adoption of Health and Safety measures
- Silver Award: Evacuation practices for buildings and vessels
- Silver Award: Employee protection measures
- Silver Award: Mechanisms to update and improve Health and Safety practices

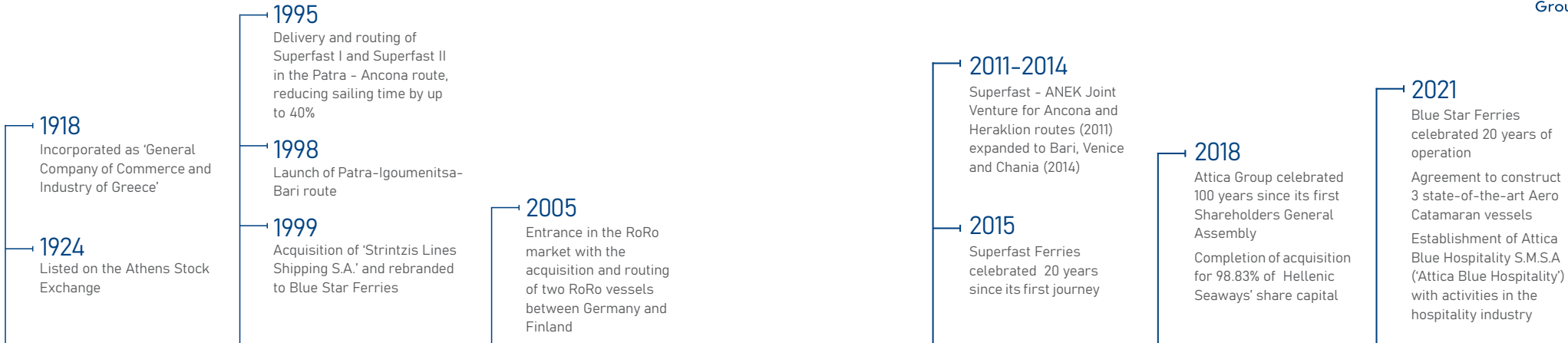
Green Awards 2022

- Silver Award: Seasmiles Loyalty BIOCARD

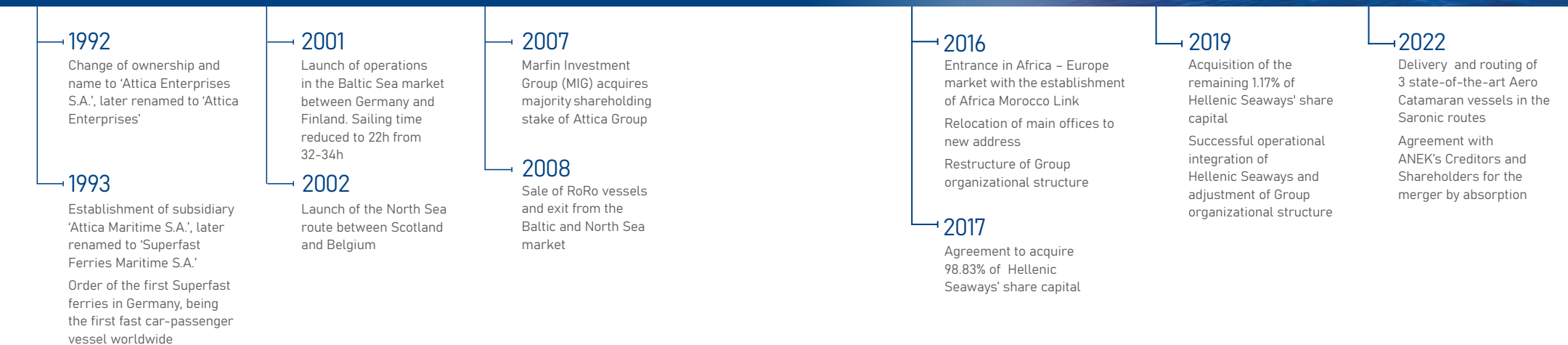
Environmental Awards 2022

- Bronze Award: Seasmiles Loyalty BIOCARD

Our History



27 years of continuous presence in our Seas



Responsible Operation – What we achieved in 2022



Management	Employees	Society	Customers	Environment
<ul style="list-style-type: none"> ✓ 106 Top Management Members, Directors and Managers from all departments participated in the development of our Corporate Responsibility and Sustainability Strategy 2021-2023. ✓ We defined 123 actions in our Corporate Responsibility and Sustainability Action Plan 2021-2023. ✓ We increased by 3.7% the number of quantitative indicators we make reference to within the Report. ✓ We have communicated our Regulation of Professional Conduct & Business Ethics and Anti-corruption Regulation to 100% of our office employees. ✓ We have trained over 89% of office employees on our Regulation of Professional Conduct & Business Ethics. ✓ We trained 18% of office employees on anti-corruption. ✓ Only 1 violation case of our main principles and rules of professional behavior occurred in the last five years. ✓ No bribery incidents related to our employees occurred. ✓ 23 internal audits were conducted. ✓ We did not make any donations to political parties. 	<ul style="list-style-type: none"> ✓ Responsibility is 1 out of 6 appraisal criteria for all office employees. ✓ We trained (at least once) 92.8% and 3.7% of our office and marine employees respectively. ✓ 8.8% of work was conducted remotely, while 8,895 online meetings were conducted. ✓ We employ 100% of our employees with full time employment contracts. ✓ We collected 175 blood units through our voluntary blood donation programs in the last three years. ✓ 100% of employees in Director and Top Management positions are Greek. ✓ No grievances regarding our marine employee living conditions were filed. ✓ We conducted internal drills on Health and Safety issues (such as response to emergency situations) to 100% of marine employees. 	<ul style="list-style-type: none"> ✓ We distributed approximately €683.5 million in economic value: <ul style="list-style-type: none"> • €100.8 million to employees (salaries, benefits and insurance payments), • €82.6 million for taxes (VAT, port taxes etc.), • €47.9 million to providers of capital (interest and return payments), • €28 million to agents (commissions), • €374.9 million to suppliers (purchases of goods and services), • €2.7 million to society (discount tickets, implemented programs, sponsorships and donations), • €46.6 million for investments. ✓ We increased the total value of implemented or supported society support programs by 77.7%. ✓ We implemented or supported 173 society support programs, as well as in 100% of the islands we serve. ✓ We increased the total number and value of discount tickets offered by 77.5% and 90% respectively. ✓ We increased the number of employees participating in volunteer activities and employee volunteering hours by 52.7% and 91.4% respectively. ✓ We spent 87.3% of total procurement expenditure to local suppliers and 13.8% of total procurement expenditure to small and medium-sized enterprises (up to 50 employees). ✓ 10% of supplier selection criteria is related to their responsible operation. ✓ We communicated our Supplier Code of Conduct to 100% of our suppliers, with 94% of new suppliers already signing its acceptance. 	<ul style="list-style-type: none"> ✓ We sent over 276,000 information SMS to our passengers and informed 96.7% of passengers deemed necessary (over 579,000 passengers) through information SMS for early arrival at port or changes or cancellations of scheduled journeys in Domestic and Adriatic Sea lines. ✓ 97.5% of our premises and vessels have access for people with disabilities. ✓ We kept 87% of our vessels' departure times and 66% of arrival times as scheduled. ✓ The average score registered through service evaluation devices onboard our vessels reached 4 on a 5 point scale. ✓ We conducted internal drills and trainings on passenger safety to 100% of marine employees. ✓ We were subject to 128 vessel inspections for protection measures against the pandemic, 49 for food hygiene and safety and 29 for Anti-Smoking Law's implementation, with no non-compliance incident. ✓ We increased our seasmiles Loyalty and Reward program members by 17%. 	<ul style="list-style-type: none"> ✓ We reduced our greenhouse gas emission intensity (Scope 1 and Scope 2) per nautical mile traveled by 2.5%. ✓ We produced approximately 4,380 KWh electricity from renewable energy sources. ✓ We informed 100% and 46% of marine and office employees respectively on environmental protection issues. ✓ We reduced office electricity consumption by 8.7%. ✓ We use refrigerants that do not affect the ozone layer (such as R134a, R404a, R407a) in 100% of refrigerators and freezers onboard our vessels. ✓ We informed potentially over 1.7 million customers on Corporate Responsibility and Sustainability issues, such as environmental protection. ✓ We removed 346 kgr of plastic waste from our coasts through coastal cleaning activities. ✓ We reduced paper consumption for all purposes by 10.1%. ✓ We used 84% recycled paper for all purposes. ✓ We reduced commercial paper use by 9.8% and increased recycled or certified commercial paper use to 91%. ✓ We transported from Islands free-of-charge over 135 tonnes of materials for recycling.