



Sailing Together
to the Sustainable
Side of Life

SUMMARY • RESPONSIBILITY & SUSTAINABILITY REPORT 2024

Who we are

Attica Group operates through the commercial brands **Blue Star Ferries**, **Hellenic Seaways** and **Anek Lines** on domestic routes (Cyclades, Dodecanese, North-East Aegean islands, Saronic, Sporades and Crete) and on the Adriatic Sea routes (Greece – Italy) through **Superfast Ferries**. Furthermore, we have acquired three hotels in the islands of Naxos and Tinos, which expand our presence in the tourism industry.

With almost 30 years of presence in Greek and international seas, we are the **largest worldwide** passenger shipping operator of conventional ro-pax vessels in terms of passenger capacity, **4th largest** in terms of vessels' freight lane length and **6th largest** in terms of vessels' gross tonnage (according to Shippax data).

We are listed on the Athens Stock Exchange and we operate 43 vessels, which offer modern, high quality transportation services in Greece and abroad. Our fleet's vessels travel in 62 unique destinations, reaching 78 ports in Greece and Italy.

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 culture

Our Vision

'Being a key pillar for both the Greek islands' connectivity and the domestic economy, we set our sights on the future, sailing forward with stability, strength, responsibility and innovation.'

By providing high-quality services with an emphasis on customer-centricity and expanding our business activities we ensure the strengthening of our leading position.'



Our level



S&P Global (November 2024)

● **41/100** S&P CSA Score: **Top 23%** in the Transportation and Transportation Infrastructure Industry worldwide



● **43/100** S&P ESG Score

ATHEX ESG Score (November 2024)

● **85%** ESG Transparency Score



Our size

1st place worldwide in terms of passenger capacity



29 years presence in our seas

43 vessels in the Eastern Mediterranean Sea

3 hotels

2,567 employees

€747.8 million turnover

€96.3 million EBITDA

123 times around the Earth (2.6 million nautical miles of journeys)

18,187 journeys in the Eastern Mediterranean Sea

7.3 million passengers,

1.3 million private vehicles and

530 thousand freight units annually in the Eastern Mediterranean Sea

Our size in ESG sections

GOVERNANCE SECTION

We incorporate Sustainability into our Management practices

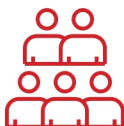
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pillars of Corporate Responsibility and Sustainability



14

Stakeholder groups



95

GRI disclosures



430

quantitative indicators



34

future objectives



SOCIAL SECTION

We support Prosperity of Society

€974.5

million economic value distributed



€8

million social contribution



327,796

discount tickets



16.3%

women employees



14,808

training hours



481

thousand information SMS messages sent to our passengers



788

thousand members in the Loyalty & Reward program seasmiles



ENVIRONMENTAL SECTION

We reduce our Environmental Impact

5,077,851

MWh energy consumption



94.7

MWh energy produced from renewable energy sources



1.8

million tonnes eCO₂ (Scope 1, Scope 2 and Scope 3)



156.4

tonnes materials for recycling transported free-of-charge



105,171

kgr paper consumption



Responsible Operation – What we achieved in 2024



Corporate Responsibility and Sustainability Framework

SOCIAL PILLAR

Passenger Safety

1. Safety & Security
2. Responsible Communication
3. Quality & Satisfaction

Society Support

1. Economic Growth
2. Society Support
3. Responsible Procurement

Employment Conditions

1. Own Workforce & Employment
2. Health & Safety
3. Equality & Diversity
4. Training & Development

ENVIRONMENT PILLAR

Environmental Impact

1. Climate Change & Air Quality
2. Raw Materials & Solid Waste
3. Water & Liquid Waste
4. Biodiversity & Vessel Rippling

Responsible Management

1. Corporate Governance
2. Corporate Responsibility & Sustainability
3. Materiality & Stakeholders

GOVERNANCE PILLAR

Management

- 6.7% improvement in our Corporate Responsibility and Sustainability maturity level compared to 2023 (based on 2024 quantitative assessment).
- 205 Actions planned to be implemented within our Corporate Responsibility and Sustainability Action Plan 2024-2026.
- 19.4% more quantitative indicators referenced within this Report compared to 2023 (and 91% compared to 2018).
- 19% improvement in our S&P ESG Score, compared to 2023.
- Over 100 Top Management Members, Directors and Managers from all departments participated in the development of our Corporate Responsibility and Sustainability Strategy 2024-2026.
- 3rd consecutive cycle of our three-year Corporate Responsibility and Sustainability Strategy and Action Plan 2024-2026.
- We trained 30.5% of employees on our Regulation of Professional Conduct & Business Ethics and 31.6% on anti-corruption.
- We have communicated our Regulation of Professional Conduct & Business Ethics and our Anti-corruption Regulation to 100% of our employees.
- Zero cases of actual or potential conflict of interest, corruption or bribery linked with our employees and violation of our main professional behavior principles and rules.
- Zero money laundering, terrorist financing or insider trading incidents.
- 100% of office employees have signed, acknowledged and accepted our Regulation of Professional Conduct & Business Ethics.
- Zero complaints or reports regarding violations or offensive behavior submitted through our anonymous reporting mechanism.
- 100% of marine employees have signed, acknowledged and accepted our main professional behavior principles.

Responsible Operation – What we achieved in 2024

Society

- We **more than doubled** both number and value of discount tickets offered compared to 2023.
- **43.2%** increase in total economic value distributed to employees, taxes, providers of capital, agents, suppliers, society and investments compared to 2023.
- **70.8%** more employees participated in volunteer activities, spending **more than double** volunteering hours compared to 2023.
- **78.1%** of total procurement expenditure was spent on local suppliers and **30.1%** on small and medium-sized enterprises (up to 50 employees).
- We communicated our Code of Conduct for Suppliers/Partners to **100%** of our suppliers.
- We **more than doubled** the value of implemented or supported society support programs compared to 2023.
- We implemented or supported society support programs in **100%** of the islands we serve.
- We **more than tripled** the number of people benefitted from our society support programs and activities compared to 2023.
- **10%** of supplier selection criteria is related to their responsible operation.
- **Zero** collaborations with suppliers or business partners discontinued, as a result of actual or potential compliance issues.

Employees

- We informed **100%** of employees on Corporate Responsibility and Sustainability issues (at least once).
- We trained **93.8%** of office employees and 100% of marine employees at least once.
- We increased **88.7%** the number of employees trained and **11.8%** the training hours compared to 2023.
- **53.5%** of employees were trained on Health and Safety issues.
- We conducted internal drills on Health and Safety issues (such as response to emergency situations) to **100%** of marine employees.
- **100%** of employees were informed on how to respond to emergency situations and preventive protection measures.
- Responsibility is **1 out of 6** appraisal criteria for all office employees, Managers, Directors and Top Management Members, as well as our Chief Executive Officer.
- **Zero** grievances regarding our marine employee living conditions.
- **32.9%** of marine employees participated in our upskilling program.
- **28.2%** of our employees were trained on human rights issues.
- **100%** of our employees are employed with full time employment contracts.
- We collected **408** blood units through our voluntary blood donation programs in the last three years.

Customers

- **100%** of marine employees participated in internal drills and trainings on passenger safety.
- **100%** of our communication and advertising contracts include Responsible Marketing and Communication terms.
- **Zero** recorded non-compliance incidents during vessel inspections from Local Authorities.
- **96.1%** of passengers deemed necessary were informed through information SMS for early arrival at port or changes or cancellations of scheduled journeys.
- **95%** of our premises and vessels have access for people with disabilities.
- **82%** of vessels' departures and **66%** of arrivals occurred as initially scheduled.
- The average score registered through service evaluation devices onboard our vessels reached **3.92** on a 5 point scale.
- **100%** of employees have signed an additional deed regarding their obligations according to GDPR.
- We sent **8,026** notifications to serve passengers (2,058 concerning passengers with reduced mobility, 47 concerning passengers with sensitivity to allergens).
- We increased **20.7%** our seasmiles Loyalty and Reward program members compared to 2023.

Environment

- We reduced by **2%** our vessels' greenhouse gas emission intensity per nautical mile traveled, compared to baseline 2019.
- For the **1st** time, we used Climate Scenarios (1.5°C, 2°C and 3°C), to assess future risks and proactively adapt our business operations.
- We **more than doubled** electricity produced from renewable energy sources compared to 2023.
- **Zero** spills of oil and petroleum products.
- The **first** Greek passenger shipping company to implement an Environmental Management System according to ISO 14001.
- **100%** of marine employees trained on environmental protection issues.
- We informed **86.7%** of employees on environmental protection issues.
- We increased **13.3%** (to 2.1 million) the number of customers potentially informed on Corporate Responsibility and Sustainability issues (e.g. environmental protection) compared to 2023.
- We transported free-of-charge over **346** tonnes of materials for recycling from Islands in the last three years.
- Over **21,000** recyclable items and **1.7** tonnes of fishing nets have been removed by our volunteers from seabeds and shores (since 2021).
- We use refrigerants that do not affect the ozone layer in **100%** of refrigerators and freezers onboard our vessels.
- **100%** of our hazardous waste was forwarded to specialized hazardous waste management companies.