

## Summary

### 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 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 and the **4th largest** in terms of vessels' freight lane length and in terms of vessels' gross tonnage (according to Shippax data).

We are listed on the Athens Stock Exchange and we operate 37 vessels, which offer modern, high quality transportation services in Greece and abroad. Our fleet's vessels travel in 59 unique destinations, reaching 73 ports in Greece and Italy.

We have an extensive sales network to serve our passengers, while also support indirectly 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 Values



### Our level

#### S&P Global (December 2025)

- **42/100** S&P CSA Score: **Top 25%** in the Transportation and Transportation Infrastructure Industry worldwide
- **44/100** S&P ESG Score

#### ATHEX ESG Score (November 2025)

- **99%** ESG Transparency Score

#### Forbes ESG Transparency (2025)

- '**Platinum**' distinction for transparency regarding ESG issues



### Our size

**1st**

place worldwide in terms of passenger capacity

**30**

years continuous presence in our Seas

**37**

vessels in the Eastern Mediterranean Sea

**3**

hotels

**2,513**

employees

**17,900**

journeys in the Eastern Mediterranean Sea

**6.96**

million passengers annually in the Eastern Mediterranean Sea

**1.26**

million private vehicles annually in the Eastern Mediterranean Sea

**540**

thousand freight units annually in the Eastern Mediterranean Sea

**123**

times around the Earth (2.67 million nautical miles of journeys)

**€756.9**

million turnover

**€85.4**

million EBITDA

## Our size in ESG sections

### Environmental Section

We reduce our Environmental Impact



5,164,791

MWh energy consumption



25.7

MWh energy produced from renewable energy sources



1.78

million tonnes eCO<sub>2</sub>  
(Scope 1, Scope 2 and Scope 3)



11,377

tonnes biofuel consumption



202.9

tonnes materials for recycling  
transported from islands

### Social Section

We support Prosperity of Society



945.6

million euros economic  
value distributed



402,616

discount tickets



9.7

million euros social contribution



18%

women employees



29,978

training hours



937

thousand members in the Loyalty  
& Reward program seasmiles



681

thousand information SMS messages  
sent to our passengers

### Governance Section

We incorporate Sustainability into  
our Management practices



5

pillars of Corporate Responsibility  
and Sustainability

288

14

Stakeholder groups



108

GRI disclosures



440

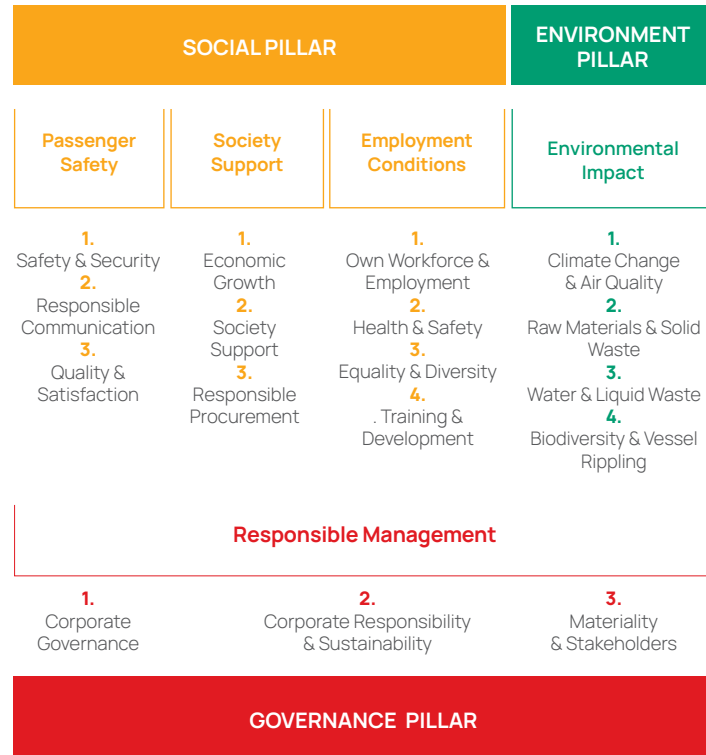
quantitative indicators



27

future objectives

## Corporate Responsibility and Sustainability Framework



## Responsible Operation – What we achieved in 2025

| Management                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | Environment                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <ul style="list-style-type: none"> <li>• <b>13%</b> improvement in our Corporate Responsibility and Sustainability maturity level compared to 2023 (based on 2025 quantitative assessment).</li> <li>• <b>90</b> Actions already implemented within the context of our Corporate Responsibility and Sustainability Action Plan 2024-2026.</li> <li>• <b>2%</b> more quantitative indicators referenced within this Report compared to 2024 (and <b>95%</b> compared to 2018).</li> <li>• <b>22%</b> improvement in our S&amp;P ESG Score, compared to 2023.</li> <li>• <b>14</b> percentage points improvement in our ATHEX ESG Transparency Score, compared to 2024.</li> <li>• Over <b>100</b> Top Management Members, Directors and Managers from all departments participated in the development of our Corporate Responsibility and Sustainability Action Plan 2024-2026.</li> <li>• <b>3rd</b> consecutive cycle of our three-year Corporate Responsibility and Sustainability Strategy and Action Plan 2024-2026.</li> </ul> | <ul style="list-style-type: none"> <li>• We trained <b>24.4%</b> of employees on our Regulation of Professional Conduct &amp; Business Ethics and <b>23.1%</b> on anti-corruption.</li> <li>• We have communicated our Regulation of Professional Conduct &amp; Business Ethics and our Anti-corruption Regulation to <b>100%</b> of our employees.</li> <li>• <b>Zero</b> 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.</li> <li>• <b>Zero</b> money laundering, terrorist financing or insider trading incidents.</li> <li>• <b>100%</b> of office employees have signed, acknowledged and accepted our Regulation of Professional Conduct &amp; Business Ethics.</li> <li>• <b>100%</b> of marine employees have signed, acknowledged and accepted our main professional behavior principles.</li> <li>• We trained <b>476</b> employees on cybersecurity issues.</li> </ul> |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | <ul style="list-style-type: none"> <li>• We reduced <b>3.2%</b> the greenhouse gas emission intensity index from our privately owned fleet per nautical mile travelled, compared to baseline 2019 (and <b>-7.9</b> kgr eCO<sub>2</sub>/nm compared to 2024).</li> <li>• We reduced air SOx emissions into the atmosphere by <b>48.5%</b>.</li> <li>• We reduced PM2.5 and PM10 emissions by <b>17.6%</b>.</li> <li>• We informed potentially over <b>2</b> million customers on Corporate Responsibility and Sustainability issues (e.g. environmental protection).</li> <li>• We reduced by <b>11.1</b> kgr eCO<sub>2</sub>/nm our vessels' greenhouse gas emission intensity per nautical mile travelled, compared to baseline 2019.</li> <li>• We use <b>Climate Scenarios</b> (1.5°C, 2°C and 3°C), to assess future risks and proactively adapt our business operations.</li> <li>• We produced over <b>25,700</b> KWh electricity from renewable energy sources.</li> </ul>                          |

## Responsible Operation – What we achieved in 2025

### Society



- We implemented or strengthened society support programs in **100%** of the islands we serve.
- We distributed over **€945** million in economic value to employees, taxes, capital providers, agents, suppliers, society and investments.
- **16.8%** more employees participated in volunteer activities compared to 2024.
- **81.5%** of total procurement expenditure was spent on local suppliers and **28.2%** on small and medium-sized enterprises (up to 50 employees).
- We communicated our Code of Conduct for Suppliers/Partners to **100%** of our suppliers.
- **22.8%** and **21.7%** increase in the total number and value of discount tickets offered respectively compared to 2024.
- **20.6%** increase in the value of implemented or strengthened society support programs compared to 2024.
- We **more than tripled** the number of people benefitted from our society support programs and activities compared to 2024.
- More than **1,000** residents in **16** islands have participated in the First Aid seminars we supported (since 2014).
- **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 trained **86.1%** of office employees and **100%** of marine employees at least once.
- We **doubled** training hours and increased **6.2%** the number of employees trained compared to 2024.
- We conducted internal drills on Health and Safety issues (such as response to emergency situations) to **100%** of marine employees.
- **100%** of our employees are employed with full time employment contracts.
- **68.7%** of employees were trained on Health and Safety issues.
- **74%** increase in training hours of marine employees on Health and Safety issues.
- 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.
- **28.5%** of marine employees participated in our upskilling program.
- **61.2%** of our employees were trained on human rights issues.
- We collected **460** 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 (e.g. audits conducted by relevant health and market authorities).
- **96.9%** of passengers deemed necessary were informed through information SMS for early arrival at port or changes or cancellations of scheduled journeys.
- **41.6%** increase in the number of information SMS sent to passengers for early arrival at port or changes or cancellations of scheduled journeys.
- **92.1%** of our premises and vessels have access for people with disabilities.
- **87.2%** of vessels' departures and **67.5%** of arrivals occurred as initially scheduled.
- The average score registered through service evaluation devices onboard our vessels reached **3.99** on a 5 point scale.
- **100%** of employees have signed an additional deed regarding their obligations according to GDPR.
- We sent **797** notifications to serve passengers (769 concerning passengers with reduced mobility, 28 concerning passengers with sensitivity to allergens).
- **19%** more seasmiles Loyalty and Reward program members compared to 2024.