# ESG REPORT 2022







# ESG REPORT **2022**





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#### **PPA S.A. AND STAKEHOLDERS**

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#### **CORPORATE GOVERNANCE**

General Meeting of Shareholders **Board Of Directors** The Board Under The Chairman The Board Under The CEO Audit Committee Nominations Committee **Remuneration Committee** Appointment And Selection of the top administrativ Performance evaluation of the top administrative b **Risk Policy** Sustainability Matter: Financial Performance (Prof Sustainability Matter: Taxation OUR PEOPLE **Employee Information** Sustainability Matter: Health and Safety Of Employ Sustainability Matter: Education Sustainability Matter: Social Benefits For Employe Sustainability Matter: Freedom Of Association And **OUR CONTRIBUTION TO SOCIETY** Indirect economic effects Sustainability Matter: Combating Corruption Sustainability Matter: Supporting Local Communiti Sustainability Matter: Actions For Society Sustainability Matter: Investment In The Local Eco PPA S.A. supported the event SALAMINIA 2022 Educational visits Care for people with impaired mobility Concession fee **OUR ENVIRONMENTAL FOOTPRINT** Environmental Quality Monitoring Programme Environmental protection planning Management of natural resources **RESPONSIBILITY FOR THE MARKET** Sustainability Matter: Security Practices Sustainability Matter: Health And Safety Of Users SASB TABLE

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## MESSAGE FROM THE CHAIRMAN

Last year was a critical turning point on a global scale. We have transitioned from unprecedented pandemic times affecting the human nature and the economy, to a return to normality, to business-as-usual growth patterns and economic stability. The new normal is however not easy, but filled with challenges, new facts and priorities and a lot of changes at multiple levels. We are faced with a new reality that we need first and foremost completely understand in order to be able to adjust and move ahead. Capturing the new reality is important in order to respond efficiently, be able to reinforce stability and most importantly, unlock new potential and growth -the greatest challenge of all.

The facts suggest that PPA S.A. has made it. Besides of reaching financial results record, we were able to achieve a lot because we found out early enough that the only way forward is through creating value for all - for the Company, shareholders, our own people and the society at large, today and in the future.

It's all about a compound of factors, moreover a process of succeeding in business on different terms than in the past and operating with purpose, always giving back, ready to contribute and support when and wherever needed. We take care of the environment through drastic actions with the future in mind. This is how sustainable development works. This is our commitment, for today and tomorrow.



Yu Zenggang, PPA S.A. Chairman

We aspire a sustainable and long-term value for all and for this to happen we put the leading position of the port of Piraeus as our top and continuous priority. Piraeus is today one of the most competitive ports in the Mediterranean. It is the first passenger port and the third cruise port in Europe, an enabler of full port capabilities and one of the largest container ports in Europe offering car terminal, ship repair, coastal shipping and international cruise services.

In the previous period PPA S.A. showcased great financial performance and thus became a strong supporter of the Greek economy with significant contribution to the country's positive results, translated in 2022 into a total of 53 million euro in taxes, over 24 million euro in investments, 92 million euro in total supply expenditure and 1.56% share in the country's GDP. It is worth noting that the Company covers own needs through national and local suppliers.

At employment level in 2022 PPA S.A. has created and maintained 4,315 direct and indirect jobs with 44% of the Company's workforce being locals, while ensured high safety and security measures and offered added benefits to all employees.

As mentioned above, at the center of PPA's strategy and philosophy is the inclusion of initiatives and of meaningful environmental and society support actions. In 2022 the Company allocated over 891 thousand euros in corporate responsibility initiatives and 607 thousand euros in local community support. A total of 1.8 million euros were invested in environmental initiatives in onshore and offshore cleaning services and in the development and research of impactful environmental projects.



PPA S.A. strictly follows ESG standards and guidelines and implements actions related to all ESG pillars - environment, society, governance - in a balanced way. The continuous distinctions and awards received such as the recent inclusion in the list of the "Most Sustainable Companies in Greece" is a testament to our determination and efforts.

Our goal for the port of Piraeus is to constantly represent an example of business excellence, being among the top and most significant ports in the world and acting as a role model in green innovation and performance in the port industry. To that end, PPA S.A. Management and myself are fully committed to continue working towards this direction, guided by our careful planning and strategy, always close to the society.

We would not accept anything less for the Port of Piraeus!

Because it's worth It!

Yu Zenggang PPA S.A. Chairman

### OUR SOCIO-ECONOMIC FOOTPRINT FOR **2022**



We paid €24.5 million for investments in new infrastructure, building improvements and upgrades and the purchase of equipment and machinery.



The economic value added corresponds to **1.56%** of GDP.





Total cost of additional benefits (group health insurance, interest-free loans, personnel vouchers, allowance for kindergarten, etc.) to our employees was €2.7 million.



We support **4,315** jobs (direct, indirect and induced) that account for 0.11% of the country's total employment, contributing financially to 11,219 of our fellow citizens.



Our total suppliers amounted to **1,191** and the total of our supply cost to them

amounted to €91.7 million (increase by 35% compared to 2021).



We offered **€607,897** financial aid in the local community.

We paid €17.6 million in social security contributions and €53.2 million in taxes contributing 0.10%

to the state's tax revenues.



We employed 962 people and 44% of our employees come from the local community (Municipality of Piraeus and other Municipalities of the Regional Unit of Piraeus).



The costs related to Corporate Responsibility actions increased by **18.5%** in 2022 and amounted to **€891,507.** 





### We paid €5.2 million

to ensure health and safety of employees, as well as for installations and equipment insurance.



The total cost of environmental expenditure (maritime and land cleaning services, environmental protection services) amounted to

### €1.7 million.



#### of women are in Leadership Positions.

## SUSTAINABLE DEVELOPMENT STRATEGY STATEMENT

PPA S.A. recognizes that international ESG indicators are a strategic tool to support investors in identifying risks and opportunities linked to the sustainability of their investment portfolio. Subsequently, simultaneously responding to the challenges of the new environment, it builds a sustainable development strategy aiming at minimizing the negative impact that its activities may have.

For the fifth time, PPA S.A. proceeds with the formulation of its performance on the strategic and its annual commitments on Sustainable Development issues, with a reference period of 01.01.2022 - 31.12.2022. This ESG Report is based on the guidelines of the Global Reporting Initiative (GRI), and the GRI Universal Standards, which are the most recognized and demanding international guidelines of their kind.

With regard to the review of the non financial reports of PPA S.A., the BoD Secretariat, PR & IR Department is responsible for approving published information.

The Company's long-term commitment to Sustainable Development has already led to its participation in the ATHEX ESG Index of the Athens Stock Exchange, while it takes into consideration both the new legislation on Corporate Governance and the principles of the EU Taxonomy.

PPA S.A. follows a specific Sustainable Development Strategy, which focuses on sustainability issues related to its activities. The objective of PPA's Sustainable Development Strategy is to create added value over time for its interested parties, i.e. its shareholders, customers, employees and society. In this context, PPA S.A. continuously seeks responsible development and operation, focusing on the main pillars of Sustainable Development: Economy, Society, Environment. Responsible operation is a continuous commitment to meaningful actions, to produce added value for all interested parties responding to the contemporary needs of society and contribute to the general well-being.

In order to achieve this goal, PPA S.A. places particular emphasis, among other things, on training and development of human resources, health and safety at work, respect for the environment, as well as responsibility towards society. PPA S.A. respects and continuously cooperates with the local community by maintaining a two-way relationship and actively integrating its members into the local community in its activities. The Company draws from the the local community in which it operates, a significant part of its human resource needs. Of the total workforce, 42% concerns employees from local communities (Piraeus Regional Unit), thus contributing to the local economy. Regarding the social contribution initiatives of PPA S.A., are mentioned the support of vulnerable groups, the support of sports clubs and cultural activities, the offering of donations and equipment to charitable organisations or institutions, the support of schools and other initiatives that promote common values for progress, development and social contribution.

The Sustainable Development Strategy is an integral part of the business practices and culture of PPA S.A. In the context of the implementation of this strategy, PPA S.A. develops activities, among others, in the following areas:

- Health and Safety
- Staff Education and Training
- Corporate Social Responsibility
- Environmental Protection
- Purchasing
- Corporate Governance

PPA S.A. applies practices in Corporate Governance issues, both voluntarily and due to its obligations - under

the law, as well as for reasons of greater transparency. In the above context, PPA S.A. has adopted the Corporate Governance Code of the Hellenic Corporate Governance Council.

On the above main issues concerning the PPA S.A., individual Sustainable Development objectives are set, which are evaluated annually for their effectiveness and revised when necessary. The strategy, the results of the Company's performance on sustainability issues, as well as the implementation of the programmes and the achievement of the objectives, shall be published on an annual basis to comprehensively inform all partners under an overall framework of transparency. The partners' views on the above issues shall be taken into account in the annual Management Review.

Finally, it maintains appropriate structures and follows policies that promote the principles of responsibility, the speed of decision-making, the orderly operation of business and the effective monitoring of all its actions. Based on this principle, responsibilities are assigned to the executives of PPA S.A. according to their position in the hierarchy and their qualifications. Furthermore, the Company forms the background under which the individual organizational units are given the opportunity to operate in accordance with the components of the specific management principle (Responsibility - Accountability Obligation - Liability), but the Management in the meantime is also given the opportunity to control its effectiveness.

Finally, PPA S.A. supports the United Nations 2030 agenda, as expressed by the 17 Sustainable Development Goals for 2030 (SDG), having the intention to actively contribute to their achievement, through promoting prosperity, safety and security of the population and protection of the environment.

#### About the ESG Report

For any clarifications on the ESG Report, please contact the Company at prolp@olp.gr.

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# **COMPANY'S PROFILE**



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# BRIEF DESCRIPTION OF THE BUSINESS MODEL

#### A vital trade and communication hub

The port of Piraeus is the largest port in Greece, with a coastline of more that twenty-four kilometres and a total area of more than five million square metres.

The geographical location of the port of Piraeus makes it a vital transport, commercial and logistic hub for tourism and communication, connecting the Greek islands with the mainland. It is also an international centre of maritime tourism and transport of goods. The location

## **COMPANY'S PROFILE**

#### **PPA ACTIVITY PER SECTOR**

Piraeus Port Authority operates in the Greek region, regardless of the fact that its customers also include international Companies. PPA S.A. offers all the types of port services such as water supply, marine fuel, solid and liquid sewage treatment, oil residue treatment, electricity, fiber optics and internet, food supplies, repairs, environmental services and is fully connected in all its activities with modern tech systems.

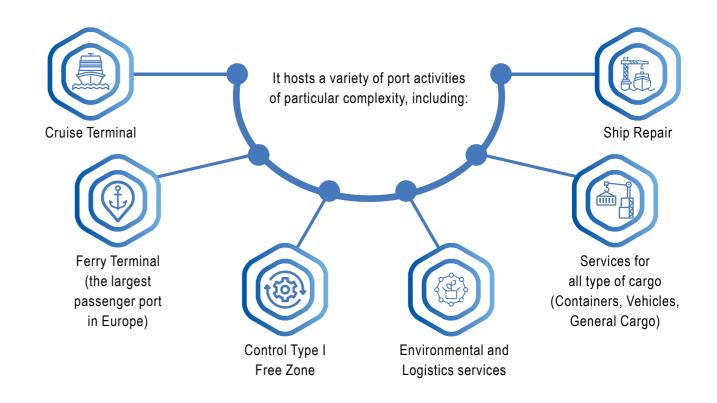
The Management of PPA S.A. examines the aforementioned activities at the level of results and makes business decisions based on the internal financial information system it has established.

Based on the above and in accordance with the application of the provisions of IFRS 8 (International Financial Reporting Standard), PPA S.A. has identified the following areas:

- Container Terminal
- Car Terminals
- Coastal Shipping
- Cruise Activity
- Ship Repair Activity

• Other sectors (water supply, property management, goods management).

The other sectors include activities that represent less than 10% of the total revenue and profit of all sectors and are therefore not disclosed as separate operating units. In addition, the Company does not have any other commercial or industrial activities other than the provision of services provided exclusively to the Port area and has no significant revenues or assets from external customers (based on the geographical area it operates in).



At the same time the Company reserves the exclusive right to use and exploit the land, buildings and infrastructure inside the area of the Port of Piraeus until 13/02/2052.

of the port favours its function both as a commercial and tourist portal of the country and as a transit trade hub for the Balkans and Black Sea countries.

The Port of Piraeus is located at the intersection of the sea routes connecting the Mediterranean with northern Europe and thanks to its geographical location allows large ships to access the Far East trade routes without significant deviation.

#### **CORPORATE VALUES**

For PPA S.A. the compliance with market rules, participation in international standards for the prevention of corruption incidents and the strengthening of transparency, are commitments that are perfectly aligned with its values and principles, while at the same time demonstrate the degree of adherence to integrity practices and corporate governance.

The basic values that constitute the central core and driving force of the Company's operation are related to:

- i. Safeguarding and promoting the general corporate interest and the interests of the Shareholders. The primary obligation and duty of the Company is the constant pursuit of reinforcing the long-term economic value of the Company and the sheltering of corporate interest and the interests of the shareholders.
- ii. Constant improvement. The main concern is the continuous improvement of port services provided to port users, at levels comparable to the best practices adopted by international ports. The Company seeks to build strong and long-term relationships with its customers, having as primary objective the excellent service, especially in terms of quality, reliability and delivery time.

- iii. Health and safety. The value in human life is the primary value of the Company, through the implementation of safe working conditions. Particular emphasis is placed on the continuous improvement of the systems and procedures for the protection of the environment, health and safety in the workplace, through full compliance with the relevant legislation.
- iv. The development of employees. PPA S.A. recognizes that a cornerstone for achieving its goals is the utilization of its human potential. With understanding and respect for the needs of its employees and on merit-based criteria, PPA S.A. provides continuous training and development to employees, considering the Company's needs and safeguarding the Company's interests.
- v. Social responsibility. Corporate Responsibility is a daily practice of the way PPA S.A. operates. The creation of relationships of trust and cooperation with local communities is a top priority for the Management of the Company, which aims to create a sustainable development model with an emphasis on environmental protection, charitable actions, the strengthening of education, strengthening of sports and cultural activities, within the capabilities of PPA S.A.





#### **IMPORTANT EVENTS OF 2022**

#### Piraeus amongst the top 10 ports worldwide in the 2022 shipping index

The port of Piraeus ranked 9th internationally on the Xinhua-Baltic International Shipping Centre Development (ISCD). The ISCD index is an annual independent ranking, which benchmarks the performance of leading port - cities and shipping centers around the world and is based on three main indicators: port infrastructure, shipping services and general environmental indicators, as well as 16 more, with the aim of evaluating the overall performance of 43 port - cities worldwide.

Furthermore:

- According to the QualityNet Foundation's announcement of the Annual Results of the Evaluation of business performance in Sustainable Development based on ESG criteria, the Piraeus Port Authority is on the list of the most Sustainable Companies in Greece for 2022.
- Successful completion of the infrastructure upgrade and reconstruction works in the Ship Repair Zone of Perama, specifically on the Eastern side of Pier II.

- In addition, the maintenance works at the Piraeus I floating dock during the second half of 2022, were started and successfully completed. The scope of the project included, among other things, the replacement of nearly 400 tons of steel plates & stiffeners, high-pressure hydro-blasting & anti-corrosion painting in the ballast docks and external areas, as well as the maintenance and repair of pumps, valves and piping systems.
- At the ceremony held during the Posidonia international maritime exhibition, the certifications for Quality Management, ISO 9001:2015, Environmental Management, ISO 14001:2015 and Energy Management ISO 50001:2018 were received by Mr. Stuart Kelly, Global Sales Director, Business Assurance of LRQA (Lloyd's Register Quality Assurance). The triple certification demonstrates the Company's commitment to best practices for quality, environmental management and energy management.

#### **OUR SUSTAINABLE DEVELOPMENT STRATEGY**

PPAS.A.'s commitment to Sustainable Development is a key part of its strategy, which is constantly renewed and improved for the benefit of its shareholders and investors, employees and customers, as well as the wider community. The Company's strategy focuses on reducing its environmental footprint, enhancing the health and safety of its employees,

contributing to the well-being of the local community, and improving transparency through the application of ESG standards and the publication of relevant data.

In 2021 we committed to Sustainable Development by setting ESG Targets for 2025.



STRATEGIC CORPORATE GOALS

The priority of PPA S.A. is the fulfilment of objectives directly related to the activities and challenges of the industry in which it operates. The formulation of the strategic axes of PPA S.A. takes into account the very positive prospects that have been shaped by the establishment and operation of the COSCO SHIPPING Group in the Company. PPA S.A. continues to work towards the achievement of its strategic objectives, as described below, in a dynamic context of high economic uncertainty stemming mainly from geo-economic factors which are expected to affect their implementation.

• Leadership in homeport cruise in the Mediterranean: Attracting additional homeport cruise passengers (as a port of departure) to create a significant benefit for the local economy. Support this objective by strengthening non-port infrastructure.

### DEVELOPMENT OF BUSINESS ACTIVITIES 2022

### **Cruise Activity**

In 2022 the cruise activity noted a significant growth in both ship calls and passenger traffic. Total passenger traffic in 2022 amounted to 880,416 compared to 303,665 in 2021 recording an increase of 190%. Cruise ship calls also increased by 79%, with 677 calls, compared to 379 the previous year, surpassing even pre-pandemic levels. In addition, it is worth mentioning that Homeporting arrivals recorded an increase of 100.5% compared to 2021.



Passenger shipping activity recorded an increase in ferry routes and passenger/vehicle flows compared to the previous year. The total passenger traffic, in

• Publication of a detailed annual ESG Report

- Eastern Mediterranean ship repair hub: Installation of a new Floating Dock and revitalization of ship repairs attracting 350 - 450 ships per year as a result of increased reliability and efficient service.
- Southern gateway to Sino-European trade: Expansion of container terminal activities by enhancing sea lines and use to the extent available of the land interface with transit centres (trains), attracting new Ro-Ro customers and expanding supply chain activities.
- Passenger port for all of Greece: Maintain the existing level of activity and upgrade the services provided through targeted investments (e.g. parking spaces, dredging, commercial activity).

2022, on domestic routes recorded an increase of 26% with 14,976,394, compared to 11,896,187 passengers in 2021. Also, an increase of 10% is recorded in the vehicle traffic sector, 2,772,525 in 2022, compared to 2.521.898 in 2021.



#### **Car Terminals**

Car terminal traffic declined in 2022 recording an 18% decrease due to the Ukraine-Russia war, resulting in a reduction in transshipment volume to the Black Sea as well as supply chain disruptions with semiconductor shortages and very long delays in receiving new vehicles. Total traffic was 350,970 vehicles, compared to 429,213 in 2021. Local volumes increased by 16.5% (from 100,225 in 2021 to 116,732 in 2022) while transshipment volumes decreased by 29% (from 328,988 in 2021 to 234,238 in 2022).

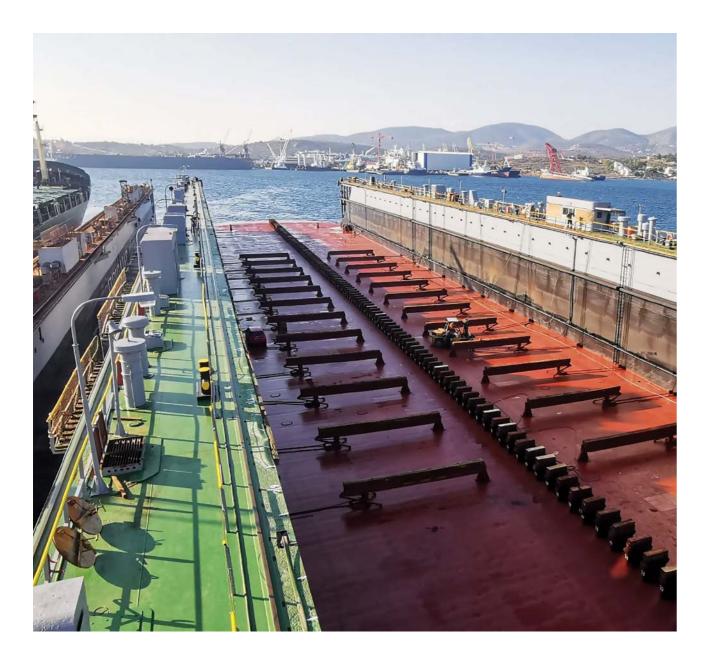


## Container Terminal

The container terminal maintained the upward trend of recent years in 2022. More specifically, the total handling of Pier I recorded an increase of 5.4% (from 615,510 TEUs in 2021 to 648,889 TEUs in 2022) due to the increase in transshipment volumes but also significant increase in the volume of domestic cargo. Transshipment volumes increased by 3.7% (from 480,912 TEUs in 2021 to 498,815 TEUs in 2022), mainly due to the contribution of COSCO SHIPPING group, while domestic cargo increased by 11.5% (from 134,598 TEUs in 2021 to 150,074 in 2022) corresponding to the increase in imports/exports of the Country.



In the ship repair sector, 133 vessels served in PPA docks in 2022 compared to 141 in 2021 (-6%). This decrease is mainly due to the fact that one of the large docks of PPA S.A. operating at significant capacity, was out of service for 3 months in 2022 due to maintenance and repair works, which are successfully completed. In addition, total occupancy days increased by 12% (from 1,161 to 1,304 days). There was also an increase in the number of ships in the Ship Repair Zone with 280 ships in 2022, compared to 264 the previous year (+6%).



#### COMPANY'S ACTIVITY IN THE SECTOR OF RESEARCH AND DEVELOPMENT

PPA S.A. actively participated in the sector of research and development in 2022, by implementing synergies with bodies from Greece and abroad, developing initiatives towards new technological applications and innovative processes which create new horizons of development and optimized operation, thus ensuring the competitiveness and participation of the port of Piraeus in taking relevant decisions.

PPA S.A. by participating in Development co-funded

### **OUTWARD-LOOKING STRATEGY**

#### Strong presence at the Delphi Economic Forum

PPA S.A. participated with a strong presence at the Delphi Economic Forum, the flagship event that annually brings together top leaders from various sectors of politics, economy and society.



Projects, supports and promotes practices and investments in green technologies, in alternative fuels use and in environmentally sustainable operations, aiming at the fulfillment of the objectives of the European initiative "Fit for 55", the protection of natural environment and social well-being.

In 2022, PPA S.A. participated as a partner in seven (7) Research-Development co-funded EuropeanProjects, which are in implementation process in 2023.

# PPA S.A. as a Proud Gold Partner of the Hellenic Olympic Committee to the Winter Olympic Games in Beijing.

The Piraeus Port Authority, as a supporter of Greek sports, has taken another important action, this time supporting the Greek delegation at the Winter Olympic Games, which took place in Beijing, China from February 4th to 20th, 2022.



### PARTICIPATION IN NATIONAL AND INTERNATIONAL BODIES

PPA S.A. remains strongly extroverted and actively participates in a number of national and international shipping entities, trying not only to follow but also to contribute to the shaping of the developments taking place in the port industry. In this context, PPA S.A. participates in the following bodies:

- European Seaports Organisation, by staffing the structures of the following technical committees:
  - Maritime Affairs
  - Cruise & Shipping Network
  - Trade Facilitation, Customs and Security
  - Port Governance
  - Sustainable Development
  - Economic Analysis and Statistics

- Intermodal, Logistics and Industry
- Labour and Operations,
- Hellenic Ports Association,
- Piraeus Chamber of Commerce and Industry,
- Chamber of Greek-Chinese Economic Cooperation,
- The Association of Mediterranean Cruise Ports,
- Cruise Lines International Association (CLIA).



PPA S.A. a proud Gold Sponsor of the Greek Delegation to the Winter Olympics in Beijing

### **PARTICIPATION IN INTERNATIONAL EXHIBITIONS**

#### Important event of PPA S.A. in the context of the CIIE International Exhibition

PPA S.A. highlighted the quality, professional and high-level services of the Greek port industry in the online presentation on its activity in matters of environment, corporate governance and society, which took place as part of the China International Import Expo – CIIE exhibition in Shanghai.

#### "One stop hub for all port services, delivering proven excellence in all" the message for the country's largest port in Posidonia 2022.

PPA S.A. made a strong presence in Posidonia, demonstrating the state of the art, holistic services provided at the Port of Piraeus with the message "one stop hub capabilities for all port services, delivering proven excellence in all".



Triple recertification for ISO 9001:2015, ISO 14001:2015 and ISO 50001:2018 by the international certification body LRQA

#### Participation in the Seatrade Cruise Global 2022 International Exhibition in Miami

PPA S.A. highlighted and promoted Greek cruises and the Port of Piraeus as one of the leading cruise ports in the Mediterranean and Europe by participating in the Seatrade Cruise Global International Exhibition from April 25th to 28th, 2022. The Seatrade Global Cruise exhibition is one of the largest and most important events in the cruise industry, which took place in Miami, the world's largest cruise port and gave all interested parties the opportunity to discuss, collaborate and learn about the latest in the cruise industry.



**ABOUT CORPORATE** RESPONSIBILITY AND SUSTAINABLE DEVELOPMENT

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## ABOUT CORPORATE RESPONSIBILITY AND SUSTAINABLE DEVELOPMENT

In the process of identifying sustainability issues, PPA S.A. implemented a survey of its Stakeholders and considered all issues in the given time period covered by the Company's ESG Report.

In order to be able to identify and analyse the sustainability issues that are relevant to PPAS.A. and have the greatest impact on its Stakeholders, PPA S.A. used a specific methodology, which is presented below.

#### **IDENTIFYING SUSTAINABILITY ISSUES**





STEP

Identify and prioritise the main stakeholders to be included in the identification of sustainability issues.

Identify and prioritise key sustainability indicators using the GRI (Global **Reporting Initiative)** guidelines.

After gathering the above data, the sustainability issues that emerged are listed below:

- Health and safety of employees
- Anti-corruption
- Taxation
- Health and safety of users
- Employee social benefits
- Competition law
- Waste management
- Safety practices
- Supporting local communities
- Investment in the local economy
- Employee education and training
- Profitability
- Freedom of association

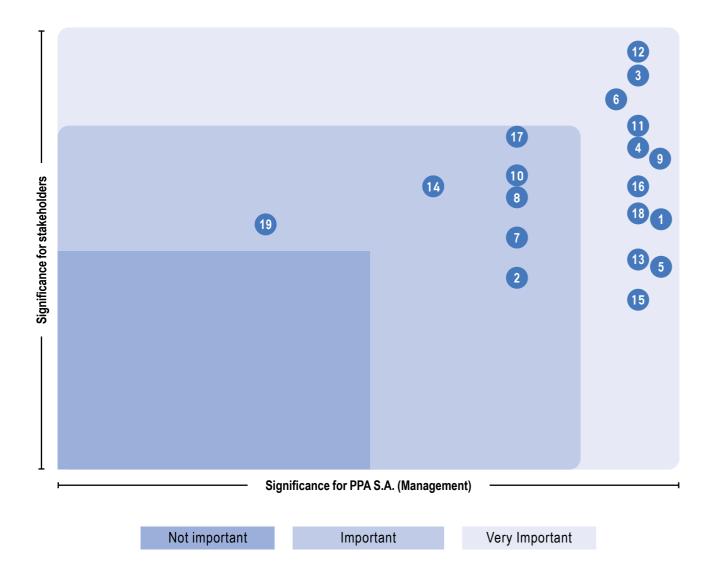


Compared to the previous ESG Report of PPA S.A. for 2021, the new sustainability issues that emerged from the process are:

- Supporting local communities
- Freedom of association

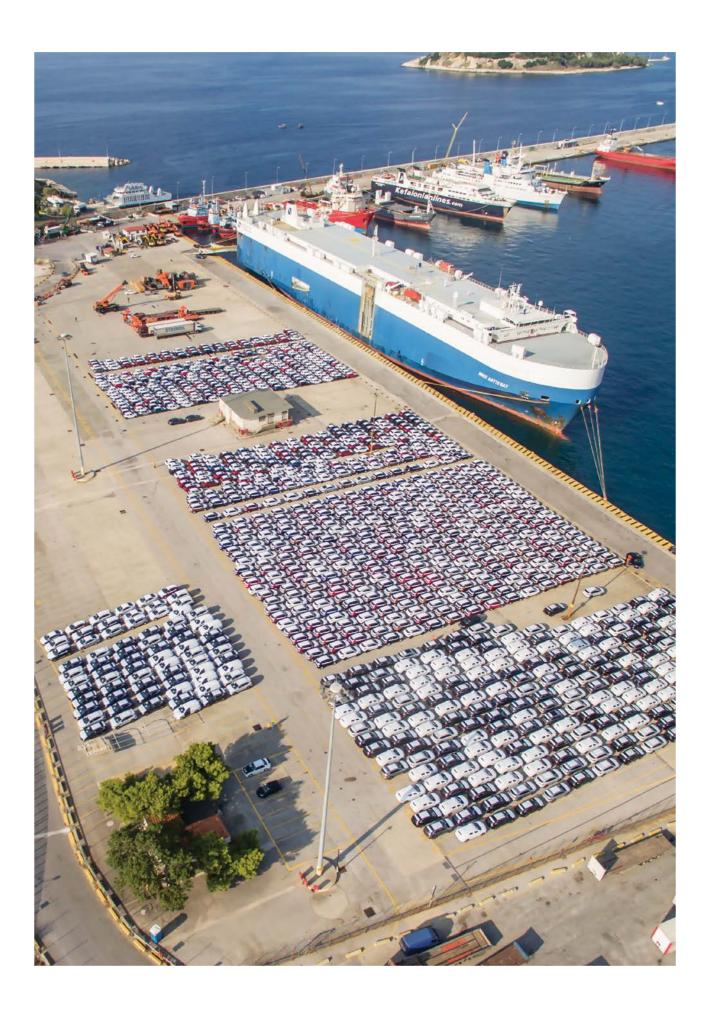
At the same time, compared to the previous ESG Report of PPA S.A. for 2021, the following sustainability issues do not appear as material for 2022:

- Non-discrimination
- Impact on marine water quality
- Pollutant emissions
- Environmental legislation
- Indirect economic impacts
- Addressing COVID-19



- 1. Investments in the local economy
- 2. Procurement practices
- 3. Anti-corruption
- 4. Competition Law
- 5. Profitability
- 6. Taxation
- 7. Energy consumption
- 8. Emissions of pollutants
- 9. Waste management
- **10.** Impact on marine water quality

- 11. Employee social benefits
- **12.** Health and safety of employees
- **13.** Education and training of employees
- 14. Diversity and equal opportunities
- **15.** Freedom of association
- 16. Safety Practices
- **17.** Non-discrimination
- **18.** Supporting local communities
- **19.** Evaluation of suppliers with working practices





# PPA S.A. AND **STAKEHOLDERS**

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## PPA S.A. AND STAKEHOLDERS

#### **APPROACH OF STAKEHOLDERS' INVOLVEMENT**

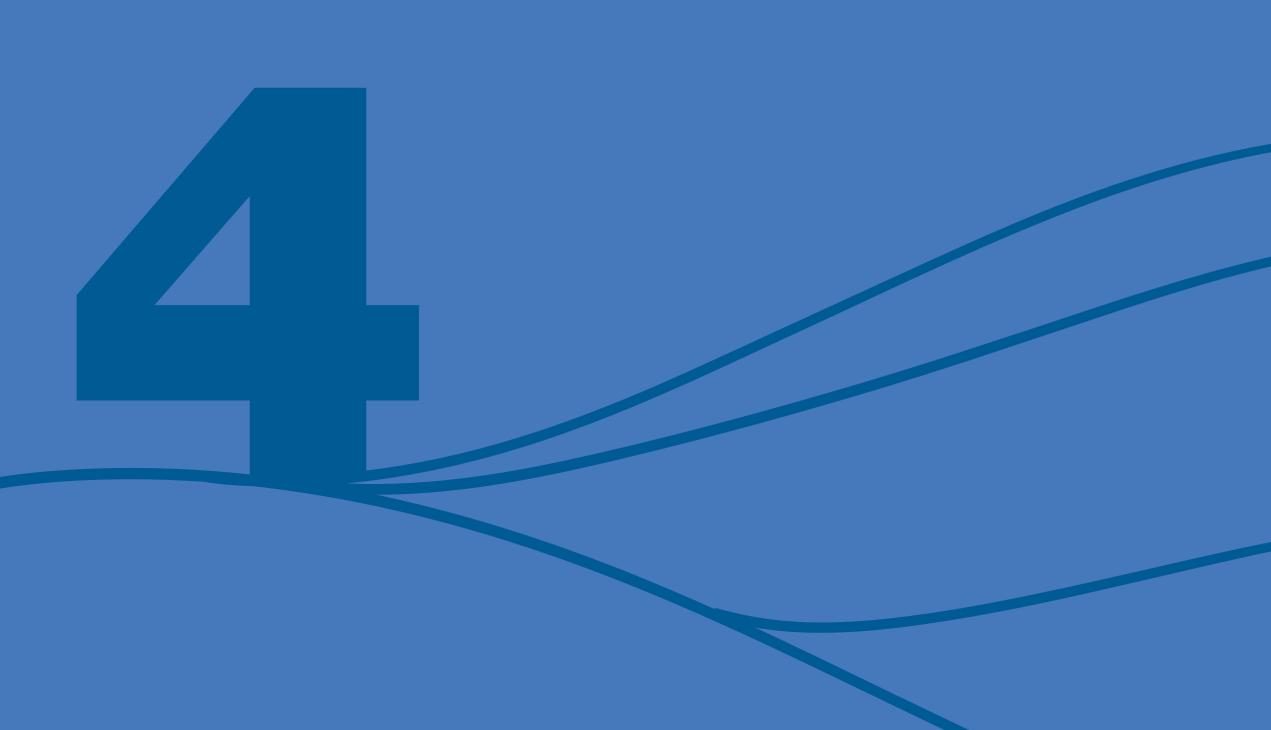
Approach of Stakeholders' involvement. As a responsible corporate Company that prioritizes transparency and continuous communication of its actions and activities, we interact systematically with our Stakeholders. We recognize as Stakeholders those groups that influence and are influenced, directly or indirectly, by our activity, and belong either to the internal environment of the Company (shareholders, employees), or to the external environment (suppliers, customers, Local Society Representatives, NGO Representatives). Our main concern is the continuous and intensive communication with our Stakeholders, aiming at mutual trust and excellent cooperation. Communication and dialogue with each of our key stakeholders is of particular importance. in order to identify their needs and expeGRActations, which are essential for the Company's operation, and to continuously improve our relationship with them.



Employees			
Basic Demands	Communication	Our Response	
Additional benefits	Through Unions' representatives	Training	
Opportunities for professional development and training	Through documents and emails	Health and Safety	
Ensuring a safe and secure environment	Frequency of communication: Whenever necessary	Employee benefits	
	Suppliers		
Basic Demands	Communication	Our Response	
Information on the policies and procedures of PPA S.A.	Through the PPA S.A. website (announcements, notices,	Supply chain	
Ensuring a harmonious	tenders, competitions)	Suppliers	
framework of cooperation	Frequency of communication: Whenever there is a need	Quality services	
	Clients		
Basic Demands	Communication	Our Response	
Ensuring quality, responsibility and safety in the services	Open, direct communication with the relevant departments	Quality Services	
of PPA S.A. Development and innovation	Frequency of communication: Continuous	Certifications and Distinctions	
	NGOs		
Basic Demands	Communication	Our Response	
Active participation and contribution to their activities	Via emails, press releases and direct meetings	Cooperation with local bodies	
	Frequency of communication: Whenever appropriate		
	Local community		
Basic Demands	Communication	Our Response	
Ensuring a harmonious framework for cooperation.	Through press releases, meetings, conferences, and workshops	Contribution to Society through actions	
Ensuring the proper operation of PPA S.A.'s facilities, in accordance with the latest standards	Frequency of communication: Whenever necessary		

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# **CORPORATE GOVERNANCE**



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# CORPORATE GOVERNANCE

PPA S.A. maintains a legislative structure adequate for the planning, execution, regulation and supervision of corporate work for all its departments and operational activities in accordance with which key areas of responsibility are defined while at the same time establishing appropriate reporting lines.

More specifically, the administration structure of PPA S.A. includes the following committees of the highest governing body:

#### **GENERAL MEETING OF SHAREHOLDERS**

The General Meeting of Shareholders of PPA S.A. is its supreme body and has the right to decide on any issue concerning the Company.

The General Meeting is the only one competent to decide on:

- Bylaw Amendments. Increases, regular or exceptional, and reductions of the capital are also considered amendments.
- Election of members of the Board of Directors and auditors.
- The approval of the overall management and the discharge of the auditors.

• The approval of the annual financial statements.

the tradition

- The distribution of annual profits.
- The approval of the provision of fees or the advance payment of fees according to article 109 of Law 4548/2018.
- The approval of the remuneration policy and the remuneration report.
- The approval of the political suitability of the members of the Board of Directors as well as any modification thereof.
- The merger, division, conversion, revival, extension and/or dissolution of the Company.
- The Appointment of Liquidators.

#### **BOARD OF DIRECTORS**

PPA S.A. managed by the Board of Directors, consists of nine (9) to thirteen (13) members, elected by the General Meeting, with an absolute majority of the votes represented, for a term of up to five (5) years, which is extended until the end of the term, within which the next regular General Meeting must be held and until the relevant decision is taken.

The Board of Directors, acting collectively, manages the Company and exercises control over all its activities. It manages the corporate property, represents the Company and takes decisions on all issues that concern it with a view to promoting the corporate purpose, except for issues that fall within the exclusive competences of the General Meeting of shareholders.

It is further responsible for the full and effective control of the Company's activities and acts in accordance with the provisions of the law and the articles of association.

The main responsibilities of the Board of Directors include, for example:

- Planning strategic directions, including the sale or otherwise disposing the Company's shares, the acquisition of any business or the proposal to merge the Company with another business, which are subject to the final approval of the General Meeting of shareholders.
- The regulation and disposal of the corporate property and the representation of the Company in and out of court.
- Ceasing and obtaining loans on behalf of the Company.
- Ensuring the integrity and reliability of the data and information required for the accurate and timely determination of the Company's financial situation and the preparation of reliable financial statements, as well as its non-financial situation.
- The preparation of the annual budget and the business plan of the Company.
- Defining and achieving the Company's efficiency goals.
- The monitoring of the Company's progress and the

control of large capital expenditures.

- Ensuring the adequacy and effectiveness of the Company's Internal Audit System, which aims in particular:
- a) in the consistent implementation of the business strategy
- b) in the recognition and management of the essential risks associated with its business activity and operation,
- c) the effective operation of the internal audit unit.
- Ensuring that the functions that make up the Internal Audit System are independent of the business sectors they audit and that they have the appropriate financial and human resources, as well as the powers for their effective operation.
- Defining the Company's strategy and business risk management.
- The formulation, dissemination and implementation of the basic values and principles of the Company that govern its relations with all parties, whose interests are linked to those of the Company.

The Board of Directors consists of executive, non-executive and independent non-executive members. Executive members are those who deal with the daily management issues of the Company.

In particular the executive members of the Board of Directors are responsible for:

- A) The implementation of the strategy determined by the Board of Directors.
- **B)** The consultation at regular intervals with the non-executive members of the Board of Directors regarding the propriety of the implemented strategy.
- C) Informing the Board of Directors, by submitting relevant reports with their assessments and proposals, in situations of crises or risks, as well as when circumstances require measures to be taken which are expected to significantly affect the Company.

The non-executive members of the Board of Directors, including the independent non-executive members have

the following obligations:

- A) The monitoring and examination of the Company's strategy and its implementation, as well as the achievement of its goals.
- B) Ensuring the effective supervision of the executive members, including monitoring and control of their performance.
- **C)** Examining and express opinions regarding the proposals submitted by the executive members, based on existing information of the Company.

The Members of the Board of Directors of PPA S.A. on Dec. 31st, 2022 were the following:

Yu Zenggang	Chairman of the Board of Directors, Executive Member
Zhang Anming	CEO, Executive Member
Li Jin	CFO, Executive Member
Zhu Jianhui	Vice Chairman of the Board of Directors, Non-Executive Member
Yu Tao	Non-Executive Member
Kwong Che Keung Gordon	Independent, Non-Executive Member
IP Sing Chi	Independent, Non-Executive Member
Arvanitis Nikolaos	Independent, Non-Executive Member
Moralis Ioannis	Independent, Non-Executive Member
Politis Dimitrios	Non-Executive Member

The members of the Board of Directors receive an Introductory Information Program whose main objectives are: (a) the communication of the Company's vision and culture, (b) the communication of their practical procedural duties, (c) the reduction of the time required for them to become productive in their duties, (d) familiarization with the organizational structure of the Company, (e) understanding the activities and strategy of the Company and the markets in which it operates, (f) providing a connection with the people of the Company and the understanding of their main duties. Also, the new members of the Board of Directors, upon their appointment, receive informational material on the Company's Obligations towards the Supervisory Authorities, with the aim of informing them of their main commitments from the legislative and regulatory framework in which the Company operates.

On December 2022, the members of the Board of Directors attended a training seminar held by the Hellenic Corporate Governance Council, on the field of ESG and Sustainability.

### THE BOARD UNDER THE CHAIRMAN

The Board under the Chairman operates within PPA S.A., supports and advises the other bodies of the Company in exercising their duties and takes decisions on matters of competence assigned to them, pursuant to relevant decision of the Board of Directors.

It is composed of the Chairman of the Board of Directors, the CEO and the Deputy CEOs. By decision of the Board of Directors or the Chairman of the Board of Directors, the composition of the Board may be

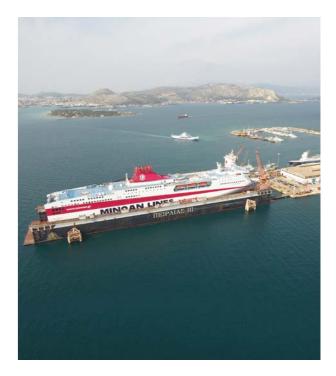
Full Name	Position	Gender
Yu Zenggang	BoD Chairman	М
Zhang Anming	CEO	М
Jin Bei Yuan	Deputy CEO	М
Li Jin	CFO	F
Qu Sheng Bin	Deputy CEO	М
Angelos Karakostas	Deputy CEO	М

#### THE BOARD UNDER THE CEO

The Board under the CEO operates within PPA S.A., supports and advises the other bodies of the Company in exercising their duties and takes decisions on matters of competence assigned to them pursuant to relevant decision of the Board of Directors.

It is composed of the Chief Executive Officer and the Deputy Chief Executive Officers. The composition of the Board under the CEO may be expanded by decision of the Board of Directors. Finally, the meetings of the Board under the CEO may be attended, if invited by the CEO and participate without the right to vote, by the competent Managers or Deputy Managers of the departments of PPA S.A., for matters relating to their responsibilities. expanded. Finally, at the meetings of the Board upon invitation by the Chairman of the Board of Directors, the Company's external Advisors may be present and participate, without the right to vote, as well as the relevant Managers or acting Deputy Managers of the departments of PPA S.A., for matters related to their responsibilities.

Precisely, the composition of the subcommittee of the Board as follows:





#### **AUDIT COMMITTEE**

The Audit Committee operates in accordance with the provisions of article 44 of Law 4449/2017. It is a Committee of the Board of Directors and is composed of three (3) non-executive members of the Board of Directors, two (2) of whom are independent based on article 9 of Law 4706/2020.

The Audit Committee inter alia:

- a) informs the Board of Directors of the result of the statutory audit and explains how the statutory audit contributed to the integrity of the financial information;
- b) monitors the financial reporting process and submits recommendations or proposals to ensure its integrity;

- c) monitors the effectiveness of the Company's internal audit, quality assurance and risk management systems;
- d) oversees and monitors the independence of certified public accountants or audit firms and in particular the usefulness of non-audit services;
- e) is responsible for the selection process of certified accountants or audit firms.

In the year 2022, the composition of the Audit Committee was as follows:

Kwong Che Keung Gordon	Independent non-Executive Member of the Board and Chairman of the Audit Committee
Nikolaos Arvanitis	Independent non-Executive Member of the Board and Member of the Audit Committee
Dimitrios Politis	Non-Executive Member of the Board and Member of the Audit Committee

### **NOMINATIONS COMMITTEE**

The Nominations Committee operates in accordance with the provisions of articles 10 and 12 of Law 4706/2020. It is a Board Committee and is composed of three (3) non-executive members of the Board, two (2) of whom are independent based on Article 9 of Law 4706/2020.

The Nominations Committee identifies and recommends to the Board of Directors persons suitable for the

IP Sing Chi	Independent non-Execut and Chairman of the Non
Zhu Jianhui	Non-Executive Member of
Kwong Che Keung Gordon	Independent non-Execut and Member of the Nomi

#### **REMUNERATION COMMITTEE**

The Remuneration Committee operates in accordance with the provisions of articles 10 and 11 of Law 4706/2020. It is a Board Committee and is composed of three (3) non-executive members of the Board, all of whom are independent based on Article 9 of Law 4706/2020.

The Remuneration Committee among others:

(a) makes proposals to the Board of Directors regarding the remuneration policy that is submitted for approval to the General Meeting,

Nikolaos Arvanitis	Independent non-Executiv and Chairman of the Remu
IP Sing Chi	Independent non-Executiv and Member of the Remur
Kwong Che Keung Gordon	Independent non-Executiv and Member of the Remur

acquisition of the status of a member of the Board of Directors, based on a procedure provided for in its operating regulations. For the selection of candidates, the Nominations Committee takes into consideration factors and criteria determined by the Company, in accordance with the suitability policy it adopts.

In the year 2022, the composition of the Nominations Committee was as follows:

tive Member of the Board minations Committee

of the Board and Member of the Nominations Committee

tive Member of the Board inations Committee

- (b) makes proposals to the Board of Directors regarding the remuneration of persons falling within the scope of the remuneration policy,
- (c) reviews the information included in the final draft of the annual remuneration report, providing its opinion to the Board of Directors, before submitting the report to the General Meeting.

In the year 2022, the composition of the Remuneration Committee was as follows:

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ve Member of the Board ineration Committee

re Member of the Board neration Committee

#### APPOINTMENT AND SELECTION OF THE TOP ADMINISTRATIVE BODY

The process of selecting the top administrative body and its committees takes place based on the political suitability of the members of the Board of Directors which has been approved by the General Meeting of Shareholders. The suitability policy of the members of the Board of Directors is posted on the Company's website: https://www.olp.gr/el/o-organismos/etairikidiakivernisi/politikes

The Chairman of the highest governing body is the Chairman of the Board of Directors and due to his status as an executive member he heads the organizational structure of PPA S.A.

Regarding the election of the top administrative body:

- The Board of Directors elects one Member as Chairman and up to two (2) other Members as Vice Chairmen.
- The Chairman of the Board of Directors chairs the meetings and exercises the powers provided for by law and the bylaws. In case the Chairman is absent, he/ she is replaced by the Vice Chairman appointed for this purpose.
- In the event that the Board of Directors, in deviation

from Article 8(1) of Law 4706/2020, appoints one of the executive members of the Board as Chairman, it must appoint a non-executive member as Vice Chairman.

 The Board of Directors elects one Member as CEO of the Company. The CEO and the Chairman may be the same person.

The composition of the PPAS.A. top administrative body is the result of the Main Shareholder's will, based on criteria concerning the overall management of the Company.

There is no evaluation process of the top administrative body that is exclusively linked to the supervision of the Company's management impact on the economy, environment, and society.

Finally, all members of the Board of Directors as well as five executives of PPA S.A. (Managers - Deputy Managers) attended an educational seminar titled "ESG/Sustainability and the Board" held in 2022 under the auspices of the Hellenic Corporate Governance Council. Related attendance certificates have been issued for all the aforementioned participants.



#### PERFORMANCE EVALUATION OF THE TOP ADMINISTRATIVE BODY

The Policy and Procedure for the Evaluation of the Board of Directors and the Operating Regulations of the Administrative Board provide for the evaluation of the effectiveness of the Board of Directors (as a collective body), its committees and individual members annually, while every three years, this evaluation is being conducted by an external consultant.

#### **RISK POLICY**

#### Supervision of impact management and top administrative body

Revision and updating are carried out at least once a year and are necessary before the implementation of any change, so that the Company is promptly informed of the impending changes to which it must react and prepare accordingly.

Documented information as evidence of the results of monitoring and measuring the actions taken is maintained by each responsible department as well as by the Marketing & Quality Control Department. During the Management Review, the Marketing & Quality Control Department presents all the necessary information and data regarding the progress and effectiveness of the actions taken to address risks.

The above procedure is included in the Procedures Manual of the Piraeus Port Authority S.A., which has been approved by the Management. The same approach is followed for energy issues within the framework of Certification for Energy Management according to the ISO 50001:2018 standard, under the coordination of the Piraeus Port Authority S.A. Energy Management Team. The Company identifies, evaluates and addresses possible risks related to energy management to improve its energy performance. Significant energy uses are identified through Annual Energy Reviews. During the reviews by management, all necessary information For this purpose, in December 2022, the Piraeus Port Authority S.A. assigned the Company ERNST AND YOUNG to conduct the evaluation process, following a bidding process. The evaluation concerned the collective abilities of the Board of Directors as a body, its committees and the individual abilities of its members. The evaluation was conducted through the completion of an online questionnaire and personal interviews.

and data regarding energy performance, progress, and effectiveness of actions taken to address energy-related risks are presented to the management for further decision-making. This procedure strives to achieve continuous overall improvement.

PPA S.A. aims to provide high-quality and efficient port services in safety and security, to contribute to the local and national economy and to strengthen the position of the port by achieving sustainable development.

Various factors, such as internal and external issues, could be considered as potential risks that affect or may adversely affect the Company in achieving its objectives and strategy, and therefore it is necessary to identify and address them. PPA S.A. identifies, assesses, and addresses potential risks in order to:

- Achieve its purpose and vision, customers' profit, objectives, policy, satisfaction, compliance with legal and other requirements and enhance environmental and energy performance.
- Enhance the desired results.
- Prevent or reduce undesirable impacts, including potential external environmental conditions that may affect PPA S.A.
- Achieve continuous improvement.

The Management of PPA S.A. is committed to ensuring that continuous efforts are made to address all risks associated with the operation of the Company and to take all necessary preventive actions. It promotes riskbased thinking in all its departments in order to protect its values and address the uncertainty and insecurity that is mostly due to the international environment. Therefore, each business unit is responsible for implementing a risk assessment process.

In general, the Company's management determines how to respond to risks by categorizing them according to their likelihood and impact on the Company's operations into the following categories:

- Very High risk: immediate action required
- High risk: immediate action required
- Moderate risk: immediate action required
- · Low risk: no immediate action required

The recording of the risks faced by PPA S.A. as well as the management and risk response procedures is carried out in all PPA S.A.'s operations on an annual basis. In addition, the Company has established control mechanisms and safety policies to identify and/or prevent the failure to address risks in order to achieve its objectives.

#### Appointment of a representative for risk management

PPA S.A. has a Risk Management Department, which is functionally independent and has as main mission the effective management of risks faced by the Company, due to the adoption of the high standards of the new Corporate Governance, aiming at high efficiency and optimal business performance.

Risk Management must have the ability to understand significant future changes while having an appropriate

strategic response. It has direct access to all the information necessary to properly perform its duties and to provide written reports to Top Management on the implementation of appropriate and effective policies, procedures and tools (such as Risk Register maintenance) to identify, analyze, control, manage and monitor all types of risks inherent in the Company's operations.

#### Salary policies and annual compensation ratio

The remuneration of the members of the Board of Directors is determined by the Remuneration Policy which is available on the corporate website: www.olp.gr under the special option: Organization > Corporate Governance > Policies (https://www.olp.gr/en/about-us/corporate-governance/ policies).

For the financial year 01.01.2022 - 31.12.2022, the average annual total compensation of all employees, except the highest paid, was 42,835.31. More specifically, the indicator expressing the ratio of the annual total compensation of the highest-paid person in the Company to the median of the total employees is 4.80 (Mr. Yu's compensation 206,013.57€, for the year 2022). The compensations paid to the members

of the Board of Directors are as provided for in the current Remuneration Policy and as approved by resolution of the Annual General Meeting of Shareholders.

It is noted that during the year 2022, the Company prepared a report on the remuneration of the members of the Board of Directors for the financial year 01.01.2021 - 31.12.2021 in accordance with article 112 of Law 4548/2018 and is available at: https://www. olp.gr/en/about-us/corporate-governance/board-ofdirectors. The remuneration report was discussed at the Annual General Meeting of the Company dated 13.07.2022, which was attended by shareholders representing 76.95% of the share capital.

#### **Conflicts of interest**

The Company has established and applies a Policy and procedures for the prevention and handling of conflicts of interest, which are included in its Internal Organization and Operation Regulation.

The Principle and the obligation to avoid conflicts of interest are also included in the Company's Code of Conduct and

#### **Communicating critical concerns**

PPA S.A. ensures the quality of financial and non-financial information and follows appropriate internal and external communication methods, such as communication with Board members, shareholders and investors, communication with the Company's



the Code on Anti-Corruption and Anti-Bribery. Relevant affidavits are signed by all Board Members and Top Management Members of the Company.

Declarations of independence are also foreseen to be signed by the members of committees/lawyers/technical consultants appointed in tender procedures.

existing Committees, whistleblowing, communication with the Supervisory Authorities, etc.

As part of its politically sound governance and respect for the Company's shareholders, PPA S.A. sees every

complaint/complaint as an opportunity to evaluate business processes and improve them where possible.

The Internal Complaints Procedure (ICP), provides an opportunity for feedback on business activities/ operations, serves as a quick and efficient means to resolve any problems that may arise and promotes good relations and communication between the Company and employees. The categories of complaints/complaints include the following illustrative cases:

- Fraud
- Violation of Internal Policy / Regulation / Procedure
- Violation of Personal Data
- Corruption / Bribery
- Human Rights Issues
- Issues relating to inadequate service delivery
- Issues related to health and safety
- Issues related to the management of the Company's resources
- Matters relating to environmental protection and energy conservation issues.
- Other matters

In the event of a complaint involving a member or members of the Board of Directors, the Board under the BoD Chairman, or the Board under the Chief Executive Officer, the Internal Audit Department must immediately report the complaint to the Audit Committee, which will immediately direct investigations and necessary actions, as appropriate.

In the event of a complaint involving a member or members of the Audit Committee, the Internal Audit Department must immediately report the complaint to the Board of Directors, who will immediately direct investigations and necessary actions, as appropriate.

Each month, the Internal Audit Department shall provide Management (Chairman of the Board, CEO, Deputy CEOs, Assistant CEOs) with information on the complaints received, how they are handled and the proposed improvements to be implemented.

Also, on a monthly basis, the Internal Audit Department provides the Audit Committee with relevant information.

During 2022, no significant concerns were received through this mechanism.



### SUSTAINABILITY MATTER: FINANCIAL PERFORMANCE (PROFIT)

The financial indicators showing the Company's financial position for the period 2021-2022 are presented in the table below:

	2022	2021
Turnover	194,567,342.48 €	154,189,971.98€
Other Revenues & Turnover	200,063,241.44 €	158,937,090.20 €
Operating Expenses	106,035,205.11 €	105,944,033.18 €
EBITA	95,566,000 €	70,304,423.14 €

Table 1: Financial situation of the Company for the period 2021-2022

More information on the financial statements of PPA S.A. can be found on the Company's website www.olp.gr.

PPA S.A. does not provide additional to the legislation pension plans to its employees and has not received any financial contribution from the government for the year 2022.

#### SUSTAINABILITY MATTER: TAXATION

PPA S.A. follows the policy of full compliance with the tax authorities and the applicable tax laws. In the Financial Department, the Tax Management Sector is responsible for this purpose and is audited by chartered accountants annually, obtaining a tax certificate. In this way, it makes a major contribution to the Company's sustainable development strategy.

TAX AUTHORITY	TAXATION OF LIMITED COMPANIES ((FAE) & LARGE COMPANIES CONTROL CENTRE (KEMEEP)
Main Activities of the Company	194,567,342.48 €
Number of Employees (Year 2022)	962
Revenues from sales of third-party, external parties	-
Revenue from internal (Company) transactions with other tax jurisdictions	-
Profit before taxes	74,664,659.74 €
Tangible fixed assets other than cash and cash equivalents	304,412,893.52 €
Corporate income tax on a cash basis (tax payments 2021 paid in 2022)	11,338,321.26 €
Corporate income tax accrued for the year 2022	18,746,558.94 €

In case there is a difference between the corporate income taxes, the difference is that the cash corporate income tax relates to fiscal year 2021, while the corporate accrual tax relates to fiscal year 2022.

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# **OUR PEOPLE**



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## **OUR PEOPLE**

The people of PPA S.A. are our main focus. With a team of almost 1,000 employees, the Company takes all necessary measures to ensure excellent working conditions, benefits, training programs and development opportunities. In addition, the Company promotes equal opportunities, protects diversity and equality by not accepting any kind of discrimination and by following specific policies on recruitment, remuneration, training and staff evaluation.

#### **EMPLOYEE INFORMATION**

In 2022, PPA S.A. employed a total of 962 employees. The tables below show the total number of employees of all types of contracts and employment types by gender for 2021 and 2022.



Table 3: Human resources data by gender for 2021 – 2022



	2022		2021	
Type of contract	Men	Women	Men	Women
Collective Agreements	678	94	709	100
Indefinite Contracts	127	36	88	34
Fixed term Contracts	18	6	22	1
Works Contracts	1	2	2	0
Total	824	138	821	135
Tune of Fundationant	Man	Waman	Man	Maman

Type of Employment	Men	Women	Men	Women
Full-Time	824	136	819	135
Part-Time	0	2	2	0
Rotation	0	0	0	0
Total	824	138	821	135

Table 4: Contracts and Employment by gender for 2021-2022

187 employees (145 men and 42 women) are employed on individual contracts (Management Executives, Managers, Deputy Managers, Assistant Managers, Employees, etc.).

In the year 2022, 24 employees were employed under private fixed-term contracts. Finally, PPA S.A. does

		2022			2021	
Region	Men	Women	Total	Men	Women	Total
East Attica	29	3	32	34	2	36
Peloponnese	1		1	2	0	2
Attica	37	1	38	40	1	41
Northern District of Athens	44	11	55	41	10	51
West Attica	12	0	12	9	0	9
Western District of Athens	136	16	152	140	16	156
Evia	2	0	2	2	0	2
Central Athens	89	24	113	91	23	114
Central Greece	1		1	-	-	-
Southern District of Athens	99	32	131	98	33	131
Piraeus	374	49	423	362	50	412
Total	824	136	960	819	135	954
Part-Time						
Piraeus	0	2	2			
Total	824	138	962			

Table 5. Employees by region and gender for 2021 - 2022

not employ any temporary staff and all its employees have guaranteed working hours.

100% of employees were covered by collective agreements for the year 2022.

Total Number of Employees per contract			
3 Self-employed			
40	Collective Labor Agreement for Supervisors – Foremen		
187	Collective Labor Agreement for Dockworkers		
545	Collective Labor Agreement for Employees		
185	Individual Contracts		
2	Trainee Lawyers		

 Table 6: Total number of employees with an open employment contract for the year 2022

The difference in the participation of the two genders in the Company's staff, is mainly due to the job characteristics of the main work functions of PPA S.A. (dockworkers, crane operators, heavy vehicle drivers, etc.).

In the recruitment announcements for the year 2022 on which interest was expressed, there were no exclusion criteria based on gender. Furthermore, of the 153 people serving in positions of responsibility at various levels of the Company's hierarchy (managers, deputy managers, assistant managers, heads of sectors, supervisors, superintendents, and foremen), 113 (74 %) were men and 40 (26 %) were women.

Women accounted for 32.65 % of all posts of managers, deputy managers, and assistant managers.



Recruitments in 2022			
Total number of recruits	53		
Percentage	5.5%		
Average Age	33		
Men	41		
Women	12		

Table 7: Employees recruitments for the year 2022

#### SUSTAINABILITY MATTER: HEALTH AND SAFETY OF EMPLOYEES

The Company recognises the importance of providing safe working conditions and workplaces for its staff and safe travel/movement conditions for all those involved, stakeholders, passengers, etc.

#### Health and safety conditions

At PPA S.A. we ensure the health and safety conditions of our employees and their areas of responsibility. For this reason, we set health and safety rules through circulars, notices and instructions.

In particular, the Company has an obligation:

- To provide, elaborate and supervise with its authorized bodies the installation and observance of all necessary, preventive, operational and corrective measures and procedures for the safe execution of the Company's operations.
- To train personnel so that they are able to identify any hazard in a timely manner and deal with it effectively by observing all safety measures.

#### Services for the health of employees at the workplace

#### **Occupational physician**

The Company has an occupational physician service as per current legislation, as well as additional nursing staff, who have advisory responsibilities and provide suggestions to the employer, employees and their representatives on measures to be taken for their physical and mental health. All relevant reports shall be submitted to the Company's management.

Internal Transfers 2022		
Total number of transfers	89	
Percentage	9.25%	
Average age	49	
Men	40	
Women	49	

Table 8: Internal Transfers of employees 2022

 To inform staff of current legislation regarding the minimum limits and health and safety standards in the workplace as applied.

In addition, all port areas are regularly inspected to ensure that employees comply with the PPA S.A. health and safety regulations and with the instructions of the persons in charge.

Moreover, the compliance of third parties (contractors) with the Health and Safety of Employees legislation is monitored and checked, and everyone is required to submit health and safety plans before starting and during the implementation of technical works.

## Due diligence policies for health and safety at work

In areas with a high risk of accidents (Container terminal and Ship Repair Zone), two ambulances staffed with trained rescue personnel (two rescuers per vehicle) are installed and available 24 hours a day to cover emergencies that may occur in the above areas. PPA S.A. has 2 safety technicians, in accordance with the applicable legislation, who provide suggestions and advice to the employer on issues relating to the safety of employees and the prevention of industrial accidents (Article 14 of Law 3850/2010).

#### Involvement of employees in health and safety in the workplace

#### Health and Safety Committee

PPA S.A. has established an Employees' Health and Safety Committee (E.H.S.C.) consisting of elected employees, which has all responsibilities deriving from the applicable legislation and meets in the presence of the employer's representatives at regular intervals.

The E.H.S.C or the representative is a consultative body and has the following responsibilities:

- It studies the working conditions of the Company, proposes measures to improve them and the working environment, monitors compliance with health and safety measures and contributes to their implementation by employees.
- In cases of serious accidents at work or related incidents. it shall propose appropriate measures to prevent their recurrence.
- It highlights the occupational hazards in the workplaces

or work positions and propose measures to address them, thereby contributing to formulating of the Company's occupational risk prevention policy.

- It is informed by the Management of the details of occupational accidents and occupational diseases occurring in the Company.
- It is informed of new production procedures, machinery, toolsand materials into the Company, or the operation of new installations, as far as they affect health and safety conditions at work.
- In case of an immediate and serious risk, it shall call the employer to take the appropriate measures, not excluding the suspension of machinery operation, installations, or production processes.
- It may request the assistance of experts in the field of health and safety of employees with the employer's agreement.



#### Work accidents

The following table shows indicators on the evolution of the number of accidents, the loss of working days and the number of medical evacuations from the facilities of the Container Terminal of PPA S.A. and the Perama Ship Repair Zone.

	2022	2021
Number of accidents (total reported):	38	28
Accidents at Work	17	11
Pathological/Upon arrival	21	17
Number of accidents with loss of working days based on the ESAW methodology used by ELSTAT *	11 accidents/ 675 days of absence	4 accidents/ 92 days of absence
Number of medical evacuations from Container Terminal	114	91
Number of medical evacuations from Ship Repair Zone	19	22

Table 9: Number of accidents for the period 2021 - 2022

\* In 2022, no occupational diseases were recorded or reported

#### Training of employees in occupational health and safety

PPA S.A. sets as a priority and primary concern the protection of the health and safety of its personnel. As part of the implementation of this policy, the Company adopts all best international practices that contribute to the strengthening and improvement of the safety culture and organizes training programs, both for the knowledge of the risks of the production process and for the cultivation of a common awareness and safety behaviour among the staff.

In 2022, PPA S.A. conducted health and safety training programs involving 290 employees (dockworkers, supervisors - foremen, drivers and operators). The above

analysis shows that training is always a development objective of PPA S.A., in order to improve its services and increase its productivity, while implementing measures in accordance with the decisions and recommendations of the Ministry of Health and National Public Health Organization, with the aim of ensuring the health and safety of employees. In 2022, the number of training programs and participants increased significantly compared to 2021, as most of the training programs was implemented through e-learning (Web Seminars).

The Company's goal remains to increase the number of training programs in the coming years.



The CFO of PPA S.A. Ms Li Jin with kickboxing champion Maria Michalakakou

#### SUSTAINABILITY MATTER: EDUCATION

PPA S.A. recognizes the contribution of its staff to its successful business performance. The extensive experience, high specialization, expertise and know-how of the staff in port industry issues, support the Company's growth prospects. The Company attaches great importance to the continuous training of its personnel, designing and implementing high-value-added training programs that highlight the knowledge and skills of the personnel.

Training is a development objective of PPA S.A., in order to improve its services and increase its productivity. In this context, PPA S.A., on its own or in cooperation with third-party educational/training organizations, designs training programs

#### The average number of hours of training per year per employee

In addition to what was mentioned in the Board of Directors management report on staff education and training, the table below provides detailed information on training programs that took place in 2022 and 2021 and the participation of employees in them.

Staff Training 2022	
Average duration of training	1.2 hours
Men	1.2 hours
Women	2.4 hours
Managers	9.2 hours
Office Staff	1.3 hours
Labor Personnel	5 hours

Table 10. Education of employees by gender and average training for the year 2022

The programmes attended by employees in the year 2022 are the following:

- Training of Technical Staff and Dockworkers on Occupational Health & Safety issues
- Effective Customer Service (Communication Skills)
- Electric Welding (Welding Certifications)
- Oxy-fuel Cutting technique (Oxy-fuel Cutting Certifications)
- Connecting the Dots for Effective Operational Risk Management & Operational Resilience

Level of Education		
PhD Degree		
Master's Degree		
University graduates Graduates of Technological Educational Institutions		
Compulsory Education Graduates		
able 11. Level of education for the two-year period 2021 - 20	2	

Percentage of employees trained

Training Man hours

Total training expenses

Table 12. Percentage of employees trained for the two-year period 2021 - 2022

### SUSTAINABILITY MATTER: SOCIAL BENEFITS FOR EMPLOYEES

PPA S.A. provides to its employees additional social benefits. In particular, the Company provides hospital and out-of-hospital care coverage, interest-free loans for health reasons, marriage allowance, coverage of childcare costs for the children of employees in nurseries and summer camps, awards for excellence, gift vouchers.

- Warehouse Hazardous Materials Management and Storage
- Certification on Marine Claims (Training on Claims / Damages)
- Business Analyst
- ERGANI II Digital Card
- ISO 14001:2015
- Internal Audit Issues

2022	2021
3	3
67	44
114	115
70	64
466	485
242	243

2022	2021
56.2%	32.38%
4,604	1,930
66,982.48€	48,420€

Specifically, for the year 2022:

- 39 awards for excellence, compared to 51 in 2021,
- 33 marriage allowances compared to 23 in 2021,
- Summer Camps allowance for 96 children, compared to 79 in 2021,
- 144 loans for the Company's staff, compared to 135 in 2021,
- Nursery allowance for 46 employees' children, compared to 44 in 2021.

Finally, PPA S.A. Management offered gifts to employees and their families and gift vouchers for use in supermarkets and toy stores. This year as every year, awards were given to the children of employees, pupils or students, who excelled academically with a significant cash prize.

Regarding the expenses of PPA S.A. for the above-mentioned benefits, they are referred in the table below:

	2022	2021
Benefit expenditure for Nursery schools	114,000.00 €	100,497.40 €
Benefit expenditure for children's summer camps	44,000.00 €	24,392.99€
Expenditure for prizes for outstanding students	36,500.00€	49,600.00€

Table 13: Expenditure on employee benefits

#### Leave of absence (parental leave, sick leave)

Further to the Board of Director's management report mentioned, in accordance with the provisions in force at the time, employees are granted leave of absence to monitor children's school performance as well as sick leave. Details are shown in the tables below.

	2022	2021
Number of beneficiaries for parental leave	166	143
Men	126	100
Women	40	43
Number of parental leaves granted	706	547
Number of employees returned to work from maternity	2	1
leave / reduced hours of work		
Number of employees returned to work from paternity	13	7
leave		

Table 14: Parental leaves for the years 2021 - 2022

The number of beneficiaries for leave to monitor children's school performance increased by 12.16% from 148 employees in 2021 to 166 employees in 2022, similarly the total number of parental leaves granted between 2021 and 2022 increased by 29.06%, from 547 to 706.

2022		2021		
Number of employees who used sick leave	Number of days of leave granted	Number of employees who used sick leave	Number of days of leave granted	
661	13,447	547	12,153	

Table 15: Number of days of leave granted for the years 2021 - 2022

As regards the granting of sick leave, the number of employees taking sick leave increased by 20.48% between 2021 and 2022 (from 547 to 661 employees respectively), while the total number of days of sick leave granted increased proportionally, by 10.64% (12,153 days granted in 2021, compared to 13,447 in 2022).

#### SUSTAINABILITY MATTER: FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING

PPA S.A. respects the rights of its employees and complies with the Labour Law. For the year 2022, no audit body has attributed any violations of the Labour Law. As an employer, PPA S.A. has the obligation as described in the General Personnel Regulations (GPR) - to consistently comply with the rules of labour legislation as well as the individual and collective labour agreements governing its staff.

More specifically, it is obliged to:

- Ensure that the employees' unions are regularly informed about personnel issues and, more generally, about the Company's business activities, insofar as they have an impact on labour relations.
- Not to interfere in any way with the lawful union activity of the employees.
- Promote dialogue with employee representatives, and in particular with the primary and secondary unions representing the Company's employees, within the framework of the principles of collective autonomy and documented dialogue.

The GPR also provides for the granting of exemptions (depending on the number of members) from their



The signing of a new Collective Labour Agreement with the Supervisors-Foremen

employment duties during their term of office as members of Labor Unions.

In PPA S.A. there are a total of four (4) primary Unions (Union of Permanent Employees, Union of Technicians & Operators, Union of Dockworkers, Union of Supervisors - Foremen) and one (1) secondary Union (Federation of Employees of Greek Ports). The Management of the Company is in close cooperation with the representatives of the employees in order to achieve the proper operation of its services and to promote the common interest of the Company and its employees. All employees of PPA S.A. are covered by collective labour agreements.

An open channel of communication exists between the Company's Management and the Labor Unions and meetings are held at regular intervals in the framework of a sincere dialogue for the promotion and resolution of labor issues. The culmination of the close cooperation between the Company's Management and the Labor Unions is the achievement of industrial peace and the signing of three-year Collective Labor Agreements.



# **OUR CONTRIBUTION TO SOCIETY**

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#### INDIRECT ECONOMIC EFFECTS

In addition to strengthening the national economy and stimulating employment in the local economy, the table of financial support for local communities by PPA S.A. for the year 2022 (comparison with the corresponding amounts for the year 2021), is as follows:

	2022	2021	% 2021/2022
Financial support for vulnerable social groups of neighbouring municipalities, orphanages, special schools, etc.	174,586	226,373	-22.88%
Supporting the charity work of the Holy Metropolitan Church of Piraeus, Nikaia and the Holy Church of St. Nikolaos	40,000	40,000	-
Supporting sports' clubs and athletes	102,221	35,400	188.76%
Supporting cultural actions	15,000	2,372	532.38%
Other Donations	276,090	242,150	14.02%
Total	607,897	546,295	11.28%

Table 16. Financial support to local communities for the period 2021 - 2022

PPA S.A. is obliged within the First Investment Period to carry out Mandatory Investments, with a total reference cost of 293,8 million €, concerning in detail the following:

- Passenger Port Expansion (Southern Zone, Phase A)
- Repair of pavements and rails for RMG cranes (Container Terminal -Pier I)
- Conversion of the Pentagonal Warehouse to Cruise Passenger Terminal
- Underground road connection between the Car Terminal and the former ODDY area
- Improvement and Maintenance of Port Infrastructure
- Supply of equipment
- Dredging of the Central Port
- Construction of a new Oil Pier
- Expansion of the Car Terminal (Heracleous Port)
- Improvement of Ship Repair Zone Infrastructure

In 2022, the infrastructure upgrading and reconstruction works in the Perama Ship Repair Zone and in particular on the eastern side of Pier II were successfully completed.

The above projects are part of the second phase of the wider infrastructure improvement project in the Perama Repair Zone and include the complete replacement of the quay wall. However, it is noted that the works are

#### SUSTAINABILITY MATTER: **COMBATING CORRUPTION**

#### Functions assessed for corruption risks

PPA S.A. is committed to operating in accordance with the applicable national and EU legislation and business ethics. This commitment is incorporated in the Anti-Corruption & Anti-Bribery Code of Conduct which has been approved by the Board of Directors and has been distributed to its employees. Subsequently, it considers that, at Company level, involvement in corruption affects the reputation and credibility of the Company itself, causes criminal and other legal

currently underway on parts of the West side of Pier II and the East side of Pier I, in order to install two new Jib Cranes, which will be delivered to PPA S.A

In addition, during the second half of 2022, the maintenance works on the Piraeus I floating dock started and were completed.

Throughout the repair works and inspections of the project, the average number of skilled manpower increased to 150 per day, increasing the need to supply a large volume of raw materials and implement related support works. As a result, employment opportunities and income increase for workers and industry professionals from the wider region have been significantly enhanced in the past period.

Overall, the systematic upgrading projects and targeted investments in the Perama Ship Repair Zone launched in 2016 by COSCO SHIPPING Group, contributed to the overall strengthening of the ship repair sector in our country. All relevant performance indicators are improving year after year, alongside the state-of-theart solutions, expanded capacity dynamics and the highest safety standards provided.

risks as well as financial damage (in the case of fines imposed), increases operating costs, affects the loyalty and faith of staff, creates a negative corporate culture and causes exclusion from potential business opportunities.

The purpose of the Anti-Corruption and Anti-Bribery Code is, therefore, to ensure that all PPA S.A. personnel, including executives, financial managers,

members of the Top Management and Board of Directors, external partners, suppliers and contractors of the Company, fully comply with the relevant legislation applicable in the EU and Greece.

The Company's absolute adherence to the above principles indicates its zero tolerance for bribery and corruption practices and the professional integrity with which it conducts its business transactions, relationships and dealings.

In addition, PPA S.A. has an Internal Complaints Procedure (ICP) of PPA S.A., through which the opportunity is provided to lodge complaints on matters related to Fraud, Corruption and Bribery. Finally, PPA S.A. applies:

- a) the Regulation on the Award of Contracts and Subconcessions, by which it observes the principles of transparency, publicity and equal treatment in the tendering of works and
- b) the Regulation on the Assignment of Projects, Services and Supplies, according to which control procedures are ensured under penalty of exclusion, through the obligation to present certificates issued by the locally competent judicial authorities.

There are no documented acts of corruption with regard to generally existing risks. No confirmed incidents of corruption were recorded in 2022. Finally, there is no operation in PPA S.A. contrary to the rules of free competition.

#### SUSTAINABILITY MATTER: SUPPORTING LOCAL COMMUNITIES

#### **Local Communities**

PPA S.A. attaches great importance to social contribution, as demonstrated and expressed through its longstanding efforts and initiatives of both the Management and its employees. Its aim is to contribute to the development of society as a whole and, in particular, to the creation of added value for the surrounding communities



Concession of the SILO building to the Ministry of Culture and Sports by PPA S.A. for constructing the Museum of Sea Antiquities



#### SUSTAINABILITY MATTER: ACTIONS FOR SOCIETY

#### The SILO building and its adjacent spaces were granted to the Ministry of Culture and Sports by the PPA S.A. for the construction of the Museum of Sea Antiquities.

The SILO building and its adjacent spaces, with a total area of 13,761 sq.m., were granted to the Ministry of Culture and Sports by PPA S.A. at a special event at the Company's premises, in the presence of the leadership of the Ministry of Culture and Sports, the Chairman of PPA S.A. and the Ambassador of the People's Republic of China to Greece.

The Ministry of Culture and Sports has planned to establish the Museum of Sea Antiquities in the SILO building and its adjacent area. The project is being financed through the funds obtained by the Ministry of Culture and Tourism from the Recovery Fund. The Museum of Sea Antiquities will host findings from all Greek seas such as statues, parts of sculptures, weapons tools, functioning and table pottery, as well as voluntary offerings by individuals or seizures.

The Museum's facilities will exceed 13,000 sq.m., which are divided into exhibition spaces for permanent and temporary exhibitions, spaces for educational programmes and scientific activities (amphitheatre, library, multimedia), conservation laboratories, visitor service areas (reception, cloakroom, shop, refreshment room, cafe/restaurant, medical facilities), administration offices.



#### Implementation of important corporate responsibility initiatives

PPA S.A. implemented with absolute consistency and stability for one more year its program, which is part of the Company's broader social responsibility strategy and includes a series of important initiatives and actions aimed at strengthening and supporting the local community, the municipalities adjacent to the port and its employees.

Specifically, PPA S.A., offered more than 3,000 gift vouchers to the three Municipalities of Piraeus, Salamina and Perama, to be given to children of their residents following an evaluation by the Municipal Authorities.

Moreover, PPA S.A. offered 1,000 gift vouchers to the children of the members of the Union of Metal Workers of Attica & Ship Repair Industry Workers of Greece. Also, for another year, PPA S.A. continued its support of the local Social Groceries, where the Company every month contributes to the purchase of necessary products and food for their operation.

In addition, the Company in cooperation with the Holy Metropolitan Church of Piraeus, intending to support the charity work of the Metropolis, supported the soup kitchens and offered gifts to the children of the local institutions.

#### SUSTAINABILITY MATTER: INVESTMENT IN THE LOCAL ECONOMY

Completion of the construction works for the upgrading of the facilities of the "Saint George" camp of the H.M. of Nikaia in Boeotia.

In 2022, the construction works for the upgrading of the facilities of the camp "St. George" of the H.M. Nikaia in Stefani, Boeotia were successfully completed on schedule, fully funded by PPA S.A.

Specifically, all actions and the necessary construction works and interventions were carried out in all three (3) building complexes of the facilities, using latest technology materials, so that the camp can provide safe and high-quality services to the children in a pleasant and functional space.

It is noted that this action is part of the targeted plan of actions of corporate social responsibility of PPA S.A. and confirms that the systematic support of the Greek society is a main priority and one of the main objectives of the Company.

Finally, every year children are hosted in the camp, who mainly reside in the municipalities of Keratsini-Drapetsona and Perama.

#### PPA S.A. supported the event SALAMINIA 2022

PPA S.A. supported the event SALAMINIA 2022, organized by the Region of Attica and the Municipality of Salamis, under the auspices of the Ministry of National Defence, on the theme: "The importance of the Battle of Salamis for the Western World".

#### The PPA S.A. supported the Municipality of Perama with the donation of five vehicles

In a special event held in the presence of the Mayor of Perama, PPA S.A. announced the offer of 5 vehicles - 1 cargo, 1 Dumper Track, 1 personnel transport vehicle and 2 Fiorino cargo - to the Municipality of Perama, covering their entire cost. PPA S.A., in the framework of its corporate social responsibility strategy, systematically supports the local communities and the





neighbouring municipalities of the Port with targeted actions. In this case, with this sponsorship, the Company by accepting the request of the Mayor of Perama, contributed significantly to the improvement of the services provided and the coverage of the increased needs of the Municipality of Perama with the ultimate goal of improving the quality of life of the citizens.

#### **Educational visits**

Recognizing the need to support the new generation and expand knowledge through the educational process, PPA S.A. through educational visits and guided tours at its premises, provides the opportunity to get acquainted with its operation activities. Every year the PPA's facilities welcome, host and inform a large number of pupils and students of educational institutions of all levels from Greece and abroad.

In 2022, a significant number of visits took place in accordance with the health protocols in force at the time:

	20	22	2021	
	Number of Visits	Number of Visitors	Number of Visits	Number of Visitors
Secondary Education	4	94	-	-
Higher Education	18	360	1	7
Other Institutions	1	80	5	35
Total	23	534	6	42

Table 17: Number of Visits and Visitors 2021-2022

#### Care for people with impaired mobility

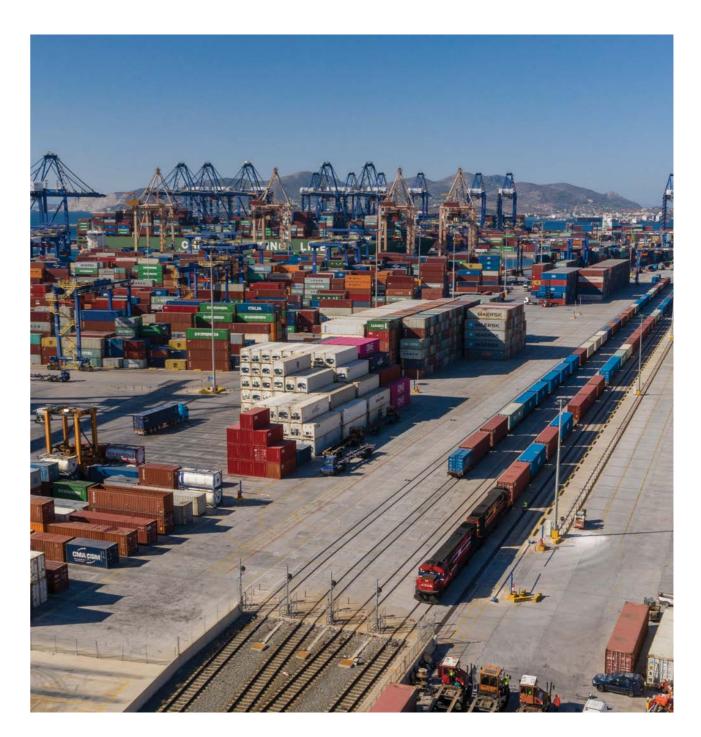
PPA S.A. takes care to eliminate the difficulties encountered by people with disabilities when using the port facilities of the Cruise and Coastal terminals and when moving within the passenger port. The following actions and facilities are provided as part of this care:

- Free of charge assistance is provided to passengers at boarding and disembarking from ships following the applicable legislation.
- The staff, drivers, dockworkers' supervisors and foremen working in the Cruise and Ferry sector have participated in seminars on the management and service of persons with impaired mobility and persons with disabilities.
- Accessibility facilities are provided at the Cruise and Ferry terminals.
- Meeting points are available at cruise terminals for passengers with disabilities.

- Toilets for persons with impaired mobility are available at every Cruise and Ferry passenger terminal.
- Boarding and passport control points at cruise passenger terminals are designed to facilitate persons with impaired mobility.
- Specially designed water coolers placed at an appropriate height operate at the Cruise Passenger Terminals.
- All buses used for transport within the passenger port have ramps for wheelchairs for persons with impaired mobility.
- Specially designed electric carriages are available for the transport of disabled passengers and their companions.
- Special wheelchairs for disabled persons are available at the Cruise and Ferry passenger terminals.

#### **CONCESSION FEE**

PPA S.A. pays the Greek State an annual concession fee equal to three point five per cent (3.5%) of its annual Consolidated Revenue. From the Effective Date of the new Concession Agreement, the annual Concession Fee will not be less than €3,500,000. In addition to the Concession Fee, PPA S.A. pays all taxes, duties, levies, VAT, insurance contributions and charges imposed by the generally applicable tax legislation. The Concession



Agreement does not entitle PPA S.A. to benefit from special privileges with regard to tax matters.

The Greek State consideration increased in the fiscal year 2022 by  $\in$  1.4 million. (31.12.2022:  $\in$  7 million compared to 31.12.2021:  $\in$  5.6 million) which is mainly due to the increased revenue in the financial year 2022 compared to the financial year 2021.



The Deputy Minister of Shipping of Cyprus, Vassilis Dimitriadis with the Chairman of PPA S.A. Mr. Yu Zenggang



Online presentation of PPAS.A. at the China International Import Expo - CIIE in Shanghai



Honorary distinction of the PPA S.A. Sailing Team



Welcome of the President of the Hellenic Republic at the port of Piraeus



Welcome of the Prime Minister of the country during a visit to the Company's stand at the Posidonia exhibition



Odyssey of the Seas welcome event: Capt. Weng Lin, DCEO of PPA S.A. welcomes Cpt. Per Kristoffersen at the port of Piraeus

Viking Mars welcome event: Capt. Jin Beiyuan DCEO of PPA S.A. welcomes the ship's Captain Mr Tony Fast at the port of Piraeus



# **OUR ENVIRONMENTAL** FOOTPRINT



### OUR ENVIRONMENTAL FOOTPRINT

#### **ENVIRONMENTAL QUALITY MONITORING PROGRAMME**

The Company recognizes and meets both its obligations to fully comply with environmental legislation and the need to continuously improve its environmental performance in order to achieve balanced economic growth in harmony with environmental protection.

In addition, PPA S.A. is a member of the European EcoPorts Network and in this context, it prepares a self-assessment report (SDM) every two years. Furthermore, the Company applies integrated environmental management, certified according to the International Environmental Management Standard ISO 14001:2015 and the European PERS (Port Environmental Review System), which focuses on the port sector. In this context, PPA S.A. has developed and implements a specific environmental policy, implementation procedures and updates on a permanent basis on the environmental parameters related to all activities, while aiming to continuously improve its environmental performance, in accordance with European and international standards and with the aim of protecting the environment and preserving natural resources for future generations. Thus, the Port of Piraeus is committed to the principles of the ESPO Green Guide and sets goals and targets for improving its environmental performance.

Taking the above into account and in accordance with the environmental conditions of operation of the port, PPA S.A. has developed and implements a complex Environmental

Monitoring Program with the following procedures for the prevention and control of pollution and environmental impacts, which includes:

• Acoustic Environment Quality Monitoring Program.

#### Acoustic Environment Quality Monitoring Programme

PPA S.A. implements, in cooperation with a specialised partner, a noise monitoring programme, which covers the entire port area and focuses on monitoring noise levels from sources related to the operation of the port (commercial, passenger, repair, etc.).

Under the project, the indicators  $L_{den}$ , and  $L_{night}$ , among others, are monitored in two periods per year at eight (8) locations by conducting 24-hour ambient noise measurements over a period of 4 days (96 hours). The program also includes four (4) traffic load measurement sites and a co-evaluation of the measurement data obtained from three (3) 24-hour Permanent Noise Monitoring Stations (NMS). The permanent stations were co-funded through PPA's participation in the European PIXEL and GREEN C PORTS Programmes.

The 2022 winter measurements show that in three (3) locations the ambient noise level was outside the limits:

- At location L07-'Gate E2' by 4.9 dB in the L<sub>night</sub> index (64.9 dB instead of 60 dB) and by 1.4 dB (71.4 dB instead of 70 dB) in the L<sub>den</sub> index,
- At position L08-'Gate E7' by 3.5 dB in the L<sub>night</sub> indicator (63.5 dB instead of 60 dB) and
- At position NMS03-'PPA Hall' by 3.4 dB in the L<sub>night</sub> index (63.4 dB instead of 60 dB) and by 1,3 dB (71.3 dB instead of 70 dB) in the L<sub>den</sub> index.

The 2022 summer measurements show that in four (4) locations the ambient noise level was outside the limits:

- At location L02-'SEP' by 0.8 dB (70.8 dB instead of 70 dB) in the L<sub>den</sub> index,
- At position L07 'Gate E2' by 1.5 dB in the L<sub>night</sub>

- Monitoring Programme for the Quality of the Atmospheric Environment.
- Monitoring Programmes for the Quality of Marine Water and Marine Sediments.

indicator (61.5 dB instead of 60 dB),

- At position L08-'Gate E7' by 6.1 dB in the L<sub>night</sub> index (66.1 dB instead of 60 dB) and by 2.3 dB (72.3 dB instead of 70 dB) in the L<sub>den</sub> index,
- At position NMS03-'PPA Hall' by 3.5 dB in the L<sub>night</sub> index (63.5 dB instead of 60 dB) and by 1,3 dB (71.3 dB instead of 70 dB) in the L<sub>den</sub> index.

In particular, locations L07, L08 and NMS03 relate to the passenger port. Analysing the activities of PPA S.A. on the basis of the ships' schedules and the traffic load of vehicles to and from them, it is obvious that the passenger port and the cruise port are not the main sources of noise in the area, as the road traffic noise from the avenues around the port is, on a traffic basis, of a much higher level.

For the other areas under the responsibility of PPA S.A., an exceedance was recorded at only one location (at location L02-'SEP') at the Container Terminal, only in the summer measurements and only for the L\_den indicator and not for the night indicator L\_night, a marginal exceedance of 0.8 dB. Given that in previous measurements the level was within the limit and that in this area the PPA S.A. facilities are adjacent to fuel storage facilities which are not sensitive receptors, the issue will be monitored in the next six months for evaluation.

Therefore, the main conclusion is that some minor exceedances occur in the Passenger Port, while in the other areas of PPA S.A. (Ship Repair Zone, Container Terminal, Car Terminal, Nicolaides Terminal) noise levels are generally within the permitted limits.

#### Ambient Air Quality Monitoring Programme

PPA S.A. has been implementing since 2009, in cooperation with the National Technical University of Athens, an integrated program for the monitoring of air pollution through a special permanent monitoring station in order to identify, assess and quantify the port's gas emissions and develop appropriate actions and operational techniques for the protection and improvement of air quality in the port area. The parameters recorded and monitored at the permanent station are nitrogen oxide NOx, sulphur dioxide SO<sub>2</sub>, carbon monoxide CO, heavy metals, PM, PM10 and PM2.5, and hydrocarbons BTEX. In addition, the Programme has recently been reinforced with three (3) additional permanent monitoring stations for specific atmospheric parameters, co-funded through the PPA's participation in the European PIXEL and GREEN C PORTS Programmes.

According to the annual report of the Monitoring Programme for the year 2022, the following main conclusions emerge:

- Volatile organic compounds (VOCs) are at low concentration levels. The annual average benzene concentration is below the limit value of 5.0 µg m-3. The average value of benzene, toluene, ethylbenzene, m+p-xylene and o-xylene were determined to be 3.1, 8.4, 1.8, 5.6 and 1.9 µg m-3 respectively. The results do not differ from those of the previous measurement interval.
- Suspended particles show a variation in their concentrations. The annual mean value of particulate matter (PM10) is 38 µg m-3 and does not exceed the limit of 40  $\mu$ g m-3. During the measurements, however, the daily limit of 50 µg/m3 was exceeded on 83 occasions. The exceedances are mainly observed in the winter period and are related to the well-known problem of smog due to combustion and less so in the spring period due to the transport of dust from other areas.

- The annual mean value of NO<sub>2</sub> is 20.3 µg m-3 and does not exceed the annual limit of 40 µg m-3.
- NO<sub>2</sub>, SO<sub>2</sub>, and CO did not show exceedances of the hourly mean value in the first and second, daily mean value in the second and eight-hourly mean value in the third.
- O<sub>3</sub> did not show any exceedance of the hourly average limit (update limit) nor of the 8-hourly average limit.



#### Marine water and marine sediment quality monitoring programmes

PPA S.A. in cooperation with the Laboratory of Health Technology of the School of Civil Engineering of the National Technical University of Athens implements Seawater and Sediment Quality Monitoring Programmes in the entire marine area. The purpose of implementing the programmes is the comparative

#### ENVIRONMENTAL PROTECTION PLANNING

#### Emergency plans for land and marine pollution emergencies involving hazardous and harmful substances

PPA S.A. implements Land and Marine Pollution Emergency Plans, approved by the competent Ministry, to deal with pollution incidents from oil and other harmful substances both in the marine area and on land (piers) in the port area under its responsibility. At the same time, with a specialised contractor, it ensures the daily cleaning of marine waters.



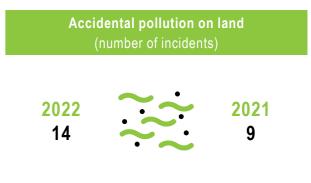
Table 18: Pollution incidents for 26% for the two-year period 2021-2022

The pollution data show that in the year 2022 marine pollution incidents were reduced, while land pollution incidents were increased compared to 2021. In any case, in both years all incidents were minor and localised and were dealt with immediately without problems, with the implementation of the PPA S.A. Emergency Plans.

#### Ship Waste Management Plan

PPA S.A. applies a special, approved by the competent Ministry, Plan for the receipt and management of Ship Waste and Cargo Waste in accordance with the relevant European Directive, the provisions of the International Convention on Marine Pollution and MARPOL 73/78. In

qualitative assessment of the marine environment and the study of taking adapted appropriate measures if necessary. The sampling frequency (twice a year) and the parameters to be studied are defined in the context of the overall environmental licensing of PPA S.A.



accordance with this Plan, a port reception system has been established for the collection and management of solid and liquid ship waste by specialised contractors. To date, there have been no complaints from a ship about inadequate services.

#### Waste management system facilities

Since 2009, PPA S.A. has been implementing a special waste management system at its facilities in order to enhance recycling, circular economy and reuse of materials and to reduce the quantities sent for disposal. The main waste streams that are recycled are paper, glass, packaging, plastic, empty ink bottles, used batteries and accumulators, waste electrical and electronic equipment, lubricating oils, tyres, waste

#### Waste generation and management from port operations

In the context of protecting the environment and safeguarding it from negative impacts, PPA S.A. takes full responsibility for the handling of all its waste.

The waste generated is managed outside the PPA S.A. facilities. In particular, it contracts with specialised contractors for cleaning services and the collection and management of all specific waste streams. In this context, specific monitoring procedures are followed, a record is kept of all relevant waste handling and management documents up to the collection and treatment facility, and all waste is officially registered in the Electronic Waste Register of the Ministry of Environment and Energy.

The waste generated is divided into household type, recyclable packaging (blue bins etc.), hazardous waste,

wood, operational waste from workshops, operational waste from docks (floating and permanent), etc.

The quantitative data resulting from the implementation of this waste management system at PPA's facilities are presented in the paragraph below, which analyses the generation of waste by the stream and how it is managed.

and operational waste that is sent for recovery/recycling.

Household waste is sent to pre-sorting and then to landfill. Recyclable waste is sent to a centre for recyclable materials facility for sorting, treatment and disposal for reuse, hazardous waste to special hazardous waste management units, and operational waste is subject to individual recovery and recovery processes in collective alternative management systems, etc.

The incineration process is not chosen for the disposal of PPA S.A. waste.

The table below shows the overall quantitative data (weight of waste) according to the treatment and disposal method.

TOTAL WASTE FROM PPA S.A. (tn)	2022	2021
Household-type waste to landfill	708	646
Waste to be recycled in Waste Management Centres (paper, plastic, glass, metal, wood)	310	546
Hazardous waste to special hazardous waste management units	912	651
Operational waste from PPA S.A. facilities for recovery/reclamation	498	382

Table 19: Total Waste of Facilities 2021-2022

It is worth noting that in 2020 and 2021 there was a significant decrease (compared to previous years) in the amount of household waste and recyclable household packaging waste generated, mainly due to the significant reduction in passenger port traffic due to the pandemic restrictions. While in 2022 the quantities are even higher due to the return to normal operation of the port.

It is emphasised that in both 2021 and 2022, some extraordinary cleaning and infrastructure repair and maintenance works took place which generated significant quantities of recyclable waste and hazardous waste not related to the normal operation of the port facilities so that they are directly comparable between the two years.

Thus, it is noted that in 2021 in "Recyclable waste" out of a total of 546 tn, 357 tn were generated by the normal operation of the port and related to recyclable

WASTE TO ALTERNATIVE MANAGEMENT SYSTEMS (tn)	2022	2021
Used tyres	33.79	21.08
Waste electrical & electronic equipment	13.78	17.18
Waste batteries	2.06	3.92
Waste electrical batteries	0.15	0.05
Waste lubricating oils	10.79	8.04
Waste from excavation, construction and demolition	26.77	14.39

It is noted that Excavation, Construction and Demolition Waste is waste from PPA S.A. infrastructure construction, repair and maintenance projects and is therefore not subject to systematic generation but shows annual fluctuations.

packaging waste, while 189 tn were generated by extraordinary operations. Correspondingly in 2022 in "Recyclable waste" out of the total 310tn only 260tn resulted from normal port operation and concern recyclable packaging waste, while 50 tn resulted from extraordinary operations.

Also, in 2021 in "Hazardous waste" 647 tn are related to the normal operation of the port, while 4 tn resulted from extraordinary operations. Similarly, in 2022 under "Hazardous waste" 892 tn relates to the normal operation of the port, while 20 tn resulted from extraordinary operations.

The following Table shows the individual quantities of waste that were taken to Alternative Management Systems for the years 2021 and 2022 (and are included in the "Operational waste of PPA S.A. facilities for recovery/reclamation" listed in the overall Table above).

#### MANAGEMENT OF NATURAL RESOURCES

#### Energy

Total energy consumption in the year 2022 increased by 5% compared to 2021.

The consumption of electricity and fuel for transportation are still the most significant energy consumers. In particular, electricity consumption increased by 5% compared to 2021 and still represents 59% of the total energy consumption of PPA S.A. The consumption of fuel for transportation increased by

4% compared to 2021 and still represents 31% of the total energy consumption of PPA S.A.

It is noted that in 2021 the practice of Remote Working was still applied in the Company due to the Covid-19 pandemic. Therefore, in 2021 the consumption of electricity and heating is estimated to have been reduced compared to if the Company was operating under normal conditions.

	2022	2021
Total Energy Consumption* (MWh)	30,445	28,985
Electricity Consumption * (MWh)	17,910	17,014
Consumption of fuel for Machinery (It)	960,701	920,547

Table 21 Total energy consumption and major energy consumptions 2021-2022

\* Total energy consumption (MWh), for comparison purposes, was calculated using appropriate conversion factors. Electricity consumption refers to the electricity consumed by PPA S.A. during its operation, excluding the electricity consumption of third parties operating within the PPA S.A. area.

PPA S.A. has recognised the need to reduce the consumption of resources and promotes initiatives for saving and producing energy from renewable sources. As an energy producer, it has invested in the production of energy from renewable sources. Already since 2016, it has been operating a 430 kWp PV plant within the Container Terminal area and generating energy from solar panels.

The PV power plant is connected to the Hellenic Electricity Distribution Network Operator (HEDNO) and all the energy produced is supplied to the local medium voltage grid.



The installation of the PV plant offers significant benefits to society, the energy market and the conservation of the environment.

In particular, the installation enhances the image of Renewable Energy Sources (RES) in the port area by



Total energy efficiency (MWh)

Reduction of CO<sub>2</sub> emissions (tn)

avoidance of CO<sub>2</sub> emissions 2021-2022

Below are presented comparative data from 2016 until today for the energy production from the PV Plant at the PPA S.A. facilities on an annual basis. It can be observed that the curve shows a similar trend throughout the year.

#### Annual comparison chart: PPA Container Terminal 430.80kWp, 2018-2022

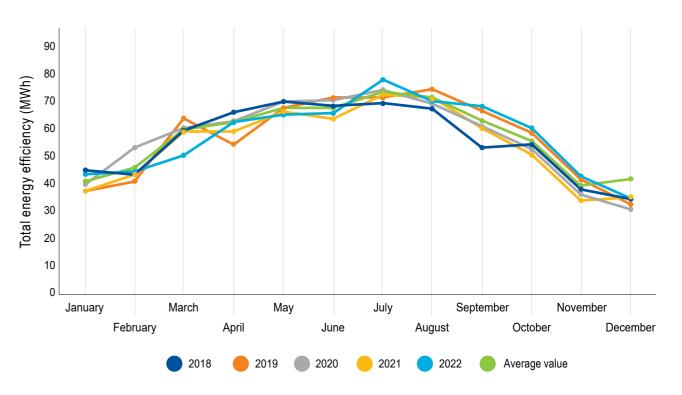


Chart: Energy production in MWh from the PV Plant at the PPA S.A. facilities, comparative data for the years from 2018 to date

providing (as recorded in the table below) "green" kWh to the interconnected grid and thus contributing to the reduction of greenhouse gas emissions that would be produced by an interconnected power plant using fossil fuels. In this way, the country's dependence on imports of fuels (diesel oil) is also reduced.

2022	2021
682	648
580	551

Table 22: Production of energy from renewable sources (PV Plant) at the facilities of PPA S.A. and corresponding

It is noted that the CO<sub>2</sub> emission reduction (tn) - for comparability of results between years - is calculated with the same carbon footprint factor of electricity generation.

#### **Emissions - Adaptation to Climate Change**

The table below shows the carbon footprint of PPA S.A.'s activities. In 2022, total CO<sub>2</sub> emissions have increased by 4% compared to 2021, while compared to 2019 they have decreased by 12%.



Carbon footprint (TN CO <sub>2</sub> )	2022	2021
Total Energy Consumption*	37,642	36,227
Electricity Consumption*	7,295	6,931
Fuel Consumption for Machinery	25,128	24,077

Scope 2

7,295 Emissions (tn CO<sub>2</sub>)

Table 23: Carbon footprint 2021-2022

PPA S.A. calculated in 2022 the CO<sub>2</sub> emissions corresponding to its own energy consumption -excluding the consumption of third parties operating within the area of PPA S.A.'s jurisdiction- separated into Scope 1 and Scope 2:



### Scope 1



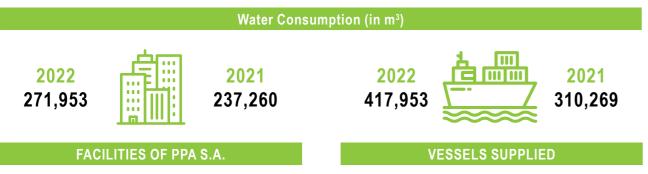
Table 24: CO2 Emissions for 2022

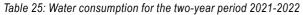
\* For the calculation of CO<sub>2</sub> emissions in 2021 and 2022 from electricity consumption, the emission factor published by the Renewable Energy Sources Operator & Guarantees of Origin (DAPEEP SA) (Energy Mix of Suppliers 2021, September 2022) was used. For 2022 the calculation will be updated as soon as the PPC's emission factor for 2022 is published.

#### Water consumption

The facilities of PPA S.A. are supplied with drinking water through a connection to the EYDAP water supply network. It should be noted that its facilities also supply drinking water for use by ships servicing the port, which also comes from the water supply network of EYDAP.

PPA S.A.'s activities do not involve any pumping of water from surface, ground or sea water and do not cause direct discharges of water into any water body.





The increased water volumes in 2022 are due to the resumption of normal port operations in 2022, compared to the reduced activity due to pandemic restrictions in 2021.





# RESPONSIBILITY FOR THE MARKET





### **RESPONSIBILITY FOR THE MARKET**

#### SUSTAINABILITY MATTER: SECURITY PRACTICES

The Security staff is provided to the Company by a contractor and is managed by a private Company. These personnel are trained in security issues. Also, at the stage of their basic training, there is a general information about "Human Rights Policies and Procedures".

#### SUSTAINABILITY MATTER: HEALTH AND SAFETY OF USERS

PPA S.A. has not been assessed as needing improvement in relation to the services it provides and the potential impact on the health and safety of its customers. There are no incidents of non-compliance with Regulations or voluntary Rules that have resulted in fines, penalties or warnings.

#### **People with Disabilities**

Objectives for the future:

- To establish, upgrade and modernise meeting points for disabled passengers throughout the port.
- The upgrading of the procedures for serving disabled passengers.
- The creation of informative material on the rights of disabled passengers.



- The information and cooperation of all stakeholders and other bodies involved in order to provide an optimal service for passengers with disabilities at the Cruise Terminals.
- Further training and information of staff on issues related to the service of disabled persons.



# SASB TABLE



## SASB TABLE

This ESG report includes the SASB Standard metrics for the Maritime Transport Sector. The Centre for Sustainability and Excellence (CSE) verifies that the report complies with the requirements of the SASB Standard for the Marine Transport Sector.

CATEGORY	DISCLOSURE TOPIC	SASB INDICATOR	REFERENCE
	TR-MT-110a.1	Gross global Scope 1 emissions	p. 82
Greenhouse Gas Emissions	TR-MT-110a.2	Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	PPA SA has established a target of reducing greenhouse gas emissions by 15% (compared to 2019) in its Sustainable Development strategy for 2025.
	TR-MT-110a.3	<ul><li>(1) Total energy consumed,</li><li>(2) percentage heavy fuel oil,</li><li>(3) percentage renewable</li></ul>	(1) p. 80 (2) p. 80 (3) p. 81
	TR-MT-110a.4	Average Energy Efficiency Design Index (EEDI) for new ships	It is not related to the Company's activity.
Air Quality	TR-MT-120a.1	Air emissions of the following pollutants: (1) NOx (excluding N2O), (2) SOx, and (3) particulate matter (PM10)	p. 76
	TR-MT-160a.1	Shipping duration in marine protected areas or areas of protected conservation status	It is not related to the Company's activity.
Ecological Impacts	TR-MT-160a.2	Percentage of fleet implementing ballast water (1) exchange and (2) treatment	It is not related to the Company's activity.
	TR-MT-160a.3	(1) Number and (2) aggregate volume of spills and releases to the environment	p. 77
Employee	TR-MT-320a.1	Lost time incident rate (LTIR)	р. 54
Health & Safety	TR-CL-320a.1	Seafarer lost time incident rate (LTIR)	It is not related to the Company's activity.
Business Ethics	TR-MT-510a.1	Number of calls at ports in countries that have the 20 lowest rankings in Transparency International's Corruption Perception Index	It is not related to the Company's activity.
	TR-MT-510a.2	Total amount of monetary losses as a result of legal proceedings associated with bribery or corruption	During 2022 there is no recorded incident

CATEGORY	DISCLOSURE TOPIC	SASB INDICATOR	REFERENCE
	TR-MT-540a.1	Number of marine casualties, percentage classified as very serious	It is not related to the Company's activity.
Accident & Safety Management		Number of Conditions of Class or Recommendations	It is not related to the Company's activity.
J	TR-MT-540a.3	Number of port state control (1) deficiencies and (2) detentions	It is not related to the Company's activity.
	TR-CL-160a.1	Total amount of ship waste discharged to the environment, percentage treated prior to discharge	It is not related to the Company's activity.
Discharge Management	TR-CL-160a.2	Percentage of fleet implementing ballast water (1) exchange and (2) treatment	It is not related to the Company's activity.
& Ecological Impacts	TR-CL-160a.3	Cruise duration in marine protected areas or areas of protected conservation status	It is not related to the Company's activity.
	TR-CL-160a.4	Number of notices of violations received for dumping	During 2022 there is no recorded incident
	TR-CL-250a.1	Number of alleged crime incidents involving passengers or employees	During 2022 there is no recorded incident
Customer Health	TR-CL-250a.2	Fleet average CDC Vessel Sanitation Program inspection score, percentage of inspections failed	It is not related to the Company's activity.
& Safety	TR-CL-250a.3	(1) Serious injuries per million passengers and (2) number of voyages with a gastrointestinal illness count exceeding 2%	It is not related to the Company's activity.
	TR-CL-310a.1	Average hourly wage for seafarers, by region	It is not related to the Company's activity.
Labor	TR-CL-310a.2	Percentage of seafarers working maximum hours	It is not related to the Company's activity.
Practices	TR-CL-310a.3	Percentage of seafarers paid for overtime	It is not related to the Company's activity.
	TR-CL-310a.4	Total amount of monetary losses as a result of legal proceedings associated with labor law violations	During 2022 there is no recorded incident
	TR-CL-540a.1	Number of Conditions of Class or Recommendations	It is not related to the Company's activity.
Accident Management	TR-CL-540a.2	Number of port state control (1) deficiencies and (2) detentions	During 2022 there is no recorded incident
	TR-CL-540a.3	Number of marine casualties, percentage classified as very serious	During 2022 there is no recorded incident

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# ESG DATA SCORECARD



### ESG DATA SCORECARD

SUBJECT	2021	2022	REFERENCE
	SERVICES		
	INVESTMENT	S	
Amount of investments involving compulsory investment projects	more than EUR 32 million	24.5 million €	p. 8
	DEVELOPMENT OF BUSINE	ESS ACTIVITIES	
Cruise activity	303,665 passengers	880,416 passengers	р. 19
Coastal Shipping	11,896,187 passengers	14,976,394 passengers	р. 19
Vehicle Traffic	2,521,898 Vehicles	2,772,525 Vehicles	р. 19
Car Terminals	429,213 Vehicles	350,970 Vehicles	р. 19
Container Terminal	615,510 TEUs	648,889 TEUs	p. 20
Ship Repair Activity	264 Ships	280 Ships	p. 20
	CORPORATE GOVE	RNANCE	
Positions of Responsibility	Men: 58 (61.7%) Women: 36 (38.3%)	Men: 113 (74%) Women: 40 (26%)	p. 52
Management bodies of the Company	<ul> <li>Shareholders' General Meeting</li> <li>Board of Directors</li> <li>Audit Committee</li> <li>Remuneration Committee</li> <li>Nomination Committee</li> <li>Management Board</li> </ul>	<ul> <li>Shareholders' General Meeting</li> <li>Board of Directors</li> <li>Audit Committee</li> <li>Remuneration Committee</li> <li>Nomination Committee</li> </ul>	p. 36-41
Internal Management Systems	<ul> <li>Internal Organization and Operation Regulation (IOOR)</li> <li>Regulation for Awarding Contracts for Works, Supplies and Services</li> <li>Staff Regulation</li> <li>Internal Complaints Procedure (ICP)</li> </ul>	<ul> <li>Impact management oversight and highest governance body</li> <li>Internal Complaints Procedure (ICP)</li> </ul>	p. 43-46

SUBJECT	2021	2022	REFERENCE
	EMPLOYEE INFORM	IATION	
	Total Number of Staff I	by Gender	
Men	821	824	p. 51
Women	135	138	p. 51
TOTAL NUMBER OF EMP	PLOYEES PER COLLECTIVE CON	TRACT OF EMPLOYMENT (CCE)	and GENDER
Supervisors' employees' collective agreement- Foreman		40	p. 52
Dockworkers' collective agreement		187	p. 52
Collective Labor Agreements (CLAs) by gender	Men: 819 Women: 135	Men: 822 Women: 140	p. 50
Collective Labor Agreements of indefinite duration	Men: 709 Women: 100	Men: 678 Women: 94	p. 51
INDIVIDUAL CONTRACTS BY GENDER			
Indefinite Contracts	Men: 88 Women: 34	Men: 127 Women: 36	p. 51
Fixed-term	Men: 22 Women: 1	Men: 18 Women: 6	p. 51
Rotational work	Men: 0 Women: 0	Men: 0 Women:0	p. 51
Work Contracts	Men: 2 Women: 0	Men: 1 Women: 2	p. 51
TOTAL N	UMBER OF EMPLOYEES BY EMPI	LOYMENT TYPE AND GENDER	
Full-Time	Men: 819 Women: 135	Men: 824 Women: 136	p. 51
Part-Time	Men: 2 Women: 0	Men: 0 Women: 2	p. 51
	COLLECTIVE LABOUR AGR	EEMENTS (CLA)	
Percentage of Total Employees	84.8%	100%	p. 51

SUBJECT	2021	2022	REFERENCE	
	HEALTH & SAFETY OF E	MPLOYEES		
Number of work-related accidents	11	17	p. 54	
Number of pathological accidents	17	21	p. 54	
Number of accidents with loss of working days	4 Accidents/ 92 Days off	11 Accidents/ 675 Days off	p. 54	
Number of medical transports Container Terminal	91	114	p. 54	
Number of medical transports Perama	22	19	p. 54	
	EMPLOYEES TRA	INING		
Percentage of employees trained	32.38%	56.20%	p. 57	
Training man-hours	1,930	4,604	p. 57	
Average of training hours per employee	1.3 hours	1.2 hours	p. 56	
Total training costs	48,420€	66,982.48€	p. 57	
SOCIAL DATA				
Financial support of local communities	546,295€	607,897€	p. 62	
ENVIRONMENTAL DATA				
	ENERGY CONSUM	PTION		
Total Energy Consumption (MWh)	28,985	30,445	p. 80	
Electric Energy Consumption (MWh)	17,014	17,910	p. 80	
Engine Oil Consumption for Machinery (It)	920,547	960,701	p. 80	
	POLLUTANTS EMIS	SSIONS		
Total Energy Consumption (MWh)	36,227	37,642	p. 82	
Electric energy consumption (MWh)	6,931	7,295	p. 82	
Engine Oil Consumption for Machinery (It)	24,077	25,128	p. 82	

SUBJECT	2021	2022	REFERENCE
	WASTE TREATM	ENT	
Household waste	646t	708t	p. 78
Recyclable waste (paper, plastic, glass, metal)	546t	310t	p. 78
Hazardous waste	651t	912t	p. 78
Operating waste from PPA S.A. facilities for recovery	382t	498t	p. 79
Used tires	21.08t	33.79t	p. 79
Waste Electrical & Electronic Equipment	17.18t	13.78t	p. 79
Accumulator waste	3.92t	2.06t	p. 79
Battery waste	0.05t	0.15t	p. 79
Lubricating oil waste	8.04t	10.79t	p. 79
Waste from excavation, construction and demolition (ECDW)	14.39t	26.77t	p. 79
	IMPACT ON MARINE WAT	ER QUALITY	
Accidental marine pollution (number of incidents)	22	15	p. 77
Accidental land-based pollution (number of incidents)	9	14	p. 77
	WATER CONSUM	PTION	
PPA Facilities	237,260 m <sup>3</sup>	271,953 m <sup>3</sup>	p. 82
Ships Served	331,889 m <sup>3</sup>	417,953 m <sup>3</sup>	p. 82

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# **GRI TABLE**



### **GRI TABLE**

Statement of use	PPA S.A. has reported in accordance with the GRI Standards for the period 1 January of 2022 to 31 December 2022.
GRI 1 used	GRI 1: Foundation 2021
Applicable GRI Sector Standard(s)	Currently, there is no applicable GRI Sector Standard.

			60.0-	C	MISSION		
GRI STANDARD	DISCLOSURE	LOCATION	SDGs	REQUIREMENT(S) OMITTED	REASON	EXPLANATION	
	2-1 Organizational details	p. 10-11, 14-15					
	2-2 Entities included in the organization's sustainability reporting	p. 14		-			
	2-3 Reporting period, frequency and contact point	p. 10-11		A gray cell in for omissio			
	2-4 Restatements of information	There is no restatements of information		for the disclosure or that a GRI Sector Standard reference number is not available.			
	2-5 External assurance	This report has not been externally assured.					
GRI 2: General	2-6 Activities, value chain and other business relationships	p. 14-15, 19-21					
Disclosures 2021	2-7 Employees	p. 50-52	8 ECCHWORK AND ECOMMIC GROWTH COMMIC GROWTH 10 REDUCCO REQUIRED REQUIRED				
	2-8 Workers who are not employees	p. 51	8 DECENT WORK AND ECONOMIC GROWTH				
	2-9 Governance structure and composition	p. 37-38, 40-41	5 ERNORR EQUALITY For an and a strong And st				

			07.0	C	MISSION	
GRI STANDARD	DISCLOSURE	LOCATION	SDGs	REQUIREMENT(S) OMITTED	REASON	EXPLANATION
	2-10 Nomination and selection of the highest governance body	p. 42	5 EQUALITY EQUALITY 16 REACE AUSTREE INSTRUMENTS			
	2-11 Chair of the highest governance body		16 PEACE. JUSTICE AND STRONG INSTITUTIONS			
	2-12 Role of the highest governance body in overseeing the management of impacts		16 PEACE. JUSTICE AND STRONG INSTITUTIONS			
	2-13 Delegation of responsibility for managing impacts					
GRI 2: General Disclosures 2021	2-14 Role of the highest governance body in sustainability reporting	The Board of Directors is competent and responsible for the control and publication of non-financial information as well as for the approval of the material issues of the Company.				
	2-15 Conflicts of interest	p. 45	16 PEACE JUSTICE AND STRONG INSTITUTIONS			
	2-16 Communication of critical concerns	p. 45				
	2-17 Collective knowledge of the highest governance body	p. 38				
	2-18 Evaluation of the performance of the highest governance body	p. 43				
	2-19 Remuneration policies	p. 44-45				
	2-20 Process to determine remuneration	p. 44-45				
	2-21 Annual total compensation ratio	p. 41, 44				
	2-22 Statement on sustainable development strategy	p. 6-7				

GRI			SDC-	OMISSION			
STANDARD	DISCLOSURE	LOCATION	SDGs	REQUIREMENT(S) OMITTED	REASON	EXPLANATION	
	2-23 Policy commitments	p. 43-44	16 PEACE JUSTICE AND STRONG INSTITUTIONS				
	2-24 Embedding policy commitments	p. 43-44					
GRI 2: General Disclosures 2021	2-25 Processes to remediate negative impacts	p. 45-46					
	2-26 Mechanisms for seeking advice and raising concerns	p. 45-46					
	2-27 Compliance with laws and regulations	p. 59, 63, 68, 74	16 PEACE JUSTICE AND STRONG INSTITUTIONS				
	2-28 Membership associations	p. 22					
	2-29 Approach to stakeholder engagement	p. 32-33					
	2-30 Collective bargaining agreements	p. 51	8 DECENT WORK AND ECONOMIC GROWTH				
	Ι	Material	topics			1	
GRI 3: Material	3-1 Process to determine material topics	p. 27		A gray cell in for omission ar disclosure or tha	re not perm	nitted for the	
Topics 2021	3-2 List of material topics	p. 27		reference nur			
		Dialogue with S	Stakeholders				
GRI 3: Sustainability Topics 2021	3-3 Management of material topics			A gray cell in for omission ar disclosure or tha reference nur	re not perm at a GRI Se	itted for the ctor Standard	
	1	Economic pe	rformance				
GRI 3: Material Topics 2021	3-3 Management of material topics	p. 47					
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	p. 47	8 DECENT WORK AND ECONOMIC COUNTH IIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIII				

GRI	DISCLOSURE	LOCATION	SDGs	0	MISSION		
STANDARD	DISCLOSURE		0003	REQUIREMENT(S) OMITTED	REASON	EXPLANATION	
GRI 201: Economic Performance 2016	201-2 Financial implications and other risks and opportunities due to climate change	PPA S.A. is a member of the European EcoPorts Network and is committed to the principles of the ESPO Green Guide and sets goals and targets for improving its environmental performance.					
	201-3 Defined benefit plan obligations and other retirement plans	p. 47					
	201-4 Financial assistance received from government	p. 47					
		Indirect econo	mic impacts				
GRI 3: Material Topics 2021	3-3 Management of material topics	p. 66-67					
GRI 203: Indirect	203-1 Infrastructure investments and services supported	p. 66-67	5 EQUALITY S PROSERVE NEWWORK 9 MONORAL EVENTS 11 SUSTAINABLE CHES 11 SUSTAINABLE CHES 1				
Economic Impacts 2016	203-2 Significant indirect economic impacts	p. 66-67	1 POVERY POVERY 1 POVERY 1 POVER 1				
		Anti-corr	uption				
GRI 3: Material Topics 2021	3-3 Management of material topics	p. 16, 18, 63-64					

			800-	0	OMISSION		
GRI STANDARD	DISCLOSURE	LOCATION	SDGs	REQUIREMENT(S) OMITTED	REASON	EXPLANATION	
		Anti-corru	uption				
	205-1 Operations assessed for risks related to corruption	p. 63-64	16 PEACE JUSTICE AND STRONG INSTITUTIONS				
GRI 205: Anti- corruption 2016	205-2 Communication and training about anti- corruption policies and procedures	p. 63-64	16 PEACE JUSTICE AND STRONG INSTITUTIONS				
	205-3 Confirmed incidents of corruption and actions taken	p. 63-64	16 PEACE JUSTICE AND STRONG INSTITUTIONS				
		Anti-competitiv	ve behavior				
GRI 3: Material Topics 2021	3-3 Management of material topics	p. 64					
GRI 206: Anti- competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	p. 64	16 PEACE JUSTICE AND STRONG INSTITUTIONS				
		Tax					
GRI 3: Material Topics 2021	3-3 Management of material topics	p. 47					
GRI 207:	207-1 Tax strategy	p. 47	1 POVERTY N: A A A 10 REDUCED 10 REDUCED 10 REDUCED 10 REDUCED 17 PORTHESSNE 17 PORTHESSNE 17 PORTHESSNE 17 PORTHESSNE 10 REDUCED 10 REDUCE				
Tax 2019	207-2 Tax governance, control, and risk management	p. 47	1 POVERTY MATHEMATICS 10 REGULATIONS 10 REGULATIONS 10 PARTICIPANTICS 17 PARTICIPANT				

GRI	DISCLOSURE		SDGs	0	MISSION		
STANDARD		LOCATION	SDGS	REQUIREMENT(S) OMITTED	REASON	EXPLANATION	
	207-3 Stakeholder engagement and management of concerns related to tax	p. 47	1 POVERTY TX TO REDUCED 10 R				
GRI 207: Tax 2019	207-4 Country-by- country reporting	p. 47	1 POVERTY TX TO REDUCED 10 REDUCED 10 REDUCED 10 REDUCED 17 PARTINESSAPS 17 PARTINESSAPS 17 PARTINESSAPS				
		Wast	e				
GRI 3: Material Topics 2021	3-3 Management of material topics	p. 77-79					
GRI 306: Waste 2020	306-1 Waste generation and significant waste- related impacts	p. 78	3 COOD HEALTH A MOWELFEERE A MOWELFEERE C CLEAN WATER C CLEAN				

GRI	DISCLOSURE	LOCATION	SDGs	OMISSION			
STANDARD	DISCLOSURE		5065	REQUIREMENT(S) OMITTED	REASON	EXPLANATION	
GRI 306: Waste 2020	306-2 Management of significant waste-related impacts	p. 78-79	3 GOOD HEALTH AND WELL-BEING 				
			11 SUSTAINABLE CHER 12 RESPONSIBILE CONSUMPTION CONSUM				
	306-3 Waste generated	p. 78-79	3 GOOD HEALTH AND WELL-BEING 				
			11 SUSTAINABLE CITIES ADDOMMINISTES 12 RESPONSIBLE CONSUMPTION ADD PODICITION				
	306-4 Waste diverted from disposal	p. 78-79	3 GOOD HEALTH AND WELL-BEING 				
	306-5 Waste directed to disposal	p. 78-79	3 GOOD HEALTH AND WELL-BEING 				
			11 SUSTAINABLE CITES AD COMMUNITES 12 RESPONSIBLE AND REDUCTION AD REDUCTION				

GRI	DISCLOSURE	LOCATION	SDGs	0	MISSION		
STANDARD				REQUIREMENT(S) OMITTED	REASON	EXPLANATION	
		Employ	vment				
GRI 3: Material Topics 2021	3-3 Management of material topics	p. 57-58					
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	p. 53	4 EULERTON 5 EENDER 9 EECONTWORK AND 8 EECONTWORK AND 10 REPORTO				
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	p. 57-58	3 GOOD HEALTH AND WELL-BERG 5 GENDERY © 8 DECENT WORK AND RECONTINUERY AND RECONTINUERY AND RECONTINUERY AND				
GRI 401: Employment 2016	401-3 Parental leave	p. 58	5 GENDER EQUALITY				
	1	Health and Safety	y of Employees	5		1	
GRI 3: Material Topics 2021	3-3 Management of material topics	p. 53-57					
	403-1 Occupational health and safety management system	p. 53	8 DECENT WORK AND ECONOMIC GROWTH				
GRI 403: Occupational Health and Safety 2018	403-2 Hazard identification, risk assessment, and incident investigation	p. 53	8 DECENT WORK AND ECONOMIC GROWTH				
	403-3 Occupational health services	p. 53-54	8 DECENT WORK AND ECONOMIC GROWTH				

GRI	DISCLOSURE	LOCATION	SDGs	0	MISSION	
GRI STANDARD	DISCLUSURE		SDGS	REQUIREMENT(S) OMITTED	REASON	EXPLANATION
	403-4 Worker participation, consultation, and communication on occupational health and safety	p. 54	8 BEEELT WORK AND ECONOMIC GROWTH 16 PFACE, JUSTER INSTITUTIONS INSTITUTIONS			
	403-5 Worker training on occupational health and safety	p. 55	8 DECENT WORK AND ECONOMIC GROWTH			
	403-6 Promotion of worker health	p. 53-54				
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	p. 53	8 BEEET WORK AND COMME GAOWTH			
GRI 403: Occupational Health and Safety 2018	403-8 Workers covered by an occupational health and safety management system	p. 54	8 ECONOMIC GROWTH			
	403-9 Work-related injuries	p. 54	3 GOOD HEALTH AND WELL-BANG 			
	403-10 Work-related ill health	p. 54	3 GOOD HEATH MOD WELLETHS MOD WELLETHS MOD WELLETHS 8 OFFERT WORK AND 8 OFFERT WORK AND 16 PRACE_JUSTREE INSTRUME INST			

GRI	DISCLOSURE	LOCATION	SDGs	OMISSION		
STANDARD	DISCLOSURE		3065	REQUIREMENT(S) OMITTED	REASON	EXPLANATIO
		Training an	d education			
GRI 3: Material Topics 2021	3-3 Management of material topics	p. 56-57				
	404-1 Average hours of training per year per employee	p. 56	8 DECENT WORK AND ECONOMIC GROWTH 10 REQUEST			
GRI 404: Training and Education	404-2 Programs for upgrading employee skills and transition assistance programs	p. 57	8 DECENT WORK AND ECONOMIC GRIVITH			
2016	404-3 Percentage of employees receiving regular performance and career development reviews			a. Percentage of total employees by gender and by employee category who received a regular performance and career development review during the reporting period.	No available information	PPA S.A. does not have any available information
	F	reedom of association	and collective b	bargaining		
GRI 3: Material Topics 2021	3-3 Management of material topics	p. 59				
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	p. 59	8 DECENT WORK AND ECONOMIC GROWTH			
		Security	practices			
GRI 3: Material Topics 2021	3-3 Management of material topics	p. 86				
GRI 410: Security Practices 2016	410-1 Security personnel trained in human rights policies or procedures	p. 86	16 PFACE JUSTICE AND STRONG INSTITUTIONS			

GRI	DISCLOSURE	LOCATION	SDGs	0	MISSION	
STANDARD	DISCLOSURE	LOCATION	0005	REQUIREMENT(S) OMITTED	REASON	EXPLANATION
		Local comm	nunities			
GRI 3: Material Topics 2021	3-3 Management of material topics	p. 64-69				
GRI 413: Local	413-1 Operations with local community engagement, impact assessments, and development programs	p. 64-69				
Communities 2016	413-2 Operations with significant actual and potential negative impacts on local communities	p. 69	1 <sup>NO</sup> POVERTY <b>术*****</b> *			
		Health And Safe	ety Of Users			
GRI 3: Sustainabilitry Topics 2021	3-3 Management of sustainabilitry topics	p. 86-87				
GRI 416:	416-1 Assessment of health impacts from the Company's products and services	p. 86-87				
Health and safety of customers 2016	416-2 Incidents of non-compliance regarding the health impacts from the Company's products and services	p. 86-87				

This brief ESG report has been conducted by the Centre for Sustainability & Excellence.







