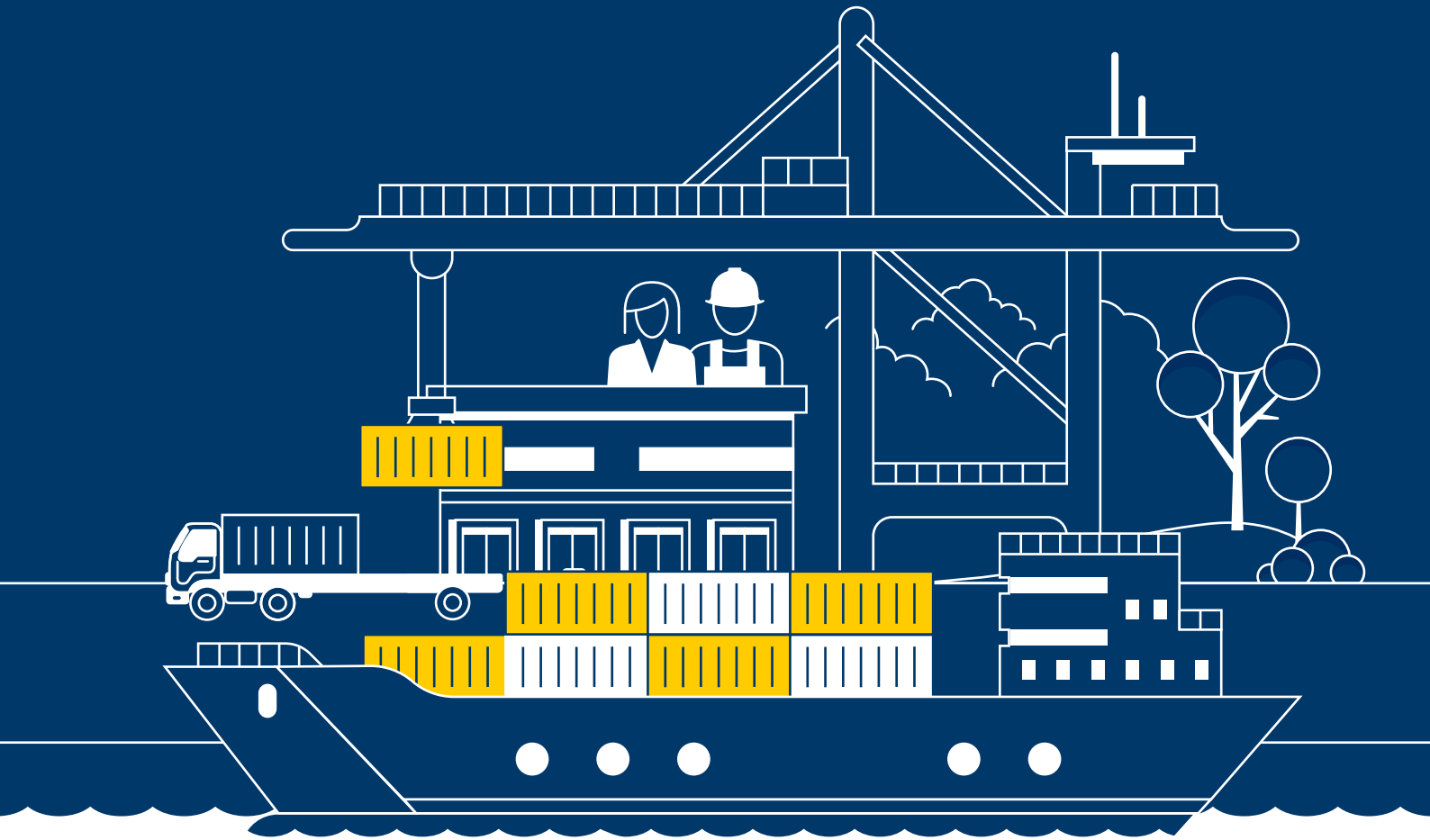


SUSTAINABILITY REPORT

2019



ThPA S.A.
PORT OF THESSALONIKI

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Message from the Management



Mr. Franco Nicola Cupolo
CEO

At ThPA S.A. we consider our contribution to sustainable development an integral part of our smooth and successful operation. In this context, and being fully aware of the importance of our footprint on the economy and society, we are publishing our first annual Sustainability Report.

With a view to constantly enhancing our positive social and economic footprint, we work systematically towards integrating Sustainable Development across the entire range of our activities and functions to maximise our contribution to all our Stakeholders.

Our most valuable asset is our people. Against this backdrop, our main priority is to ensure safe working conditions and workplaces for our people. ThPA S.A. consistently invests in its people, providing equal opportunities for training and substantially reinforcing their role, growing and developing their talents and skills.

Acknowledging our share of responsibility, in our new Investment Plan we commit ourselves to practices and synergies that aim to reduce our environmental footprint, by daily implementation of a set of measures indicated by International Organisations and in line with applicable European and International laws.

We are committed to developing and adopting innovative and sustainable strategies that will enhance the comparative advantage of the port of Thessaloniki as

the preferred gateway port to the Balkans and Southeast Europe and turn it into a hub for Intermodal Transport for the wider region.

With our Corporate Social Responsibility Programme, we actively support actions and initiatives related to culture and sport, thus contributing to the support of the local community and Greek society at large. We stand by vulnerable social groups, funding the work of various associations and unions. We actively promote knowledge, supporting learning activities and organising educational visits and guided tours to our facilities for students of all levels.

The year 2020 has been challenging for all of us due to the COVID-19 pandemic. Understanding the criticality of the situation early, ThPA S.A. responded promptly and effectively to the recommendations of the State and Health Authorities, taking all necessary measures to ensure both Public Health and the protection of its employees, suppliers, customers, and contractors, while ensuring the smooth operation of commercial traffic and supply chain services delivered by the Port of Thessaloniki.

However, regularly evaluating the circumstances, ThPA's management team remains true to its objectives and commitments to further develop the port of Thessaloniki in terms of infrastructure, equipment, and services, thus reinforcing its role as a growth driver with strong multiplier benefits that will contribute to the welfare of its Stakeholders.

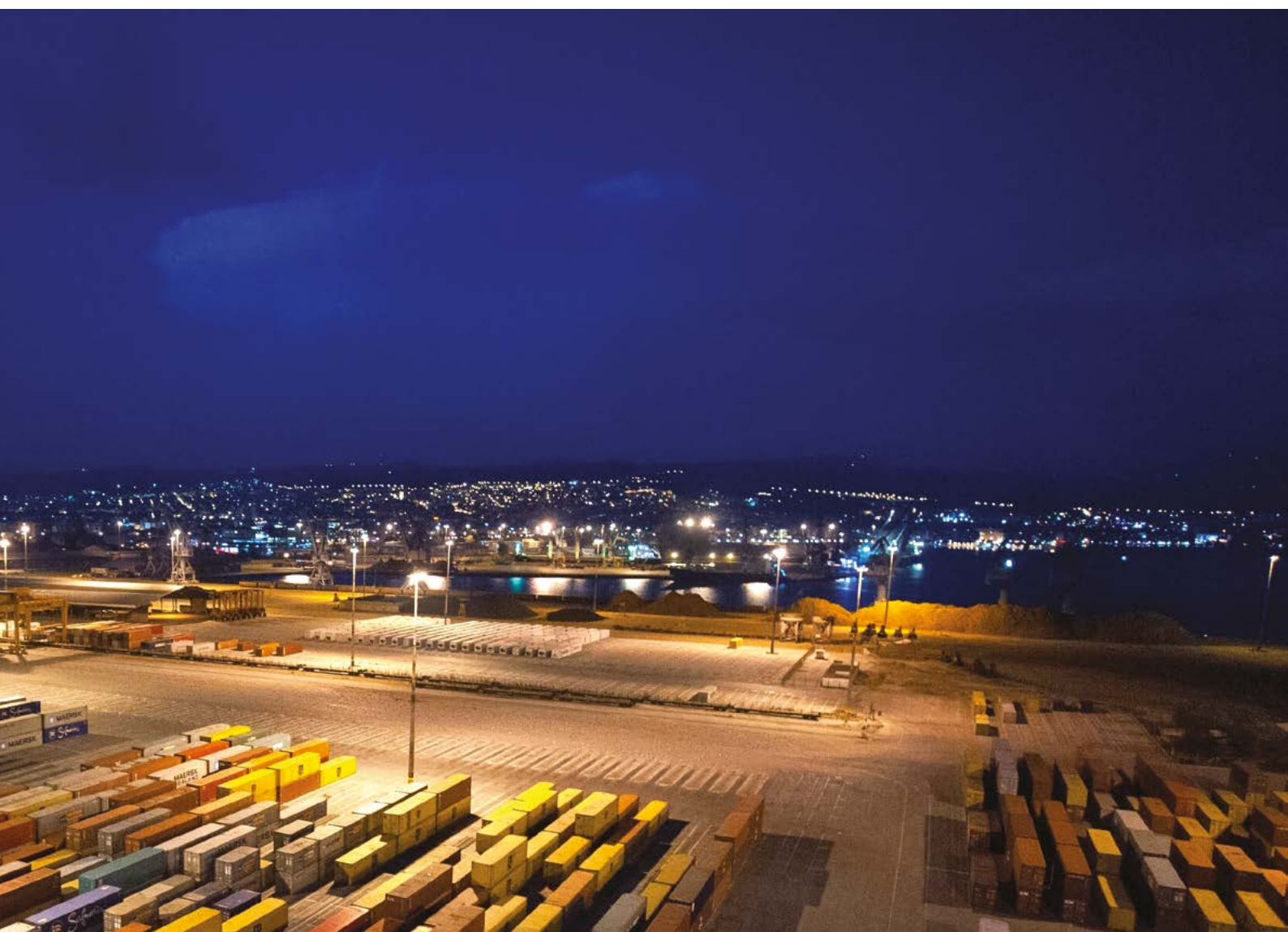
With a view to constantly enhancing our positive social and economic footprint, we work systematically towards integrating Sustainable Development across the entire range of our activities and functions to maximise our contribution to all our Stakeholders.

Sustainability Report

The purpose of the 2019 Sustainability Report of Thessaloniki Port Authority S.A. (ThPA S.A.) -published for the first time- is to both capture the actions and activities of our Company in matters relating to Sustainability and foster open communication with our stakeholders.

This Report is based on the guidelines of the Global Reporting Initiative (GRI) Sustainability Reporting Standards, in Accordance - Core option.

For any information or clarification regarding the Sustainability Report, please contact the Public Relations & CSR Department of ThPA S.A. via email: pr@ThPA.gr or calling 2310 593 143.



Company Profile

Sustainability is a key pillar of ThPA's strategy and values and an integral part of its daily operation.

In this context, key drivers of its activities are the protection and preservation of the environment as well as the contribution to improving the standard of living in every way.

Guided by transparency, growth, and prosperity, the Company aims to substantially improve society and the environment, as well as the welfare of its employees, customers, and partners. ThPA S.A. has undertaken the management and operation of the Port of Thessaloniki as a company listed on the Athens Stock Exchange. The Port of Thessaloniki is strategically located near the major Trans-European motorways and railways networks, constituting the gateway of Southeast and Central Europe and, thus, serving an extensive hinterland of more than 24 million inhabitants. It is the main export port of Greece, the most important Conventional Port of the country and one of the main ports in the Eastern Mediterranean. Through its management company, ThPA S.A., it provides ship

berthing services, container and conventional cargo handling, warehousing of all types of cargo, passenger traffic servicing, as well as leasing spaces services. In addition, the Company provides a wide range of ancillary services, such as loading/unloading, power supply and monitoring of refrigerated containers, inspections, weighing, handling, and storage of bulk cargo.

The operation and development of the port is directly linked to the economic, social, and cultural development of the city of Thessaloniki, while strategic investments and substantial upgrading projects make it a vital part of the city and the wider region.

The strategic and primary objective of ThPA S.A. is to transform the Port of Thessaloniki into a state-of-the-art Port in terms of infrastructure, equipment, and services, so as to directly serve main line ships and become an Intermodal Transport Hub for the broader region.

Dynamic Transit and Export Gateway

Northern and Central Greece are mainly served by the port of Thessaloniki. At the same time, the port serves a vast hinterland stretching from North Macedonia and Serbia to Central Europe, reaching countries such as Hungary, Poland, the Czech Republic, Romania, and Ukraine to the east.

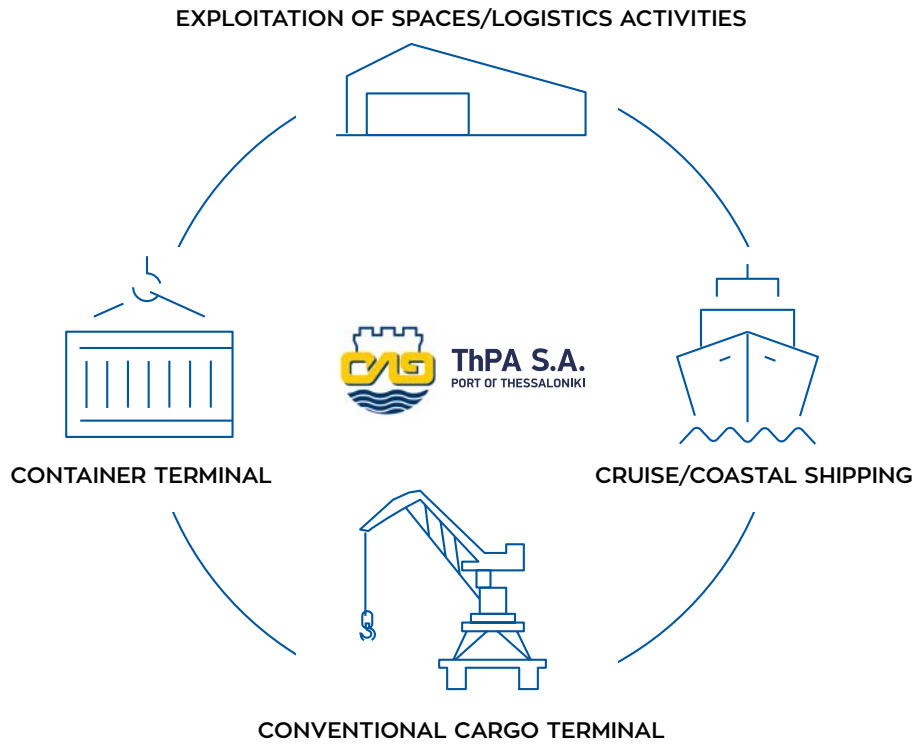
Everyday tons of cargo arrive at the port of Thessaloniki in transit to these countries, validating the actual role of the port as a major gateway to the Balkans and Southeast Europe.

Regarding containers, the port serves a consumer market, which is slowly recovering as economic conditions improve. The northern part of Greece is

the most dynamic export region; therefore, the port of Thessaloniki plays a key part by facilitating Greek exports around the world. At the same time, the port of Thessaloniki is a gateway for neighbouring countries that export a wide range of products, such as agricultural products, mining products and tobacco.

The conventional cargo market segment focuses mainly on accommodating industrial customers located in Northern Greece and the nearby hinterland of North Macedonia, Kosovo, Bulgaria, and Serbia. The port receives mainly primary sector goods (raw materials) intended for the production of semi-finished or finished products.

Business Units



ThPA S.A. remains true to its goals and commitments to further develop the port of Thessaloniki.



Container Terminal

The Port of Thessaloniki is the country's largest export port and the main sea gate of the Balkans and Southeast Europe.

Containers are handled through a specially designed area located in the western part of Pier 6. The 550m long and

340m wide Container Terminal is part of the Free Zone, connected with the national rail network, and extends over a surface area of 254,000 sq.m. For the time being, it can accommodate small and medium-sized ships (feeder vessels) with a draught of up to 12 meters and maximum capacity of 550,000 TEUs.

Conventional Cargo Terminal

The Port of Thessaloniki is the first Conventional Cargo Transit Port of Greece and one of the main ports in the Eastern Mediterranean. It has fourteen (14) quays

suitable for all types of bulk and break bulk cargo, all of them connected to the national and international rail networks. The total length of quay walls is 4,200 meters.

Cruise/Coastal Shipping

The Passenger Terminal of the port of Thessaloniki is fully in line with the International Ship and Port Facility Security Code (ISPS Code).

It has all the necessary facilities and amenities for the reception and service of passenger traffic (coastal and cruise ships).

In recent years, Thessaloniki has been an increasingly popular cruise destination, thanks to its proximity to places of cultural interest as well as the port's short distance from the city centre. Regarding coastal shipping, seasonal connection is available between Thessaloniki and the Aegean islands.

Exploitation of Spaces/Logistics Activities

In the port's terrestrial zone, outdoor storage areas and warehouses are rented for logistics activities.

Specifically, ThPA S.A. has 45,000 m² of warehousing facilities and 670,000 m² of outdoor storage areas available for rent.

At the same time, ThPA S.A. has outdoor and indoor facilities that can accommodate various activities and events.

ThPA S.A. has developed and operates two modern outdoor car parking lots, with a total capacity of 595 vehicles.

Their proximity to the commercial centre of Thessaloniki makes these car parking lots a daily choice for residents and visitors of the city alike, substantially alleviating traffic and upgrading residents' quality of life.

History

For over 2300 years since its construction in 315/6 BC, the port of Thessaloniki has been the most important port of Macedonia and one of the key ports in Southeast Europe.

1904

- › Establishment of the French company Anonyme Ottomane de Construction et Exploitation du Port de Salonique, which takes over the operation of the port facilities that it would build over the next 40 years, until 1944.

1914

- › Establishment of the "Thessaloniki Free Zone", which undertakes the administration of the largest part of the port, with the main tasks of loading/unloading and transporting goods as well as transit trade, by its own means and personnel. It started operating in 1925.

1923

- › Establishment of the "Yugoslav Free Zone" of the port of Thessaloniki to serve Yugoslav transit trade undertaking the administration of part of the port; it began its operation in 1929 and was dissolved in 1975.

1970

- › Establishment of "Thessaloniki Port Authority".

1999

- › Incorporation into a Société Anonyme under the name "Thessaloniki Port Authority S.A." and the trade name "ThPA S.A."

2001

- › Listing on the Athens Stock Exchange

1930

- › Establishment of the "Thessaloniki Port Fund" for the purpose of building new and maintaining existing facilities. The "Thessaloniki Port Fund" buys out the right of exploitation of the port facilities from the Société Anonyme Ottomane de Construction et Exploitation du Port de Salonique, which expired in 1944.

1953

- › Merger of the Free Zone with the Port Fund into a single entity named "Free Zone and Port of Thessaloniki"

2012

- › Transfer of shares from the Greek State to HRADF

2014

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

2018

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

Memberships

We support and cooperate with international and national organisations and networks, where we participate as members.

Through our membership we aim to continuously improve our services, train our staff, endorse innovative and green initiatives, as well as showcase and highlight Thessaloniki and the wider region as a tourist destination.

European Sea Ports Organisation (ESPO):

ThPA S.A. executives participate in the ESPO Technical Committees of the following subject fields:

- › Port Governance
- › Intermodal, Logistics and Industry
- › Trade Facilitation, Customs and Security
- › Economic Analysis and Statistics
- › Ferry and Cruise Port Policy Network

MedCruise Association: ThPA S.A. is a member of the MedCruise, which promotes the cruise industry and unites the ports of the Mediterranean and its adjoining seas.

Thessaloniki Tourism Organization:

ThPA S.A. is a member of the Board of Directors of the Thessaloniki Tourism Organization, a non-profit organization and the official tourism board of the city of Thessaloniki. Its mission is to advertise and promote Thessaloniki's Region as a tourist destination.

Green Award Network: ThPA S.A. is the first port in Greece to participate in the Green Award Network as an Incentive Provider, offering a 15% discount on port charges to Green Award-certified vessels calling the Port of Thessaloniki. The Green Award certificate, is a quality mark for vessels and shipping companies that exceed the



statutory obligations regarding environmental standards. The Green Award procedure is carried out by the Bureau Green Award, the executive body of the independent, non-profit Green Award Foundation, which was established in 1994. The philosophy of the Green Award Foundation is to promote high standards of environmental performance and maritime safety by identifying, recognising, and encouraging environmentally responsible shipping through the operation of a non-profit certification system that assesses safety and environmental performance.

“EXANTAS” Port Training Institute: ThPA S.A. has assumed the Chairmanship of the Board of Directors of the Institute, which aims to provide certified training, mainly in specialities that support the operation and management of ports, but also in general skills directly or indirectly related to the port industry and shipping.

Hellenic Ports Association (ELIME): ThPA S.A. is a member of ELIME, a non-profit organisation. Its goal is to coordinate the activities of its members with a view to developing a port policy, participating in regional port development, and

creating robust and competitive businesses that provide port services.

Additionally, ThPA S.A. is a member of the following Chambers and Entities:

- › Greek Exporters Association
- › Federation of Industries of Greece
- › Hellenic-German Chamber of Commerce and Industry
- › Hellenic-French Chamber of Commerce and Industry
- › Greek-Serbian Commercial, Tourist, Trade and Industrial Chamber of Northern Greece
- › Union of Listed Companies
- › Thessaloniki Convention Bureau
- › MARITIME HELLAS-navigate the Greek cluster
- › CSR HELLAS/Global Compact Network Hellas



Corporate Governance

Corporate Governance is structured as a framework of principles governing the relations between the Company's Management, the Board of Directors (BoD), its Shareholders, and other stakeholders, and is intended to serve not only the company's interests but also the interests of all parties related to the company.

It is conducted in accordance with the Corporate Governance Code of ThPA S.A., which includes the best practices of corporate governance applied by the Company, both voluntarily and pursuant to the applicable legislation, and are constantly updated

and improved. In this manner, ThPA S.A. ensures its smooth operation and greater transparency, while being able to meet the challenges of the time and adapt to business, economic, and social conditions.

Codes and Policies

The way in which our financial results are achieved is just as important as achieving them.

Management ensures the effective operation of the Company and the best possible use of its resources with a view to attaining its objectives. It does so in accordance with the Codes and Policies it has adopted, and constantly updates and modernizes, in order

to accomplish the best possible level of social and Sustainability and ethics. Its Principles are reflected in the Company's Code of Ethics, which places special emphasis on integrity and transparency that are the main pillars for the conduct of ThPA's business.

Our Principles

The core Management Principles of ThPA S.A. driving the company's operation are as follows:

- › Integrity and transparency, compliance with the country's laws and regulatory framework, acting with a high sense of responsibility and ethics, supporting the local community, contributing to the improvement of the quality of life for everyone
- › Technological leadership and innovation. At ThPA S.A. we have the required technical qualification and focus on technological expertise, modern equipment and know-how in order to promote innovative ideas, seeking to continuously upgrade our services
- › Teamwork, meritocracy, prevention of discrimination and harassment

Against this backdrop, the Management Principles of ThPA S.A. are detailed in the following Codes and Policies adopted by the Company:

- › Corporate Governance Code
- › Board of Directors Charter
- › Audit Committee's Charter
- › Conflict of Interest Policy
- › Policy on the Protection of Confidential Information
- › Code of Ethics
- › Diversity Policy
- › Environmental Policy



In addition, every aspect of our operation is governed by Regulations, which are posted on our Company's official website in full transparency and are listed below:

- › Sub-concessions Regulation
- › Subcontracting and Procurement Regulation
- › Minor Sub-concessions Regulation of the Societe Anonyme
- › Unclaimed Goods Regulation of ThPA S.A.
- › Rules of Organisation and Operation
- › General Personnel Regulation
- › Occupational Health and Safety Regulation
- › Thessaloniki Port Facility Security Plan
- › General Conditions Container Terminal
- › Charges Tariffs Container Terminal
- › Regulations & Charges Tariffs (except Container Terminal & Vessel Fees)
- › Vessel Fees
- › Ship waste and cargo residue collection and management plan
- › Program for Acoustic Environment Monitoring at the land boundary
- › Atmospheric PM10 and PM2.5 measurement results
- › Atmospheric CO, NOx and SO2 measurement results
- › Seawater laboratory test results
- › Noise mapping and machinery noise measurements

Organisational Structure

ThPA's operation is based on a modern and effective model geared towards sustainable and responsible growth.

General Meeting of Shareholders

The General Meeting of Shareholders is the Company's highest decision-making body; it is convened by the Board of Directors and is entitled to make decisions on any Company matter.

The Board of Directors

The Board of Directors is responsible for the management of the Company. To enhance effectiveness and transparency, its operation is governed by the Board of Directors Charter.

At the end of 2019, the Company's Board of Directors consisted of nine members, two (2) executive and seven

(7) non-executive. The Board of Directors decides on all important issues of the Company, defines its guidelines and organizational chart and directs corporate affairs for the benefit of the Company and its Shareholders, ensuring fair and equitable treatment of all Shareholders, including minority and foreign Shareholders.





Executive Committee

The Executive Committee is composed of the Chairman and Chief Executive Officer, the Deputy Chief Executive Officer & Chief Commercial Officer, the Chief Operating Officer, the Chief Financial Officer, and the Chief Investment Officer.

The Committee operates within the Company, supports and advises all the other bodies in the performance of their duties, and makes decisions on matters entrusted to it by the Board of Directors.

Audit Committee

The Audit Committee consists of three members of the Board of Directors.

Its operation is governed by the Audit Committee's Charter and its responsibilities include monitoring of the financial reporting process, supervising the Company's internal

financial controls, monitoring the effectiveness of the Company's internal control and risk management systems, reviewing conflicts of interest in the Company's transactions, and submitting relevant reports to the Board of Directors.

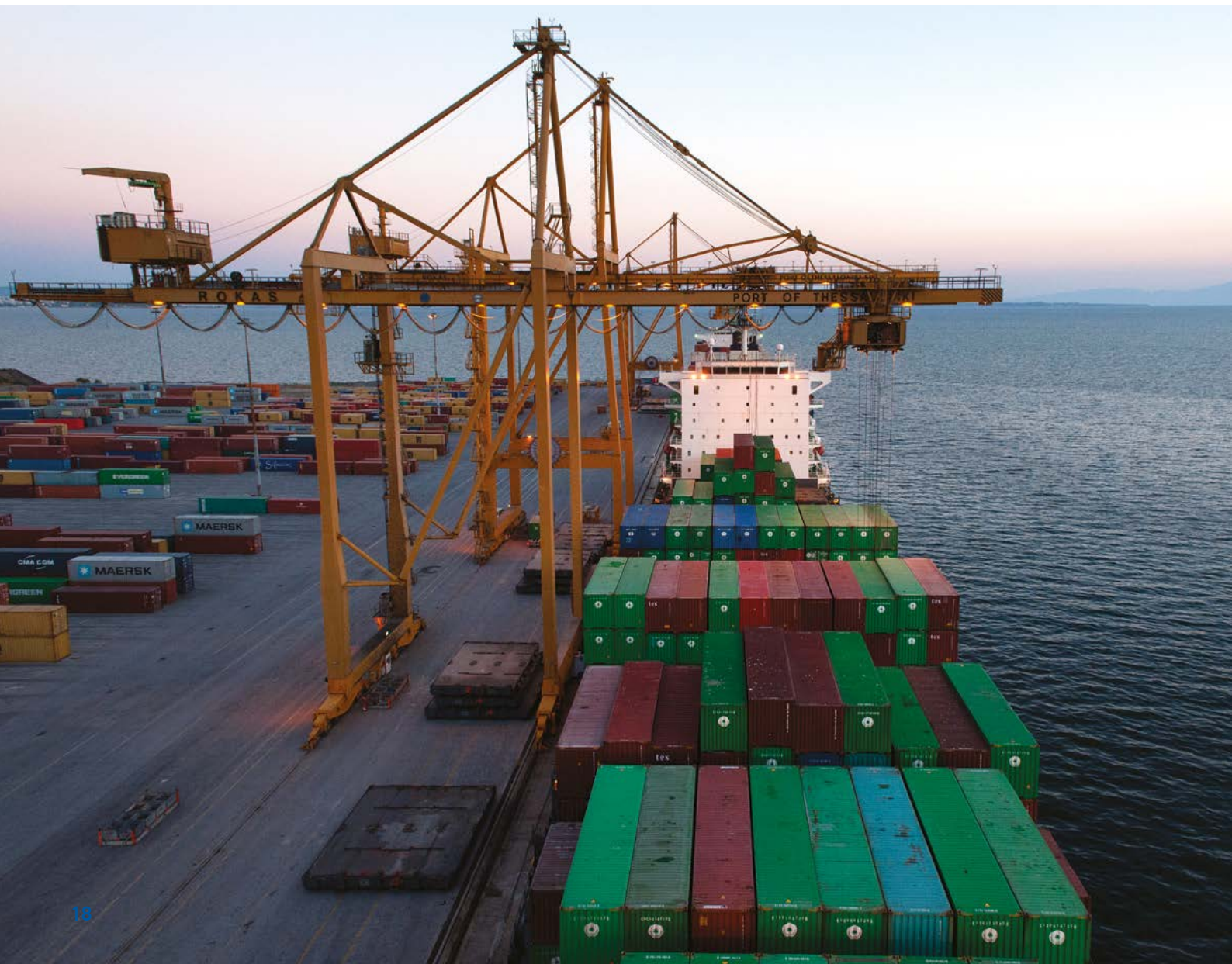
Internal Audit Department

ThPA S.A. has set up an Internal Audit Department led by the Audit Committee, which reports directly to the Board of Directors.

It provides an objective, safeguarding and advisory service, which is designed to add value and improve the Company's operations. It helps the Company achieve its objectives by adopting a systematic, professional approach to evaluate and improve the effectiveness of risk management processes, internal control systems and corporate governance. It complies with the International Professional Practices Framework, the International Internal Auditing Standards (IIA Standards) and the Code of Ethics. Its duties





include sample audits of all the Company's operations and transactions, to ensure:

- › Compliance with the corporate strategy and tactics, as well as the individual plans, the laws, and regulations, as well as the prudential control mechanisms established for each operation and transaction
- › Reliability and integrity of financial and operating information
- › Attainment of the targets set for operations and programmes
- › Proper and efficient use of resources



Financial Data

The port's overall activity followed an upward trend in 2019, leading to increased revenues and profits compared to 2018.

	2019 TOTAL REVENUE	(€ '000)	Variation from 2018(%)
	TURNOVER:	68,981	17.8%
	CONTAINER TERMINAL	44,681	17.8%
	CONVENTIONAL CARGO TERMINAL	22,286	17.9%
	FACILITIES RENTALS	1,871	26.0%
	PASSENGER TRAFFIC	143	-35.9%
	GROSS PROFIT	32,204	17.2%
	Gross Profit Ratio (%)	46.7%	
	EBITDA	29,748	2.7%
	EBITDA Ratio (%)	43.1%	
	NET PROFIT	16,452	0.3%
	Profit Ratio (%)	23.9%	

Risks and Opportunities

ThPA S.A. identifies, assesses, and manages risks related to the domestic financial environment, to ensure its smooth operation and to predict, mitigate or prevent negative effects.

Financial risk

The Company is not exposed to significant financial risks such as market risk, exchange rate changes, market prices, credit risk and liquidity risk.

The Company's financial instruments consist of deposits with banks (current, time accounts), commercial and other debtors as well as other financial assets.

Foreign exchange risk

The Company deals with domestic and foreign customers in euro. Therefore, there is no foreign exchange risk.

Price risk

The Company is not exposed to price risk, because it is a service provider and is not affected by variations in raw material prices.

reduced as the Company deems necessary. The cost of the services provided is affected by payroll cost fluctuations.

The services it provides are priced on the basis of its published charges tariff, which may be increased or

The Company is also impacted by the change in the fair value of real estate investments.

Interest rate risk

The Company is not exposed to the risk of interest rate variation as it has no loan obligations. Finally, the

Company holds short-term and other deposits, which are highly liquid.

Credit risk

The Company's exposure to credit risk is limited to its financial assets. Credit risk from customers is limited. This is due to both its largely diversified customer base and its established practice of receiving advance payments, prior to the start of work, or letters of guarantee.

Regarding the Company's financial assets, cash and cash equivalents, the Management applies a policy of doing business with many banks, as well as assessing their creditworthiness.

Liquidity Risk

For the Company there is no liquidity risk, as operating expenses are covered by its cash equivalents, which account for 49.22% of current assets.

Capital risk management

The Company does not use borrowed funds and, therefore, its leverage ratio is zero.

Fair Value

The balances of cash, receivables and short-term liabilities appearing in the Balance Sheet are in

accordance with their respective fair values due to the short-term maturity of those accounts.

Supply Chain

There are no suppliers whose termination of contract would jeopardize the Company's operation.



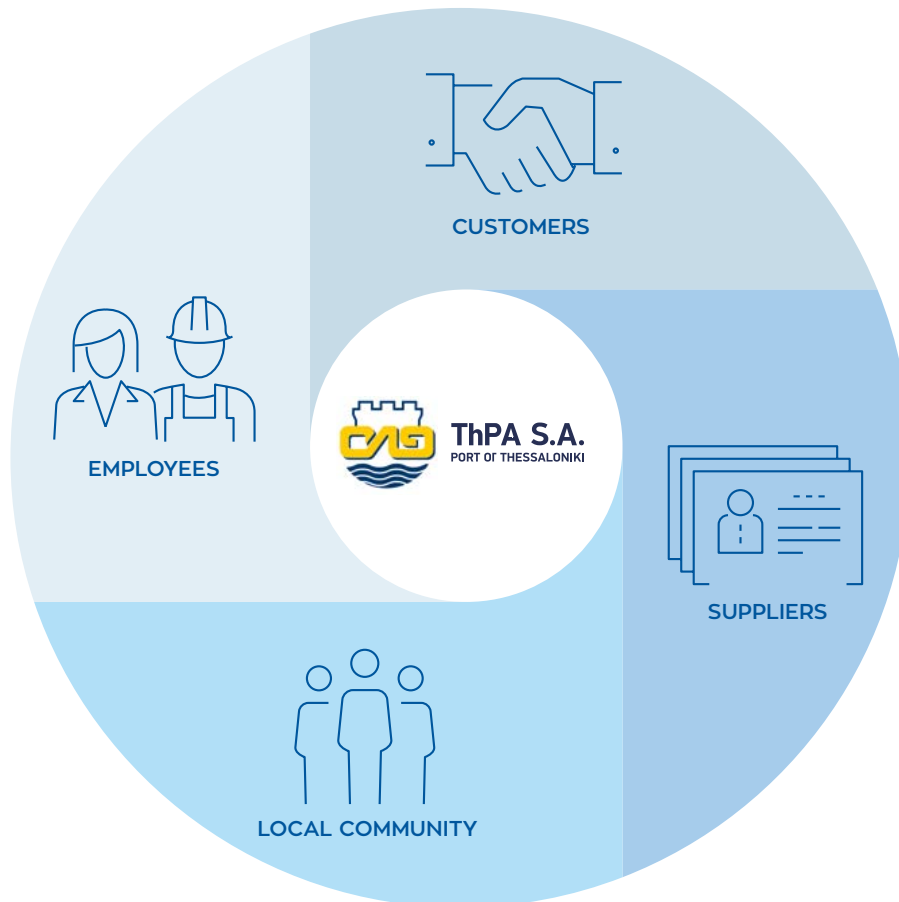
Stakeholders

For ThPA S.A., regular and meaningful interaction with its Stakeholders is a key prerequisite for its long-term and sustainable operation.





We define our key stakeholders as the individuals and legal entities that directly or indirectly affect and/or are affected by our activities and operation and belong to both the internal and external environment of the Company.

Our priority is to systematically and effectively

communicate and work with our stakeholder groups to identify their needs and assist them in the best possible manner. Two-way communication and constructive dialogue help us meet their expectations and develop long standing relationships of mutual trust.



Our aim is to develop long standing relationships built on mutual trust.

STAKEHOLDERS	KEY REQUIREMENTS	COMMUNICATION	FREQUENCY	INTERACTION
 <p>Employees</p>	<p>Employees seek a safe working environment, adequate salaries and benefits, and equal training and development opportunities.</p>	<p>Communication with employees is conducted in person, or via e-mail, printed announcements, and their trade union representatives.</p>	<p>Ongoing</p>	<ul style="list-style-type: none"> - Health and Safety. - Training and education. - Development opportunities.
 <p>Customers</p>	<p>Customers wish to receive high standard services in terms of service level, efficiency, safety, and responsibility.</p>	<p>Communication with customers is ensured by contacting their responsible departments directly via e-mail, telephone, documents, and meetings.</p>	<p>Ongoing</p>	<ul style="list-style-type: none"> - Service level upgrade. - Investments in Infrastructure. - Investments in Equipment. - Certification of the Company's operations.
 <p>Suppliers</p>	<p>Suppliers require mainly information about the Company's policies and procedures as well as smooth co-operation.</p>	<p>Communication with suppliers is conducted via the official website of ThPA S.A. where announcements, notices, and tenders are posted. Enhanced communication on a case-by-case basis and in the event of emergency to facilitate operations and procedures by any means required.</p>	<p>As needed</p>	<ul style="list-style-type: none"> - Quality Services. - Responsible Supply Chain. - Procurement Regulation.
 <p>Local Community</p>	<p>Local community requires ThPA S.A. to operate in compliance with international standards and to be actively involved in matters of common interest.</p>	<p>Communication with the local community takes place through Press Releases, meetings with local community bodies and representatives, participation in consultations and meetings.</p>	<p>Ongoing</p>	<ul style="list-style-type: none"> - Supporting local community actions. - Job creation. - Sponsorship Initiatives.

Material Issues for ThPA S.A.

To be able to identify and analyse the material topics issues for ThPA S.A. that have a major impact on our Stakeholders, we applied a specific methodology.

Material Aspects Identification Methodology

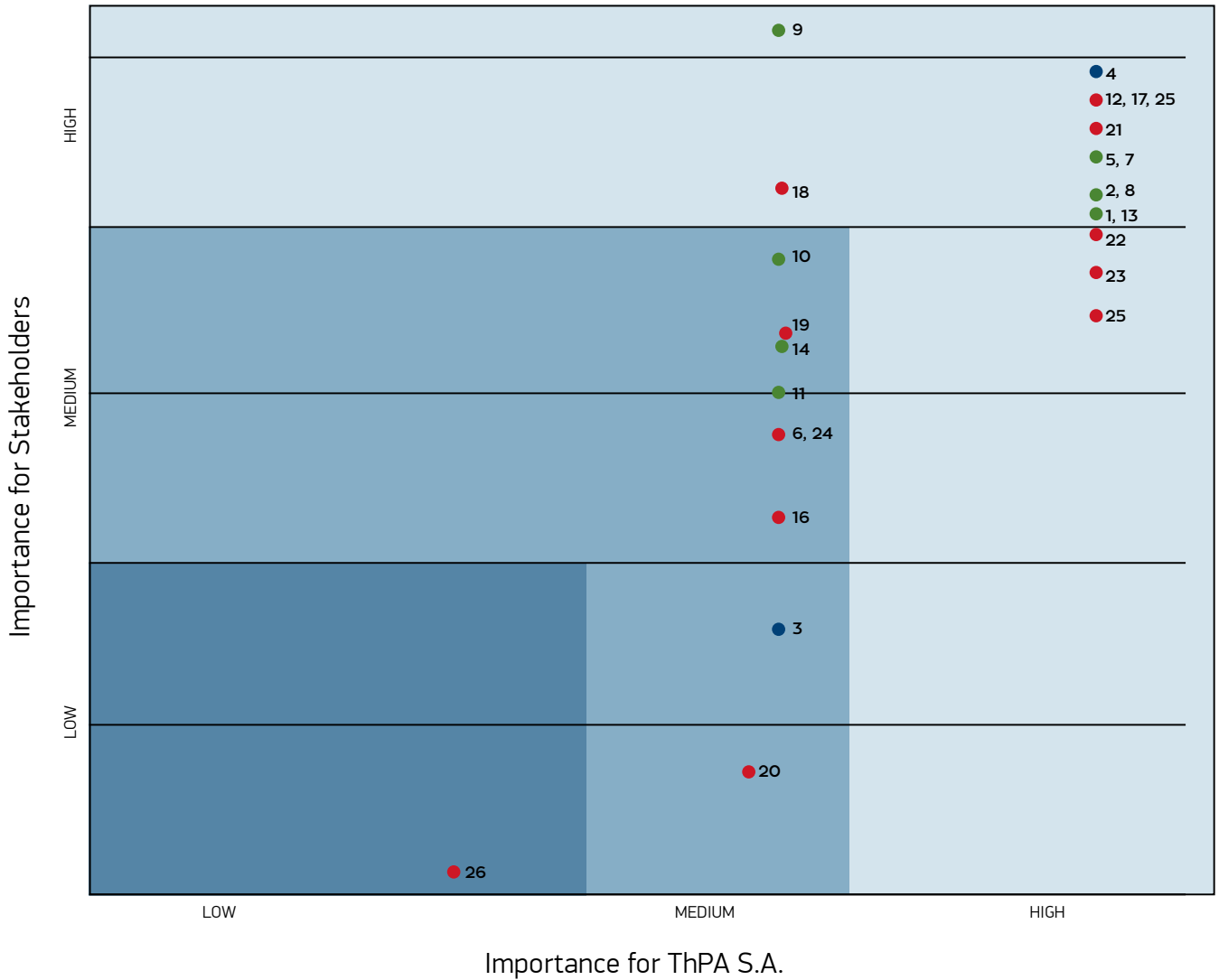
We contacted our Stakeholder Groups by means of a questionnaire specially designed to highlight the material issues for each of them.

- › **Stage 1:** Identify and prioritise key stakeholders included in the process of identifying material aspects
- › **Stage 2:** Identify and prioritise Corporate Responsibility Indicators using the Global Reporting Initiative (GRI) guidelines.
- › **Stage 3:** Conduct a survey via questionnaire to key internal and external stakeholders of the Company in order to rank the Corporate Social Responsibility Indicators
- › **Stage 4:** Create a matrix to represent material issues

Upon completion of the above process and having compiled the views of the Stakeholders as well as the Company's Management, the following material issues emerged:

- › Waste Management
- › Anti- Corruption
- › Seawater Quality
- › Occupational Health and Safety
- › Customer Health & Safety
- › Safety Practices
- › Anti- Competitive Behaviour
- › Energy
- › Indirect Economic Impacts
- › Emissions
- › Market Presence
- › Environmental Compliance
- › Employee Training
- › Non-discrimination
- › Local Community Support
- › Employment





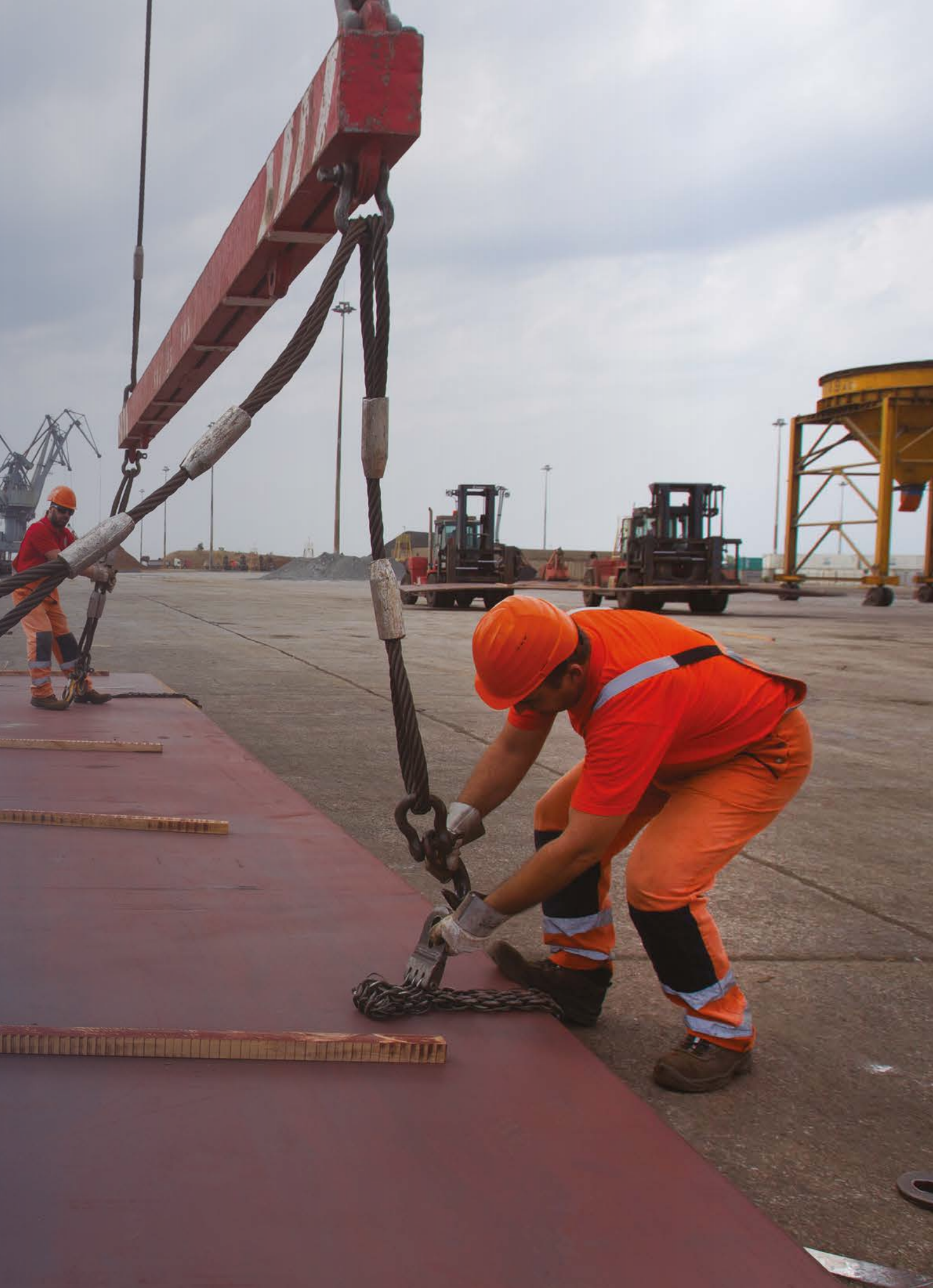
- | | |
|--------------------------------|--------------------------------------------------|
| 1. Market Presence | 14. Supplier selection on environmental criteria |
| 2. Indirect Economic Impacts | 15. Employment |
| 3. Supplier practices | 16. Relations between employees and management |
| 4. Anti- Corruption | 17. Occupational Health and Safety |
| 5. Anti- Competitive Behaviour | 18. Employee Training |
| 6. Financial Performance | 19. Diversity and Equal Opportunity |
| 7. Energy | 20. Collective bargaining |
| 8. Emissions | 21. Safety practices |
| 9. Waste Management | 22. Non-discrimination |
| 10. Water | 23. Local Community Support |
| 11. Noise | 24. Supplier selection based on social criteria |
| 12. Seawater Quality | 25. Customer Health & Safety |
| 13. Environmental Compliance | 26. Disclosure of sanctions |

● ECONOMY ● ENVIRONMENT ● SOCIETY - EMPLOYEES

Responsibility to our People

Our people are our most valuable asset. Our main priority is to ensure and constantly improve the health and safety conditions for our people. We offer a creative and efficient working environment, promoting equal opportunities and investing in the systematic development of our people's talents and skills, aiming at their personal and professional development.





Human Resources Information

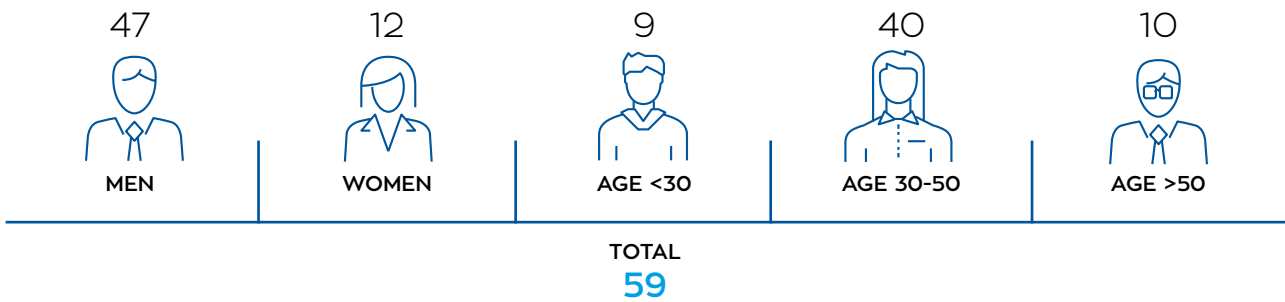
2019 Number of employees by gender



2019 Number of employees by type of contract



2019 Recruitment 2019



2019 Number of employees by type of contract and gender





The Collective Labour Agreements apply to all 435 employees of ThPA S.A.

The Company takes all measures necessary to prevent

and not allow any form of discrimination against its employees and contractors. During the period under review there were no reported cases of discrimination.

Offering Value to our People

Our goal is to attract and retain experienced, qualified staff who possess the necessary skills and behaviours that contribute substantially to optimizing individual and overall performance.

Below there is a list of the extra advantages provided for our employees under the Collective Labour Agreements, as well as the additional benefits we offer.

- › Allowance for nurseries and summer camps for employees' children
- › Student Excellence Awards to employees' children
- › Aid to employees and employees' children who get married
- › Christmas gifts to employees' children
- › Private Insurance
- › Loans
- › Gift Cards
- › Provision of milk for families

Occupational Health and Safety

ThPA S.A. acknowledges the importance of Health and Safety and is committed to maintaining a healthy and safe work environment for all its employees.

To this end, the Company takes the following measures:

- › Employs a Safety Engineer and an Occupational Physician on a permanent basis
- › Has prepared a written occupational risk assessment, including a statistical analysis of accidents and tracking of indicators
- › Provides high quality and top specification Personal Protective Equipment (PPE) to all employees
- › Conducts workplace inspections to ensure optimum working conditions.
- › Keeps a record of all damages and accidents, analyses the causes, and takes corrective actions.
- › Has an employee-elected Health and Safety



Committee holding regular meetings to continuously improve working conditions

- › Has obtained OHSAS 18001:2007 certification and a published occupational safety policy
- › Provides continuous training on many

levels, both induction training for newly recruited personnel and specialised training on ship loading, hazardous cargo or waste management

- › Ensures that all employees undergo annual medical tests and offers health insurance

Health and Safety Management System

The Occupational Health and Safety Management System OHSAS 18001:2007 was developed at the initiative of ThPA S.A. to promote occupational safety and health.

The System covers all employees of ThPA S.A. in all work areas and operations.

The System was most recently certified by BUREAU VERITAS in December 2019.

The System is applied to the following operations:

- › Berthing of Cargo Ships, Passenger Ships and Cruise Ships
- › Loading and unloading/discharging of containers, bulk and general cargo
- › Storage and Handling of Cargo and other goods
- › Leasing spaces for commercial and cultural activities.

Occupational Health and Safety Committee

The purpose of the Committee is to prevent accidents, inform workers on the introduction of new production processes, machinery, and tools,

assess working conditions, propose improvement measures, and monitor compliance with such measures.

Occupational Physician

ThPA S.A. has a fully equipped surgery with a full-time occupational physician, monitoring the health of employees and for issuing medical fitness certificates, annually or following an illness or

accident. The company is working closely with the National Public Health Organisation (EODY) and the competent Authorities in addressing epidemics and emergencies.

2019 Number of accidents



The Company systematically records and analyses accident data on an annual basis.



Occupational Risk Assessment Study

ThPA S.A. has prepared a written occupational risk assessment study, in accordance with the relevant Greek legislation, which is updated to reflect any changes in the nature of the work and the risks resulting from it.

This Study:

- › Identifies all potential risks in all work areas of ThPA S.A.
- › Assesses the severity of such risks
- › Examines the frequency of employees' exposure to risks
- › Assesses the risk probability
- › Describes corrective measures necessary to eliminate or minimise such risks

Safety Training of Employees

Every newly recruited employee undergoes induction training. Depending on the location and nature of the work, the Company performs specialized employee training, including safe loading of ships or use of safety harnesses. Furthermore,

emergency training is often performed, as needed. Meanwhile, every year all staff receive training on fire safety and the use of fire-fighting equipment. ThPA S.A. keeps a schedule of training courses and an employee attendance book.

Employee Development and Training

We invest in our people, offering equal training opportunities to all.

We support our people to develop and grow their talents and skills, thus enhancing their role and performance.

Some of the training courses carried out in 2019 are presented below:

- › Training at the Malta Freeport to meet the Company's operating needs as Vessel Planners. Training took place in Malta, lasted two months and involved 3 employees
- › Business English Course focusing on Communication. The course was carried out in Thessaloniki by the Exantas Institute for Port Training, lasted two months and involved 80 employees
- › Microsoft Office training course in Thessaloniki provided by the Exantas Institute for Port Training which lasted 3 weeks and involved 6 employees
- › Briefing course on the new Law on Societes Anonymes following the recent enactment of Law 4548; it was carried out by the Exantas Institute for Port Training and involved 24 employees
- › Certified First Aid Training provided by the Exantas Institute for Port Training, which lasted two weeks and involved 100 employees
- › Staff Performance Assessment Seminar carried out by Applied Professional Training involving one employee
- › Business English Course focusing on Technical English was carried out by the Exantas Institute for Port Training, lasted two months and involved 74 employees
- › A two-day National Training Seminar on "Guidance on the procedures for the safe refuelling of Liquefied Natural Gas (LNG) vessels in Ports" organized by the Ministry of Maritime Affairs and Insular Policy involving one employee
- › Training Programme on "Maritime and Port Security" organized by the Galilee International Management Institute in Israel, which was attended by the Deputy Port Facility Security Officer, ThPA S.A.
- › A two-day training programme on "Safe loading and unloading of bulk carriers" carried out by the Exantas Institute for Port Training and involved 36 employees
- › Conference on "Safety of LNG supply at port areas" organised by the National Centre for Scientific Research "DEMOKRITOS" and involved 2 employees
- › A two-week programme on "Port Senior Management", organised by the Galilee International Management Institute in Israel and involving 2 employees

- › “Port Services and Activities Management” Programme organised by the Exantas Institute for Port Training in collaboration with CITY COLLEGE and involving 21 employees
- › Workshop on “Modern Security Challenges for Port Facilities” organised in Piraeus by the Centre for Security Studies of the Ministry of Citizen Protection, in collaboration with the Ministry of Maritime Affairs and Insular Policy, involving one employee

- › Workshop on: “Port Operations Management Models @ Concession Contracts. The International Experience - Port Governance” organised in Piraeus in February and involved 11 employees

ThPA S.A. executives are constantly updated and trained on the developments and new conditions prevailing in their respective fields, by participating in workshops and conferences organized by recognized bodies of international standing.



Anti-corruption

Combating corruption and enhancing transparency in all aspects of the organisation are key pillars of the Company's culture.

HR does not enforce any policy or apply any procedure related to anti-corruption training.

ThPA S.A. has a General Personnel Regulation in place, which all employees are aware of and must observe. The General Personnel Regulation regulates

the employees' rights and obligations throughout their employment relationship with the Company and includes, inter alia, provisions on business ethics (corruption, bribery), as well as provisions on the duties, development, remuneration, leaves of absence, and conduct of employees in the workplace.



Responsibility to Society

Operating responsibly towards Society so as to enhance our positive impact and return value to it, is a key objective and strategic priority. Our goal is to be an active constituent part of society and of the city of Thessaloniki, and to contribute substantially to their support and development.





Our Investments - A Growth Driver for Society

The port of Thessaloniki, one of the main drivers of growth in Northern Greece, is constantly upgraded in terms of infrastructure, equipment, and provided services. Creating multiplier benefits for the economy and society, both locally and nationally.

Infrastructure upgrades at the port of Thessaloniki are a direct investment of major importance for the city of Thessaloniki, which

is also fostering cross-border synergies in Southeast Europe, substantially enhancing the growth prospects in the wider region.

ThPA S.A. is rapidly implementing the Mandatory Investments Programme, spearheaded by the Pier 6 extension project.

This Mandatory Investments Programme is part of an extensive investments programme implemented by the Company.

On 18 March 2019, the Company announced the official start of the First Investment Period.

The Mandatory Investments of the First Investment Period that ThPA S.A. has undertaken to implement under the Concession Agreement with the Greek State, have a total reference cost of EUR 180,000,000 and are presented in detail in the table below.

The commencement of the Investment Period follows a series of preparatory actions regarding the maturity of the Mandatory Enhancements, including the signing of a Contract for the Procurement of Independent Engineer Services, in order to undertake the monitoring of the First Mandatory

Brief Description of Mandatory Investments	Reference cost (in €)
1. Pier 6, port infrastructure extension. The Pier 6 port infrastructure extension will include the following minimum works: <ul style="list-style-type: none"> › Construction of a new additional quay wall, as a straight-line extension of the existing 440m quay wall, of which at least 400 m must have a useful depth of no less than -16.50 m from MSL (Mean Sea Level). › Construction of additional terrestrial zone, at least 300 m wide, along the above new quay wall. › Construction of all supplementary infrastructure necessary to ensure the full functionality of the new quay wall and the corresponding terrestrial zone, including dredging to at least -16.50 m from MSL to enable ship berthing and manoeuvring, terrestrial zone decks, H/M networks, etc., but not including the procurement of any terminal machinery. 	130,000,000
2. › Pier 6, equipment for Container Terminal and Solid Bulk Cargo Terminal	30,000,000
3. › General port development, including refurbishment work on the Old Customs building	20,000,000
TOTAL	180,000,000

Investments and the issuance of an Additional Performance Guarantee by ThPA S.A., amounting to 20 million euros.

On 31 December 2019, ThPA S.A. published on its website the Call for Expression of Interest for participation in Stage 1 - Prequalification of the Tender Procedure to choose a Contractor for the project entitled «Expansion of the Marine Works Infrastructure of Pier 6”.

ThPA S.A. consistently continues to timely meet all its obligations pursuant the provisions of the Concession Agreement

between the Greek State and the Company.

With the completion of the Company’s investment plan, the port of Thessaloniki will have all the necessary infrastructure to become an international transport hub for Southeast Europe and the Balkans, boosting the economy of Thessaloniki and the wider region. Meanwhile, ThPA S.A. is also implementing an equipment upgrade programme to meet the Company’s strategic goal of improving service quality and customer service level.

Equipment Modernisation - New Equipment

Equipment investments included the purchase of 12 Straddle Carriers to substantially improve the productivity of operations at the Container Terminal and overall customer service speed at the port of Thessaloniki.

The new equipment has the capability of stacking containers up to three high, which was not technically feasible with the previous existing equipment.





Giving back to Society

Recognizing its role as a socially responsible company, ThPA S.A. aims to implement an integrated corporate social responsibility program, focusing both on the needs of local community, and on the international responsible business trends.

With our work, we seek to contribute substantially to social well-being, and to increase our positive impact on the community in which we operate.

In this context, we implement initiatives intended to provide support to social groups in need and actions promoting cultural and social development.

Against this backdrop, we seek and support actions and initiatives that:

- › Showcase the cultural wealth of Thessaloniki and the wider region

- › Offer relief to vulnerable social groups by providing substantial and practical assistance to improve living conditions
- › Promote sporting ideals and engagement of young people with sport
- › Raise public awareness on the environment and sustainable development
- › Aim at bringing young people closer to technology and innovation



2019 Social Actions

ThPA S.A. supports social, cultural, and environmental actions and hosts events in open-air areas of Pier 1, but also in indoor venues inside the Port area.

We aid various agencies in their efforts to support cultural, environmental, educational, and sporting activities as well as vulnerable social groups.

During 2019, we supported, among others, the work of the following organisations:

- › The Smile of the Child
- › The Spastics Society of Northern Greece
- › Thessaloniki Robotics Student Festival
- › The Social Solidarity and Aid Network





Souvenirs de Salonique Exhibition

The exhibition “Souvenirs de Salonique, histoires françaises d’hier à aujourd’hui”, which was sponsored by the Company, consisted of a selection of French stories on six main themes, including the

Port of Thessaloniki, outlining French presence in Thessaloniki through archive documents, photographs, and testimonies.

Educational Visits

ThPA S.A. organises visits and tours of the port for school and university students, where Company executives present the Company’s main activities

as well as the main principles governing maritime transport worldwide.

ASTERI - “Knowing the Port of Thessaloniki”

ThPA S.A. carried out the first pilot action “Getting to know the Port of Thessaloniki” in collaboration with the non-profit association “ASTERI”.

The purpose was for primary school pupils to get to know and understand the different port activities and the importance of the Port of Thessaloniki for the economy of the city and the wider region.



Olympic Museum

In July 2019 a collaboration began between ThPA S.A. and the non-profit company OLYMPIC MUSEUM to support actions already performed by the

Olympic Museum and to design new ones focused on awareness-raising for two key population groups, students and society at large in Thessaloniki.



Responsibility to the Environment

Our main goal and strategic priority is to effectively manage the environmental impact from our operations, take all necessary prevention and response measures to protect the environment and natural resources, and systematically seek to have the lowest possible impact on the environment.





Environmental Protection Initiatives

For ThPA S.A., care for the protection of the environment is a top priority as evidenced by the daily implementation of a set of measures, actions, and best practices recommended by International Organizations, always in line with National and European legislation.

The Precautionary Principle is a fundamental principle applied in the design of port operations measures and in the performance of Port development projects. Specifically, ThPA S.A.:

- › Applies an Environmental Management System in accordance with international standard ISO14001:2015 for all Port operations, and has an approved Environmental Policy
 - › Has an Environmental Monitoring Mechanism in place, to regularly control that both the Company and other companies operating in the port are in compliance with all approved environmental terms.
 - › Implements a programme for daily monitoring various environmental parameters throughout the year, via the weather station, the state-of-the-art air quality monitoring station in the central port area, but also with regular seawater quality controls and noise measurements
 - › Manages all waste generated within the Port according to an approved Waste Management Plan, keeps a Digital Waste Register, and ensures that recyclable materials are collected and channelled to licensed companies and facilities for processing
- › Applies and updates an integrated plan for receiving and managing waste and cargo residues from ships calling at the port. Moreover, the Company operates a licensed shore waste oil storage facility within the port
- › Has contingency plans in place for marine pollution from hazardous/noxious substances and petroleum products, with all the appropriate certified incident response equipment in reserve. In co-operation with the competent Authority, the Company conducts regular marine pollution incident response drills, as well as continuous training of responsible staff
- › Is a member of the EcoPorts network of the European Sea Ports Organisation (ESPO)
- › Participates in the Green Award Network since the beginning of 2019 as an Incentive Provider, offering a 15% discount on port charges to Green Award-certified ships visiting the Port of Thessaloniki.





During the preparation of environmental impact assessment studies for port operation-related projects, the Company

observes the consultation procedure via the Digital Environmental Register, as stipulated by law. It also consults with local social partners in the context of project implementation, and on security issues.

ThPA S.A. participates and is a partner in national and European development and research programs, including, but not limited to SUPAIR, ISTEN, PIXEL.

In accordance with General Clause 28 of the Environmental Terms Approval Decision (AEPO) regarding the Port's operation, ThPA S.A. publishes the results of the environmental monitoring programme.

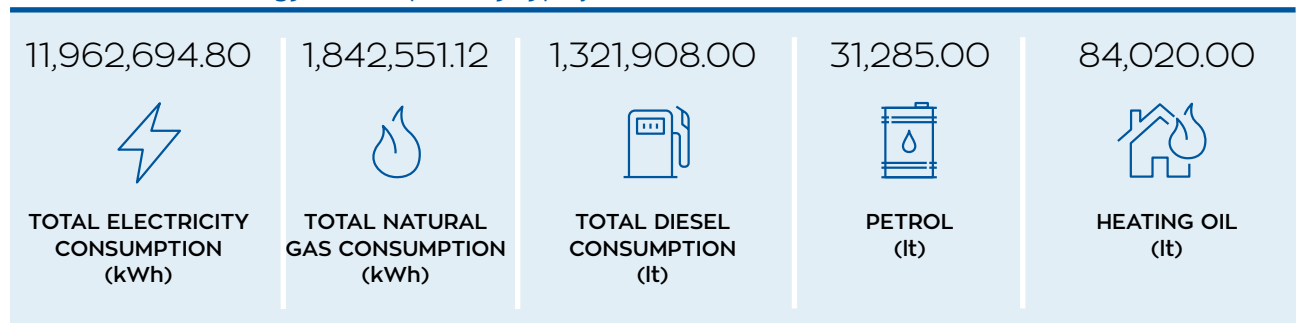
Energy Consumption

Increased port activity over the last two years shows that the Port of Thessaloniki has entered into a growth trajectory. This is also reflected in increased energy consumption.

Below is a list of initiatives taken by ThPA S.A. in the last two years to reduce energy consumption:

- › Investment-Purchase of new state-of-the-art equipment. Specifically, ThPA S.A. purchased one new Mobile Harbour Crane and 12 new Straddle Carriers. The new equipment is more efficient and consumes less energy than the previous one
- › Replacement of conventional lamps with LED lamps in all external lighting masts and inside ThPA S.A. buildings. This project has already been completed with regards to the lighting masts of Pier 6, and is still for remaining areas
- › Preparation of studies for the Company's future energy planning
- › Search for an alternative power provider that can offer RES guarantee of origin.
- › Installation of a liquid fuel consumption monitoring and management system with LOGICOM

2019 Total energy consumption by type for 2019



software. The system provides consumption information at vehicle or project machine level. This way energy-intensive vehicles are identified, and the use of liquid fuels is optimised

Natural gas, diesel, petrol, and heating oil used are fossil

fuels and therefore non-renewable energy sources.

Power is supplied by PPC, whose energy mix is variable, and a percentage of the mix comes from renewable energy sources.

Greenhouse Gas (GHG) Emissions Management

ThPA S.A. systematically monitors energy consumption via a dedicated database and calculates greenhouse gas emissions accordingly.

It is currently impossible to estimate but also to reduce greenhouse gas emissions because, as a result of the increased port activities over the last two years, there has been an increase in energy consumption and a subsequent increase in gas emissions in absolute terms.

However, it is worth noting that ThPA's Environmental Unit is researching indicators (KPIs) that will reflect the decrease in energy consumption, such as indicators for energy consumed per load unit (kWh/TEU or kWh/tn).

Throughout 2019, there was no direct discharge of water from the port facility into the environment.

The entire port facility is connected to the sewerage network of the Thessaloniki Water

Supply & Sewerage Co S.A. (EYATH), which feeds the Sindos biological treatment plant. Consequently, sewage from building drains and effluents from the oil collectors of the two (2) licensed vehicle washers located within ThPA's facilities are channelled to the Sindos biological treatment plant. Finally, it is important to mention that the sludge and oils collected in the collector tanks of the two licensed vehicle washers are appropriately collected and managed by licensed partners.

Furthermore, the Company implements a project for rainwater run-off management, and upon completion, all the port's operational quay walls will have a run-off network with sediment and debris retaining reservoirs.

For ThPA S.A., care for the protection of the environment is a top priority as evidenced by the daily implementation of measures, actions, and good practices.



Spills Management

There are no significant spills at ThPA's port facilities. Small-scale oil or fuel spills occur occasionally within workshops which have ground coating.

These are immediately addressed by workshop staff using absorbents (sawdust and other absorbent materials).

Subsequently, the material is collected with the appropriate methods by the Company's licensed partners for further processing.

Environmental Compliance

ThPA S.A. makes every effort to manage environmental issues respectfully and responsibly, in the context of our business activity.

In 2019 there was one complaint about environmental issues.



Responsibility to the **Market**

Our main goal is to continuously upgrade our infrastructure, equipment, and provided services thus enabling us to consistently respond to the growing needs of the market. Meanwhile, our focus also remains steadfast on the health and safety of port users.



Responsible Supply Chain

To meet its procurement needs, ThPA S.A. applies the Subcontracting and Procurement Regulation, acts effectively and with respect for all principles and rules on transparency, proportionality, non-discrimination, and equal treatment, to:

- › Ensure that the work, services, and materials supplied by the Company meet the company's needs and requirements in terms of quality, safety, and performance
- › Optimize the added value for the Company in terms of cost, quality, and delivery times
- › Ensure the transparency and effectiveness of the process
- › Where representatives of contracting firms or joint ventures have been convicted of involvement in a criminal organisation, bribery, fraud, or money laundering
- › In cases of embezzlement, fraud, extortion, forgery, perjury, bribery, and bankruptcy fraud. Moreover, the Company ensures that all contractors comply with the existing obligations in the areas of environment, safety, social, and labour law, and that they are subject to EU law, national law, collective agreements, or the international environmental, social, labour, and tax law provisions (where applicable)

Furthermore, in conducting tenders, the Company applies auditing procedures where candidates must produce certificates issued by the local competent Judicial Authority in the following special cases:

We are striving towards a consistent, responsible, and transparent response to market demands.



Procurement Regulation

The Procurement Regulation distinguishes the various procurement cases, defines responsibilities, and describes the procedures to be followed for the procurement of products and services.

The Procurement Regulation includes both the tendering procedures and the procurement implementation procedures, describing the entire process from approval of a procurement need until conclusion of the contract, as

well as the General Principles governing this Regulation. By the time this Report was prepared, there had been no legal action for anti-competitive behaviour, antitrust and monopoly practices.

Personal Data Protection

ThPA S.A. fully recognises the significance of ensuring personal data privacy and protection in compliance with the new European General Data Protection Regulation which entered into effect on 25 May 2018 and establishes a single legal framework for data protection across the European Union.

Against this backdrop, the Company took the following steps:

- › Concluded a contract with a law firm to organise and document personal data protection procedures, monitor the respect of privacy, map all data managed by the Company, and ensure compliance

with the General Regulation of the EU.

- › Conducted training seminars for Company staff
- › Constantly updates the Personal Data Protection Policy by adopting technical and organizational measures, new policies and procedures

Responsible Partnerships

All external partners, companies and contractors, operating within the Port Facility, have received the Company's Rules of Operation, have signed a statement of responsibility regarding health and safety matters,

and are obliged to have all work supervised by their own safety engineer. Meanwhile, supervision is also carried out by the Department of Environment, Health and Safety of ThPA S.A.

Responsible Management of non-compliance incidents: Health and Safety of Users

ThPA S.A. makes every effort to maintain the highest health and safety standards for users of our services.

In 2019, there were no incidents of non-compliance related to impacts on users' health and safety from use of ThPA's services.

Future Goals

As part of its overall strategy and policy, ThPA S.A. is committed to meeting certain key goals in the following year relating to the four main Sustainability pillars. These pillars are the Company's employees, society and the environment where it operates, as well as its market.

SECTION	TARGETS FOR 2020
Employees	<ul style="list-style-type: none"> › Establish a talent management and employee development programme › Ensure the health and safety of our employees and observe the zero accident target › Continue Voluntary Blood Donations
Society	<ul style="list-style-type: none"> › Maintain and strengthen support to organisations and NGOs › Respond to community Emergencies › Increase the supply of traineeships
Environment	<ul style="list-style-type: none"> › Continuous training of all employees on best environmental management practices in the port industry › Prevent marine pollution and respond to incidents › Improve air quality in the port facility and prevent the formation of air pollutants › Record and monitor all energy consumption (power, natural gas, liquid fuels) › Record and monitor all generated waste (Port Facility and Vessels)
Market	<ul style="list-style-type: none"> › Certify the Company's activities according to ISO 27001:2013 › Job creation through the implementation of the investment plan

Our Commitment to the Sustainable Development Goals

ThPA S.A. has adopted the United Nations 2030 Agenda, as such is represented by the Sustainable Development Goals for 2030.

Management has decided that the Company should actively contribute to their achievement by promoting the population's well-being and security, protecting the environment as well as the health and progress of our employees.

Our priority is to achieve those goals directly

linked to the activities and challenges specific to our sector, and to all material aspects arising from this report.

The table below describes in detail how our programmes and actions are associated with the Sustainable Development Goals (SDGs).



SUSTAINABLE DEVELOPMENT GOAL	MATERIAL ASPECTS RELATED TO SUSTAINABLE DEVELOPMENT GOALS	GRI STANDARD INDICATORS	OUR RESPONSE - REFERENCE IN THE REPORT
3 GOOD HEALTH AND WELL-BEING	Occupational Health and Safety	GRI 403	ThPA S.A. acknowledges the importance of Health and Safety and is committed to maintaining a healthy and safe work environment for all its employees.
4 QUALITY EDUCATION	Employee training Safety Training of Employees	GRI 404 GRI 403	Our main priority is to provide our employees with ongoing training to empower them and help them develop and increase their performance and sense of job satisfaction. Meanwhile, we train all our employees on Health and Safety issues.
5 GENDER EQUALITY	Non-discrimination	GRI 406	The selection of our employees is based exclusively on their skills and the value they can offer to the Company.
8 DECENT WORK AND ECONOMIC GROWTH	Employment	GRI 401	In order to attract and retain experienced and qualified personnel with the necessary skills and attitudes that can contribute substantially to optimizing individual and overall performance, we ensure additional advantages for our employees, beyond what is required by law.
9 INDUSTRY, INNOVATION AND INFRASTRUCTURE	Indirect Economic Impacts	GRI 203	We are rapidly implementing the Mandatory Investments Programme, spearheaded by the Pier 6 extension project.
11 SUSTAINABLE CITIES AND COMMUNITIES	Local Community Support	GRI 413	The operation and development of the port is directly linked to the economic, social, and cultural development of the city of Thessaloniki, while strategic investments and substantial upgrading projects make it a vital part of the city and the wider region.
12 RESPONSIBLE CONSUMPTION AND PRODUCTION	Waste Management	GRI 306	We manage all waste generated within the Port according to an approved Waste Management Plan, we keep a Digital Waste Register, and ensure that recyclable materials are collected and channelled to licensed companies and facilities for processing.
13 CLIMATE ACTION	Emissions	GRI 305	We systematically monitor energy consumption via a dedicated database and calculate greenhouse gas emissions accordingly.
14 LIFE BELOW WATER	Seawater Quality		We implement a programme for daily monitoring various environmental parameters throughout the year via the weather station, the state-of-the-art air quality monitoring station in the central port area, but also with regular seawater quality controls and noise measurements.

Material Issues Boundaries and Limitations Table

The management of the Material Issues of ThPA S.A is influenced by the Company itself as well as the rest of its stakeholders, both internal and external.

MATERIAL ASPECT	BOUNDARIES INSIDE THE COMPANY	BOUNDARIES OUTSIDE THE COMPANY	LIMITATIONS
Indirect Economic Impacts	ThPA S.A	Local Community	
Market Presence	ThPA S.A	Local Community	
Safety Practices	ThPA S.A, Employees	Local Community, Customers	
Anti- Competitive Behaviour	ThPA S.A	Customers, Suppliers	
Waste Management	ThPA S.A	Local Community, Customers	
Energy	ThPA S.A		
Emissions	ThPA S.A	Local Community, Customers	
Environmental Compliance	ThPA S.A	Local Community, Customers	The present report and the data that describe our performance in the material aspects cover all the activities of ThPA S.A
Seawater Quality	ThPA S.A	Local Community, Customers	
Employment	ThPA S.A, Employees	Local Community	
Occupational Health and Safety	ThPA S.A, Employees	Local Community, Customers	
Anti- Corruption	ThPA S.A	Local Community, Customers	
Employee Training	ThPA S.A, Employees	Local Community	
Non-discrimination	ThPA S.A, Employees	Customers, Suppliers	
Customer Health & Safety	ThPA S.A, Employees	Local Community, Customers, Suppliers	
Local Community Support	ThPA S.A, Employees	Local Community	

GRI Table

The present Sustainability Report is the Company's first publication which covers activities and actions carried out in 2019. After being evaluated by the Centre for Sustainability and Excellence (CSE) according to the reporting guidance of GRI STANDARDS, it was verified as an "In accordance core" GRI Standards Report.

DISCLOSURE	DESCRIPTION	REFERENCE
GENERAL DISCLOSURES		
ORGANIZATIONAL PROFILE		
GRI 102-1	Name of the organization	Thessaloniki Port Authority S.A. (ThPA S.A)
GRI 102-2	Activities, brands, products and services	p. 8-9
GRI 102-3	Location of the headquarters	Pier A, inside the Port, Postal Code: 54625, Thessaloniki, Greece
GRI 102-4	Location of operations	p. 7
GRI 102-5	Ownership and legal form	Societe Anonyme (S.A.)
GRI 102-6	Markets served	p. 7
GRI 102-7	Scale of the organization	p. 19,28
GRI 102-8	Information on employees and other workers	p. 28
GRI 102-9	Supply Chain	p. 52
GRI 102-10	Significant changes to the organization and its supply chain	There were no significant changes
GRI 102-11	Precautionary Principles or approach	p. 19-20
GRI 102-12	External initiatives	p. 41-42
GRI 102-13	Membership of associations	p. 12-13
STRATEGY		
GRI 102-14	Statement from senior decision-maker	p. 4-5
ETHICS AND INTEGRITY		
GRI 102-16	Values, principles, standards and norms of behaviour	p.20-21
GOVERNANCE		
GRI 102-18	Governance Structure	p.14-15
STAKEHOLDER ENGAGEMENT		
GRI 102-40	List of stakeholder groups	p. 23
GRI 102-41	Collective bargaining agreement	p. 29
GRI 102-42	Identifying and selecting stakeholders	p. 22
GRI 102-43	Approach to stakeholder engagement	p. 23
GRI 102-44	Key topics and concerns raised	p. 23
REPORTING PRACTICES		
GRI 102-45	Entities included in the consolidated financial statement	p. 19
GRI 102-46	Defining report content and topic Boundaries	p. 24-25
GRI 102-47	List of material topics	p. 24
GRI 102-48	Restatement of information	There is no revised information in relation to previous reports, as this is the first Report of ThPA S.A
GRI 102-49	Changes in reporting	There are no significant changes compared to previous reports, as this is the first Report of ThPA S.A
GRI 102-50	Reporting period	1.1.2019-31.12.2019

DISCLOSURE	DESCRIPTION	REFERENCE
GRI 102-51	Date of most recent report	This is the first Report of ThPA S.A
GRI 102-52	Reporting cycle	Annual
GRI 102-53	Contact point for questions regarding the report	p. 6
GRI 102-54	Claims of reporting in accordance with the GRI Standards	p. 57 This report has been prepared in accordance with the GRI Standards: Core Option
GRI 102-55	GRI content index	p. 57-59
GRI 102-56	External assurance	This report has not been externally assured

SPECIFIC DISCLOSURES

ECONOMIC

GRI 202	Market presence	
GRI 103	Management Approach	p. 38-39
GRI 202-2	Proportion of senior management hired from the local community	About 64% of senior management is hired from the local community
GRI 203	Indirect economic impact	
GRI 103	Management Approach	p. 38-39
GRI 203-1	Significant indirect economic impacts	p. 38-39
GRI 205	Anti-corruption	
GRI 103	Management Approach	p. 35
GRI 205-1	Operations assessed for risks related to corruption	p. 35
GRI 206	Anti-Competitive Behaviour	
GRI 103	Management Approach	p. 35
GRI 206-1	Legal actions for anti-competitive behaviour, anti-trust and monopoly practices	p. 35

ENVIRONMENT

GRI 302	Energy	
GRI 103	Management Approach	p. 47
GRI 302-1	Energy consumption within the organization	p. 47
GRI 305	Emissions	
GRI 103	Management Approach	P. 48
GRI 305-1	Direct (Scope 1) GHG emissions	P. 48
GRI 306	Effluents and Waste	
GRI 103	Management Approach	P. 49
GRI 306-3	Significant spills	P. 49
GRI 307	Environmental Compliance	
GRI 103	Management Approach	P. 49
GRI 307-1	Non-compliance with environmental laws and regulations	P. 49

EMPLOYEES - SOCIETY

GRI 401	Employment (Social benefits to employees)	
GRI 103	Management Approach	P. 29
GRI 401-1	New employee hires and employee turnover	P. 28
GRI 401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employee	P. 29
GRI 403	Occupational Health and Safety	P. 30
GRI 103	Management Approach	P. 31
GRI 403-1	Occupational health and safety management system	P. 32
GRI 403-2	Hazard identification, risk assessment, and incident investigation	P. 31
GRI 403-3	Occupational health services	P. 31

GRI 403-4	Worker participation, consultation, and communication on occupational health and safety	P. 32
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