



HELLENIC PUBLIC
PROPERTIES Co

SUSTAINABLE DEVELOPMENT REPORT 2022



HPPC

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Message from the CEO



GRI 2-22

2022 was the first year of implementation of HPPC's ESG Strategy. In line with the strategic directions of our shareholder, Growthfund, we launched an ambitious effort to integrate sustainable development criteria and standards into the operation and actions of the Company and its Business Units.

In a year of significant global events and challenges and in a framework of a broader instability, the alignment with sustainability principles and criteria has been a strong commitment for each company to achieve growth in a healthy and sustainable manner, over the long term.

In line with the demands and the challenges of our time and taking into account international sustainable development standards and applying the latest corporate governance principles, HPPC has developed a strategy which aims over a three-year horizon (2022-2024) to achieve a number of important objectives, that are discussed in this Sustainability Report.

These objectives focus on:

- The reduction of the Company's environmental footprint;
- The development of a healthy, equitable and inclusive working environment;
- The optimal use of the portfolio properties, incorporating ESG criteria and promoting green investments;
- The enhancement of existing policies by setting specific targets in the areas of Human Rights Protection and Responsible Business Conduct

- The incorporation of and adherence to principles and standards that ensure effective corporate governance, transparency and accountability;
- The improvement of the living standards of local communities and the creation of conditions for economic and social development;
- The creation of long-term value for the national economy and the citizens of the country.

The implementation of such a strategy requires commitment, dedication as well as the necessary time to gradually integrate it into the Company's operations and business culture.

With suitable planning, specific commitments, and clear objectives, we continue to work towards the proper implementation of our choice, always in collaboration with our Shareholder, so that on an annual basis we can record steady progress towards the milestones we have set.

We are proud of this effort, not only for achieving our first substantial results in sustainability, but especially for the positive response of our human resources, in a short period of time, to the adoption of new principles and operating standards and the creation of new procedures and policies for efficient and effective operation for the benefit of the national economy and the local communities.

This report highlights the foundations of this new strategy for the Hellenic Public Properties Company, which will continue to be an integral part of our Company's values in the years to come, shaping our strategic objectives and guiding our efforts to create a modern Real Estate company for the private portfolio of assets of the Greek State.

A handwritten signature in white ink, appearing to read 'Iro Hadjigeorgiou'.

Iro Hadjigeorgiou
CEO

2022 at a glance

HPPC

10



- **33,827,075 MJ** total energy consumption



- **4,364 t CO₂e** direct (Scope 1) and **544 t CO₂e** indirect (Scope 2) greenhouse gas emissions



- **159** contracts were signed in 2022, for new leases, renewals and amendments, with a total annual revenue of **€1.4 million**



- **11 HPPC Business Units** provide accessibility to persons with disabilities



- Increase of **16.67%** in turnover (**€49.84 million**) and shared value of **€6.55 million**



- **Zero** corruption incidents





1
Introduction to HPPC

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Introduction to HPPC

1.1 HPPC

GRI 2-1, GRI 2-6

Hellenic Public Properties Company (HPPC) is the largest company for the management and development of the private real estate assets of the Greek State. HPPC is a Private Law Legal Entity with the statutory purpose of exploiting, by any appropriate means, the assets that come into its ownership, or those whose management is entrusted by the State, by legal entities governed by public law or by legal entities governed by private law, the share capital of which belongs directly or indirectly to the Greek State. HPPC is a 100% subsidiary of the Hellenic Corporation of Assets and Participations (HCAP – Growthfund) and operates in the public interest, following the rules of the private economy.

Purpose of HPPC

HPPC's main objective is the optimal utilization of assets held or included in its portfolio in the most appropriate and efficient way, with absolute transparency and accountability in the public interest and in accordance with the rules of the private economy. The utilization of the Greek State's properties aims to create added value, attract and implement sustainable investments, preserve the country's natural and cultural wealth and secure the company's substantial contribution to economic, social and environmental development for all its citizens.

HPPC's Portfolio

HPPC manages a diverse portfolio of properties throughout Greece, which resulted from the gradual merger of four (4) companies, namely Hellenic Tourist Properties S.A., Olympic Properties S.A., Hellenic Public Real Estate Corporation and Attica Coastal Front S.A. The real estate portfolio managed and utilized

by HPPC is an important asset for the national economy, with implications for the country's central development pillars, such as economic and tourism development, management of cultural and natural wealth, environmental protection, promotion of sustainable investments, upgrading of local communities and the creation of a strong social impact for the benefit of all Greek taxpayers.

Among others, HPPC's real estate portfolio includes:

- Tourist properties and infrastructures, such as the former Xenia Hotels, yachting marinas, camp sites, ski resorts, museums, caves, tourist kiosks, thermal springs, as well as areas a significant number of areas for potential tourist development.
- Former Olympic Properties.
- A large number of properties of the private property of the Greek State, distinguished by an exceptional variety in terms of characteristics, categorization, geographical distribution and the type of development suitable for each category.
- Private property of the Greek State, from simple urban leases and agricultural leases (in the primary sector) to developing alternative energy infrastructure (RES, etc.), coastal areas offered for tourist investments / developments and urban real estate throughout the Greek territory.

HPPC maintains the administration and management of former Olympic facilities, the most important of which are part of the Olympic Pole in Faliro (Tae-Kwon-Do), part of the Olympic Centre in Goudi, the Olympic Equestrian Centre of Markopoulo and the Schinias Olympic Rowing and Canoeing Center.

Real estate exploitation

HPPC's mission is the exploitation and utilization of the properties in its portfolio, with the main objective of creating value for its Shareholder and the Greek taxpayer. The exploitation of HPPC's portfolio takes place in an environment of transparency and reliability through:

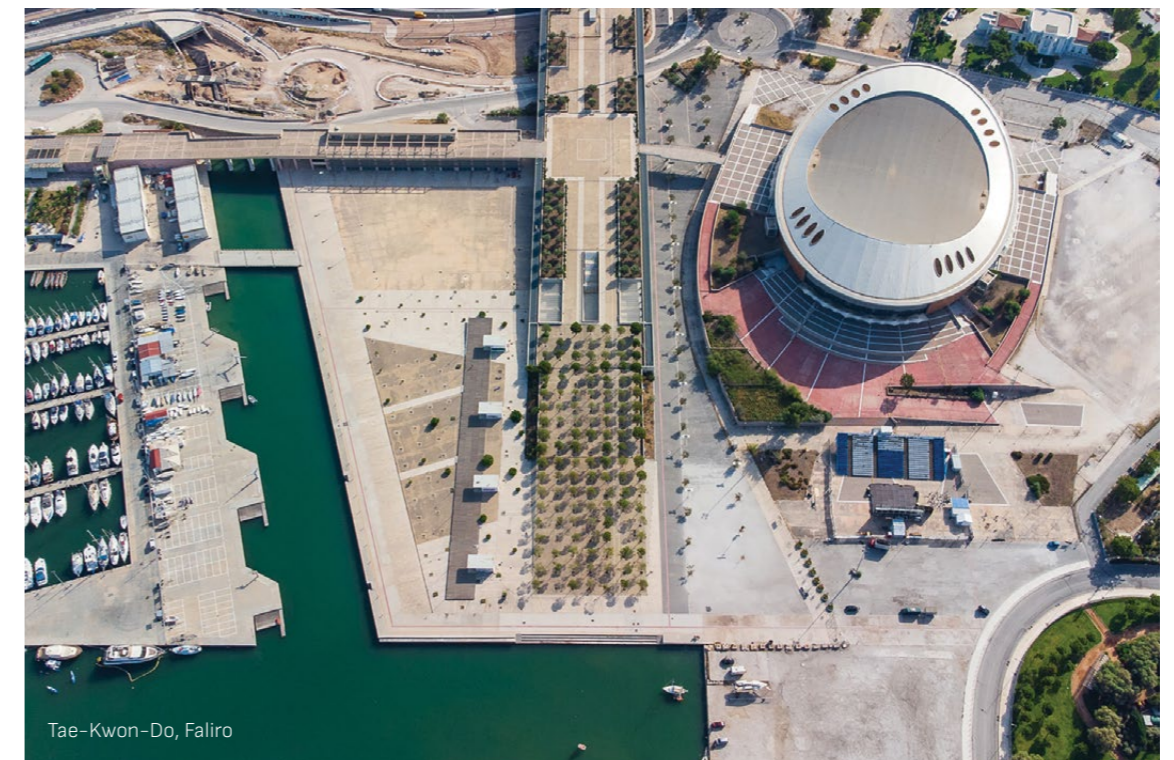
- Leasing
- Concessions
- Sales

In addition, HPPC proceeds with real estate development through co-financed programs and participates as a shareholder in partnerships for the development and utilization of tourist property and infrastructure. More information on the development of HPPC properties is presented in the section "Economic Value Creation".

Business Units

SV-LF-000.A

HPPC also manages as separate Business Units, emblematic properties included in its portfolio. These are properties of special tourist, cultural and commercial interest. Each of them serves its own role and purpose, according to its unique characteristics, while their business management is part of HPPC's long-term strategic plan to create added value for the country's assets, generate revenue for the Greek State, as well as economic and social impact for the local communities, within which these Business Units operate and/or are adjacent.





More specifically, HPPC manages the following Business Units:

Table 1: HPPC Business Units for the year 2022

A/A	BUSINESS UNITS	TRAFFIC	OPERATION PERIOD
1.	VOULIAGMENI BEACH	358,907	Annual Operation
2.	DIROS CAVES	6,174	Annual Operation
3.	ACHILLEION MUSEUM	159,818	01/06/22 - 29/09/22
4.	ASPROVALTA CAMPING	19,736	01/06/22 - 28/09/22
5.	FANARI CAMPING	28,000	10/06/22 - 15/09/22
6.	THERMAL SPRING (T.S.) of EDIPSOS	9,241	15/06/22 - 31/10/22
7.	T.S of KAIFAS	8,714	Operation of Hydrotherapy Center & Hotel "OLYMPIA" 01/06/22 - 31/10/22
8.	T.S. of YPATIS	13,915	Outdoor swimming pool (thermal pool) 14/05/22 - 30/09/22
			Luxury wing / wing A' (indoor individual baths) 14/05/22 - 30/09/22 and October – November – December: Saturday, Sunday & Public Holidays
9.	PARKING OF THESSALONIKI	117,710	Annual Operation
10.	VORAS-KAIMAKTSALAN SKI CENTRE	20,645	108 operating days for the ski season 2021 - 2022 (Dec 2021 - Apr 2022)
11.	PARNASSOS SKI CENTRE	196,509	127 operating days for the ski season 2021 - 2022 (Dec 2021 - Apr 2022)
12.	THESSALONIKI MARINA	392	Annual Operation
13.	T.S of NIGRITA	-	In the year 2022 it remained closed due to concession actions to the Municipality

1.2 Vision and Mission

Our vision

The vision of HPPC is to be transformed into a real estate entity that will become a reference point in the management and utilization of the real estate assets belonging to the Greek State and will contribute with its know-how and expertise and guided by the public interest and the needs of the market to the economic development and the well-being of local communities, citizens and the country as a whole.

Our mission

HPPC's mission is the optimal utilization of Greek State's real estate to create a multiplier benefit for the national economy and a strong social impact for local communities and citizens.

Through the mapping, maturing, improvement and sound management of its portfolio HPPC serves a twofold mission:

Figure 1: HPPC's Mission



Supports the investment and reform policy of the Government, maximizing the value of the Greek State's property and creating multiple benefits for the economy and society. In so doing, the development of wealth created by the HPPC flows back into society through the implementation of the necessary investments for the country, the creation of jobs and the coverage of social needs of particular significance, through the upgrading and utilization of the Greek State's infrastructure in the crucial sectors of health, education, culture, sport and environmental protection.



Contribution through the optimal utilization of its portfolio and revenues generated by the Company to the reduction of the country's public debt, thus contributing to the national effort to improve the competitiveness of the Greek economy, to secure the confidence of foreign institutions and investors, to the gradual alleviation of taxpayers and in building a sustainable and better perspective for the next generation of Greeks.

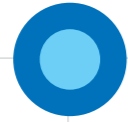
Establishment of EOT Property Development Company S.A

1998



2000

Rename to "Hellenic Tourist Properties Societe Anonyme" by Law 2837/2000



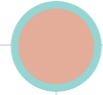
Rename to "Tourism Development Company Societe Anonyme" by Law 3270/2004

2004



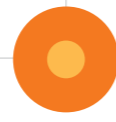
2011

- Transformation of "Tourism Development Company S.A." into "Hellenic Public Properties Company (HPPC) S.A."
- Absorption of the company "Olympic Properties S.A."
- Absorption of the Public Legal Entity "Hellenic Public Real Estate Corporation S.A."



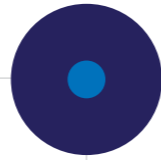
Absorption of the Company "Attica Coastal Front SA".

2015



2016

All shares of Hellenic Public Properties Company (HPPC) S.A. were transferred by the Greek State to the Hellenic Corporation of Assets and Participations (HCAP-Growthfund)



1.3 History

Hellenic Public Properties Company (HPPC) S.A. was founded in 1998, by Law 2636/1998, initially under the name "EOT Property Development Company S.A."

In 2000 by Law 2837/2000, it was renamed to "Hellenic Tourist Properties S.A.", and then in 2004, by Law 3270/2004 to "Tourism Development Company Societe Anonyme".

In 2011 it acquired Olympic Properties S.A. and was renamed, according to article 47 of Law 3943/31.03.2011 to "Hellenic Tourist Properties S.A.", while in December of the same year it merged, by acquisition, with the Hellenic Public Real Estate Corporation S.A., under the

provisions of Law 4002/2011, in conjunction with No. D6A 1162069 EX 2011 JMD (Government Gazette Issue 2779/BI 2.12.2011), now taking the name Hellenic Public Properties Company (HPPC) S.A.

In 2015, under the provisions of par. I of Article 24 of Law 4321/2015 (Government Gazette Issue 626IBI 16-04-2015), HPPC S.A. acquired the company under the name "Attica Coastal Front S.A.". In 2016, pursuant to the provisions of Law 4389/2016, all shares of HPPC S.A. were transferred by the Greek State to the Hellenic Corporation of Assets and Participations (HCAP) S.A. As of 25.10.2016 HPPC S.A. is a 100% subsidiary of HCAP S.A.



Achilleion Museum, Corfu

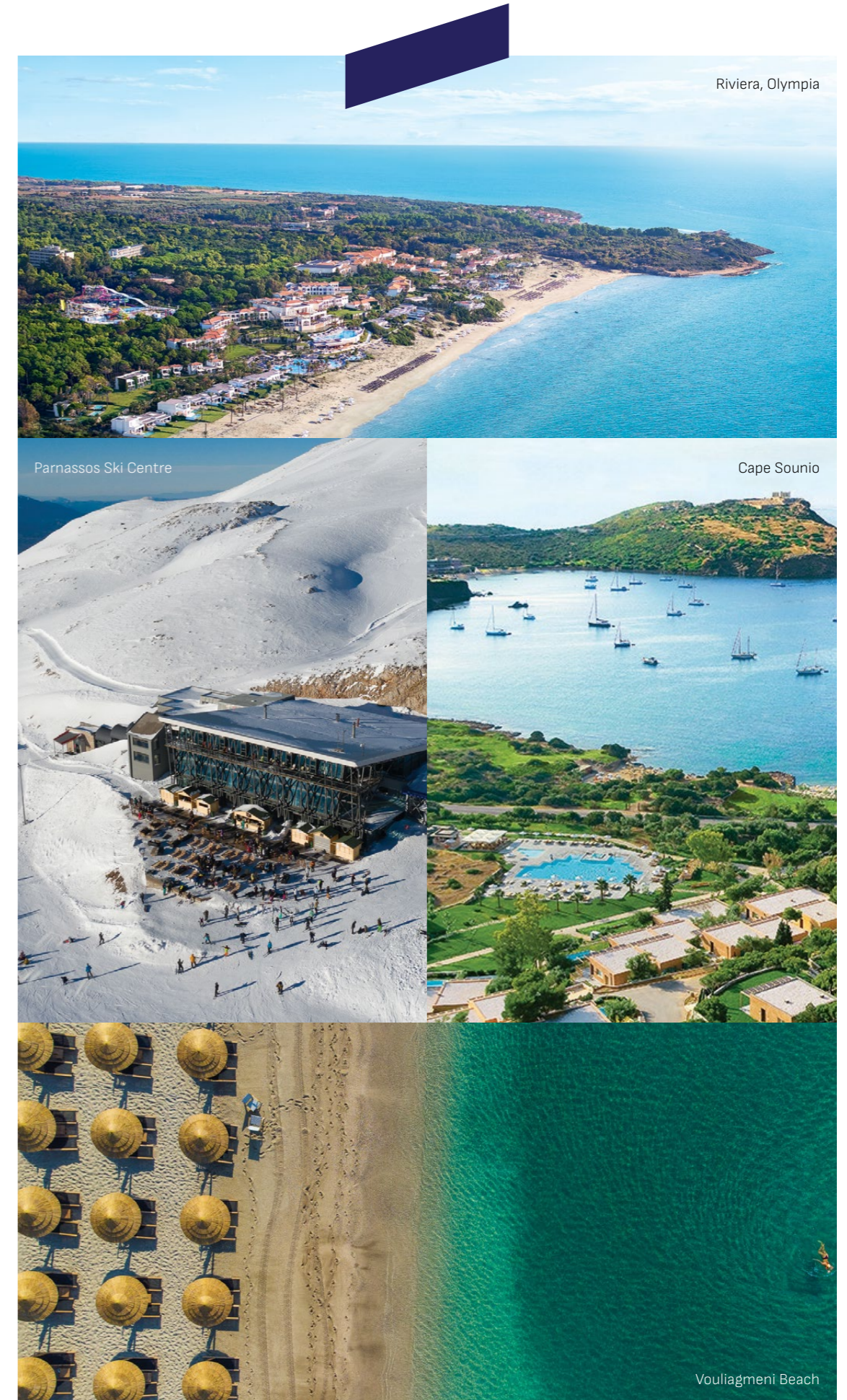
1.4 Value Chain and Business Relations

GRI 2-6

Table 2: Activities and Business Relations in HPPC's value chain

Upstream	HPPC activities		Downstream
<ul style="list-style-type: none"> • Growthfund • Institutional investors • Service providers • Equipment and materials suppliers • Fuel suppliers • Energy providers • Water suppliers 	Management and utilization of assets of the wider public sector that came into HPPC ownership from other Public or Private Legal Entities	Management and utilization of public enterprises properties, the share capital of which is held directly or indirectly by the Greek State	<ul style="list-style-type: none"> • Local communities • Visitors / Customers of Business Units • Real estate tenants (short-term / long-term) • Concessionaires (concessions under special terms to wider public sector bodies, local authorities, etc.) • Property buyers
	Business Unit Management Real estate leasing Real estate concessions Real estate divestments		
	Shareholdings / Joint Ventures		

20



Riviera, Olympia

Parnassos Ski Centre

Cape Sounio

Vouliagmeni Beach

1.5 Participations, Collaborations and Awards

GRI 2-28

HPPC, through its participation in public events and conferences, as well as the development of partnerships, seeks to further strengthen its main areas of activity. The entries are a testament to its commitment to creating value for stakeholders and advancing its mission of excellence in entrepreneurship, while continuously expanding its network of partnerships.



The participation, collaborations and awards of HPPC are presented below.

Table 3: Participations, Collaborations and Awards

Delphi Economic Forum 2022
Participation in the Delphi Economic Forum 2022 - <i>Delphi Economic Forum VII</i> , on the coexistence of the public and private sectors for the development and progress of the country.
15th RED MEETING POINT - Real Estate and Development Time to deliver
Participation in the 15 th RED MEETING POINT - <i>Real Estate and Development Time to deliver</i> . Participation in a panel with the theme: <i>"Investment opportunity in the new normal environment"</i> . The event was held under the auspices of the European Real Estate Association (EPRA) and the EBRD and was supported by the Bank of Greece, the Technical Chamber of Greece and Panteion University.
RED BUSINESS FORUM
Participation at the RED BUSINESS FORUM (Real Estate and Development) at Zappeion Megaron, with speech on <i>"Prime Real Estate, Location or Features"</i> .
OT FORUM 2022
HPPC's need for cooperation with the investment and business world for the redevelopment and promotion of underutilized properties was highlighted at a forum organized by Oikonomikos Taxydromos, at the Old Stock Exchange, aiming at the exchange of views, concerns and entrepreneurship initiatives on the following topics:
<ul style="list-style-type: none"> • <i>"The Changing World"</i>. • <i>"Meta Living"</i>, with a variety of environmental topics, such as energy networks, green buildings, sustainable road transport, smart residential projects, smart energy management solutions, etc. • Forum of Oikonomikos Taxydromos, within the framework of the 86th Thessaloniki International Fair (TIF).
Fortune Greece CEO Initiative - a forum for corporate leaders
Participation of HPPC's CEO in the Fortune Greece CEO Initiative, which is a forum for corporate leaders committed to addressing major social issues in the context of their business strategy. The conference and its events bring together the most active members of the business community to network at a high level, exchange information and knowledge on global challenges, submit best business practices and deepen ties with society.



23rd PRODEXPO Conference

HPPC participated in the 23rd PRODEXPO (Athens Real Estate & Development Conference), which is one of the most important annual events for Real Estate in Greece. The conference focuses on real estate development and includes conference events where the most important players in the industry are represented. The CEO of HPPC participated in a panel with the topic *"A look at investment activity in Greece"*.

Conference of the Hellenic Fund and Asset Management Association

Participation with a speech at the conference of the Association of Institutional Investors (A.I.I.) on the critical role of the exploitation of Public Real Estate in attracting investment.

4th NPL SUMMIT

HPPC's participation in the 4th NPL SUMMIT for the Real Estate sector in a panel entitled *"Opportunities in Real Estate"*.

Greek Tourism Confederation (SETE)

HPPC assists and cooperates closely with the Greek Tourism Confederation (SETE) given that SETE contributes decisively to the qualitative upgrading and enhancement of the competitiveness of Greek tourism through interventions in the public dialogue on tourism, with international presence and action, with continuous research and valid information and with emphasis on education and continuous training. SETE is a body that demonstrates the economic, social and environmental importance of tourism to government, local authorities, public and private bodies. SETE also informs the government, the wider public sector and the business community about developments in the international tourism market.

Urban Land Institute

HPPC's Management and Company executives have been participating as members of the Urban Land Institute (ULI) in recent years. ULI is the oldest and largest network of interdisciplinary real estate and land use experts in the world.

Greek Marinas Association (G.M.A.)

HPPC assists and participates in the Greek Marinas Association (G.M.A.). The main mission of G.M.A. is the improvement of the national framework for the development, operation and exploitation of tourist ports. The members of G.M.A. cover 77% of the total regional mooring capacity. They consist of well-organized marinas, both public and private, which focus on quality, safety and customer satisfaction.

Blue Flags

HPPC was awarded with the Blue Flag for the Business Units of Vouliagmeni Beach and Camping Fanari Komotini. The *"Blue Flag"* is a symbol of quality in 49 countries and is awarded according to strict criteria to organized beaches and marinas managed by coastal municipalities, hoteliers and other bodies.



2 Sustainable Development in Focus



2. Sustainable Development in Focus

Sustainable Development and the adoption of ESG criteria and standards in the operation and actions of the Company and its Business Units is a strategic choice of HPPC and its Shareholder, Growthfund. For this reason and in line with the needs and challenges of the time, HPPC has developed an ambitious strategy that, taking into account international sustainable development standards and applying the most modern principles of corporate governance, through a set of policies, principles, values, commitments and procedures, seeks over a three-year horizon (2022-2024), to reduce its environmental

footprint, the creation of a healthy working environment, equal opportunities, without exclusions, the optimal utilization of the properties in its portfolio, the improvement of the living standards of residents of local communities and the creation of value for both itself and the citizens of the country.

HPPC's Sustainability Strategy is based on three main pillars (Environment, Society, Corporate Governance), to which HPPC aspires to contribute by implementing specific actions for 2023-2024.

Table 4: Strategic pillars of Sustainable Development and their areas of focus

Environment	Society
	
<p>Our ambition To contribute in tackling climate change and protecting natural resources and ecosystems</p>	<p>Our ambition To contribute to the development, safety and well-being of our people and the local communities in which we operate</p>
<p>Areas of focus</p>	<p>Areas of focus</p>
<ul style="list-style-type: none"> Climate change mitigation Protection of biodiversity and ecosystems Contribution to the protection of water resources 	<ul style="list-style-type: none"> Development of employment opportunities Protection and promotion of employees' health, safety and well-being Protection and promotion of clients' prosperity Creating socio-economic value
Corporate Governance	
	
<p>Our ambition Ensure a governance system based on the principles of transparency and ethics, that allows maximizing creative value and promoting sustainable development.</p>	<p>Areas of focus</p> <ul style="list-style-type: none"> Ensuring regulatory compliance and business ethics Development of a robust Corporate Governance system

List of Growthfund Main Objectives for HPPC until 2024 – Strategic Plan 2022-2024

GRI 2-18

Below are presented the main strategic (financial and non-financial) objectives set by Growthfund, within the framework of Growthfund Sustainability Strategy 2022-2024, for the HPPC,



with a fulfillment horizon of 2024, as well as the response in 2022. The degree of achievement is monitored by Growthfund on a quarterly basis.





Table 5: Growthfund Strategic Objectives for HPPC for the period 2022-2024

Strategic Pillars	ESG Priorities (KPIs)
Environment	<p>Contributing to the objectives of the European Green Deal & the SDGs Promote the adoption of the European Green Deal and the SDGs in as many assets as possible, either through the inclusion of relevant clauses in contracts or through the implementation of relevant actions by HPPC.</p>
	<p>Business Units in which HPPC operates as administrator Ensure responsible water and energy consumption in HPPC's business activities, in line with the Paris Agreement by 2030.</p>
	<p>Responsible water & energy consumption. Wind energy initiatives In alignment with the Paris Agreement, by 2030 implement Energy Management Systems at properties, conduct audits by an external consultant and ensure that data collection and monitoring are consistent with each other.</p>
	<p>Business Units conceded to operators/investors Enhancement of sustainability clauses in HPPC contracts with operators of Business Units. Enhancement of environmental and social protection clauses in the process of asset development through concessions. Alignment with the objectives of the European Green Deal.</p>
	<p>Rentals/utilisation of assets through concessions Enhancement of environmental and sustainability clauses in HPPC property rental contracts. Enhancement of environmental and social protection clauses in the process of utilisation of assets through concessions. Alignment with the objectives of the European Green Deal.</p>
	<p>Fostering certified operations Encourage prospective operators and/or investors of the Business Units tourism and culture to adopt sustainability best practices and be certified for this.</p>
	<p>Environmental measurement alignment Aligning environmental measurements and performance with EU Taxonomy technical criteria.</p>
	<p>Exploring available options for the restoration of green areas Following the valuation of the assets that make up HPPC's portfolio, explore available options for contributing to the European Union - Land Use, Land-Use Change and Forestry (LULUCF) initiative, where some assets, without significant value and prospects for commercial use, could be attributed to support the reduction of CO₂ emissions of HPPC.</p>

HPPC's Response
<p>Completed Measuring Scope 1 and 2 emissions for 2022.</p> <p>In Progress</p> <ul style="list-style-type: none"> • Conducting energy audits in selected Business Units (Law 4342/2015). • Creation of parking/charging areas for electric vehicles in HPPC Business Units. • Implementation of ISO 14001 in selected HPPC Business Units. 
<p>In Progress</p>
<p>In Progress</p> <ul style="list-style-type: none"> • A pilot project is being implemented with water companies from Growthfund (e.g., EYDAP/EYATH) for water resources protection activities.
<p>In Progress ● ● ●</p>
<p>In Progress</p> <ul style="list-style-type: none"> • Creation of a register of properties under concession with a symbolic price for Municipalities and social return on investment - SROI (<i>Social Return on Investment</i>) analysis. • Incorporation in new lease/concession contracts of obligations to report annually on environmental and social performance indicators (Growthfund will provide standard ESG terms for contracts covering the minimum environmental and social requirements).
<p>In Progress</p>
<p>In Progress</p>
<p>In Progress</p> 

Strategic Pillars	ESG Priorities (KPIs)
Society	Preparing the Board of Directors and Senior Management for the implementation of ESG priorities Attendance of recognized training programs, as well as training organized by Growthfund in cooperation with the Hellenic Corporate Governance Council for its subsidiaries.
	Diversity and anti-harassment awareness campaign Taking place in cooperation with the Growthfund Communication and Compliance departments.
	Employee engagement survey Implementation of research and undertaking of relevant actions.
	Materiality Analysis & Constructive Dialogue with stakeholders Conduct materiality analysis and broaden dialogue with stakeholders. Identify and prioritize material issues per stakeholder to mitigate risks.
	Accessibility to HPPC's Business Units Interventions in favour of people with disabilities, providing ease of access (e.g. construction of ramps, crossings, special parking spaces, sanitary facilities for disabled people).
	Accessibility for specific categories of customers (e.g. people with disabilities) in cultural and tourist units Social and special charges for specific categories of customers (e.g. people with disabilities) in cultural and tourist units.
Governance	BoD Independence All members of the Board shall sign a declaration of non-conflict of interest.
	Business Ethics Establish an effective ethics and compliance program, new policies and procedures, including policies provided by Growthfund. Business Ethics Survey to measure employee's perception of ethics (2021 & 2023). Training on Business Ethics & Regulatory Compliance.
	Adoption of the new Corporate Governance Code for listed companies, to the extent feasible Minimum 25% representation of women on the Board.
	Improvement of valuations
	Whistleblowing procedure Implementation of the Growthfund Whistleblowing Policy and the "Talk to Us" platform.
	Self-assessment of subsidiary boards of directors Implementation of Growthfund guidelines and policy (external consultant assistance, preparation of report with findings & next steps). Third-Party Control. Implementation of a procedure for all partners and suppliers (based on Growthfund procedure).
	Risk Assessment Conduct risk assessment in relation to business ethics and regulatory compliance management. Monitoring - Quarterly reports of the Compliance Officer to the Board of Directors and establishment of a communication framework with Growthfund.
	Aligning the Sustainability Framework with major financial institutions Alignment with the standards of organizations such as IFC, EBRD and EIB.
	Transparency & Disclosures Corporate Governance Statement in the Annual Results Report. Preparation of sustainability disclosures based on appropriate standards e.g., UN, GRI 2021 and adoption of EPRA (Real Estate standards 2023). Alignment with SDGs.

HPPC's Response
In Progress Official appointment of an existing Board member for ESG issues and quarterly ESG reporting at Board level.
In Progress
Completed "Great Place to Work" survey conducted in 2022.
Completed <ul style="list-style-type: none"> Stakeholder mapping. Carried out in the context of the creation of a Sustainability Strategy in 2022, but also in 2023 (<i>double materiality</i>) in the context of the preparation of HPPC Sustainability Report 2022. Development of a new procedure and system for managing requests / complaints.
In Progress It took place in two (2) Business Units: Vouliagmeni Beach and Parnassos Ski Centre (2 nd phase in progress).
Completed Special pricing policy for people with disabilities is applied in HPPC Business Units.
Completed All members of the BoD sign an annual declaration.
In Progress The results of the research carried out by Growthfund are awaited.
Completed The percentage of women representation on the BoD reached 50%.
In Progress
The platform is active and utilized by HPPC.
In Progress The Third-Party Due Diligence Policy is already applied by the Procurement Division.
Completed
In Progress
In Progress HPPC Sustainability Report 2022 was prepared with reference to the GRI Standards 2021, taking into consideration the industry standards Real Estate (edition 2023-06) & Real Estate Services (edition 2023-12) issued by SASB (Sustainability Accounting Standards Board), while considering HPPC's broader contribution to the UN Sustainable Development Goals (SDGs).



2.1 Sustainable Development Monitoring

GRI 2-12, GRI 2-14

HPPC is committed to continuously improving its operation, incorporating aspects that promote Sustainable Development into its organizational structure, its corporate culture, its processes and policies, as well as in its relations with tenants/concessionaires and business partners.

HPPC's Senior Management actively participates in the process of overseeing Sustainability topics. Specifically, in 2022, it participated in the Materiality Analysis of HPPC's operations, as part of the development of the Sustainability Strategy 2022-2024, but also in the Double Materiality Analysis, as part of the development of the Sustainability Report for the year 2022, while validated the results of the Materiality Surveys, the Company's Sustainability Strategy and its Action Plan for the period 2022-2024.

In February 2023, a Working Group was established to better coordinate the implementation of the approved "ESG 2022-2024" Action Plan, while an independent member of the BoD has been appointed, to monitor the implementation of both the Sustainability Strategy and the Action Plan.

Finally, the HPPC BoD regularly approves and adjusts its Business Plan, which contains the sustainable strategy and action plans linked to the sustainability pillars, always taking into consideration the suggestions of the main Shareholder, namely the Growthfund.

2.2 Stakeholder Engagement

GRI 2-29

For HPPC, active and meaningful interaction with stakeholders is a cornerstone for designing effective initiatives and practices. These initiatives ensure the integration of HPPC's expectations and lead to the development of a solid, well-informed, and deeply acquired strategy for managing sustainable development issues.

Interaction with stakeholders takes place on a frequent and regular basis, through:

- Collaboration with the local community (elected officials, other institutional bodies, organizations, civil associations), initiatives to improve HPPC's institutional cooperation with central and local bodies.
- Participation in public consultations on proposed legislations, within the framework of HPPC's competencies.
- Participation and support of initiatives and actions aimed at local development, employment support, environmental protection, health, education, sports.
- Communication and consultation of Management with employee associations and federations.
- Publication of the Annual Report of the Board of Directors accompanying the financial statements in accordance with the legislation in force for Sociétés Anonymes.
- Conducting customer satisfaction survey.

Table 6: HPPC stakeholder groups and ways and frequency of their participation

Stakeholder Group	Subcategories	Ways of Communication
Growthfund	-	Reports, financial statements, structured meetings, regular briefings, presentations to the BoD
Upper Management	Board of Directors	Meetings with authorities, representatives at events, management meetings
Employees	Middle Management	Meetings, regular briefings, internal communication tools, open daily communication with Management and employees
	HPPC employees	Internal communication tools, corporate events, surveys, open daily communication with the Directorates and the Human Resources and Support Operations Division, support helpdesks and networks, continuing education, webinars
	Trade unions	Internal communication tools, meetings
Public Administration and Regulatory Authorities	Ministry of Finance	Annual Report, Sustainability Report, communication with HPPC's Management, structured visits
	Government bodies	Reports, briefings, structured meetings
	Co-competent Ministries	Annual Report, Sustainability Report, communication with HPPC's Management, Structured Visits, participation in committees and meetings of official bodies and authorities
	Parliament and Parliamentary Committee	Written replies to parliamentary scrutiny procedures (e.g. Members' questions and requests for documents) and consultation
	Independent Regulatory Authorities	Written briefings, received documents
	Public Services	Corporate website, meetings, press releases, letters, submission of studies in the context of project development, partnerships and synergies

Stakeholder Group	Subcategories	Ways of Communication
Business Partners	Service providers	Corporate website, HPPC suppliers/service providers registration platform, Publication of Tender Notices, social media
	Material suppliers	HPPC suppliers/service providers registration platform, Publication of Tender Notices
	Companies - Business Partners	Electronic competitions platform e-publi-crealestate.gr, publication of Tender Notices, Corporate website, newsletters, press releases, announcements, presentations, meetings, teleconferences, participation in conferences, workshops and fora in Greece and abroad, articles, interviews, entries
Customers	Visitors / users of Business Units managed by HPPC	Corporate website, Business Unit websites, announcements, press releases, letters, emails, web tickets platform, information desks, surveys, social media, meetings, events, communication with relevant departments
	Buyers	
	Tenants (Long-term)	Corporate website, Business Unit websites, letters, emails, social media, meetings, communication with relevant departments, correspondence with counterparties, site visits to properties
	Tenants (Short-Term)	
	Concessionaires (concessions of property for a symbolic price)	
Business Community	Peers	Participation in conferences, workshops, and events, meetings, emails, newsletters, registrations, subscriptions, articles, corporate website
	Sectoral bodies	
	Business bodies and associations	
	Chambers	
	Wider business community	
Local Community	Local government	Corporate website, business unit websites, letters, emails, social media, meetings, communication with relevant departments, correspondence, site visits to real estate, participation in committees and meetings, press releases, announcements, consultations
	Regional Administration	
	Directly affected by HPPC's operation	
	Local organisations / bodies	
	Local media	
	Users of infrastructure and properties of the Hellenic Property Development Fund (HRADF)	

Stakeholder Group	Subcategories	Ways of Communication
Academia	Universities	Meetings, events, conferences, official meetings and agreements/synergies/memoranda of understanding
	Research institutions / programs	
Institutional Investors	Investment funds	Corporate website, meetings, teleconferences, participation in conferences, workshops and fora in Greece and abroad, project visits, letters and drafting of agreements
	Private investors	
	Financial Institutions	
	Banks	
Wider Society	National / Sectoral Media	Press releases, interviews, reports, announcements, regular communication and information provision, social media, corporate website, targeted interconnection actions, listings and advertorials
	Non-Governmental Organizations (NGOs)	Opinions on specialized topics, planning initiatives and pilot projects, corporate website, social media



2.3 Double Materiality Analysis

GRI 3-1

In 2023, HPPC carried out for the first time an inside-out & outside-in Materiality Analysis following the European Sustainability Reporting Standards (ESRSs – Topical Sector agnostic standards), as well as the international GRI

Standards (GRI Standards 2021). The concept of double materiality includes, on the one hand, the company's impacts to the environment, economy and people, including impacts on human rights (impact materiality); on the other hand, the financial risks and opportunities arising from the environment and society to the company (financial materiality), thus affecting its business value, i.e., the economic value created through its activities, in the short and medium to long term.

Figure 2: Double Materiality concept

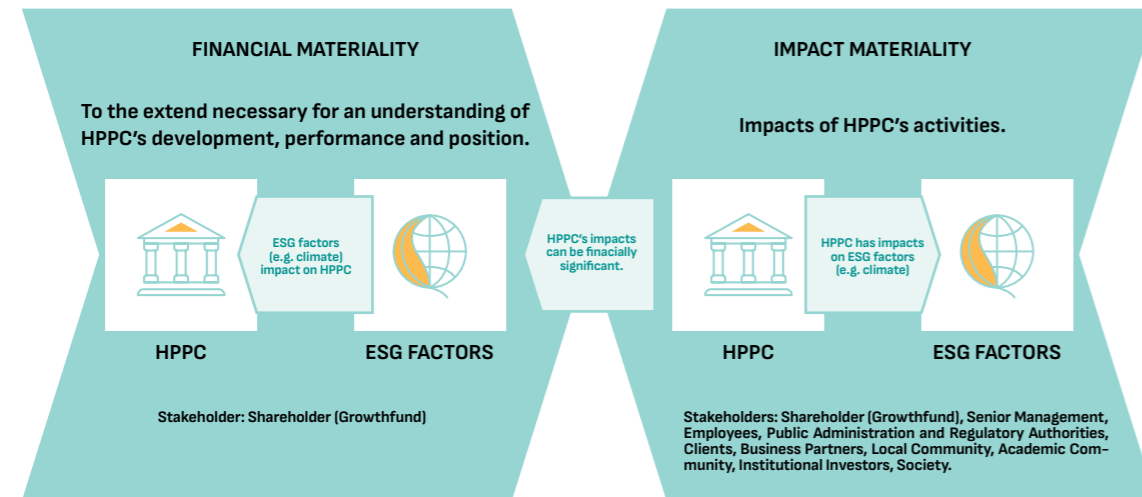
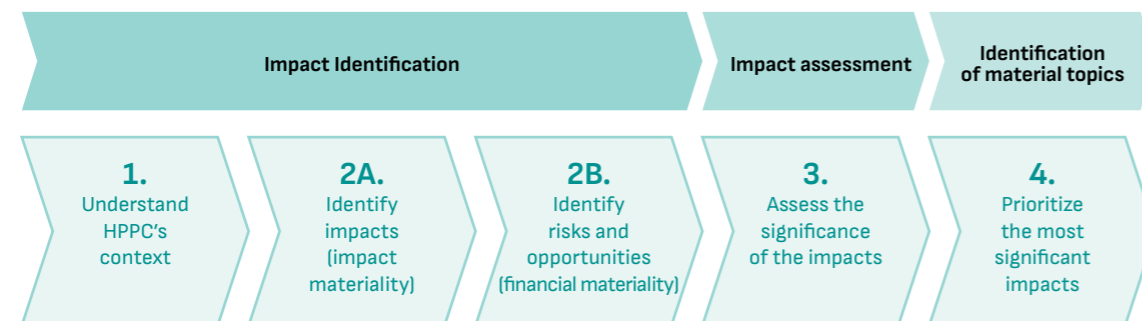


Figure 3: Double Materiality Analysis implementation phases

The Materiality Analysis was conducted in four phases:



Phase 1 – Understand HPPC's context

- **Overview of HPPC's business model (internal environment) and external environment (e.g. peer companies):** From documents and available materials to understand HPPC's business strategy and business model, through the identification of key stakeholders and the understanding and mapping of its business relationships with stakeholders, to identify the actual and potential impacts of the organization as well as the potential financial risks and opportunities.

Phase 2 – Identify Impacts, Risks and Opportunities

- Identification of positive and negative (actual and potential) impacts of HPPC on the economy, environment and people, including impacts on human rights as they emerged from its operation and business relationships, or were highlighted as significant by sustainable development models and peer organizations.
- Identification of financial risks and opportunities, HPPC due to environmental, social or governance topics, taking into account the positive and negative (actual and potential) identified impacts in relation to European Sustainability Reporting Standards (ESRSs) – Topical Sector agnostic standards.

Phase 3 – Assess the significance of the impacts

- **Conducting the double materiality survey:** A survey was conducted with the participation of Management and employees, regarding the assessment of the significance of the impacts to the economy, environment and people, including impacts on human rights and financial risks and opportunities related to the operation of HPPC.

Criteria for assessing positive (actual) impacts:

- The scale, i.e. how beneficial the impact is or could be.
- Scope, i.e., how extensive the impact is.

Criteria for assessing negative (actual and potential) impacts:

- Scale, i.e., how grave the impact is.
- Scope, i.e., how widespread the impact is.
- Irremediable character of the impact, i.e. how hard it is to counteract or make good the resulting harm.
- Likelihood of impact, i.e., what is the probability that the impact will occur.

Financial risk and opportunity assessment criteria:

- Probability.
- Potential magnitude of the economic impact.
- **Collection and analysis of evaluation results:** Following the completion of the process, responses were collected and analysed to determine the results of the assessment of impacts, risks and opportunities.

Phase 4 – Impact Prioritization

GRI 2-14

- **Materiality threshold:** The threshold for identifying impacts, risks and opportunities as material topics has been defined.
- **Matching the impacts of risks and opportunities on sustainable development topic:** Impacts and risks/opportunities were grouped under sustainable development topics, as illustrated in the table below.
- **Validation of a list of material topics by Management**

During the double-materiality analysis process, 23 impacts (positive and/or negative, actual or potential), were identified, on the environment, economy and people, including impacts on the human rights, as well as 24 financial risks and 21 opportunities, which are presented in more detail in table below:

Table 7: Identified Impacts, Risks and Opportunities

THEMATIC UNIT	HPPC Double Materiality Analysis	
	Identified sub-topics	
ENVIRONMENT	Climate Change Adaptation	
	Climate Change Mitigation / Energy	
	Pollution of air	
	Pollution of water	
	Substances of concern	
	Water	
	Direct impact drivers of biodiversity loss (Climate change, Land use change, Pollution, Direct exploitation)	
	Resource inflows, including resource use	
	Waste	
SOCIETY	Working conditions (working time, adequate wages)	
	Freedom of association and collective bargaining	
	Health and safety at work / Work-life balance	
	Diversity, equal treatment and equal opportunities for all	
	Training and skills development	
	Working conditions and human rights in the value chain	
	Communities' economic, social and cultural rights in relation to land use, security, adequate housing and adequate food	
	Communities' civil and political rights in relation to freedom of expression	
	Infrastructure	
	Information-related impacts on consumers and/or end-users on privacy, freedom of expression and access to quality information	
	Personal safety of consumers and/or customers and/or end-users	
	Social inclusion of consumers and/or customers and/or end-users	
	Responsible marketing practices	
	GOVERNANCE	Corporate culture / Protection of whistleblowers / Corruption and bribery
Management of relationships with suppliers, including payment practices		

HPPC Double Materiality Analysis			
Impacts		Risks	Opportunities
Actual	Potential		
		●	●
+ -		●	●
	-	●	
	-	●	
	-	●	
+ -		●	●
+	-	●	●
+ -		●	●
+ -		●	●
+	-	●	●
+	-	●	●
+	-	●	●
+	-	●	●
+	-	●	●
+	-	●	●
+	-	●	●
+	-	●	●
+	-	●	●
+	-	●	●
+	-	●	●
+	-	●	●
+	-	●	●
+	-	●	●

Subsequently, based on the results of the double materiality analysis survey, the following topics of actual positive and actual and poten-

tial negative impacts, as well as financial risks and opportunities were prioritized by HPPC's Management as material.

Tables 8 & 9: Prioritized Positive and Negative Impacts

Positive Impacts			Negative Impacts		
1	Health and Safety / Work-life balance	A	1	Working conditions (working time, adequate wages)	P
2	Climate change Mitigation / Energy	A	2	Factors of direct impact on biodiversity loss (climate change, land use change, pollution, direct exploitation)	P
3	Working conditions (working time, adequate wages)	A	3	Training and skills development	P
4	Factors of direct impact on biodiversity loss (climate change, land use change, pollution, direct exploitation)	A	4	Air pollution	P
5	Diversity, equal treatment and equal opportunities for all	A	5	Climate change Mitigation / Energy	A
6	Water	A	6	Working conditions and human rights in the supply chain	A
7	Resource inflows, including resource use	A	7	Water pollution	A
8	Economic, social and cultural rights of communities, related to land use for safety	A	8	Diversity, equal treatment and equal opportunities for all	A P
9	Infrastructure	A	9	Working conditions and human rights in the supply chain	A
10	Training and skills development	A			
11	Waste	A			

A = Actual Impacts & P = Potential Impacts

Tables 10 & 11: Prioritized Risks and Opportunities

Risks		Opportunities	
1	Climate change Mitigation	1	Training and skills development
2	Training and skills development	2	Working conditions (worktime, adequate wages)
3	Economic, social and cultural rights of communities, related to land use for safety	3	Business culture / Protection of whistleblowers / Anti-corruption and anti-bribery
		4	Economic, social and cultural rights of communities, related to land use for safety
		5	Supplier relationship management, including payment practices
		6	Responsible marketing practices

Material Topics

GRI 3-2

The above thematic areas were then grouped into the following material topics for a more effective and complete depiction of the management ap-

proach and performance of HPPC and form the basis for determining the content of this Sustainable Development Report.

Table 12: HPPC Material Topics

HPPC Material Topics				
A/A	Material topic	Positive/Negative Impacts	Risks/Opportunities	UN Sustainable Development Goals
1	Climate change (including climate change adaptation and mitigation and energy consumption)	I	F	 
2	Protection of biodiversity (including air and water pollution)	I		 
3	Working conditions (including working time, adequate wages, training and skills development, diversity, equal treatment and opportunities for all, and health and safety at work)	I	F	    
4	Water Consumption	I		
5	Local communities (including economic, social and cultural rights related to land use and safety)	I	F	 
6	Business ethics (including business culture / Whistleblower protection / Corruption and bribery, as well as responsible marketing practices)		F	
7	Responsible supply chain (including working conditions and human rights in the value chain and payment practices)		F	
8	Safety and inclusion of customers and users (including personal safety and social inclusion of end-users)	I	F	
9	Economic value creation (including direct and indirect economic value)	I	F	 

I= Impact materiality, F = Financial Materiality (Risks/Opportunities)

Note: The impacts of "personal safety of end-users" and "end-users social inclusion" did not emerge as material in the prioritization phase according to the approach followed. However, when validating the results, HPPC's Management included them under the material topic "Safety and inclusion of customers and users". Also, by the decision of HPPC's Management, the Material topic "Economic value creation" was added, including "creation of direct and indirect economic value".



3
Environment

3. Environment



3.1 Climate Change

Material Topic

GRI 3-3

Impacts	
Actual	Positive From the calculation of direct (Scope 1) and indirect (Scope 2) greenhouse gas emissions, through actions aimed at energy saving, as well as from the preparation of a sustainability strategy for the period 2022-2024.
	Negative The consumption of energy from fossil fuels and the emissions of greenhouse gases into the atmosphere, the need to develop a strategic plan to achieve climate neutrality by 2050 and to set transitional targets by 2030, as well as the absence of calculation of indirect emissions (Scope 3) related to HPPC value chain.
Financial Opportunities	
Adaptation to climate change that can lead to lower operating costs, reduced damage to assets and new business opportunities. Also from mitigation to climate change through the reduction of greenhouse gas emissions and the adoption of energy-saving measures, leading to reduced operating costs, the avoidance of fines and improved reputation.	
Financial Risks	
Reduced revenues from specific activities affected by chronic climate risks (e.g. ski resorts), increased operating costs due to the potential carbon taxation, potential costs of repairing damage from natural climate risks, as well as investment costs in adaptation measures due to chronic climate risks (e.g. sea level rise, snowfall reduction) or due to ever-increasing legislative requirements under the European Green Deal and the Paris Agreement.	

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HPPC recognizes that the acceleration of climate change will inevitably lead to a series of transitional and natural risks that the Company will have to face in the near future. In this context, the company proceeded to the identification of risks that may cause limitation or interruption of the operation of its Business Units (e.g. reducing the duration of operation of ski resorts), to gradually take adaptation measures.

Alignment with the European Green Deal and the Paris Agreement for a climate-neutral Europe by 2050 is a key concern of HPPC. Considering Growthfund's Sustainability Strategy 2022-2024, HPPC proceeded in 2022 to de-

veloping its own Strategic Plan, formulating an initial plan of short-term actions, aiming at mitigating the emissions of its Business Units/ real estate portfolio, while at the same time it scheduled for 2024, the update of its Strategy for setting climate targets for 2030 and 2040.

One of the most significant targets set in HPPC's Sustainability Strategy is to reduce direct and indirect CO₂ emissions by at least 15% by 2024. Since 2021, HPPC has been tracking its direct (Scope 1) and indirect (Scope 2) greenhouse gas (GHG) emissions, and within the next period it plans to track the indirect (Scope 3) GHG emissions associated with its value chain.

At the same time, the Company proceeded in 2022 to define criteria for the selection of Business Units where energy audits will be carried out, while it plans to develop an energy management system by 2024 in compliance with ISO 50001:2018, as well as to implement the first energy upgrade projects.

In 2022, HPPC acquired 2 electric vehicle charging stations at Vouliagmeni Beach, while it has launched the installation of similar electric vehicle charging points at the Parnassos and Voras-Kaimaktsalan Ski Centres. Also, in its strategic planning, it has committed to the gradual replacement of its corporate vehicle fleet with electric ones.

The Company has also carried out energy-saving interventions and proceeded to the partial replacement of conventional fluorescent lamps with new, energy-efficient LED technology.

HPPC believes that the use of innovative renewable energy systems can contribute significantly to mitigating the effects of climate change. Thus, in 2022, it proceeded with the inventory of the parcels of land in its portfolio

that present favorable conditions for the implementation of RES energy production projects, as well as the development of a plan for their exploitation through leases, concessions and sales.

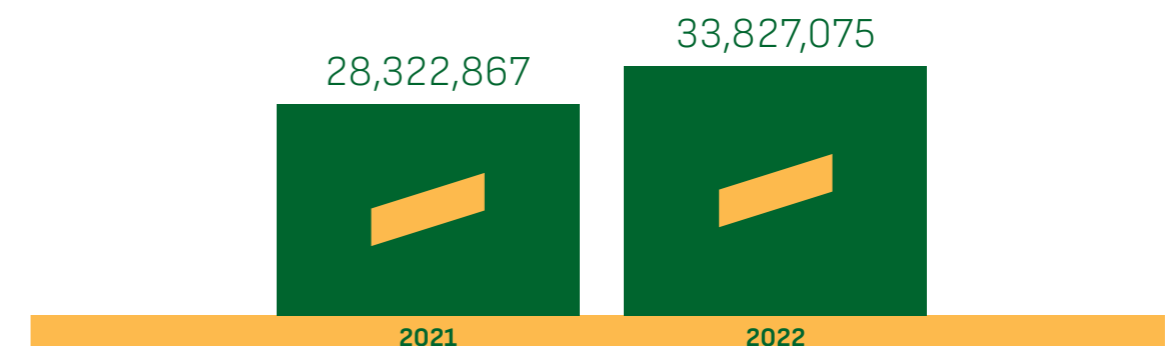
Energy Consumption

GRI 302-1 (a,b,e,f,g), GRI 302-3

HPPC's total energy consumption is an important performance indicator that must be recorded and monitored according to the Strategic Plan for Sustainable Development 2022-2024, with the goal of further energy savings.

For the year 2022, the total energy consumption amounted to 33,827,075 MJ, while in 2021 it amounted to 28,322,867 MJ. Therefore, there was an increase in energy consumption by 19.43% from 2021 to 2022. The increased energy consumption in 2022 is due to the suspension of operation of many Business Units due to COVID-19 that occurred in the year 2021.

Chart 1: Total energy consumption (MJ)

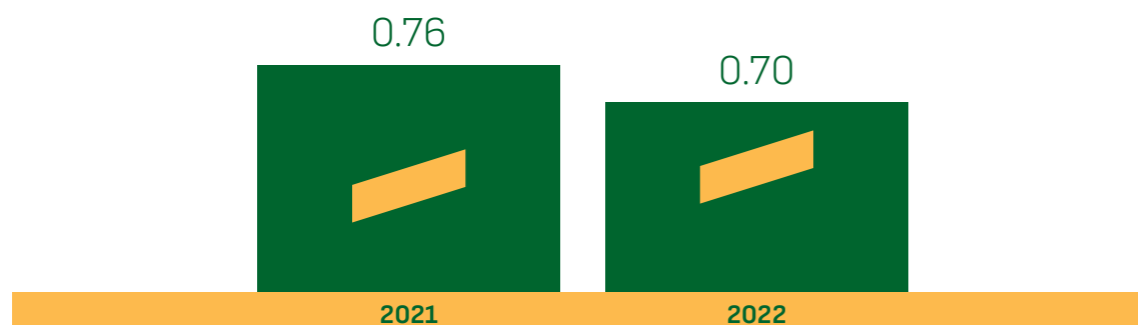


Note: More information on energy consumption is available in subsection 6.4 "ESG performance indicators (KPIs)".

At the same time, energy intensity for 2022 stood at 0.70 MJ/€, compared to 0.76 MJ/€ in 2021. For the calculation of energy intensity, fuel and electricity consumption within

the Company were taken into account, as well as HPPC's turnover for the fiscal years 2021 (€42,722 thousand) and 2022 (€49,843 thousand).

Chart 2: Energy intensity (M)/€



Note: More information on energy intensity is available in subsection 6.4 "ESG performance indicators (KPIs)".

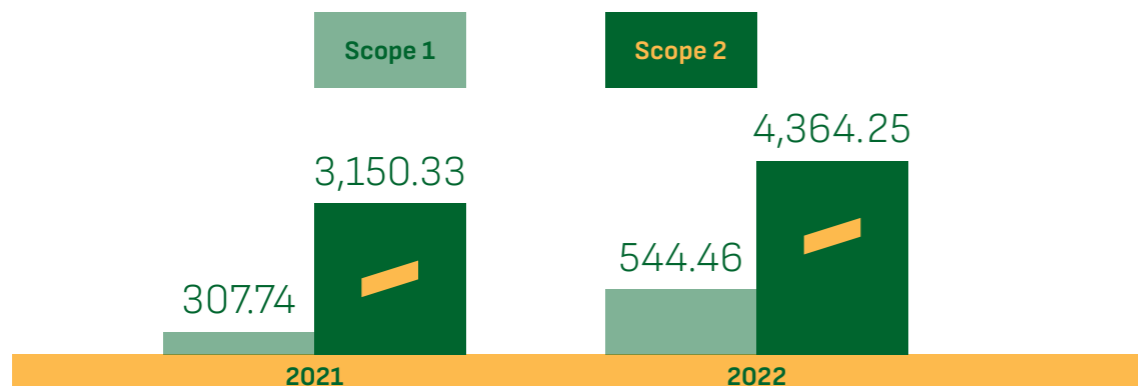
Greenhouse Gas Emissions

GRI 305-1 (a,b,c,d-ii,e,f,g), GRI 305-2 (b,c,d-ii,e,f,g), GRI 305-4

For 2022, total direct emissions (Scope 1) amounted to 544.46t CO₂e, while in 2021 it was 307.74t CO₂e, recording an increase of 76.92%.

At the same time, for 2022, total indirect emissions (Scope 2) amounted to 4,364.25t CO₂e, while in 2021 it was 3,150.33t CO₂e, recording an increase of 38.55%. The reduced direct and indirect emissions of the year 2022 are due to the suspension of operation of many Business Units due to COVID-19.

Chart 3: Total direct (Scope 1) and indirect (Scope 2) GHG emissions



Note: More information on greenhouse gas emissions is available in subsection 6.4 "ESG performance indicators (KPIs)".

Finally, for 2022, the greenhouse gas intensity for HPPC was estimated at 0.101 t CO₂e/thousand €, and 0.092 t CO₂e/thousand € in 2021. The calculation of greenhouse gas intensity

includes Scope 1 and Scope 2 emissions (market based) and the HPPC turnover for the years 2021 and 2022.

3.2 Biodiversity Protection and Water Consumption



Material Topics:

Protection of Biodiversity

Water Consumption

GRI 3-3

Impacts – Protection of Biodiversity	
Actual	Positive Through the implementation of protection measures to avoid exposure to pollutants in marinas and coasts managed by HPPC and the promotion of soft forms of tourism, resulting in the preservation of biodiversity and the protection of ecosystems.
	Potential Potential water pollution and degradation of their quality in the event of an accident and/or ineffective implementation of pollution control measures.
Impacts – Water Consumption	
Actual	Positive By modernizing existing water supply facilities and networks and cutting off water supply to vacant properties to reduce and avoid leaks, in order to reduce consumption.

Plans and activities for the Protection of Biodiversity

GRI 304-1 (a-i, a-iii, a-iv, a-v, a-vi, a-vii)

HPPC has developed and implements plans and actions for the protection of biodiversity, fully complying in the areas where its Business Units operate, with all with all obligations set out in national legislation. More specifically, HPPC prepares Environmental Impact Assessments (EIAs) for all its Business Units and applies the specific terms of their operation, which are included in the Decisions Approving Environmental Conditions (DAEC).

question is requested in cases where it is necessary, prior to the conclusion of a lease or concession contract.

- For the lease or concession contracts of the EBRD's properties located in protected areas, conditions are included for compliance with the specific legislation for the property, for the protection of the environment (e.g. old seashores, etc.).

As several HPPC Business Units are under special protection status, such as the European Ecological Network Natura 2000, the lease/concession contracts include certain conditions/commitments and mandatory approvals, to prevent pollution and preserve biodiversity. In particular:

At the same time, HPPC has recorded a series of parameters, for the better management of protected areas and forest areas, but also for the proper decision-making, which are presented in the table below and which it considers in its strategic planning.

- The approval of the Natural Environment & Climate Change Agency (N.E.C.C.A.) or the management body of the protected area in

Table 13: Business Units located within special protection areas and forest areas

Business Unit (BU)	Land Use	Natura name	Distance from Natura in (km)
VOULIAGMENI BEACH	Coastal area	-	-
DIROS CAVES	Coastal area	South Mani SPA	Within a Natura area
ACHILLEION MUSEUM	-	-	<50
CAMPING & AKTI ASPROVALTA	-	-	>50
FANARI CAMPING	Coastal area	-	>50
THERMAL SPRING (T.S.) EDIPSOS	Urban / Tourist area	-	>50
T.S. KAIFA	Shoreside/ lakeside	Dunes & coastal forest Zacharo, Lake Kaiafas, Strofylia, Kakovatos SCI	Within a Natura area
T.S. YPATIS	Tourist area	Spercheios Valley and estuary – Maliakos Gulf – Mesochori Spercheios SCI	within a Natura area
KTIMA FANARI KOMOTINI	Coastal area	Lakes and Lagoons of Thrace – Wider area and SCI coastal zone	Within a Natura area
THESSALONIKI PARKING	Rural/Urban land	-	>50
VORAS – KAIMAKTSALAN SKI CENTRE	Rural area / Special nature	Mount Voras SCI Peaks	Within a Natura area
PARNASSOS SKI CENTRE	-	Southeast Parnassos – Parnassos National Park – Tithorea Forest, Polydrosos Cave SCI	Within a Natura area
THESSALONIKI MARINA	Coastal area	-	>50

BU Area (sq.m.)	BU area falling within Natura (sq.m.)	Ramsar name	Ramsar Area Falling (sq.m.)	Forest area falling within (sq.m.)
58,080.9	-	-	-	-
138,685	138,685	-	-	-
-	-	-	-	54,550.54
-	-	-	-	-
-	-	-	-	-
-	-	-	-	-
5,400,000	5,400,000	-	-	16,370,523
902,087	902,087	-	-	30,254.25
580,745	580,745	Lake Vistonida, Porto Lagos, Lake Ismarida & adjacent lagoons	310,372	-
-	-	-	-	-
3,271,928.27	3,271,928.27	-	-	3,271,928.27
11,100,000	11,100,000	-	-	11,100,000
-	-	-	-	10,670.54

HPPC has so far not developed a complete system for monitoring and recording risks and incidents of disturbance of biodiversity and the natural environment in its areas of operation, but in cases of complaints or publication of data that may violate the agreed terms of use, it informs the competent authorities and conducts autopsies, inviting the lessee/concessionaire to comply with them, otherwise, it terminates the contract.

In addition, its immediate strategic objectives include the creation of a pilot project for the mapping of flora and fauna affected by the operation of Business Units, as well as the maximum possible cooperation with all interested parties for the protection and promotion of areas of high biodiversity value.

Pollution Response Actions

In 2022, HPPC recorded an incident of environmental importance. In particular, a pollution problem was addressed on Vouliagmeni Beach. A floating anti-pollution barrier was installed to deal with pollution. There is also an anti-pollution barrier installed at Thessaloniki Marina and Fanari Camping in Komotini.

HPPC regularly carries out sampling and physicochemical analyses for the control of water quality in its Business Units, such as Vouliagmeni Beach and Camping Fanari for the maintenance of the Blue Flag and microbiological analyses in the Thermal Springs.

It also operates a biological treatment system at Asprovalta Camping, while it has active contracts for the collection and transport of wastewater from the tanks of moored vessels, as well as for the collection and management of hazardous waste that may pollute water bodies, such as petroleum and oils waste from ships, in Thessaloniki Marina.

HPPC does not currently apply an environmental management system in its Business Units. However, it plans to develop and implement an environmental management system in accordance with the ISO 140001/2015 for its central offices and all its Business Units.

Water Consumption

GRI 303-3 (a,c), IF-RE-140a.4

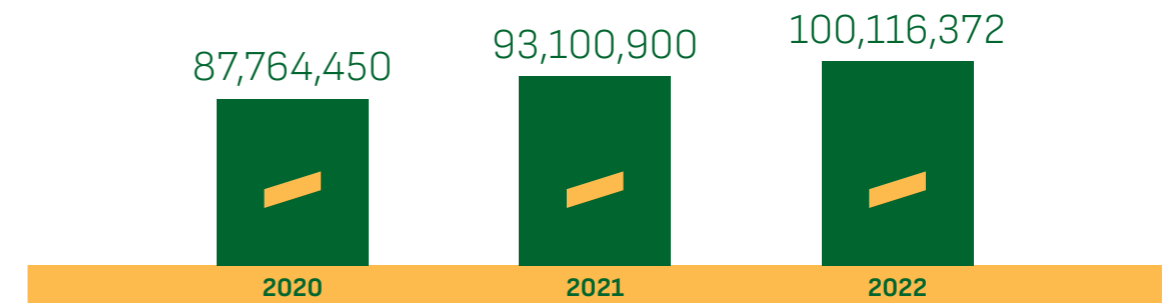
HPPC has included the protection of water resources in its strategic planning. In this context, it records the quantities of water drawn for the operation of its Business Units from local water companies and plans, in the short term, to carry out studies to improve water recycling through the use of treated water or rainwater to meet non-potable needs, such as the use of water for irrigation. In addition, HPPC's short-term planning includes the measurement of the quantities of water used for irrigation purposes that come from boreholes,

as well as the investigation of ways to measure the frozen water that melts and feeds HPPC's tanks for the sewerage needs of the ski resorts (Voras-Kaimaktsalan, Parnassos), as well as the quantities of water pumped from the thermal springs and channeled either for the service of the spa facilities or for the service of other hotels (e.g. Edipsos).

The measurement of these quantities will allow HPPC to obtain an overview of the total water consumption of its facilities, so that at a later stage and in accordance with the strategic plan 2022-2024 it can take the necessary measures to reduce it (e.g. use of leakage sensors, programming of valves for the operation of drilling networks and pumping stations, etc.), but also for a more appropriate reuse.

Total water pumping in 2022 amounted to 100.1 million ML as opposed to 93.1 million ML in 2021. There was an increase in total water pumping of 7.5%. This increased water demand is due to the suspension of the operation of many Business Units due to COVID-19 in 2021.

Chart 4: Total water withdrawal (ML)



Note: More information on total water withdrawal is available in subsection 6.4 "ESG performance indicators (KPIs)".

HPPC is gradually modernizing the existing facilities and water supply networks of its Business Units, whilst to reduce and avoid leaks, it interrupts the water supply of vacant properties, thus reducing total consumption.

HPPC plans in the immediate future to record its properties and infrastructure located within areas under increased water stress shortly, while it plans to implement, initially on a pilot basis, in selected Business Unit, a fully integrated water saving program.





4 Society

4. Society

4.1 Working Conditions

Material Topic

GRI 3-3



Impacts	
Actual	Positive From working under decent conditions, the existence of training and skills development policies, the promotion of equality and diversity in the workplace and the workers' health and safety.
	Negative From the existence of accidents at work.
Potential	Negative From the non-adherence of policies that support decent working conditions, limited or unfair access to education and lifelong learning, but also from the failure to promote equality and diversity.
	Financial Opportunities From decent working conditions, improving employee skills and the use of technology, providing equal opportunities and respect for diversity and promoting health and safety that will result in increased productivity and profits as well as improved corporate reputation.
Financial Risks From the loss of skilled personnel, low productivity, inability to develop innovations, bad reputation due to lack of employee training, any complaints of discrimination or harassment resulting in loss of revenue, cost of penalties for non-compliance with labor laws, compensation for accidents and negative reputation.	

HPPC has created a working environment based on safety, equal treatment, as well as continuous education and skills development. In this context, it ensures that collaborative environment prevails in all Business Units, where equal opportunities are provided, and the contribution of employees is recognized. In particular, HPPC encourages communication and interaction between employees through internal meetings, employee surveys, as well as through the whistle blowing mechanism. This allows employees to express their concerns, while at the same time helping the Company to recognize and resolve negative situations created in

the performance of activities. HPPC's goal is to continuously improve employees' skills, ensure the health and safety of employees, ensure equality and cultivate a work culture that respects diversity. Through these initiatives, it is a common belief in the Company that high productivity and employee satisfaction are achieved contributing to profitability and a good corporate reputation.

Human Resources

GRI 2-7, GRI 2-8, GRI 401-1

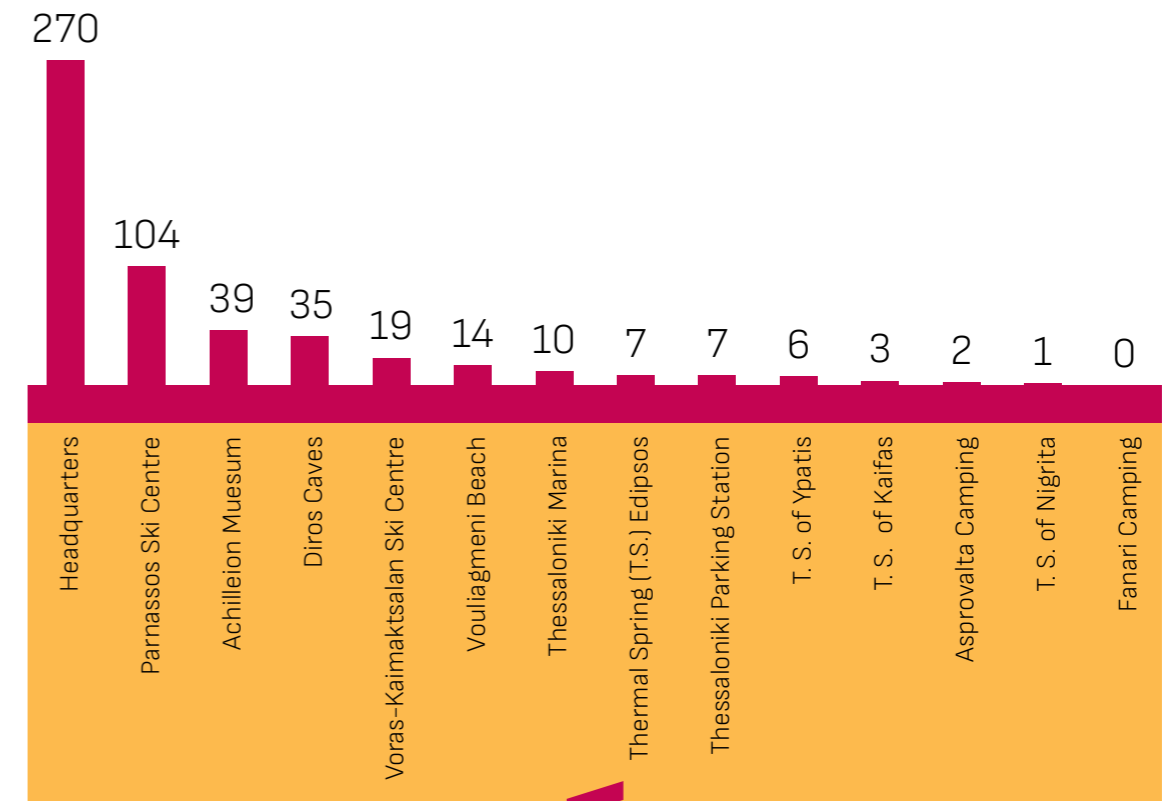
HPPC monitors and records all its employees, on an annual basis, by gender (women/men), type of contract (permanent or temporary), type of employment (full and part-time) in its Business Units.

In 2022, the headcount amounted to 517 compared to 687 employees in 2021, showing a decrease of 24.75%. This reduction is justified

as the recruitment needs for seasonal staff for 2022 were covered by the staff of a partner company.

Specifically, women constituted 47.97% (248 employees) of the total workforce, with 68.28% (353 employees) having a permanent contract, while the total workforce were full-time employees. At the same time, the number of employees, who are not HPPC employees, amounted to 236 and were mainly employed in the Business Units, covering a wide range of tasks.

Chart 5: Distribution of employees 2022 by Business Unit



Note: More information on employee distribution is available in subsection 6.4 "ESG performance indicators (KPIs)".

For the calculation of the number of employees, the "headcount" methodology was applied as of 31.12.2022, while the permanent employees with permanent and fixed-term employment relationships or with a contract with a paid mandate (lawyers) of the Headquarters, Regional Units and Business Units were included in the recording.

Employee Mobility

GRI 401-1

HPPC systematically monitors and records the total annual recruitment and turnovers of its employees. Specifically, in 2022, 14 hires were made and there was a turnover of 167 employees. It is worth noting that the greatest staff mobility was observed among men.

Remuneration and Benefits

GRI 2-30, GRI 202-1 (a, d), GRI 401-2 (a-ii, a-iv), GRI 401-3

HPPC applies the current legislation on collective agreements with 100% of employees covered by them. Furthermore, the Company offers benefits to its employees, recognizing and rewarding their valuable contributions. The employees, both on permanent and temporary contracts, enjoy the rights offered by labour legislation. In addition, employees with permanent contracts are entitled to hospital and outpatient private insurance and increased

maternity leave, which are provided for in the Corporate Collective Agreement. Specifically, in 2022, 3 pregnancy leaves and 4 paternity leaves were granted.

HPPC offers employees' wages higher than the national minimum wage, which varies per Business Unit, objectively rewarding their skills with decent wages. The Company provides additional remuneration in cases such as:

- Specialized personnel who have received training from HPPC to acquire specific knowledge for specific job requirements (e.g. elevator operators, operators of specific machinery), with personalization, depending on the activity and equipment handled by each Business Unit (e.g. ski centre vehicles, boat crew for Diros Cave).
- Employees who work in Business Units with seasonal operations (e.g. Vouliagmeni Beach and Ski Centres).

Health and Safety

Health and safety at work

GRI 403-1

HPPC recognizes its responsibility to ensure health and safety at work, and for this reason, it has a Safety Technician and an Occupational Doctor, from a certified company in this field, to meet its needs (Head Office, 13 Business Units, 8 Regional Units, one property and 4 Olympic Venues).

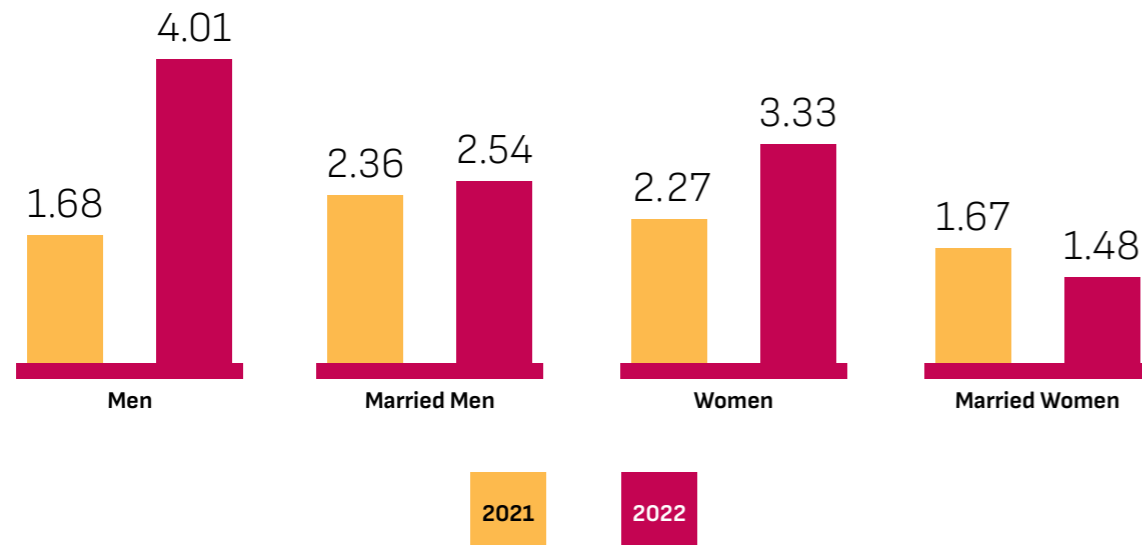
The assignment of the provision of Safety Technician and Occupational Doctor services is provided for by the relevant provisions of labor law* and applies to all HPPC employees and facilities management employees.

More specifically, the responsibilities of the Safety Technician include:

- Supervision of fire safety and alarm drills, to determine readiness to respond to any accidents (e.g. earthquake response exercise).

- Visits to the Company's premises at predetermined dates and times as determined by the labour inspectorate.
- Conducting inspections of all workplaces and workstations, in accordance with applicable legislation.
- Identification of occupational risks and recording of preventive measures to be taken to control risks and protect workers.
- Provision of information and clarifications on the correct use of personal protective equipment.
- Supervising the correct use of personal protective equipment.
- Preparing instructions for the safe execution of work and informing employees.
- Investigating the causes of accidents at work.
- Recording of findings and preparation of proposals for corrective / improvement actions in the Business Unit special Book of recommendations.

Chart 6: Ratios of annual remuneration for new HPPC recruits (0-3 years) by gender compared to the national annual minimum wage 2022



Note: More information on the gender ratios of the remuneration of newly recruited HPPC employees compared to the national minimum wage is available in subsection 6.4 "ESG performance indicators (KPIs)".

The large salary variations between the different categories analyzed in the above graph and in the Annex are due to the absorption of the companies Olympic Real Estate SA, Hellenic

Public Real Estate Corporation S.A. and Coastal Attica Front S.A. by HPPC and the fact that the salary scales are not yet unified.

Note: *Law 3850/2010



Parnassos Ski Centre



Correspondingly, the responsibilities of the Occupational Doctor include:

- Visits to the Company's premises at pre-terminated dates and times as approved by the Occupational Safety & Health Inspectorate.
- Conducting inspections of all workplaces and workstations in relation to occupational health and safety and the prevention of occupational accidents.
- Compilation and updating of the individual medical record of each employee.
- Research into the causes of work-related illnesses, analyzing and evaluating the results of the research and preparing proposals for the prevention of such illnesses.
- Informing employees on how to deal with emergencies that may affect their health.
- Conducting medical examinations and recording results in the employee's medical file.
- Recording suggestions in the special Book of Suggestions at the Company's premises

The Company emphasizes the provision of the services of a Safety Technician and Occupational Physician, who work closely with supervisors and employees, raising awareness and educating them about potential current threats to their health and safety. The results of ongoing inspections and guidelines for dealing with potential problems are recorded in the Business Unit special Instruction Book.

Risk management and health services

GRI 403-3, GRI 403-6

HPPC takes steps to identify and manage work-related risks, implementing measures to eliminate risks that can cause injuries and implementing improvements where necessary. The Company's approach to risks includes a range of interventions from adequately training its employees to understand the risks they face to providing the necessary personal equipment.

HPPC focuses on the timely and effective prevention of risks and the mitigation of negative impacts on health and safety at work that are directly related to the operations and services of its Business Units. The Company has developed specific services to deal with situations that pose risks to its employees, but also to the employees of its suppliers and other partners.

In addition, HPPC attaches particular importance to prevention and the provision of medical care to its employees, which is not limited to the workplace, but also includes medical and healthcare services outside the workplace, offering employees and their dependents health insurance coverage. Furthermore, the Occupational Doctor provides medical recommendations to those employees who wish to receive them during their scheduled visit and gives general hygiene instructions to employees, in printed or electronic way, on important or current health issues, such as protection from heat, smoking restriction, healthy diet, working on monitors and physical exercise. Also, during the years 2020, 2021 and 2022, coronavirus tests were conducted, in cooperation with Health Units in all regions, to ensure the health of employees.

Consultation and training of workers on health and safety issues

GRI 403-4, GRI 403-5

HPPC strongly supports the participation and consultation of employees in the development, implementation and evaluation of the occupational health and safety management system. To this end, special security teams have been created, whose members have been trained and are responsible for the evacuation process of the building in case of emergency. During the reporting year there was no health and safety committee in which employees were involved.

At the same time, HPPC enhances the health and safe operation of the working environment and allows the removal of employees from work situations that are considered dangerous to their health and safety, with employees having the right, upon submission of a documented written report, to refuse work in environments that they consider dangerous. It should be noted that since the beginning of 2023, the Reporting Policy has also been adopted, which establishes a framework of procedures that employees can follow if they wish to report health and safety risks at work in complete confidentiality.

In addition to active and constructive consultation, the Company attaches great importance to occupational health and safety training. To achieve this goal, the Company has established a series of education and training initiatives.

More specifically, regular fire safety and alarm drills are conducted, to prepare employees in case of emergency. During the exercises, HPPC members are trained to react quickly and effectively to various situations, such as fires and earthquakes. In addition, in the two ski centres of HPPC, Parnassos and Voras-Kaimaktsalan, exercises are held every year by a specialized aerial rescue company to rescue skiers and visitors from lifts at high altitude. These exercises take place during working hours and employee participation is mandatory. At the same time, the performance of the exercises is measured, to evaluate the effectiveness of the efforts and make improvements, where necessary.

Work-related injuries and illnesses

GRI 403-9 (a,e,f,g), GRI 403-10 (a-ii)

Work-related accidents occur mainly in HPPC's Business Units and are usually caused by slippery ground (snow or ice), natural obstacles (stalactites in Diros Caves), or improper use of work equipment (installation of work ladder).

During the reference year, there were two workers injuries, compared to one in 2021, related to a fall from a height due to slippery conditions and one fracture, which were not classified as serious work accidents, as there was no long-term interruption of work with the recorded workplace-related injury rate being 0.5.

Finally, illnesses that arise in HPPC, both at Headquarters and in the Business Units, belong to the category of non work related illnesses.

Training and Skills Development

GRI 404-1, GRI 404-2 (a)

HPPC emphasizes the continuous development of its employees, providing them with the opportunity to participate in training programs in order to acquire specialized knowledge and improve their professional skills. The Company does not apply a specific procedure of regular training. These are granted at the request of employees and after approval by management. Specifically, for 2022, HPPC employees participated in the following trainings: :

- Law 4914/2022 NSRF - Programming Period 2021-2027
- 2nd Postgraduate Training of Cadastral Mediators
- Management of Personal Data Breach Incidents
- Certified Compliance Officer
- Implementation of the Digital Work Card

Understanding the importance of qualified and properly trained personnel, HPPC aims in the near future to enhance training programs for all its employees.

Diversity and Equal Opportunities

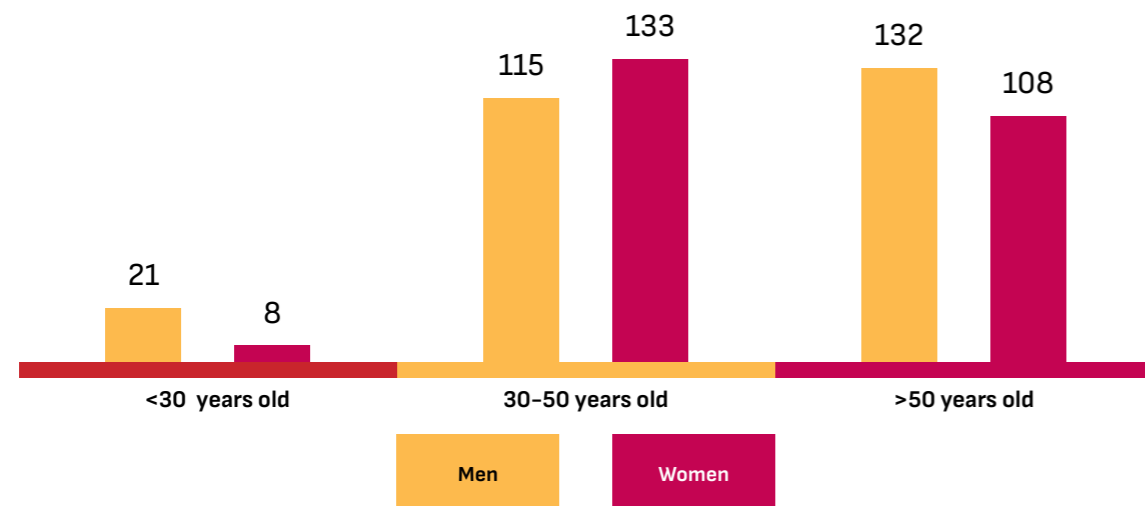
GRI 405-1

Internal indicator: Employment of persons with recognized disabilities

HPPC has developed a respectful environment, where all employees are treated with fairness and meritocracy. The Company strives for diversity, offers equal opportunities and ensures common treatment to employees, without prejudice, as it is a common belief that this is how appreciation is cultivated within the Company and employees develop. In this context, HPPC offers employment to people with recognized disabilities at a rate of 1.1% of all employees.

HPPC seeks to maintain diversity by recording the composition of its workforce by gender and age group. More specifically, in 2022 the distribution of employees by age group was as follows: 5.61% under 30 years old, 47.97% in the 30-50 age group and 46.42% over 50 years old.

Chart 7: Distribution of employees by gender and age group



Note: More information on the distribution of employees by gender and age group is available in subsection 6.4 "ESG performance indicators (KPIs)".



4.2 Economic Value Creation



Material Topic

GRI 3-3, GRI 201-1, GRI 201-4(a-iii), GRI 203-1(a), GRI 203-2(a)

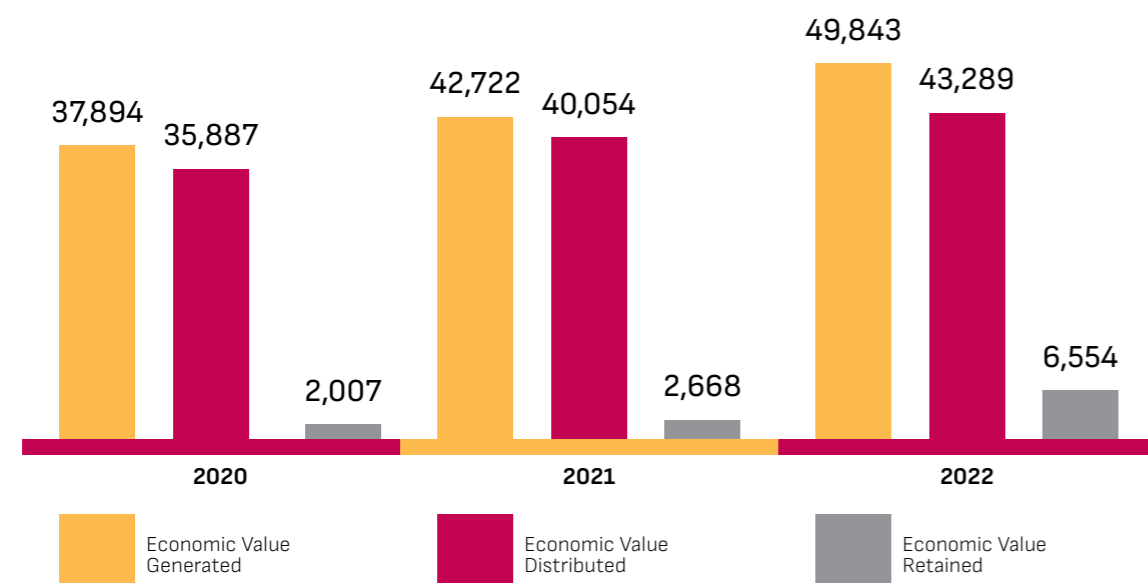
Impacts	
Actual	Positive Through the timely payment of financial obligations, the HPPC activities which contribute to the upgrading and attraction of investments aiming at the utilization and maximization of the value of public property as well as through the creation of indirect jobs.
	Negative Potential delays in the implementation of HPPC's program due to operational, political and social reasons as well as the limited development of local activities.
Financial Opportunities From the proper exploitation of the opportunities offered for the utilization of public property and the upgrading of public assets and thus its value, as well as from the development of a positive reputation through the increase of indirect jobs and the standard of living of the inhabitants of local communities.	
Financial Risks From conditions that may lead to delays in the implementation of HPPC's investment program, the non-timely utilization of public real estate, the loss of jobs and the non-contribution to the improvement of the living standards of residents of local communities.	

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HPPC seeks the optimal exploitation and utilization of the properties in its portfolio to ensure the creation of value for Growthfund and the Greek taxpayer. The exploitation of the Company's portfolio takes place in an environment of transparency and reliability, through leases, concessions, sales and investment attraction.

In 2022, HPPC had a generated economic value of 49,843 thousand €, increased by 16.67% compared to 2021, with a distributable value of 6,554 thousand €.

Chart 8: Direct economic value generated, distributed and retained (€ thousands)



Note: More information on the direct economic value generated, distributed and retained is available in subsection 6.4 "ESG performance indicators (KPIs)".



Zeas Marina

The strategic actions that contributed to the increase of the Company's turnover were the following:

- Focus on the development of important commercial properties through lease and sale tenders.
- Increase of leases and satisfaction of important requests of Municipalities for concessions under free market conditions.

More specifically, in the context of Growthfund strategic plan for the period 2022-2024, HPPC has formulated the strategy it has been following since 2019 for the exploitation of the properties in its portfolio. Through this strategy, properties are pre-selected for technical and legal inspection and once the relevant inspections are completed, the best use is preferred, according to valuations by independent valuers of repute.

HPPC serves a dual role:

1. Firstly, it makes the best use, in a transparent and equitable manner, of the categories of property for lease, concession and sale.

Through HPPC's e-auction platform e-public-crealestate.gr, interested parties can search for and participate in the open tenders announced by HPPC for a number of its assets, of different categories.

2. Secondly, through the operation and management of a series of Business Units, generating revenues for the Greek State, it seeks to upgrade, modernize, and maximize the value of these infrastructures, which constitute an important part of public property and the cultural, touristic and environmental capital of the country.

In this context HPPC in 2022:

- Signed new contracts for the sale and long-term lease of properties, as a result of tenders realized in the previous years.
- Renegotiated existing contracts with tenants, improving both revenues and investments in its properties.
- Refined existing lease and concession contracts.
- Announced and completed new tenders for the sale and lease of properties.

Property Sales

During 2022, the Company continued its program of making properties available for sale through electronic bidding:

1. An Electronic Open Tender was announced for the sale of the property with Registration Book Number (ABK) 1338 located on the island of Kos, Dodecanese.
2. An Electronic Tender for a plot of land in Koukaki was announced, which was however declared unsuccessful and was promoted

again in 2023, in accordance with the internal utilization regulation

New Property Leases

At the same time, HPPC proceeded with the implementation of the exploitation program, through property leases, which concerned residential, commercial, tourist, agricultural and capable for the installation of Renewable energy systems (RES). The main leasing tenders conducted through e-tendering during 2022 were the following:



Table 14: Electronic Tenders 2022 (indicative)

Electronic Open Tender for the lease of a property	Region
Lindos Tourist Kiosk	Dodecanese Prefecture
Ammoglossa Beach	Kavala Prefecture
Xenia Kalentziou	Achaia Prefecture
Xenia Kozanis	Kozani Prefecture
Buildings A & B Heraklion Crete	Heraklion Prefecture
ABK 2074 (property for agricultural use)	Xanthi Prefecture
ABK 2078 (property for agricultural use)	Xanthi Prefecture
ABK 161 (property in Porto Heli)	Argolida Prefecture
ABK 535 (Listed/Preserved Building in the Old Town of Nafplio)	Argolida Prefecture
Nafplio Tourist Kiosk	Argolida Prefecture
Camping Fanari	Rodopi Prefecture
Thessaloniki Parking Station	Thessaloniki Prefecture

Invitations for direct leasing of old seashores areas

In the context of the exploitation of old seashores throughout Greece, the Company published calls for tenders for 188 properties located in the Cyclades islands, Ionian islands, North Aegean islands, Sporades, and Attica, Thessaloniki, Crete, Chalkidiki etc. As of 31.12.2022, the Company has received and is processing 434 Lease requests, of which 200 were satisfied (signed contracts & in the process of signing), 119 are at the stage of technical & legal inspection, 85 did not meet the relevant criteria, while the remaining 30 concerned lease requests, starting in 2023.

Completion of Major Projects

Summary 2022 contracts: In 2022, 159 contracts were signed for new leases, renewals and amendments, with a total annual revenue of €1.4 million for fiscal year 2022.

Real Estate Development in Cooperation with Public Bodies / Municipalities / Other Organizations: 14 Contracts and 1 Memorandum of Understanding were signed.

Implementation of Funded Programs (NSRF)

HPPC continued the implementation of an investment co-financed program with a total amount of €28.85 million in the NSRF 2014-2020 aiming at upgrading the services of the tourism infrastructure it manages. In the year 2022, it received grants of more than 1 million €, for works implemented on business properties. The main ongoing projects are:

- **Achilleion Museum | Budget amount €12.95 million.**

The Act "Restoration and promotion of the Achilleion complex in Corfu (Phase B)" consists of 11 sub-projects in total.

- **Diros Caves | Budget €8.5 million.**

The Act "Restoration and promotion of the caves

and building facilities of Diros in the Prefecture of Laconia – Phase B" in the Operational Program "Competitiveness, Entrepreneurship and Innovation 2014-2020" consists (following the amendment of the Technical Bulletin of the Act for the expansion of the initial scope in January 2021) of 9 subprojects.

- **Lake Kaiafas | Budget €5.0 million**

The Act "Modernization of existing facilities and infrastructure networks of Lake Kaiafas area" in the Operational Program "Competitiveness, Entrepreneurship and Innovation 2014-2020" consists of 5 subprojects (following the amendment of the Technical Bulletin of the Act in January 2022).

Implementation of Major Real Estate Development Projects

The preparation of important projects was carried out in 2022, the completion of the exploitation process of which took place in 2023. In more detail:

- The contract for the purchase and sale of a property, with a total area of 332,137.34 sq.m., in the area of Skaramangas Shipyards, was signed for an amount of €37.3 million.
- The agreement for the long-term lease of Varkiza Beach (organized and free) was completed for an annual consideration of €1.16 million and 6% of turnover.
- The contract for the lease of the Thessaloniki Parking Station was signed for an annual rent of €447 thousand.
- The lease of the seashore areas classified as Public Tourist Lands was concluded for a total annual rent of approximately €2 million.
- The procedures for the sale of properties or their shares thereof, totalling €1.8 million, have been completed and the signing of contracts is expected.
- The tenders for the Arvanitia Tourist Pavilion in Nafplio, Camping Kouroutas and Camping of Fanari Rodopi have been completed.
- The Fortress Bourtzi in Nafplio started its operation as a Business Unit of the Company.



4.3 Local Communities

Material Topic

GRI 3-3, GRI 413-1 (a-iv)

Impacts	
Actual	Positive Through the provision of jobs to residents, as well as changes in land use or land rights, such as the granting of property without or at a symbolic price to municipalities and institutions for the housing and operation of facilities that promote the health and well-being of the public and vulnerable social groups.
	Negative A potential failure in land use changes or land rights that adversely affect the economic, social, environmental or cultural well-being of local communities as a result of HPPC's activities.
Financial Opportunities	
Changes in land use can have a positive impact on the local community, enhancing reputation and generating new sources of revenue.	
Financial Risks	
Changes in land use or land rights related to potential negative impacts on local communities leading to negative reputation and revenue loss	

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HPPC manages emblematic properties included in its portfolio. These are infrastructures of great tourist and cultural interest. The Company's objective is to ensure their efficient operation for the public, but also their gradual upgrading for the benefit of the Greek State and the development of local communities. HPPC's Business Units include, among others, ski resorts, summer tourist destinations, historical and cultural sites, thermal springs, marinas and camping sites.

The effective utilization of properties is particularly important for constructive consultation with local communities. HPPC ensures continuous cooperation and dialogue, participates in and supports local development initiatives, which strengthens the relationship of trust with the local communities in which it operates. Thus, HPPC is able to understand the needs and through the development of properties, to create opportunities for economic development, but also to avoid risks related to the uses of the properties, such as delays in the implementation of works and dissatisfaction of local communities.

Specifically, HPPC leases properties throughout Greece for the creation of cultural, sports and business facilities. It undertakes initiatives such as:

- Concession of land in exchange for the establishment of structures.
- Lease of properties for commercial and agricultural use.
- Program for the development of small properties for sale.
- Increase of leases and satisfaction of requests of Municipalities for concessions under free market conditions.
- Re-evaluation and renegotiation of old concessions.
- Lease of land for the creation of RES infrastructure and industrial activities.
- "Xenia" properties rental.
- Thermal springs concession.
- Refreshment facilities rental.
- Calls for "Direct Lease of Old Seashores" (in the context of the development of coastal properties throughout Greece, HPPC has published calls or the lease of portions of coastal properties to companies operating in the tourism and leisure sector).
- Business Units revenue increase through the incorporation of new services and competitive pricing policies.
- Tourism infrastructure upgrade, aiming to increase the number of visitors, implementing within the overall business and investment objectives of the Growthfund, a series of actions and activities.

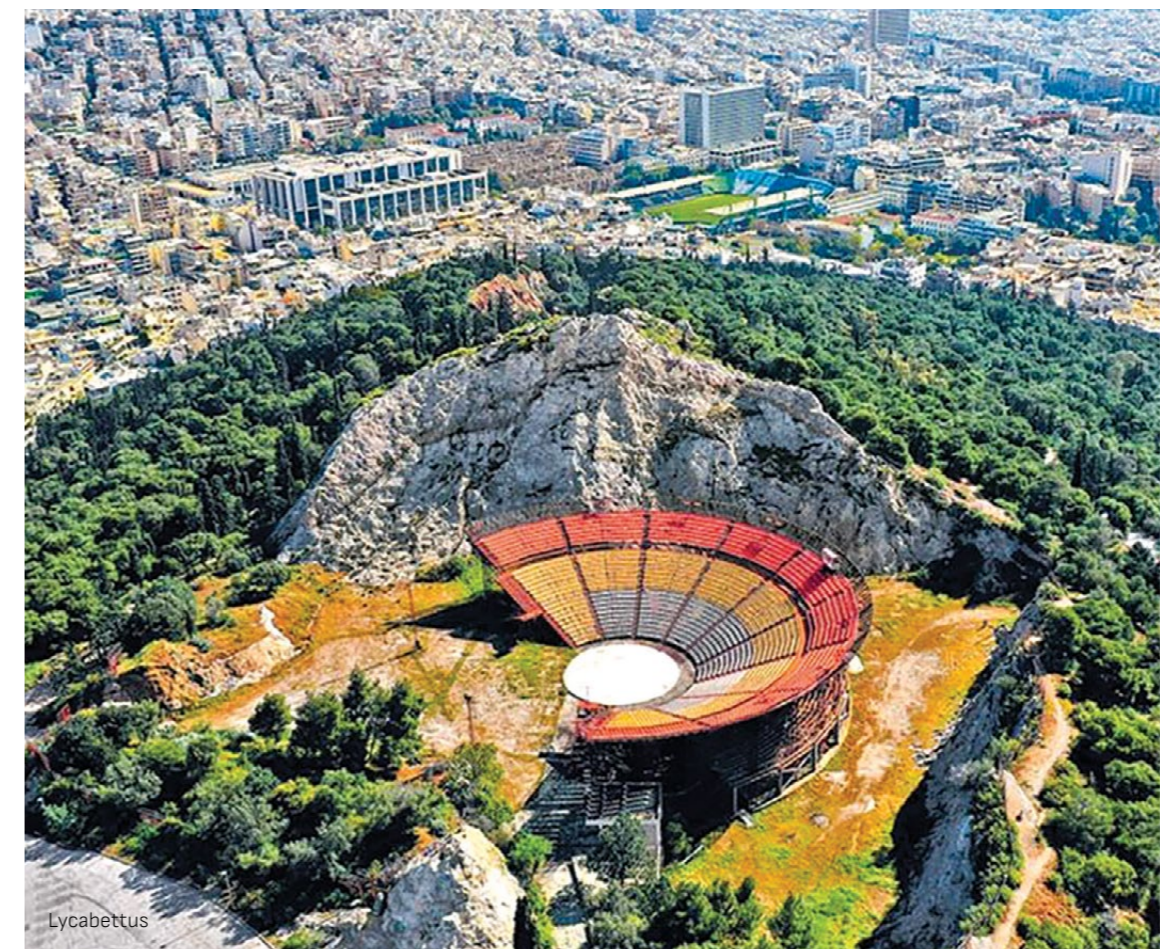
- Arrears management and intensification of credit controls and debt collection procedures.

Also, HPPC, aiming at more effective monitoring of the effects on local communities created by the exploitation of its properties, proceeded to the creation of a repository (registry) with the properties that have been concessioned or leased under concession contracts in exchange.

In the future, HPPC plans further initiatives, such as:

- Further registration and evaluation of concession requests and/or lease of properties at a symbolic price for the benefit of the local community.
- Recording of direct financial flows and comparison of similar types of properties/infrastructures in the portfolio.

- Social Return on Investment (SROI) study of the concession and/or lease for a symbolic price of emblematic properties.
- Submission of an SROI study by the prospective concessionaire as a prerequisite value proposition and eligibility criterion.
- Implementation of investments that shield the properties in the HPPC's portfolio and local communities from the risks of climate change (extreme weather events, rising sea levels, flooding, etc.)
- Mapping consultation procedures with the local community and definition of guidelines for the communication method, depending on the category of stakeholders.
- Develop a system to record economic benefits or losses from change of use of land, property/infrastructure in the portfolio elements at maturity.



Lycabettus

Below are presented in detail the HPPC concessions of buildings and land.

Table 15: Concessions of buildings and land

Concession Unit	Land/Property
Xenia Kythnos Single Member P.C.C.	Concession building "Xenia & I.P. Kythnos"
Ministry of Culture	280 sq.m. (concession area) 400 sq.m. (concession building)
Municipality of Ancient Olympia	15,494.72 sq.m. (concession building "Xenias Zeus")
Municipality of Megisti	14,500.00 sq.m. (concession area)
Municipality of Corinth	102,381.67 sq.m. (concession area)
General Secretariat for Civil Protection	12,726.26 sq.m. (concession area in the Regional Area of Achaia) 20,264.00 sq.m. (land granted to the Region of Attica) 4,481.43 sq.m. (concession building - Tourist Property of Larissa) 15,032.32 sq.m. (land granted in the Dodecanese Region)
Region of Western Greece	16,737.00 sq.m. (concession area)
Municipality of Ampelokipi Menemeni	88,933.00 sq.m. (2 licensed buildings)
Municipality of Ioannina	5,789.68 sq.m. (concession area) 6,665.32 sq.m. (concession building)
Municipality Elefsina	16,696.00 sq.m. (concession area) 6,994.00 sq.m. (concession building)
Municipality of Ampelokipi - Menemeni	9,700.00 sq.m. (concession area)
Municipality of Thermaikos	5,731.06 sq.m. (concession area)
Flower Power Social Cooperative Enterprise	29.00 sq.m. (2 allocated spaces)
Municipality of Kordelio Evosmos	12,118.50 sq.m. (concession area)
Hellenic Police Headquarters	9,153.00 sq.m. (concession area)
Ministry of Culture	1,967.10 sq.m. (concession area) & building facilities 1,665.60 sq.m.
Municipality of Athens (Lycabettus Hill)	37,600.00 sq.m. (concession area)
Chamber of Serres	256,454.00 sq.m. (concession area)
PLETEN0: Social Cooperative Enterprise	589.00 sq.m. (concession area) 18.00 sq.m. (concession building)
Municipality of Mytilene	351.00 sq.m. (listed building - Old Port Authority)
Municipality of Volos	3,370.67 sq.m. (concession area)
Cultural and Charitable Association of Thracians of Skoutareos	923.00 sq.m. (concession area) 150.00 sq.m. (concession building)

Duration	Purpose
99 years	Use of thermal resources
40 years	Restoration within the property
30 years	Building restoration and renovation
30 years	Creation of solid waste management projects
30 years	Location of a "Biotech Park"
30 years	Construction of Regional Civil Protection Operational Centres
30 years	Property landscaping for sustainable recreation
30 years	Creation of a business park
20 years	Building restoration and renovation
20 years	Creation of a square, green space, common areas, as well as creation of a multiplex of cultural and sports events of the hyperlocal character
20 years	-
10 years	Landscaping of a wider area.
3 years	Greek Flower Shop
-	Sports center and recreation areas
50 years	Construction of new buildings to house the services of the Hellenic Police
40 years	Use of the property as museum infrastructure, after the restoration of the building facilities
20 years	Restoration, upgrade, protection, maintenance and utilization of Lycabettus Hill
20 years	Creation of "Kolokotronis Business Park"
5 years	Store operation to support the improvement of citizens' lives and the upgrading of general living conditions
20 years	Operation of a tourist information center for visitors to the Municipality
10 years	Creation of local "green spots" (waste management)
10 years	Housing the operation of the Association

HPPC is in close cooperation with the General Government, the Municipalities and Regions and in 2022 it managed to provide a number of solutions to properties issues, attract major investments and contribute to major redevelopments, such as the Athens Coastal Front, and other areas, such as Lycabettus Hill, the former Olympic Venues in Goudi, in Loumpadiaris, and the Faliro Olympic Pole, thus acting as a bridge with the market, adding indirect jobs and socio-economic value in the areas where HPPC properties exist.

HPPC's main partnerships are the following:

➤ **CYCLE PATH ON THE COASTAL FRONT OF ATTICA**

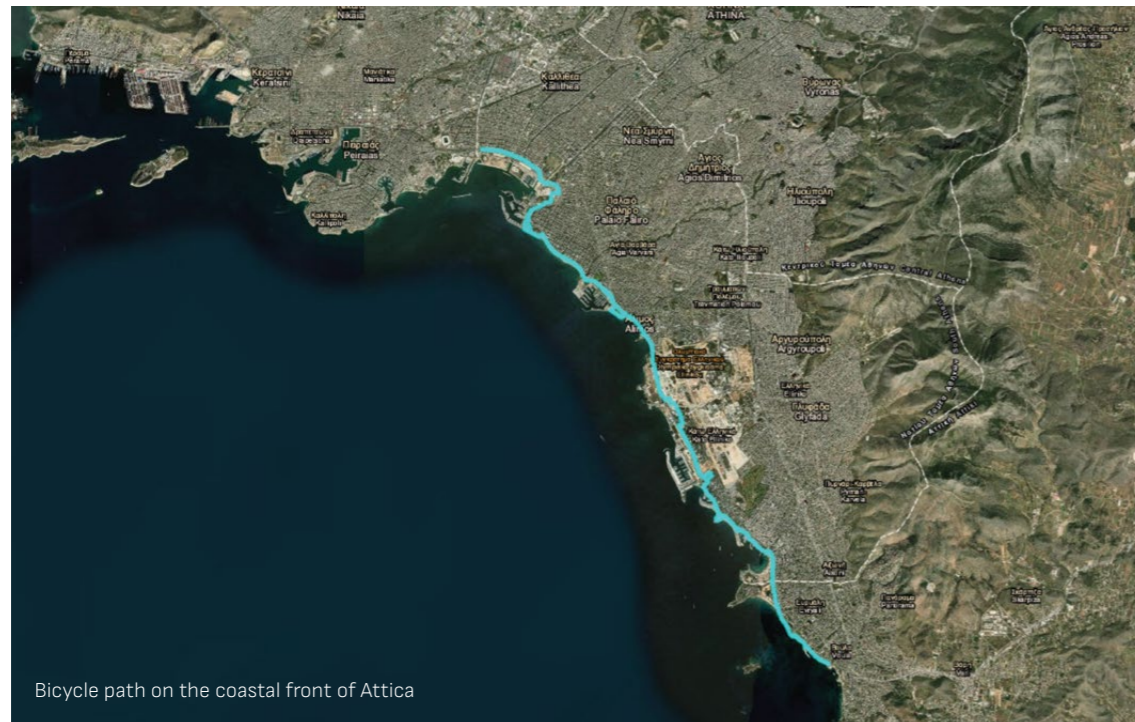
HPPC cooperates with the Region of Attica and other competent bodies for the creation of a bicycle / pedestrian path on the Coastal Front of Attica. The project was officially announced by the Greek Government in June 2021.

For the section from Piraeus to Voula, the project entitled "*Athenian Riviera: interventions in urban areas 2 and the building stock*" has been included in the Development Program of Strategic Contracts of Law 4799/2021 and the Recovery and Resilience Fund, as a public investment funded

by the European Union (NextGeneration EU). The Contracting Authority of the Project is the Region of Attica, the funding body is the Ministry of Environment and Energy and the competent authority for the maturation, conduct of the tender and monitoring of its execution is the Strategic Contracts Unit of HRADF.

The scope of the project includes the construction of a unified network of bicycle and pedestrian paths in the part of the coastline of the Athenian Riviera, which starts from the Municipality of Kallithea and ends at the Town Hall of the Municipality of Vari – Voula – Vouliagmeni, crossing six Municipalities (Kallithea, Palaio Faliro, Alimos, Elliniko-Argyroupoli, Glyfada, Vari – Voula – Vouliagmeni). The estimated total length of the cycle and pedestrian path is 13.5 km, with varying width up to 6m.

The project aims to create the longest single and accessible coastline in Europe and to offer additional open space to citizens, encouraging public access to the seafront. The intervention aims to enhance the use of bicycles and at the same time improve the urban environment, by upgrading the quality of urban space, supporting economic activities, attracting new economic functions, as well as creating new jobs.



Bicycle path on the coastal front of Attica

HPPC allocated 70 acres of its managed property for the needs of the pedestrian/bicycle path. The added value that the Company will receive from its collateral properties from the operation of the cycle path is significant.

➤ **BOURTZI NAFPLIO**

Following the completion of the works for the restoration, promotion and reuse of the Bourtzi Fortress in Nafplio by the Ministry of Culture through NSRF funding, close collaboration between the Ministry of Culture, the Ephorate of Antiquities of Argolida and HPPC begun, for the

preparation of a memorandum of cooperation, so that the Bourtzi fortress becomes can be revisited as a monument with cultural and recreational uses, providing high quality services. The administration and management of the fortress was initially assigned to Greek National Tourism Organization (EOT) and today it has been transferred to HPPC, and in 2022 the Board of Directors of HPPC approved the establishment of this new Business Unit. The benefits from the operation of the monument are multiple for the Municipality of Nafplio, Argolida and local businesses.



Bourtzi, Nafplio

➤ HISTORIC FLOWER STALLS AT PARLIAMENT

Revival of the historic Flower Shops of the Parliament with a joint initiative of the Hellenic Parliament, the Ministry of Culture and Sports and HPPC. The inauguration of the renovated historic flower stalls of the Parliament took place on 26 October 2022 in the presence of Prime Minister Kyriakos Mitsotakis and the President of the Parliament Konstantinos Tasoulas, following the completion of the renovation and refurbishment works implemented by a joint initiative of the Hellenic Parliament, the Ministry of Culture and Sports and HPPC.

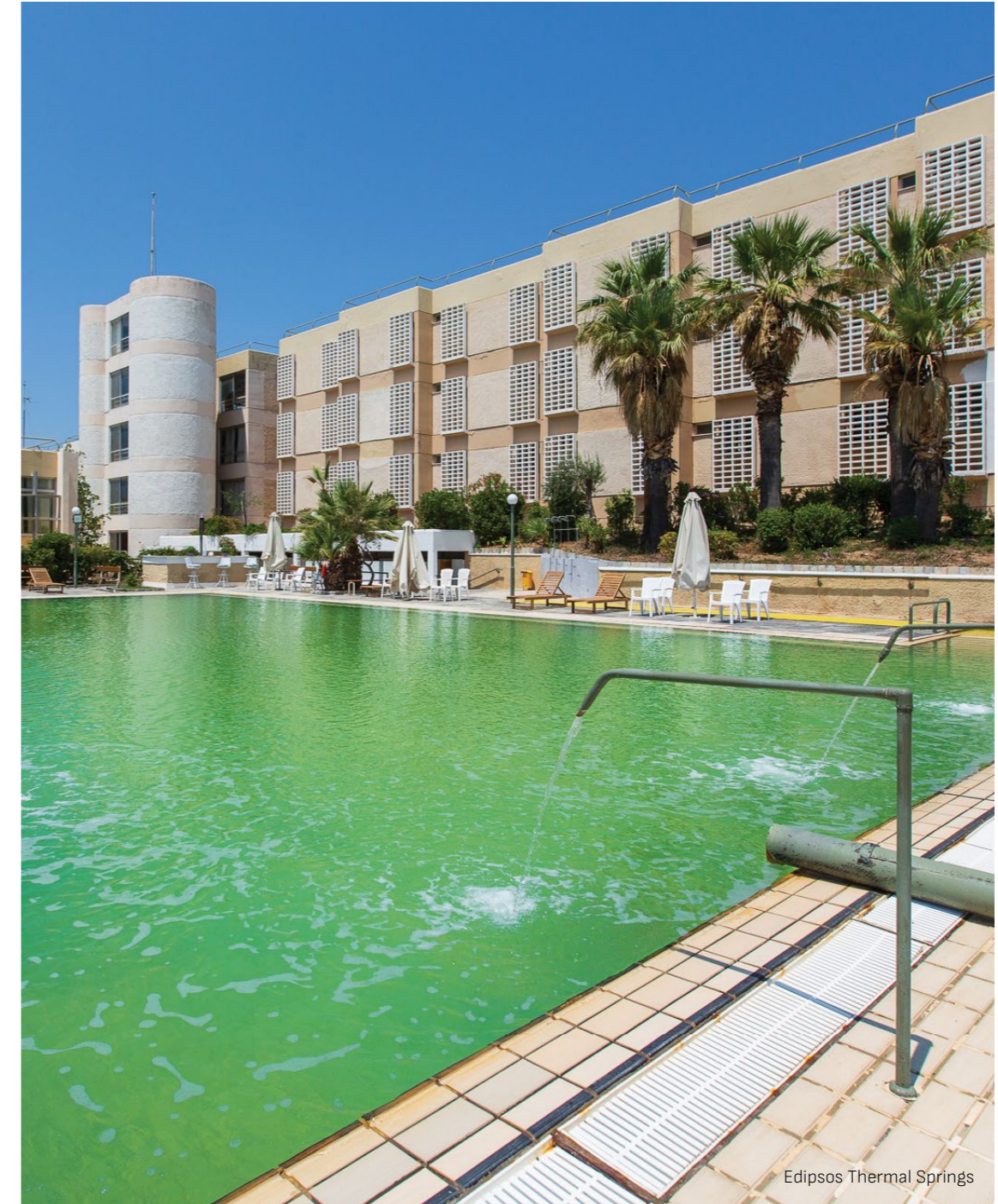
The historic flower shops of Syntagma consist of eleven (11) shops, which are almost ground floor underground apartments under the enclosure of the Parliament building, extending linearly along Vassilissis Sofias Avenue with direct access to it. Some of them have been joined together, while others are self-contained with entrance from the street, as originally planned. There are currently two flower shops, which occupy four apartments.

According to the study for the redevelopment of the shops of the flower shops of the Parliament, which was prepared and implemented by HPPC with the approval of the Central Council for Modern Monuments, the existing uses of the shops were functionally upgraded by the Ministry of Environment and Energy, retaining the use of the flower shops at both ends of the shops and adding a new use for the exhibition of the Hellenic Parliament and the Hellenic Organization of Cultural Resources Development (H.O.C.RE.D.).

The exhibition spaces were unified with internal openings of the interior walls and corridors, while the creation of two semi-open-air sections allow for access from the public space to the exhibition spaces and the store. At the same time, these spaces will be able to host temporary exhibitions. With these important interventions and the cooperation of all stakeholders, the historic Flower Shops of the Parliament have reopened their doors to visitors to Athens and citizens, marking a new era in their long history.



Visit of Prime Minister Kyriakos Mitsotakis to the renovated flower shop



Edipsos Thermal Springs

➤ EDIPSOS AND YPATI THERMAL SPRINGS

HPPC extended the operation of the Business Unit of the Thermal Springs of Edipsos and Ypati, within the first two months of 2022, in order to contribute to the stimulation of the local economy in the wider region of the Prefecture of Evia, which was significantly affected by the recent fires. Correspondingly, the operation of the Business Unit of Ypati Thermal Springs was extended.

➤ ACHILLION MUSEUM

At the same time, HPPC, apart from the indirect jobs it creates and the economic development of local communities through tourism development and the investments it implements, contributes significantly to the cultural development and promotion of our country. Specifically, every year, in cooperation with the Ministry of Culture and Sports and other local, national and international institutions, the Achillion Museum presents to the public a series of internationally renowned artists and speakers.

4.4 Safety and Inclusion of Customers and Users



Material Topic

GRI 3-3, ESRS S4-1, ESRS S4-2

Impacts	
Actual	Positive
	Through the provision of quality services by HPPC that safeguard the health and safety of the customers and end-users and by equal access to the services offered by HPPC to all end-users, without exclusions or restrictions.
Potential	Negative
	Inability to provide services that ensure physical, mental and social well-being, including safety aspects, to end-users, but also from limited access to HPPC infrastructure/services to persons with disabilities.
Financial Opportunities	
Equal access to the HPPC services, leading to increased profitability and improved reputation as well as through ensuring responsible marketing practices, which can lead to innovative ideas and product/service improvements that appeal to a wider audience, offering a potentially competitive advantage in the market.	
Financial Risks	
Complaints, compensation and fines in cases that is at risk the integrity and health of HPPC's consumers and end users of products and services.	



Accessibility for everyone at Parnassos Ski Center

HPPC pursues customer service and satisfaction through the provision of advanced services focused on the safety and inclusion of property users. Interaction with customers, in terms of services, is conducted both in person and online, with communication occurring through the Company's website, social media and through customer satisfaction surveys.

To address any negative impacts and improve customer experience, HPPC invests with its own resources or funds from European programs, to upgrade existing infrastructure and develop high

quality services. The Company has developed a customer-centric approach and is pursuing its digital transformation with the development of electronic ticketing services at Parnassos Ski Centre and 3D Virtual Tours for people with limited access to the Achilleion Museum and Diros Caves. At the same time, in the context of customer safety and inclusion, HPPC has developed detailed terms of use of electronic tickets and facilities for the Business Units in Diros Caves, Achilleion Museum, Parnassos Ski Centre and Voras-Kaimaktsalan Ski Centre.

Furthermore, HPPC conducts accessibility audits of the Business Units at regular intervals. Specifically, in 11 out of its 12 Business Units that operated in 2022, accessibility to people with disabilities has been ensured. A pedestrian traffic management study and a disability accessibility study were carried out in 2022 at the Thessaloniki Parking Station, while only the Diros Cave is not yet accessible. At the same time, free entrance to persons with disabilities is provided to its Business Units.

HPPC promotes the inclusion of customers and users through the tenders for the development of the properties it announces, including conditions for compliance with the legislation on accessibility for persons with disabilities to its infrastructure (e.g. ELOT 1439:2013 "Disability-friendly organization - Requirements and recommendations"). A typical example is the announcement of the tender for the property of Tae-Kwon-Do.

The Company also focuses on ensuring the health and safety of customers. Specifically, in the operating units of the Thermal Springs, in the two Ski Resorts and in Vouliagmeni Beach there are doctors during the period of operation, who provide immediate medical care and first aid in case needed.

Also, in the Ski Centres there is an obligation either to have an ambulance available or to have an official confirmation from a local hospital for the possibility of sending an ambulance in case of an accident. For the period when precautionary measures were in force for the COVID-19 pandemic, a Protocol for the Operation of the

Facilities of the two Ski Centres (Parnassos and Voras-Kaimaktsalan) was prepared by a specialized Company, in accordance with the governmental guidelines and commitments.

Also, in Vouliagmeni Beach there are lifeguards, covering the obligations of the law regarding the license to operate the facility. Also, in all facilities there are portable pharmacies with first aid items and especially in the Thermal Springs there are full pharmacies with all the medicines specified in the Government Gazette for the operation of the Thermal Springs, with the control of the pharmacy being to the Doctor of each Unit.

On the websites of Parnassos and Voras-Kaimaktsalan Ski Centres (<https://parnassos-ski.gr>, <https://kaimaktsalan.gr/>) the General Terms of Use of the facilities are available, where the necessary information is mentioned, so that skiers and the visitors have a safe and pleasant experience. The Company plans in the future to implement further initiatives to improve customer experience in its Business Units. The planned actions include:

- Conducting a customer satisfaction survey at the Business Units with the highest number of visitors and recording an action plan based on the findings of the survey.
- Provision of improved services to the customers of Business Units (free internet access, e-ticketing).
- Mapping of the existing procedure of handling requests/complaints to the central service and/or Business Units and proposal for the development of a new procedure and management system.



Lifeguard, Vouliagmeni Beach



5

Governance



5. Governance

5.1 Corporate Governance

HPPC follows the latest principles of corporate governance within the framework of a network of laws, rules, procedures and good practices of corporate management and control, utilizing best practices at the international level and complying with the applicable Greek legislation.

HPPC's core principles in the field of Corporate Governance follow the legal and regulatory framework of its Shareholder, as reflected, inter alia, in the Corporate Governance Code of Growthfund.

With a key focus on serving the public interest, corporate operations are characterized by transparency and a high sense of responsibility in the

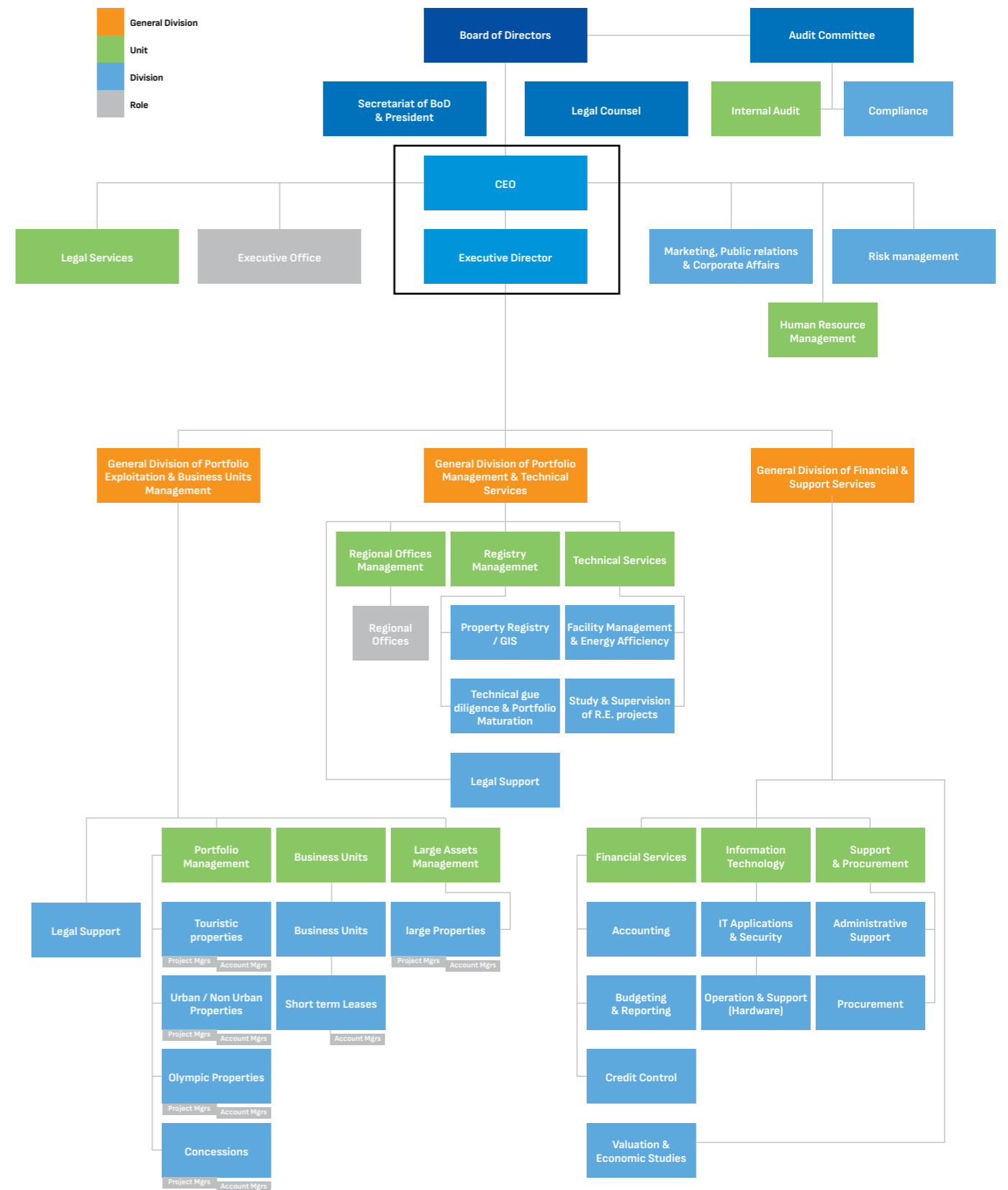
decision-making process, effective internal and accounting controls, responsible management of financial risk and proper information to all stakeholders.

In the context of Law 4389/2016, HPPC's organizational model has been designed to be able to effectively support the needs of its strategic and operational priorities, taking into account modern models of organization and operation in the field of real estate development, as well as its special characteristics, as a hybrid company required to manage a diversified real estate portfolio. At the same time, with the gradual modernization and adoption of new practices and operating systems, the HPPC objective is to ensure its smooth operation, on a daily basis, through the effective coordination of its Directorates and Business Units throughout Greece.



HPPC Organization Chart

Figure 4: HPPC Organization Chart



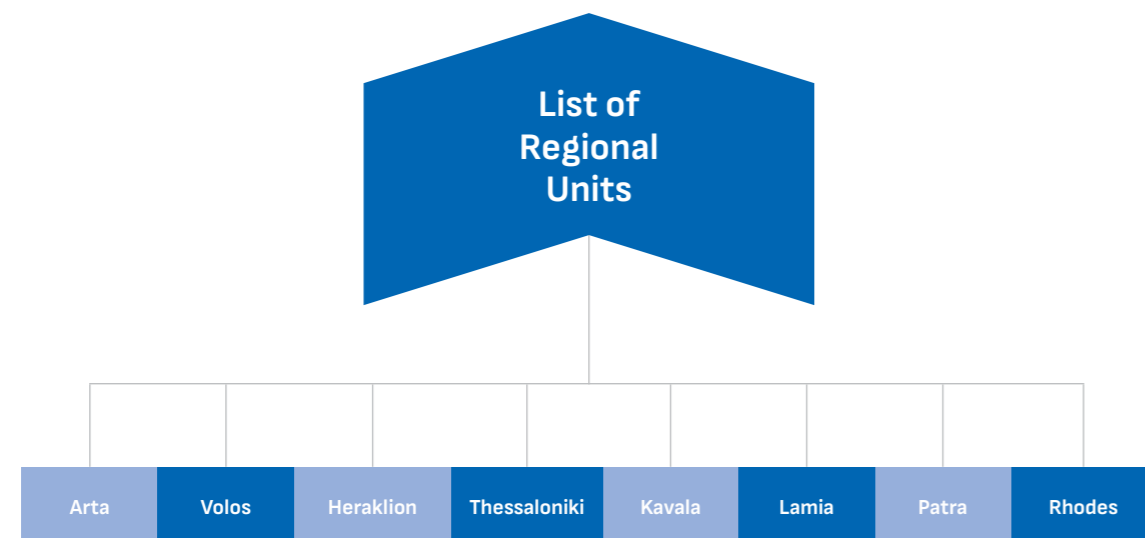
Regional Units

The expanded role of HPPC, as a single entity for the management and development of most of the properties of the Greek State, combined with the spatial dispersion of its properties, as well as its strategic objectives for the consolidation and maturation of its portfolio, creates the need for decentralized monitoring.

In this context, HPPC has proceeded with the strategic upgrading of its Regional Branches,

through the establishment of a relevant co-ordination unit at central level, while upgrading the operational capacity of its decentralized services, with the aim of better organizing them and reinforcing them with specialized personnel.

The headquarters of the Regional Units are selected in such a way that they can operationally cover all the needs of the Company throughout the country.



Board of Directors

GRI 2-9, GRI 2-10, GRI 2-11, GRI 2-17

Under the current Articles of Association of HPPC, in harmonization and application of Law 4548/2018 on Sociétés Anonymes, the General Meeting of the sole Shareholder, i.e. the HCAP is the supreme body of HPPC and decides on matters which, according to the legislation in force from time to time, fall under its exclusive competence.

The second statutory body of HPPC, responsible for its administration and management, to achieve its statutory objectives, is the Board of Directors (BoD). The BoD consists of five (5) to seven (7) members, who are elected by the General Meeting of the Shareholder. The term

of office of the members of the Board of Directors is three years (3 years), which may be extended by the provisions of the Articles of Association, and at the same time they are re-elected.

The General Assembly of the Shareholder appoints from among the elected members the Chairman of the BoD and an executive member, the CEO of the Company. The Chief Executive Officer exercises the general management of the Company's operations, under the control of the BoD, which has delegated to him the powers referred to in article 15 of the Articles of Association, except in cases where, according to a law governing the Company (Law 4548/2018 and Law 4389/2016) or the Articles of Association, a collective action of the BoD or a decision of the General Assembly of the Shareholder is required.

The CEO has also contractually committed, in addition to any legislative provisions, to refrain from any competitive act, or act that may be considered as a conflict of interest. The above contractual commitment, edited by the Compliance Division, is in line with the standards and best practices introduced by the Shareholder and applicable to its direct subsidiaries.

In addition to the CEO, the BoD may appoint another executive member. All its other members, including the President, shall be non-executive. The roles of executive and non-executive members of the BoD are completely distinct, based on the Articles of Association.

All members of the BoD have been appointed by the General Assembly based on proven professional experience and training in the fields of finance and real estate management and development. At the same time, they meet the requirements and comply with the provisions of Law 4389/2016 and Law 4548/2018. One of the non-executive members of the BoD and President of the Audit Committee (AC) is a woman, applying equal opportunities best practices. In addition, the suitability of members includes their training on Sustainable Development issues.

More specifically, the composition of HPPC's BoD on 31.12.2022 was as follows:

GRIGORIOS ANASTASIADIS	President of the BoD - Non-Executive Member
PANAGIOTIS BALOMENOS	Executive Director and acting CEO - Executive Board Member
ANNA SAIPI	Non-Executive Member of the BoD, President Audit Committee
THEODOROS GLAVAS	Non-Executive Member of the BoD
MICHAEL KANDARAKIS	Non-Executive Member of the BoD
SPYRIDON ROUVAS	Non-Executive Member of the BoD

In May 2023, the Non-Executive Member Mr. Michael Kandarakis submitted his resignation. Subsequently, under the decision of the Annual General Assembly of the Company dated 08.12.2023, three new members of the Board of

Directors were elected, namely: a) Ms. Iro Hadji-georgiou as CEO, b) Ms. Maria Ioannidou and Ms. Martha Kavvatha as non-executive members of the BoD.

Audit and Risk Committee

Since the Company's inclusion in Law 4389/2016 as a direct Growthfund subsidiary, an Audit Committee (AC) is established and operates, whose members are appointed by the General Meeting and the Board of Directors, consisting of at least three (3) independent non-executive members of the Board of Directors. The General Meeting may, by resolution, directly appoint the Chairman and/or members of the Committee, as well as appoint an external independent member, i.e. a member outside the Board.

In May 2023, the Board of Directors of the Company approved the new Rules of Procedure and the renaming of the Committee to Audit and Risk Committee (ARC), based on the new responsibilities, as defined by the Shareholder of the ARC, for the supervision of the operations and results and the Risk Management Division.

The main purpose of the Audit and Risk Committee (ARC) is to support the Board of Directors in its responsibilities, which mainly relate to the following:

Regarding its role in audit topics
<ul style="list-style-type: none"> The review of the adequacy of the Internal Control System and the process of monitoring compliance with laws and regulations. Review the financial reporting process and ensure the integrity of financial statements. The selection process, as well as the monitoring of the performance and independence of the External Auditors. Monitoring the effectiveness and performance of the Internal Audit Unit.
Regarding its role in risk management
<ul style="list-style-type: none"> Monitoring the effectiveness and efficiency of HPPC's Risk Management Framework and Risk Management Division. Ensuring that the Company has clearly and adequately defined its Risk Strategy and Risk Appetite in accordance with its business strategy, objectives, corporate culture and values. Assuring that the Board of Directors is adequately informed on all matters related to HPPC's Risk Strategy and Risk Appetite.

More information about the [Audit and Risk Committee](#) is available on HPPC website

BoD Remuneration and Remuneration Policy

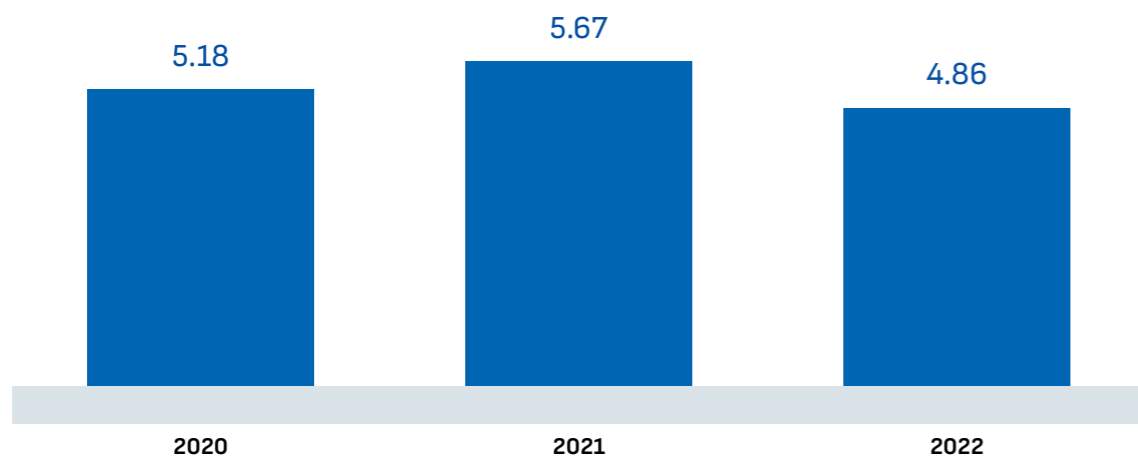
GRI 2-19, GRI 2-20, GRI 2-21

HPPC's Remuneration and Benefits Policy, which is approved only by the BoD, forms the general remuneration framework that is specified in individual contracts and at the same time defines

the rules and commitment of the Company for fair and decent remuneration. On the other hand, the General Assembly has the competence to establish the general remuneration framework for the CEO.

Regarding the CEO/Employee remuneration ratio for 2022, it was calculated 4.86:1.

Chart 9: Remuneration ratio of CEO/HPPC employees



5.2 Business Ethics

Material Topic

GRI 3-3

Impacts	
Actual	Positive Actual positive impacts from adherence to anti-bribery and corruption policies, the use of reliable whistleblowing procedures and the implementation of responsible marketing practices
	Negative Potential negative impacts from the possible absence of proper anti-corruption and anti-bribery policies
Financial Opportunities	
From adherence to anti-bribery policies, improving reputation and increasing HPPC's revenue, but also from responsible marketing practices, where innovative ideas and improved products/services can emerge, increasing the advantage in the market	
Financial Risks	
From the lack of business ethics and anti-bribery policies, such as loss of revenue, cost increase and bad reputation, but also fines and notoriety in case of deceptive marketing practices	

Code of Ethics and Professional Conduct

GRI 2-23, GRI 2-24

The Code of Ethics and Professional Conduct establishes high standards of conduct for employees and sets minimum rules of profession-

al ethics and ethical conduct to be observed, both towards customers, citizens and suppliers, as well as among employees. The Code constitutes a general framework of ethical conduct for the guidance of employees. The acceptance and application of the Code creates prerequisites:



More information about the [Code](#) is available on HPPC's website.



Policies

GRI 2-23, GRI 2-24, GRI 2-26

HPPC has incorporated into its operation and implements, both internally and in relations with external parties and partners, a network of policies related to responsible business action. The policies adopted by HPPC receive the approval of its supreme management body and have binding force in the day-to-day operation of the Company, in the procedures it implements and in its relations with third parties.

The degree of commitment for each relevant Department and Sector within HPPC is related to the subject of commitments and policies/regulations and procedures, while there are policies, such as the Code of Ethics and Business Conduct, or the Sustainability Strategy, the implementation of which is disseminated throughout the Company, from junior personnel to senior management. The commitments are fully implemented in HPPC's business relations.

One of HPPC's commitments is to defend Human Rights in Labour Relations, as it results from national and international legislation and as provided for in the Code of Ethics and Professional Conduct, to which all employees are personally bound. The aim of these provisions is the protection of fundamental rights, equal treatment, non-discrimination and respect for diversity; with particular care to be taken to provide equal access and safeguard the rights of persons with disabilities.

At the same time, HPPC's Sustainability Strategy further strengthens existing policies, setting, inter alia, specific goals on issues of protection of Human Rights and Responsible Business Conduct, over a three-year horizon (2022-2024). A typical example is the creation of a whistleblowing line, the Company's commitment to zero incidents of anti-competitive behavior, bribery and money laundering, the conduct of regular audits for compliance with corporate policies, as well as the objectives set for the Development of an Anti-Bribery Management System by the requirements of ISO 37001:2016 and ISO 37301:2021.

HPPC, in addition to regularly informing its staff, provides, at regular intervals, training on issues that arise and are related to the observance of its policies. The aim in the future is for training seminars to be implemented in the context of HPPC's Sustainability Strategy and for tenants/concessionaires to further ensure compliance with the Code of Conduct and corporate policies.

HPPC's policies are presented in more detail below:

Conflicts of Interest Policy

GRI 2-15

The prevention, identification, management and reduction or elimination of impacts and risks from conflict of interest situations is done by analyzing and explaining the relevant Policy and relevant scenarios from Regulatory Compliance, to all those who hold or will hold positions of responsibility and in relevant meetings for this purpose. The results of the above activities are communicated to the Management, which takes the following actions:

- Taking response measures, wherever required, while informing the BoD and the Shareholder. Every year, the Personal Status Statements of the members of the BoD and all those holding positions of responsibility (Directors, Sector Heads, Supervisors, Heads of Business Units) are requested and updated.
- Conflicts are controlled through analysis, explanatory questions and scenarios, as well as the annual update of statements.
- The monitoring of the implementation of the relevant Policy is carried out not only by the Management but also by the respective Compliance Division of the Shareholder.
- Conflicts of interest relating to relations with affiliates, their relationships, transactions and outstanding liabilities shall be reported and disclosed to stakeholders. The disclosure of this information to stakeholders is important for transparency and the management of any conflicts of interest that may arise from transactions with relevant parties.

Compliance Policy

The Compliance Policy defines the main axes that all HPPC staff must follow on regulatory compliance issues, to address, monitor and implement preventive actions towards the requirements arising from the Regulatory Framework governing its operation.

Whistleblowing Policy

GRI 2-16, GRI 2-25, GRI 2-26

HPPC is committed to ensuring the highest level of ethical and professional conduct and zero tolerance for illegal or irregular actions that damage its reputation. HPPC encourages its executives, employees and associates to immediately notify cases of violations and inappropriate behavior, as well as any act or behavior that may deviate from the appropriate, as necessary. This is the only way to ensure that its principles and values, as well as the rules of ethical and professional conduct, will continue to be applied, but also that the Company will be able to take any corrective actions required.

The purpose of the Reporting Policy is to create the framework for the early detection of irregularities, omissions, or criminal offenses in HPPC's work. This Policy sets out the principles and operating framework under which HPPC receives, manages, and investigates reports of irregularities, omissions or other criminal acts that have come to the attention of its staff or third parties and concern HPPC. HPPC takes all reports of possible misconduct seriously and in any case, the confidentiality of the report is ensured and an investigation is carried out to determine any violation. For each violation, the necessary corrective measures and relevant sanctions are taken, which are determined by the nature of the violation, the applicable law, and the employment/cooperation contracts

The Reporting Policy applies to:

- i. the members of the Board of Directors of HPPC,
- ii. all executives and staff of HPPC,
- iii. partners, suppliers as well as anyone who provides services to HPPC, but also
- iv. third parties who have relevant information about any illegal actions concerning HPPC.

Further information is available in the Company's Whistleblowing Policy.

Complaints mechanism and whistleblowing procedure

HPPC, certified to the international standards ISO 37001 and ISO 37301, has adopted a complaints and whistleblowing mechanism. The Chief Compliance Officer receives and manages complaints through a dedicated communication channel and forwards the complaints to the Management Evaluation Team for further investigation. The team then submits its recommendations to management for decisions and actions. This process, established in June 2022, is available to all staff, as it is posted on HPPC's internal network of communication.

Communication channels

HPPC has the following communication channels to address stakeholder concerns:

- Direct phone contact.
- Electronic communication: info@hppc.gr
- Written communication (submission of requests/letters).

These channels allow local communities to formulate complaints, submit proposals and receive answers and clarifications from HPPC.

In 2022 and previous years, no critical concerns were communicated by stakeholders to the Board of Directors, while there was no incident of non-compliance with laws and regulations, resulting in monetary or other damage to HPPC.

Data Protection Policy

HPPC is responsible for the management of the personal data of its customers, partners and staff, and sets as its primary goal the security of its management.

For this reason, it takes appropriate organizational and technical measures to protect the personal data it processes and to ensure that their processing is always carried out by the obligations set by the legal framework, both about HPPC itself as Data Controller and by third par-



ties as Data Processors on its behalf.

More information is available on the [Data Protection Policies](#).

Anti-Corruption and Bribery Policy

GRI 205-1, GRI 205-3

Compliance with the current legal and regulatory framework to combat corruption and bribery is everyone's responsibility. HPPC prohibits all forms of corruption and bribery and shows zero tolerance for any suspicious behavior that does not comply with the respective Policy it

has formulated. The anti-bribery procedure issued in June 2022, describes:

- The required policies and procedures to be taken into account.
- The required financial and non-financial audits to be carried out.
- The monitoring indicators applied by HPPC for regulatory compliance and anti-bribery.

In 2022, HPPC implemented all necessary internal procedures and policies to ensure integrity in its operational activity. Therefore, in 2022 there were zero incidents of corruption:

Table 17: Corruption incidents in HPPC in 2022

0 Confirmed cases of corruption	0 Confirmed incidents in which employees were dismissed or punished for corruption
0 confirmed incidents when contracts with business partners were terminated or not renewed due to corruption-related violations	0 public legal cases concerning corruption brought against HPPC or its employees during the reporting period

Training of employees on corruption and bribery

HPPC has a special e-learning program, which includes topics related to company policy against corruption and bribery. These trainings are practical and vivid, using examples, case studies, Q&A's and scenarios to describe situations to avoid.

These training courses enhance employees' awareness, providing them with the necessary tools to recognize and prevent cases of corruption and bribery. Through these trainings, HPPC reaffirms its commitment to the principles of

transparency, integrity, professional conduct and tackling corruption, by all available means.

Policy Against Violence and Harassment at Work

HPPC, setting as a top priority the development of a culture of free expression at work, encourages immediate reaction and reporting of any reprehensible behaviors related to violence and harassment in the workplace. In particular, it is committed to the integration and general strengthening of preventive and repressive mechanisms, as well as procedures for dealing

with and eliminating incidents of violence and harassment at work to create a working environment in which respect for human dignity prevails.

HPPC with this Policy aims to prevent and combat any form of violence and harassment that occurs during work, whether related to it or results from it, declares explicitly and unequivocally the prohibition of any form of violence and harassment that occurs during work, whether related to it or resulting from it, including gender-based violence and harassment, religious beliefs and sexual harassment. Furthermore, it undertakes not to victimize the person harassed or subjected to violence, as well as not to take any action that may be described as "retaliation" or "revenge".

Corporate Procedures & Regulations

To ensure the flow of its business operations with transparency and legitimacy, HPPC has established specific Procedures and Regulations that regulate the way it operates and define the framework of its daily activities.

➤ **Regulation of Leases, Leases, Concessions, Divestments, Exchanges, Purchases and Inducements**

More information is available in the Regulation on Leases, Leases, Concessions, Divestments, Exchanges, Purchases and Inducements [\(available in Greek only\)](#).

➤ **Regulation for the Award and Execution of Contracts for the Supply of Products, the Provision of Services and the Preparation of Studies**

The purpose of this Regulation is to define the terms and conditions under which contracts for the supply of products, the provision of services and the preparation of studies are concluded and executed by HPPC for its purposes and operation.

More information is available in the Regulation for the Award and Execution of Contracts for the Supply of Products, the Provision of Services and the preparation of Studies [\(available in Greek only\)](#).

➤ **Regulation for the Award and Execution of Project Contracts**

The purpose of this Regulation is to define the terms and conditions under which contracts for the execution of technical works of HPPC are concluded and executed for its purposes and operation.

More information is available in the Regulation for the Award and Execution of Project Contracts [\(available in Greek only\)](#).

The above regulations lead to detailed tenders, ensuring competitive behavior among participants.

➤ **Travel Regulation (Business Travel)**

HPPC supports employees and supports them in every possible way by adopting a comprehensive Regulation on Travel, i.e. business travel, which covers all employees.



5.3. Responsible Supply Chain



Material Topic

GRI 3-3

Impacts	
Actual	Negative
	The existence of strict and transparent conditions to ensure fair relations with suppliers, including payment practices, especially to small and medium-sized enterprises.
Potential	Positive
	Potential negative impacts from possible human rights abuses and/or violation of working conditions in HPPC's value chain or from possible failure in supplier relationship management, including payment practices.
Financial Opportunities	
By respecting the rights of workers in the value chain, offering a decent working environment and wages, and by selecting suppliers, taking into account social and environmental criteria, thus minimizing risks and improving the reputation of the company.	
Financial Risks	
Shaping a negative reputation due to association with suppliers and partners that violate labor law and workers' rights, as well as from the lack of strict and transparent conditions to ensure fair relations with suppliers, including payment practices.	

HPPC gives great emphasis on the protection and respect of human rights in its supply chain, as well as on establishing transparent and fair relations, seeking to maintain excellent cooperation with all its suppliers and partners, especially small and medium-sized enterprises.

In this context, the Company demonstrates zero tolerance in cases of labor violations concerning the working conditions of employees of suppliers and partners, as they are contrary to the culture and values of the Company and pose risks regarding the maintenance of HPPC's positive reputation and consequently its financial performance.

HPPC recognizes the importance of incorporating social criteria when entering into cooperation with its suppliers and partners and is work-

ing towards this direction so that shortly it will be able to evaluate and select partners who will be able to meet the Company's requirements and contribute to the enhancement of corporate reputation.

For the reference year, HPPC included ISO 45001 as a prerequisite in several calls for tenders, with the ultimate goal, where feasible, of including it in a higher number of cases.

Payment practice in the supply chain

HPPC understands the importance of fair and honest payment practices in its supply chain. It integrates these principles into its daily operation and seeks their full implementation by all its financial partners.

Since 2011, the procedure for the payment of its suppliers has been defined in detail by HPPC's Financial Services Department, with the issuance of a special Circular, which includes instructions for:

- The issuance, receipt and registration of invoices.
- The payment of contractual advances.
- The procedure of payment of suppliers and other contractors.
- The planning and processing of payments

The Circular is widely available to all staff, as it is uploaded on HPPC's internal network. The implementation of its guidelines helps to the conduction of prompt and fair payments, encouraging a mutually beneficial and fair partnership. In addition, regarding its payment practices, in particular with regard to late payments to small

and medium-sized enterprises, the notification shall include:

- The average time it takes the business to pay an invoice from the date the contractual or statutory payment deadline begins to be calculated, in number of days.
- The description of the company's standard payment terms in a number of days per main category of suppliers and the percentage of its payments that align with these standard terms.
- The number of legal proceedings currently pending for late payments.
- The additional information necessary to provide adequate context.

HPPC payments are made via bank deposits and the average payment time is 60 days.



6 Appendix





6. Appendix

6.1 About the Sustainable Development Report

GRI 2-2, GRI 2-3, GRI 2-4, GRI 2-5

This annual Sustainable Development Report is the first one issued by Hellenic Public Properties Company S.A. (within the report "HPPC") and was published in 08.04.2024. The Report includes information related to HPPC's activities in Greece and presents qualitative and quantitative information on its management approach and sustainable development performance. HPPC's objective is to inform its stakeholders about the impacts it creates or is likely to create on the economy, the environment and people, including human rights impacts, as well as the economic risks and opportunities arising from the environment and society to the company. HPPC also aims to present its performance on sustainable development issues and provide a basis for comparison. The Report is published and available electronically on the Company's website <https://hppc.gr/>.

This Report covers the reporting period from January 1, 2022, to December 31, 2022, aligning with the annual financial reporting period. It has been prepared with reference to the GRI Standards 2021 sustainability reporting standards, taking into consideration the Real Estate Standard (2023-06 edition) & Real Estate Services Standard (2023-12 edition) issued by SASB (Sustainability Accounting Standards Board). Further the Report also considers the Group's broader contribution to the UN Sustainable Development Goals (SDGs).

More information on the content and materiality analysis of HPPC's sustainable development topics is available on pages 36-41. The GRI Table of Contents is available on pages 93-95.

HPPC has not proceeded with external assur-

ance of the content of the Report, recognizes the importance of this process and is considering obtaining external assurance for the following Reports. There are also no restatements in this Report.

Communication

For any feedback on the initiatives undertaken by HPPC in the field of Sustainable Development, as well as for any queries regarding this Report and its content, please contact Ms. Sofia Siorokou, Head of Marketing, Communication and Sustainability, T: +30 210 3339443 | @: marketingetad@hppc.gr.

6.2 GRI Table of Contents

Declaration of Use	HPPC includes information reflected in the following table of GRI contents for the reporting period 01/01/2022-31/12/2022, with reference to GRI standards <i>(with reference)</i> .
Using GRI 1	GRI 1: Foundation 2021
GRI Industry Standards applied	N/A

GRI Standard	Disclosure	Page
General Disclosures		
	2-1: Organizational details	14
	2-2: Entities included in the organization's sustainability reporting	92
	2-3: Reporting period, frequency and contact point	92
	2-4: Restatements of information	92
	2-5: External assurance	92
	2-6: Activities, value chain and other business relationships	14-16 & 20
	2-7: Employees	55 & 99-101
	2-8: Workers who are not employees	55 & 102
	2-9: Governance structure and composition	80-81
	2-10: Nomination and selection of the highest governance body	80
	2-11: Chair of the highest governing body	80-81
	2-12: Role of the highest governance body in overseeing the management of impacts	32
	2-14: Role of the highest governance body in sustainability reporting	32, 37
GRI 2: General Disclosures 2021	2-15: Conflicts of interest	84
	2-16: Communication of critical concerns	85
	2-17: Collective knowledge of the highest governance body	80
	2-18: Evaluation of the performance of the highest governance body	27-31
	2-19: Remuneration policies	82
	2-20: Process to determine remuneration	82
	2-21: Annual total compensation ratio	82 & 102
	2-22: Statement on sustainable development strategy	8-9
	2-23: Policy commitments	83-84
	2-24: Embedding policy commitments	83-84
	2-25: Processes to remediate negative impacts	85
	2-26: Mechanisms for seeking advice and raising concerns	84-85
	2-28: Membership associations	22-23
	2-29: Approach to stakeholder engagement	32-33
	2-30: Collective bargaining agreements	56

GRI Standard	Disclosure	Page
Material Topics		
GRI 3: Material Topics 2021	3-1: Process to determine material topics	36-40
	3-2: List of material topics	40-41
Environment		
Climate change		
GRI 3: Material Topics 2021	3-3: Management of material topics	44
GRI 302: Energy 2016	302-1 (a,b,e,f,g): Energy consumption within the organization	45 & 96
	302-3: Energy intensity	45-46, 96
GRI 305: Emissions 2016	305-1 (a,b,c,d-ii,e,f,g): Direct (Scope 1) GHG emissions	46 & 97
	305-2 (b,c,d-ii,e,f,g): Energy indirect (Scope 2) GHG emissions	46 & 97
	305-4: GHG emissions intensity	46 & 97
Protection of biodiversity		
GRI 3: Material Topics 2021	3-3: Management of material topics	47
GRI 304: Biodiversity 2016	304-1 (a-i, a-iii, a-iv, a-v, a-vi, a-vii): Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	47-49
Water Consumption		
GRI 3: Material Topics 2021	3-3: Management of material topics	50-51
GRI 303: Water and Effluents 2018	303-3 (a,c): Water withdrawal	50-51 & 98
Society		
Working conditions		
GRI 3: Material Topics 2021	3-3: Management of material topics	54
GRI 202: Market presence 2016	202-1 (a,d): Ratios of standard entry level wage by gender compared to the local minimum wage	56 & 126
GRI 401: Employment 2016	401-1: New employee hires and employee turnover	55-56 & 104-117
	401-2 (a-ii, a-iv): Benefits provided to full-time employees that are not provided to temporary or part-time employees	56
	401-3: Parental leave	56 & 118-119
GRI 403: Health and Safety 2018	403-1: Occupational health and safety management system	57
	403-3: Occupational health services	58
	403-4: Worker participation, consultation, and communication on occupational health and safety	59
	403-5: Worker training on occupational health and safety	59
	403-6: Promotion of worker health	58
	403-9 (a,e,f,g): Work-related injuries	59 & 120-121
	403-10 (a-ii): Work-related ill health	59

GRI 404: Training and Education 2016	404-1: Average hours of training per year per employee	60 & 120-121
	404-2 (a): Programs for upgrading employee skills and transition assistance programs	60
GRI 405: Diversity and equal opportunities 2016	405-1: Diversity of governance bodies and employees	60 & 122-123
	405-2: Ratio of basic salary and remuneration of women to men	124
Economic Value Creation		
GRI 3: Material Topics 2021	3-3: Management of material topics	62-65
GRI 201: Financial Performance 2016	201-1: Direct economic value generated and distributed	62 & 124-125
	201-4 (a-iii): Financial assistance received from government	62 & 126
GRI 203: Indirect economic impact 2016	203-1 (a): Infrastructure investments and services supported	63-65
	203-2 (a): Significant indirect economic impacts	63-65
Local communities		
GRI 3: Material Topics 2021	3-3: Management of material topics	66-67
GRI 413: Local communities 2016	413-1 (a-iv): Operations with local community engagement, impact assessments, and development programs	68-73
Responsible supply chain		
GRI 3: Material Topics 2021	3-3: Management of material topics	88-89
Safety and inclusion of customers and users		
GRI 3: Material Topics 2021	3-3: Management of material topics	74-75
Governance		
Business ethics		
GRI 3: Material Topics 2021	3-3: Management of material topics	83-87
GRI 205: Anti-corruption 2016	205-3: Confirmed incidents of corruption and actions taken	86

6.3 Table of Contents SASB

Real Estate / Real Estate Services / Leisure Facilities Standard SASB Index	Category	Page
IF-RE-140a.4.: Description of water management risks and discussion of strategies and practices to mitigate these risks	Qualitative	50-51
SV-LF-000.A: Total number of visits by customers to any leisure facility in the Company's portfolio.	Quantitative	15-16

6.4 ESG Performance Indicators (KPIs)

Material Topic: Climate Change

GRI Standards 2021	Disclosure	Unit of measurement	2022	2021
GRI 302-1	Energy Consumption within the Organization			
	Fuel consumption within the organization from non-renewable energy sources (Diesel)	MJ	5,114,336.00	2,865,650.00
	Fuel consumption within the organization from non-renewable energy sources (Unleaded petrol)	MJ	1,334,757.00	733,119.00
	Fuel consumption within the organization from renewable energy sources	MJ	0	0
	Purchase and consumption of electricity from non-renewable energy sources	MJ	27,377,982.00	24,724,098.00
	Purchase and consumption of electricity from renewable energy sources	MJ	0	0
	Total energy consumption within the organization	MJ	33,827,075.00	28,332,867.00
GRI 302-3	Energy intensity			
	Energy intensity	MJ/€	0.70	0.76
	HPPC Turnover (denominator)	€	48,479,515.00	37,446,171.00

Notes to the table:

- For the calculation and methodology followed, as well as the conversion factors used, the ISO 14064 Report Template and the instructions from the Ministry of Environment and Energy were taken into account, which refers specifically to the implementation of the Greek Climate Law (Article 20, Business emissions).
- For the calculation of the energy intensity index, HPPC's turnover in euros (€) was chosen as denominator

GRI Standards 2021	Disclosure	Unit of measurement	2022	2021
GRI 305-1	Direct Emissions (Scope 1)			
	Gross direct (scope 1) GHG emissions	t CO ₂ e	544,46	307,74
	Biogenic CO ₂ emissions	t CO ₂ e	0	0
GRI 305-2	Indirect emissions from energy consumption (Scope 2)			
	Gross market-based energy indirect (Scope 2) GHG emissions	t CO ₂ e	4,364.25	3,150.33
GRI 305-4	Greenhouse gas intensity			
	Turnover	thousand €	48,479,515	37,446,171
	Greenhouse gas intensity ratio (Scope 1 & Scope 2 market based)	t CO ₂ e/€	0.101	0.092
	Greenhouse gas intensity ratio (for Scope 1 emissions)	t CO ₂ e/€	0.011	0.008
	Greenhouse gas intensity ratio (for Scope 2 market based emissions)	t CO ₂ e/€	0.09	0.084

Notes to the table:

- For 2022, the gases included in the calculation of greenhouse gas emissions were CO₂, CH₄, N₂O.
- 2021 was set as the base year for calculating greenhouse gases.
- For the calculation and methodology followed, as well as the GWP factors used, the ISO 14064:2018 Report Template, the instructions from the Ministry of Environment and Energy, as well as the Climate Law were taken into account.
- The consolidation method used is that of "Financial Control".

GRI Standards 2021	Disclosure	2022			2021			2020		
		Woman	Men	Total	Woman	Men	Total	Woman	Men	Total
GRI 2-8	Non-employed employees (freelancers)									
	FANARI CAMPING									
	Workers who are not employees	8	4	12	0	0	0	0	0	0
	VOULIAGMENI BEACH									
	Workers who are not employees	44	31	75	6	13	19	7	12	19
	CAMPING ASPROVALTA									
	Workers who are not employees	6	9	15	0	0	0	0	0	0
	VORAS-KAIMAKTSALAN SKI CENTRE									
	Workers who are not employees	12	28	40	0	23	23	0	23	23
	PARNASSOS SKI CENTER									
	Workers who are not employees	5	42	47	0	0	0	0	0	0
	KAIIFA THERMAL SPRING									
	Workers who are not employees	10	0	10	0	0	0	0	0	0
	EDIPSOS THERMAL SPRING									
	Workers who are not employees	9	6	15	0	0	0	0	0	0
	YPATI THERMAL SPRING									
	Workers who are not employees	9	6	15	9	7	16	9	7	16
THESSALONIKI MARINA										
Workers who are not employees	0	0	0	1	5	6	1	5	6	
DIROS CAVE LAKONIA										
Workers who are not employees	5	2	7	0	0	0	5	1	6	
TOTAL										
Workers who are not employees	108	128	236	16	48	64	22	48	70	

GRI Standards 2021	Disclosure	Unit of measurement	2022	2021	2020
GRI 2-21	Annual total earnings index				
	Ratio of remuneration of CEO and employees	#	4.86	5.67	5.18
	Change in the annual total compensation ratio	#	0.05	-0.45	Information not available

Notes:

- The difference in the average remuneration of HPPC employees for the mentioned years is mainly due to the differentiation in the number of seasonal workers.
- The CEO/Employee remuneration ratio is defined as the ratio between the annual total remuneration of the CEO and the average of the total remuneration of the employees (excluding the CEO's remuneration).



GRI Standards 2021	Disclosure
GRI 401-1	2022
	New employee hires and turnover
	HEAD OFFICE
	Number of employees
	Number of new employee hires
	Rate of new hires
	Number of employee turnover
	Rate of employee turnover
	VOULIAGMENI BEACH
	Number of employees
	Number of new employee hires
	Rate of new hires
	Number of employee turnover
	Rate of employee turnover
	EDIPSOS THERMAL SPRING
	Number of employees
	Number of new employee hires
	Rate of new hires
	Number of employee turnover
	Rate of employee turnover
	KAIIFA THERMAL SPRING
	Number of employees
	Number of new employee hires
	Rate of new hires
	Number of employee turnover
	Rate of employee turnover
	CAMPING FANARI KOMOTINI
	Number of employees
	Number of new employee hires
	Rate of new hires
	Number of employee turnover
	Rate of employee turnover
	YPATI THERMAL SPRING
	Number of employees
	Number of new employee hires
	Rate of new hires
	Number of employee turnover
	Rate of employee turnover
	PARNASSOS SKI CENTER
	Number of employees
	Number of new employee hires
	Rate of new hires
Number of employee turnover	
Rate of employee turnover	

Unit of measurement	<30 years old			30-50 years			>50 years old		
	Women	Men	Total	Women	Men	Total	Women	Men	Total
2022									
#	2	1	3	97	61	158	56	53	109
#	0	0	0	1	1	2	0	0	0
%	0.00	0.00	0.00	1.03	1.64	1.27	0.00	0.00	0.00
#	0	1	1	7	2	9	3	3	6
%	0.00	100	33.33	7.22	3.28	5.70	5.36	5.66	5.50
#	1	0	0	5	3	8	3	2	5
#	0	0	0	0	0	0	0	0	0
%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
#	1	0	1	4	2	6	2	0	2
%	100	0.00	100	80.00	66.67	75.00	66.67	0.00	40.00
#	0	0	0	2	0	2	2	3	5
#	0	0	0	0	0	0	0	0	0
%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
#	1	0	1	1	0	1	1	2	3
%	0.00	0.00	0.00	50.00	0.00	50.00	50.00	66.67	60.00
#	0	0	0	0	0	0	0	3	3
#	0	0	0	0	0	0	0	0	0
%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
#	0	0	0	0	0	0	0	0	0
%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
#	0	0	0	0	0	0	0	0	0
%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
#	0	0	0	2	2	4	1	1	2
#	0	0	0	2	1	3	1	0	1
%	0.00	0.00	0.00	100	50.00	75.00	100	0.00	50.00
#	0	0	0	2	1	3	1	0	1
%	0.00	0.00	0.00	100	50.00	75.00	100	0.00	50.00
#	0	13	13	13	38	51	10	30	40
#	0	1	1	1	0	1	4	0	4
%	0.00	7.69	7.69	7.69	0.00	1.96	40.00	0.00	10.00
#	0	13	13	11	34	45	10	25	35
%	0.00	100	100	84.62	89.47	88.24	100	83.33	87.50

GRI Standards 2021	Disclosure
	2022
	New hires and turnover of employees
GRI 401-1	DIROS CAVES LACONIA
	Number of employees
	Number of new employee hires
	Rate of new hires
	Number of employee turnover
	Rate of employee turnover
	ACHILLEION CORFU MUSEUM
	Number of employees
	Number of new employee hires
	Rate of new hires
	Number of employee turnover
	Rate of employee turnover
	THESSALONIKI MARINA
	Number of employees
	Number of new employee hires
	Rate of new hires
	Number of employee turnover
	Rate of employee turnover
	NIGRITA THERMAL SPRING
	Number of employees
	Number of new employee hires
	Rate of new hires
	Number of employee turnover
	Rate of employee turnover
	CAMPING ASPROVALTA
	Number of employees
	Number of new employee hires
	Rate of new hires
	Number of employee turnover
	Rate of employee turnover
	NORTHERN SKI CENTER
	Number of employees
	Number of new employee hires
	Rate of new hires
	Number of employee turnover
	Rate of employee turnover
	THESSALONIKI PARKING
	Number of employees
	Number of new employee hires
	Rate of new hires
	Number of employee turnover
	Rate of employee turnover

Unit of measurement	<30 years old			30-50 years			>50 years old		
	Women	Men	Total	Women	Men	Total	Women	Men	Total
2022									
#	2	0	2	2	10	12	4	17	21
#	1	0	1	0	0	0	0	0	0
%	50.00	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00
#	1	0	1	2	1	3	1	1	2
%	50.00	0.00	50.00	100	10.00	25.00	25.00	5.88	9.52
#	0	0	0	11	3	14	13	12	25
#	0	0	0	0	0	0	0	0	0
%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
#	0	0	0	0	0	0	1	0	1
%	0.00	0.00	0.00	0.00	0.00	0.00	7.69	0.00	4.00
#	0	0	0	2	4	6	1	3	4
#	0	0	0	0	0	0	0	0	0
%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
#	0	0	0	1	4	5	0	1	1
%	0.00	0.00	0.00	50.00	100	83.33	0.00	33.33	25.00
#	0	0	0	0	0	0	0	1	1
#	0	0	0	0	0	0	0	0	0
%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
#	0	0	0	0	0	0	0	0	0
%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
#	0	11	3	14	13	12	25	0	2
#	0	0	0	0	0	0	0	0	0
%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
#	0	0	0	0	0	0	2	0	2
%	0.00	0.00	0.00	0.00	0.00	0.00	100	0.00	100
#	3	5	8	8	1	9	1	1	2
#	0	0	0	0	1	1	0	0	0
%	0.00	0.00	0.00	0.00	100	11.11	0.00	0.00	0.00
#	3	5	8	8	1	9	1	0	1
%	100	100	100	100	100	100	100	0.00	50.00
#	1	0	1	2	0	2	2	2	4
#	0	0	0	0	0	0	0	0	0
%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
#	1	0	1	2	0	2	2	2	4
%	100	0.00	100	100	0.00	100	100	100	100

GRI Standards 2021	Disclosure
GRI 401-1	2022
	New hires and turnover of employees
	TOTAL
	Number of employees
	Number of new employee hires
	Rate of new hires
	Number of employee turnover
	Rate of employee turnover
	Disclosure
	2021
	New employee hires and turnover
	HEAD OFFICE
	Number of employees
	Number of new employee hires
	Rate of new hires
	Number of employee turnover
	Rate of employee turnover
	VOULIAGMENI BEACH
	Number of employees
	Number of new employee hires
	Rate of new hires
	Number of employee turnover
	Rate of employee turnover
	EDIPSOS THERMAL SPRING
	Number of employees
	Number of new employee hires
	Rate of new hires
	Number of employee turnover
	Rate of employee turnover
	KAIIFA THERMAL SPRING
	Number of employees
	Number of new employee hires
	Rate of new hires
	Number of employee turnover
	Rate of employee turnover
	CAMPING FANARI KOMOTINI
	Number of employees
	Number of new employee hires
	Rate of new hires
	Number of employee turnover
	Rate of employee turnover

Unit of measurement	<30 years old			30-50 years			>50 years old		
	Women	Men	Total	Women	Men	Total	Women	Men	Total
2022									
#	9	19	28	144	122	266	95	128	223
#	1	1	2	4	3	7	5	0	5
%	11.11	5.26	7.14	2.78	2.46	2.63	5.26	0.00	2.24
#	7	19	26	38	45	83	24	34	58
%	77.77	100	92.86	26.39	36.89	31.20	25.26	26.56	26.01
Unit of measurement	<30 years old			30-50 years			>50 years old		
	Women	Men	Total	Women	Men	Total	Women	Men	Total
2021									
#	7	1	8	103	66	169	57	65	122
#	1	1	2	8	4	12	2	0	2
%	14.29	100	25.00	7.77	6.06	7.10	3.51	0.00	1.64
#	2	0	2	5	2	7	7	13	20
%	28.57	0.00	25.00	4.85	3.03	4.14	12.28	20.00	16.39
#	16	17	33	15	14	29	4	7	11
#	16	17	33	12	10	22	1	5	6
%	100	100	100	80	71.43	75.86	25	71.43	54.55
#	15	17	32	11	11	22	1	5	6
%	93.75	100	96.97	73.33	78.57	75.86	25.00	71.43	54.55
#	1	0	1	5	3	8	6	3	9
#	1	0	1	6	3	9	5	2	7
%	100	0.00	100	120	100	112.50	83.33	66.67	77.78
#	1	0	1	4	2	6	4	1	5
%	100	0.00	100	80.00	66.67	75.00	66.67	33.33	55.56
#	1	0	1	9	0	9	2	4	6
#	1	0	1	9	0	9	2	0	2
%	100	0.00	100	100	0.00	100	100	0.00	33.33
#	1	0	1	9	0	9	2	1	3
%	100	0.00	100	100	0.00	100	100	25.00	50.00
#	2	4	6	3	2	5	2	0	2
#	2	4	6	3	2	5	2	0	2
%	100	100	100	100	100	100	100	0.00	100
#	2	4	6	0	2	2	2	0	2
%	100	100	100	0.00	100	40.00	100	0.00	100

GRI Standards 2021	Disclosure
GRI 401-1	2021
	New hires and turnover of employees
	YPATI THERMAL SPRING
	Number of employees
	Number of new employee hires
	Rate of new hires
	Number of employee turnover
	Rate of employee turnover
	PARNASSOS SKI CENTER
	Number of employees
	Number of new employee hires
	Rate of new hires
	Number of employee turnover
	Rate of employee turnover
	DIROS CAVES LACONIA
	Number of employees
	Number of new employee hires
	Rate of new hires
	Number of employee turnover
	Rate of employee turnover
	ACHILLEION CORFU MUSEUM
	Number of employees
	Number of new employee hires
	Rate of new hires
	Number of employee turnover
	Rate of employee turnover
	THESSALONIKI MARINA
	Number of employees
	Number of new employee hires
	Rate of new hires
	Number of employee turnover
	Rate of employee turnover
	NIGRITA THERMAL SPRING
	Number of employees
	Number of new employee hires
	Rate of new hires
	Number of employee turnover
	Rate of employee turnover
	CAMPING ASPROVALTA
	Number of employees
	Number of new employee hires
	Rate of new hires
	Number of employee turnover
	Rate of employee turnover

Unit of measurement	<30 years old			30-50 years			>50 years old		
	Women	Men	Total	Women	Men	Total	Women	Men	Total
2021									
#	0	1	1	7	4	11	2	5	7
#	0	1	1	7	3	10	2	4	6
%	0.00	100	100	100	75.00	90.91	100	80	85.71
#	0	1	1	7	3	10	2	4	6
%	0.00	100	100	100	75.00	90.91	100	80	85.71
#	0	13	13	12	41	53	6	30	36
#	0	13	13	11	36	47	6	26	32
%	0.00	100	100	91.67	87.80	88.68	100	88.67	88.89
#	0	0	0	0	2	2	0	2	2
%	0.00	0.00	0.00	0.00	4.88	3.77	0.00	6.67	5.56
#	2	4	6	3	17	20	5	17	22
#	1	4	5	2	6	8	0	1	1
%	50.00	100	83.33	66.67	35.29	40.00	0.00	5.88	4.55
#	1	4	5	1	6	7	2	1	3
%	50.00	100	83.33	33.33	35.29	35.00	40.00	5.88	13.64
#	0	0	0	13	4	17	12	13	25
#	0	0	0	0	0	0	0	0	0
%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
#	0	0	0	0	0	0	0	3	3
%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	23.08	12.00
#	0	0	0	2	4	6	1	4	5
#	0	0	0	1	4	5	0	2	2
%	0.00	0.00	0.00	50.00	100	83.33	0.00	50.00	40.00
#	0	0	0	0	0	0	0	1	1
%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	25.00	20.00
#	0	0	0	1	0	1	3	1	4
#	0	0	0	1	0	1	3	0	3
%	0.00	0.00	0.00	100	0.00	100	100	0.00	75.00
#	0	0	0	1	0	1	2	1	3
%	0.00	0.00	0.00	100	0.00	100	66.67	100	75.00
#	0	1	0	4	2	6	3	7	10
#	0	1	1	3	2	5	3	7	10
%	0.00	100	100	75.00	100	88.33	100	100	100
#	0	1	1	3	2	5	2	7	9
%	0.00	100	100	75.00	100	88.33	66.67	100	90.00

GRI Standards 2021	Disclosure
GRI 401-1	2021
	New hires and turnover of employees
	NORTHERN SKI CENTER
	Number of employees
	Number of new employee hires
	Rate of new hires
	Number of employee turnover
	Rate of employee turnover
	THESSALONIKI PARKING
	Number of employees
	Number of new employee hires
	Rate of new hires
	Number of employee turnover
	Rate of employee turnover
	TOTAL
	Number of employees
	Number of new employee hires
	Rate of new hires
	Number of employee turnover
	Rate of employee turnover
	Disclosure
	2020
	New employee hires and turnover
	HEAD OFFICE
	Number of employees
	Number of new employee hires
	Rate of new hires
	Number of employee turnover
	Rate of employee turnover
	VOULIAGMENI BEACH
	Number of employees
	Number of new employee hires
Rate of new hires	
Number of employee turnover	
Rate of employee turnover	
EDIPSOS THERMAL SPRING	
Number of employees	
Number of new employee hires	
Rate of new hires	
Number of employee turnover	
Rate of employee turnover	

Unit of measurement	<30 years old			30-50 years			>50 years old		
	Women	Men	Total	Women	Men	Total	Women	Men	Total
2021									
#	3	5	8	7	0	7	1	1	2
#	3	5	8	7	0	7	1	0	1
%	100	100	100	100	0.00	100	100	0.00	50.00
#	0	0	0	0	0	0	0	0	0
%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
#	1	0	1	2	1	3	2	1	3
#	0	0	0	1	0	1	0	0	0
%	0.00	0.00	0.00	50.00	0.00	33.33	0.00	0.00	0.00
#	0	0	0	0	0	0	0	0	0
%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
#	33	46	79	186	158	344	106	158	264
#	25	46	71	71	70	141	27	47	74
%	75.76	100	89.87	38.17	44.30	40.99	25.47	29.75	28.03
#	22	27	49	41	30	71	24	39	63
%	66.67	58.70	62.03	22.04	18.99	20.64	22.64	24.68	23.86
Unit of measurement	<30 years old			30-50 years			>50 years old		
	Women	Men	Total	Women	Men	Total	Women	Men	Total
#	11	3	14	107	73	180	52	61	113
#	2	1	3	6	3	9	0	5	5
%	18.18	33.33	21.43	5.61	4.11	5.00	0.00	8.20	4.42
#	3	2	5	5	8	13	2	0	2
%	27.27	66.67	35.71	4.67	10.96	7.22	3.85	0.00	1.77
#	14	8	22	22	13	35	4	5	9
#	14	8	22	22	10	32	3	3	6
%	100	100	100	100	76.92	91.43	75.00	60.00	66.67
#	13	7	20	19	10	29	2	3	5
%	92.86	87.50	90.91	86.36	76.92	82.86	50.00	60.00	55.56
#	0	0	0	4	5	9	3	3	6
#	0	0	0	4	5	9	2	2	4
%	0.00	0.00	0.00	100	100	100	66.67	66.67	66.67
#	0	0	0	2	5	7	3	2	5
%	0.00	0.00	0.00	50.00	100.00	77.78	100	66.67	100

GRI Standards 2021	Disclosure
GRI 401-1	2020
	New hires and turnover of employees
	KAIIFA THERMAL SPRING
	Number of employees
	Number of new employee hires
	Rate of new hires
	Number of employee turnover
	Employee attritionrate
	FANARI CAMPING
	Number of employees
	Number of new employee hires
	Rate of new hires
	Number of employee turnover
	Rate of employee turnover
	YPATI THERMAL SPRING
	Number of employees
	Number of new employee hires
	Rate of new hires
	Number of employee turnover
	Rate of employee turnover
	PARNASSOS SKI CENTER
	Number of employees
	Number of new employee hires
	Rate of new hires
	Number of employee turnover
	Rate of employee turnover
	DIROS CAVES LAKONIA
	Number of employees
	Number of new employee hires
	Rate of new hires
	Number of employee turnover
	Rate of employee turnover
	CORFU ACHILLEION MUSEUM
	Number of employees
	Number of new employee hires
	Rate of new hires
	Number of employee turnover
	Rate of employee turnover

Unit of measurement	<30 years old			30-50 years			>50 years old		
	Women	Men	Total	Women	Men	Total	Women	Men	Total
2020									
#	0	1	1	7	4	11	2	0	2
#	0	1	1	7	0	7	2	0	2
%	0.00	100	100	100	0.00	63.64	100	0.00	100
#	0	1	1	7	0	7	2	0	2
%	0.00	100	100	100	0.00	63.64	100	0.00	100
#	1	2	3	4	2	6	2	0	2
#	1	2	3	4	2	6	2	0	2
%	100	100	100	100	100	100	100	0.00	100
#	1	2	3	4	2	6	2	0	2
%	100	100	100	100	100	100	100	0.00	100
#	0	0	0	7	5	12	2	4	6
#	0	0	0	7	4	11	2	3	5
%	0.00	0.00	0.00	100	80.00	91.67	100	75.00	83.33
#	0	0	0	7	4	11	2	3	5
%	0.00	0.00	0.00	100	80.00	91.67	100	75.00	83.33
#	1	12	13	2	37	39	0	14	14
#	0	1	1	0	15	15	0	6	6
%	0.00	8.33	7.69	0.00	40.54	38.46	0.00	42.86	42.86
#	1	10	11	1	17	18	1	6	7
%	100	83.33	84.62	50.00	45.95	46.15	0.00	42.86	50.00
#	1	1	2	4	17	21	3	18	21
#	1	1	2	3	6	9	1	1	2
%	100	100	100	75.00	35.29	42.86	33.33	5.56	9.52
#	0	1	1	0	5	5	0	1	1
%	0.00	100	50.00	0.00	29.41	23.81	0.00	5.56	4.76
#	0	0	0	14	5	19	11	14	25
#	0	0	0	0	0	0	0	1	1
%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	7.14	4.00
#	0	0	0	0	1	1	0	1	1
%	0.00	0.00	0.00	0.00	20.00	5.26	0.00	7.14	4.00

GRI Standards 2021	Disclosure
GRI 401-1	2020
	New hires and turnover of employees
	THESSALONIKI MARINA
	Number of employees
	Number of new employee hires
	Rate of new hires
	Number of employee turnover
	Rate of employee turnover
	NIGRITA THERMAL SPRING
	Number of employees
	Number of new employee hires
	Rate of new hires
	Number of employee turnover
	Rate of employee turnover
	ASPROVALTA CAMPING
	Number of employees
	Number of new employee hires
	Rate of new hires
	Number of employee turnover
	Rate of employee turnover
	VORAS-KAIMAKTSALAN SKI CENTRE
	Number of employees
	Number of new employee hires
	Rate of new hires
	Number of employee turnover
	Rate of employee turnover
	THESSALONIKI PARKING
	Number of employees
	Number of new employee hires
	Rate of new hires
	Number of employee turnover
	Rate of employee turnover
	TOTAL
	Number of employees
	Number of new employee hires
	Rate of new hires
	Number of employee turnover
	Rate of employee turnover

Unit of measurement	<30 years old			30-50 years			>50 years old		
	Women	Men	Total	Women	Men	Total	Women	Men	Total
2020									
#	0	0	0	1	0	1	1	2	3
#	0	0	0	0	0	0	0	0	0
%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
#	0	0	0	0	0	0	0	0	0
%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
#	0	0	0	0	0	0	0	1	1
#	0	0	0	0	0	0	0	0	0
%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
#	0	0	0	0	0	0	0	0	0
%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
£	0	0	0	6	2	8	2	4	6
#	0	0	0	6	2	8	2	4	6
%	0.00	0.00	0.00	100	100	100	100	100	100
#	0	0	0	5	2	7	2	4	6
%	0.00	0.00	0.00	83.33	100.00	87.50	100	100	100
#	1	1	2	0	0	0	0	1	1
#	1	1	2	0	0	0	0	0	0
%	100	100	100	0.00	0.00	0.00	0.00	0.00	0.00
#	0	1	1	1	0	1	0	0	0
%	0.00	100	50.00	0.00	0.00	0.00	0.00	0.00	0.00
#	1	0	1	1	1	2	2	2	4
#	1	0	1	1	1	2	2	2	4
%	100	0.00	100	100	100	100	100	100	100
#	0	0	0	0	0	0	0	1	1
%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	50.00	25.00
#	30	28	38	179	164	343	84	129	213
#	20	15	35	60	48	108	16	27	43
%	66.67	53.57	60.34	33.52	29.27	31.49	19.05	20.93	20.19
#	18	24	42	51	54	105	17	21	38
%	60.00	85.71	72.41	28.49	32.93	30.61	20.24	16.28	17.84

GRI Standards 2021	Disclosure
GRI 401-3	Parental leave
	2022
	Employees entitled to parental leave
	Employees that took parental leave
	Employees that returned to work after parental leave
	Employees that returned to work after parental leave and were still employed 12 months after their return
	Employees expected to return to work after taking parental leave
	Percentage of employees returning to work
	2021
	Employees entitled to parental leave
	Employees that took parental leave
	Employees that returned to work after parental leave
	Employees that returned to work after parental leave and were still employed 12 months after their return
	Employees expected to return to work after taking parental leave
	Percentage of employees returning to work
	2020
	Employees entitled to parental leave
	Employees that received parental leave
	Employees that returned to work after parental leave
	Employees that returned to work after parental leave and were still employed 12 months after their return
Employees expected to return to work after taking parental leave	
Percentage of employees which returned to work	

Unit of measurement	Women	Men	Total
#	10	7	17
#	10	7	17
#	5	5	10
#	5	5	10
#	5	5	10
%	100	100	100
#	10	6	16
#	10	6	16
#	3	3	3
#	3	3	3
#	3	3	3
%	100	100	100
#	14	3	17
#	14	3	17
#	6	2	8
#	6	2	8
#	6	2	8
%	100	100	100

Notes:

- For the calculation of the "Workplace related Injuries" of the GRI 403-9 disclosure, the coefficient of 200,000 man-hours was used based on the number of HPPC employees.
- No group of employees is excluded from the data shown . Data are collected using reporting tools and in cooperation with safety technicians.

GRI Standards 2021	Disclosure
GRI 403-9	Workplace-related injuries
	Employees
	Number of hours worked
	Number of fatalities caused by workplace-related injuries
	Rate of fatalities as a result of work-related injury
	Number of high-consequence work-related injuries (excluding fatalities)
	Rate of high-consequence work-related injuries (excluding fatalities)
	Number of recordable work-related injury
	Rate of recordable work-related injuries (IR)

Note:

- For the calculation of the "Workplace related Injuries" of the GRI 403-9 disclosure, the coefficient of 200,000 man-hours was used based on the number of HPPC employees.
- No group of employees is excluded from the data shown . Data are collected using reporting tools and in cooperation with safety technicians.

GRI Standards 2021	Disclosure
GRI 404-1	Average training hours per employee
	By employee level
	Seniors
	Others
	Total
	Average training hours per year per employee
	Per operation
	Head Office
	Business units
	Σύνολο
Average training hours per year per employee	

Note: Data not available for the years 2021, 2022

Unit of measurement	2022	2021	2020
#	837.732	906.839	879.573
#	0	0	1
%	0	0	0.2
#	0	0	0
%	0	0	0
#	2	1	1
%	0.5	0.2	0.2

Unit of measurement	2022	
	Women	Men
#	1.20	0.00
#	0.92	2.06
#	0.43	0.06
#	0.53	0.10
#	0.00	0.00
#	0.43	0.06

GRI Standards 2021	Disclosure	Unit of measurement
GRI 405-1	Diversity of BoD	
	2022	
	Board of Directors	%
	Employee diversity	
	By employee level	
	General Directors	%
	Directors	%
	Heads of departments	%
	Business unit leaders	%
	Employees at the head office	%
	Employees in Business Units	%
	By function	
	Head office	%
	Business Units	%
	2021	
	Board of Directors	%
	By employee level	
	General Directors	%
	Directors	%
	Heads of departments	%
	Business unit leaders	%
	Employees at the head office	%
	Employees in Business Units	%
	By employee level	
	Head office	%
	Business Units	%
	2020	
	Board of Directors	%
	By employee level	
	General Directors	%
	Directors	%
	Heads of departments	%
	Business unit leaders	%
	Employees at the head office	%
	Employees in Business Units	%
	By employee level	
Head office	%	
Business Units	%	

<30 years old			30-50 years			>50 years old		
Women	Men	Total	Women	Men	Total	Women	Men	Total
0	0	0	0	100	100	22	78	100
0	0	0	0	100	100	100	0	100
0	0	0	0	100	100	50	50	100
0	0	0	33	67	100	50	50	100
0	0	0	0	100	100	22	78	100
33	67	100	63	37	100	51	49	100
77	23	100	43	57	100	39	61	100
67	33	100	61	39	100	53	47	100
23	77	100	42	58	100	37	63	100
0	0	0	0	0	0	17	83	100
0	0	0	0	100	100	100	0	100
0	0	0	0	100	100	50	50	100
0	0	0	60	40	100	50	50	100
0	0	0	0	100	100	13	88	100
3	1	100	65	35	100	47	53	100
21	39	100	49	51	100	36	64	100
75	25	100	63	37	100	49	51	100
35	65	100	48	52	100	35	65	100
0	0	0	0	0	0	17	83	100
0	0	0	100	0	100	100	0	100
0	0	0	0	100	100	38	63	100
0	0	0	75	25	100	44	56	100
0	0	0	0	100	100	13	88	100
63	38	100	62	38	100	48	52	100
44	56	100	45	55	100	36	64	100
63	38	100	59	41	100	49	51	100
44	56	100	45	55	100	35	65	100

GRI Standards 2021	Disclosure	Unit of measurement	2022	2021	2020
GRI 405-2	Ratio of basic salary and remuneration				
	By employee level				
	General Directors	#	1	1	1
	Directors	#	0.74	0.88	0.96
	Heads of departments	#	0.83	0.91	0.91
	Business unit leaders	#	0.70	0.58	0.58
	By function				
	Headquarters	#	0.90	0.93	0.89
	Business Units	#	0.70	0.71	0.63
	Total				
	Total ratio of basic salary of women to men	#	0.97	1.03	0.95

Note: The distribution "By employee level" does not include employees.

Material Topic: Economic Value Creation

GRI Standards 2021	Disclosure	Unit of measurement	2022	2021	2020
GRI 201-1	Direct economic value generated				
	Income	thousands €	49,843	42,722	37,894
	Total revenue (Μερίσματα, Dividends, financial and other incomes)	thousands €	49,843	42,722	37,894
	Distributed economic value				
	Operating cost	thousands €	25,701	22,342	17,886
	Employee salaries and benefits	thousands €	17,117	17,266	17,592
	Payments to capital providers	thousands €	0	0	0
	Payments to Greek State in Greece				
	Greece	thousands €	470	446	409
	Community Investment/Social Contribution	thousands €	0	0	0
	Total	thousands €	43,289	40,054	35,887
	Direct economic value retained				
	Direct economic value generated	thousands €	49,843	42,722	37,894
	Distributed economic value	thousands €	43,289	40,054	35,887
	Total	thousands €	6,554	2,668	2,007

Notes:

- The completion has been done with Company details not Group and based on International Financial Reporting Standards
- Income:**
 - Turnover is included (Including the amount of rent compensation due to covid in 2021 € 8.2 million as well as in International Financial Reporting Standards has been included in the turnover).
 - Operating income other than «Depreciation of grants received» and «Income from unused provisions for previous years» are included.
 - Financial income is not included, but dividend income is included.
 - Profits from valuation of investment properties are not included.
- Operating cost**
 - This includes cost of sales, administrative expenses, operating expenses, sales operating expenses other than expenses from employee salaries and benefits and excluding depreciation.
 - Other operating expenses are included.
 - Financial charges are not included.
 - Interest on KED loans is not included as in International Financial Reporting Standards.
 - Provisions for legal cases have not been included, while provisions for doubtful debts have been included.
 - It does not include part of 81.00 and 82.00 that concern taxes or tax fines and have been included in payments to the state so as not to be deducted 2 times from the revenue
- Employee salaries and benefits**
 - Staff remuneration and expenses are included as in the International Financial Reporting Standards note with a transfer of 60.02 to operating expenses other than personnel benefits (mainly Insurance Premiums).
- Payments to the government:**
 - Tax payments, fines and offsets have been included.
- Not included:**
 - The payment of Payroll Tax as it is included as an expense in salaries and employee benefits.
 - The payment of the Tax Stamp attributed with the income tax return, as it should not reduce the economic value retained as the Company collects the tax stamp from customers and remits it with the Income Tax Return (not included in the Income Tax in the International Financial Reporting Income Statement).
 - The payment of Tax Stamp delinquencies, as the Company collects the tax stamp from customers.
 - VAT payment.
- The amount of tax payments may not be included, as the Company is exempt from income tax and property tax, and other taxes (Withholding Taxes of contractors, other third parties, freelancers tax and Interest Taxes and City Taxes) should not reduce the value of the Company.



GRI Standards 2021	Disclosure	Unit of measurement	2022	2021	2020
GRI 201-4	Financial support				
	Total financial support received by HPPC from the Government of Greece	Thousand €	1,017	1,085	156

Notes:

- The amount that has been included refers to grants for NSRF projects.
- Rent compensation, as required by law in the context of dealing with covid impacts, collected for 2021 and 2022 amounting to € 552 thousand has not been included. and € 4,842 thousand, respectively. The total amount of rent compensation for 2021 has been included in the Revenues as well as in the International Financial Reporting Standards that are in the Company's turnover.
- The subsidy of KED loans has not been included, as in International Financial Reporting Standards, as it concerns the repayment of loans received by the former KED S.A. with the guarantee of the Greek State for the execution of projects on behalf of the State.
- The amounts of the 2020 grants refer to advance payments for 2 NSRF projects.
- HPPC contracted Subproject 3 in Kaifa at the end of 2019 and the other projects in 2020 and 2021.

GRI Standards 2021	Years of service	Unit of measurement	Men	Married Men	Women	Married Women
GRI 202-1	Recruitment basic salary ratios by gender compared to local minimum wage					
	2022					
	0-3	€	4.01	2.54	3.33	1.48
	3-6	€	3.55	4.02	5.41	4.17
	6-9	€	3.21	4.67	4.63	3.48
	>9	€	5.85	2.92	5.63	2.73
	2021					
	0-3	€	1.68	2.36	2.27	1.67
	3-6	€	6.28	5.84	4.16	5.37
	6-9	€	2.65	3.93	4.70	3.29
	>9	€	5.63	2.54	5.58	2.56
	2020					
	0-3	€	1.12	3.41	3.07	2.32
	3-6	€	4.13	5.25	5.14	4.03
	6-9	€	0.00	2.26	0.00	4.27
	>9	€	5.81	2.78	5.61	2.66

Notes:

- Salary may vary depending on the different locations of the Business Units, as indicated below (Caves, Ski Resorts) but not by gender. The only minimum wage used is in accordance with labour law. No other minimum wages are used.
- The above proportions of the basic salary correspond to the Head Office and Business Units of HPPC.



