



SUSTAINABILITY REPORT

2021

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MESSAGE FROM THE MANAGING DIRECTOR

Dear friends and colleagues,

The energy crisis and human suffering as consequences of Russia's invasion of Ukraine, immediately following the covid-19 health crisis, have sealed the conclusion that we are living in times of prolonged uncertainty with unpredictability and geopolitical instability.

So, when we talk about sustainability, we should not settle for a long-term plan with a fixed strategy and unchanging goals. It is rather preferable and more realistic to operate in accordance with the principles of sustainable development which are respect for people, the environment and sound corporate governance, revising whenever necessary the strategy and the short-medium term goals. Flisvos Marina keeps its core policies for the environment, society and quality management stable by flexibly adapting its goals to the conditions of the times.

Energy requirements, modern technological applications, economy, market competitiveness and training needs are some key parameters that are evaluated at least once per year, in order to determine the strategy and action plan of the marina with the aim of continuous improvement and commitment in the course of sustainable development.

For LAMDA Flisvos Marina S.A.,

Stavros Katsikadis

Managing Director



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FLISVOS MARINA AT A GLANCE

With twenty years of presence in the field of Greek tourist ports and a share, based on revenue, approaching 22% of the domestic market, Flisvos Marina ranks first among the country's tourist ports, being the ultimate destination for yachts owners from all over the world.



310 BERTHS



8.200 m² LAND DEVELOPMENT



25 ACRES OF GREEN AREA



50% BERTHS FOR YACHTS >30M

OUR STORY

Cities by the sea have been existing over time in the Mediterranean culture, from antiquity until today. That is exactly what we set out to do at a smaller scale: create a «small city» by the sea, boasting a Mediterranean design with clear, simple lines. Beautiful, clean, green and safe. Friendly and bright. With functional spaces, that can meet different requirements.

Flisvos Marina is a testament to the fact that sustainability and luxury are not incompatible. They can coexist harmoniously, under the clear blue sky of Attica, offering each of our guests and visitors a truly unique experience.

LAMDA Flisvos Marina S.A. is based in Paleo Faliro, Attica and operates exclusively in Greece. It is responsible for the development, operation and management of the Flisvos Tourist Port with the aim of developing, upgrading and managing the land and sea infrastructure of Flisvos Marina. The company LAMDA Flisvos Marina S.A. is a joint venture between LAMDA Flisvos Holding S.A. (LFH) (77.23%) and the Public Properties Company S.A (ET.A. D) (22.77%). In 2002, with the concession of 40 years following a public tender, LAMDA Flisvos Marina S.A. undertook to develop, upgrade and manage the Tourist Port of Flisvos.

Flisvos Marina operates according to the highest international standards, serving the individual needs of mega yachts. The facilities of Flisvos Marina include 310 berths, of 50% which have been designed to accommodate yachts larger than 30m in length, covering to a large extent the domestic need for berthing and at the same time being a unique tourist attraction for regular visitors of high standards from all over the world.

In terms of infrastructure, it is the first time that a marina with a land development of 8,200 sq.m was created in Greece, which in addition to the leisure facilities (restaurants, cafes, take away, playground), also includes commercial uses (marine equipment, sportswear). At the same time, it serves as a "green oasis" in the southern suburbs, since it has 25 acres of greenery. Flisvos Marina also provides the possibility of an outdoor self-service car parking with a capacity of 650 spaces.

Having set as a strategic goal the use of innovative technologies to provide optimum services to its customers, tenants and visitors, the marina proceeded with the installation and connection of optical fiber covering part of the port area. Within the next couple of years, the optical fiber will be extended to the rest of the marina facilities, which in combination with the implementation of other "smart" technological solutions Flisvos Marina will continue to be the country's first «smart» marina.

This model had already been successfully implemented in various other countries and has been proved to be just as successful in Greece.

VISION, MISSION AND VALUES

Vision:

To be a global model of tourist port for mega yachts, following the principles of sustainable development and innovation in all our activity areas.

Mission:

- To provide world-class berthing services of the highest quality
- To deliver an excellent customer experience
- To continuously create value and prosperity for our customers, visitors, partners, shareholders and all our stakeholders by fully integrating the principles of sustainable development
- To contribute to the promotion of our country as an international yachting hub

Values:

The core values of the Company are:

- **Respect:** We operate according to the principles of Sustainable Development respecting people, the environment and society
- **Business Excellence:** We systematically use quality management tools to achieve excellent business results at all levels of operation
- **Training:** We respect our employees, develop their skills through training and put emphasis on their professional development
- **Innovation:** We invest in infrastructure upgrades by using innovative technologies to provide optimum services to our customers
- **Responsibility:** We believe that responsibility builds trust and we operate with the responsibility of an industry leader

YACHT ACCOMMODATION IN 2021

The high level of services we offer resulted for yet another year in 100% berth occupancy.



100% BERTH OCCUPANCY IN 2021



22% SHARE OF THE DOMESTIC MARKET

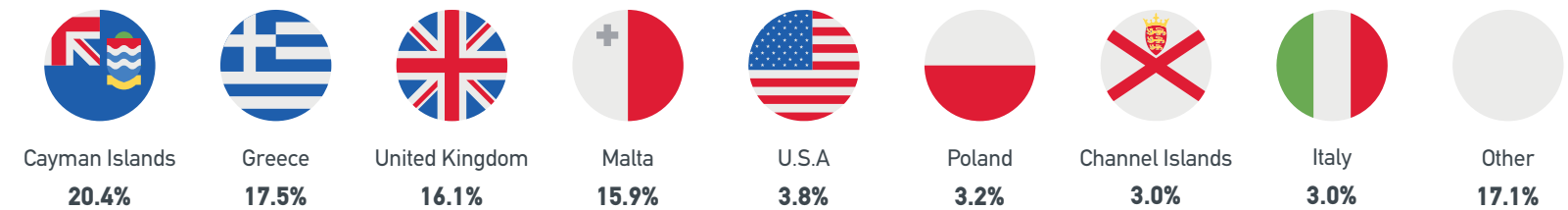
The marina's operation results in a number of important benefits for the wider maritime tourism ecosystem in Greece, as well as the society in general. The main objective of the Company is to upgrade its services, so that the marina becomes a pole of attraction for international mega yachts and, by extension, to upgrade maritime tourism in Greece.

Marina's economic growth comes in hand with the development of its sustainability plan, since the increase of its revenues is translated into greater investments for the environment, human resources and society.

This successful strategy followed by the Flisvos Marina has led for yet another year to 100% berth occupancy. In particular, in 2021, 310 permanent (commercial and private) yachts with flags from various countries were berthed at the marina, with the most common ones being from Cayman Islands, Greece, the United Kingdom and Malta. This figure is increased by 2.3% compared to the previous year and demonstrates the increased needs for berths.

The majority of yachts that were berthed at the marina are permanent private yachts with berthing contracts on an annual basis. In particular, the ratio between the total number of permanent yachts (59%) in relation to the transit ones, confirms the characterization of Flisvos Marina as a home port.

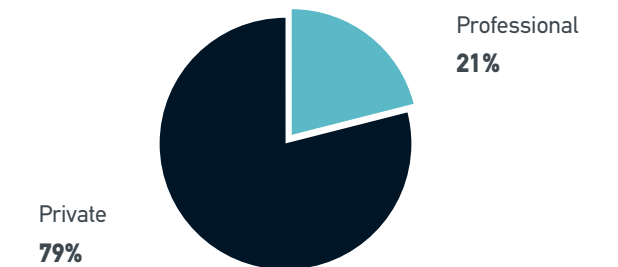
FLAGS OF THE TOTAL NUMBER OF YACHTS SERVED IN 2021



PERMANENT YACHTS CATEGORIES OF PRIVATE AND PROFESSIONAL YACHTS THAT BERTHED IN FLISVOS MARINA (2019-2021)

CATEGORIES	2019	2020	2021
Professional	17.7%	20%	21%
Private	82.3%	80%	79%

PERMANENT YACHTS CATEGORIES 2021



The yacht categories that were serviced during 2021 (permanent and transit) are presented, according to their size, in the following table.

CATEGORIES (m)	NUMBER OF YACHTS		
	PERMANENT	TRANSIT*	TOTAL
Up to 10	3	33	36
10-12	7	20	27
12-15	23	21	44
15-20	48	25	73
20-25	62	22	84
25-30	51	27	78
30-40	99	36	135
40-50	33	25	58
50-60	18	12	30
Over 60	3	16	19
TOTAL	347	237	584

*Concerning the movement of transit yachts

AWARDS AND DISTINCTIONS

The high quality of services and infrastructure of Flisvos Marina, in accordance with the most demanding international standards, with an emphasis on aesthetics and safety, have led to a series of important awards and distinctions during the last years.

Flisvos Marina has managed to be at the top of the best marinas globally, as it holds the «5 Gold Anchors Platinum» award which is Yacht Harbour Associations' (TYHA) highest distinction for its Global Gold Anchor Scheme.

In addition, Flisvos became the second mega yacht marina at European level to receive Platinum accreditation, while also the first and only marina in the Southeastern Mediterranean to surpass the five Golden Anchors.

In 2019, Flisvos Marina was distinguished for the quality of its services as well as the strategic position it holds at the Athens Riviera with the Special Award of excellence «Seven Stars Marina» at Seven Stars Luxury, Hospitality and Lifestyle Awards (SSLHLA).

Furthermore, in 2020, Flisvos Marina received one more certification, concerning the international standard ISO 45001:2018 for Health and Safety, while since 2008 it is certified with the international standards ISO 9001:2015 and ISO 14001:2015 by Lloyd's Register Group.

At the same time, due to the efforts made to maintain the excellent quality of its waters, the marina is being awarded with the Blue Flag since 2007 and has been honored since 2011 with the «Clean Marinas Program» distinction from the International Council of Marine Industry Associations (ICOMIA).

In 2021, Flisvos Marina was named among the Top Corporate Brands in Greece for 2021-22 in the context of the global institution of Superbrands.

Finally, Flisvos Marina, as a Corporate Member of HELMEPA, was the first marina in Greece to receive the title of "Safety Ambassador" in 2021. This initiative is part of the three-year (2019-2022) program "Enhancing the Understanding of New and Enduring Challenges in Maritime Safety Culture in the Eastern Mediterranean" implemented by HELMEPA in collaboration with its Corporate Members Lloyd's

Register and DYNAMARINE in Greece, CYMEPA in Cyprus and with the kind support of the British non-profit Lloyd's Register Foundation (LRF).

FIRST TO IMPLEMENT THE NEW EFQM 2020 INTERNATIONAL MODEL

Flisvos Marina is the first company in Greece to implement the revised EFQM 2020 International Model – which incorporates all of the megatrends of modern management – successfully meeting all of the required assessment criteria according to the Model and achieving the outstanding performance as a '5-star Recognised' organisation worldwide.

The EFQM Business Excellence Model is one of the most widely used frameworks for business excellence and sustainability in the world, serving as a model for self-evaluation by organisations and businesses regarding the criteria for an ideal management model.

In December 2021, Flisvos Marina was recognised by European Foundation for Quality Management as a "5 - star organisation using the EFQM Model" in the Business Excellence Certification Schemes of the Institute for Sustainability & Growth (INBIAN), the exclusive EFQM National Partner in Greece and Cyprus. This follows on the 'Recognised for Excellence 4-star' certification Flisvos Marina has maintained since 2018.



02

GOVERNANCE FRAMEWORK AND SUSTAINABLE DEVELOPMENT

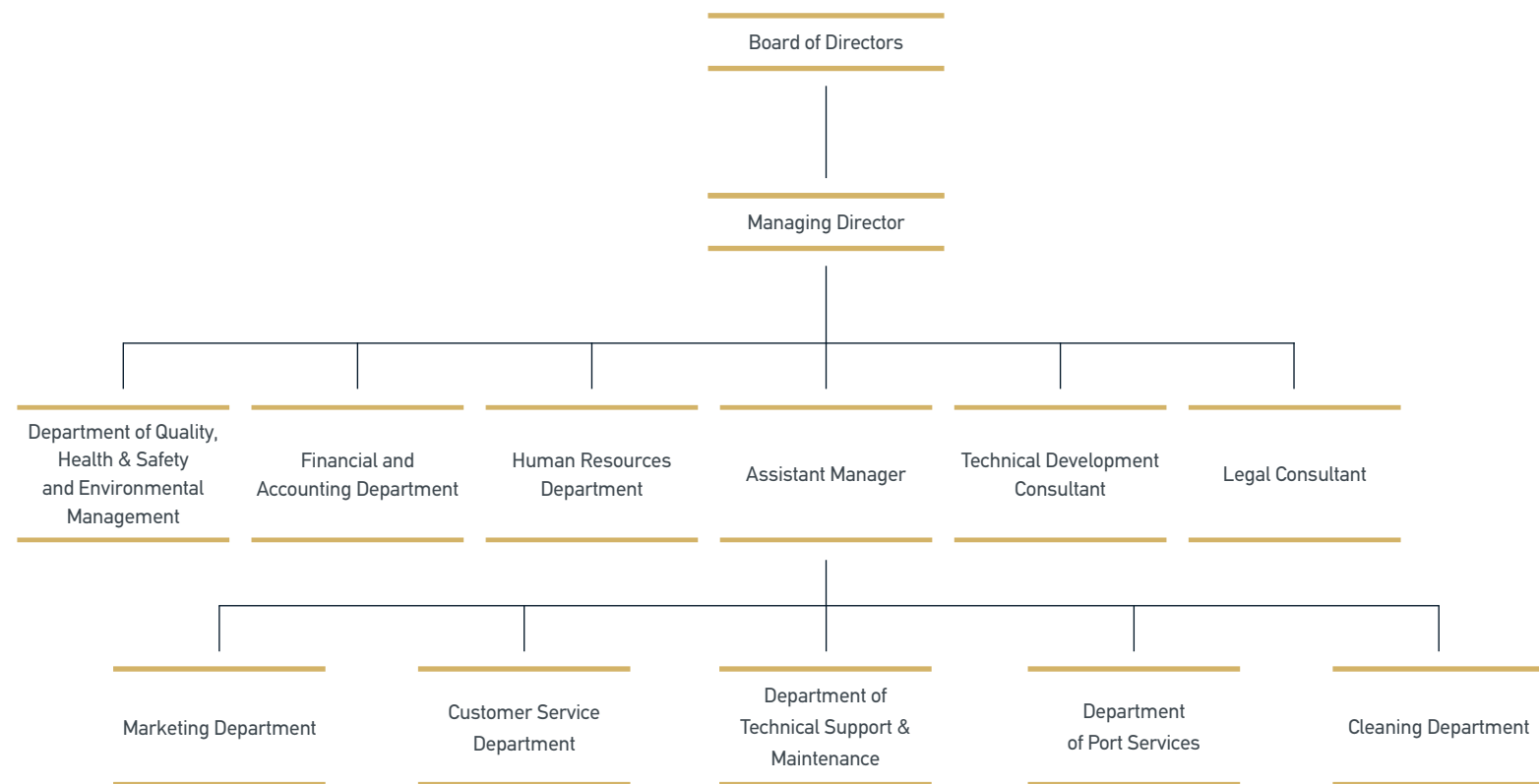
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GOVERNANCE FRAMEWORK

Flisvos Marina S.A. implements an appropriate governance framework based on best practices and focused on the implementation of our corporate strategy.

Flisvos Marina's highest governing body is the Company's Board of Directors, with Mr. Stavros Katsikadis as the Managing Director, who is surrounded by a leadership team made up of the Heads of the Company's departments. The Board of Directors ensures the optimum management framework, with a view to achieving long-term and sustainable development and creating value for all.



DEVELOPMENT AND IMPLEMENTATION OF A CODE OF CONDUCT

Aiming to strengthen further its operational framework, Flisvos Marina proceeded in 2021 with the development of a Code of Conduct, which will be implemented within 2022.

For this purpose, regular staff meetings are being held between the Company's executives. The risk assessment is revised annually before the review of Quality, Health & Safety and Environmental Management Systems, as well as:

- in case of any changes are introduced to the legal/regulatory environment or other requirements,
- in case of an event with a significant impact on the Company's operation or the environment
- in case of changes (planned or unplanned) that affect the management systems (new activities/facilities, equipment and materials, urgent needs etc.).

RISK MANAGEMENT

The Company, aiming to analyze its operating environment, identify threats and use the opportunities, as well as assess the risk associated with them, has established and implements an appropriate risk management procedure.

The risk assessment methodology includes:

- the evaluation of data derived from the Company's operating environment analysis,
- the evaluation of the level of compliance with the applicable legislation.

The results of the risk assessment process are evaluated during the annual review of the Management Systems. Afterwards, the planned actions form part of the quality, safety & health and environmental action plan of the Company and are communicated to the relevant staff.

In addition, the precautionary measures are defined as well as the actions to be taken in order to minimize the risk. The higher the risk, the more drastic are the immediate measures taken, in order to eliminate, isolate or reduce the risk.

The risk management measures, and the actions taken by the Company, are monitored by the relevant departments, through action plans, in which both the time and the person responsible for implementing them are being recorded.



OUR APPROACH TO SUSTAINABLE DEVELOPMENT

At Flisvos Marina we have set sustainable development at the core of our operation and strategy. Value creation for our stakeholders, as well as protection of people and the environment, remain our core priorities.



Through the implementation of sustainable development practices and the disclosure of our performance, we contribute to the Sustainable Development Goal 12 (target 12.6).

Improving our footprint in the economy, society and the environment is a long-term bet. We earn it day by day, year by year and every success is not a reason to settle back but a source of encouragement, to achieve our next set of goals.

We understand this commitment as a social responsibility and contribute with our operation to maximizing the value we provide to our customers, employees, shareholders, marina's visitors and other stakeholders.

At Flisvos Marina, sustainable development is an integral part of our philosophy and strategy, and this is reflected in the way we operate.

In this context, we put the health and safety of our people, customers and visitors as our primary priority, we protect in every possible way the environment, and we support social organizations and associations. We are committed to applying the principles of prevention and protection, disclosing our actions and constantly improving our performance in terms of sustainable development.

CONTRIBUTION TO THE SUSTAINABLE DEVELOPMENT GOALS

The United Nations Sustainable Development Goals (SDGs), provide an integrated framework for addressing challenges that humanity is called upon to solve at a global level (e.g. poverty, climate change, environmental protection, gender equality, hunger, education, etc.) with the ultimate goal of creating a better future for all

Despite the fact that the responsibility for the adoption of specific actions in order to achieve them mainly concerns the governments of the various countries globally, the contribution of both businesses and the wider society is deemed necessary.

Having incorporated the principles of sustainable development as a key priority in our operation, we express our commitment and contribute through our activity to the implementation of the following Sustainable Development Goals.



SUSTAINABLE DEVELOPMENT GOALS (SDGs)



OUR CONTRIBUTION TO THE FOLLOWING TARGETS

By providing development and training opportunities to our people, we contribute to the achievement of the target 4.4. Relevant information is provided on pages 60-61 and 68-69 of the chapter "Caring for our people".

Through fair treatment and the provision of equal opportunities, we contribute to the achievement of the target 5.5. Relevant information is provided on page 70 of the chapter "Caring for our people".

Through the practices we follow to reduce water consumption and ensure the quality of the marina's waters, we contribute to the achievement of the targets 6.3, 6.4 and 6.6. Relevant information is provided on pages 48-51 of the chapter "Environment and biodiversity".

Through the practices we apply to reduce energy consumption as well as the supply of electricity from 100% renewable sources, we contribute to the achievement of the targets 7.3, 7a and 7b. Relevant information is provided on pages 42-45 of the chapter "Environment and biodiversity".

Through responsible employment practices we contribute to the achievement of the targets 8.5 and 8.8. Relevant information is provided on pages 60-63, 64-67, 70 of the chapter "Caring for our people".

Through the creation of a work environment with no discrimination we contribute to the achievement of the targets 10.2 and 10.4. Relevant information is provided on page 70 of the chapter "Caring for our people".

Through the implementation of a certified Environmental Management System, in accordance with the requirements of the international standard ISO 14001:2015, as well as the adoption of sustainable development practices, we contribute to the achievement of the targets 12.4, 12.5 and 12.6. Relevant information is provided on pages 18, 24-25 of this chapter, as well as on pages 52-55 of the "Environment and Biodiversity" chapter.

COMMUNICATION WITH STAKEHOLDERS

Flisvos Marina communicates and cooperates with its stakeholders, aiming to create long-term value for all.

The systematic and essential two-way communication with the stakeholders is for Flisvos Marina the basis for both the planning and the evaluation of its actions and practices.

We recognize as our stakeholders those groups that influence and are influenced, directly or indirectly, by our activity. The Company reviews and redefines its stakeholder groups, whenever needed, and in accordance with the procedures of its management systems.

Through communication and engagement with its stakeholders, the marina aims at the continuous improvement of its services and the direct response to their needs and expectations.

STAKEHOLDERS: COMMUNICATION METHODS AND KEY TOPICS



YACHT OWNERS AND CREWS

To continuously improve its services and respond in the best possible way to potential problems, the Company is constantly informed about the desires and needs of its customers. For this purpose, the marina staff records the requests and any possible complaints of its customers, while at the same time a customer satisfaction survey is carried throughout the year.

Following the completion of the data collection, they are evaluated through internal procedures, in order to identify the material issues for yacht owners and crews and to respond to them in the best possible way.

Some of the most important issues for this group, include the marina's safe and "responsible" operation, as well as timely and efficient customer service.



EMPLOYEES

Effective communication between marina's staff and its Management is an important element for ensuring marina's smooth operation. For this reason, open and two-way communication is encouraged, while also regular meetings between the departments and the Managing Director are held, an "open door" policy is applied, and Annual Corporate Meetings are organized.

Furthermore, the Company has incorporated to its strategy, employees' active involvement in innovation and improvement processes, as well as regarding the quality improvement of work.

The main topics of interest for employees are those relevant to employment practices, such as the protection of the health and safety, the provision training and development opportunities, as well as fair work practices and equal opportunities.



SHAREHOLDERS

The Company communicates constantly with its shareholders to update them about its results and performance, as well as about any other topic of interest. Moreover, shareholders have the opportunity, during the Annual General Meeting, to be informed about the financial results of the year and the next year's budget, as well as about any other issue of general interest regarding the Company's activity.

All issues related to the operation of the marina are important for the shareholders, as they are linked with the return of their invested funds and the orderly operation of the marina. Effective protection of safety and health, as well as that of the environment, compliance with the applicable operating framework and value creation are among others some of the main issues of interest to shareholders.



SUPPLIERS

Due to the importance that effective procurement management has for the Company's operation, the communication with the suppliers is constant, and depends each time on the Company's needs.

Key issues of interest regarding procurement, is the responsible management of the supply chain, alongside the Company's financial performance, as it relates with its ability to build relationships with new suppliers and make timely payments.



COMMERCIAL TENANTS AND TENANTS' EMPLOYEES

The quality of services provided and the overall marina's customer and visitor experience, depends to a great extent on marina's commercial tenants and their staff.

The marina's facilities include 26 areas for renting, while currently 7 of them are used as restaurants, 7 commercial and take away shops, 13 are used as offices, and one as a playground.

To ensure the highest possible quality of service, marina's management is in constant communication with commercial tenants, to ensure that all the agreed procedures are followed. Additional areas of improvement may be identified as a result of the commercial tenants' satisfaction survey which takes place annually.

Some of the most important issues for the commercial tenants include the promotion of commercial spaces, cleaning services and waste management, the cost-benefit ratio and the speed of response to their needs.



VISITORS

The carefully designed aesthetics of its facilities has highlighted Flisvos Marina as a recreation area, with the attraction of visitors being important for its operation, as well as for its commercial tenants.

The Company in its constant effort to further improve its premises and its services provided to its visitors, conducts an annual satisfaction survey which highlights issues that are considered important by visitors that seek a pleasant, high quality and safe recreational space. Visitors' most common topics of interest include aesthetics, quality and safety, cleanliness, and availability of parking areas.



**PUBLIC SECTOR/
GOVERNMENTAL BODIES**

To properly manage issues related to its operation, Flisvos Marina communicates with state authorities, such as audit bodies, emergency response agencies, etc.

Moreover, Flisvos Marina, actively participates in public dialogue and consultations so as to keep abreast of the latest developments in the field of maritime tourism in Greece.

The issues that emerge as the most important for the Public and Governmental bodies are the compliance with the existing operating framework, the protection of the health and safety of employees, customers and visitors, the environmental protection as well as the value creation and the marina's responsible operation in general.



ASSOCIATIONS/ CHAMBERS

Flisvos Marina participates through its representatives in meetings held by relevant associations and chambers, to highlight and address the main issues regarding the touristic ports' sector and maritime tourism.

Topics of interest for industry associations and chambers, at national and international level, are the promotion of industry issues, possible upcoming changes in the regulatory framework, the development of the economy, etc.



LOCAL COMMUNITY

Marina's operation has multiple positive effects on the local community and leads to value creation for its economy. Flisvos Marina's Management communicates frequently with local community representatives, who express their views and submit their requests, either through correspondence or scheduled meetings with Company's representatives. In addition, Flisvos Marina carries out information and awareness campaigns for its visitors, the local community and businesses operating near the stormwater drainage and the stormwater pipeline that ends in the port, regarding the environmental impacts of dumping chemicals and other waste into the stormwater drainage.

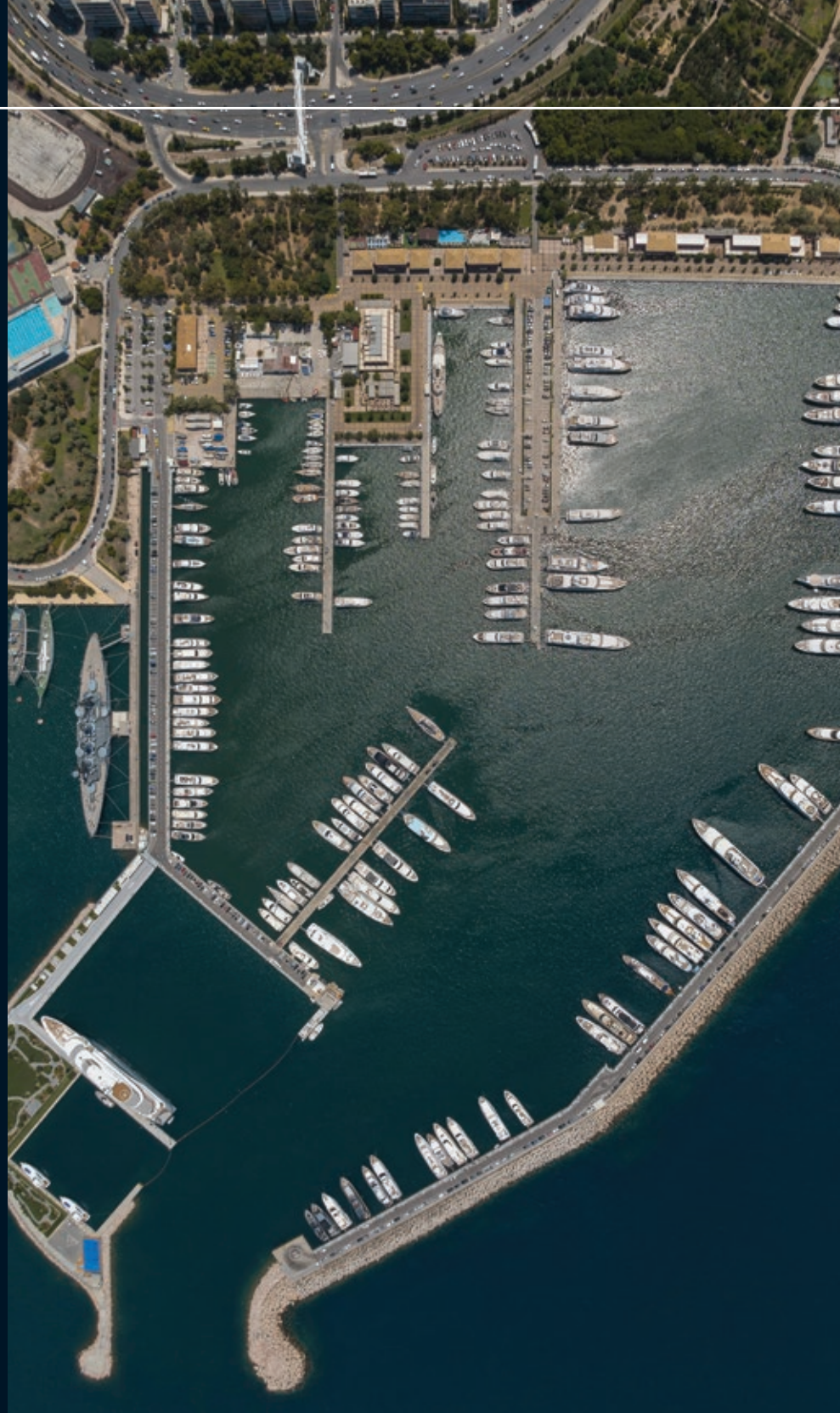
As main issues of interest are the quality of marina's operation, environmental protection, waste management and water quality, since any environmental degradation would translate into a direct impact on residents and the local economy.



**CHARITIES AND
NON-PROFIT ORGANISATIONS**

Flisvos Marina supports the activities of various non-profit organizations, either through sponsorships or providing hosting at its facilities. Through various meetings and communications that take place during the year, the Company gets in touch with various non-profit organizations, in order to participate in the organization of social events and to support their activities.

The main topic of interest for charities and non-profits is the support of their work.



ORGANIZATIONS AND INSTITUTIONS WE SUPPORT

Flisvos Marina in order to promote maritime tourism in Greece and address the issues of the sector, participates in a series of national and international initiatives, agencies and organizations.

More specifically, Flisvos Marina is an active member of:

The Greek Marinas Association (GMA)



The Yacht Harbour Association (TYHA)



The Hellenic Marine Environment Protection Association (HELMEPA)



The Hellenic Society for the Protection of Nature (HSPN)



The Alliance for Greece



The French-Hellenic chamber of Commerce and Industry



The British-Hellenic chamber of Commerce



MATERIAL SUSTAINABILITY ISSUES

We aim to create long-term value for all our stakeholders and focus on the material sustainable development issues relevant to our operation.

To identify and manage the most material economic, environmental and social issues related to our operation, we conduct regularly a materiality analysis exercise in accordance with the requirements of GRI Standards.

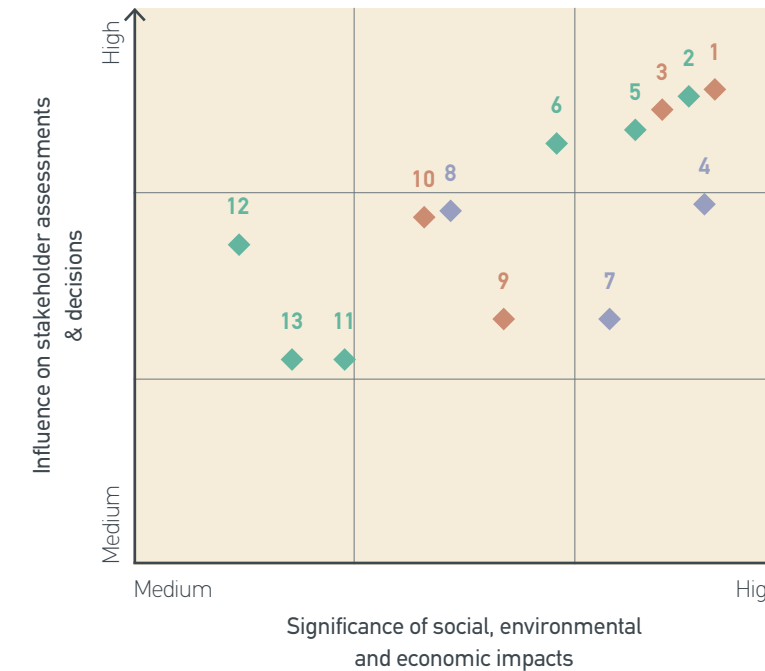
In this context and in order to apply the principles of GRI Standards for defining Report's content (Stakeholder Inclusiveness, Sustainability Context, Materiality and Completeness), a structured procedure/methodology was followed including the following steps:

- identification of sectoral material issues,
- prioritization,
- verification of completeness and accuracy as well as validation of the result.

In collaboration with representatives from all stakeholder groups related to its operations, Flisvos Marina identified the material sustainability issues that are relevant to its operations and include environmental issues, human resources issues as well as social, economic and services issues.

Additionally, in the context of the current Sustainability Report, a review of the Company's material issues was carried out. As a result of the review, 2 topics were merged and the final ranking is presented below.

FLISVOS MARINA MATERIALITY MATRIX



1. Facilities security
2. Waste management and circular economy
3. Health and safety of employees, customers and contractors
4. Customer satisfaction
5. Environmental compliance
6. Water quality monitoring and water consumption
7. Complaints management
8. Value creation
9. Employees' training and development
10. Business ethics, equal opportunities, diversity and human rights
11. Suppliers assessment with environmental and social criteria
12. Biodiversity protection
13. Energy consumption and emissions

- ◆ Environmental issues
- ◆ Human resources related issues
- ◆ Social, economic service related issues

The material issues are presented based on the Company's economic, environmental and social impacts, as well as based on the impact of these issues on the decisions of its stakeholders.

More information regarding our approach and performance for each of the above topics is provided in the corresponding sections of this Sustainability Report.



03

RESPONSIBLE OPERATION

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SAFETY AND QUALITY MANAGEMENT

Safety and quality management are our top priorities. We attach great importance to safety at the sea and on land, accidents' prevention and the protection of human life and the environment.

Flisvos Marina is particularly sensitive to issues related to maritime tourism and its effects on the environment. Therefore, it attaches great importance to safety at sea and on land, to accidents' prevention, as well as to the protection of human life and the environment.

Aiming at continuous improvement and development of its operations, as well as customer and other stakeholders' satisfaction, Flisvos Marina has developed and implements a dynamic, comprehensive Quality, Health & Safety and Environmental Management System.

INTEGRATED QUALITY, HEALTH & SAFETY AND ENVIRONMENTAL MANAGEMENT SYSTEM

Flisvos Marina, aiming to ensure its quality operation, environmental protection as well as protection of Health and Safety at sea and on land, has designed and implements a Quality Health & Safety and Environmental Management System, in accordance with the requirements of ISO 9001:2015, ISO 45001:2018 and ISO 14001:2015.

The System's implementation reflects the Company's commitment for continuous improvement regarding the quality of services offered to its customers, strengthening the collaboration and participation of all employees as well as the protection of the environment and sea water.

The scope of the System applies to all marina's activities and services and more specific covers the following 4 processes:

- Berthing- Yacht services
- Land - Commercial
- Technical Support
- Internal Operation

To achieve this, the Company has developed procedures for all its processes and has set key performance indicators (KPIs), on the basis of which it monitors its performance and sets

specific improvement targets. To achieve its objectives, the Company develops and implements management programs and action plans, while also implements appropriate actions to achieve them. The Company has also set in place procedures in order to control subcontractors' processes as well as their compliance with the Company's requirements.

The Company's Management actively participates, supports and sets the implementation of the System as a high priority, while also, in consultation with its personnel, is committed to implement what is required in order to achieve the objectives set, by providing the necessary resources.

FACILITIES SECURITY

We take all necessary actions for the safety of our premises and we invest in the optimization of security systems and processes we implement. Flisvos Marina, 24 hours a day, 365 days a year, is a completely safe destination for every visitor.

Flisvos Marina has a 24-hour security service with constant patrols, while the entry and exit points are controlled by security officers who work closely with the Port Authority and our personnel. At the same time, the security of the marina area is enhanced by a closed-circuit television (CCTV), as well as the Port Control Tower that offers a 360-degree view of the port.

Flisvos Marina is fully equipped with state-of-the-art security

and firefighting equipment and with a fire detection and alarm system in case of fire. Fire hydrants, carbon dioxide and dry powder fire extinguishers are placed along the facility, while the special, multi-purpose vessel for firefighting from the sea is always in state of readiness. The safety equipment for human life (lifeboats, buoys, ladders) is properly placed according to the strictest safety regulations of tourist ports.

The security measures of Flisvos Marina include continuous training of its staff with firefighting and crisis management exercises on a regular basis. Continuous training ensures that its team is always ready to deal with any emergency and to immediately use all the available equipment and resources to effectively manage any risk.

EMERGENCY RESPONSE PLANS

The Company has a process in place a specific procedure that describes the development of appropriate Emergency Response Plans which ensures the effective response to potential emergencies, as well as the actions for handling and investigating the accidents, in order either to avoid similar incidents in the future or prevent or limit their effects on the environment.

The process describes the methods applied by the Company, on the one hand, for emergency preparedness and response, including frequent drills, reviewing and updating the Emergency Response Plans and, on the other hand, handling and investigating incidents and accidents.

This procedure is activated in case of emergencies and accidents at the facilities of Flisvos Marina, where an adverse event occurs or continues evolving which may lead to an accident while coordination and combination of actions are required to deal with them.

The Emergency Response Plans include the following risk areas:

EMERGENCY RESPONSE PLANS	BERTHED YACHTS	BUILDINGS AT COMMERCIAL	OUTDOOR AREAS / PIERS
Extreme weather conditions	●	●	●
Terrorist attack	●	●	●
Customer injury	●	●	●
Man overboard rescue	●		●
Evacuation, fire, earthquake, occupational accident		●	●
Fire in the building of electromechanical equipment		●	●
Flood in the building of electromechanical equipment		●	●
Fire in a yacht	●		
Port pollution	●		
Yacht inclination	●		
COVID-19 pandemic		●	●

The Emergency Response Plans are prepared by the Head of Quality, Health & Safety and Environmental Management System in collaboration with the Head of the involved departments and approved by the Managing Director. In the event of an emergency, the corresponding Emergency Response Plan is applied.

NOISE

We apply a Special Operating Regulation according to which specific maximum noise levels are defined for stores at the marina area. Marina performs on annual basis measurements of the noise levels coming from the stores, in order to check the compliance of its commercial tenants and in case noise levels exceed the allowed limits to inform them to proceed with the necessary compliance actions. There is also a certified and calibrated sound level meter available to be used when necessary. In 2021 no cases of non-compliance occurred by the marina commercial tenants regarding the noise limits.

COVID-19 PANDEMIC MANAGEMENT

Flisvos Marina managed to cope with the results of the pandemic in a timely and efficient manner, setting from the first moment the safety and health protection of its employees and their families, customers and partners as an absolute priority.

With the same sense of responsibility and social solidarity, it continued to respond successfully in 2021 to the demands of this difficult situation. It continues to put into practice the Security Plan that created last year, which outlines the safeguards it uses to protect its personnel, clients, and business partners. These actions consist of:

ORGANIZATIONAL MEASURES

These are measures related to the avoidance of overcrowding and gatherings between employees at workplaces. Workplaces that have contact with the public are protected by plexi-glass partitions while the 1.5-meter distance set by the government between workplaces is maintained. At the same time, events' organization was suspended in order to avoid overcrowding, while based on the Emergency Response Plan, remote work was promoted for all employees, so that the presence of staff at the facilities is as minimal as possible.

PERSONAL PROTECTION MEASURES

The measures concern the implementation of good personal hygiene practices, both for em-

ployees and third parties in the workplace. The Company purchased hand sanitizer solutions for its personnel (alcoholic solution with an alcohol content of 70%) and installed appropriate stands for antiseptic dispensers in office spaces, and particularly areas where employees come into contact with the general public. In addition, it purchases and provides staff with disposable medical masks as well as high protection FFP2 (KN95) masks. Finally, Flisvos Marina trains and informs its staff to correctly apply safety and health measures to avoid the spread of the virus.

ENVIRONMENTAL MEASURES

The Company adopted measures to limit virus's spread. These measures include adequate ventilation with fresh air for all workplaces, regular maintenance and disinfection of ventilation systems as well as disinfection on a weekly basis of all Company areas by a specialized company.

MONITORING EMPLOYEES' HEALTH

In the context of limiting the virus spread among the Company's employees, the Company takes the following measures for the detection and management of a suspected case:

- Weekly Rapid test by a collaborating diagnostic center
- Monthly visit of the occupational doctor to the company to monitor the health of the employees
- Disinfection of all closed areas of the marina is carried out with appropriate equipment on a weekly basis.

Moreover, it has also a fully equipped first aid station, which is used to transport and isolate a suspected case until all the necessary actions are taken, according to the National Public Health Organization (NPHO).

OPERATIONAL MEASURES

To ensure the smooth operation of the facility, marina applies on daily basis various measures that include:

- Temperature checks of all marina's personnel, management of third party (customers, partners, delivery men, etc.) visits in Company's closed areas.
- Disinfection of interior spaces and offices on a daily basis, disinfection of common areas and equipment based on a daily basis or after use as well as providing customer service through digital channels for contactless transactions etc.

Copies of the Emergency Response Plans are posted on Flisvos Marina's announcement board and distributed to the supervisors (Heads of Departments) and members of the emergency response teams.

In 2021, there was no incident of non-compliance regarding Flisvos Marina's customer health and safety.



CUSTOMER AND VISITOR SATISFACTION

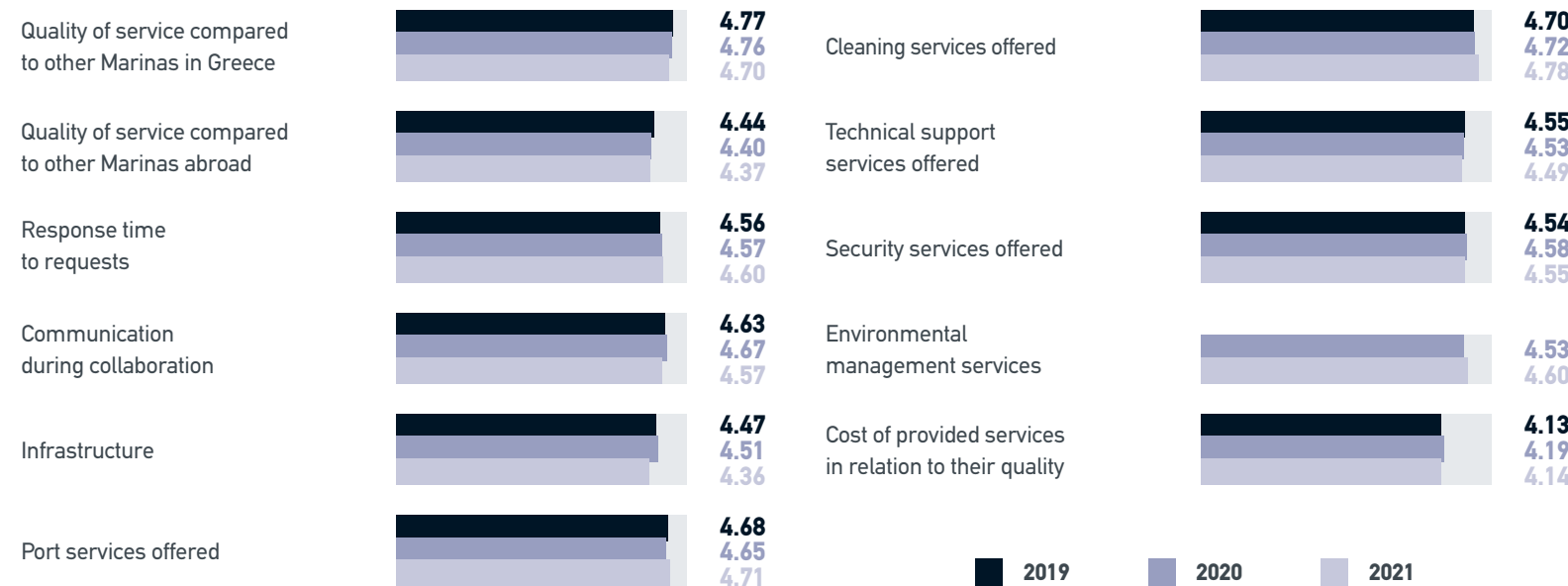
We operate with customer satisfaction as our priority. In this context and in order to improve our services, we conduct an annual customer satisfaction survey.

To capture customer satisfaction levels and improve the services provided, Flisvos Marina conducts a customer satisfaction survey on an annual basis. The satisfaction survey is addressed separately and with differentiated questionnaires to its three different types of customers: yachts, tenants and visitors.

In the survey conducted in 2021 at the permanent yachts, 54% of them participated. According to the results of the survey, an increase was observed in 4 of the 11 categories and a decrease in 4 of them. More specifically, the highest score of 4.78 was answered at the question regarding the evaluation of the cleaning services provided by the marina, presenting the highest increase among the questions (1.25%) compared to the previous year.

CUSTOMER SATISFACTION

PERMANENT YACHTS

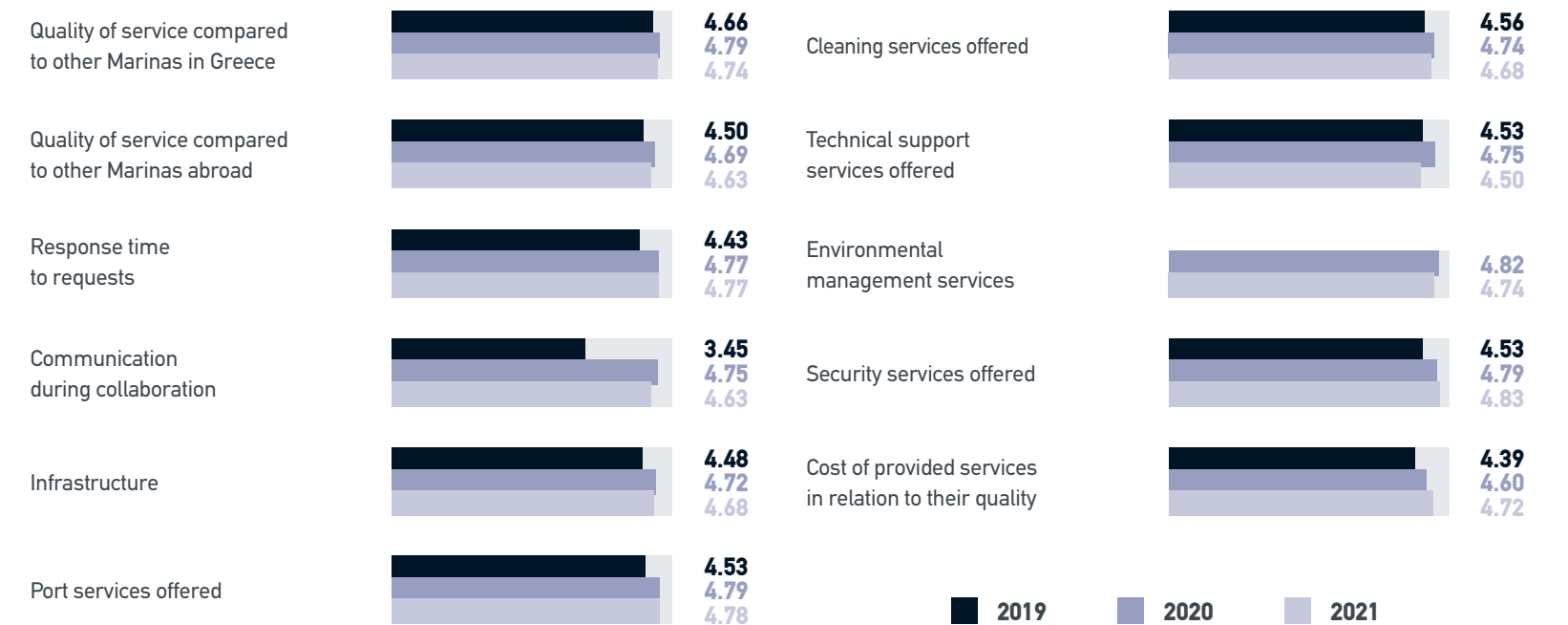


The average score for all questions was 4.53, reflecting for one more year the high levels of satisfaction of the marina's customers.

Regarding the transit yachts, which visited the Flisvos Marina, 19 out of 21 cooperating companies (corresponding to 259 movements of passing yachts) served in 2021, participated in the survey (i.e., 90.5%).

CUSTOMER SATISFACTION

TRANSIT YACHTS



The results in this category of marina's customers were roughly the same as last year. More specifically, there was an increase in 2 of the 11 categories, while in one category the rating remained the same. In addition, the following results were recorded:

- The greatest score increase regarding the satisfaction level (4.72%) was recorded in the cost of services provided in relation to their quality.
- The average score of all questions was 4.70, presenting very high levels of customer satisfaction for one more year.

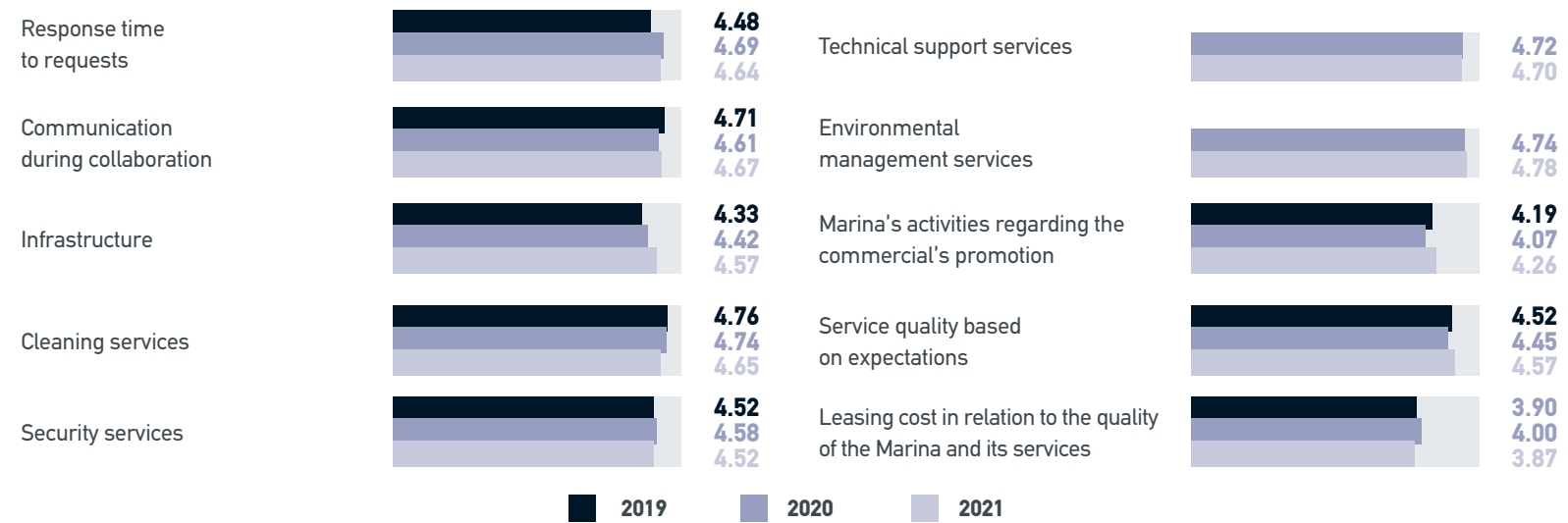
Moreover, according to the results of the survey 64% of the permanent yachts and 75% of the transit yachts would recommend Flisvos Marina to other yachts.*

*The percentages refer to the Net Promoter Score, in accordance with the respective methodology.

Moreover, the majority of the marina's commercial tenants participated in the survey (88.5%).

CUSTOMER SATISFACTION

TENANTS



Furthermore, the main survey findings regarding the commercial tenants, were the following:

- Satisfaction levels remained in general at the same high levels, presenting an increase in 5 of the 10 categories and a minor decrease in the other 5.
- The most important increase (4.5%) concerns the commercial promotion actions with an average score at 4.26 from 4.07 regarding the previous year.
- Increase was also recorded at the commercial tenants' answers regarding communication during the collaboration (1.4%), environmental management services and service quality compared to expectations (2.5%).
- In all the questions, the average score was 4.53, presenting an improvement compared to the previous year (4.52).

According to the survey's results 76% of the commercial tenants answered that they would recommend Flisvos Marina to other people interested in leasing space in the premises*.

Moreover, significant progress was recorded in relation to complaints management key performance indicators. Specifically:

- In 2021 there was a decrease in complaints from 74 to 32, compared to the previous year.
- The average handling time presented a significant improvement from 12.6 days to 7.2 (42.5% reduction).
- The goal to handle 100% of the complaints for 2021 was achieved.

Finally, the results recorded in a relevant survey conducted to marina visitors, were particularly encouraging since 100% of 2021 visitors declared their intention to visit Flisvos Marina facilities again, while 85% would recommend Flisvos Marina*. Both of these scores presented an improvement of 3% compared to the results of the previous year.

*The percentages refer to the Net Promoter Score, in accordance with the respective methodology.

PROCUREMENT MANAGEMENT

All Company's suppliers are continuously assessed based on specific procedures. The criteria taken into account for the evaluation of suppliers include their awareness of environmental and health and safety issues.

The effective management of the suppliers, subcontractors and partners of Flisvos Marina is carried out based on specific procedures that the Company has developed and applies.

SMOOTH OPERATION

Flisvos Marina places particular emphasis on ensuring a smooth, transparent and efficient procurement process of hazardous and non-hazardous materials, equipment and services (contractors and external partners).

SAFETY

Flisvos Marina considers safety and environmental protection as important priorities when it procures materials, equipment and services, including the management activities of its facilities. This contributes to minimizing the risks arising from their use, as well as ensuring compliance with its quality, safety and environmental policies.

SUPPLIERS' SELECTION AND EVALUATION

Flisvos Marina has developed and implements a selection and evaluation process for suppliers and subcontractors according to specific quantitative and qualitative criteria. It also considers suppliers' and subcontractors' levels of awareness on environmental as well as health and safety issues. Suppliers' and subcontractors' evaluation is an obligation of the managers of the departments involved and is carried out at regular intervals in order to ensure the quality of the services provided by Flisvos Marina to its customers. All of the marina's new suppliers in 2021 were evaluated taking into account environmental and social criteria, such as the implementation of certified management systems for the protection of the environment and occupational health and safety.

During 2021, the Company collaborated with 225 suppliers in total while also terminated its collaboration with 4 companies. All Flisvos Marina's suppliers are local (domestic).

In case a supplier or subcontractor does not reach the desired rating level, the Company terminates the partnership, and re-incorporation of the supplier into the approved suppliers and subcontractors list requires a prior decision from the marina's Management.

CUSTOMER DATA PROTECTION

Flisvos Marina implements all necessary measures for the security and protection of the personal data of former or current customers, commercial tenants, employees, suppliers and other related parties.

At Flisvos Marina, we implement in every case the most appropriate technical and organizational measures, to ensure that personal information is transferred, stored and processed in accordance with the appropriate security standards and the Company's Personal Data Protection Policy, as well as any applicable data protection laws.



NO INCIDENT OF PERSONAL DATA BREACH WAS REPORTED IN 2021

The Company's responsible and well-trained staff is bound by confidentiality agreements and recognizes the importance of protecting privacy and all personal information. For this purpose, it applies appropriate security policies, technical and operational tools, such as anonymization, pseudonymization, data encryption, use of firewalls, establishment of access levels, employees' authorization, personnel training, while also periodic audits are carried out to ensure effective protection.

VALUE CREATION AND SOCIAL CONTRIBUTION

Through our operation we create value for all our stakeholders.



€15.9M THE COMPANY'S "SOCIAL PRODUCT" FOR 2021

various organizations through sponsorships or donations. These amounts are distributed directly or indirectly to all of our stakeholders and constitute our "social product", which acts as a multiplier for the country's GDP, and contributes directly and indirectly to the Greek economy in various ways, including direct and indirect jobs.

In 2021, the social product of Flisvos Marina amounted to 15.9 million euros, contributing significantly to the national economy. Accordingly, the employees' salaries and benefits as well as the taxes paid during 2019-2021 amounted to approximately 14 million euros.

ANNUAL CONTRIBUTION TO ECONOMIC AND SOCIAL DEVELOPMENT: VALUE CREATION AND "SOCIAL PRODUCT"

At Flisvos Marina, we constantly aim to create value for our stakeholders and promote our country's maritime tourism. The Company, as part of its operation, conducts payments for employees' salaries and benefits, taxes to government, operating costs, while also supports

ECONOMIC VALUE GENERATED (€)	2019	2020	2021
Total revenue	14,300,000	14,500,000	16,800,000
ECONOMIC VALUE DISTRIBUTED (€)	2019	2020	2021
Operating costs	10,845,000	10,086,000	10,281,000
Employee wages and benefits	1,500,000	1,600,000	1,600,000
Payments to providers of capital	-	-	-
Total payments to government (taxes paid)	3,000,000	2,290,000	3,974,000
Community investments (donations - sponsorships)	7,400	10,700	8,800
Total Economic Value Distributed - "Social Product"	15,352,400	13,986,700	15,863,800
ECONOMIC VALUE RETAINED	2019	2020	2021
	(1,052,400)	513,300	936,200

MARINA'S ACTIONS AND INITIATIVES IN 2021

As a result of the Covid-19 restriction measures which continued in 2021 the marina reduced the total number of events organized throughout the year in order to avoid overcrowding and to protect its employees' health and safety as well as the community in general. However, the following social actions were carried out:

- In March 2021, Flisvos Marina co-organized with the Hellenic Marine Environment Protection Association-HELMEPA, the online workshop «Safety at Sea for leisure yachts and mega-yachts».
- In September 2021, it hosted at its facilities the filming of HELMEPA's «Stay Safe at Sea» TV spot, which aims at raising awareness among seafarers, sailors, fishermen, captains and crews of pleasure boats and yachts about the need to strictly follow the safety regulations.
- In October 2021, a voluntary blood donation was organized for yet another year, aiming to contribute to the national need for blood. During this blood donation 29 bottles of blood were collected.
- In November 2021, the Flisvos Marina donated two underwater scooters to the Hellenic Rescue Team of Attica (EODA), with the aim of upgrading the operational capabilities of the divers of the Liquid Sector and strengthening the contribution of EODA to the search and rescue operations of missing persons.
- In December 2021, Flisvos Marina hosted the Christmas Bazaar of the Panhellenic Association of Adapted Activities «ALMA».
- During the Christmas period, the action "Marina of Wishes" took place at Flisvos Marina, fulfilling the dream of a little hero from Make-A-Wish Greece.

The social contribution of Flisvos Marina through sponsorships, donations and hosting, amounted to a total of 83,967 euros in 2021, while over the last three years, the marina has contributed more than 739,215 euros in total to various social and environmental initiatives and organizations.

NERAIDA FLOATING MUSEUM

Flisvos Marina continued for one more year hosting the Neraida Floating Museum, which has been berthed at the marina since 2014. The museum exhibits heirlooms and objects of historical interest in relation to coastal and seagoing shipping as well as to Mr. John S. Latsis history, while it is the only floating museum in Greece with the ability to sail.

Amongst the museum's activities are the implementation of the educational program "Travelling with the Neraida: a game on board" for 6–11-year-old children, conducting thematic guided tours, interactive guided tours for High School and Vocational School students, guided tours for groups, associations, as well as organizing and hosting special events.

The museum is open to the public with free admission, guided tours and educational programs.



04

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ENERGY AND EMISSIONS MANAGEMENT

We take all necessary measures for energy efficiency and energy conservation in our activities, aiming to reduce our energy and carbon footprint.



ELECTRICITY FROM **100%** RENEWABLE SOURCES AGAIN IN 2021



REDUCTION IN ELECTRICITY CONSUMPTION COMPARED TO 2020 **29%**



WE MANAGE **16** DIFFERENT RECYCLING STREAMS

ENERGY CONSUMPTION

The energy consumption, whether it is electrical or thermal, is an important part of the environmental footprint of Flisvos Marina. Our goal is to use energy in the most efficient way possible and achieve as much energy saving as possible in our activities, without however affecting the quality of the services we provide.

In this context, energy (electricity or fuel) consumption at all Flisvos Marina's facilities is recorded and monitored, particularly for the:

- operation of marina's infrastructure
- operation of the main's building heat generator
- outdoor lighting

Flisvos Marina has in place an electricity consumption monitoring system, so as to monitor its performance and set quantifiable targets for the reduction of energy consumption per activity. Consumption attributed to customers (yachts and commercial tenants) is excluded from the Company's reduction targets, since they are out of marina's control.

To detect and reduce any energy losses in its network, marina carries out energy audits for the entire installation, including its transformers, based on an approved maintenance program.

Further than the electricity used for marina's activities, fuel is also consumed, which is also being recorded and monitored in order to identify reduction opportunities.

More specifically, for the hot water supply at its facilities Flisvos Marina uses solar water and instantaneous heaters, while the boiler is used only when the solar energy is not enough. Diesel is also used for the operation of the two generators, the fireboat, while the rest of marina's boats and the cleaning equipment use petrol. Moreover, the Company owns 5 electric golf cars used for the transportation of employees within its facilities, as well as 1 electric vehicle with a storage area used for servicing boats and receiving waste. Furthermore, all lamps on the lighting columns around the marina are of LED technology.

The energy consumption recorded during 2021 in Flisvos Marina is presented below.

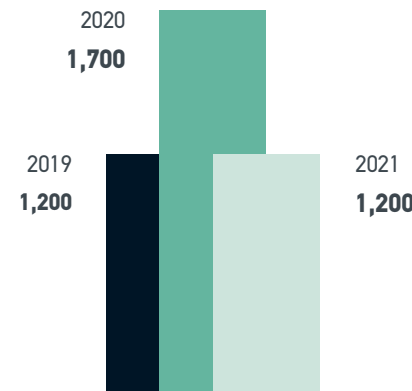
TOTAL ENERGY CONSUMPTION BY FUEL TYPE (2021)

FUEL TYPE	CONSUMPTION	GJ
Electricity consumption from the Company's activities (yachts, commercial tenants & losses are excluded)	1,464 (KWh)	5,270 GJ
Electricity for yachts and commercial	15,512 MWh	55,844 GJ
Diesel (water heating and generator operation)	1,345 (lt)	52 GJ
Petrol (Marina's Boats, Fire Boat, Pressure Washer)	7,298 (lt)	253 GJ
Petrol for company vehicles	3,584 (lt)	124 GJ
Diesel for company vehicles	1,498 (lt)	58 GJ
TOTAL		61,601 GJ

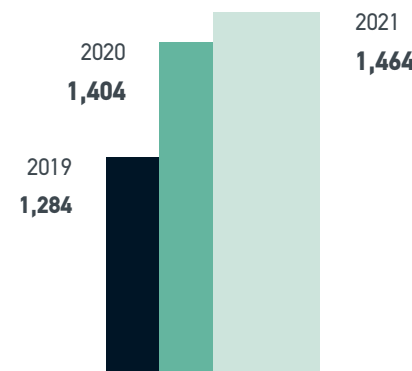
*Conversion factors according with the 2021 energy footprint report

Considering that the total number of employees in 2021 was 42 people, the electricity intensity rate from the Company's activities amounts to 1,400GJ/employee.

HEATING DIESEL CONSUMPTION (LT)



ELECTRICITY CONSUMPTION (MWH) FROM MARINA'S ACTIVITIES EXCLUDING YACHTS AND EMPLOYEES



Electricity consumption amounted to 1,464 MWh presenting a small increase by 4.3% compared to 2020, which is mainly due to the increase in energy consumption at electric vehicle charging stations by marina visitors during 2021.

USE OF RENEWABLE ENERGY SOURCES

For one more year, the total electricity consumed by Flisvos Marina was produced from renewable energy sources which is also documented with the relevant certificates (guarantees of origin of renewable energy sources). In this way, Flisvos Marina achieved to eliminate the greenhouse gas emissions as a result of electricity consumption.

MEASURES TO REDUCE ENERGY CONSUMPTION

To monitor more accurately the electricity consumption, control efficiently its equipment and reduce energy losses, the company employs new technologies and has installed a telemetry system since 2020. Through this system, consumptions from all meters installed throughout the marina are being recorded electronically in real time, providing this way the opportunity to immediately identify any failures or malfunctions of the meters.

Moreover, in order to reduce the energy losses in its network, the company performed an energy audit of the entire facility alongside further testing of its transformers. As a result, consumption was reduced by 7.9% during the last five years.

Accordingly, due to the installation and use of the instantaneous water heaters for hot water supply in the common restrooms as well as the installation of solar panels, a significant reduction by 29% was achieved in heating oil consumption

compared to the previous year, while the reduction achieved from 2017 until today adds up to 62%.

GOOD PRACTICE: UTILIZING NATURAL LIGHT

To avoid the unnecessary use of lamps when there is sufficient natural light, the outdoor lighting is seasonally adjusted. Moreover, the managers of each department inform their employees regarding the minimization of unnecessary energy consumption, by pointing out specific practices for the reduction of losses, such as standby mode in appliances, etc.

EMISSIONS FROM ENERGY CONSUMPTION

To control and reduce the energy and carbon footprint of the marina, the Company measures its greenhouse gas emissions on annual basis according with international standards.

More specifically, the carbon footprint measurement is conducted according to the international standard ISO 14064, and it covers the entire Flisvos Marina facilities and services. The methodology applied includes the estimation of greenhouse gas emissions at facility and organizational level, by calculating all greenhouse gas emissions and removals from installations over which it has financial or operational control.

In particular, the processes included in carbon footprint calculation are:

- the marina's internal operation
- the services-activities related to:
 - berthing and services provided to yachts,
 - the commercial-land part of the marina,
 - the technical support provided at the marina.

The emission sources considered for the carbon footprint calculation are classified according with the international standard ISO 14064 and the marina's activities into:

- a) direct emissions,
- b) indirect emissions and,
- c) other indirect emissions.

In 2021, taking into account all emissions and removals categories, the marina's carbon footprint was 19,793 tn CO₂. Furthermore, the total emissions per employee for 2021 were 450 tn CO₂.

The increase in total emissions by approximately 40% compared to the previous year is mainly due to the increase in «other indirect emissions» (Scope3), and in particular to the increase in the fuel consumption of berthed yachts, which is the main source of emissions. It is important to note that the increase noted is caused by a source that cannot be directly controlled by Flisvos Marina.

GREENHOUSE GAS EMISSIONS (tn CO₂ eq)

	2019	2020	2021
Direct emissions (scope 1)	0	0	0
Indirect emissions (scope 2)	0	0	0
Other indirect emissions (Scope 3)	19,684	14,066	19,793
Total emissions	19,684	14,066	19,793



Through our practices to reduce energy consumption as well as the use of electricity that comes from renewable energy sources by 100%, we contribute to Sustainable Development Goal 7 (targets 7.3, 7a and 7b).

Flisvos Marina purchases electricity coming from 100% renewable energy sources. This results in a drastic reduction of its carbon footprint, as carbon dioxide (CO₂) emissions from electricity consumption have been completely eliminated (0 tn CO₂).

At the same time, the 25 acres of green area located in the marina facilities absorb carbon from the atmosphere. Specifically, in 2021, 81 tnCO₂ were absorbed.

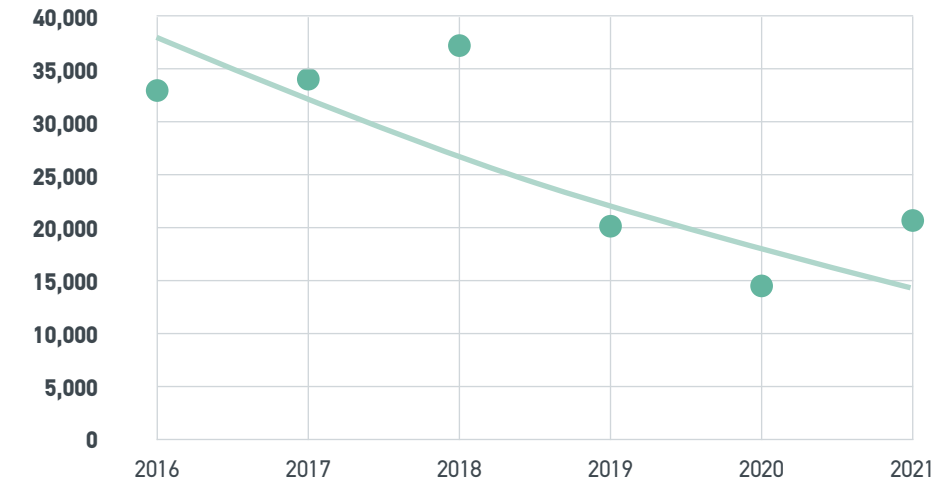
COLLECTOR	DATA (NUMBER OF TREES)	tnCO ₂ ABSORBED
Trees	1,350	81

The following emission sources were taken into account as part of the other indirect emissions (Scope 3) calculation:

- fuel consumption of company vehicles,
- CO₂ emissions from employee commuting,
- CO₂ emissions from visitors,
- fuel consumption by transportation vehicles for visitors/customers,
- fuel consumption by contractors' vehicles,
- fuel consumption by waste collection vehicles,
- emissions from marina shops' activities,
- business travel (e.g., staff and management air travel),
- fuel consumption of berthed yachts,
- petrol consumption for marina boats, firefighting vessel and pressure washer.

As shown in the following diagram, the total CO₂ emissions resulting from the marina's operation present a significant reduction over time from 2016 (base year) until today, which is due to the systematic efforts of the marina for rational use of energy as well as due to the purchased electricity from 100% renewable sources.

EMISSIONS TN CO₂ 2016-2021



**GOOD PRACTICE:
WE CONTRIBUTE TO THE
PROMOTION OF ELECTROMOBILITY**

Flisvos Marina has already installed 4 charging stations for electric vehicles, while it plans to install 10 more during 2022. In addition, the Company considers the installation of electric boat charging stations.



WATER QUALITY MONITORING AND WATER MANAGEMENT

We monitor marina's water quality on a regular basis and we ensure rational use of water in our facilities.

 MARINE WATER QUALITY **100%** WITHIN LEGISLATION LIMITS FOR SWIMMING WATER

 **19%** REDUCTION IN POLLUTION INCIDENTS (FROM FLOATING WASTE, OIL AND PETROLEUM PRODUCTS ETC.)

WATER CONSUMPTION AND SAVING ACTIONS

At Flisvos Marina, we recognize the importance of water as a precious natural resource. For this reason, we take all necessary measures to reduce consumption and minimize leakage, such as implementing good practices, using appropriate equipment and implementing control mechanisms.

The monitoring of the marina's water consumption is done through the meters provided by the Athens Water Supply and Sewerage Company (EYDAP S.A.). However, in order to improve water consumption monitoring per activity, the Company has installed individual meters for its various activities, such as watering of plants, water consumption in administrative offices, etc.

GOOD PRACTICE: AUTOMATIC WATERING PROGRAMMERS INSTALLATION

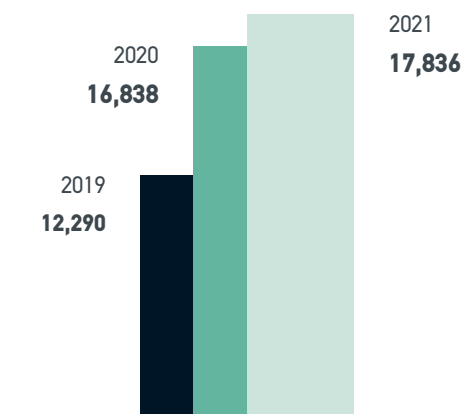
In September 2021, the Company completed the installation of automatic watering programmers. The purpose of this conversion is to better control the water consumption for the outdoor gardens watering as well as its remote management so that the watering can be adjusted according to the weather conditions. In this way, a more rational use and saving in water consumption is achieved.

Furthermore, the technical support and maintenance department of the marina carries out daily inspections of visible leaks, on covered (exterior wall bases, corner points of pipes) and free surfaces (outdoor gardens) in order to limit any leaks in the water network. In emergency cases, when damage requires specialized services to immediately repair the leaks, an external maintenance crew or the crew of Athens Water Supply and Sewerage Company (EYDAP S.A.) is called, where there is relevant authority.

In 2021 the total water consumption increased by 5.9% compared to the previous year. This increase is attributed mainly to

the increased needs for cleaning due to the pandemic, as well as due to the increase in water used for garden watering. According to data obtained from the National Meteorological Service, 2021 was a year with 15% less rainfall than 2020, which contributed to the significant increase in irrigation needs.

WATER CONSUMPTION (m³)



Flisvos Marina does not operate in a water stress area and therefore it does not adversely affect the aquifer.

WATER QUALITY MONITORING

One of our main priorities is to maintain the quality of the marina's waters at high levels. In this context, regular sampling is carried out during the year in collaboration with a specialized laboratory, covering a wide range of parameters, such as microbiological load, physicochemical parameters, oxygen, heavy metals, nutrients, petroleum, etc. Despite the absence of relevant legislation to set limit values for port waters, the Company seeks to comply with the limit values stated in the legislation for coastal and transitional waters.

In addition, the Flisvos Marina organizes information and awareness campaigns for the local community, its visitors and businesses operating near the drainage wells and the stormwater pipe that ends up in the port, regarding the environmental impacts of disposing chemicals and other waste into the stormwater wells.

GOOD PRACTICE: INSTALLATION OF FLOATING BOOM

The marina maintained the floating boom at docks where stormwater drains discharge (such as dock B) in order to capture the potential pollutants entering the marina through the stormwater. The analysis carried out on the collected samples, did not detect and polluting substances such as oils, petroleum etc.



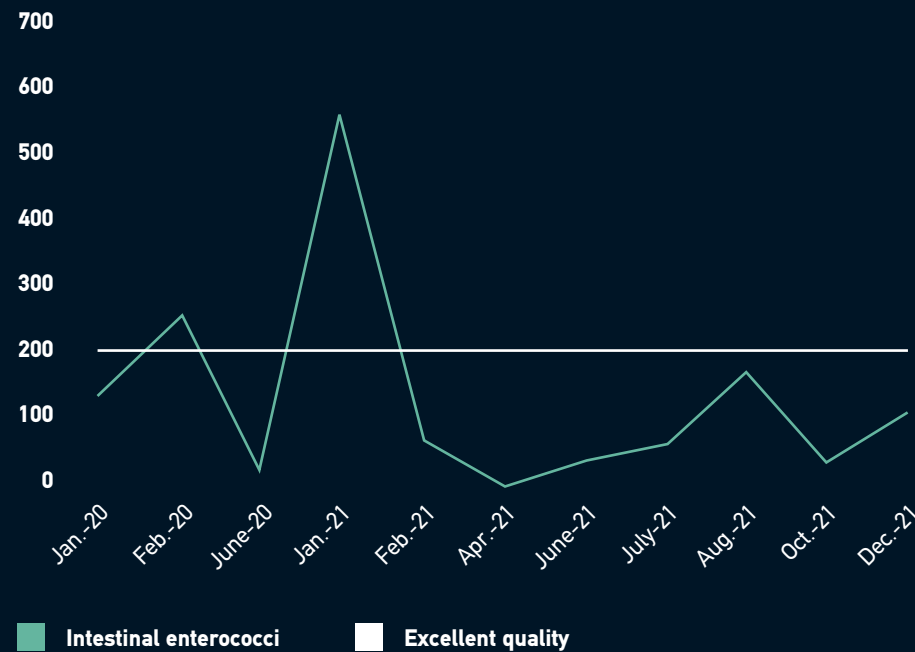
WATER QUALITY ANALYSIS

The following diagrams illustrate sampling results from marina's waters in 2021. In general, the water quality of the marina is within the limits for excellent quality bathing waters. Exceptions constitute months with heavy rainfall, during which marina's basin was burdened by the microbiological load transported by Kifissos river to the area, leading to the water quality being categorized as 'good'.



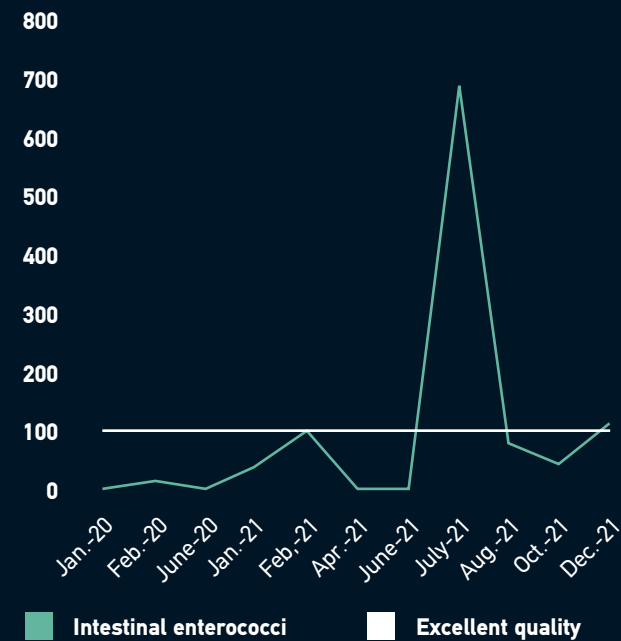
Through the practices we implement to reduce water consumption and ensure the marina's waters quality we contribute to Sustainable Development Goal 6 (targets 6.3, 6.4 and 6.6).

E-COLI INSIDE THE MARINA VS LIMIT SET BY DIRECTIVE 2006/7/EC (BATHING WATER QUALITY)



The only value that exceeds the limit regarding E. Coli rate (580cfu/100ml) was observed in January and was related to the gas station. This increase is due to the increase in rainfall during January by 27% compared to the corresponding month of the previous year and, by extension, to the transportation of materials and polluting substances from the estuaries of Ilissos and Kifissos.

E-COLI INSIDE THE MARINA VS LIMIT SET BY DIRECTIVE 2006/7/EC (BATHING WATER QUALITY)



Respectively, the only increase in Enterococci values (700cfu/100ml) was observed in July at the entrance of the port which is probably due to the high traffic of yachts in the wider area outside the port.

Below is a summary table of the values recorded during 2021.

SAMPLING DATE	FAECAL COLIFORM- E. COLI		INTESTINAL ENTEROCOCCI	
Jan.-21	580	Adequate Quality	40	Excellent Quality
Feb.-21	76	Excellent Quality	100	Excellent Quality
Apr.-21	<1	Excellent Quality	<1	Excellent Quality
June-21	42	Excellent Quality	0	Excellent Quality
July-21	73	Excellent Quality	700	Adequate Quality
Aug.-21	180	Excellent Quality	72	Excellent Quality
Oct.-21	40	Excellent Quality	34	Excellent Quality
Dec.-21	110	Excellent Quality	110	Excellent Quality

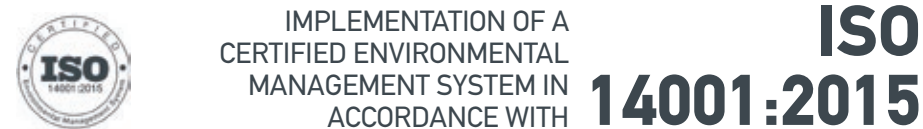
FURTHER IMPROVEMENT FOR WATER QUALITY IN 2021

In 2021 the number of pollution incidents decreased by 19% (floating waste, oil films, petroleum products etc.) within the port, which can be partly attributed to the marina's staff continuous effort to raise its customers' awareness, but also to the continuous and strict checks carried out by its staff.



WASTE MANAGEMENT AND CIRCULAR ECONOMY

We apply the principles of the circular economy in practice, through the rational management of the waste resulting from our activity, as well as the operation of an outdoor organic waste composting unit.



COMMITMENT FOR CONTINUOUS IMPROVEMENT

The implementation of an integrated environmental policy and the appropriate management of environmental issues related to the operation of the Flisvos Marina constitutes an integral part of all its functions and demonstrates its responsibility by giving priority to environmental protection. The Company perceives this commitment as a social responsibility towards its customers, employees and shareholders, but also to the visitors of the marina.

In this context and with the aim of continuous improvement, Flisvos Marina has developed and implements an Environmental Management System, in accordance with the requirements of international standard ISO 14001:2015.

APPROPRIATE WASTE MANAGEMENT

One of our core priorities is the proper management of waste in accordance with existing legislation and the principles of the circular economy. Our main objective is to have all waste generated both from our activity and from the activities of our customers (yachts and commercial tenants) taken for recycling to licensed contractors. In this context, all waste (hazardous and non-hazardous) generated at the marina is collected and transported to licensed contractors for appropriate further management.



Through the implementation of a certified, Environmental Management System in accordance with the requirements of the international standard ISO 14001: 2015, we contribute to Sustainable Development Goal 12 (targets 12.4 and 12.5).

GOOD PRACTICE: WE OPERATE AN OUTDOOR COMPOSTING UNIT



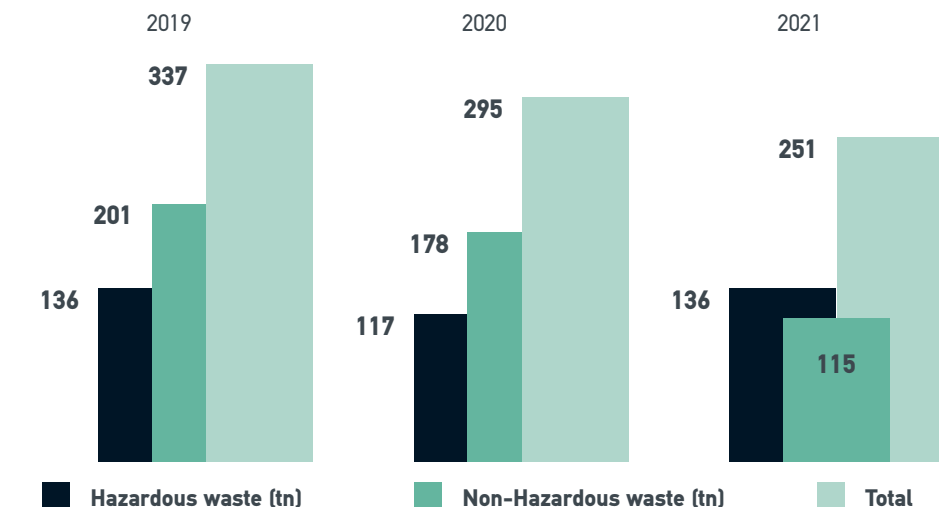
8 TONS OF ORGANIC FERTILIZER

An outdoor composting unit for organic waste (green waste) operates in the marina's facilities, which contributes to the utilization of green waste from our gardens and to the improvement of the soil of the marina's parks in a natural way. In 2021 the amount of raw material composted was 10.5tn, while the amount of organic fertilizer produced was 8tn. In September 2021, the area where the outdoor composting unit operates was fenced off and appropriate signage was put in place to create an education and information area for customers and visitors to the marina, including students from local community schools.



The graph below shows the quantities of waste produced and collected at the marina in the last three years.

WASTE GENERATED FROM FACILITIES AND YACHTS (2019-2021)



The total quantities of waste per management method (recycling or disposal) are presented in the table below.

TABLE OF WASTE (2021)

WASTE IN TONS	HAZARDOUS WASTE (DIRECTED TO RECYCLING)	HAZARDOUS WASTE (DIRECTED TO DISPOSAL)	NON-HAZARDOUS (DIRECTED TO RECYCLING)	NON-HAZARDOUS WASTE (DIRECTED TO DISPOSAL)
2021	136	0	113	12,168

Indicative categories and the relative quantities of waste that the marina collects and manages in an environmentally sound manner are provided in the following table.

WASTE CATEGORIES COLLECTED	2019	2020	2021
HAZARDOUS WASTE (tn)			
Lubricants and bilge oil waste mixtures	46.40	40.13	55.42
Various contaminated packages	1.78	2.18	2.50
Contaminated absorbent materials	1.28	2.03	1.91
Paint and varnish waste	0.34	0.17	0.09
Used oil and air filters	0.26	0.41	0.65
Bilge oils	70.05	69.59	73.18
Used Pb-acid accumulators	0.79	1.13	0.83
All batteries	0	0.09	0.06
Electric and Electronic equipment	3.35	1.54	1.94
Fluorescent lamps	0.02	0.03	0.01
NON-HAZARDOUS WASTE (tn)			
Paper to recycling	1.20	3.30	1.16
Cooking oil	1.11	7.820	19.314
Glass	13.80	9.90	11
Building materials, debris	8.96	52.60	0



RECYCLING IN FLISVOS MARINA

Recycling constitutes a key priority for Flisvos Marina, which manages 16 different recycling streams. This integrated waste management system covers all activities related with the marina's customers, while 100% recycling of paper is achieved by the main management function. For all the above types of waste there are waste collection points in the marina with appropriate sockets and marking for the corresponding type of waste (waste and recycling bins, tanks with relevant marking, etc.). In the last three years, the Company has collected approximately 480 tons of recyclable materials, contributing significantly to the protection of the environment.

DIGITALIZATION OF THE ENTRY LICENSING SYSTEM

Flisvos Marina, in order to reduce waste production and the sustainable use of resources, has proceeded to the digitization of the licensing system for the entry of visitors to its facilities, which is now carried out exclusively by e-mail.

Through this action, a further reduction in paper consumption by 5% compared to 2020 was achieved, while in the last three years an overall reduction of 16% has been recorded.

Furthermore, the marina plans to develop an application that will allow the electronic sending of requests for work permits by customers, with the aim of further reducing paper consumption by the Company's administrative services and the corresponding reduction of its carbon footprint.

AWARENESS-RAISING CAMPAIGNS FOR THE PROTECTION OF THE ENVIRONMENT

The Company regularly conducts information campaigns on waste management and recycling issues, aiming to raise awareness among its customers about the reduction of its environmental footprint. Due to the restrictions imposed by the pandemic in 2021, no relevant event took place, but they are planned for 2022.

BIODIVERSITY PROTECTION

Flisvos marina attaches great importance to biodiversity and ecosystems protection aiming to achieve a positive footprint through its operation.



COLLECTION OF UP TO **3kg** OF FLOATING WASTE/DAY BY SEABIN

Contributing to the protection of the natural environment and, by extension, marine biodiversity contains an integral part of the operation and strategy of Flisvos Marina. As the marina facilities are an extension of the urban fabric and it not located in or near protected areas of high biodiversity value, there are no significant direct impacts on the environment and biodiversity as a result of its operation. However, the Company takes all necessary measures in order to achieve a positive impact in the area where it operates.

SEABIN: REDUCTION OF PLASTIC WASTE IN THE SEA

To protect the environment, Flisvos Marina adopts best practices and takes part in relevant programs and initiatives. In this context, the Company participates in the LifeGate PlasticLess program which aims to reduce microplastic waste at sea by using Seabin. Seabin is a basket that floats on water and has the ability to collect about 1.5 kg of waste per day.

This amount corresponds to more than 500kg of waste in a year and includes microplastics with a diameter of 2 to 5mm and microfibers starting from 0.3mm. The device can also hold other types of waste that ends up in the sea, such as cigarette butts. It is worth noting that a lot of the above waste cannot be collected by other means.

In 2021, Flisvos Marina proceeded to acquire an additional Seabin, which allows to capture twice the amount of waste compared to the previous year.

This way, Flisvos Marina protects the marine ecosystem and reduces negative impact from its activities, while ensures continuous monitoring of the impact related with its customers' activities.

AWARENESS CAMPAIGNS FOR THE PROTECTION OF BIODIVERSITY

The Company organizes various events, in order to raise awareness to the citizens on issues related to the environment with the participation of environmental organizations of national reach. Due to the restrictions implemented as a result of the pandemic, the Company did not organize such events during 2021. However, similar actions are planned for 2022.



ENVIRONMENTAL COMPLIANCE

Flisvos Marina fully complies with the environmental legislation and the regulations concerning its operation.

Flisvos Marina has developed and implements an integrated quality, safety and environmental management system through which it manages the environmental impacts stemming from its operation and ensures full compliance with the existing legislation concerning its operation.

In particular, its quality, safety & health and environmental management system, has been designed and implemented and certified in accordance with the requirements of ISO 9001:2015, ISO 14001:2015 and ISO 45001:2018 standards. The implementation of such a system reflects its commitment for continuous improvement of the quality of service it provides to its customers, as well as strengthening the collaboration and participation of all employees and protecting both the environment and marine waters.

Through the environmental management methods implemented, it gives the necessary priority to the prevention of pollution and at the same time ensures compliance with the requirements set by both the law and the company's environmental terms with third parties.

In addition, the Company focuses on the continuous improvement of its environmental performance by setting objectives which are being reviewed at regular intervals. These objectives are met through the implementation of environmental programs aiming at managing environmental impacts, which LAMDA Flisvos Marina S.A. controls in a direct or indirect way. Parallel to this, great importance is given at monitoring and implementing modern technologies and practices, but also to informing, training and participation of employees in the management of environmental issues.

In 2021 there was no incident of non-compliance with environmental legislation.

05

CARING FOR OUR PEOPLE

60	EMPLOYMENT PRACTICES
64	EMPLOYEE HEALTH AND SAFETY
68	TRAINING AND DEVELOPMENT
70	HUMAN RIGHTS, DIVERSITY AND EQUAL OPPORTUNITIES



EMPLOYMENT PRACTICES

Recognizing that the success of the marina is directly linked to its employees, we invest in people with knowledge and personal desire for further development. We foster an environment of respect and trust, where everyone feels responsible and believes in what they are doing.



44 EMPLOYEES



15 WOMEN



29 MEN



100% OF EMPLOYEES WITH PERFORMANCE EVALUATION

Having as its main goal the provision of high-quality services to its customers, Flisvos Marina invests in people with knowledge and desire for continuous development. At the same time, it ensures the implementation of responsible employment practices, such as the protection of Health and Safety at work, the provision of training and development opportunities and the formation of a working environment of equal opportunities, without discrimination and with respect to diversity.



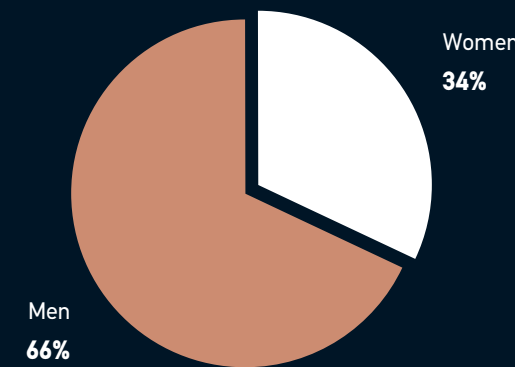
HUMAN RESOURCES DATA

In 2021, Flisvos Marina employed 44 indefinite term employees of which 15 were women and 29 men. All employees are covered by full-time contracts of indefinite duration and there are no seasonal or part-time employees.

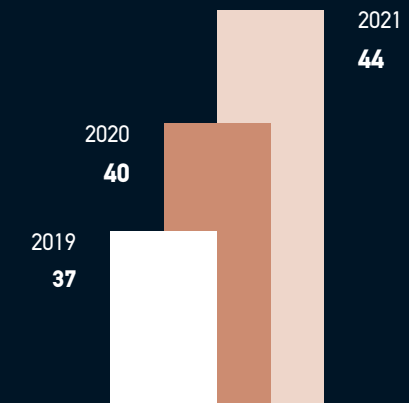
In addition, 44 outsourced people were employed, out of which 34 were responsible for the security of the marina, 3 people for the management of the parking spaces, while 5 were employed in cleaning services and 2 in the maintenance of the greenery.

EMPLOYEES BREAKDOWN BY RANK, GENDER AND AGE (31/12/2021)	<30		30-50		50+		TOTAL
	MEN	WOMEN	MEN	WOMEN	MEN	WOMEN	
Top managers	0	0	0	0	1	0	1
Senior Managers and Heads of Departments	0	0	0	4	3	4	11
Other staff	4	3	14	4	7	0	32
TOTAL	4	3	14	8	11	4	44

EMPLOYEES BREAKDOWN BY GENDER (2021)



TOTAL NUMBER OF EMPLOYEES PER YEAR



EMPLOYEES' EVALUATION

One of the Marina's core commitments is to ensure equal treatment for all employees and annual performance evaluation contributes towards this direction. All our staff is evaluated on an annual basis, through the renewed performance evaluation system implemented in the recent years.

Based on the results of the Evaluation System the following are defined:

- the additional educational needs of the employee
- the salary upgrade of the employee
- their probability for further development etc.
- the renewal or not of the employee's fixed-term contract

The annual performance appraisal is an important tool for both the employee and the marina, as it gives all staff the opportunity to assess their progress, express verbally and in writing their opinion and communicate effectively with their manager, in order to identify and improve their weaknesses. In this way, we ensure that the employees' appraisal is not based on criteria other than work performance and not on any characteristic of diversity (such as, for example, gender, age, etc.).

EMPLOYEES' BENEFITS

At Flisvos Marina, aiming to improve the quality of life of our employees and as a recognition of their performance, we offer a series of additional benefits. The benefits include:

- private life insurance and hospital care plan for employees and their families
- pension scheme entirely by the employer, without the contribution of the employee
- monthly meal allowances
- annual bonus
- awarding excellent students (employees' children)
- gifts to employees' children at Christmas
- loans (according to the special conditions presented by the employee)
- clothing

INTERNAL COMMUNICATION

To build trust, free exchange of ideas and immediate problem solving, we implement practices to encourage open interaction and information dissemination, such as the «open door» policy, according to which every employee has the opportunity to communicate directly with the management on any issue of concern. Also, in the context of internal communication policies, internal meetings are held at regular intervals to inform the staff and exchange opinions between employees and management, resulting in the optimum management of work matters.

EMPLOYEES' SATISFACTION SURVEY

To have a better understanding of its employees' satisfaction level, the marina conducts on an annual basis, an employees' satisfaction survey. The survey includes questions related to the management, the strategy of the Company, the procedures, resource adequacy etc. In this survey, the 100% of marina's employees participates and the results so far indicate positive trends regarding the policies that are applied.

QUESTION/ EVALUATION PARAMETER	2020	2021
Company's strategy	88%	89%
Education	78%	81%
Systems	81%	82%
Work environment	86%	86%



EMPLOYEE HEALTH AND SAFETY

Safeguarding occupational health and safety is one of our main priorities.



7 H&S TRAINING SEMINARS IN 2021



74% EMPLOYEE PARTICIPATION IN H&S TRAINING

Our constant concern is to provide a working environment that protects the health and safety of both our staff and those affected by our activities and operations. For this reason, we implement a specific policy and programs, through which we effectively manage health and safety issues, emphasizing the minimization and treatment of potential risks that may arise in our facilities.

OUR PERFORMANCE

The marina makes systematic efforts to achieve zero work-related accidents by providing its staff with the appropriate training. In 2021, there was a minor injury to a marina worker. For the employee's recovery and due to the nature of his work, it was deemed necessary to provide a leave of 30 working days. The investigation into the circumstances of the accident proved that the cause was not related to insufficient training or non-use of personal protective equipment. As part of the strategy to completely avoid accidents, the marina consistently ensures that appropriate measures are taken, including regular training for the protection of health and safety.

No cases of work-related illnesses were recorded during 2021.

HEALTH AND SAFETY PERFORMANCE INDICATORS	2020			2021		
	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL
Number of deaths due to injury	0	0	0	0	0	0
Injury fatality rate (*1)	0	0	0	0	0	0
Number of serious injuries (excl. deaths)	0	0	0	0	0	0
Rate of serious injuries (excl. deaths) (*2)	0	0	0	0	0	0
Number of recordable injuries	0	0	0	1	0	1
Rate of recordable injuries (*3)	0	0	0	3.47	0	2.37
Number of deaths due to occupational disease	0	0	0	0	0	0
Cases of recordable occupational disease	0	0	0	0	0	0
Total working hours (*4)	53,760	23,040	76,800	57,600	26,880	84,480

(*1): Injury death rate = (Number of injury deaths / total hours worked) *200,000

(*2): Rate of serious injuries = (Number of serious injuries excluding fatalities / total working hours) *200,000

(*3): Rate of recordable injuries = (Number of injuries / total working hours) *200,000

(*4): Number of total working hours: 40 hours*4 weeks*12 months = 1,920 hours/person



PROGRAMS AND PRACTICES FOR THE PROTECTION OF OCCUPATIONAL HEALTH AND SAFETY

To identify and eliminate potential risks to health and safety, Flisvos Marina operates under an Occupational Risk Assessment Study, which includes the identification of risks with respect to the health and safety of the Company's staff and third parties, found at its premises (area of the marina, stores, venues, etc.) who may be exposed to risks arising either from the facilities or from the working methods that are being followed.

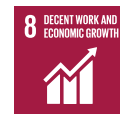
To properly manage threats related to occupational health and safety, the Company has set and applies the following practices:

- Implementation of a certified occupational health and safety management system in accordance with the international standard ISO 45001:2018, aiming to identify all existing and potential risks and establish measures in order to minimize or even eliminate the potential risks of accidents or illnesses. Through this system which has been developed without any legal requirement, 100% of the marina's employees, activities and facilities are covered.
- Cooperation with a properly trained safety Engineer to supervise compliance with health and safety rules in the work environment and provide relevant information to the staff twice a year.
- Regular provision of information/supervision by the Head of Quality, Safety, and Environmental Systems dept. to minimize potential occupational hazards.
- Providing staff with all the necessary personal protection equipment in accordance with applicable laws as well as provision of training in order to use them properly.
- Implementation of occupational health and safety programs that include measurable indicators and ways of implementation in order to achieve the goals set.
- Staff's monthly practice on the Emergency Response Plans developed for the facility.
- Recording, analysis and statistical presentation of incidents.
- Monthly health and safety meetings held with the participation of department heads, who are also representatives of the employees of each department, in order to present issues that arise and take appropriate measures.

In case the relevant directives and Company procedures are not met, the Head of Quality, Safety and Environmental Systems dept. or/and the occupational safety Engineer make the appropriate recommendations to the respective department.

Additionally, the Company evaluates the level of health and safety by applying and assessing at regular intervals the following:

- Occupational Risk Assessment Study
- Safety instructions
- Programs and goals set on an annual basis in relation with occupational health & safety
- Internal audits
- External audits by the certification body
- Annual evaluation of suppliers/contractors regarding compliance with occupational health and safety procedures
- Objectives set in the annual review and evaluation of the ISO 45001:2018 system's implementation.



By applying a certified occupational health and safety management system according to the international standard ISO 45001:2018, we contribute to Sustainable Development Goal 8 (target 8.8).

The results of both internal and external audits, as well as the respective meetings for health and safety held with the participation of department managers, are appropriately evaluated in order to improve the marina's health and safety management system. Accordingly, in the occasion of any health and safety incident, the conditions are investigated and

information is evaluated in order to take the necessary corrective actions and the necessary improvements to the management system are implemented.

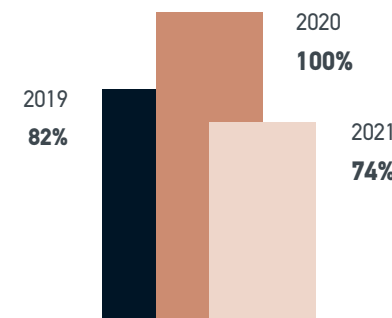
In addition, in the occasion that an employee recognizes a possible risk during his work, he has the ability to report it to his manager and/or to the Head of Quality, Safety and Environmental Systems and refuse to perform this work, without any consequence from the company.

HEALTH AND SAFETY TRAINING

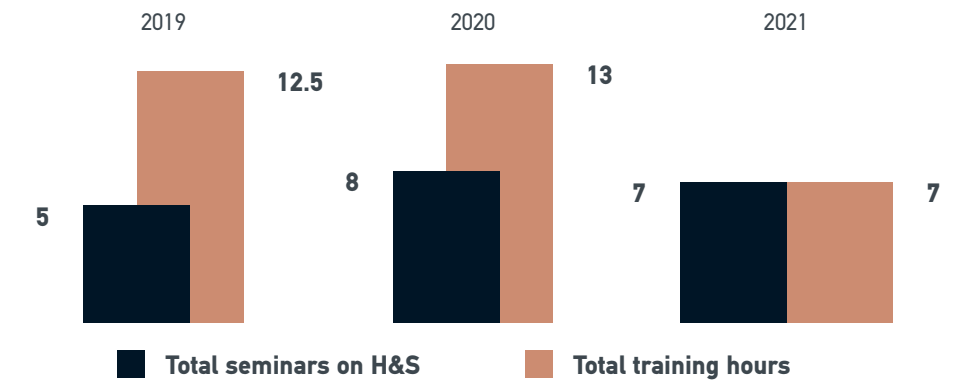
Flisvos Marina provides to its staff continuous training through specialized seminars and appropriate instructions as well as work procedures concerning general and specific health and safety issues.

More specifically, an annual training program is in place which includes firefighting exercises, training by the occupational safety officer, first aid training, drowning treatment, firefighting training etc.

PARTICIPATION IN H&S TRAINING (%)



TOTAL SEMINARS AND TRAINING HOURS ON H&S

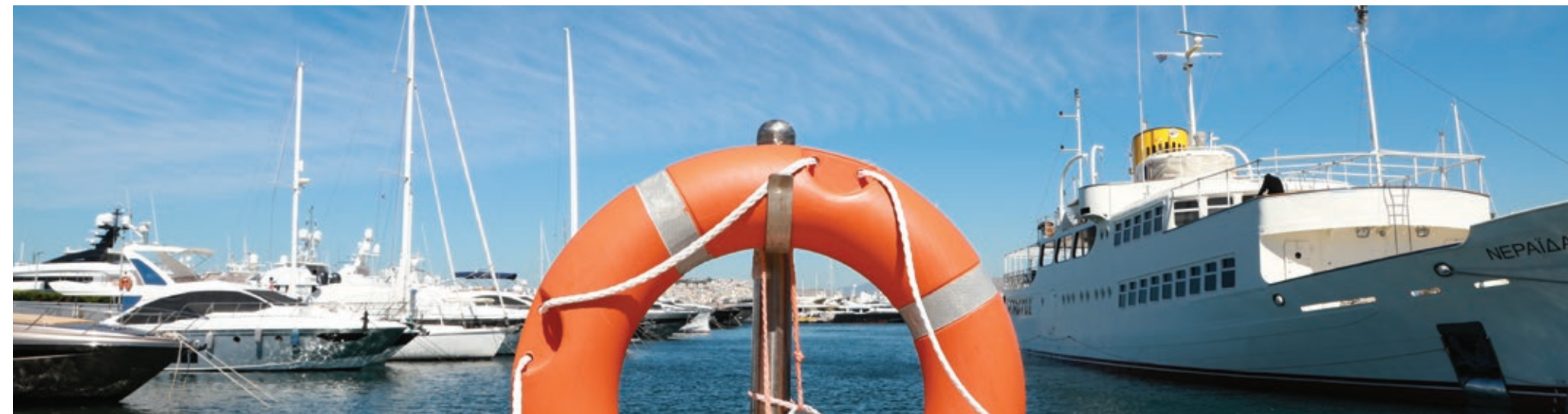


In 2021, 7 health and safety training seminars were held, with 7 hours duration and also 16 emergency response planning trainings with their duration being 33 hours.

FIRST AID PROVISION

Flisvos Marina is equipped with first aid kits containing the necessary items according to legislation. The Company's vehicles-boats are also equipped with small first aid kits. Moreover, the marina has an automated external defibrillator, and its staff attend annual training sessions in order to be able to use it properly.

In addition, voluntary vaccination against tetanus is provided to staff.



EMPLOYEES' TRAINING AND DEVELOPMENT

We invest in our employees' training and development, aiming at improving their performance and skills.



31 TRAINING SESSIONS IN 2021



318 HOURS OF TRAINING



100% OF THE EMPLOYEES PARTICIPATED IN AT LEAST ONE TRAINING SESSION

For the marina its people is its driving force, shaping its culture, but also the path to achieving the goals it sets. For this reason, the Company provides its staff with training and development opportunities, based on the needs that arise on a case-by-case basis, through appropriate training programs, in which all employees can participate in order to improve their skills, their continued professional development and consequently their better response towards the achievement of the Company's objectives.

The training programs which are organized at regular intervals include theoretical and technical knowledge as well as topics related to the personal development of employees and their skills.



Through the training and development of our staff, we contribute to Sustainable Development Goal 4 (target 4.4).

Training courses are scheduled on an annual basis, as part of the company's annual budget and relate to the following issues:

- Financial
- Health and safety (first aid)
- Environmental (firefighting, antipollution)
- Administrative
- Quality, safety and environmental issues (ISO certifications)

During 2021, 31 training courses took place with a total duration of 318 hours while 100% of the company's staff participated in at least one of them. The average training hours per employee in 2021 was 7.2.

TRAINING HOURS PER SUBJECT MATTER

SUBJECT MATTER

Financial
Customer Service
Management
Marketing
Technical issues
Occupational Health & Safety
Other subjects
Total hours of training

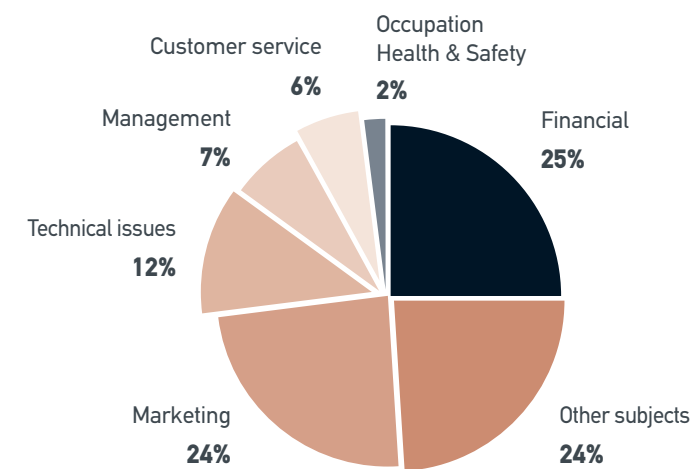
TRAINING HOURS 2020

27
15
22
60
220
7
15
366

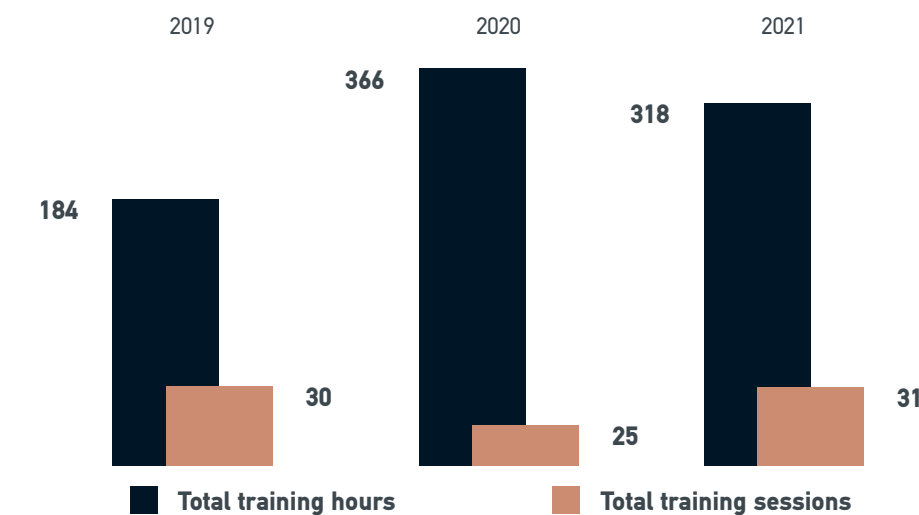
TRAINING HOURS 2021

81
17.5
22
76
38
7
76.5
318

TRAINING HOURS PER SUBJECT MATTER (2021)



TOTAL TRAINING SESSIONS AND HOURS OF TRAINING



HUMAN RIGHTS, DIVERSITY AND EQUAL OPPORTUNITIES

At Flisvos Marina we treat our people with respect and dignity, we support diversity and provide equal opportunities to all.



Through our responsible employment practices, we contribute to Sustainable Development Goal 8, targets 8.5 and 8.8.

For us diversity means different perspectives, experiences, backgrounds and ultimately innovation and creativity. The Company makes every effort to create a working environment characterized by respect, transparency, equal opportunities, justice and safety. In this way, mutual trust, constructive cooperation, effective communication and recognition are promoted, factors that have a positive effect on improving the efficiency of our human resources.

any form of discrimination. Accordingly, all employees, regardless of age, gender, nationality, religion, or any other personal characteristic, have equal opportunities for development and growth. For this reason, there is no difference in remuneration between men and women for the same jobs.

For yet another year there was no incident of discrimination in the workplace

EQUAL OPPORTUNITIES



Through fair treatment and equal opportunities for all employees, we contribute to Sustainable Development Goals 5 and 10 (targets 5.5 and 10.4).

Ensuring that the work environment is based on equal opportunities and meritocracy contributes significantly to performance, both at the personal and corporate level. Our main concern is that all employees, regardless of job title or level in the hierarchy, receive fair treatment, based on the unique criteria of their qualifications, experience and participation in the Company's efficiency. An important tool in this direction is the annual evaluation of the performance of the employees that we implement.

All decisions on recruitment, promotion, training, performance appraisal, pay and benefits, internal mobility, disciplinary offences and dismissals must be free from

HUMAN RIGHTS



By creating an environment without discrimination we contribute to Sustainable Development Goal 10 (target 10.2).

Flisvos Marina respects and supports the internationally recognized human rights, including the avoidance of child and forced labor, and upholds the fundamental principles of the Declaration on the Protection of Labor Rights of the International Labor Organization (ILO). A key feature of our professional culture is to create an environment with no discrimination or harassment due to any personal characteristic and diversity.



06

ANNEX

74	REPORT METHODOLOGY
75	GRI CONTENT INDEX
85	AA1000AP ACCOUNTABILITY PRINCIPLES STANDARD (2018) TABLE
86	INDEPENDENT EXTERNAL ASSURANCE REPORT



REPORT METHODOLOGY

ABOUT THE REPORT

The Sustainable Development Report 2021 of the Flisvos Marina is the fourth edition in a row of the marina, with the aim of capturing the strategy as well as the Company's performance in matters of sustainable development. Through this Report, our Company provides information on the marina's material issues, as well as on how its strategy and business activities create value for its stakeholders.

SCOPE AND BOUNDARY

The Report covers all Flisvos Marina activities, unless otherwise stated, for the period 1/1/2021 - 31/12/2021.

ESG REPORTING STANDARDS

This report has been prepared in accordance with the GRI Standards: the «Core option». In particular, the principles of the GRI Standards have been applied both in defining the content of the report (Stakeholder Inclusion, Sustainability Framework, Materiality and Comprehensiveness) and in incorporating the views and concerns of stakeholders. The identification and prioritization of the material issues for Flisvos Marina have been implemented with the participation of its stakeholders.

In addition, the AA1000P (2018) standard has also been applied in the development of the report. Also, in order to fully capture the company's contribution to sustainable development, the United Nations Sustainable Development Goals (SDGs) have been taken into account, presenting the relationship of the company's material issues with each of the 17 Goals.

EXTERNAL ASSURANCE

We recognize the added value of external assurance of disclosures and performance indicators (KPIs) contained in our reports and believe that this process enhances the quality and accuracy of accountability, transparency and reliability of our company. For this reason, we proceeded with external assurance of the report in collaboration with TÜV HELLAS (TÜV NORD) S.A.

SUPPORT

This Report was developed with the support of AIPHORIA Consulting.



POINT OF CONTACT

We would be happy to talk to you about sustainable development issues related to our operation.

If you have any question, please don't hesitate to contact us.

Chrisoula Panagiotopoulou

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Assistant Manager

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GRI CONTENT INDEX

GRI STANDARD	DISCLOSURE	PAGE NUMBER / REFERENCE / COMMENT	EXTERNAL ASSURANCE
GRI 102: GENERAL STANDARD DISCLOSURES (2016)			
ORGANIZATIONAL PROFILE			
102-1	Name of the organization	Page 9	-
102-2	Activities, brands, products, and/or services	Pages 8-9, 10-12	-
102-3	Location of headquarters	Page 9	-
102-4	Location of operations	Page 9	-
102-5	Ownership and legal form	Page 9 https://www.flisvosmarina.com/el/h-etairaia/	-
102-6	Markets served	Page 9-12	-
102-7	Scale of the organization	Page 8-9, 10-11, 37, 60-61 Total capitalization: Equity capital 5.05 million euros	-
102-8	Information on employees and other workers	Page 60-61	-
102-9	Supply chain	Page 35	-
102-10	Significant changes to the organization and its supply chain	There were no significant changes compared to previous reports	-
102-11	Precautionary Principle or approach	Pages 18, 57	-
102-12	External initiatives	Pages 13, 18-19, 23	-
102-13	Membership of associations	Page 23	-

GRI STANDARD	DISCLOSURE	PAGE NUMBER / REFERENCE / COMMENT	EXTERNAL ASSURANCE
STRATEGY			
102-14	Statement from senior decision-maker	Page 4	-
102-15	Key impacts, risks, and opportunities	Pages 17-19, 24-25, 29-31, 37	-
ETHICS AND INTEGRITY			
102-16	Values, principles, standards, and norms of behavior	Pages 9, 17	-
102-17	Mechanisms for advice and concerns about ethics	Page 17	-
GOVERNANCE			
102-18	Governance structure	Page 16 There are currently no committees at Board of Directors level.	-
102-21	Consulting stakeholders on economic, environmental, and social topics	Pages 20-22	-
STAKEHOLDER ENGAGEMENT			
102-40	List of stakeholder groups	Pages 20-22	-
102-41	Collective bargaining agreements	Page 6 All employees are covered by collective labour agreements	-
102-42	Identifying and selecting stakeholders	Page 20	-
102-43	Approach to stakeholder engagement	Pages 20-22, 32-34, 35, 63	-
102-44	Key topics and concerns raised	Pages 20-22	-

GRI STANDARD	DISCLOSURE	PAGE NUMBER / REFERENCE / COMMENT	EXTERNAL ASSURANCE
REPORTING PRACTICE			
102-45	Entities included in the consolidated financial statements	No other companies are included in the consolidated financial statements	-
102-46	Defining report content and topic Boundaries	Pages 20-22, 24-25, 74	-
102-47	List of material topics	Page 25	-
102-48	Restatements of information	There are no significant restatements	-
102-49	Changes in reporting	Pages 24-25 There are no significant changes	-
102-50	Reporting period	From 1/1/2021 to 31/12/2021	-
102-51	Date of most recent report	Sustainable Development Report 2021	-
102-52	Reporting cycle	Annual	-
102-53	Contact point for questions regarding the report	Page 74	-
102-54	Claims of reporting in accordance with the GRI Standards	Pages 24, 74	-
102-55	GRI content index	Pages 75-84	-
102-56	External assurance	Pages 86-88	-

GRI STANDARD	DISCLOSURE	PAGE NUMBER / REFERENCE / COMMENT	EXTERNAL ASSURANCE	
GRI 200: ECONOMIC DISCLOSURES				
MATERIAL TOPIC: VALUE CREATION				
GRI 103: Management Approach (2016)	103-1	Explanation of the material topic and its Boundary	Pages 4, 24-25, 35, 37	-
	103-2	The management approach and its components	Pages 4, 9, 35, 37	-
	103-3	Evaluation of the management approach	Pages 16, 18, 35, 37	-
GRI 201: Economic Performance (2016)	201-1	Direct economic value generated and distributed	Page 37	-
	201-4	Financial assistance received from government	Page 9 Rent payment waved (€ 3,418,800) to public (ETAD S.A.) in the first semester of 2021 due to pandemic	-
GRI 203: Indirect Economic Impacts (2016)	203-1	Infrastructure investments and services supported.	Page 9	-
GRI 204: Procurement Practices (2016)	204-1	Proportion of spending on local suppliers	Page 35	-
GRI 300: ENVIRONMENTAL DISCLOSURES				
MATERIAL TOPIC: ENERGY CONSUMPTION AND GAS EMISSIONS				
GRI 103: Management Approach (2016)	103-1	Explanation of the material topic and its Boundary	Pages 24-25, 42-47	-
	103-2	The management approach and its components	Pages 42-47	-
	103-3	Evaluation of the management approach	Pages 16, 43-47	-
GRI 302: Energy (2016)	302-1	Energy consumption within the organization	Page 43	-
	302-2	Energy consumption outside of the organization	Page 43	-
	302-3	Energy intensity	Page 43	-
	302-4	Reduction of energy consumption	Pages 42-45	-
	302-5	Reductions in energy requirements of products and services	Page 42-45	-

GRI STANDARD	DISCLOSURE	PAGE NUMBER / REFERENCE / COMMENT	EXTERNAL ASSURANCE	
MATERIAL TOPIC: ENERGY CONSUMPTION AND GAS EMISSIONS				
GRI 305: Emissions (2016)	305-1	Direct (Scope 1) GHG emissions	Pages 45-47	-
	305-2	Energy indirect (Scope 2) GHG emissions	Pages 45-47	-
	305-3	Other indirect (Scope 3) GHG emissions	Pages 45-47	-
	305-4	GHG emissions intensity	Pages 45	-
	305-5	Reduction of GHG emissions	Pages 45-47	-
MATERIAL TOPIC: WATER QUALITY MONITORING AND WATER CONSUMPTION				
GRI 103: Management Approach (2016)	103-1	Explanation of the material topic and its Boundary	Pages 24-25, 48-51	-
	103-2	The management approach and its components	Pages 48-51	-
	103-3	Evaluation of the management approach	Pages 16, 48-51	-
GRI 303: Water and Effluents (2018)	303-1	Interactions with water as a shared resource	Pages 48-51	-
	303-2	Management of water discharge-related impacts	Pages 49-55	-
	303-3	Water withdrawal	Pages 48-49 Flivos Marina does not operate in a water stress area	-
	303-5	Water consumption	Page 48-49 Flivos Marina does not operate in a water stress area	-

GRI STANDARD	DISCLOSURE	PAGE NUMBER / REFERENCE / COMMENT	EXTERNAL ASSURANCE	
MATERIAL TOPIC: BIODIVERSITY PROTECTION				
GRI 103: Management Approach (2016)	103-1	Explanation of the material topic and its Boundary	Pages 24-25, 56	-
	103-2	The management approach and its components	Page 56	-
	103-3	Evaluation of the management approach	Pages 16, 56	-
GRI 304: Biodiversity (2016)	304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Page 56	-
	304-2	Significant impacts of activities, products, and services on biodiversity	Page 56	-
MATERIAL TOPIC: WASTE MANAGEMENT AND CIRCULAR ECONOMY				
GRI 103: Management Approach (2016)	103-1	Explanation of the material topic and its Boundary	Pages 24-25, 52-55, 56	-
	103-2	The management approach and its components	Pages 52-55, 56	-
	103-3	Evaluation of the management approach	Pages 16, 52-55	-
GRI 306: Waste (2020)	306-1	Waste generation and significant waste-related impacts	Pages 52-55	-
	306-2	Management of significant waste-related impacts	Pages 52-55, 56	-
	306-3	Waste generated	Pages 52-55, 56	-
	306-4	Waste diverted from disposal	Pages 52-55, 56	-
	306-5	Waste directed to disposal	Pages 52-55	-
MATERIAL TOPIC: ENVIRONMENTAL COMPLIANCE				
GRI 103: Management Approach (2016)	103-1	Explanation of the material topic and its Boundary	Pages 24-25, 57	-
	103-2	The management approach and its components	Page 57	-
	103-3	Evaluation of the management approach	Pages 16, 57	-
GRI 307: Environmental Compliance (2016)	307-1	Non-compliance with environmental laws and regulations	Page 57	√

GRI STANDARD	DISCLOSURE	PAGE NUMBER / REFERENCE / COMMENT	EXTERNAL ASSURANCE	
GRI 400: SOCIAL DISCLOSURES				
MATERIAL TOPIC: HEALTH & SAFETY OF EMPLOYEES, CUSTOMERS AND CONTRACTORS				
GRI 103: Management Approach (2016)	103-1	Explanation of the material topic and its Boundary	Pages 24-25, 64-67	-
	103-2	The management approach and its components	Pages 64-67	-
	103-3	Evaluation of the management approach	Pages 16, 64-67	-
GRI 403: Occupational Health and Safety (2018)	403-1	Occupational health and safety management system	Page 66	√
	403-2	Hazard identification, risk assessment, and incident investigation	Pages 64-67	-
	403-3	Occupational health services	Pages 66-67	-
	403-4	Worker participation, consultation, and communication on occupational health and safety	Pages 66-67	-
	403-5	Worker training on occupational health and safety	Page 67	-
	403-6	Promotion of worker health	Pages 66-67	-
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Page 35	-
	403-8	Workers covered by an occupational health and safety management system	Page 66	-
	403-9	Work-related injuries	Page 65	-
	403-10	Work-related ill health	Page 65	-

GRI STANDARD	DISCLOSURE	PAGE NUMBER / REFERENCE / COMMENT	EXTERNAL ASSURANCE	
MATERIAL TOPIC: EMPLOYEES' TRAINING AND DEVELOPMENT				
GRI 103: Management Approach (2016)	103-1	Explanation of the material topic and its Boundary	Pages 24-25, 68-69	-
	103-2	The management approach and its components	Pages 68-69	-
	103-3	Evaluation of the management approach	Pages 16, 68-69	-
GRI 404: Training and Education (2016)	404-1	Average hours of training per year per employee	Pages 68-69	-
	404-2	Programs for upgrading employee skills and transition assistance programs	Pages 68-69	-
	404-3	Percentage of employees receiving regular performance and career development reviews	Page 62	√
MATERIAL TOPIC: BUSINESS ETHICS, EQUAL OPPORTUNITIES, DIVERSITY AND HUMAN RIGHTS				
GRI 103: Management Approach (2016)	103-1	Explanation of the material topic and its Boundary	Pages 24-25, 70	-
	103-2	The management approach and its components	Page 70	-
	103-3	Evaluation of the management approach	Pages 16, 70	-
GRI 401: Employment (2016)	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Page 62 There are no seasonal or part time employees	-
GRI 405: Diversity and Equal Opportunity (2016)	405-1	Diversity of governance bodies and employees	Page 61	-
	405-2	Ratio of basic salary and remuneration of women to men	There is no difference between men's and women's basic salary. Gender is not considered for determination of salary.	-
GRI 406: Non-discrimination (2016)	406-1	Incidents of discrimination and corrective actions taken	Page 70	√
GRI 419: Socioeconomic compliance (2016)	419-1	Non-compliance with laws and regulations in the social and economic area	There were no significant financial ones or non-financial consequences due to non-compliance	-

GRI STANDARD	DISCLOSURE	PAGE NUMBER / REFERENCE / COMMENT	EXTERNAL ASSURANCE	
MATERIAL TOPIC: ENVIRONMENTAL AND SOCIAL CRITERIA IN SUPPLIER EVALUATION				
GRI 103: Management Approach (2016)	103-1	Explanation of the material topic and its Boundary	Pages 24-25, 35	-
	103-2	The management approach and its components	Page 35	-
	103-3	Evaluation of the management approach	Pages 16, 35	-
GRI 308: Supplier Environmental Assessment (2016)	308-1	New suppliers that were screened using environmental criteria	Page 35	-
GRI 414: Supplier Social Assessment (2016)	414-1	New suppliers that were screened using social criteria	Page 35	-
MATERIAL TOPIC: FACILITIES SECURITY				
GRI 103: Management Approach (2016)	103-1	Explanation of the material topic and its Boundary	Pages 24-25, 28-31	-
	103-2	The management approach and its components	Pages 28-31	-
	103-3	Evaluation of the management approach	Pages 16, 28-31	-
GRI 416: Customer Health and Safety (2016)	416-1	Assessment of the health and safety impacts of product and service categories	Pages 28-31	-
	416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	There were not relevant incidents	-

GRI STANDARD	DISCLOSURE	PAGE NUMBER / REFERENCE / COMMENT	EXTERNAL ASSURANCE	
MATERIAL TOPIC: COMPLAINTS MANAGEMENT				
GRI 103: Management Approach (2016)	103-1	Explanation of the material topic and its Boundary	Pages 24-25, 32-34, 36	-
	103-2	The management approach and its components	Pages 32-34, 36	-
	103-3	Evaluation of the management approach	Pages 16, 32-34, 36	-
GRI 418: Customer Privacy (2016)	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Page 36	√
MATERIAL TOPIC: CUSTOMER SATISFACTION				
GRI 103: Management Approach (2016)	103-1	Explanation of the material topic and its Boundary	Pages 24-25, 32-34	-
	103-2	The management approach and its components	Pages 32-34	-
	103-3	Evaluation of the management approach	Pages 16, 32-34	-

AA1000AP ACCOUNTABILITY PRINCIPLES STANDARD (2018) TABLE

PRINCIPLE APPLIED	METHODS	REFERENCE IN THE REPORT
Inclusivity	Stakeholders' identification and engagement in order to understand issues of interest	Organizations we support (page 23) Our approach to sustainable development (pages 18-19) Communication with stakeholders (pages 20-22) Material sustainability issues (pages 24-25)
Materiality	Definition and prioritization of the most important issues for the company and the stakeholders	Communication with stakeholders (pages 20-22) Material sustainability issues (pages 24-25)
Responsiveness	Response to material issues	Development and comply with the Code of Conduct (page 17) Risk management (page 17) Our approach to sustainable development (pages 18-19) Communication with stakeholders (pages 20-22) Safety and quality management (pages 28-29) COVID-19 pandemic management (pages 30-31) Customer and visitor satisfaction (pages 32-34) Procurement management (page 35) Customer data protection (page 36) Value creation and social contribution (page 37) Energy consumption and greenhouse gas emissions (pages 42-47) Water quality monitoring and water management (pages 48-51) Waste management and circular economy (pages 52-55) Biodiversity protection (page 56) Environmental compliance (page 57) Employment practices (pages 60-63) Employee health and safety (pages 64-67) Training and development (pages 68-69) Human rights, diversity and equal opportunities (pages 70)
Impact	Presentation of the direct and indirect impacts of the company's activities	Yacht accommodation in 2021 (pages 10-12) Our approach to sustainable development (pages 18-19) Safety and quality management (pages 28-29) COVID-19 pandemic management (pages 30-31) Customer and visitor satisfaction (pages 32-34) Procurement management (page 35) Customer data protection (page 36) Value creation and social contribution (page 37) Energy consumption and greenhouse gas emissions (pages 42-47) Water quality monitoring and water management (pages 48-51) Waste management and circular economy (pages 52-55) Biodiversity protection (page 56) Environmental compliance (page 57) Employment practices (pages 60-63) Employee health and safety (pages 64-67) Training and development (pages 68-69) Human rights, diversity and equal opportunities (pages 70)

To: Management of LAMDA Flisvos Marina S.A.

1. Scope of the External Assurance project of the Sustainability Report

LAMDA Flisvos Marina S.A. Company (hereinafter referred to as **Flisvos Marina**) has assigned TÜV HELLAS (TÜV NORD) SA (hereinafter referred to as TÜV HELLAS) the limited external assurance of the Sustainable Development Report, which covers the period 1/1/2021-12/31/2021.

The scope of the project consists of the following:

- A. The conduction of the Application Level Check, according to the GRI Sustainability Reporting Standards (**GRI Standards**), referring to the Sustainability Report of **Flisvos Marina** for 2021.
- B. The conduction of the coverage level check of the guide **AA1000AP (2018)**, referring to the Accountability Principles as they are stated and analyzed within (**Inclusivity, Materiality, Responsiveness & Impact**). The level check was held based on the contents of the guide **AA1000AS v3** (Type 1 Assurance-Moderate level).

The limited external assurance as it is defined by the above project scope, refers to the Sustainability Report of **Flisvos Marina** for 2021 and it was conducted based on the corresponding correlation table of **GRI Standards** Indicators stated by **Flisvos Marina** in its Sustainability Report, in order to confirm the Company's compliance to the requirements of the GRI Standards for the "**In accordance_Core**" Level, as well as the requirements of **AA1000AP (2018)**.

2. Project Criteria

The external assurance was based on the evaluation of conformity with the requirements of the following guiding standards:

- A. **GRI Standards (Core Level)**
- B. **AA1000AP (2018)**

For the evaluation of conformity to the requirements of **AA1000AP (2018)**, the provisions of the guide **AA1000 Assurance Standard (AA1000AS v3)** were followed. More specifically, the Type 1-Moderate level of external assurance was followed. According to this, the level of conformity to the Accountability Principles, as they are stated within **AA1000AP (2018)**, was evaluated.

3. Project methodology

Based on the conformance criteria of paragraph 2 and in order to draw conclusions, the external assurance team of TÜV HELLAS conducted the following (indicative and not restrictive) methodology:

- Reviewed the procedures followed by **Flisvos Marina** to identify and determine the material issues in order to include them within the Sustainability Report.
- Interviews were conducted with selected executives of **Flisvos Marina** having operational role in Sustainability issues in order to understand the current state of sustainability development activities and progress achieved during the period under reference.
- Reviewed the **Flisvos Marina** consultation approach with their stakeholders through interviews with executives responsible for communication with the interested parties at company level and review of selected documents.



4. Review limitations

The range of the review was exclusively limited to the activities of **Flisvos Marina** in Greece. No visits and interviews in stakeholders of the **Flisvos Marina** have been conducted. In case of any discrepancy in the translation between Greek and English version of the Sustainability Report, the Greek version shall prevail.

5. Responsibilities of the Reporting Organization and Assurance Provider

The team for Sustainability of **Flisvos Marina** carried out the Sustainability Report, thus, is exclusively responsible for the information and statements contained therein.

The external assurance conducted, as it is defined in the project scope (paragraph 1), does not represent TÜV HELLAS' opinion related to the quality of the Sustainability Report and its contents.

The responsibility of TÜV HELLAS is to express the independent conclusions on the issues as defined in the project scope and in accordance to the relevant contract. The project was conducted in such a way so that TÜV HELLAS can quote to **Flisvos Marina** administration the issues mentioned in this report and for no other purpose.

6. Conclusions-Recommendations

Based on the project scope (paragraph 1) and in the context of the external assurance procedure followed by TÜV HELLAS, the conclusions are as follows:

A. Accuracy and completeness of data related to the Application Level Check.

During the external assurance project carried out, nothing came to the attention of TÜV HELLAS which would lead to the conclusion that the Report does not meet to the requirements of the GRI Standards for the "**In accordance_Core**" Level, as reflected on the corresponding correlation GRI content index.

B. Adherence to the AA1000 AccountAbility Principles (Inclusivity, Materiality, Responsiveness & Impact) against the criteria found in AA1000AP (2018)

Inclusivity Dialogue on Sustainability Issues with the Stakeholders

- We have not realized any matter that causes us to believe that major stakeholder groups were excluded from consultation processes, or that the **Flisvos Marina** has not implemented the principle of Inclusivity in developing its approach to sustainability.

Materiality: Focus on the material issues related to sustainability

- We have not realized any matter that causes us to believe that the material issues' definition approach which was followed by the **Flisvos Marina** does not provide a comprehensive and balanced understanding of the material issues.

Responsiveness: Addressing the needs and expectations of stakeholders

- We have not realized any issue, which would lead us to believe that the **Flisvos Marina** has not responded timely and adequately, through decisions and actions, to the needs and expectations that emerged from the material issues of sustainable development



INDEPENDENT EXTERNAL ASSURANCE REPORT



Impact: Impact of company's activities to the broader ecosystems

- We have not realized any issue which would lead us to believe that the **Flisvos Marina** has not understand and managed the direct and indirect impacts that the material aspects create to the broader ecosystems.

TÜV HELLAS did not realize anything that would lead to the conclusion of incorrect collection or transfer of data concerning the allegations made regarding the fulfillment of the requirements of the Accountability Principles, as set out in **AA1000AP (2018)**.

During the assurance, no issues arose that would lead to improvement proposals.

7. Impartiality and independence of the external assurance team

TÜV HELLAS states its impartiality and independence in relation to the project of **Flisvos Marina** Sustainability Report external assurance. TÜV HELLAS has not undertaken work with **Flisvos Marina** and does not have any cooperation with the interested parties that could compromise the independence or impartiality of the findings, conclusions or recommendations.

TÜV HELLAS was not involved in the preparation of the text and data presented in the Sustainability Report of **Flisvos Marina**.

Athens, October 20, 2022

For TÜV HELLAS (TÜV NORD) SA

A handwritten signature in black ink, appearing to read 'Nestor Paparoupas', written over a light blue horizontal line.

Nestor Paparoupas

Sustainability Product Manager





LAMDA FLISVOS MARINA A.E.

17561, PALAIO FALIRO

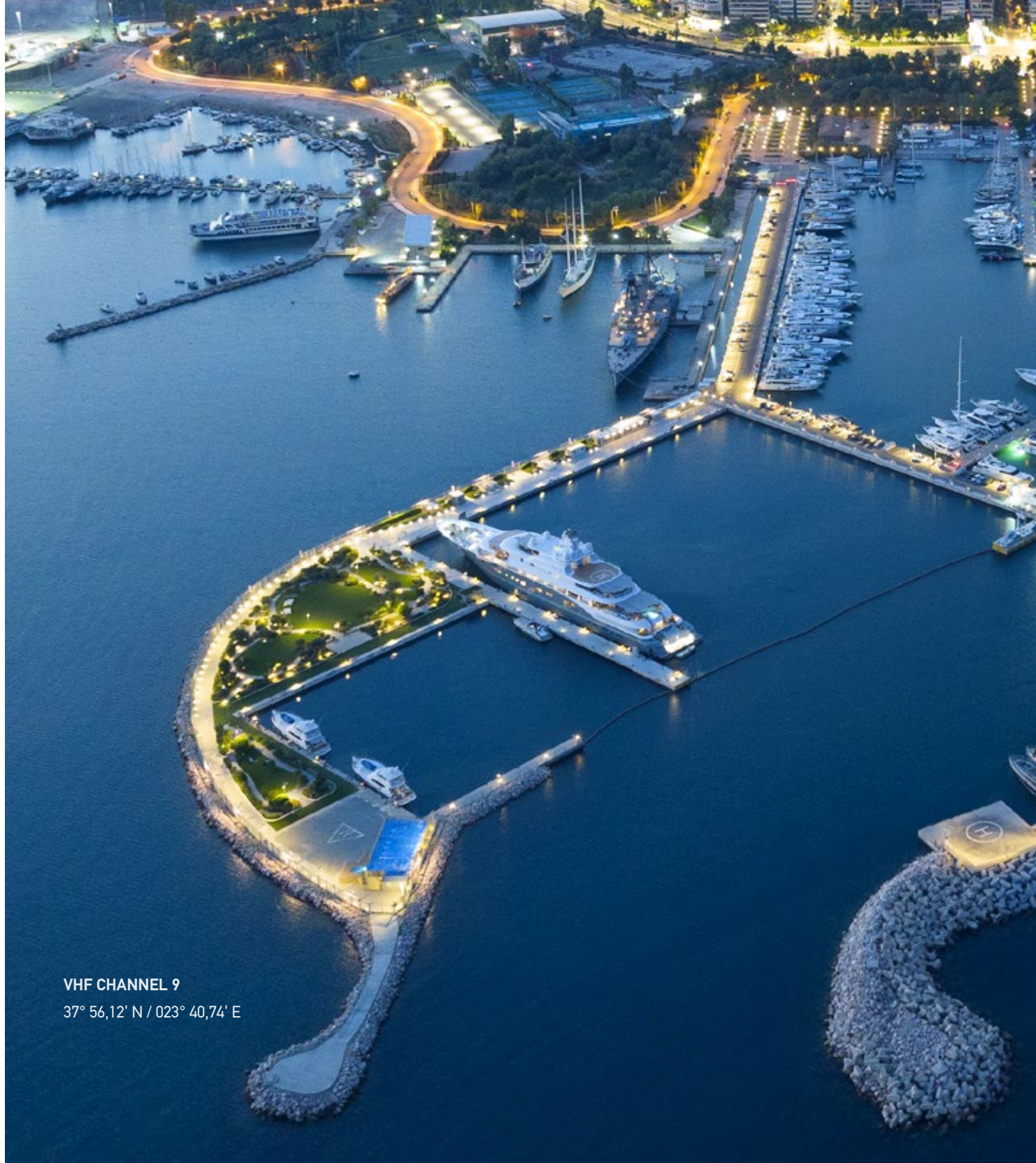
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