



# Sustainability Report

2023



PCT Sustainability Report  
2023



中远海运港口比雷埃夫斯码头有限公司  
PIRAEUS CONTAINER TERMINAL SINGLE MEMBER S.A.



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## Message from Managing Director, Captain Wang Jihang

Dear Reader,

It is my privilege to share with you Piraeus Container Terminal (PCT) Sustainability Report for 2023. As we continue to navigate an evolving industry landscape, this report serves as a testament to our steadfast commitment to sustainable development and responsible growth in container terminal management and port services.

This past year has been transformative for PCT. Despite facing numerous global challenges, our dedication to Sustainability has remained a guiding principle. We have taken significant steps to integrate sustainable practices across all aspects of our operations, reinforcing our role as a responsible leader in the Mediterranean's container terminal sector.

In 2023, we embarked on several key initiatives aiming at enhancing our operational efficiency and promoting Sustainability. By leveraging innovative technologies and adopting forward-thinking practices, we have made substantial progress in optimizing our operations. These efforts reflect our broader vision of achieving long-term Sustainability and operational excellence.

Our sustainability journey is driven by a comprehensive approach that includes environmental, social, and governance (ESG) considerations. We continuously explore cleaner technologies and advanced automations to ensure our Operations retain their excellence and further increase their efficiency. Additionally, our engagement with local communities and our emphasis on employee welfare underscore our commitment to fostering a positive social impact.

Looking ahead, we are prepared to tackle the ongoing and emerging challenges within our industry. Our focus will remain on sustainable growth, guided by our core values of respect, cooperation, high quality services and innovation. We aim to set new benchmarks for sustainability and inspire positive change within the port services sector.

I am immensely grateful to our dedicated team at PCT. Their hard work, creativity, and commitment have been the cornerstone of our achievements this year. Their collective efforts have not only driven our success but have also strengthened our resolve to continue leading by example in Sustainability and operational performance.

This report is a testament to our journey and a roadmap for our future. It captures our milestones and outlines our strategic priorities as we strive to make a lasting positive impact on our industry and the environment. As we advance, we remain committed to building a sustainable future for PCT and all our stakeholders.

We invite you to explore this report and gain insight into our Sustainability efforts and future aspirations.

Sincerely,

Captain Wang Jihang  
Managing Director Piraeus Container Terminal Single Member S.A.



## Introduction

Piraeus Container Terminal (PCT) stands out as a pivotal player in the logistics and maritime industry, offering premier loading, unloading and storage services for import and export containers through the Port of Piraeus. With a strategic location, PCT serves not only the domestic market but also plays a critical role as an intermediary station for transshipment cargoes, facilitating global trade and connectivity.

The mission at PCT is to enhance the efficiency and sustainability of maritime logistics, providing top-tier services that meet the highest standards of quality and innovation. Operations are conducted with a commitment to excellence, ensuring alignment with best practices in environmental stewardship and social responsibility. PCT's activities are supported by robust infrastructure, cutting-edge technology and a dedicated workforce, all contributing to its reputation as a reliable and forward-thinking terminal operator.

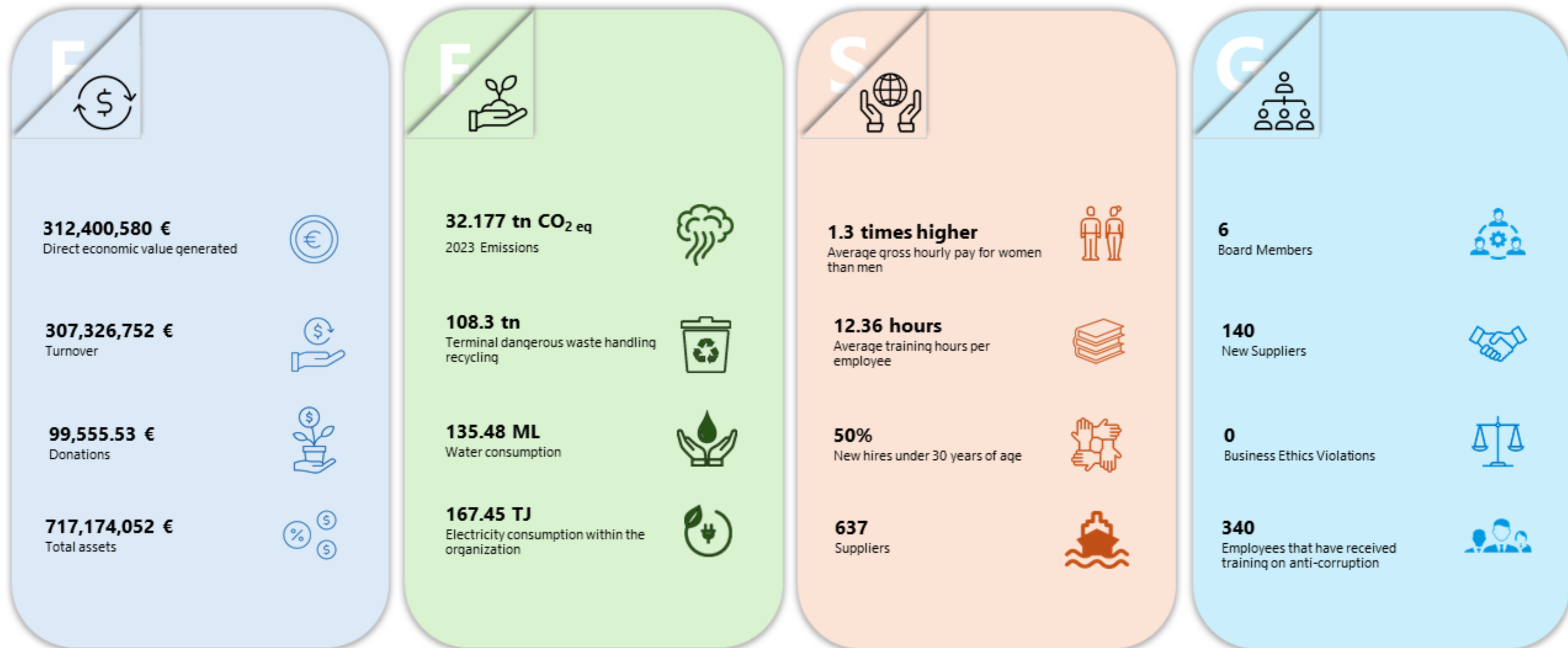
Recognizing the profound impact of climate change, PCT's management and stakeholders are deeply committed to addressing environmental challenges. Eco-friendly practices are actively incorporated into operations, trying to reduce the carbon footprint and enhance the sustainability of services. Efforts are guided by a comprehensive understanding of the economic and societal impacts of the industry, aiming to create value for customers, communities and the environment.

Moreover, PCT adheres strictly to both European and national regulatory frameworks, ensuring full compliance with all legal and statutory requirements. The organization proudly supports the 17 United Nations Sustainable Development Goals (SDGs), aligning strategic initiatives with these global objectives to promote sustainable development with measurable outcomes. Through continuous improvement and strategic foresight, PCT is dedicated to advancing the principles of sustainability and fostering a resilient, sustainable future for the maritime industry.

The Company, with this report, demonstrates its ongoing commitment to sustainability, showcases key milestones, and outlines future plans for sustainable practices in container terminal management and port services. As this journey progresses, there is a strong sense of anticipation in leading the path towards a sustainable future for PCT and the broader industry.

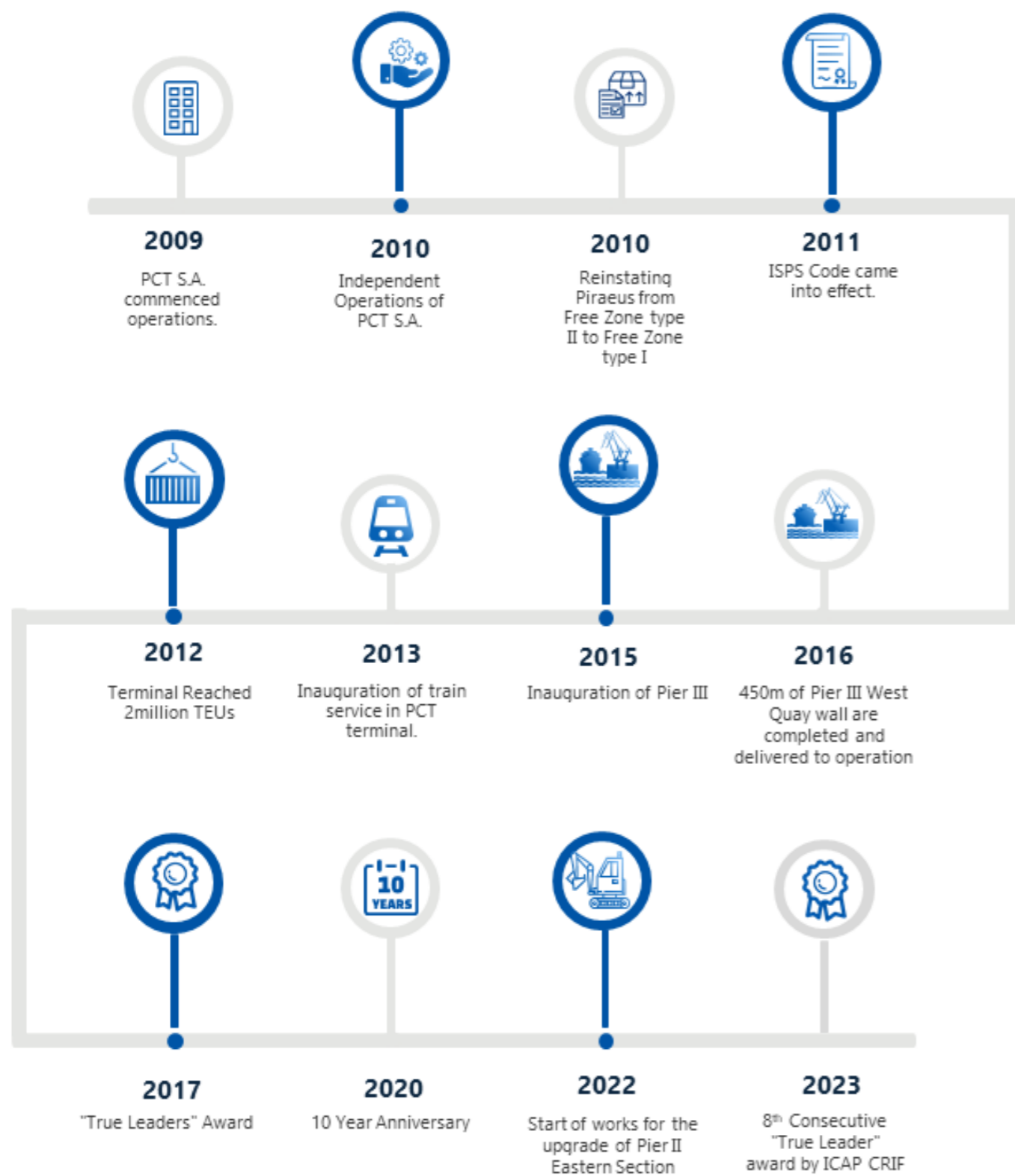


## PCT at a glance



## Presentation of the Company

### 4.1 Milestones



## 4.2 Activities

PCT's main activities are the provision of loading / unloading and storage services for import and export containers handled via the Port of Piraeus, including cargoes which use Piraeus only as an intermediary station of transport (transshipment cargo). Main services connecting the ports of Far East, Asia, Europe, North & South America.

PCT S.A. is a leading container handling terminal operating in the Mediterranean region. PCT's core services include loading, unloading, and storage for both imported and exported containers as well as transshipment cargoes that use Piraeus as a hub for neighboring markets.

The transshipment cargoes that are being handled represent an average of 70% of PCT's volumes, positioning it as a critical transit hub between the Far East/Asia, Central and Eastern Mediterranean and the Black Sea regions.

Strategically located at major trade route intersections, PCT serves as a vital link connecting stakeholders across the Mediterranean and Black Sea. Additionally, the Company offers distribution and logistics services throughout Europe, the Middle East and Africa, leveraging Piraeus' strategic location. Through the Rail Ramp and European Rail Network connection, PCT enhance services to Customers for multimodal transportation capabilities. Operating on a Free Zone Type 1 customs regime, PCT provides significant tax and duty benefits, making the Company attractive to clients seeking cost-effective supply chain solutions. Our primary activities include container handling, vessel mooring, and IT solutions tailored to maritime operations. Also provides consultancy for optimizing operational efficiency. The Commercial Department engages with various stakeholders such as shipping lines, agents, freight forwarders, truckers, customs brokers and rail operators through meetings, presentations and agreements. PCT ensures compliance with Greek legislation when dealing with Harbor Masters, Customs Authorities and other competent authorities. In its pursuit of excellence, PCT is digitizing its operations to enhance trade facilitation and service quality for its customers and shareholders.



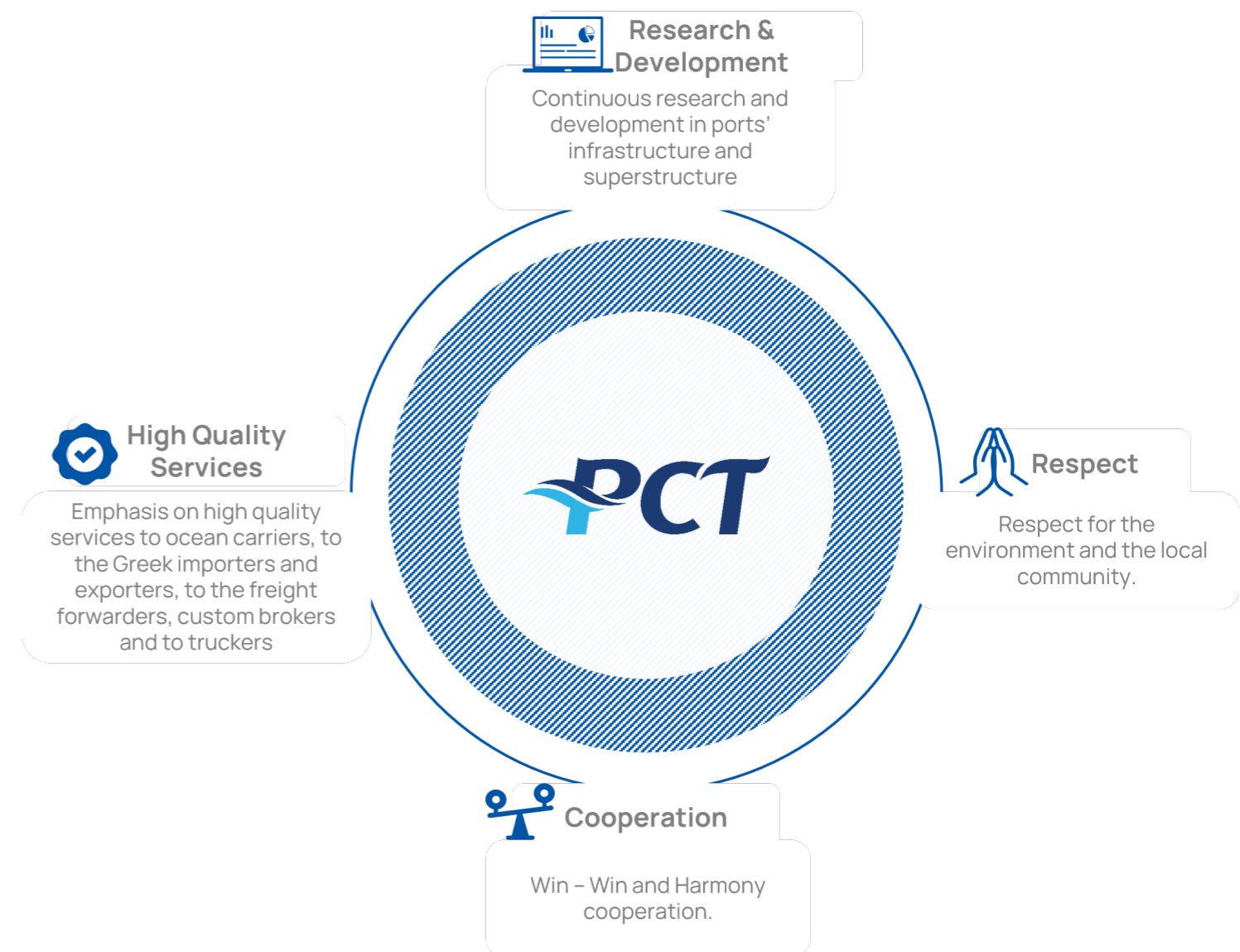
## 4.3 Corporate philosophy

### 4.3.1 Company's Mission

Company's mission is to become the best-connectable terminal in the region by providing world - class container terminal handling and port services.

Also offering value-for-money, high quality services to the customers through Company's highly dedicated and motivated professional workforce, modern equipment, facilities, technology and resources, while creating rewarding returns and value to PCT shareholders.

### 4.3.2 Company's philosophy



4.5 Financial performance



307,326,752.53 €

Total turnover



2,580,239.86 €

Total CapEx

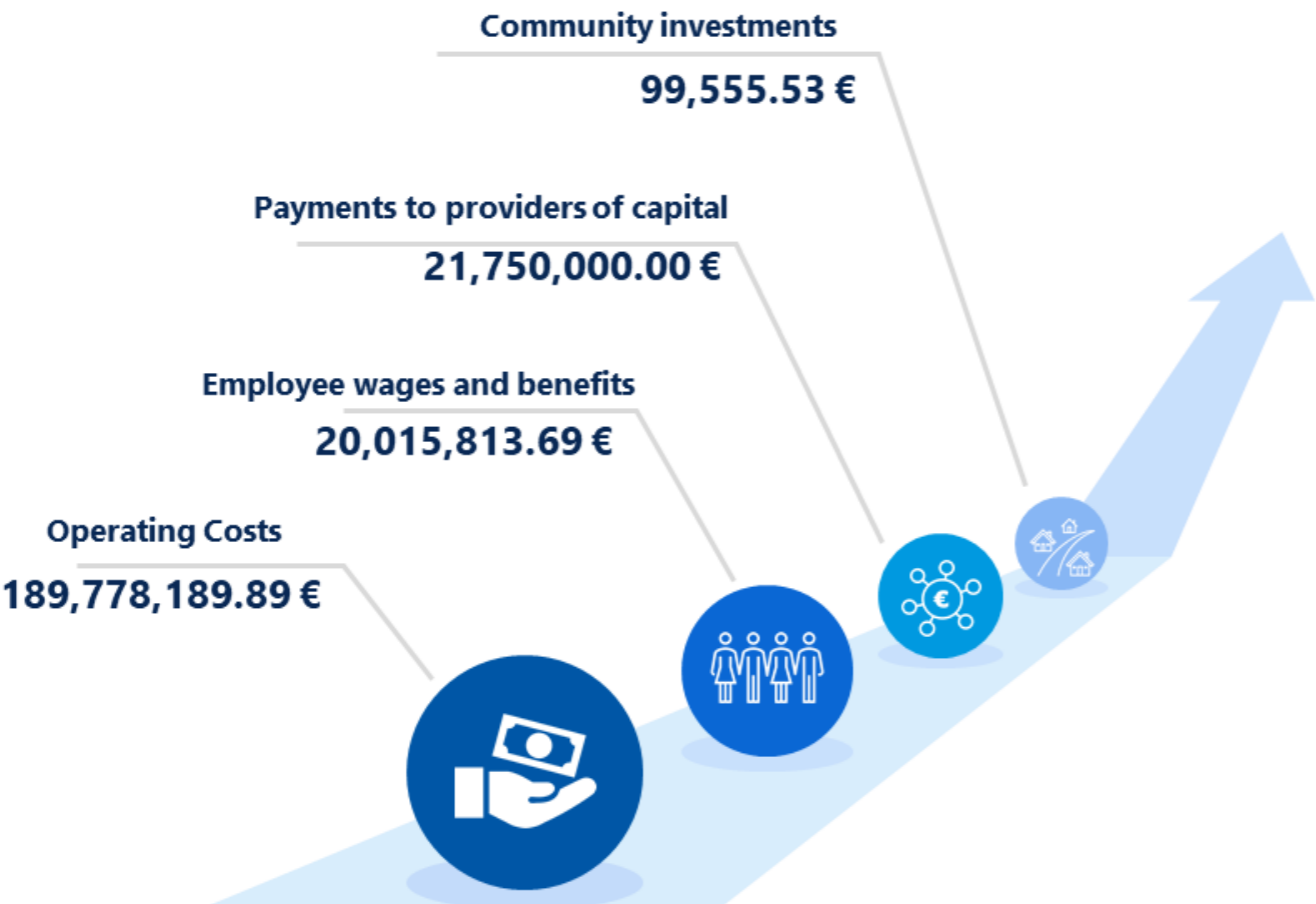


256,513,682.96 €

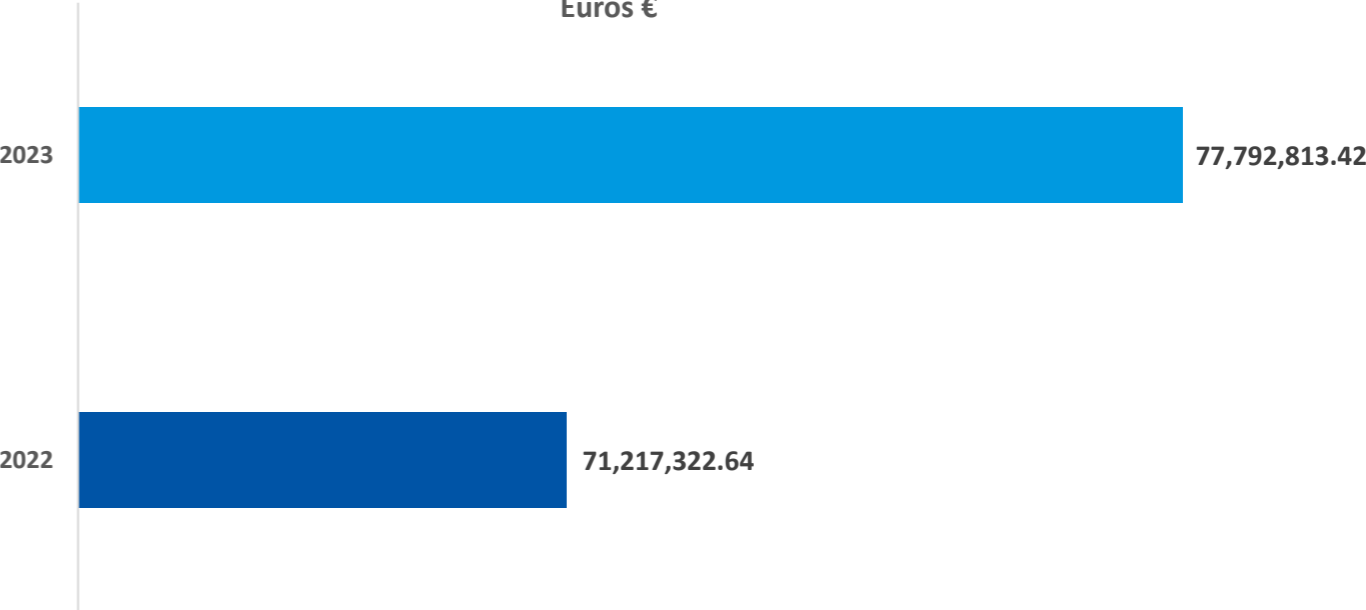
Total OpEx

Direct economic value generated & distributed		Euros for the year of 2023
Direct economic value generated	Revenues	312,400,579.53 €
	Operating Costs	189,778,189.89 €
Economic value distributed	Employee wages and benefits	20,015,813.69 €
	Payments to providers of capital	21,750,000.00 €
	Community investments	99,555.53 €

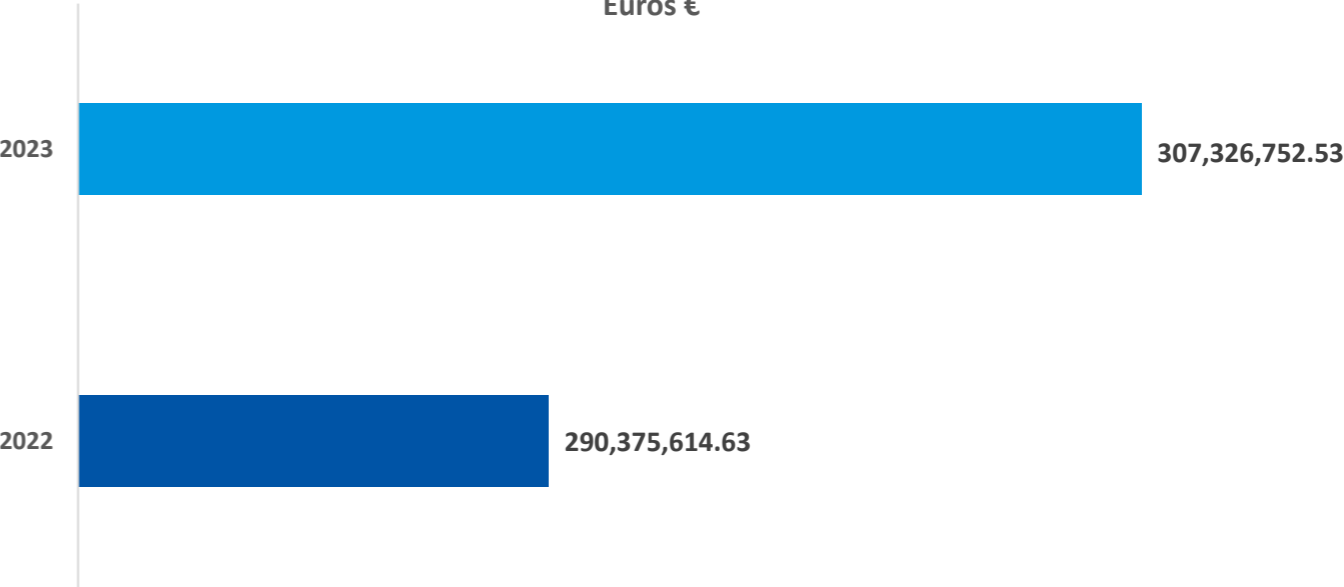
Economic value distributed



Net Revenue (Gross Profit)  
Euros €



Total Turnover  
Euros €



# Sustainable Development Strategy

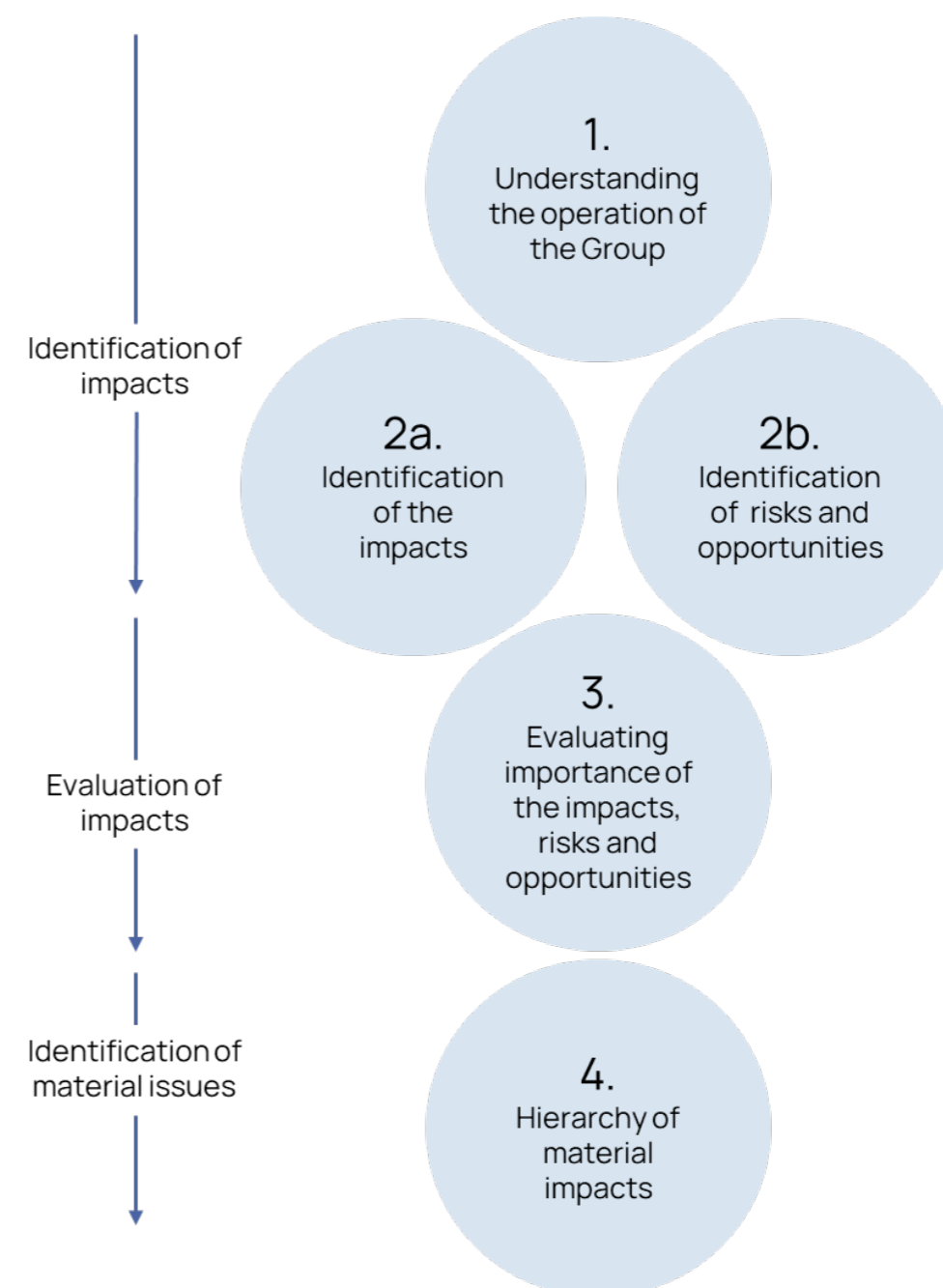
## 5.1 Stakeholders & Material Issues

Piraeus Container Terminal identifies the stakeholders who significantly influence the Company's decisions and strategies but also who are directly or indirectly affected by its operation. The stakeholders are divided into two main categories, the internal and external, and the Company seeks to maintain essential communication with both. PCT, in order to identify its stakeholders, has conducted research based on companies that operate in the same industry but has also taken into consideration the Stakeholder Groups mentioned in 'COSCO SHIPPING Lines' and 'COSCO SHIPPING Ports' Sustainability Report. In addition, the departments responsible for reassuring the sustainability strategy of the organization have verified all the Stakeholder Groups that have emerged from the research. The research has resulted in the identification of 13 Stakeholder Groups that operate both in the internal environment of the Company as well as in its external environment. PCT recognizes the importance of its impact on stakeholders and places a strong emphasis on engaging with them. Establishing a normalized communication mechanism and conducting regular communication across various aspects of its operations reflects a commitment to transparency, responsiveness and continuous improvement in sustainability management. The communication is conducted across multiple platforms. The viewpoints of each stakeholder are vital for the Company's ongoing evaluation as well as the formulation of corporate strategies and plans for sustainable development.



The double materiality method was followed in 2022 and we took into consideration the same results for 2023. A new double materiality will be conducted for 2024 Report.

The first step included bibliographic research and overview of published Sustainability Reports of companies operating in the same sector as PCT, mainly on the international landscape. This strategic practice allowed the organization to obtain a well-rounded overview of the material topics that play a crucial role in the operation of the Transportation and Logistics industry. The second practice involved the review of international and industry-specific sustainability standards and more particularly the SASB standards that include the industry of Transportation. By doing so, PCT ensures that it evaluates all the requirements related to the production of Sustainability Reports. The last step involved the direct contribution of the Board of the Company, as they agreed to and updated the final list of the materiality topics in order to incorporate all the priorities of the Company. This four-step process ultimately resulted in the following Material Topics List of 17 topics. The Company proceeded to the preparation of an electronic questionnaire to PCT's Stakeholders, taking into consideration the double materiality approach and the European Sustainability Reporting Standards (ESRS), which refer to the European Directive 2022/2464 Corporate Sustainability Reporting Directive – CSRD, on sustainability reporting by companies.



## Material Topics



Management of energy and greenhouse gas emissions



Waste management and recycling



Adaptation to climate change



Biodiversity and marine protection



Sustainable development of ports



Scientific and technological innovation



Occupational Health and Safety



Employee Training



Diversity and equal opportunities



Employees' Rights



Relations with local communities and dialogue with stakeholders



Financial Performance



Risk Management



Compliance with legislation



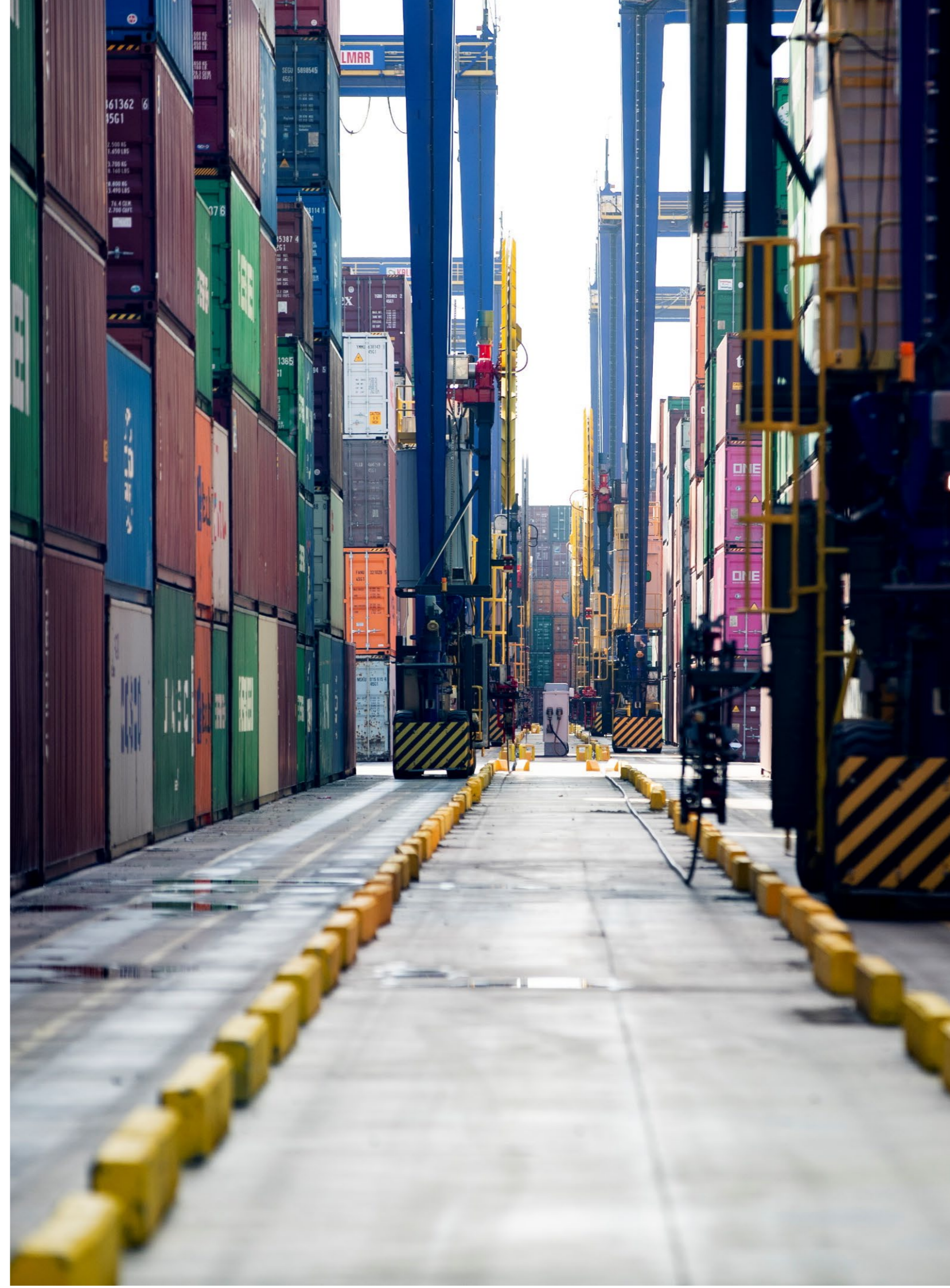
Communication privacy and data protection



Supply chain sustainability assessment



Business ethics and corporate governance



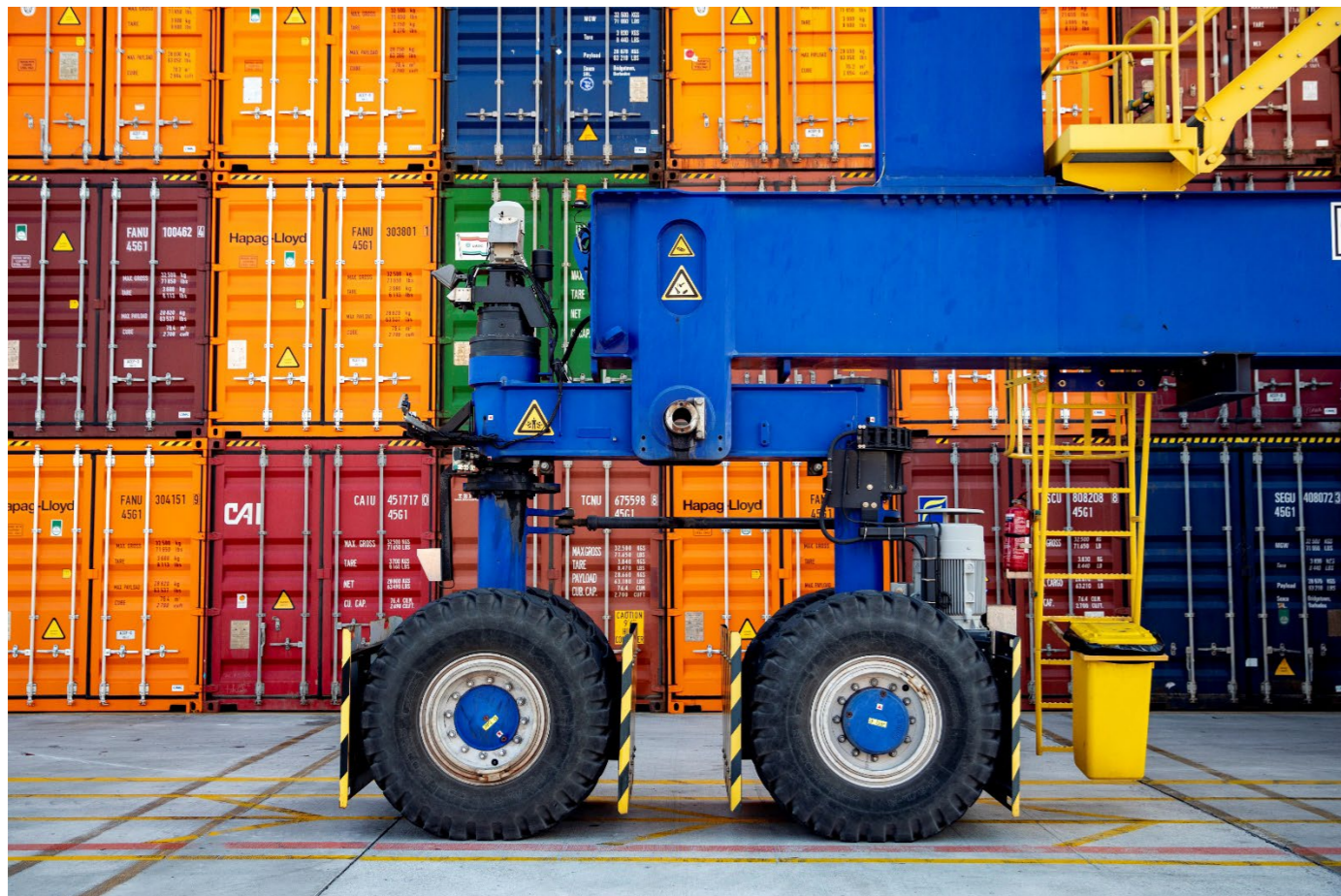
## 5.2 Sustainability Goals for 2023

As part of its ongoing commitment to environmental stewardship and sustainable development, PCT has established a set of sustainability goals. By setting clear and measurable targets, PCT aims to drive continuous improvement in its sustainability performance, align its operations with international standards and contribute to global efforts in combating climate change. The Company prioritizes achieving goals that are directly related to its operations and the specific challenges faced by the industry.

PCT is committed to improving the management of its environmental data through the establishment of internal procedures. The Company plans to implement energy-efficient technologies to further optimize its energy profile and enhance waste management processes to increase circularity and recycling shares. Also aiming for a 10% reduction in CO2 emissions by 2025.

PCT emphasizes the importance of occupational health and safety by providing annual training for its employees. Initial health and safety training will be repeated at regular intervals to ensure skills are updated and new knowledge is acquired. The Company is dedicated to increasing training hours to enhance both soft and work-related skills among employees. Despite operating in a male-dominated industry, PCT is making concerted efforts to integrate more female employees into its workforce. Additionally, the Company aims to increase community engagement initiatives, contributing to local projects annually. Maintaining high safety standards, PCT strives to keep occupational accidents at the forefront of industry benchmarks.

The Company will disclose sustainability information in compliance with the new ESRS standards and streamline its sustainability data management. The Company plans to incorporate Environmental, Social, and Governance (ESG) criteria into its supply chain assessment process and strengthen data privacy measures across all operations. To enhance governance, PCT will establish separate policies for Human Rights, Conflict of Interest, and Remuneration. Furthermore, the Company plans to increase governance efforts by pursuing the Business Continuity ISO. Continuous improvements to the PCT HPCS platform will foster seamless collaboration among all port stakeholders. The Company plans to increase governance efforts by pursuing the Business Continuity ISO.



5.3 Net Zero Transition Strategy





The transition to net-zero emissions is a critical strategic goal for PCT, providing the opportunity to enhance its environmental responsibility. The implementation of this strategy is essentially vital for achieving overall sustainability.

The **Paris Agreement** and the **European Green Deal** establish targets for carbon neutrality, driving the need for industries and organizations to decrease their carbon footprint. **Decarbonization** is essential for mitigating climate change impacts, improving air quality, and ensuring sustainable development. Companies are encouraged to decarbonize through renewable energy adoption, energy efficiency measures, and innovative technologies, aligning business operations with environmental stewardship and regulatory compliance.



Furthermore, the **National Greek Climate Law** (N.4936/2022), sets forth Greece's ambitious framework for tackling climate change, aligning with the European Union's overarching environmental goals under the European Green Deal. The law aims for Greece to achieve **climate neutrality by 2050**, with an interim goal of reducing net greenhouse gas emissions by at least **55% by 2030** compared to 1990 levels. It requires the development of comprehensive strategies for climate adaptation and mitigation across various sectors, establishing sectoral carbon budgets and governance institutions to monitor and guide the country's transition towards sustainability.

PCT has initiated the implementation of a decarbonization plan for the coming years with the aim of fully aligning with the aforementioned legislation.

-  **Objective 1** GHG Emissions Calculation & Engage with Key Data Owners and Collect Activity Data
-  **Objective 2** Define Target Setting Approach. Define Near-Term and Long-Term Emissions Reduction Targets
-  **Objective 3** Analyze Decarbonization Pathways for Emissions Impact and Cost
-  **Objective 4** Develop the Value Chain Decarbonization Roadmap of the Net Zero Strategy



6. Environment

- 6

CLEAN WATER  
AND SANITATION


- 7

AFFORDABLE AND  
CLEAN ENERGY


- 9

INDUSTRY, INNOVATION  
AND INFRASTRUCTURE


- 12

RESPONSIBLE  
CONSUMPTION  
AND PRODUCTION


- 13

CLIMATE  
ACTION


- 14


LIFE  
BELOW WATER


- 15

LIFE  
ON LAND



Environmental Highlights



135.48 ML

Water consumption



1,223.90 tn

Terminal non-hazardous  
waste generated



108.30 tn

Terminal dangerous  
waste handling  
recycling




180 m<sup>3</sup>

Effluent discharge



167.50 TJ

Electricity consumption  
within the organization



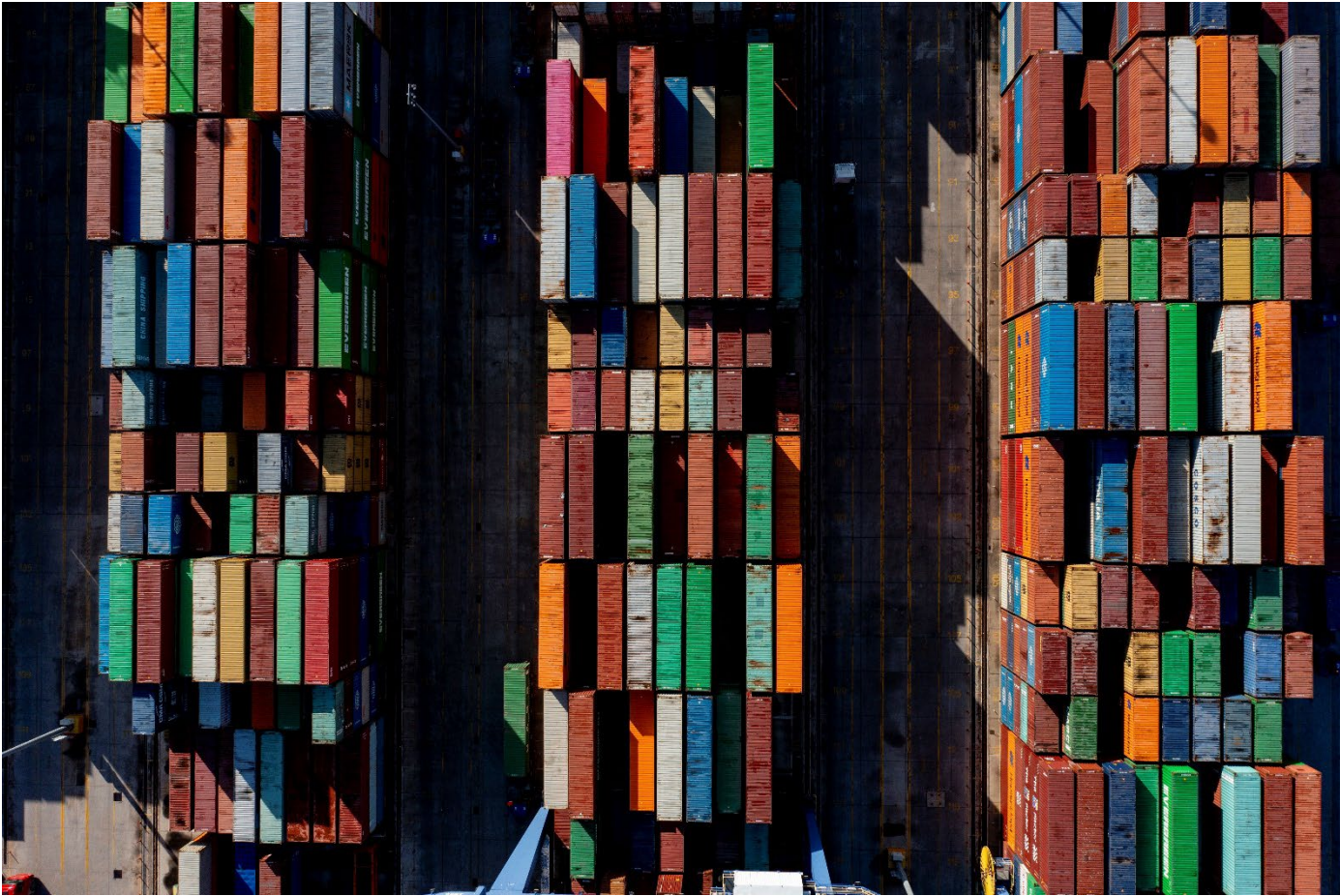
32,177 tn

Total CO<sub>2,eq</sub>  
emissions

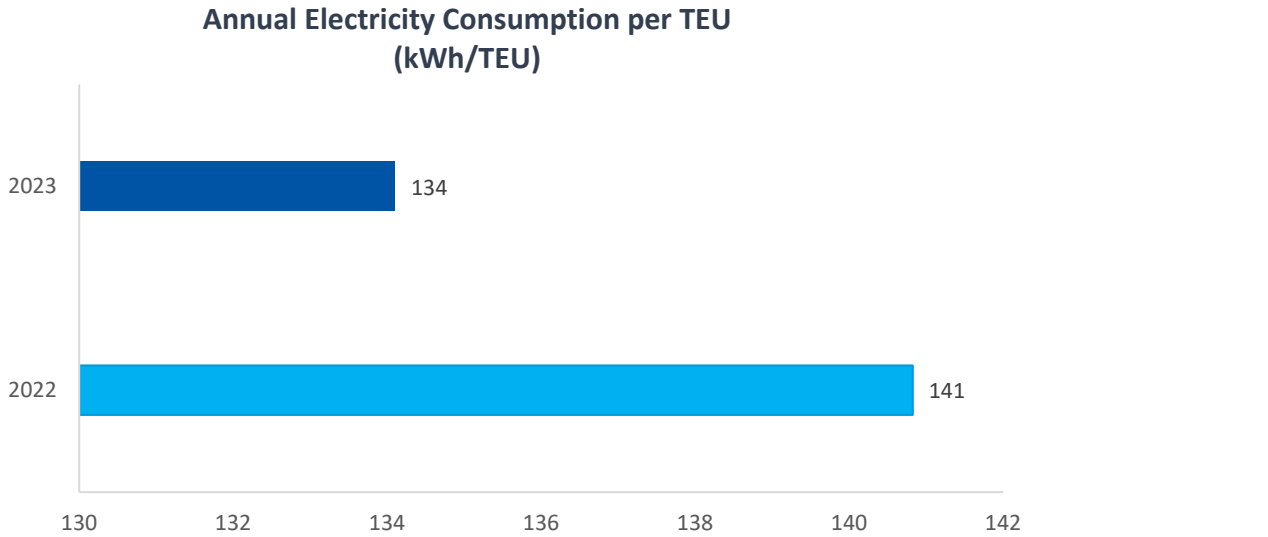
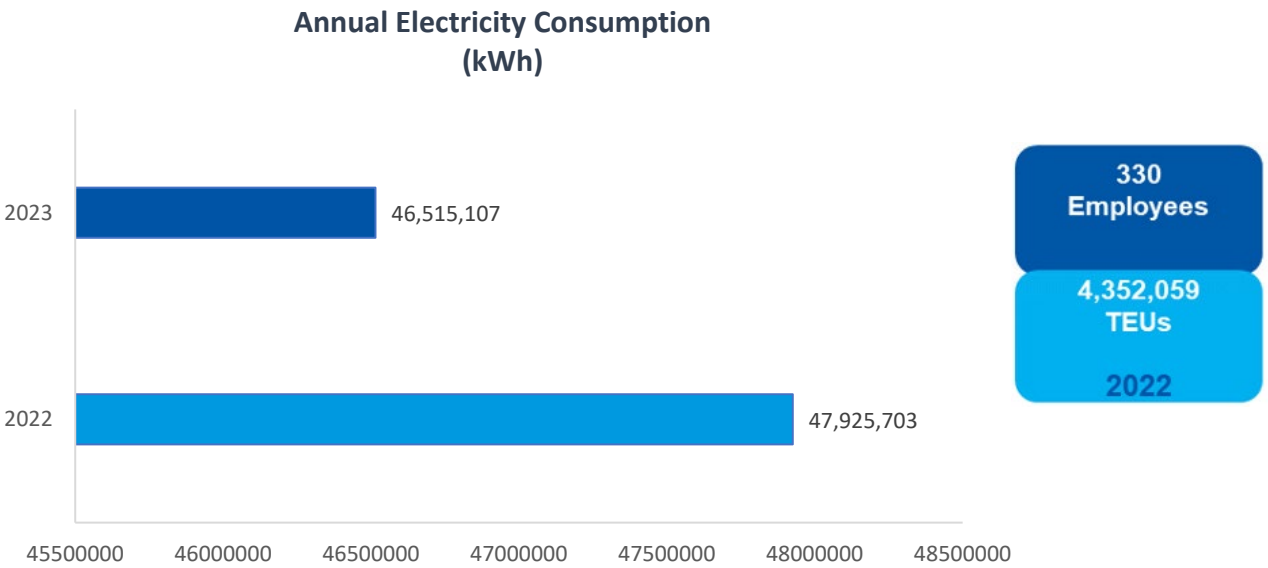
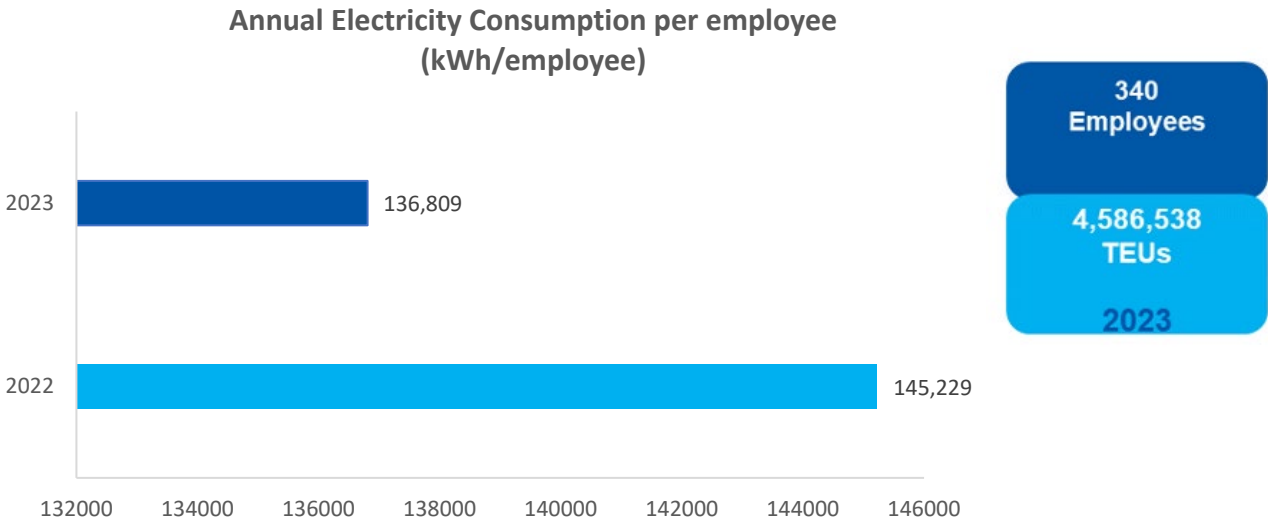
6.1 Energy Management

The total electricity consumption at PCT’s facilities decreased **by 3%** in 2023 compared to 2022. Moreover, the KPI representing annual **kWh/employee** decreased by **6%** compared to 2022, as did the KPI representing annual **kWh/TEU<sup>1</sup>**, which decreased by **4%**. This is a result of the PCT’s strategy to maintain effective energy management which is proved to be essential for the Company’s commitment to sustainability. For the next year PCT has planned to conduct regular energy audits in order to identify areas where energy consumption can be reduced. Implementing an Energy Management System (EMS) in line with **ISO 50001:2018** standard will provide a structured framework for continuous improvement.

Another key strategy is the optimization of transportation logistics in order to minimize fuel usage as well as warehousing operations. Thus, PCT has initiated the implementation of a Supply Chain Evaluation & Strategy. Finally, employee engagement is crucial for successful energy management. Training staff on energy-saving practices and encouraging a culture of sustainability can lead to significant reductions in energy consumption. Regularly monitoring energy use, setting targets and reporting progress ensures accountability and continuous improvement.



<sup>1</sup> TEU: (twenty-foot equivalent unit) is a measure of volume in units of twenty-foot long containers



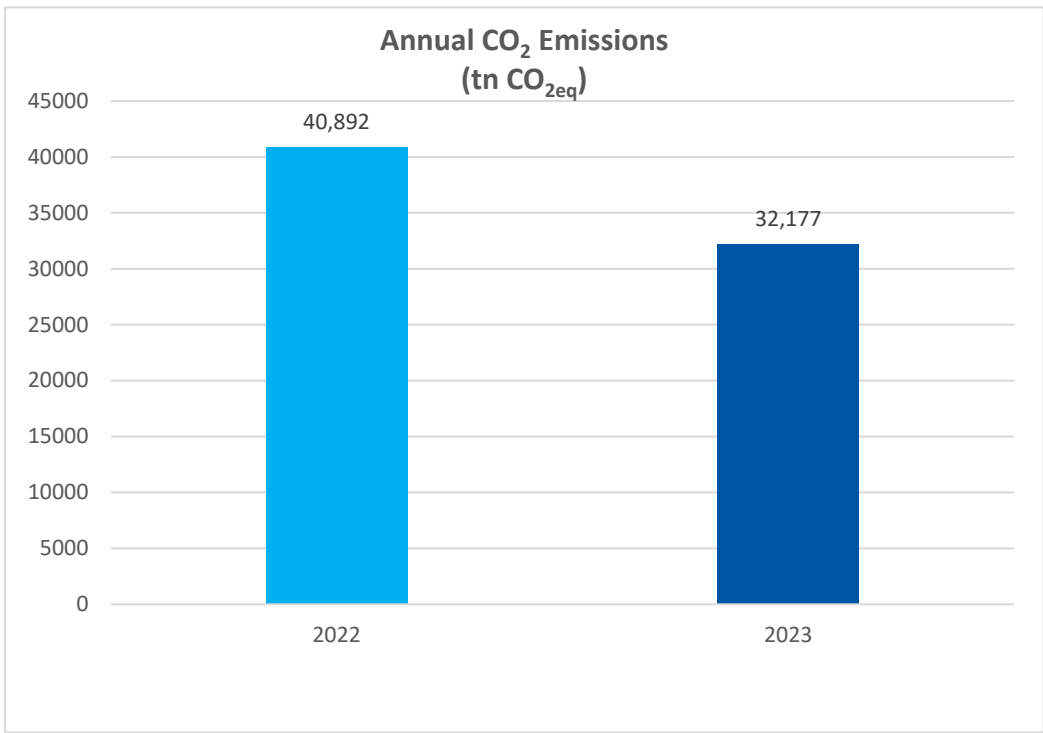
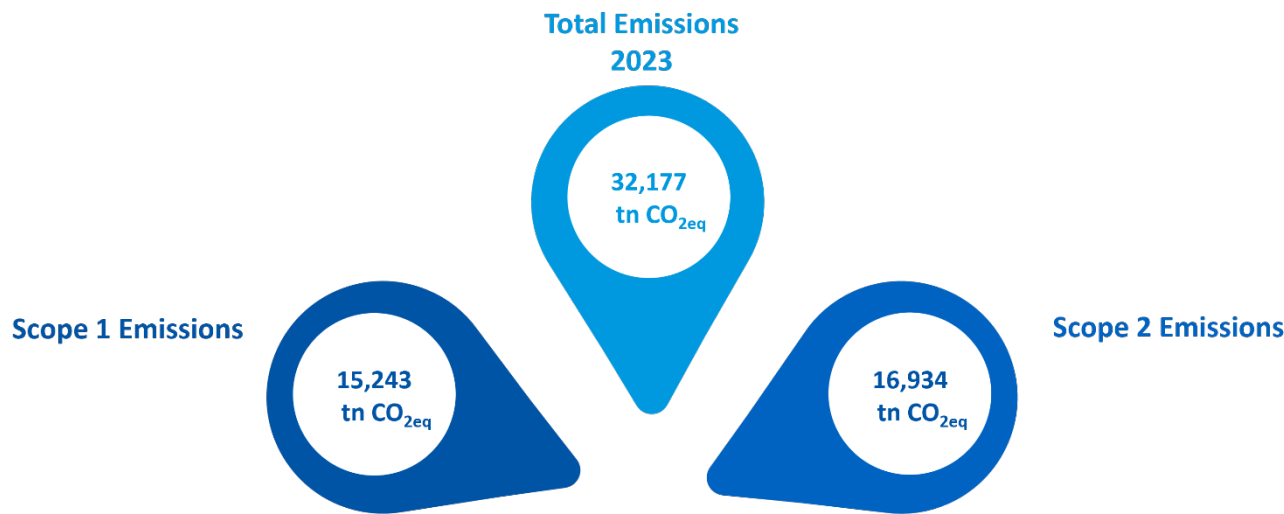
6.2 Greenhouse gas emissions

The CO<sub>2</sub> emissions inventory is a crucial and longstanding component of PCT's environmental strategy. This process has enabled the identification of key emission sources. Concurrently, awareness and education initiatives have been launched to inform both clients and employees about best environmental practices.

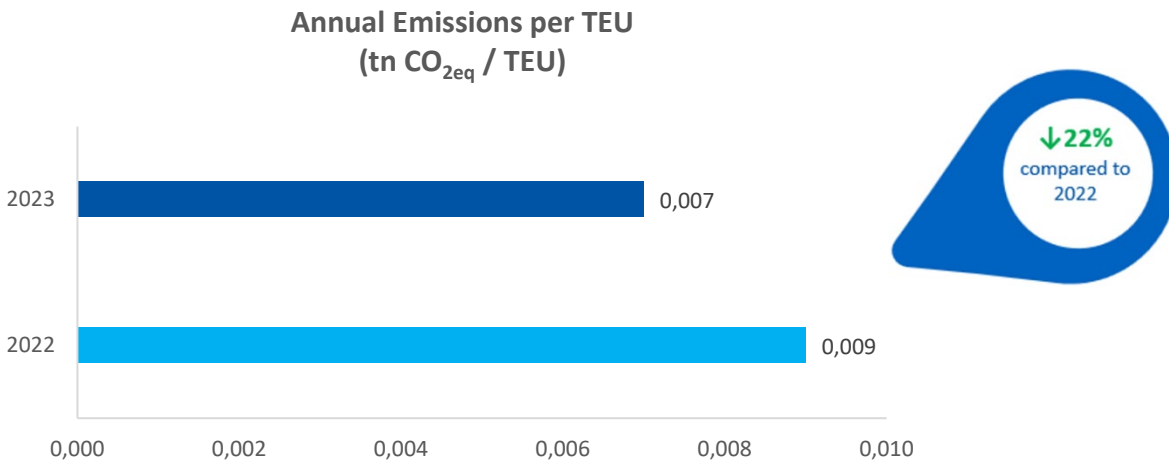
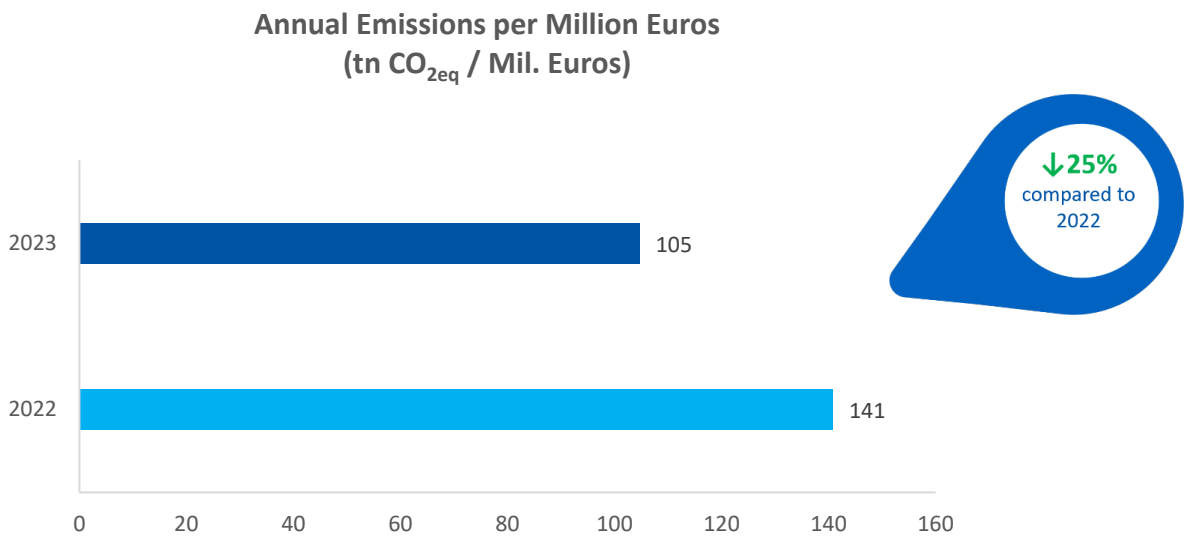
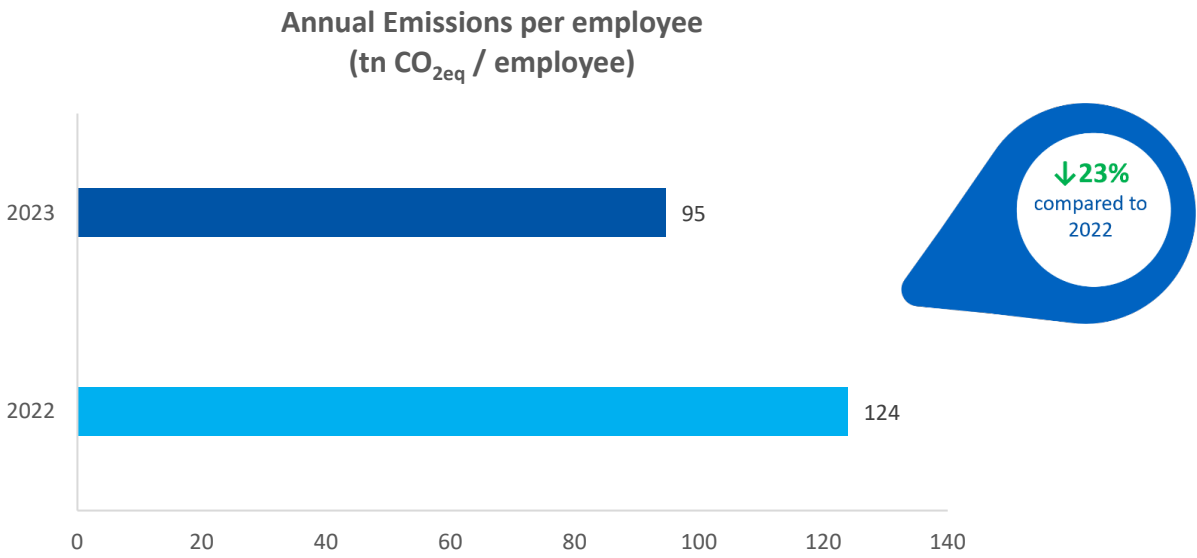
In accordance with Article 20 of the National Climate Law (Law 4936/2022), Carbon Footprint Reports for the years 2022 and 2023 have been developed following specific methodologies:

- ISO 14064-1:2018 Greenhouse gases - Part 1
- Greenhouse Gas Protocol, WRI (GHG Protocol Corporate Accounting and Reporting Standard, Revised Edition, and GHG Protocol Project Quantification Standard).

It is worth noting that in 2023, the calculation of indirect Scope 2 emissions were conducted using the residual mix factor of the electricity supplier, following the recommendation of the Greek Ministry of Energy.



Total annual emissions decreased by **21%** in 2023, normalizing these results with specific indicators reveals that there is also a reduction in emissions from the company's activities.



6.3 Waste management & Circular Economy

PCT regards the circular economy as vital for achieving sustainable development and long-term prosperity. By adopting this approach, the Company generate lasting value for the economy, society and the environment, while promoting sustainable practices.

The European Green Deal is a set of initiatives designed to guide the EU towards a green transition, aiming for climate neutrality by 2050. Central to this deal is the shift to a circular economy, which promotes sustainable development and decouples economic growth from the use of natural resources, ensuring fair implementation for all EU citizens.

To achieve this, PCT implements measures to minimize waste generation to the lowest possible levels by applying best practices across all operational activities. In this direction the Company prioritizes the reuse and recycling of materials throughout its operations. For waste that cannot be reused or recycled, PCT ensures disposal through certified management entities in compliance with current legislative requirements. Also, PCT monitors the quantities of materials used in its activities, aiming to reduce the environmental footprint.



PCT ensures the availability of port reception facilities for all types of waste, sufficient to meet the needs of ships normally using its port facilities, without causing undue delay to ships, and implements a **Ship Waste Management Plan**.

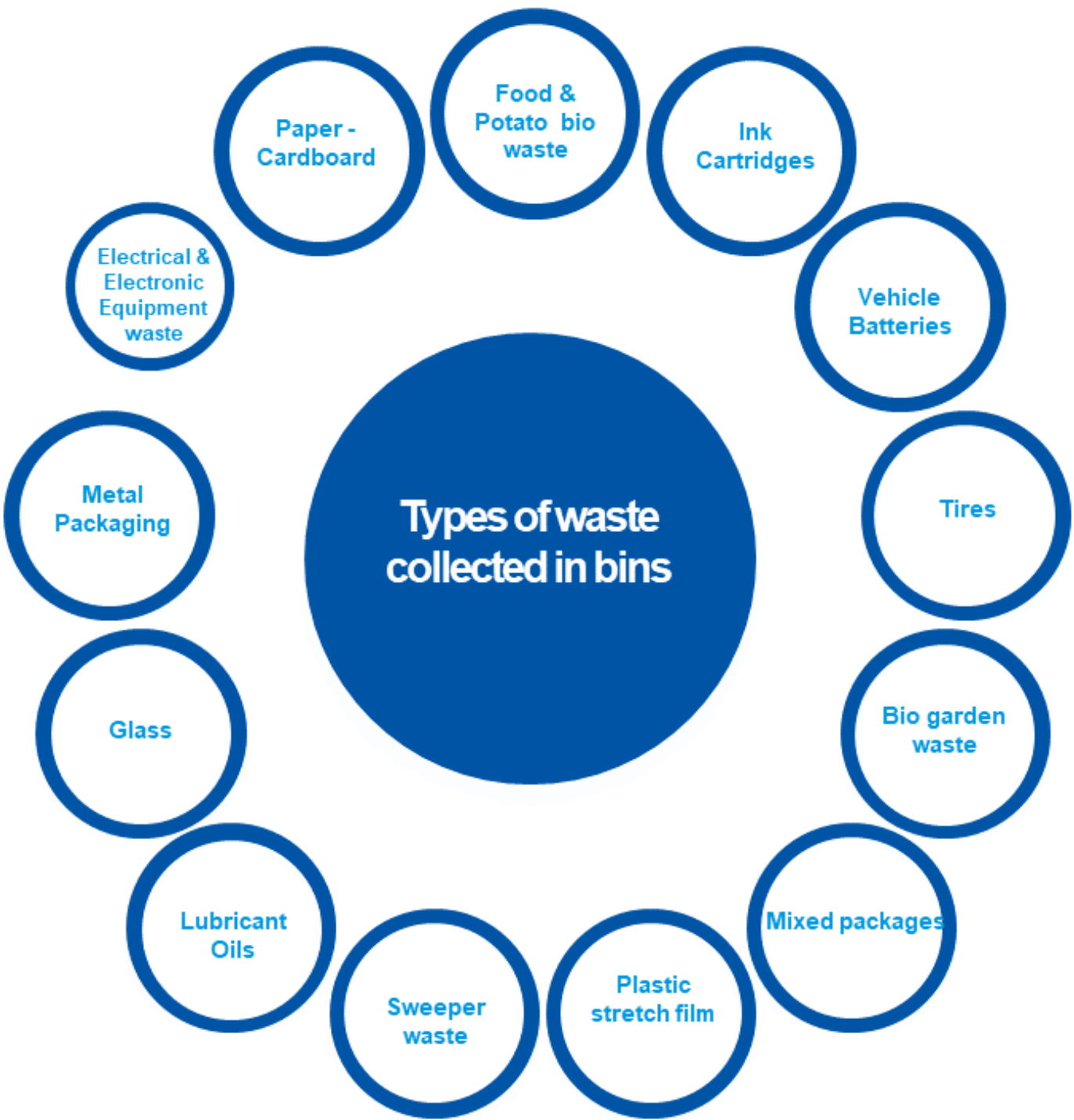
In general, a Ship Waste Management Plan, which has to meet specific requirements set out in the applicable legislation, is submitted to the competent department of the Ministry of Maritime Affairs and Insular Policy and the competent Environmental department of the relevant Decentralised Administration and the Region for review and is further approved by virtue of a decision of the Secretary General of Ports, Port Policy and Maritime Investment, The approval of the Ship Waste Management Plan is valid for a specific period of time defined in the approval decision and cannot exceed five years. The implementation of the Ship Waste Management Plan is monitored by the General Secretariat of Ports, Port Policy and Maritime Investments in collaboration with the relevant Regional Administration of the Hellenic Coast Guard, as well as by the competent Directorates of the Prefecture.

PCT falling under category A' of Law No. 4014/2011 (A' 209) for the purpose of the maximum possible utilization of Excavation, Construction and Demolition Waste (ACDW), has the obligation under Article 30 of Law 4819/2021 to selectively demolish all types of structures and the sorting of at least the following: **wood, inorganic fractions**, such as **concrete, bricks, tiles and ceramics, stone, metals, glass, plastics and gypsum**. The separate collection obligation of the above materials includes construction waste.

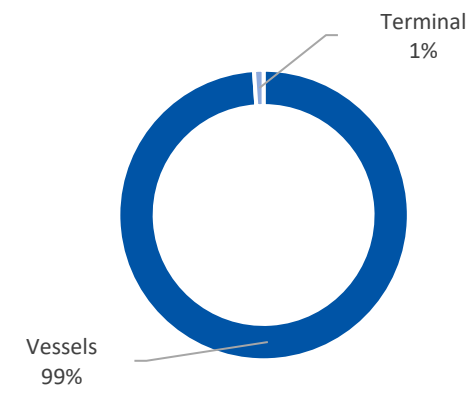
Several ecological environmental protection meetings have been held interdepartmentally at PCT within 2023, encompassing a range of topics and issues related to the conservation and sustainable management of the

environment, including and not limited to: climate change mitigation and adaptation, natural resource management, pollution prevention and control, waste management, environmental policy and legislations, corporate sustainability.

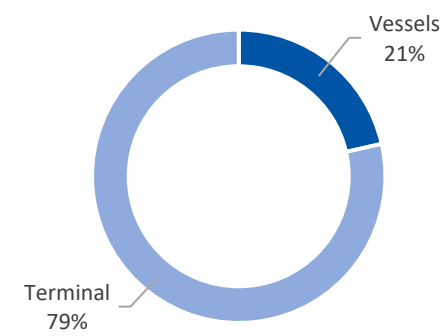
According to PCT’s **Zero Waste (Recycling) Policy**, the terminal has separate special containers installed in the premises for all the below mentioned types of waste (the frequency of collection and the number of bins has been carefully designed by a third-party authorized recycling company).



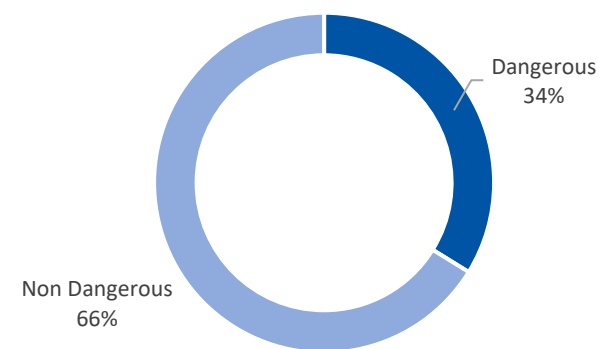
Dangerous waste generated



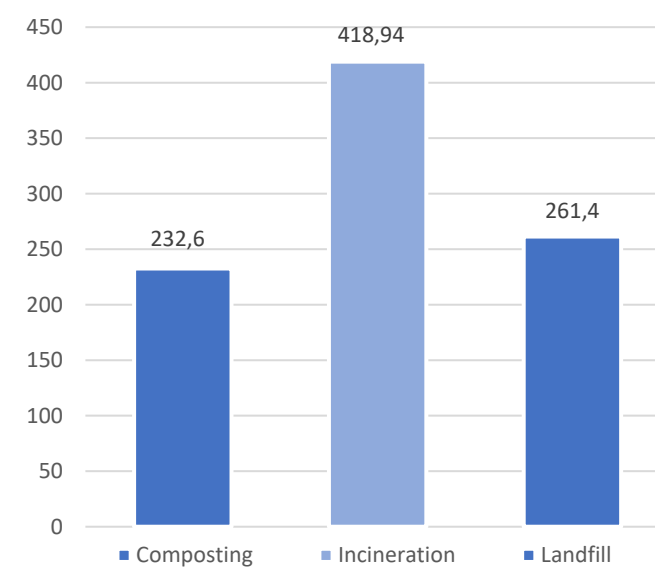
Non Dangerous waste generated



Waste treatment - Incineration method











Non Dangerous waste produced by vessels and terminal (tn)



6.4 Decarbonization Strategy

PCT has started implementing a decarbonization strategy focusing on reducing carbon emissions across the entire supply chain. Beyond measures and several actions that are to be taken, this strategy also involves collaborating with suppliers and customers to adopt sustainable practices. This comprehensive approach not only aligns with global environmental goals but also contributes to long-term cost savings and brand reputation enhancement. This plan is expected to be completed by the end of 2024.

- **Objective 1** GHG Emissions Calculation & Engage with Key Data Owners and Collect Activity Data
- **Objective 2** Define Target Setting Approach. Define Near-Term and Long-Term Emissions Reduction Targets
- **Objective 3** Analyze Decarbonization Pathways for Emissions Impact and Cost
- **Objective 4** Develop the Value Chain Decarbonization Roadmap of the Net Zero Strategy

- **Milestone 1** Emissions inventory
- **Milestone 2** CO<sub>2</sub> Sources Evaluation & Market Analysis
- **Milestone 3** Decarbonization Strategy, Scenario Development & Impact Assessment
- **Milestone 4** Certifications



## 6.5 Biodiversity & Marine protection

Piraeus Container Terminal (PCT) recognizes the importance of biodiversity and marine protection as critical components of its environmental stewardship. The premises are located at Neo Ikonio, Perama, within the inland zone of the Port of Piraeus and outside of any archaeological and NATURA 2000 areas. The closest NATURA 2000 site, GR 3000015, which encompasses Mount Hymettus, is approximately 16 km away from PCT. Although its operations are not located in high-value biodiversity areas, PCT is committed to mitigating any potential impacts on marine ecosystems. PCT adheres to environmental regulations and best practices to ensure that its operations do not adversely affect the surrounding environment.

To further its commitment to marine protection, in 2023, PCT managed a total effluent discharge of 180 m<sup>3</sup>, reflecting its careful management of wastewater to prevent pollution. The Company understands that the health and resilience of marine ecosystems are crucial to its operational effectiveness. Thus, PCT is dedicated to protecting marine and biodiversity resources as a core component of maintaining a sustainable and thriving environment. By proactively implementing robust conservation measures, PCT ensures that fragile ecosystems and diverse marine life are safeguarded. These efforts are pivotal in maintaining the delicate ecological balance necessary for the health of marine environments.

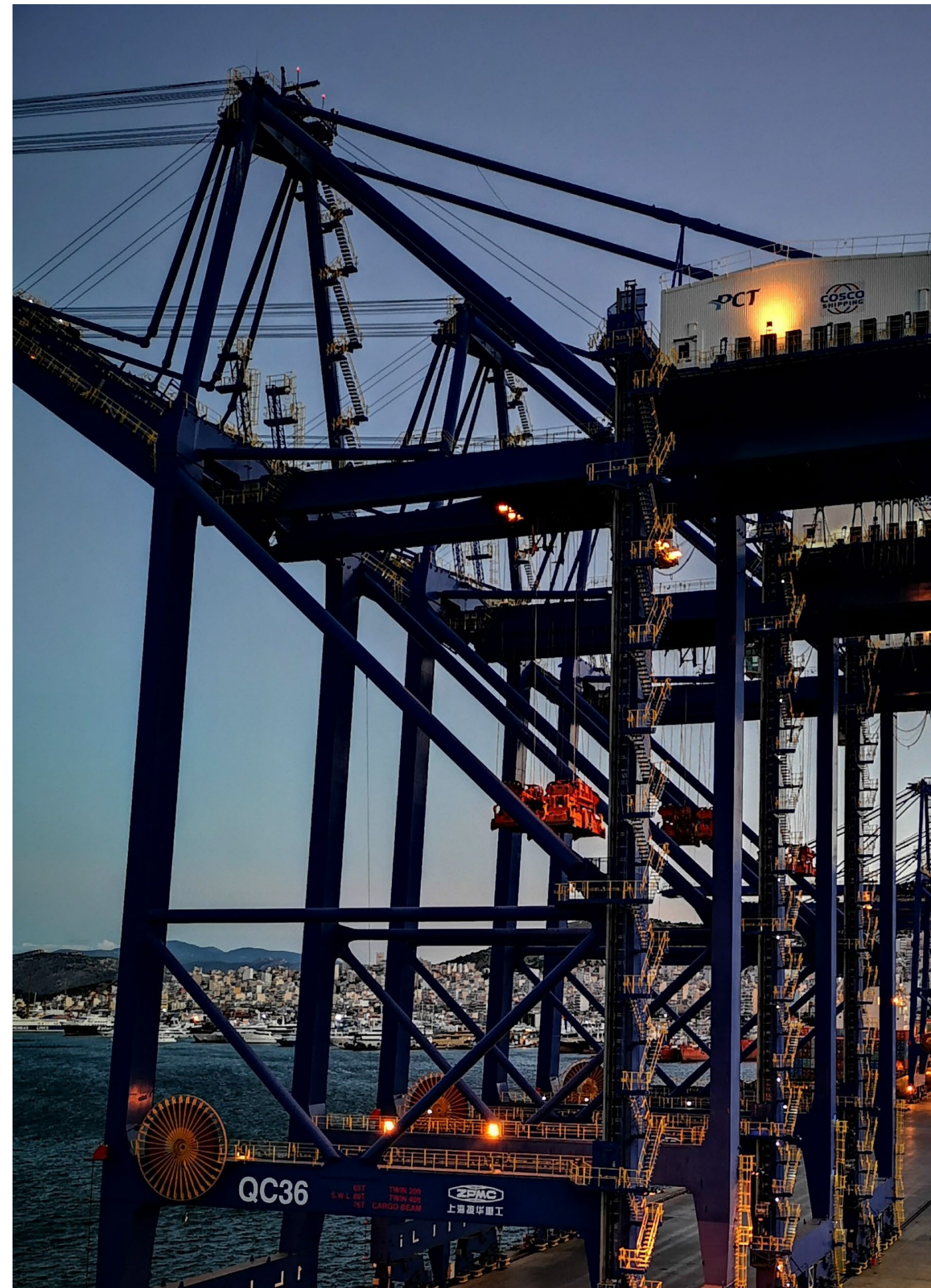
Beyond compliance with regulations, PCT actively participates in initiatives aimed at conserving marine biodiversity. It understands that the health and resilience of marine ecosystems directly impact its operational activities. By proactively implementing conservation measures, it safeguards fragile ecosystems and diverse marine life, contributing to the delicate ecological balance crucial for the health of the seas. PCT collaborates with organizations to support marine conservation projects. These partnerships enable it to contribute to the broader efforts of preserving marine ecosystems and enhancing biodiversity. By integrating biodiversity considerations into its operational practices and fostering a culture of environmental responsibility, PCT aims to be a leader in sustainable port operations, ensuring that its activities coexist harmoniously with the marine environment.

## 6.6 Adaptation to climate change & Sustainable development of ports

PCT acknowledges that climate change poses a significant threat to the fulfillment of its purpose—delivering sustainable value to the stakeholders. Effectively addressing this challenge necessitates a pragmatic approach to reducing the carbon footprint across our facilities. Climate action is integral to advancing the 2030 Agenda for Sustainable Development and making strides in meeting the objectives of various international agreements, such as the Paris Agreement.

Climate change has the potential to significantly impact the Company's operations. An increase in the frequency and intensity of extreme weather events, such as storms, floods and heat waves, which can affect infrastructure and the functioning of the organization. In addition, rising sea levels can lead to flooding and erosion in coastal areas, affecting facilities and their operation.

Recognizing the potential costs of inaction and the critical importance of preventing and mitigating climate change impacts on ports and key transport infrastructure, PCT is committed to prioritizing these efforts within its sustainable development and climate strategies. As a first step in enhancing its climate resilience, an emergency response plan exists that includes extreme weather events. There is also a weather station installed and a contracted cooperation with the National Observatory of Athens for monitoring local weather conditions. As part of its dedication to reducing energy consumption and improving energy efficiency, PCT has implemented a comprehensive set of measures aimed at minimizing the carbon footprint. Paperless practices have been embraced through Electronic Data Interchange (EDI), e-delivery orders, and e-invoicing, reducing the environmental footprint and promoting sustainability. The PCT Hellenic Port Community System (PCT HPCS) system further enhances efficiency by automating processes and



7. Social



Social Highlights



4,203.5

Total Hours of Training in 2023



12.36

Average Training Hours per Full-time Employee



111,741.67

Expenditure on Employee Training in 2023



0

Fatality rate & Recordable work-related ill health for all employees



€ 100,000

Charitable contributions in 2023



4

Charitable Organizations endorsed

### 7.1 Employee's rights

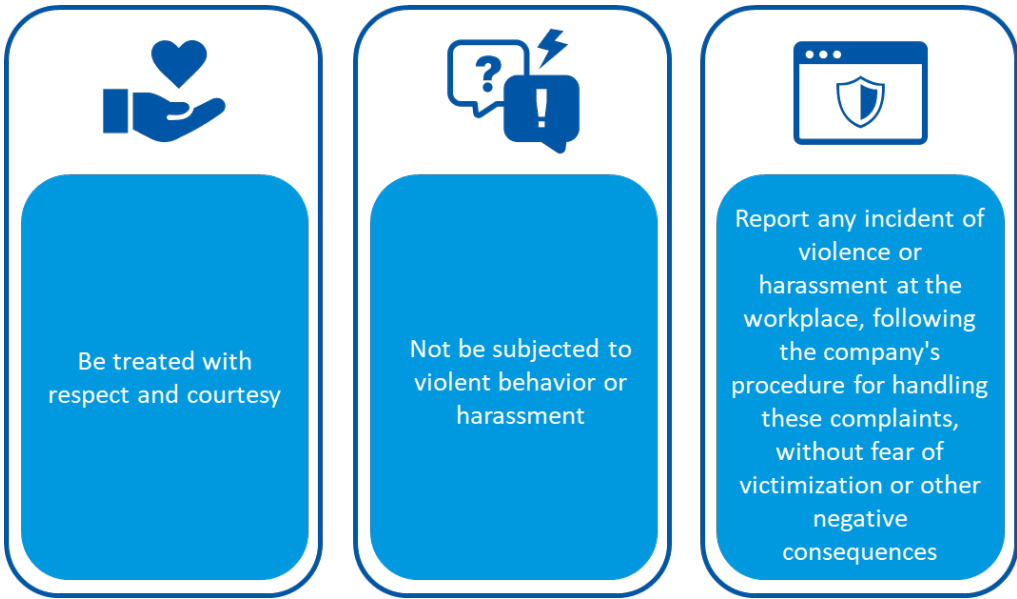
Piraeus Container Terminal (PCT) is deeply committed to protecting the legitimate rights and interests of its employees, fostering a positive and healthy work environment. By explicitly prohibiting discrimination and harassment, PCT ensures an inclusive, respectful, and safe atmosphere for all employees.

PCT pays close attention to and continuously monitors employees' working hours, strictly prohibiting excessive working hours and ensuring that each shift team's rights to rest, reasonable shift duration, and holidays are protected. This commitment is underscored by the company's adherence to Article 19 of PCT's Work Regulations, which emphasizes the importance of labor rights and human rights protection.

Under the Policy for the Combat of Violence and Harassment at the Workplace, PCT implements specific procedures, including:



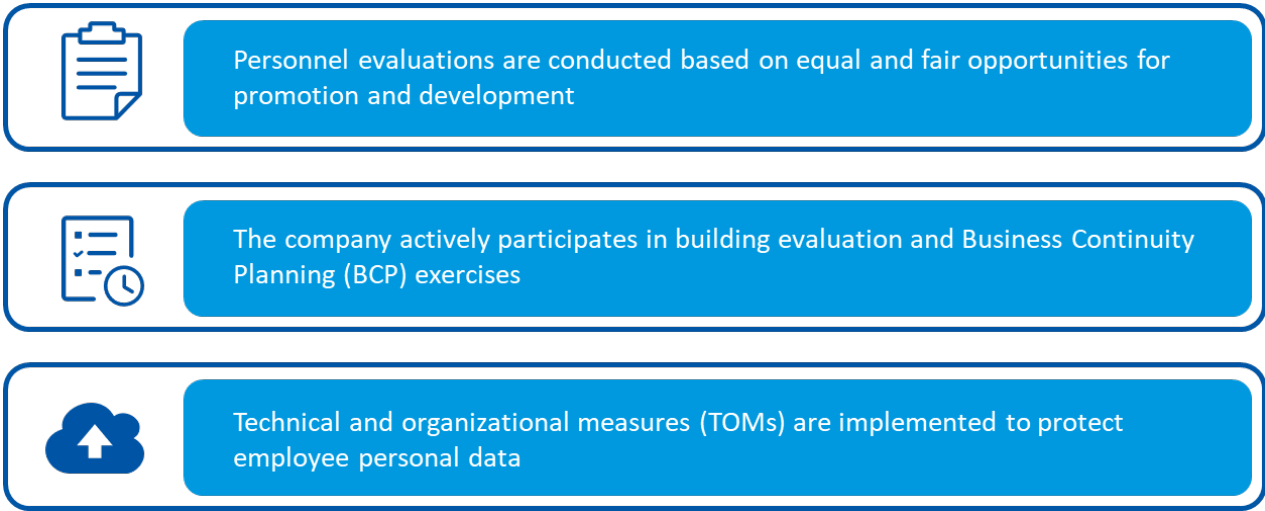
Any person within the scope of this policy has the right to:



In line with its dedication to maintaining a supportive workplace, PCT has implemented policies to uphold freedom of expression. Notably, in 2023, there were zero recorded incidents of discrimination, highlighting the effectiveness of PCT's initiatives in this area.

PCT also strictly adheres to Greek legislation prohibiting child and forced labor, including Law 29956/2001 and Presidential Decree No. 407/2001.

To ensure the confidentiality, integrity, and availability of personal data, PCT has undertaken several measures:



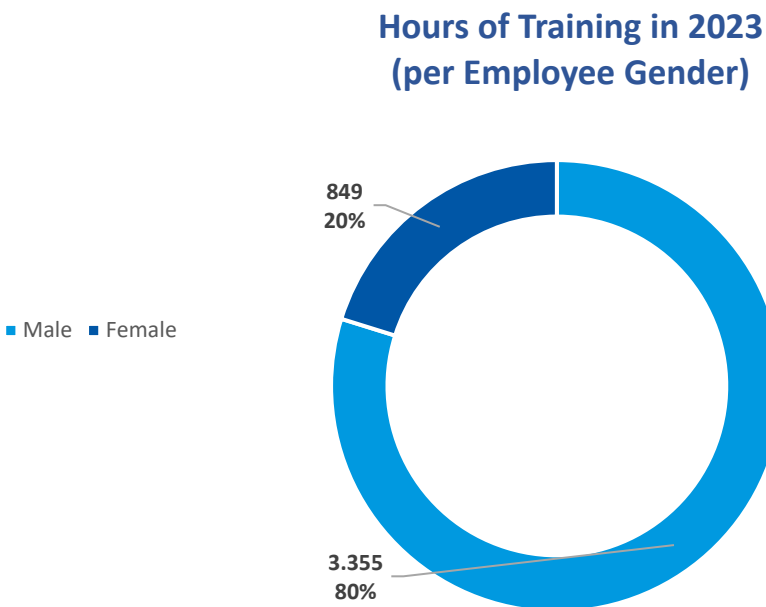
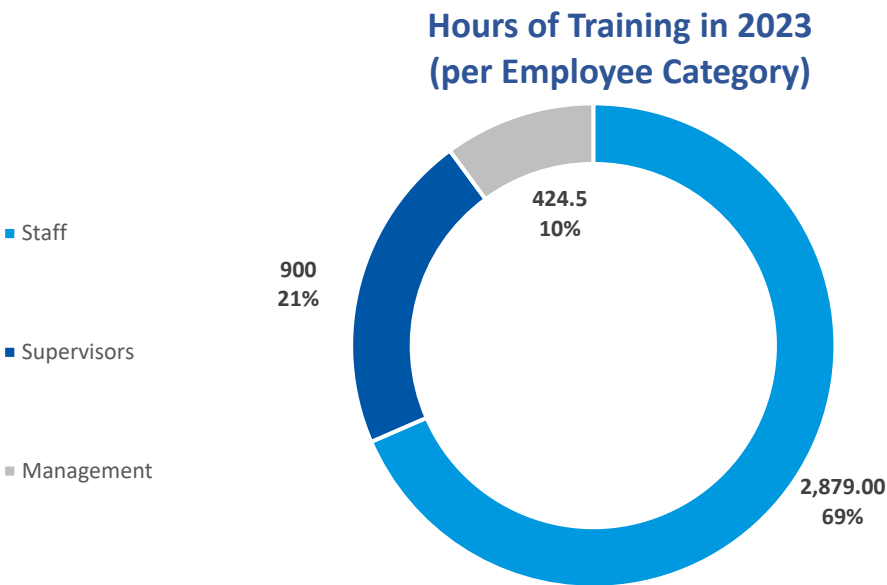
PCT's ongoing commitment to employee rights and data protection reflects its dedication to creating a safe, fair, and equitable workplace for all its employees.

7.2 Employee training

At Piraeus Container Terminal, the continuous learning and development of all employees is a top priority. PCT’s training strategy is designed to create and apply an ongoing learning framework of workshops and seminars tailored to meet the needs of employees across its nine departments. This approach ensures that personnel development aligns effectively with organizational objectives, holding individuals accountable for the company's success.

7.2.1 Training Programs and Budget

Training programs at PCT are either subsidized by LAEK (a fund for employment training included in the monthly employer’s contributions to IKA) or directly funded by the company. In 2023, PCT invested 111,741.67 euros in training, supporting a comprehensive program totaling 4,203.5 hours of training, thoughtfully distributed among various departments to cater to their specific needs.



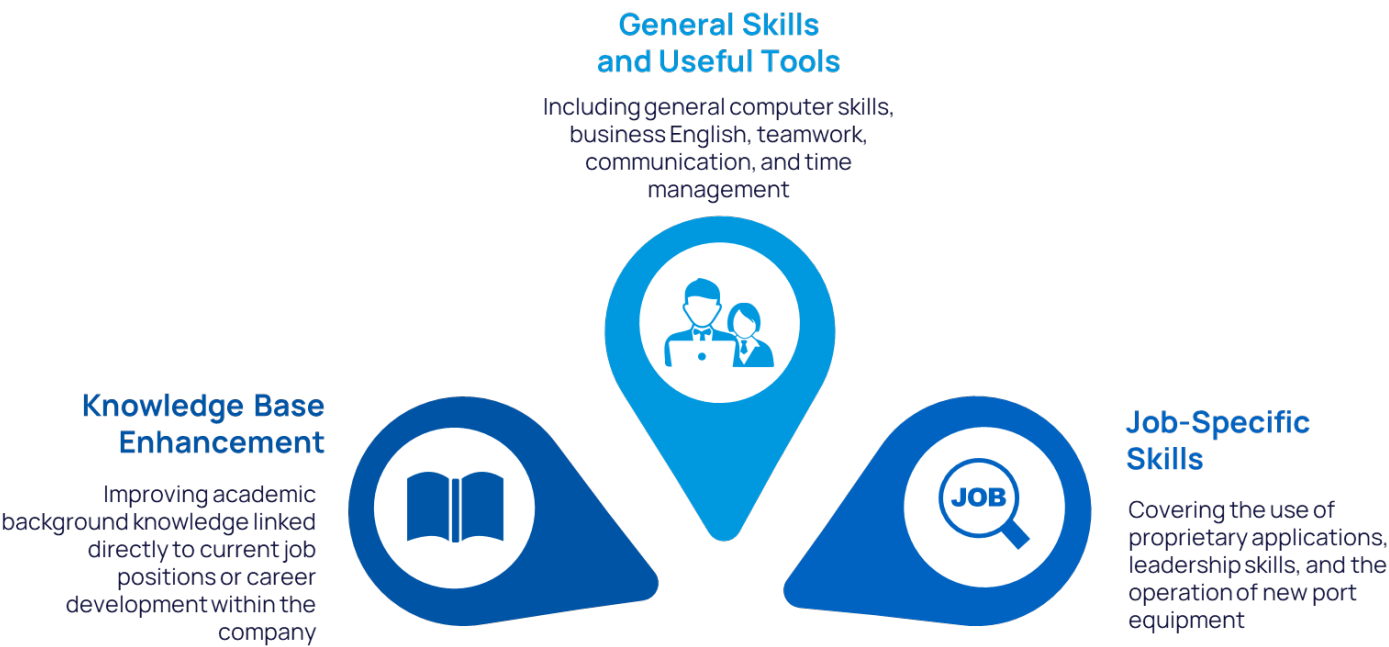
7.2.2 Planning and Implementation

Training programs are conducted by PCT’s own staff or by external professionals and institutions to ensure the development of necessary job-specific skills. Each department submits its training needs to the HR department as part of the annual budget submission process. The HR department, in cooperation with the DGM and MD, finalizes the training budget, considering the urgency and type of training required.

In special cases, such as postgraduate degrees, PCT may subsidize the education costs if the employee continues to work regularly, the course is directly linked to the employee’s job position and career path, and the institution is highly reputable. The company will cover a percentage of the tuition fees in exchange for a commitment from the employee not to resign for a specified period after completing their education.

7.2.3 Field and Frequency of Training

Training at PCT focuses on three main areas:



Training frequency is determined by each department based on the type of training and its scope, whether for follow-up or the acquisition of new knowledge.

7.2.4 Comprehensive Training Programs

In 2023, PCT organized a variety of customized seminars and training programs covering:

Seminar Title & Description
Administering F5 BIGIP and Advanced
Facility Officer orientation
Facility Staff orientation
Introduction to Accounting procedures
Introduction to Billing procedures
Introduction to Control Tower Planning
Introduction to Cranes Maintenance Procedures
Introduction to H&S
Introduction to PR Department
Introduction to Technical Warehouse procedures
Introduction to Vehicles Maintenance Procedures
Introduction to Yard Planning
Seminar Anti-Corruption & Anti-Bribery E-learning Training
Seminar CompTIA ADVANCED CYBERSECURITY CERTIFICATION
Seminar Cyber Security, E-Learning for PCT employees
Seminar ESG Training for Senior Mgt and Mgt Team
Seminar for Facility Dept Project Management
Seminar for Health and Safety dept on 14/11/2023
Seminar for IT Dpt Red Hat System Administration Virtual Training
Seminar for IT Dpt Red Hat System Administration Virtual Training
Seminar for Operations Shift Managers' team Organization Administration of Port
Seminar for Technical Dept Electrical training ABB
Seminar HR Department The New Labor Law 5053/2023 on 21/11
Seminar HR Department "HR Scaleup Summit"
Seminar HR Dpt "the Future of Work Conference   23/3/2023   OTE Academy"
Seminar IT Dept "Software Attacks & Secure Coding"
Seminar Oracle Database 19c: IT Department
Seminar PR Dpt ESG Green Marketing & Communication for Sustainable Development
Seminar PR Dept/Certified Sustainability Practitioner
Seminar-19th People Management Executive Seminar
Security Drill: Evacuation of Technical dept. building

The Company’s commitment to a transparent working environment and the prevention of corruption is reflected in the significant emphasis placed on Anti-Corruption training that continued in 2023 as well, resulting in zero confirmed incidents of corruption.

7.2.5 Investment in Employee Development

PCT’s strategic approach to training underscores its dedication to building a skilled and proficient workforce. By fostering the growth and development of all employees, the Company contributes to its overall success while maintaining high standards of safety and performance.

This comprehensive and strategic investment in employee training not only supports the individual growth of PCT’s team members but also ensures that it remains at the forefront of industry developments, equipped with a capable and dynamic workforce.



7.3 Diversity & Equal opportunities

At Piraeus Container Terminal, fostering a diverse and inclusive corporate culture is a cornerstone of its organizational values. PCT place great importance on creating a harmonious working environment where all employees feel valued and respected. Its commitment to equal employment opportunities and zero tolerance for discrimination or unfair treatment based on age, gender, race, religion, nationality, or other considerations reflects our dedication to maintaining a fair and equitable workplace.

7.3.1 Commitment to Zero Tolerance

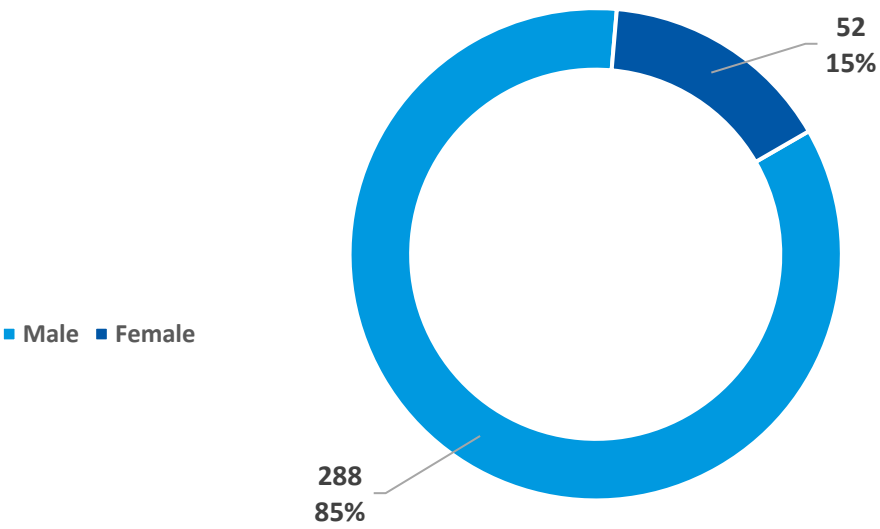
PCT adheres strictly to its Policy for the Combat of Violence and Harassment at the Workplace. This policy declares zero tolerance for any forms of violence and harassment, ensuring that safety and respect for human dignity prevail throughout our operations.

7.3.2 Gender Representation

Traditionally, the ports management and transportation industries have been male-dominated. However, PCT is actively working to change this by integrating more female employees into its workforce, particularly in office-related positions. This commitment to gender balance is part of our broader strategy to promote diversity and inclusion.

7.3.3 Diversity Metrics

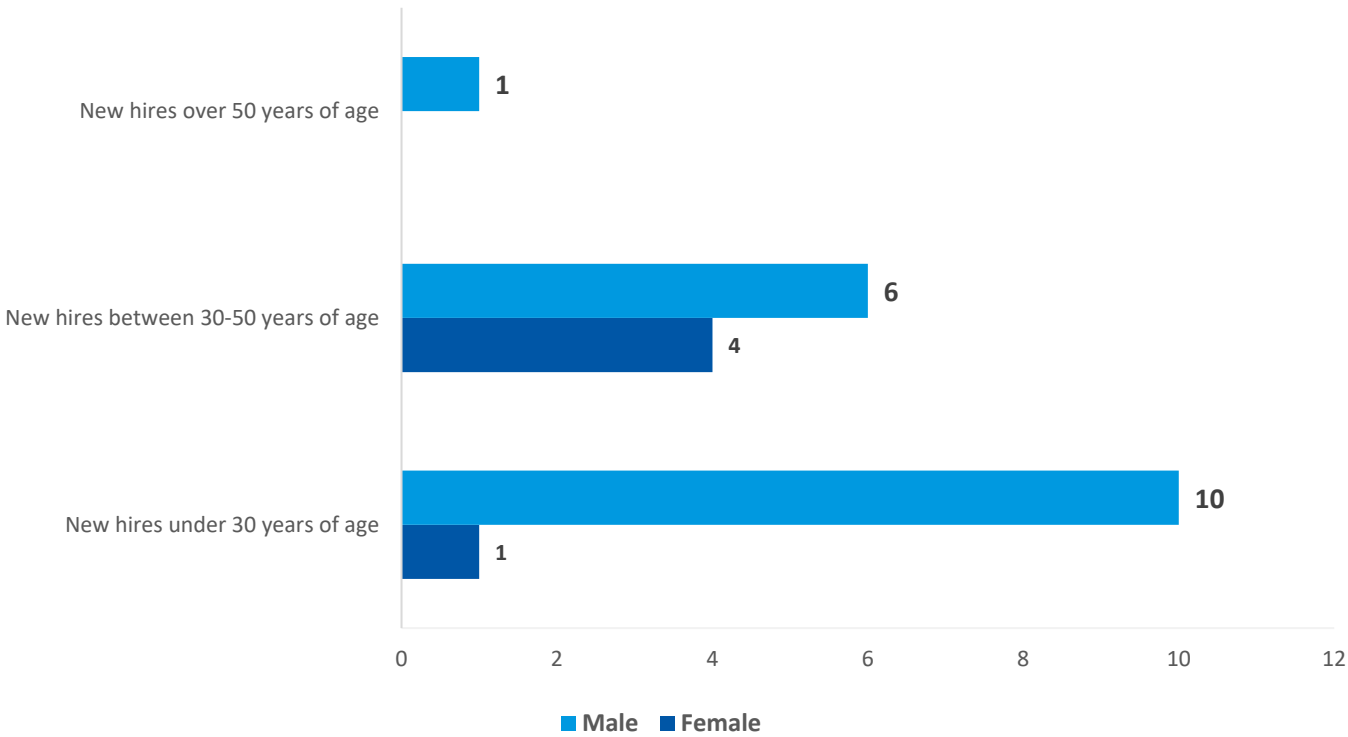
Number of Male & Female Employees



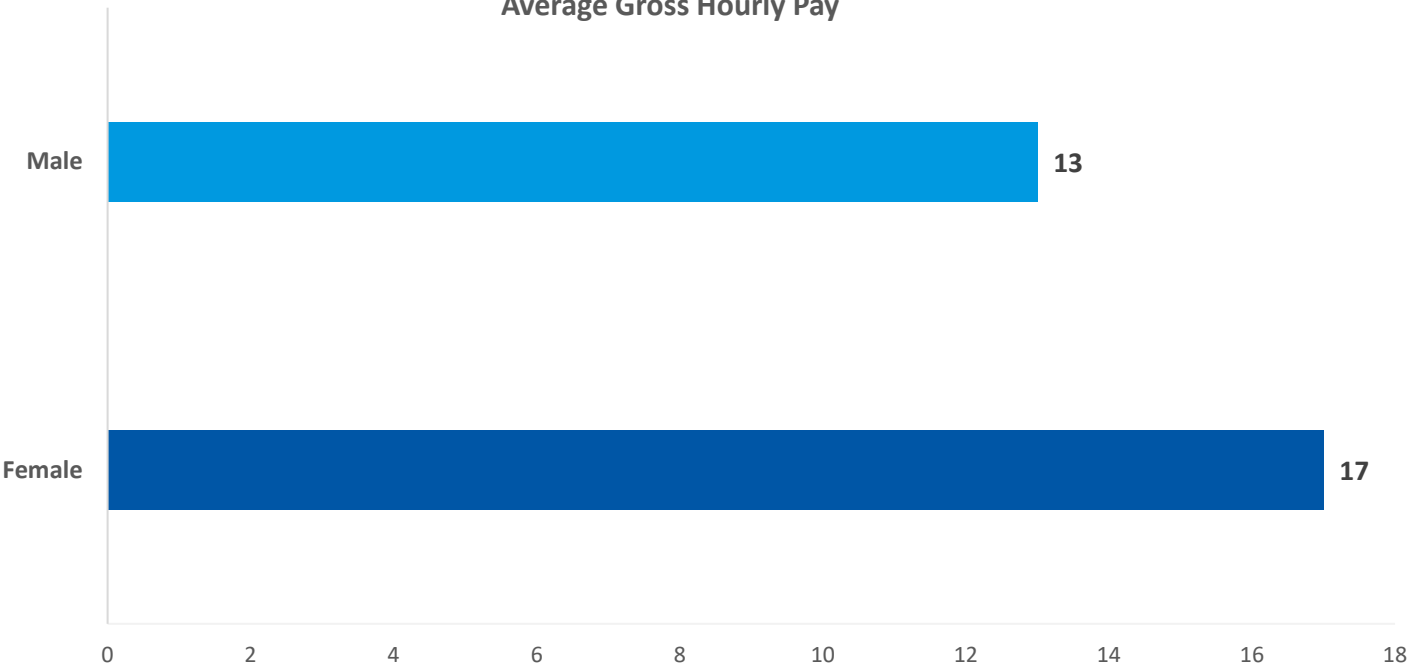
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Incidents of discrimination

New Hires per Gender and Age Group

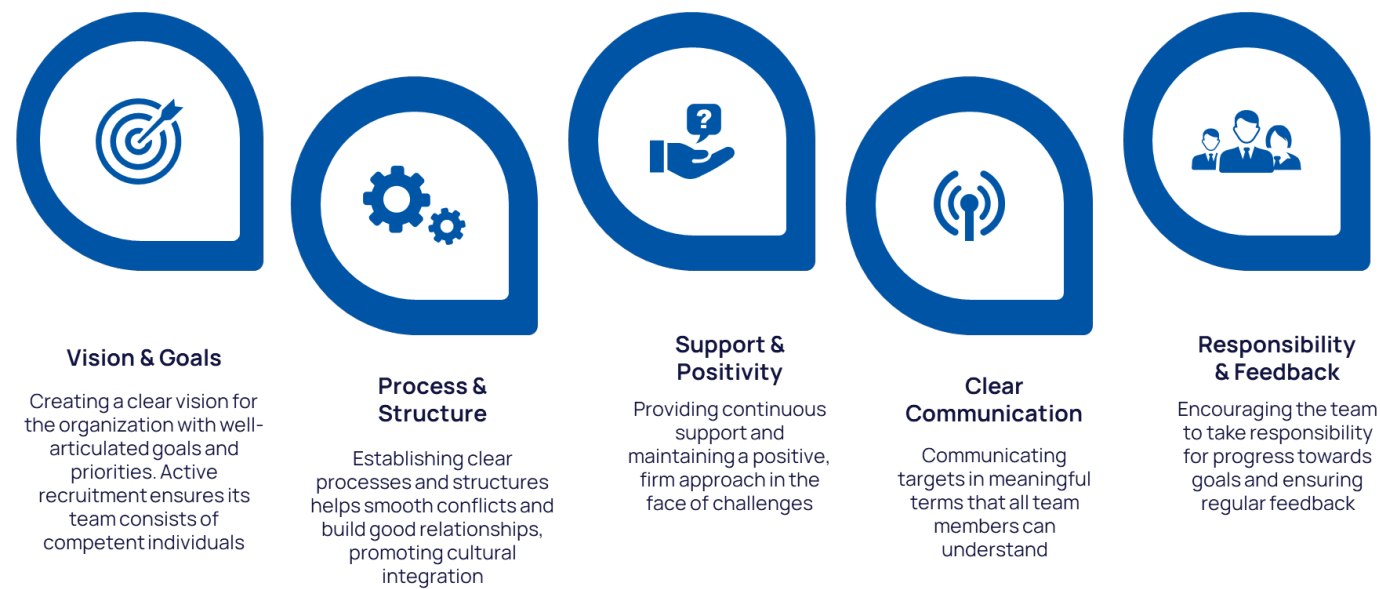


Average Gross Hourly Pay

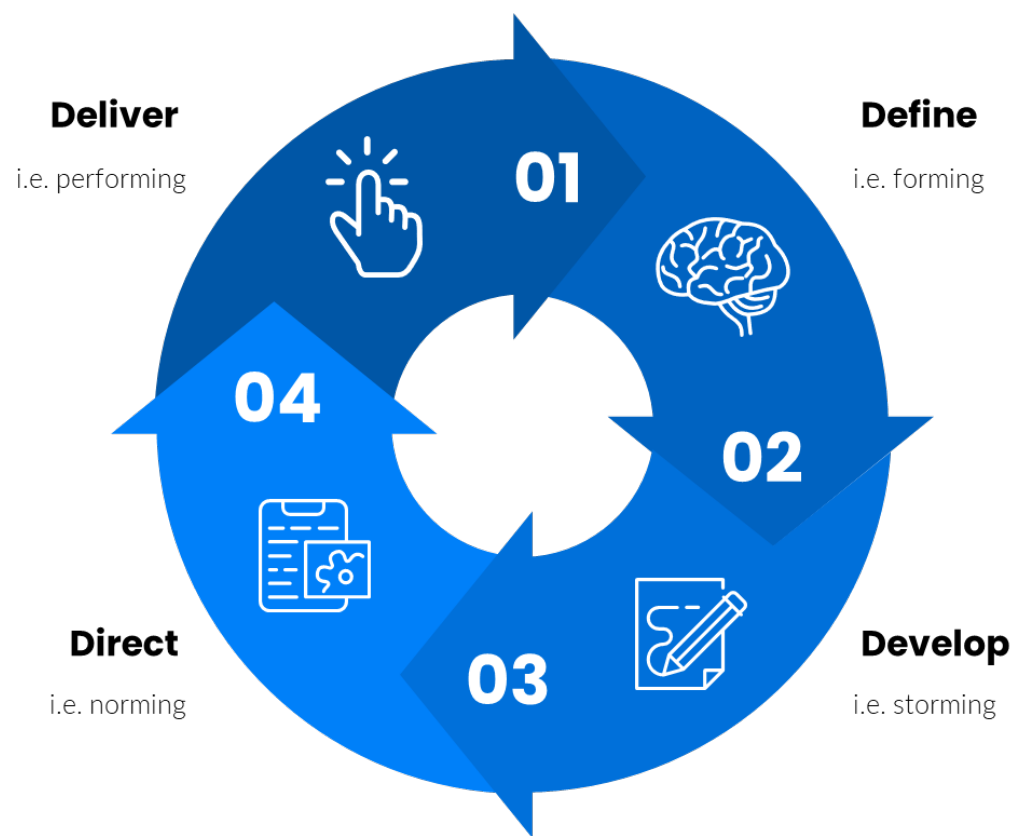


7.3.4 Building Cultural Integration and Strengthening Communication

PCT implements various actions to enhance cultural integration and cooperation among employees:



Once the team achieves high performance, PCT delegates responsibilities, institutionalizes new practices, and fosters a mindset of continuous improvement and organizational culture.



7.3.5 Fostering a Diverse and Inclusive Culture

PCT invests in various initiatives to promote diversity and inclusion:



PCT's strategic approach to diversity and inclusion underscores its dedication to fostering a fair, equitable, and supportive working environment for all employees. By investing in its workforce and promoting a culture of respect and inclusion, the Company aims to build a stronger, more resilient organization committed to the well-being and development of every team member.

7.4 Occupational Health & Safety

At Piraeus Container Terminal (PCT), ensuring the health and safety of employees is a top priority. PCT's comprehensive approach to health and safety includes rigorous processes for identifying and assessing work-related hazards, robust training programs, and proactive incident management. This commitment helps create a safe and supportive working environment for all employees.

7.4.1 Processes Used to Identify Work-Related Hazards and Assess Risks

PCT conducts regular assessments to identify potential hazards in both routine and non-routine activities. These assessments include observations, questionnaires, and staff discussions. The Health and Safety team performs continuous safety inspections to monitor procedures and identify hazardous conditions, including equipment and facility reviews. Regular meetings with representatives from all departments are held to discuss health and safety issues, analyze past incidents, and identify new hazards. PCT maintains a comprehensive database to record daily observations and inspections, utilizing real-time monitoring technology and data management applications for immediate reporting.

To manage risks effectively, PCT follows a hierarchy of controls, starting with the elimination of hazards and the replacement of dangerous processes with safer alternatives. Engineering controls involve installing protective equipment and safety systems, and upgrading technologies to prevent accidents. Administrative controls include the implementation of policies and procedures for safe work execution, along with training and informing staff about hazard recognition and management. Personal protective equipment (PPE) is provided where necessary, and employees are trained in its correct use and maintenance.

7.4.2 Occupational Health and Safety Training and Work-Related Incidents

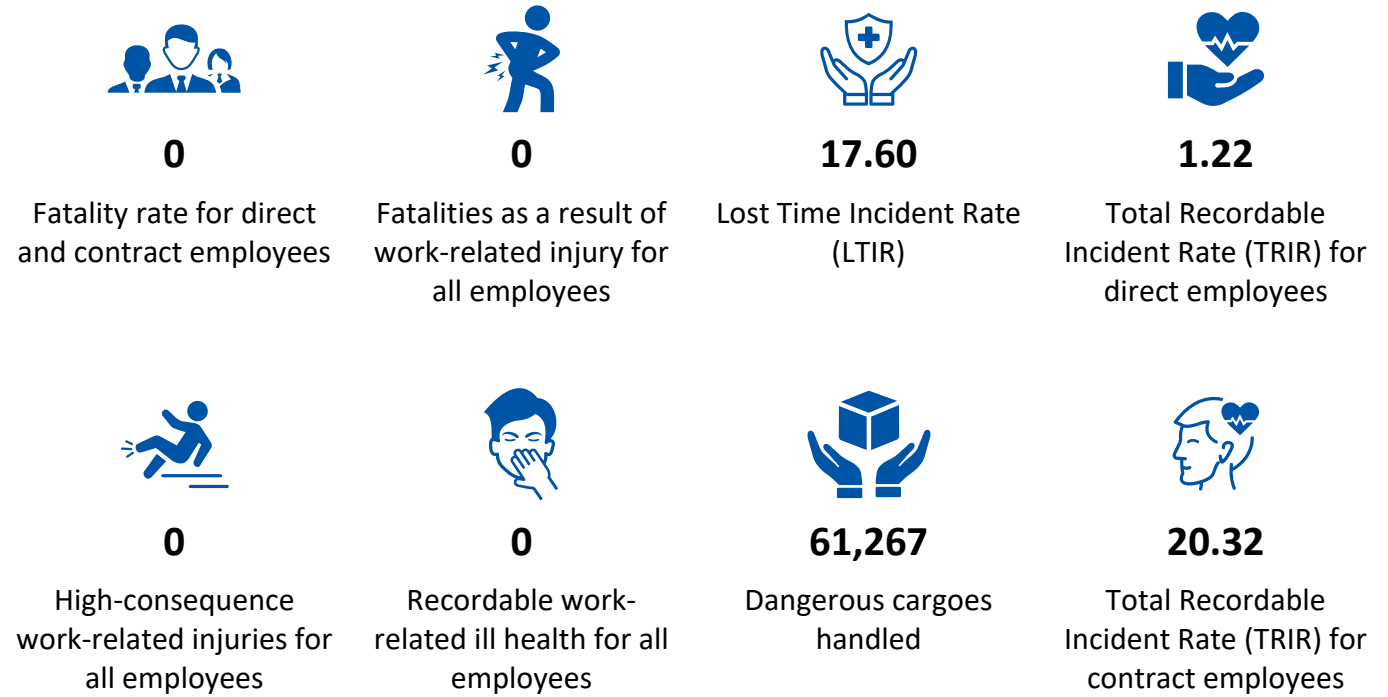
Training on occupational health and safety at PCT includes general education for all employees and specialized training for specific risks and hazardous activities. Methods include lectures, practical training, and e-learning to develop the skills necessary for hazard prevention and management.

PCT's occupational health services include regular medical examinations, vaccinations, maintenance of medical records, and provision of advisory services. These services ensure employees' health and well-being, contributing to a safe working environment. Regular medical check-ups assess health based on job positions, while vaccinations such as tetanus shots prevent work-related diseases. Medical records are maintained confidentially, adhering to data protection regulations.

Work-related incidents are immediately reported to supervisors or the Health and Safety department, followed by prompt corrective actions. An investigation team is formed to collect data and evidence, conduct root cause analysis, and identify underlying causes. Corrective actions are determined based on a hierarchy of controls, and a detailed action plan is developed. Continuous monitoring and evaluation ensure the effectiveness of these measures, with regular reviews and feedback from employees.

7.4.3 Key Metrics

PCT is proud to report that there were no fatalities or high-consequence work-related injuries for all employees in the reporting period. Four work-related injuries were recorded, with zero work-related ill health incidents. A total of 108 workdays were lost due to work-related accidents. The fatality rate for direct employees remained at zero, with a Total Recordable Incident Rate (TRIR) of 1.22 for direct employees and 20.32 for contract employees. The Lost Time Incident Rate (LTIR) was 17.60, and 61,266.75 containers of dangerous goods were handled.



7.4.4 Prevention and Mitigation of Occupational Health and Safety Impacts

PCT proactively prevents and mitigates occupational health and safety impacts linked to business relationships through systematic risk analysis, developing appropriate procedures and protocols, and continuously evaluating and improving preventive measures. The focus is on substituting hazardous materials and upgrading equipment, implementing engineering controls such as protective systems and automation, and enforcing administrative measures like continuous training on safe practices and clear policies. Environmental controls, including ventilation improvements and noise reduction, are also in place. Continuous monitoring, regular inspections, and feedback ensure that new risks are promptly identified and addressed.

PCT's unwavering commitment to health and safety fosters a secure and healthy work environment, promoting employee well-being and operational excellence.

## 7.6 Commitment to local societies

Piraeus Container Terminal (PCT) has been dedicated to strengthening the development of local communities since its inception. By focusing on social care, education, sports, and the environment, PCT has implemented a continuously developing set of social responsibility actions. To date, PCT has donated a total of over €700,000 to support educational and charitable institutions, non-profit organizations, and vulnerable groups in local communities. In 2023 alone, PCT contributed €100,000 in donations to local communities.

### 7.6.1 Contributions to Community Service and Charitable Activities

#### PCT Tree Planting Activation in the Hills of Ymittos, Paiania 2023

In celebration of International Volunteer Day, PCT partnered with the NGO #We4all for a significant environmental initiative. On December 2nd, 2023, a team of PCT employees and their families participated in a volunteer tree planting event in the hills of Ymittos, Paiania. PCT planted 1,000 trees, contributing to the restoration of fire-damaged areas and enhancing the greenery along the Attica beachfront where the Company operates. This initiative underscores PCT's commitment to ecological awareness and environmental protection.



#### PCT S.A. Joins Forces with We4all for the Cleaning of the Attica Seafront



On September 16th, 2023, PCT, in collaboration with the NGO We4all, organized a coastal cleanup at the Peace and Friendship Stadium in Neo Faliro. Over 100 employees and their families participated, collecting and removing a significant amount of waste, which was then processed for proper management. This cleanup is part of a broader program to voluntarily clean 5 kilometers of coastal areas in southern Attica. PCT is proud to be a member of the We4all environmental alliance, contributing to the protection of the coastal and marine environment.

#### PCT Supporting Vulnerable Families during Easter and Christmas

PCT's initiative to support vulnerable families with food items started back in 2012, and is consistently implemented every year just before Easter and Christmas periods. In total, the amount allocated exclusively for this particular action exceeds 200,000 euros over time, while the number of families supported increases every year. The company's employees actively participate in the distribution, who voluntarily support the food distribution points sending a message of offering and solidarity.



#### Additional Contributions in 2023



#### PCT Open Family Day 2023

On November 19th, 2023, PCT introduced the Family Open Day program, providing an opportunity for employees and their families to enjoy the port facilities. The day included guided tours, interactive games for children, and memorabilia for all attendees. This event fostered a sense of community and allowed employees to share their workplace with loved ones.

#### PCT Christmas Children's Celebration December 2023

Christmas at PCT is a time dedicated to children. On December 10th, 2023, PCT transformed its facility into a festive "Christmas wonderland," welcoming employees and their families. Children enjoyed inflatable toys, holiday-themed painting, and a visit from PCT's Santa Claus, who read their wishes and letters. Santa and his helpers distributed Christmas presents, bringing joy and smiles to all the children.

PCT remains committed to fostering a positive impact on local communities and the environment, continuously striving to make a difference through its corporate social responsibility initiatives.

8 Governance

- 8 DECENT WORK AND ECONOMIC GROWTH
- 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE
- 10 REDUCED INEQUALITIES
- 12 RESPONSIBLE CONSUMPTION AND PRODUCTION
- 16 PEACE, JUSTICE AND STRONG INSTITUTIONS
- 17 PARTNERSHIPS FOR THE GOALS

Governance Highlights



6

Board Members

PCT HPCS

1

Integral Online Communication Platform



0

Business Ethics Violation



0

Confirmed Incidents of Corruption



5

Certifications & Policies



312,400,579.53

€

Direct Economic Value generated

## 8.1 Organization and Management

Piraeus Container Terminal Single Member S.A., incorporated in Greece is a wholly owned subsidiary of COSCO SHIPPING Ports Limited, a top-tier global container terminal operator. Awarded the operation of Piers II & III following a competitive international tender, PCT has been managing these facilities since October 1st, 2009, under a 35-year Concession Agreement with PPA S.A.

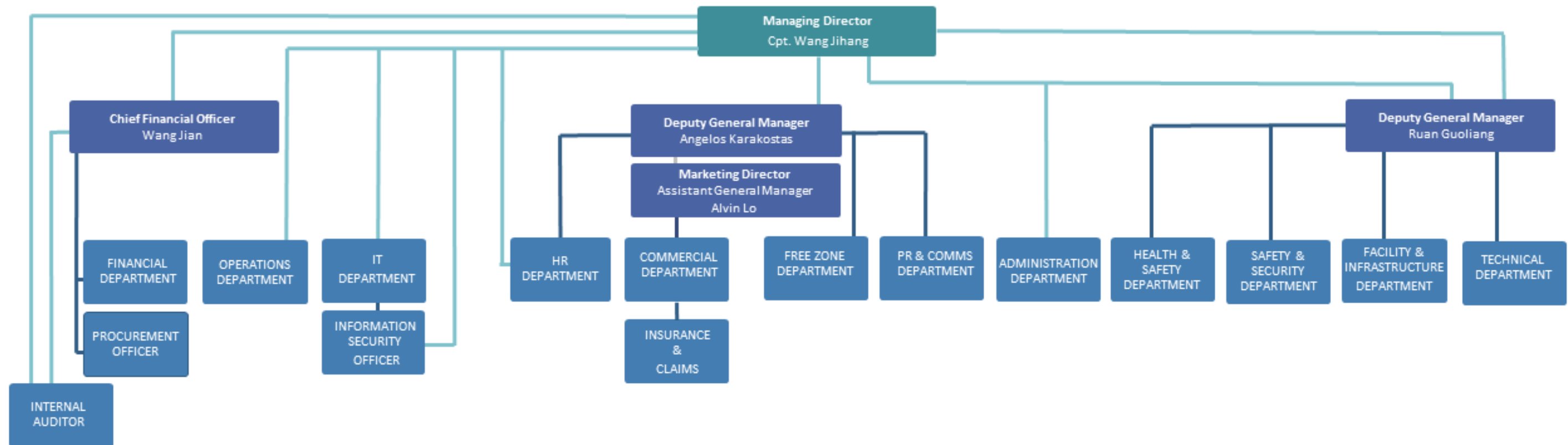
The election of the BoD is made at a general assembly meeting. The formation into corporate body & representation is made by a corresponding BoD decision. The Senior Management Team comprises of Managing Director, Executive Deputy Managing Director, Deputy General Managers and Chief Financial Officer appointed by COSCO SHIPPING Ports Headquarters. The Managing Director is appointed by the shareholders to be in charge of the routine operation and management of PCT and to achieve the yearly business target of PCT, having acknowledged the yearly assignment book of business management targets assigned by HQ.

The composition of the Board, as at the issue date of the report:

Board Members	Role
ZHU TAO	CHAIRMAN
WANG JIHANG	MANAGING DIRECTOR
SU XUDONG	BOARD MEMBER
QIN LING	BOARD MEMBER
ZHANG ANMING	BOARD MEMBER
ZHAO FENGNIAN	BOARD MEMBER



### Organizational Chart



8.2 Business ethics & corporate governance

Piraeus Container Terminal is committed to being a leading terminal and port service provider with world-class standards. PCT's mission is to be the most connectable terminal in the region, delivering superior container handling and port services. The Company prioritizes providing high-quality, cost-effective services to customers, supported by a dedicated professional workforce and advanced technology.

At PCT, a comprehensive set of operational procedures has been meticulously formulated to manage and streamline various terminal activities effectively. This includes protocols for shipping lines engaged in vessel operations, intricate procedures governing land-side activities, and the strategic use of terminal planning software alongside Electronic Data Interchange (EDI) systems. Specialized guidelines for the safe handling of dangerous cargo and refrigerated containers are also included. The "PCT Operations Procedures" document covers detailed aspects such as berthing planning, vessel berthing appointments, arrival protocols, berth availability, specific vessel requirements, and berthing operations. Additionally, it elaborates on discharge and loading procedures, stevedoring, terminal charges, and a range of pertinent regulations, emphasizing the importance of strict adherence to these guidelines to ensure seamless, efficient terminal operations.

PCT also upholds a robust data security policy that complies with GDPR 2016/679, incorporated into Greek law through Law 4624/2019. The company takes all necessary organizational and technical measures to ensure compliance, resulting in zero data leaks, thefts, or losses. COSCO SHIPPING Ports (CSP) mandates an open communication mechanism in its Human Resources Management Policy, allowing employees to address difficulties or grievances transparently. The policy encourages proactive employee engagement and proposal submissions for the company's development. Moreover, PCT has a whistleblowing system to report illegal, unethical, or irregular conduct, ensuring confidentiality and protection for whistleblowers. The company's zero-tolerance policy against workplace violence and harassment covers various prohibited behaviors and aims to maintain a safe, respectful working environment through prevention, control, and response measures, thereby fostering a positive work culture.

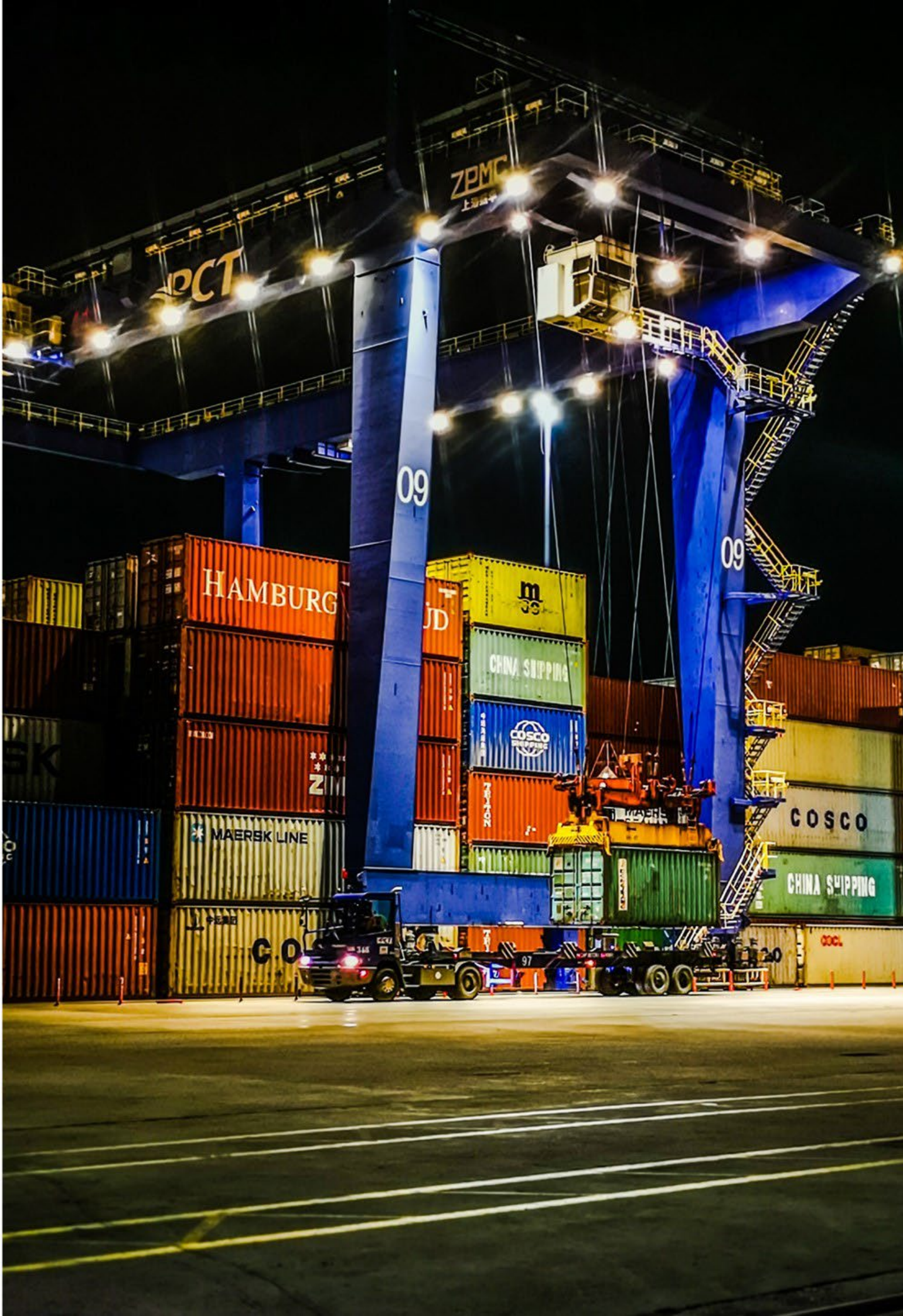
In alignment with these principles, PCT rigorously upholds good governance, fostering accountability, fairness, and transparency across all operations. The company's commitment to ethical practices and compliance with legal and regulatory requirements secures the trust and confidence of our clients and partners in the maritime sector.



0

Confirmed incidents of corruption

A fundamental commitment of Piraeus Container Terminal is to maintain the highest level of ethics and professional conduct by discouraging acts or omissions that may affect its reputation and credibility. A basic condition for fulfilling this commitment is the cultivation of open communication between employees and the company. To this end, PCT has established procedures through which members of the workforce can raise concerns about human rights, labor rights, the environment, or anti-corruption. PCT's dedication to ethical business practices, such as not accepting gifts and ensuring staff confidentiality, has led to zero incidents of corruption.



### 8.3 Certification & Policies

At Piraeus Container Terminal, maintaining high standards of operation, security, and compliance is paramount. To ensure seamless and efficient terminal activities, PCT adheres to a comprehensive set of operational procedures, policies, and regulations. These guidelines are meticulously crafted to govern various aspects of terminal operations, from the handling of dangerous cargo to data security and workplace regulations. In addition to strict adherence to national, European, and international laws, PCT holds several key certifications that underscore its commitment to excellence. These certifications not only signify compliance but also illustrate PCT's dedication to continually enhancing its operational practices and services. Through this integrated approach, PCT reinforces trust and reliability among clients and stakeholders, maintaining a transparent and efficient environment beneficial for all parties involved.



8.4 Supply chain management

Main activities of PCT S.A. are the provision of loading/unloading and storage services for imported and exported containers moving through the Port of Piraeus, including cargoes that use Piraeus only as a transit station (transshipment cargoes). In order for the company to provide successfully its services, it sources mechanical, electrical equipment, spare parts, IT Software, outsourcing of services for loading/unloading/storage, as well as security services. Also, PCT undertakes financial obligations deriving from the concession agreement and the energy cost for the smooth port operation. Main suppliers are those who are linked to the concession agreement, to the outsourcing of the loading/unloading, suppliers of fixed assets and those that are related to the energy cost.



140

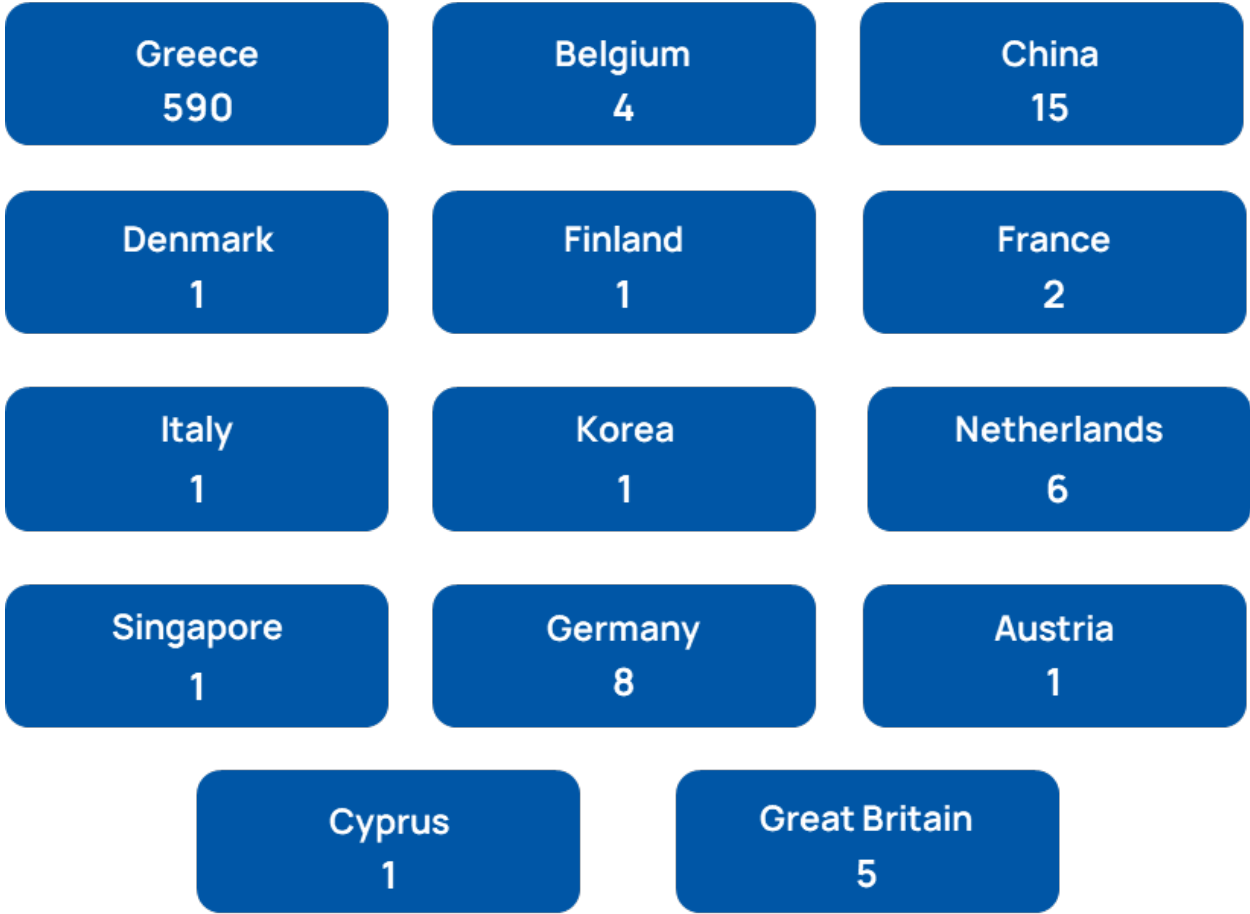
New Suppliers in the year 2023



637

Total Suppliers

Number of Suppliers by country



8.4.1 Supplier Assessment

PCT conducted an evaluation of its suppliers for the reference year, with the results being available separately for each department.

Grade of suppliers		Number of suppliers
Grade A suppliers	excellent suppliers, with a score higher than 85	248
Grade B suppliers	acceptable suppliers, with a score between 70 and 84	396
Grade C suppliers	suppliers requiring guidance, with a score between 60 and 69	3
Grade D suppliers	eliminated suppliers, with a score of less than 60	0

During this reporting period, none of the suppliers were screened using environmental or social criteria. Additionally, no new suppliers were evaluated based on environmental or social criteria.

To combat bribery and corruption, PCT has included specific articles addressing these issues in almost all of the contracts with suppliers. Furthermore, the company's procurement policy outlines the measures PCT must take to prevent such cases, reinforcing their commitment to maintaining ethical standards.



## 8.5 Risk management

Risk management is a critical component of Piraeus Container Terminal's (PCT) operational strategy, ensuring the identification, evaluation, and mitigation of various risks that could impact the Company and its stakeholders. This comprehensive approach encompasses strategies to manage risks related to work-related hazards, climate change, operations, and financial stability. By proactively addressing these risks, PCT safeguards its operations and reinforces its commitment to transparency, safety, and environmental responsibility.

### 8.5.1 Work-Related Risks

PCT places a strong emphasis on workplace safety and risk mitigation through its detailed Health and Safety Regulations. These regulations outline specific procedures and measures tailored to various operational environments, ensuring the protection of employees and compliance with legal standards. The guidelines cover the proper use of personal protective equipment (PPE), handling hazardous materials, and safety protocols for different roles within the organization. This commitment to workplace safety ensures that all employees operate in a secure and regulated environment.

### 8.5.2 Climate Change Risks

PCT employs a comprehensive risk management strategy to address potential threats and opportunities, particularly those related to climate change. This approach includes identifying physical risks such as extreme weather events and sea level rise, as well as transitional risks from regulatory changes and market shifts towards environmentally friendly products. By monitoring these risks, PCT aims to safeguard its operations and leverage emerging opportunities.

PCT has established a Climate Change Committee to oversee climate-related issues, ensure regulatory compliance, and integrate climate risk management into the business strategy. Investments in resilient infrastructure and energy efficiency improvements help reduce operational costs and enhance competitiveness. Collaborative efforts with other organizations and communities further strengthen PCT's ability to address climate change challenges.

Regular safety inspections, health and safety meetings, and advanced monitoring technologies ensure a safe working environment and effective risk management. By proactively managing both immediate and long-term risks, PCT upholds its commitment to transparency, safety, and environmental responsibility.

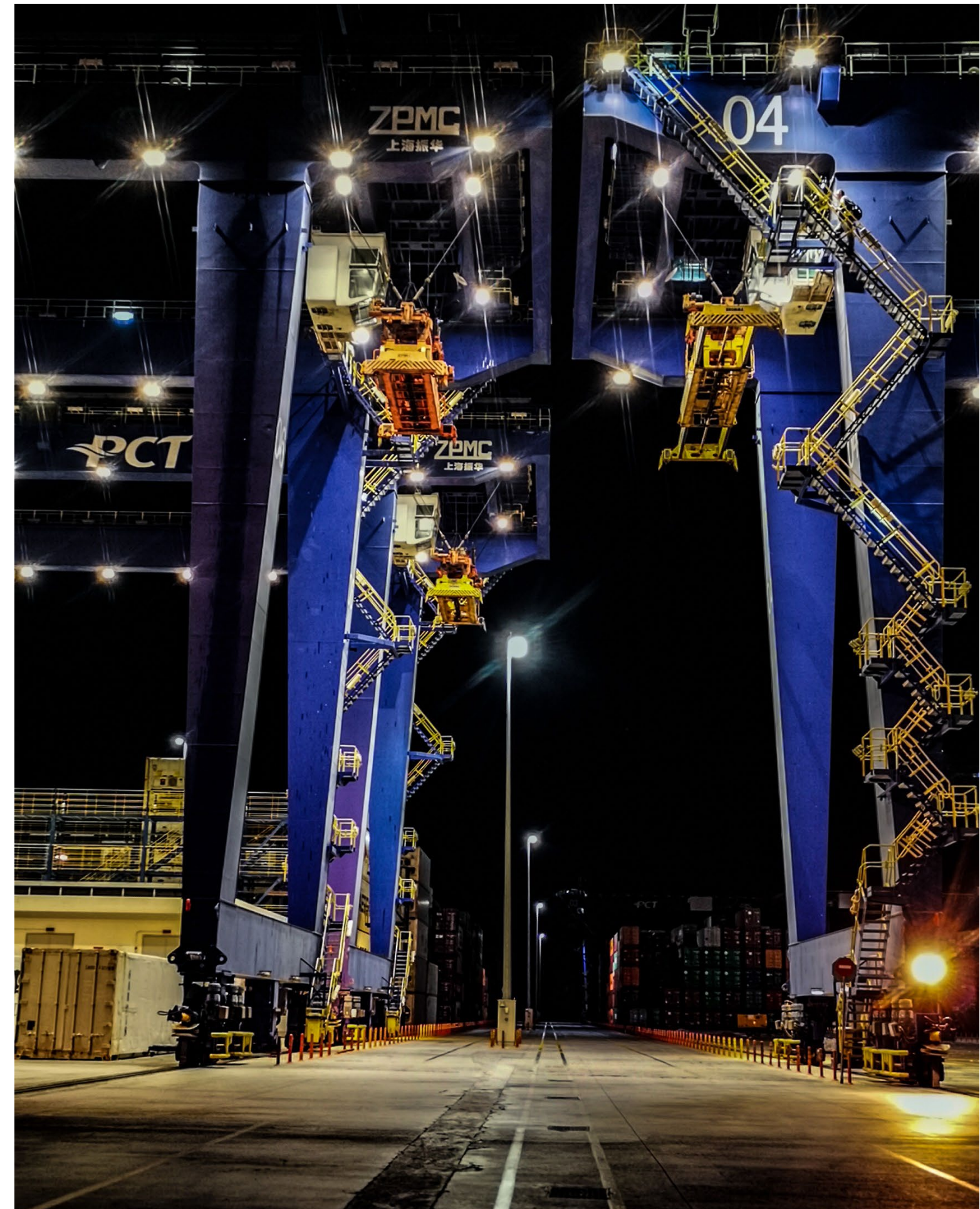
### 8.5.3 Operational Risks

PCT's Emergency Response Plan also addresses operational risks, particularly those associated with handling dangerous goods. The plan details procedures for managing emergencies like hazardous material leaks, fires involving dangerous cargo, and post-emergency actions. These measures aim to minimize the impact on safety, equipment, facilities, and cargo, ensuring a swift return to normal operations. The plan covers various scenarios, including fires, natural disasters, accidents, and risks from dangerous goods, demonstrating PCT's comprehensive approach to managing operational risks.

### 8.5.4 Financial Risks

PCT is vigilant in monitoring developments related to economic conditions in the Eurozone, geopolitical changes, and potential risks from the escalation of the Covid-19 pandemic, which could affect the global economy and financial markets. The Company is exposed to financial risks, including market risks (changes in exchange rates and interest rates), credit risk, and liquidity risk. The Company's general risk management program focuses on the unpredictability of financial markets and seeks to minimize their potential negative impact on PCT's financial performance.

Financial Risk management at PCT is conducted by the Financial Department under specific rules approved by the Board of Directors. The Board provides guidelines and directions for overall risk management and specific instructions for managing particular risks such as exchange rate risk, interest rate risk, and credit risk.



## 9. Performance of the Company



### 9.1 Performance

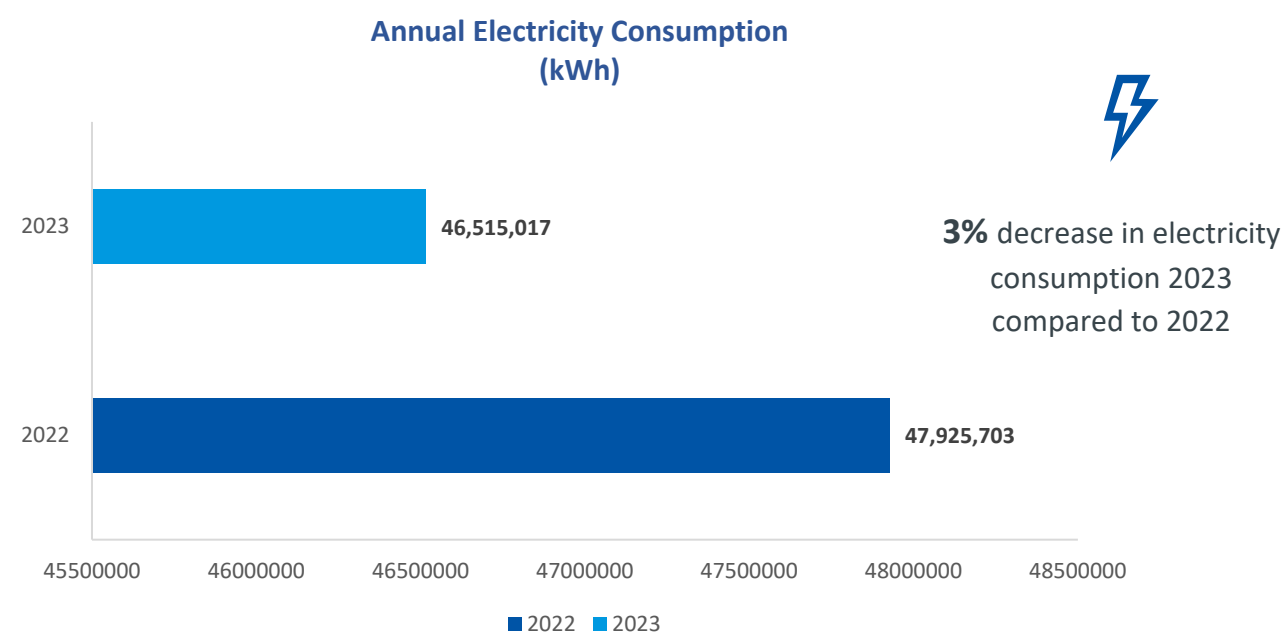
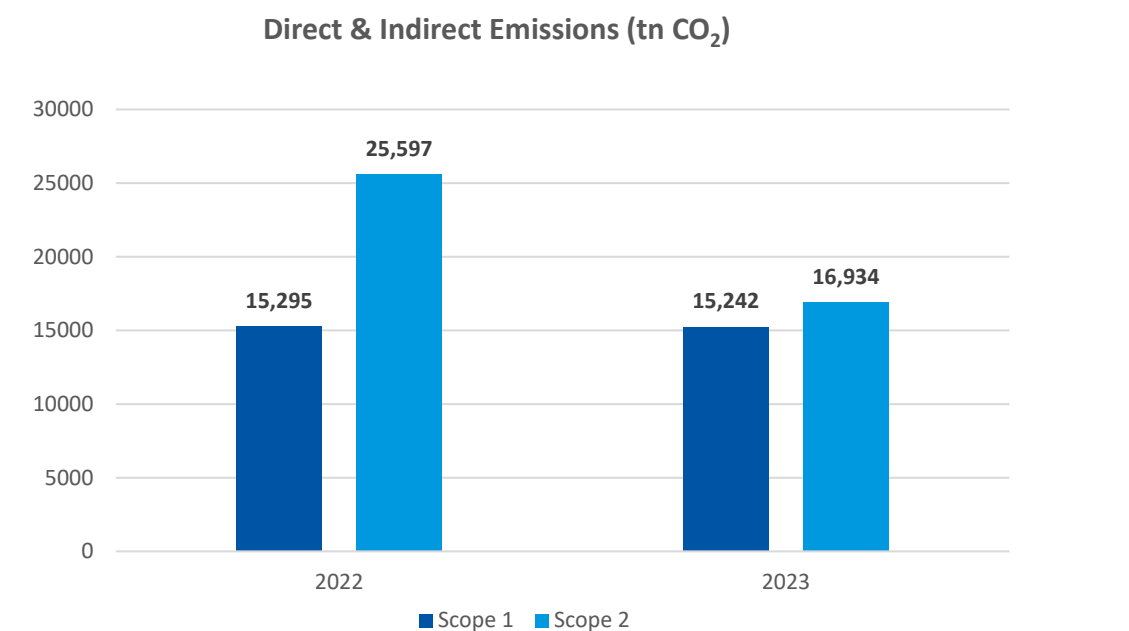
PCT acknowledges its significant responsibility in promoting sustainable development. Its commitment to sustainability is deeply embedded in the corporate philosophy and is reflected in every aspect of its operations, from strategic planning to day-to-day activities.

The company's sustainability strategy is meticulously aligned with international standards and local regulations. This alignment ensures not only compliance with existing environmental and social frameworks but also the proactive surpassing of these benchmarks. By adhering to these standards, PCT not only fulfills its regulatory obligations but also demonstrates leadership in sustainability practices within the industry.

PCT aims to create operations that are both efficient and sustainable, with a dual focus on serving current needs and preserving resources for future generations. This long-term vision for sustainable development is integral to the corporate strategy, influencing decision-making processes and guiding daily operational practices.

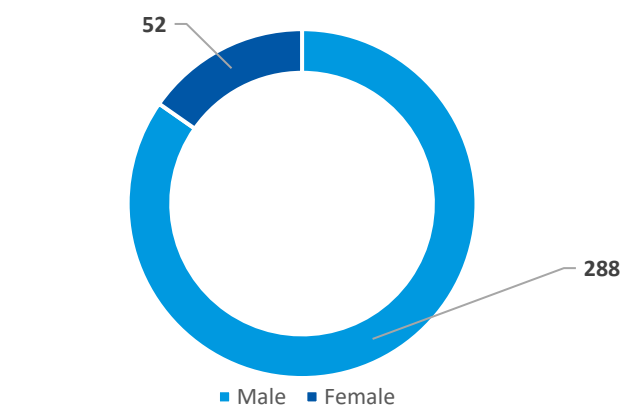
PCT's approach to sustainability underscores its dedication to a sustainable future, harmonizing economic growth, environmental protection, and social well-being to set an industry benchmark and contribute to a more sustainable world.

In the context of its commitment to sustainable development, the comparative results of the Company’s environmental performance are presented

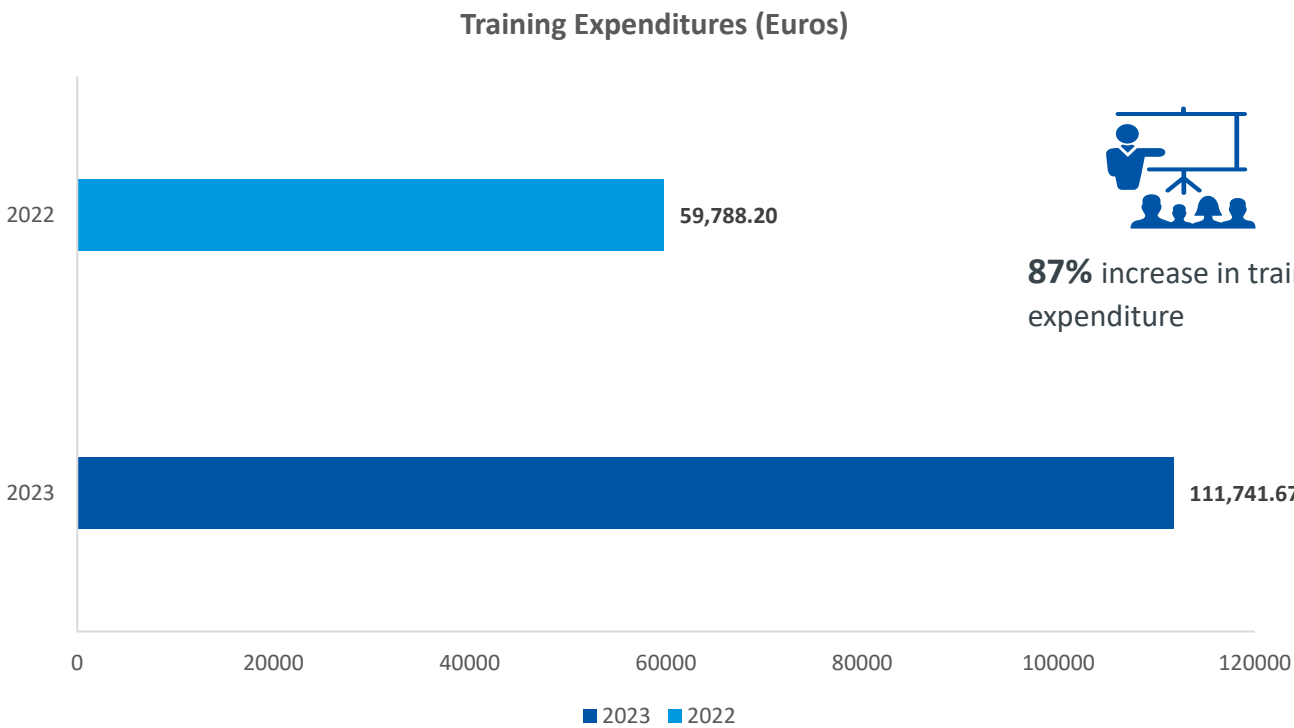


The results in the social pillar highlight the efforts for the development of human resources through targeted educational programs and an increase in employment opportunities.

Number of Male & Female Employees



4% increase in female employees in 2023 compared to 2022



The data presented below emphasizes the financial stability, the transparency of financial operations, and dedication to responsible resource management, ensuring long-term sustainability and value for the Company’s stakeholders.



9.23%

Increase of Net Revenue (Gross Profit)



5.84%

Increase of Turnover

9.2 Alignment tables

Statement of use	Piraeus Container Terminal has reported the information cited in this GRI content index for the period 01/01/2023-31/12/2023 with reference to the GRI Standards.
GRI 1 used	GRI 1: Foundation 2021

GRI STANDARD	DISCLOSURE	LOCATION
GRI 2: General Disclosures 2021	2-1 Organizational details	p. 29
	2-2 Entities included in the organization’s sustainability reporting	p. 9
	2-3 Reporting period, frequency and contact point	p. 7
	2-4 Restatements of information	No restatements needed
	2-5 External assurance	Not externally assured
	2-6 Activities, value chain and other business relationships	p. 7
	2-7 Employees	p. 24
	2-8 Workers who are not employees	Information unavailable/ incomplete
	2-9 Governance structure and composition	Company's BoD is not located in Greece, Senior Mgt Team comprises of Managing Director, Executive Deputy Managing Director, and Deputy General Managers appointed by our HQ. The Managing Director is appointed by the shareholders to be in charge of the routine operation and management of PCT and to achieve the yearly business target of PCT, having acknowledged the yearly assignment book of business management targets assigned by HQ.

	2-10 Nomination and selection of the highest governance body	The election of the BoD is made at a GA meeting. The formation into corporate body & representation is made by a corresponding BoD decision.
	2-11 Chair of the highest governance body	p.29
	2-12 Role of the highest governance body in overseeing the management of impacts	Information unavailable
	2-13 Delegation of responsibility for managing impacts	Information unavailable
	2-14 Role of the highest governance body in sustainability reporting	p. 3
	2-15 Conflicts of interest	Policy existed and can be found Chapter 4 Human Resource Management Article 20 (6, 7, 9)
	2-16 Communication of critical concerns	There is no communication of critical concerns to the highest governance body.
	2-17 Collective knowledge of the highest governance body	Information unavailable
	2-18 Evaluation of the performance of the highest governance body	There is no Evaluation of the performance of the highest governance body.
	2-19 Remuneration policies	PCT has Remuneration policies
	2-20 Process to determine remuneration	Information unavailable
	2-21 Annual total compensation ratio	Information unavailable
	2-22 Statement on sustainable development strategy	p. 11
	2-23 Policy commitments	p. 30

	2-24 Embedding policy commitments	The management assigns tasks to the responsible departments entailing ESG.
	2-25 Processes to remediate negative impacts	p. 33
	2-26 Mechanisms for seeking advice and raising concerns	p. 31
	2-27 Compliance with laws and regulations	p. 31
	2-28 Membership associations	Information unavailable
	2-29 Approach to stakeholder engagement	p. 9
	2-30 Collective bargaining agreements	0
<b>GRI 3: Material Topics 2021</b>	3-1 Process to determine material topics	p. 8-9
	3-2 List of material topics	p. 10
	3-3 Management of material topics	p. 13-33
<b>GRI 201: Economic Performance 2016</b>	201-1 Direct economic value generated and distributed	p. 28
	201-2 Financial implications and other risks and opportunities due to climate change	Information unavailable
	201-3 Defined benefit plan obligations and other retirement plans	Information unavailable
	201-4 Financial assistance received from government	Information unavailable
<b>GRI 202: Market Presence 2016</b>	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	Information unavailable
	202-2 Proportion of senior management hired from the local community	Information unavailable

<b>GRI 203: Indirect Economic Impacts 2016</b>	203-1 Infrastructure investments and services supported	No investment took place during 2023.
	203-2 Significant indirect economic impacts	<p>For the 2023-2024 biennium, the company has signed contracts totaling EUR €255 million with more than 600 suppliers, primarily from the local community.</p> <p>Over the past 14 years, the company has created more than 2,500 direct jobs becoming together with its subcontractors, among the largest employers in the Balkans. Apart from investment expenditures, focusing on Social Welfare, Education, and the Environment, since 2011, PCT has been implementing a CSR program amounting to €600,000 to support educational and charitable institutions, non-profit organizations, and vulnerable groups in the greater Piraeus area. With the expansion of activities this year to include civil protection purposes, the total amount for social responsibility actions is expected to exceed €775,000.</p>
<b>GRI 204: Procurement Practices 2016</b>	204-1 Proportion of spending on local suppliers	Information unavailable
<b>GRI 205: Anti-corruption 2016</b>	205-1 Operations assessed for risks related to corruption	1
	205-2 Communication and training about anti-corruption policies and procedures	p. 23
	205-3 Confirmed incidents of corruption and actions taken	p. 28
<b>GRI 302: Energy 2016</b>	302-1 Energy consumption within the organization	p. 14
	302-2 Energy consumption outside of the organization	Information unavailable
	302-3 Energy intensity	p.14
	302-4 Reduction of energy consumption	p. 14

	302-5 Reductions in energy requirements of products and services	Information unavailable
<b>GRI 303: Water and Effluents 2018</b>	303-1 Interactions with water as a shared resource	Information unavailable
	303-2 Management of water discharge-related impacts	To meet the water needs, PCT procures water exclusively from EYDAP (Athens Water Supply and Sewerage Company). With this water, PCT covers the building facilities water needs, the watering of green areas and the water supply to vessels. The waste water of the building facilities is disposed of in sealed septic tanks (cesspools). The sanitary waste is collected at regular basis by authorized companies using sewage tankers.
	303-3 Water withdrawal	Information unavailable
	303-4 Water discharge	Information unavailable
	303-5 Water consumption	p. 13
<b>GRI 304: Biodiversity 2016</b>	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	p. 20
	304-2 Significant impacts of activities, products and services on biodiversity	Information unavailable
	304-3 Habitats protected or restored	None. There are no habitants near PCT premises
	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	There are no habitants near PCT premises
<b>GRI 305: Emissions 2016</b>	305-1 Direct (Scope 1) GHG emissions	p. 15
	305-2 Energy indirect (Scope 2) GHG emissions	p. 15
	305-3 Other indirect (Scope 3) GHG emissions	Information unavailable
	305-4 GHG emissions intensity	p. 15
	305-5 Reduction of GHG emissions	p. 15
	305-6 Emissions of ozone-depleting substances (ODS)	Information unavailable
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	

		This data comes directly from the CO <sub>2</sub> report we submit to the Ministry each Oct., under law 4936/2022.
<b>GRI 306: Waste 2020</b>	306-1 Waste generation and significant waste-related impacts	p. 16
	306-2 Management of significant waste-related impacts	p. 16
	306-3 Waste generated	p. 16
	306-4 Waste diverted from disposal	Information unavailable
	306-5 Waste directed to disposal	Information unavailable
<b>GRI 308: Supplier Environmental Assessment 2016</b>	308-1 New suppliers that were screened using environmental criteria	0
	308-2 Negative environmental impacts in the supply chain and actions taken	Information unavailable
<b>GRI 401: Employment 2016</b>	401-1 New employee hires and employee turnover	p. 24
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	p. 25
	401-3 Parental leave	Information unavailable
<b>GRI 403: Occupational Health and Safety 2018</b>	403-1 Occupational health and safety management system	p. 26
	403-2 Hazard identification, risk assessment, and incident investigation	p. 26
	403-3 Occupational health services	p. 26
	403-4 Worker participation, consultation, and communication on occupational health and safety	p. 26
	403-5 Worker training on occupational health and safety	p. 23
	403-6 Promotion of worker health	p. 26

	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	p. 26
	403-8 Workers covered by an occupational health and safety management system	p. 26
	403-9 Work-related injuries	p. 26
	403-10 Work-related ill health	p. 26
<b>GRI 404: Training and Education 2016</b>	404-1 Average hours of training per year per employee	p. 23
	404-2 Programs for upgrading employee skills and transition assistance programs	p. 23
	404-3 Percentage of employees receiving regular performance and career development reviews	Information unavailable
<b>GRI 405: Diversity and Equal Opportunity 2016</b>	405-1 Diversity of governance bodies and employees	p. 29
	405-2 Ratio of basic salary and remuneration of women to men	Information unavailable
<b>GRI 406: Non-discrimination 2016</b>	406-1 Incidents of discrimination and corrective actions taken	0
<b>GRI 407: Freedom of Association and Collective Bargaining 2016</b>	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Information unavailable
<b>GRI 408: Child Labor 2016</b>	408-1 Operations and suppliers at significant risk for incidents of child labor	Following Greek Legislation that prohibit child and forced labour; indicatively Law 29956/2001, Presidential Decree No. 407/2001.
<b>GRI 414: Supplier Social Assessment 2016</b>	414-1 New suppliers that were screened using social criteria	p. 32
	414-2 Negative social impacts in the supply chain and actions taken	Information unavailable
<b>GRI 418: Customer Privacy 2016</b>	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	0

ATHEX				
ENVIRONMENTAL	Core	C-E1-1	Scope 1 emissions - Total amount of direct emissions (Scope 1)	p. 15
		C-E2-1	Scope 2 emissions - Total amount of indirect emissions (Scope 2) - Location based approach	p. 15

SOCIAL	Advanced	C-E3D	Fuel consumption from renewable sources	p. 15
		A-E2-1	Climate change risks and opportunities - Discussion of climate change-related risks and opportunities that can affect business operations	p. 33
		A-E3-1	Waste management - Total amount of hazardous waste	p. 14
		A-E3-2	Waste management - Total amount of non-hazardous waste	p. 14
		A-E3D	Total amount of waste treated by Composting	232.60 tn
		A-E3E	Total amount of waste treated by Incineration	632.79 tn
		A-E3F	Total amount of waste treated by Landfill	261.46 tn
		A-E4-1	Total amount of effluent discharge containing polluting substances	180 m <sup>3</sup>
		A-E5-1	Biodiversity sensitive areas - Description of the impact of business operations on biodiversity sensitive areas	PCT 's premises are located in Neo Ikonio with postal code 18863 . The premises are not located within or in immediate proximity with protected areas of high biodiversity.
	Sector Specific	SS-E1-1	Transition plan - Disclosure of transition plan for climate change mitigation	p. 19
		SS-E3-1	Water consumption - Total water withdrawn	-
		SS-E3-1	Water withdrawal by surface water	-
		SS-E4-1	Water withdrawal by groundwater	-
		SS-E5-1	Actions taken to prevent waste generation	p. 14
	Core	C-S1-1	Stakeholder engagement - Discussion of organization's main stakeholders and analysis of key stakeholder engagement practices	p. 9
		C-S2A	Total number of female employees	p. 24
		C-S2B	Total number of employees	p. 24
		C-S4B	Employee turnover	
		C-S5A	Total number of training hours provided to the top 10% of employees by total compensation	p. 22
		C-S5B	Total number of employees in the top 10% of employees by total compensation	p. 22
		C-S5C	Total number of training hours provided to the bottom 90% of employees by total compensation	p. 22
		C-S5D	Total number of employees in the bottom 90% of employees by total compensation	p. 22
		C-S6-1	Human rights policy - Description of human rights policy and fundamental principles	p. 21
		C-S7	Employees covered by collective bargaining agreements	0 employees
		C-S8	Supplier assessment result	
		C-S8-1	Value chain - Discussion of supplier screening using ESG criteria	The company's suppliers are not audited according to ESG criteria
	Advanced	A-S1A	Total turnover	p. 8
		A-S1C	Total CapEx	p. 8
		A-S1E	Total OpEx	p. 8
		A-S2-1	Total amount of monetary expenditure on employee training	p. 22
		A-S3B	Full-time male employees	p. 24
		A-S3D	Full-time female employees	p. 24
	Sec 4.1	SS-S1-1	Product quality and safety	p. 33

GOVERNANCE		SS-S6-1	Health and safety performance - Number of injuries	p. 26	
		SS-S6-2	Health and safety performance - Number of fatalities	p. 26	
		SS-S6D	Number of work days lost due to work-related accidents	p. 26	
		SS-S8	Measures to enhance customer services	PCT continuously improves services to better meet the needs of our valued customers by implementing a range of measures in line with worldwide best practices, tailored to the Greek market. One of our key initiatives is the implementation of PCT HPCS.	
		SS-S8-1	Customer satisfaction	Not officially disclosed	
		SS-S9-1	Customer grievance mechanism	Through our established channels of communication with the Customs Brokers Association, Truckers Associations, and the Maritime Union it is ensured that any issues or complaints raised by our valued customers /associates are swiftly attended to and resolved.	
		Core	C-G1A	Governance structure	p. 29
	C-G2-1		Sustainability oversight - Description of approach to sustainability oversight	Nina Argyropoulou Deputy Manager - Public Relations and Sustainability Department	
	C-G3-1		Materiality - Description of the materiality assessment process and material topics	p. 10	
	C-G4-1		Sustainability policy - Description of sustainability policy and fundamental principles	p. 9	
	C-G5-1		Business ethics policy - Description of business ethics policy and fundamental principles	p. 30	
	C-G6-1		Data security policy - Description of data security policy and fundamental principles	p. 31	
	Advanced		A-G1-1	Strategy, business model and value chain - Discussion of strategy, business model and value chain - Sectors of activity	p. 7
			A-G1-1	Strategy, business model and value chain - Discussion of strategy, business model and value chain - Business model	p. 29
			A-G1-1	Strategy, business model and value chain - Discussion of strategy, business model and value chain - Supply chain	p. 32
			A-G2-1	Business ethics violations - Total amount of monetary losses as a result of business ethics violations	p. 30
		A-G3-1	ESG targets - Short-term targets associated with strategic ESG objectives	p. 11-12	
A-G3-2		ESG targets - Medium-term targets associated with strategic ESG objectives	p. 11-12		
A-G3-3		ESG targets - Long-term targets associated with strategic ESG objectives	p. 11-12		

SASB		
ID	Metric	Page
IF-EU-110a.3	Discussion of long-term and short term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	p. 11
IF-EU-120a.1 -1	Air emissions of the following pollutants: (1) NOx (excluding N2O)	55.16 tn
IF-EU-120a.1 -2	Air emissions of the following pollutants: (2) SOx	0 tn
IF-EU-120a.1 -3	Air emissions of the following pollutants: (3) particulate matter (PM10)	0 emissions
IF-EU-110a.1 -1	GHG emissions Scope 1	p. 11
FB-AG-320a.1 -3	fatality rate for (a) direct employees	p. 26
TR-AF-320a.1 -1	Total Recordable Incident Rate (TRIR) for direct employees	p. 26
TR-AF-320a.1 -2	Total recordable incident rate (TRIR) for (b) contract employees	p. 26
TR-AF-320a.1 -4	fatality rate for (b) contract employees	p. 26
FB-AG-110a.2	Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	p. 12
TR-CL-110a.3 -2	(2) Total energy consumed from heavy fuel oil	0 tn
TR-CL-110a.3 -4	Total energy consumed from renewable sources	0 kWh
TR-MT-160a.3 -1	Number of spills and releases to the environment	12
TR-MT-160a.3 -2	Aggregate volume of spills and releases to the environment	84.96
TR-MT-320a.1	Lost time incident rate (LTIR)	p. 26
TR-MT-510a.2	Total amount of monetary losses as a result of legal proceedings associated with bribery or corruption	0 monetary losses
TR-MT-000.C	Operating days	365 days
TR-MT-000.G	Twenty-foot equivalent unit (TEU) capacity	6,200,000
FB-AG-110a.3 -1	Fleet fuel consumed	5,729,021.98
TR-MT-540a.3.	Dangerous goods containers handled	p. 16
SV-HL-160a.2	The company's compliance with the relevant environmental legislation to which it is subject.	p. 12

ESRS		
ID	Metric	Page
S4-5-41	Legal name of the organization	Piraeus Container Terminal
S1-AR55	Total number of employees by region	p. 24
S1-AR55	Total number of employees	p. 24
S1-AR55	Total number of female employees	p. 24
S1-AR55	Total number of male employees	p. 24
S1-AR55	Permanent male employees	p. 24
S1-AR55	Permanent female employees	p. 24
S1-AR55	Temporary male employees	p. 24
S1-AR55	Temporary female employees	p. 24
S1-AR55	Full-time male employees	p. 24
S1-AR55	Full-time female employees	p. 24
S1-AR55	Part-time male employees	p. 24
S1-AR55	Part-time female employees	p. 24
S1-AR61	Workers who are not employees	p. 24

S1-AR66	Employees covered by collective bargaining agreements	0 employees
E1-AR38	Direct economic value generated	p. 8
E1-AR34	Fuel consumption from crude oil and petroleum products	5.73 ML
E1-AR34	Fuel consumption from natural gas	0
E1-AR34	Fuel consumption from other non-renewable sources	0
E1-AR34	Fuel consumption from renewable sources	0
E3 - AR23	Process for setting any water-related goals and targets	There is no such process in place
E1- 6 - 48	GHG emissions Scope 1	P. 11
S1 - 14- 86	Implementation of occupational health and safety management system	P. 26
E4-3-25	Biodiversity and ecosystems-related actions	None
S1-AR100	Average gross hourly pay level of male employees	17 Euro
S1-AR100	Average gross hourly pay level of female employees	13 Euro

UNGC		
ID	Metric	Page
G8	Procedures through which members of the company's workforce can raise concerns about human rights, labour rights, the environment or anti-corruption.	p. 21
G11.1	Total number of board members	p. 29
G11.3	Total number of female board members	p. 29
HR2a	Policy commitment to freedom of expression	Yes, included within a broader policy or as a stand-alone policy. It is a part of another policy
HR2d	Policy commitment in relation to digital security/privacy	p. 31
HR2e	Policy commitment in relation to gender equality and women’s rights	p. 21
HR2f	Policy commitment in relation to rights of indigenous people	No policy
L3c	Measures to prevent/reduce the risks/impacts associated with child labour	p. 21
G8.1.3	Confidentiality of the reporting process	PCT Whistleblowing Policy Chapter 18



中远海运港口比雷埃夫斯码头有限公司  
PIRAEUS CONTAINER TERMINAL SINGLE MEMBER S.A.  
ΣΤΑΘΜΟΣ ΕΜΠΟΡΕΥΜΑΤΟΚΙΒΩΤΙΩΝ ΠΕΙΡΑΙΑ ΜΟΝΟΠΡΟΣΩΠΗ Α.Ε.