



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.

Piraeus Container Terminal Single Member S.A.

2025 Sustainability Report



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.

PIRAEUS CONTAINER TERMINAL
SEMPO NEO IKONIO
PERAMA 18863

Telephone: +30 210 40 99 100
Email: info@pct.com.gr
Website: <https://www.pct.com.gr>



Official Website



Scan the QR Code
for more content



2025 Piraeus Container Terminal SM S.A.
Sustainability Report

Table of content

1. OVERVIEW & CORPORATE IDENTITY

2. ENVIRONMENT

3. SOCIAL

4. GOVERNANCE

5. APPENDICES

3

14

24

32

42

1 OVERVIEW & CORPORATE IDENTITY



● About this Report	page 4
● Statement of Senior Management	page 4
● Message from Managing Director	page 6
● About Piraeus Container Terminal	page 7
● Stakeholder Engagement and Double Materiality Assessment	page 8
● Awards and Honors	page 10
● Memberships and Charters	page 11
● 2025 ESG Performance Highlights	page 13

ABOUT THIS REPORT

Piraeus Container Terminal Single Member S.A. (“PCT” or the “Company”), a subsidiary of COSCO SHIPPING Ports Limited, places sustainability at the core of its operations and long-term strategic direction. By continuously strengthening its sustainability management approach, PCT aims to support responsible growth, improve operational performance, reduce environmental impact, and promote a safe, inclusive, and efficient working environment.



REPORTING STANDARDS

This Report has been prepared by Piraeus Container Terminal Single Member S.A. with the aim of presenting, in a structured and transparent manner, the Company’s key Environmental, Social and Governance (ESG) performance, practices and priorities. The Report has been developed in alignment with the Voluntary Sustainability Reporting Standard for non-listed SMEs (VSME), while also taking into account the SASB Standards and ATHEX ESG reporting non-financial information, where applicable. With regard to greenhouse gas emissions, the relevant calculations and disclosures have been prepared with reference to the principles and requirements of ISO 14064-1:2018 and the GHG Protocol Corporate Accounting and Reporting Standard. In addition, the content of the Report considers the United Nations Sustainable Development Goals (SDGs), where relevant, in order to demonstrate the connection between PCT’s activities and broader sustainable development priorities.

REPORTING CATEGORY

This Sustainability Report covers the activities and performance of Piraeus Container Terminal Single Member S.A. (PCT), which constitutes the sole reporting entity. The reporting boundary is limited to PCT’s own operations and activities, and no additional legal entities are included within the Category of the Report. Unless otherwise stated, all information, disclosures and performance data presented herein refer exclusively to PCT’s ESG performance for the reporting period of 1st January 2025 to 31st December 2025.

INDEPENDENT VERIFICATION

The content of this Report has not been subject to external assurance or independent third-party verification in its entirety. In compliance with relative EU and National reporting laws and regulations, the current reporting approach followed by PCT, does not mandatorily require independent assurance of the full Report. Nevertheless, PCT has made reasonable efforts to ensure that the information presented in this Report is accurate, complete and consistent with the Company’s internal records and available documentation. It is noted that the greenhouse gas emissions data presented in the Report have been subject to third-party verification in accordance with ISO 14064-3:2019, within the applicable verification category and methodology.

ENDORSEMENT AND APPROVAL

This report was endorsed and approved by the Senior Management of the Company on 18th September 2026.

FEEDBACK AND COMMENTS

PCT welcomes feedback, comments and suggestions regarding this Sustainability Report and its broader sustainability initiatives. Comments may be submitted directly by email at sustainability@pct.com.gr.

STATEMENT OF THE SENIOR MANAGEMENT

The Senior Management of Piraeus Container Terminal Single Member S.A. recognises sustainability as a strategic imperative for long-term value creation, operational resilience and responsible growth. In a global environment shaped by geopolitical volatility, shifting trade dynamics and accelerating regulatory and climate-related developments, the Senior Management is committed to ensuring that Environmental, Social and Governance (“ESG”) considerations are systematically embedded into the Company’s strategy, governance and decision-making processes.

The Senior Management has ultimate responsibility for the oversight of sustainability matters and for ensuring the effectiveness of the Company's ESG governance framework. This includes setting the strategic direction, approving policies and priorities, and monitoring performance across key ESG dimensions. The Senior Management ensures that sustainability-related risks, impacts and opportunities are integrated into the Company's enterprise risk management, operational planning and capital allocation processes, reinforcing PCT's ability to deliver sustainable and resilient performance over the long term.

In fulfilling its responsibilities, the Senior Management maintains active oversight of critical ESG areas, including climate change and decarbonisation, environmental management, occupational health and safety, human capital development, responsible supply chain practices, business ethics, data protection and cybersecurity, and regulatory compliance. Through established reporting mechanisms and management systems, the Senior Management monitors progress against defined priorities and ensures accountability across the organisation.

During 2025, the Senior Management further advanced the maturity of PCT's sustainability governance and management approach. The Company continued the integration of ESG considerations into its business model, supported by the implementation of a Double Materiality Assessment aligned with leading international frameworks. This process enabled the identification and prioritization of key sustainability topics based on their financial relevance and their impacts on the environment and society, strengthening the foundation for informed decision-making and strategic alignment.

The Senior Management also oversaw the continued development of PCT's climate and environmental strategy, including progress in emissions measurement and management, energy efficiency initiatives and the enhancement of data systems supporting ESG monitoring and reporting. These efforts contribute to the Company's broader decarbonisation pathway and reflect its commitment to aligning with global climate objectives while maintaining operational efficiency and competitiveness.

In parallel, the Senior Management places strong emphasis on operational resilience and risk management. PCT maintains a robust framework of policies, controls and certified management systems designed to ensure business continuity, safeguard operations and address emerging risks, including those related to climate change, supply chain disruptions and cybersecurity. This integrated approach strengthens the Company's capacity to respond effectively to external challenges while ensuring the reliability of its services.

The Senior Management also recognises that sustainable performance is underpinned by a strong organisational culture and responsible business conduct. Ensuring a safe and inclusive working environment, promoting employee development and maintaining constructive engagement with stakeholders remain core priorities. The Company continues to foster transparent relationships with regulators, customers, business partners and local communities, reinforcing trust and supporting its role within the broader port ecosystem.

Looking ahead, the Senior Management remains committed to continuously enhancing PCT's sustainability performance, governance and disclosures. Focus will be placed on strengthening ESG data quality and digitisation, further integrating sustainability into strategic planning and advancing alignment with evolving regulatory requirements and international best practices, including European sustainability reporting developments. The Senior Management will continue to guide the Company with a strong sense of responsibility and long-term perspective, ensuring that economic performance, environmental stewardship and social responsibility are advanced in a balanced and integrated manner, creating sustainable value for shareholders and delivering meaningful outcomes for all stakeholders.



MESSAGE FROM THE MANAGING DIRECTOR

Dear Reader,

In 2025, the global trade and logistics landscape continued to evolve under conditions of heightened geopolitical uncertainty, energy transition pressures, and the ongoing restructuring of global supply chains. Ports, as critical nodes of international commerce, are increasingly called upon to operate with resilience, efficiency, and a strong commitment to sustainable development. Within this dynamic environment, PCT remains firmly committed to its mission of delivering high-quality port services while advancing sustainability across all aspects of its operations. Building on the solid foundations established in recent years, we continue to strengthen our role as a key gateway for global trade and as a strategic contributor to regional economic growth.

During 2025, we delivered strong financial performance, with revenues increasing by approximately 12% year-on-year, despite a 5.95% reduction in container throughput, reflecting the resilience of our business model and our focus on value creation through efficiency and disciplined operations. At the same time, we further advanced our sustainability journey by embedding Environmental, Social and Governance (ESG) principles into our core business strategy and day-to-day operations. Our efforts focused on enhancing operational efficiency through digitalisation and automation—contributing, among others, to a 2.77% reduction in average job completion time—while simultaneously implementing solutions that support energy efficiency, operational optimisation and the gradual transition towards lower-carbon operations.

In 2025, PCT demonstrated a positive environmental performance, supported by continued reductions in greenhouse gas emissions, improved energy efficiency, and strengthened management of water and waste streams. Total carbon footprint decreased by 3.94%, reflecting improved operational efficiency and energy management. Water consumption decreased by 21.21%, driven mainly by reduced usage in terminal operations, indicating improved water efficiency at site level. Waste management performance showed mixed but improving trends, with total amount of generated waste (Terminal & Vessels) decreasing by 17.01%.

Aligned with the strategic direction of COSCO SHIPPING Ports Limited, we recognise that innovation and sustainability are closely interconnected. We continue to leverage technology to optimise terminal operations, strengthen safety standards and enhance service reliability across the value chain. In parallel, initiatives such as our SMART Microclimate Forecasting Network further enhance climate resilience and operational preparedness, supporting our ability to respond effectively to evolving environmental conditions. At the same time, we remain committed to responsible resource management and to reducing our environmental footprint, in line with European decarbonisation objectives and evolving regulatory expectations.



Our approach to sustainability is further informed by structured analysis and stakeholder engagement. Following the Double Materiality Assessment conducted in 2025, we have continued to integrate ESG priorities, risks and opportunities into our governance framework, decision-making processes and long-term planning. Particular emphasis has been placed on climate resilience, energy management, supply chain responsibility, transparency, business ethics, cybersecurity and the continuous development of our people. We believe that robust governance and responsible business conduct are essential foundations for sustainable growth and long-term stakeholder trust. The continued development of our workforce remains central to our success.

During 2025, we further strengthened our investment in employee training and development, increasing total training hours by more than 44% compared with the previous year. At the same time, we continued to enhance our occupational health and safety framework through strengthened risk management practices, safety training programmes and the advancement of preparations for ISO 45001 certification. We are encouraged by the significant improvement in our health and safety performance during the year, including the elimination of high-consequence work-related injuries and the substantial reduction in lost days due to occupational incidents. These achievements reflect the dedication of our employees and partners, as well as our ongoing commitment to fostering a safe, inclusive and supportive working environment.

Beyond our operations, we continue to engage actively with local communities and stakeholders, contributing to education, social solidarity, environmental awareness and community wellbeing initiatives. Through scholarships, support for vulnerable groups, environmental actions and partnerships with local organisations, we seek to contribute positively to the social and economic development of the communities connected to our activities, reinforcing our role as a responsible corporate citizen within the broader port ecosystem.

As we look ahead, we remain focused on building a future-ready port ecosystem that responds effectively to global challenges while creating sustainable value for all stakeholders. By strengthening governance, advancing our decarbonisation pathway, enhancing ESG data quality and transparency, promoting responsible supply chain practices and embracing technological transformation, PCT is well-positioned to contribute to a more resilient and sustainable maritime logistics sector.

I would like to express my sincere appreciation to our employees, partners and stakeholders for their continued trust, commitment and support. Sustainability is a collective endeavour, and the progress achieved during the year reflects the contribution and cooperation of many different stakeholders. Together, we will continue to support the sustainable development of Piraeus as a leading, globally connected and responsible port.

Chen Dong

Managing Director

Piraeus Container Terminal Single Member S.A.

ABOUT PIRAEUS CONTAINER TERMINAL

CORPORATE OVERVIEW & BUSINESS MODEL

Piraeus Container Terminal Single Member S.A. operates container terminal activities at the Port of Piraeus under a 35-year concession agreement with Piraeus Port Authority (P.P.A.) S.A. The Company is a wholly owned subsidiary of COSCO SHIPPING Ports Limited and forms part of an international port network.

Since the commencement of operations, PCT has transformed the Port of Piraeus into a major container hub, reinforcing its role within Asia–Europe trade routes and global supply chains.

PCT creates value by facilitating efficient global trade flows, enhancing regional connectivity and supporting economic activity and employment, while generating sustainable returns for its stakeholders.

PCT’s operations are inherently linked to key environmental and social considerations, including energy consumption, greenhouse gas emissions and occupational health and safety. These aspects are actively managed through the Company’s operating model and continuous performance improvement processes.

PCT operates as a common-user terminal providing container handling, storage, transshipment and logistics services to a diversified customer base under standardized and long-term arrangements.

The Company’s business model integrates terminal operations, logistics services and intermodal connectivity, enabling efficient cargo flows and supply chain optimisation across global trade routes. This is further supported by high asset utilization and the continuous optimisation of infrastructure and operational processes, enhancing productivity and cost efficiency.

MARKET POSITION & OPERATING ENVIRONMENT

The Port of Piraeus is a key transshipment hub linking Asia, Europe, the Mediterranean and the Black Sea. Continuous investments have increased terminal capacity (Piers II and III) to approximately 6.2 million TEUs, enhancing competitiveness at the European level.

The Company operates within a highly competitive and regulated environment, where efficiency, connectivity and environmental performance increasingly influence port positioning and long-term growth.

In 2025, PCT operated in a challenging environment characterized by geopolitical developments and supply chain disruption. Container throughput stood approximately 5.95% below the previous year’s level, alongside a notable improvement in operational performance during the second half of the year. Within this operating environment, PCT maintained business continuity and operational resilience, supported by ongoing efficiency improvements and optimized equipment utilization.

At Terminal level, operations were also affected by vessel schedule volatility, periods of elevated yard utilization, and weather –or pilotage—related interruptions. These conditions increased planning complexity and required continuous reprioritization of berth, yard and equipment resources to maintain operational continuity and service reliability.

KEY FINANCIAL PERFORMANCE

Piraeus Container Terminal delivered strong financial results in 2025, with revenues reaching €317.9 million (2024: €282.7 million), representing growth of approximately 12%.

Profitability improved across all key indicators, with EBITDA at €94.1 million and net profit reaching €36.1 million, supported by operational efficiency and disciplined cost management.

Despite a moderation in container throughput, the Company maintained revenue growth and margin resilience, driven by pricing dynamics, cost control and optimisation of terminal operations. Financial performance was also influenced by external factors, including energy costs and evolving operating conditions in global supply chains.

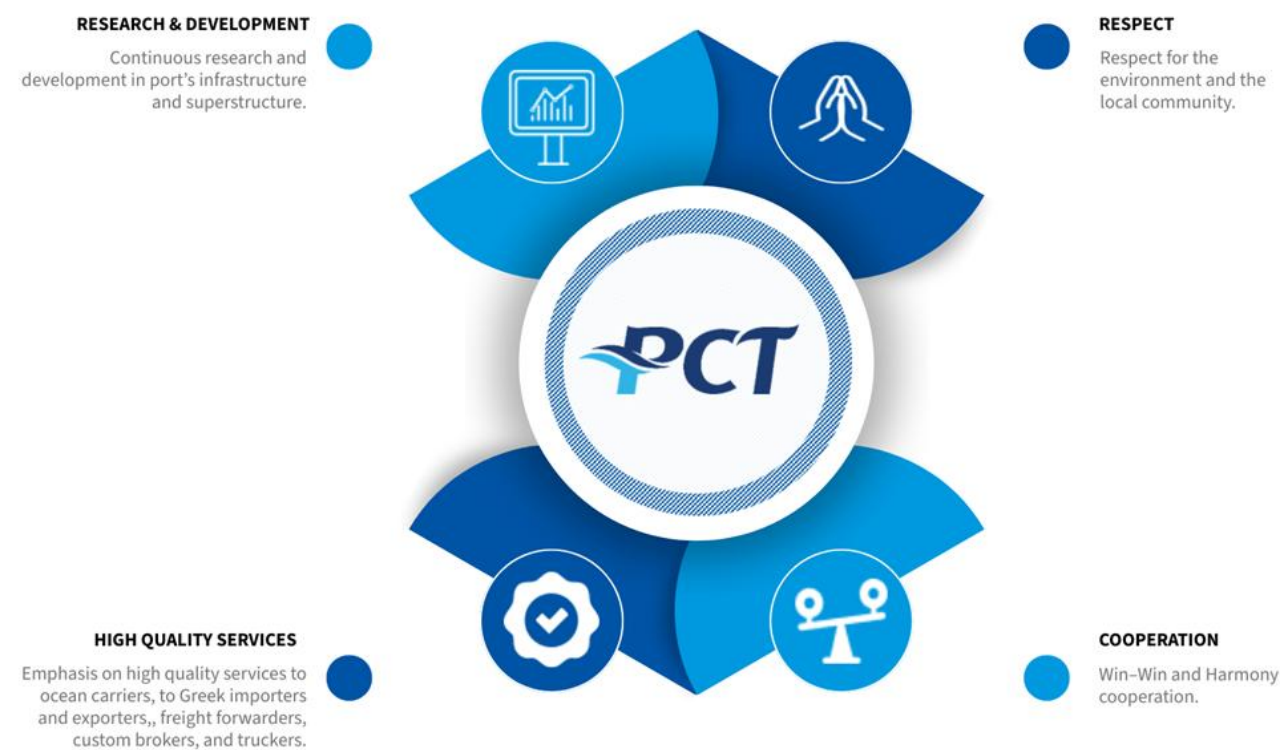
Overall, PCT maintained a robust financial profile, combining revenue growth, strong profitability and improved balance sheet structure despite operational challenges.

Statement of Comprehensive Income	2025	2024
Income from sales and other services	317,861,179.55	282,657,616.64
Gross Operating Results	65,070,728.75	56,531,690.56
Administrative expenses	-6,126,716.18	-6,205,581.41
Operating Results	61,309,757.51	52,575,222.90
EBITDA	94,104,080.93	85,190,074.96
Finance income / (expenses), Net	-14,942,990.47	-18,348,717.83
Net Results Before Tax	46,366,767.04	34,226,505.07
Net Results	36,068,281.31	26,552,935.06

VISION AND CORPORATE CULTURE

PCT’s vision is to establish the Port of Piraeus as a leading and strategically connected container hub in the Mediterranean, enabling efficient and reliable global trade while delivering long-term value to its stakeholders.

The Company's corporate culture is grounded in operational excellence, responsible growth and long-term collaboration, supported by continuous investment in infrastructure, technology and service quality.



Building on this philosophy, PCT aims to deliver high-quality container terminal and logistics services through skilled human capital, modern infrastructure, digital innovation and efficient resource management.

The Company seeks to provide reliable and cost-effective services while generating sustainable value for customers, employees, suppliers and the broader community.

The Company operates across the full value chain, including vessel operations, yard management and intermodal transportation, ensuring efficient cargo flows and reliable service delivery. This integrated approach supports both operational efficiency and the effective management of environmental and social considerations across the logistics chain.

PCT's strategic direction focuses on strengthening its position as a resilient and sustainable port operator, driven by operational excellence, infrastructure and technology leadership, and long-term customer partnerships.

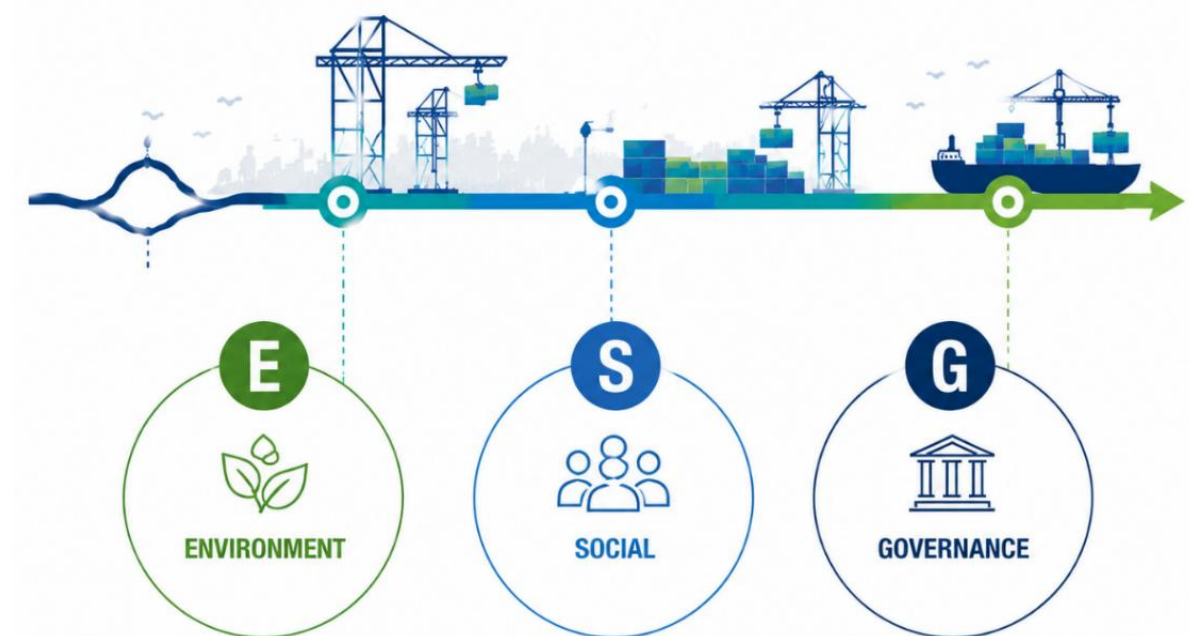
SUSTAINABILITY APPROACH

Sustainability is embedded in PCT's operating model and decision-making processes, integrating environmental, social and governance considerations into infrastructure investments, operational practices and risk management systems.

This integration supports the identification and management of sustainability-related impacts, risks and opportunities associated with port operations and logistics activities.

PCT prioritises the reduction of environmental impacts, the protection of employee health and safety and the strengthening of stakeholder engagement, in alignment with regulatory requirements and international standards. These priorities are directly linked to core operational activities, including energy management, emissions reduction, safety performance and supply chain efficiency.

The Company applies a systematically governed ESG framework supported by defined oversight, operational controls and continuous performance monitoring mechanisms. This ensures that sustainability considerations are effectively embedded in both day-to-day operations and long-term strategic planning.



STAKEHOLDER ENGAGEMENT AND DOUBLE MATERIALITY ASSESSMENT

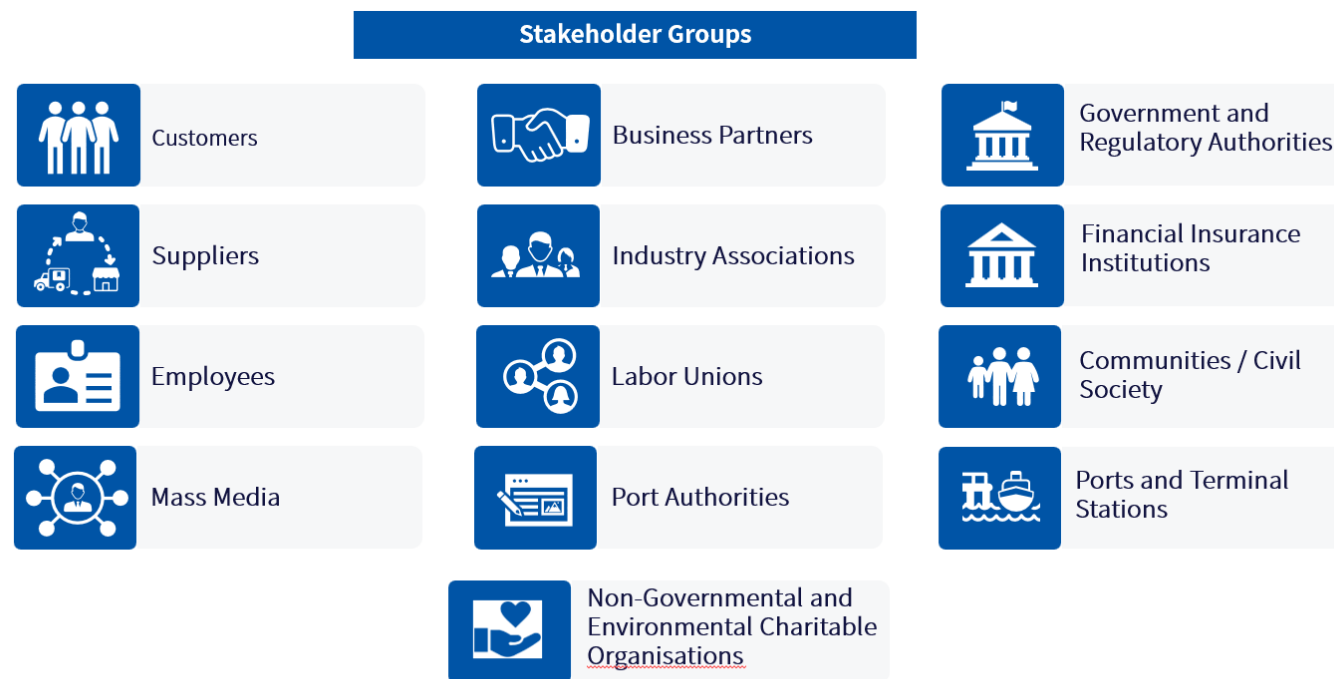
STAKEHOLDER ENGAGEMENT

PCT considers stakeholder engagement a core element of its sustainability management approach, recognising that its long-term performance is closely linked to the expectations, priorities and concerns of the groups affected by, or able to influence, its operations.

As part of the Double Materiality Analysis, PCT identified and reviewed the stakeholder groups most relevant to its activities, operational context and sustainability impacts. The process was informed by ongoing engagement with internal and external stakeholders, as well as benchmarking against selected international and domestic companies in the port, shipping and logistics sectors.

This mapping supported a clearer understanding of stakeholder perspectives and informed the assessment of sustainability topics that are significant for both PCT and its stakeholders.

The key stakeholder groups identified through the process are presented below.



PCT aims to maintain open and constructive communication with these stakeholder groups. Their expectations and concerns are taken into account in the Company's sustainability management process, supporting the prioritisation of material topics, the strengthening of internal decision-making and the alignment of ESG initiatives with the Company's strategic priorities.

DOUBLE MATERIALITY ASSESSMENT

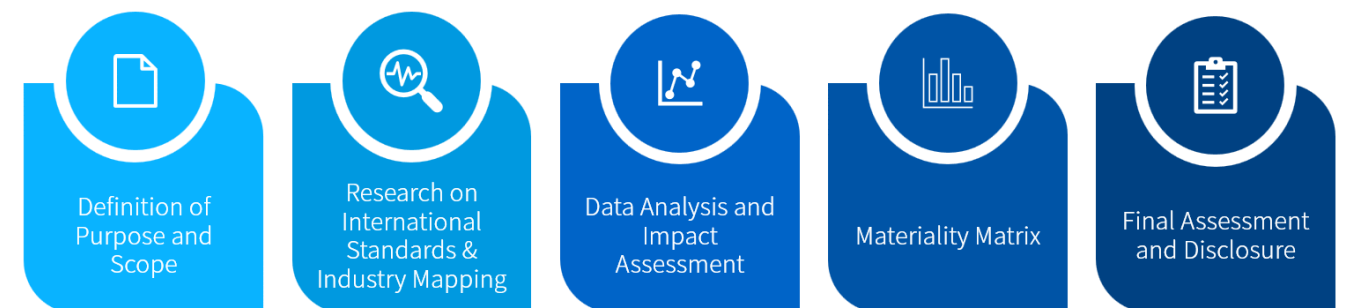
During the reporting period, PCT carried out a Double Materiality Assessment to identify, assess and prioritise the sustainability topics that are most relevant to its operations, stakeholders and long-term business resilience. The assessment was conducted in alignment with the principles of double materiality, considering both:

- the impacts of PCT's activities on the environment, society and stakeholders ("impact materiality"); and
- the financial risks and opportunities that sustainability-related matters may create for the Company's performance, business model, operational continuity and long-term value creation ("financial materiality").

The Double Materiality Assessment (DMA) builds on PCT's previous materiality work and reflects the Company's intention to continuously strengthen the integration of sustainability principles into its business strategy, governance and risk management processes.

Methodological Approach

PCT followed a structured methodology combining desk-based analysis, peer and sector benchmarking, stakeholder-informed assessment and internal validation. The process was designed to ensure that the final list of material topics reflects both the Company's operational reality and the evolving expectations of stakeholders, regulators and the broader port and logistics sector.



Double Materiality Assessment Results

Through its Double Materiality Assessment, PCT identified 15 material sustainability topics across the environmental, social and governance dimensions. These reflect both the company's impacts on people and the environment and the sustainability-related risks and opportunities affecting its long-term value creation. Priority topics include climate change, greenhouse gas emissions, employee health and safety, labour standards, human rights, transparency and compliance, and data protection and cybersecurity.



These results indicate that PCT’s sustainability priorities are concentrated across three main dimensions:

Dimension	Key Priorities
Environmental	Greenhouse gas emissions management, energy management, climate change adaptation, water resources, biodiversity and ecosystems, waste management and circular economy.
Social	Employee health and safety, labour standards, human rights protection, employee training and development, dialogue and interaction with local communities.
Governance	Transparency and compliance with laws and regulations, business ethics and integrity, data protection and cybersecurity, and corporate governance.

The Company will continue to monitor these topics and integrate them into its ESG management approach, aiming to strengthen operational resilience, enhance transparency, respond to stakeholder expectations and support sustainable value creation.

Integration into Strategy and Future Priorities

The outcomes of the Double Materiality Assessment provide PCT with a clear framework for prioritising ESG topics and integrating sustainability considerations into its strategic and operational decision-making. The findings support the Company’s ability to identify risks and opportunities, understand its impacts, respond to stakeholder expectations and enhance transparency through its sustainability reporting.

Going forward, PCT will continue to use the assessment results as a basis for improving its sustainability management approach. The Company’s priorities include strengthening occupational health and safety, maintaining high standards of compliance and business ethics, enhancing cybersecurity and data protection, improving climate and environmental management and maintaining open dialogue with the communities and stakeholders connected to its operations.

By embedding the findings of the Double Materiality Assessment into its ESG strategy and reporting, PCT aims to reinforce its position as a responsible and resilient container terminal operator, contributing to the sustainable development of the port and logistics sector.

AWARDS AND HONORS

In 2025, PCT received three Gold Awards at the Hellenic Responsible Business Awards 2025, confirming the company’s ongoing commitment to sustainable development, innovation, safety, and responsible port operations.

GOLD AWARD— ESG STRATEGY OF THE YEAR

PCT received a **Gold Award** in the “**ESG Strategy**” category at the Hellenic Responsible Business Awards for its **Decarbonisation Strategy: Transitioning to Net-Zero by 2050**. This distinction recognizes the company’s structured approach to integrating ESG principles into port operations, with a focus on climate action, clean energy, innovation, and long-term environmental performance. The strategy is based on real data and scientific tools, including Marginal Abatement Cost (MAC) analysis, which supports the evaluation of decarbonisation actions based on their cost, environmental benefit, and strategic priority. It also includes targeted actions such as equipment electrification, renewable energy investments, and shore power, supporting the gradual transition of PCT’s operations toward a lower-carbon model.

GOLD AWARD — BUSINESS TRANSFORMATION & SUSTAINABLE DEVELOPMENT

PCT also received a **Gold Award** in “**Business Transformation & Sustainable Development – Green Innovation**” category at the Hellenic Responsible Business Awards 2025 for its **Decarbonisation Strategy: Transitioning to Net-Zero by 2050**. This distinction recognizes the way in which the company’s climate strategy is connected not only with environmental performance, but also with the broader transformation of its operating model. The awarded strategy supports the modernization of port infrastructure through data-driven decision-making, the prioritization of low-emission interventions, and the gradual integration of cleaner technologies into daily port operations. By linking decarbonisation with operational efficiency, infrastructure resilience, and long-term sustainable growth, PCT strengthens its role in the transition toward more sustainable and lower-carbon port activities.

GOLD AWARD — SUSTAINABLE TECHNOLOGY

PCT received a third **Gold Award in the “Sustainable Technology”** category for its **SMART Microclimate Forecasting Network**. This distinction recognizes the company’s use of advanced technological tools to enhance safety, operational preparedness, and climate resilience within the port environment. The network consists of 28 meteorological stations that use Artificial Intelligence and Machine Learning to provide real-time microclimate forecasts and timely alerts. Through real-time data, hourly forecasts, and customized alerts, the system supports immediate decision-making at Piers II and III, helping the company respond more effectively to changing local weather conditions. The initiative contributes to safer and more resilient port operations, while supporting PCT’s wider sustainability objectives and its vision for a smarter and greener maritime hub.

TRUE LEADER AWARD

For the 10th consecutive year, PCT was awarded the **True Leader Award**. The distinction is based on objective evaluation criteria, including profitability, staff growth, distinguished position within the company’s industry, and a high ICAP CRIF Credit Score. Through this recognition, PCT is included among the leading companies in the Greek market, reflecting its financial performance, employment contribution, sectoral position and overall business resilience.

DIAMOND OF THE GREEK ECONOMY 2025

PCT received a Diamond award at the “**Diamonds of the Greek Economy 2025**” awards by Naftemporiki. The institution recognizes leading companies in the Greek market that stand out based on specific evaluation criteria, including financial performance, investments and employment. PCT received its Diamond award, confirming its position among companies demonstrating business excellence, strong economic performance and contribution to the Greek economy.

GREEK BUSINESS CHAMPION “GROWTH & INVESTMENTS” PROTAGONISTS OF THE GREEK ECONOMY 2025

PCT was distinguished as a **Greek Business Champion** during the “**Protagonists of the Greek Economy 2025**” awards in the category “Growth & Investments”. PCT was included among the “champions” in Greek business according to the evaluation criteria of the specific category.



ESG TRANSPARENCY INDEX — SILVER AWARD

PCT received a **Silver distinction in the ESG Transparency Index**, presented by Forbes Greece in collaboration with EY Greece and Net Zero Analytics. The ESG Transparency Index assesses the level of transparency and quality of ESG disclosures among the largest companies in Greece, based on publicly available information and specific disclosure criteria. This distinction highlights PCT’s progress in strengthening ESG transparency, structured sustainability reporting and the public disclosure of information related to environmental, social and governance matters.

MEMBERSHIPS AND CHARTERS

NATIONAL COUNCIL FOR LOGISTICS DEVELOPMENT AND COMPETITIVENESS

PCT participates in the institutional dialogue on the development and competitiveness of the Greek logistics sector through its representation in the National Council for Logistics Development and Competitiveness. The Council serves as an advisory and coordination body on key issues related to logistics, supply chain efficiency, intermodal connectivity and the contribution of the sector to national economic development. PCT’s participation reflects its strategic role within the Greek maritime and logistics ecosystem and its contribution to the development of Piraeus as a key gateway for international trade

CSR HELLAS

PCT is a member of CSR Hellas, the Greek network for Corporate Social Responsibility. This membership connects the company with a national platform that promotes responsible entrepreneurship, sustainable development and the integration of Corporate Social Responsibility principles into business strategy and operations. Through its participation in CSR Hellas, PCT strengthens its engagement with responsible business practices and initiatives that support society, local communities and sustainable development.

GREEK CHINESE ECONOMIC CO OPERATION

PCT is a member of the Greek-Chinese Economic Cooperation, reflecting its role in strengthening Greek-Chinese business partnership and its strategic position in maritime logistics. As the operator of Piers II and III at the Port of Piraeus, PCT contributes to the development of Piraeus as an important container terminal and logistics hub, connecting Europe, the Mediterranean, the Black Sea, the Middle East and Africa. This membership further highlights the company's contribution to international trade, logistics connectivity and economic cooperation.

INTERNATIONAL MARITIME UNION IN GREECE

PCT is also connected with the International Maritime Union in Greece, a non-profit professional union with a long-standing presence in the Greek maritime sector. The Union represents a broad part of the shipping agency community active in Greek ports, including agencies representing international container shipping lines, cruise ships and car carriers. PCT's connection with this maritime network supports its engagement with key stakeholders of the shipping and port ecosystem and reinforces its role within the broader maritime community of Piraeus and Greece.

ALLIANCE FOR GREECE

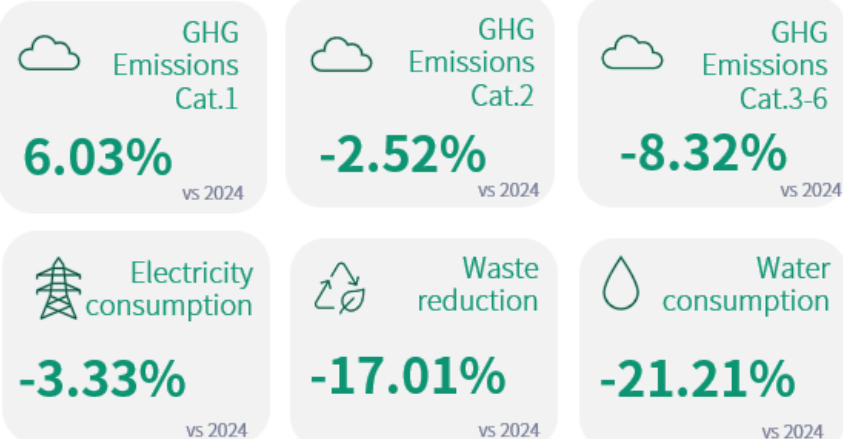
PCT is an active member of the Civil Non-Profit Company "ALLIANCE FOR GREECE", raising awareness among the public, and especially the business world, of the need to promote programs that will contribute to the development and promotion of the country's productive resources and the qualitative upgrading of the services provided, while also maximizing social benefit through raising awareness in Greek society.

2025 ESG PERFORMANCE HIGHLIGHTS



ENVIRONMENT

Advancing decarbonization and strengthening energy efficiency performance



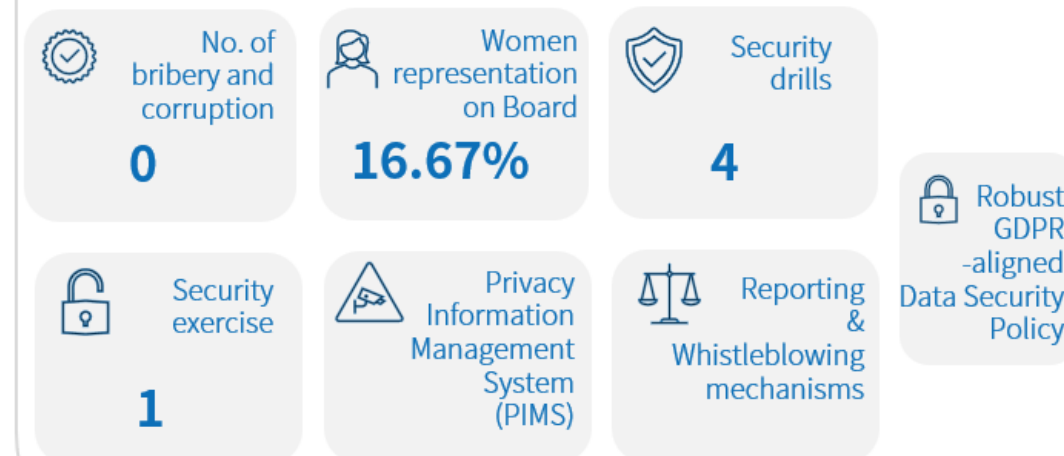
SOCIAL

Supporting employee wellbeing through robust health and safety practices



GOVERNANCE

Uploading the highest standards of ethics, transparency and accountability



OUR COMMITMENT



Responsible Operations



Environmental Stewardship



Social Impact



Strong Governance

Creating long term value for our people, the environment and our communities.

2 ENVIRONMENT

Response to the UN SDGs



● Energy Management	page 15
● Greenhouse Gas Emmissions Management	page 15
● Decarbonisation Strategy	page 19
● Waste Management and Circular Economy	page 20
● Water Consumption and Management	page 21

ENERGY MANAGEMENT

During 2025, electricity consumption across PCT's facilities reached **46,061,105 kWh**, representing a decrease of approximately **3.33% compared to 2024**, when total consumption stood at **47,648,497 kWh**. This reduction reflects continued efforts to optimise energy use and improve operational efficiency across terminal activities.

In parallel, electricity consumption per employee improved from **136,920.97 kWh/employee in 2024 to 131,980.24 kWh/employee in 2025 (-3.61%)**, indicating a more efficient allocation of energy relative to workforce levels.

During the same period, TEU volumes decreased by approximately 5.95%, alongside the reduction in total electricity consumption. Electricity intensity per TEU increased by 2.79%, reflecting differences in the rate of change between operational activity and energy use.



GREENHOUSE GAS EMISSIONS MANAGEMENT



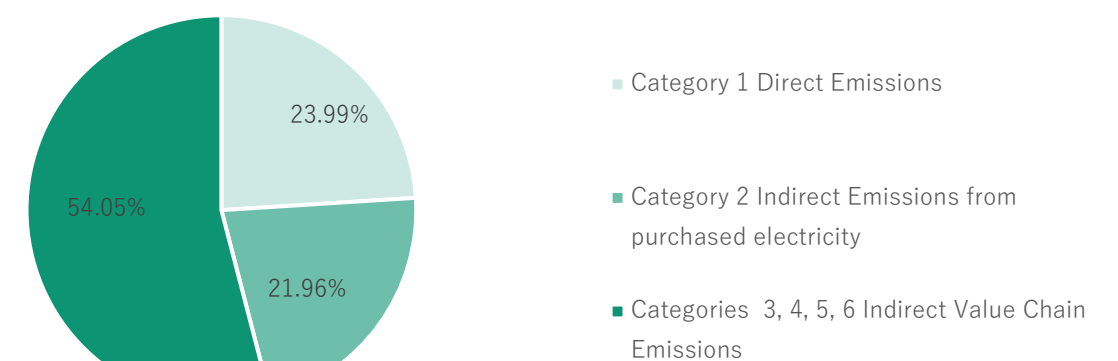
In accordance with **ISO 14064-1:2018**, PCT has developed and maintained a greenhouse gas (GHG) inventory covering all emission sources under its operational control, including direct emissions, energy-related indirect emissions, and value chain emissions. The carbon footprint* is independently verified in accordance with **ISO 14064-3:2019**, ensuring the accuracy, consistency, and completeness of the reported greenhouse gas data.

For the reporting year 2024 & 2025, the verification was performed by TÜV HELLAS (TÜV NORD).

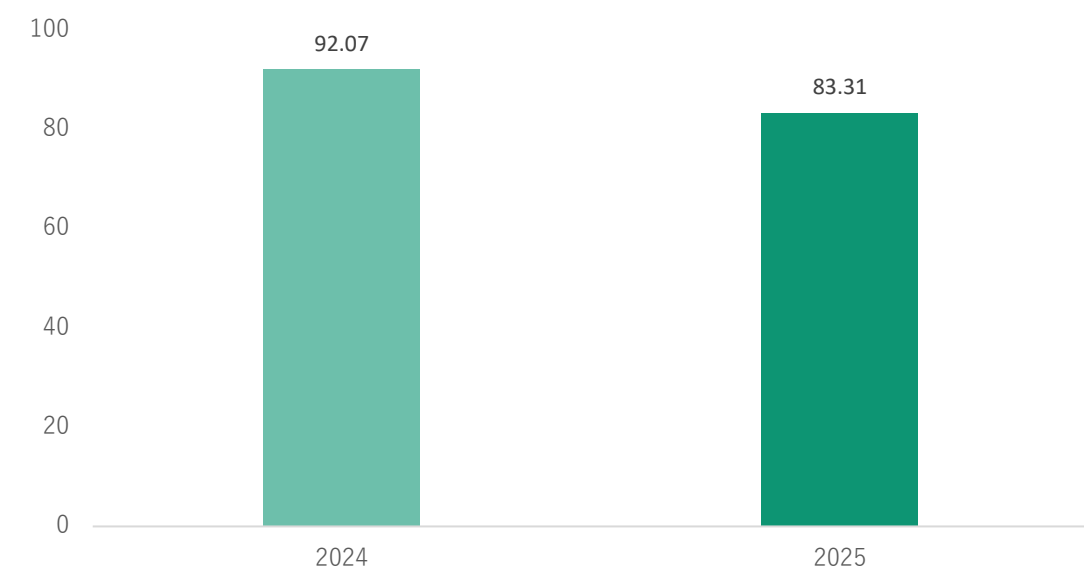
In 2025, PCT's total greenhouse gas emissions amounted to 57,627.43 tCO₂e, covering Categories 1 to 6. Category 1 emissions (direct emissions) totalled 13,825.82 tCO₂e, while Category 2 emissions (energy-related indirect emissions) amounted to 12,655.80 tCO₂e, showing a balanced contribution between direct operational activities and energy consumption. Category 2 emissions calculated using a location-based approach amounted to 16,623.20 tCO₂e, reflecting the average emissions intensity of the electricity grid. Emissions from Categories 3–6 (value chain emissions) reached 31,145.81 tCO₂e, representing

the largest share of the total footprint¹ and reflecting indirect emissions from upstream and downstream activities. The level of assurance selected is reasonable (Certificate Registration No. 071 26 0029, Audit Report No. GHG.0079/09.09.2026, dated 11.09.2026).

2025 Carbon Footprint Breakdown by Category

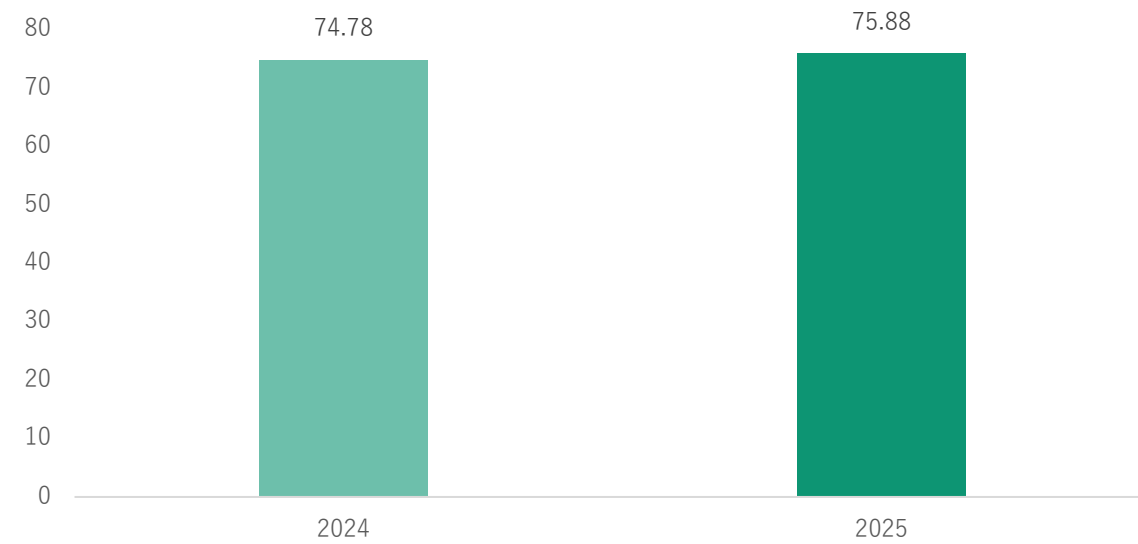


GHG Intensity – Category 1 & 2 Emissions (tCO₂e)/€ million turnover

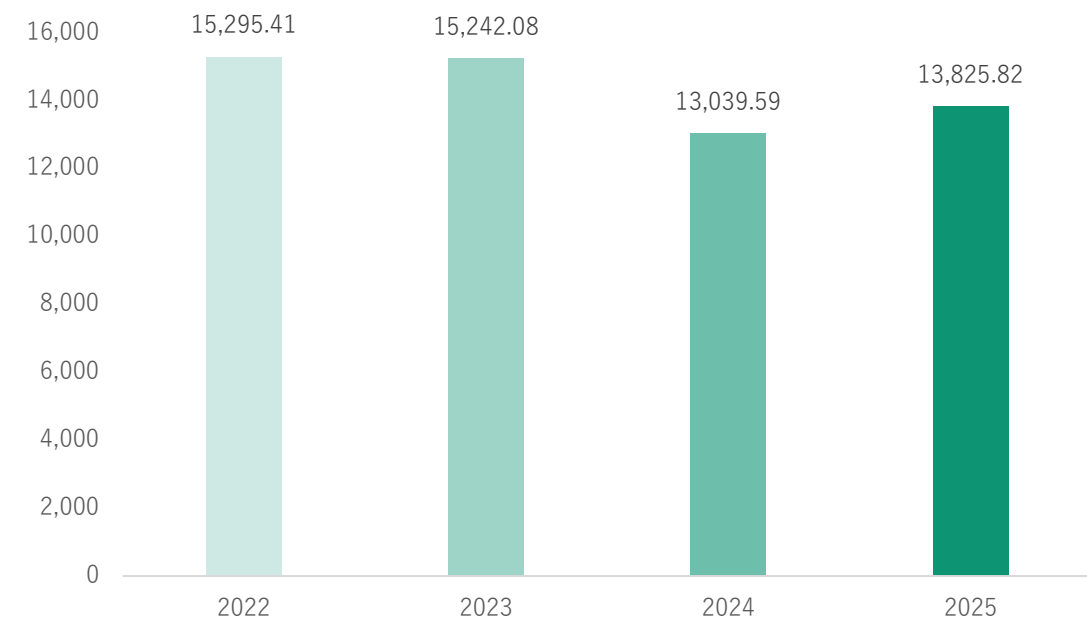


¹ **Carbon footprint:** the total amount of greenhouse gas emissions generated directly and indirectly by a person, product, activity or organization.

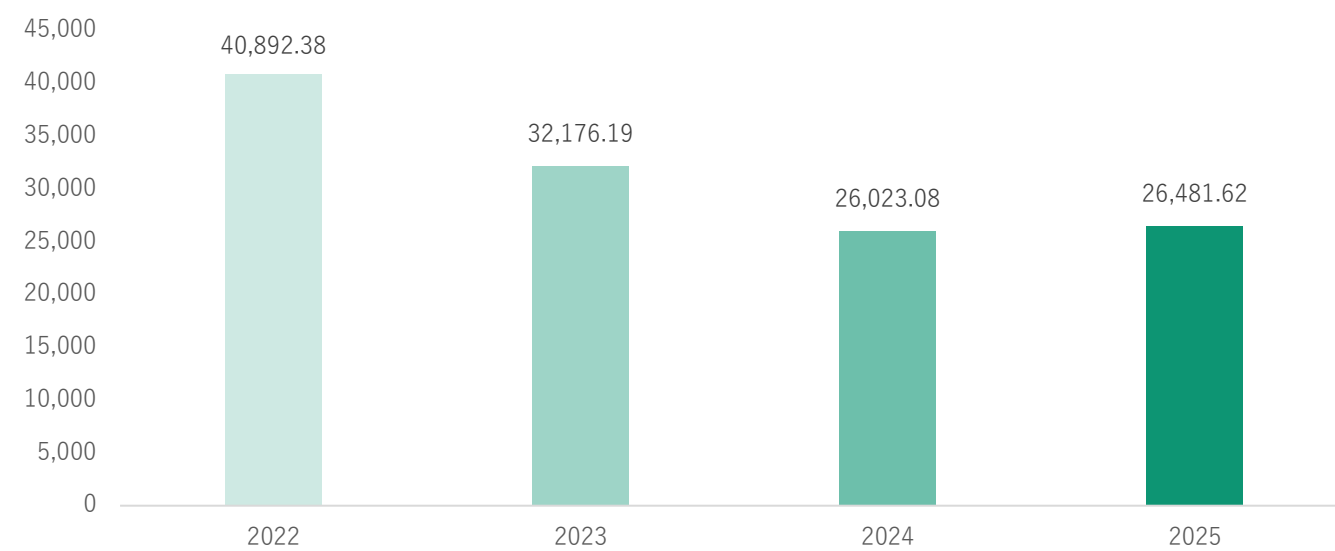
GHG Intensity – Total Category 1 & Category 2 Emissions
(tCO₂e/employee)



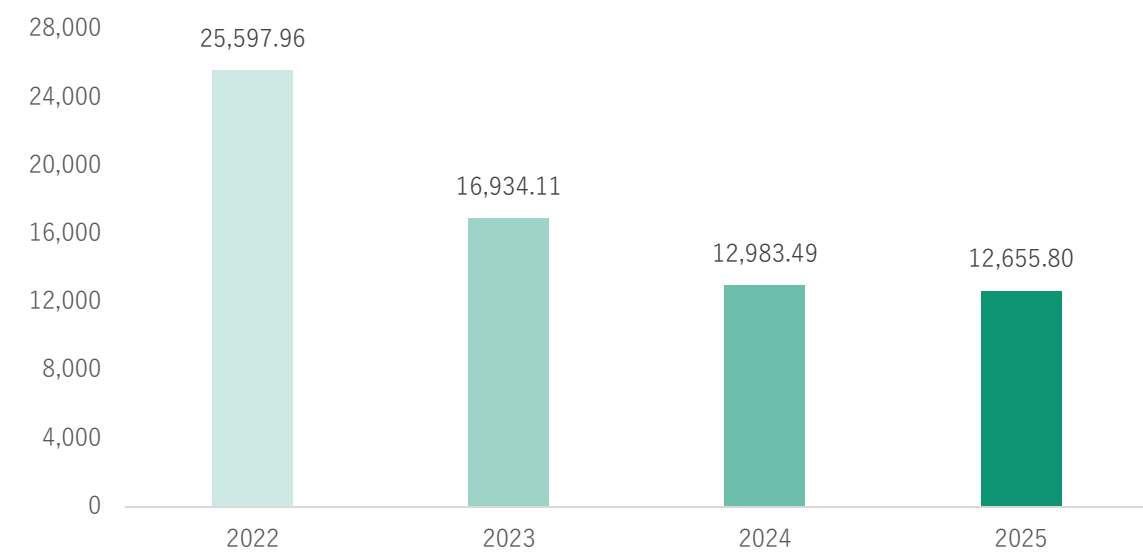
Trend in Category 1 Emissions (tCO₂e)



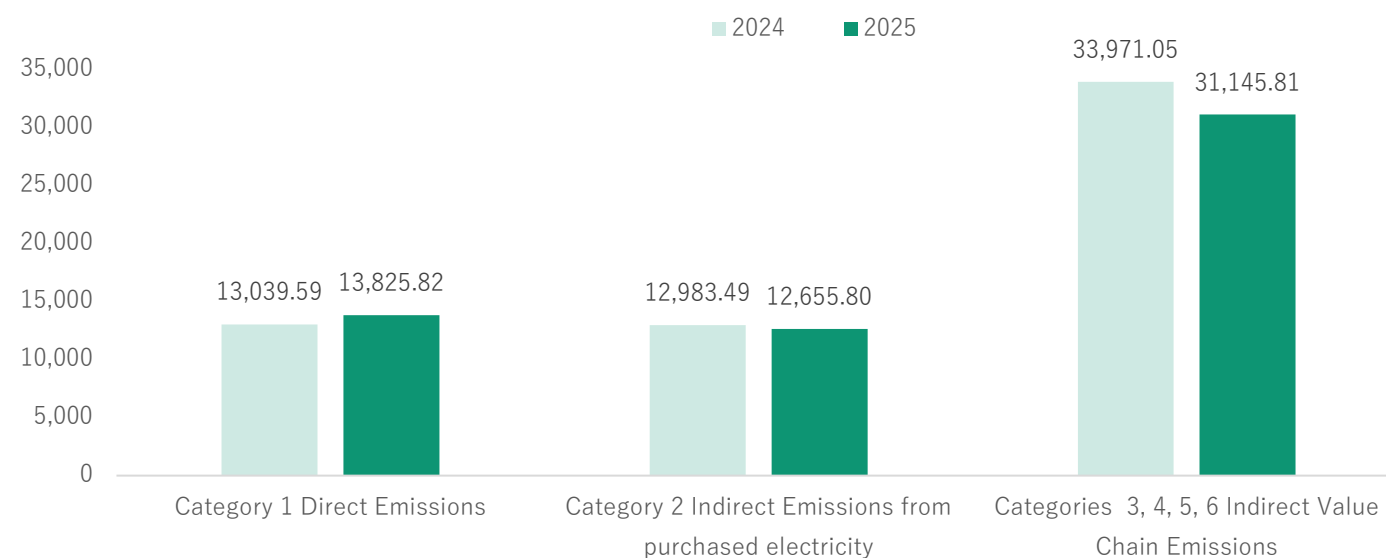
Trend in Total Category 1 & Category 2 Emissions (tCO₂e)



Trend in Category 2 Emissions (tCO₂e)



Carbon Footprint Reduction (tCO₂e) Trend (2024–2025)



PCT's total Category 1 emissions increased from 13,039.59 tCO₂e in 2024 to 13,825.82 tCO₂e in 2025, representing a year-on-year increase of approximately 6.03%. This increase does not reflect a corresponding rise in the actual quantity of diesel consumed or a material change in PCT's operational activities. Rather, it is primarily attributable to the application of updated official emission factors issued by the Hellenic Ministry of Environment and Energy (ΥΠΕΝ) for the 2025 reporting year. The 2024 emissions were verified on 27 October 2025, under verification reference No. TH-EKN-0044, using the 2024 emission factors published by ΥΠΕΝ and applicable at the time of verification. The methodological change primarily affected diesel consumed by machinery and operational equipment. The CO₂ emission factor remained unchanged at 73.23 tCO₂/TJ, while the CH₄ emission factor decreased from 5.57 to 4.15 kg CH₄/TJ. However, the N₂O emission factor increased substantially from 1.58 to 28.60 kg N₂O/TJ. At the time of writing, the revised factors incorporate the latest available scientific data and updates to the National Greenhouse Gas Inventory methodology. Consequently, the same or a comparable quantity of diesel results in a higher calculated CO₂e value. The year-on-year increase should therefore be interpreted primarily as a methodological effect, rather than as evidence of increased diesel consumption or a deterioration in PCT's operational carbon performance.

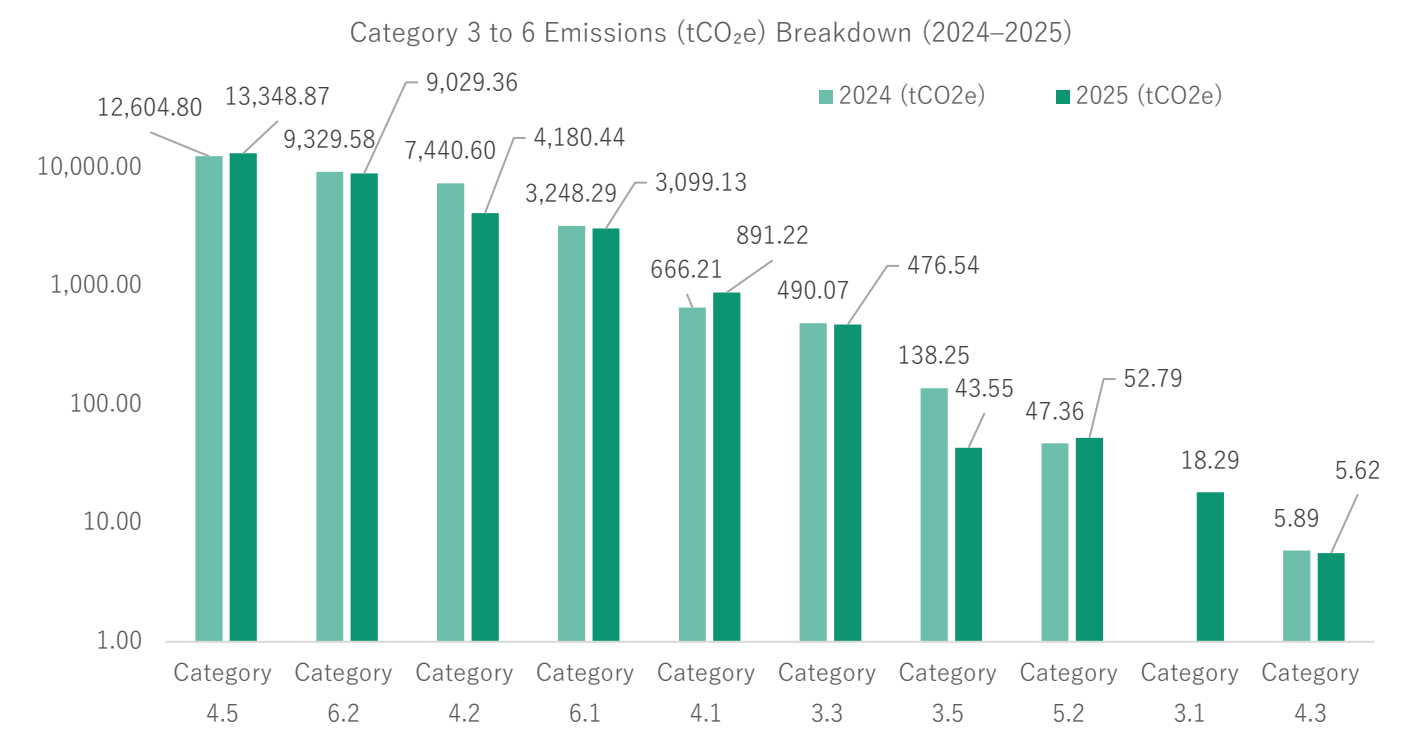
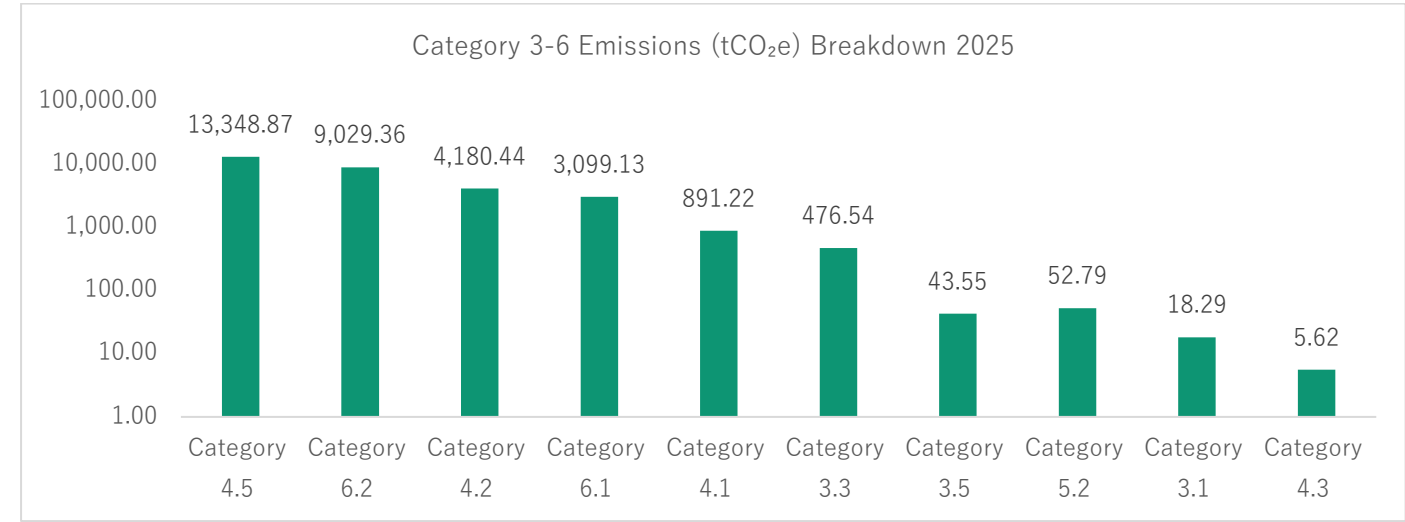
The inventory of value chain emissions (Categories 3–6) for 2024 and 2025 is presented in the corresponding table. In 2025, the inventory was expanded to include Category 3.1, while the remaining categories are considered out of scope for PCT's reporting boundary.

² The base year remains 2024 for all indirect value chain Categories 3 to 6. Category 3.1 was quantified for the first time in the 2025 reporting period; its emissions amount to just over 18 tonnes CO₂e, which is not significant relative to Categories 3 to 6 or to the total carbon footprint. As these emissions are negligible, the baseline has not been changed to 2025.

Category ²	Category Name	2024 (tCO ₂ e)	2025 (tCO ₂ e)
Cat. 4.5	Category 4.5 - Emissions from the use of services	12,604.80	13,348.87
Cat. 6.2	Category 6.2 - Emissions from grid losses, emissions from electricity generation and T&D losses	9,329.58	9,029.36
Cat. 4.2	Category 4.2 - Emissions from Capital goods	7,440.60	4,180.44
Cat. 6.1	Category 6.1 - Upstream Emissions from extraction/refining/transportation of the raw fuel sources	3,248.29	3,099.13
Cat. 4.1	Category 4.1 - Emissions from Purchased goods	666.21	891.22
Cat. 3.3	Category 3.3 - Emissions from Employee commuting	490.07	476.54
Cat. 3.5	Category 3.5 - Emissions from Business travels	138.25	43.55
Cat. 5.2	Category 5.2 - Emissions from downstream leased assets	47.36	52.79
Cat. 3.1	Category 3.1 - Emissions from Upstream transport and distribution for goods	-	18.29
Cat. 4.3	Category 4.3 - Emissions from the disposal of solid and liquid waste	5.89	5.62

More specifically:

- ✓ Category 1 emissions increased by 6.03%, despite a decrease in direct fuel consumption, primarily due to revisions to the national emission-factor methodology.
- ✓ Category 2 emissions decreased by 2.52%, in line with lower electricity consumption, despite a marginal increase in the applicable market-based electricity emission factor compared with 2024.
- ✓ Categories 3–6 decreased by 8.32%, influenced by changes in upstream and downstream activity levels
- ✓ Direct and energy-related emissions per employee remained broadly stable year on year, standing at 75.88 tCO₂e per employee in 2025 compared with 74.78 tCO₂e in 2024.
- ✓ Direct and energy-related emissions per turnover decreased by 9.51%, meaning the company generates more economic value with lower carbon emissions
- ✓ Value chain emissions per turnover decreased by 14.58%, meaning the value chain produces fewer emissions per unit of revenue, reflecting improved efficiency across upstream and downstream activities.



GREENHOUSE GAS EMISSION REDUCTION TARGETS & PROGRESS

PCT's emissions reduction trajectory is aligned with both the Greek Climate Law (4936/2022) and the EU Climate Law (Regulation 2021/1119). The Company has adopted the following decarbonisation targets:

- 10% reduction by 2025 (vs. 2022 baseline)
- 30% reduction by 2030
- 60% reduction by 2040, with the ambition of achieving climate neutrality by 2050

PCT has already achieved its 10% (2025) and 30% (2030) emission reduction targets ahead of schedule, demonstrating strong progress in its decarbonisation trajectory.

Year	Total Emissions: Cat.1 & Cat.2 (tCO ₂ e)	Change vs Previous Year	Change vs 2022
2022	40,892.38	-	Baseline
2023	32,176.19	-21.30% vs 2022	-21.30%
2024	26,023.08	-19.12% vs 2023	-36.36%
2025	26,481.62	1.76% vs 2024	-35.24%

The slight year-on-year increase in 2025 emissions was driven by updated national emission factors, which were higher than those applied in 2024, rather than by increased fuel or electricity consumption. In fact, both diesel and electricity consumption decreased during the year, reflecting PCT's continued energy optimisation efforts, including:

- Improved transport and warehousing logistics, reducing unnecessary movements and enhancing operational efficiency.
- Reduced energy intensity per container, achieved through improved handling practices and equipment performance.
- Enhanced electricity management and demand monitoring through telemetry systems.

DECARBONISATION STRATEGY

In 2024, PCT advanced its climate agenda by developing a comprehensive decarbonization strategy, marking a critical step towards its long-term ambition of achieving net-zero emissions by 2050. The strategy was the result of a systematic process combining emissions inventory analysis, literature review, international benchmarks, and in-depth assessment of port-sector decarbonization pathways. The process initially focused on the identification of PCT's most significant greenhouse gas emission sources across Category 1 and Category 2, drawing on verified inventories and operational data. This baseline mapping enabled the company to understand the activities with the highest contribution to its carbon footprint, particularly diesel-powered terminal equipment and purchased electricity, thereby ensuring that priority areas were clearly defined from the outset. Building on this baseline, in 2024 PCT conducted a review of international experience and best practices in port decarbonisation, focusing on measures relevant to Category 1 and Category 2 emissions. This literature and benchmark review included measures tested or implemented by leading ports and container terminal operators worldwide, enabling PCT to identify actions most relevant to its facilities, operations, and regulatory environment. From this process, several

decarbonization action areas were highlighted, including digitization and optimization of operations, energy efficiency improvements, renewable energy integration, and progressive fleet electrification.

In 2025, following the availability of value chain emissions data (Categories 3, 4, 5, 6) based on the 2024 baseline year, PCT updated its decarbonisation strategy to incorporate value chain emissions. This update expanded the strategy beyond direct operational emissions and purchased electricity, enabling a more comprehensive assessment of PCT's overall carbon footprint. The value chain emissions assessment identified upstream value chain emissions as the main area of focus, particularly emissions arising from the production and transport of capital equipment, the use of external services, and fuel- and energy-related activities. These emissions are generated by suppliers and other activities that support PCT's operations before goods and services are delivered to the terminal.

Following the incorporation of Category 3-6 emissions, PCT revisited and expanded this review to include broader decarbonisation opportunities across its supply chain and supporting activities. This updated literature and benchmark review enabled PCT to identify actions relevant to emissions occurring outside its direct operational control but linked to its supply chain and supporting activities. From this process, several decarbonisation action areas to tackle value chain emissions were highlighted, including transition to activity-based emissions and low-carbon procurement, supplier engagement, lifecycle-based purchasing, waste reduction and circular resource management, employee commuting and business travel optimisation, and the indirect reduction of upstream fuel and electricity-related emissions through fuel efficiency, energy efficiency and renewable electricity measures. PCT's decarbonisation roadmap combines actions that are already in place with additional measures planned or under investigation for the coming years. Existing actions contribute to improved emissions management across all emission categories, while future measures are intended to support further progress towards the Company's long-term net-zero ambition.

Category	Decarbonisation Action	Measures already in place
Category 1	Digitisation & Optimisation	Operational SCADA telemetry installed on diesel equipment and across the yard, used for data collection and performance monitoring Data-driven maintenance practices, including lubricant viscosity testing, following manufacturer maintenance schedules and supported by telemetry monitoring CHES software for dynamic yard truck assignment and traffic optimisation, minimising idle time and excessive energy use Double cycling through CHES pool assignment, maximising vessel and yard double cycles to reduce truck travel distance and fuel consumption. Yard truck navigation system providing internal trucks with optimal routes Quay crane positioning sensors, reducing truck manoeuvring and contributing to fuel savings Operational practice of switching off equipment and electronic devices when not in use

Category 1	Advanced low-emission diesel machinery	Stage V-compliant mobile machinery
Category 2	Energy efficiency	LED lighting upgrades Energy monitoring and operational energy-saving practices
Category 3	Employee Commuting Optimisation	A significant share of PCT's workforce is employed locally or from nearby municipalities, contributing to relatively short commuting distances.
Category 4	Reduce waste generation and increase recycling and recovery.	Waste minimisation, material segregation, recycling, energy recovery, composting and landfill minimisation.

Category	Decarbonisation Action	Measures underway / under investigation
Category 1	Electrification of terminal equipment powered by grid electricity	Progressive electrification of terminal equipment where technically and commercially feasible, together with phased deployment of the associated charging infrastructure. Further electrification is foreseen in subsequent phases, subject to approval.
Categories 1 & 2	Automation and scheduling systems	Deployment of automated yard crane scheduling to reduce idle time and rehandling movements Systematic deployment of the dual cycle algorithm Further expansion of double cycling and quay crane optimisation Optimised routing of external trucks through the eHUB application. Additional weighing capability to reduce container reallocation movements.
Category 2	Renewable Energy Integration	Rooftop solar photovoltaic (PV) systems are being considered for future implementation.

Category 3–6 value chain emissions are under evaluation for decarbonisation actions based on feasibility and emissions reduction potential.

PCT's decarbonisation approach is aligned with the Environmental Terms Approval for the overall Port of Piraeus project, as set out in Decision No. 104050/17.05.2006 and subsequently renewed and amended by Ministerial Decision Ref. No. Υ Π Ε Ν / Δ Ι Π Α /94701/5991 (Α Δ Α: Ε Γ 2Κ4653Π8-Π Β Θ, 11.12.2020). In particular, section 4.5.9 requires the gradual replacement of diesel-powered off-road mobile equipment with electric or other low-emission alternatives. In line with this requirement, PCT continues to renew its fleet through the procurement of Stage V-compliant machinery while progressing preparations for the future deployment of electric equipment and the associated charging infrastructure.

WASTE MANAGEMENT & CIRCULAR ECONOMY

Effective waste management is a key element of PCT's environmental management approach and supports the Company's efforts to minimise environmental impacts, improve resource efficiency and promote more circular practices across its operations.

Within this framework, PCT has developed and implements a dedicated Vessels' Waste Management Plan, approved by the competent national authority and aligned with key European and international frameworks, including Directive 2000/59/EC, Directive 2008/98/EC, Greek Law 4042/2012 and the MARPOL 73/78 Convention. The Plan ensures the provision of adequate port reception facilities and establishes procedures for the reception, segregation and environmentally sound management of ship-generated waste and cargo residues.

Building on this operational framework, Piraeus Container Terminal integrates circular economy principles into its sustainability strategy. The Company applies a structured waste management framework that supports separate collection, appropriate management and recovery of waste streams generated by terminal and vessel operations, contributing to a more circular operating model.

WASTE REDUCTION

Waste reduction is a central element of PCT's circular economy approach. The Company aims to minimise waste generation across port and terminal activities through source reduction, optimised material use, process control and improved operational planning. This approach supports the reduction of waste at the point of generation and contributes to a more resource-efficient operating model.

In 2025, total waste generated from terminal and vessel operations amounted to 16,354.57 tn, representing a 17.01% decrease compared with 2024. This reduction was mainly driven by the decrease in hazardous waste (-21.44%); at the same time, non-hazardous waste increased by approximately 36.33%, reflecting changes in the composition of waste generated during the reporting year.

PCT is dedicated to reducing the environmental effects associated with high-risk waste fractions, including oil residues and other ship and terminal waste streams. Through controlled reception, collection, storage, treatment and final disposition pathways, the Company works with specialised partners to reduce disposal dependency and support improved recovery performance.

These practices support improved environmental due diligence and help reduce the environmental effects associated with waste generation and management.



WASTE SEGREGATION, TREATMENT & RECYCLING

PCT regulates the segregation, storage and treatment of waste generated from terminal activities and vessel-related operations. Hazardous and non-hazardous waste streams are managed separately, with appropriate controls for interim storage, transportation and final treatment. This approach supports safe waste handling and helps ensure that each waste stream is directed towards the most appropriate treatment route.

The Company promotes sustainable management practices, aiming to maximise recovery and ensure that waste is managed through suitable treatment, recovery and disposal channels. Collection and handling activities are carried out by specialised contractors, while transport, recovery, treatment and disposal are performed by licensed and certified waste management operators authorised by the competent authorities.

Consistent with its circular economy approach, PCT seeks to maximise waste recovery and minimise disposal wherever operationally feasible. Recycling therefore remains the Company's primary waste treatment route, while only a small proportion of waste is directed to energy recovery, composting & incineration and minimal amounts are sent to landfill. The

waste treatment routes for 2024 and 2025 are presented below. Recycling remained the Company's dominant waste treatment route in 2025, as it was in 2024, while the overall volume of waste decreased in 2025.

In 2025, a total of 16,354.57 tonnes of waste was managed through different treatment routes. Recycling was the primary treatment method, accounting for 15,169.75 tonnes, or approximately 92.8% of the total waste treated. Incineration represented 960.84 tonnes (5.9%), while 158.18 tonnes (1.0%) were directed to composting. Landfill disposal was limited to 62.54 tonnes, corresponding to approximately 0.4% of the total. Overall, the distribution of treatment routes demonstrates that the vast majority of waste was diverted from landfill and managed through recycling and other treatment methods.

WATER CONSUMPTION & MANAGEMENT

RESOURCE MANAGEMENT AND UTILISATION

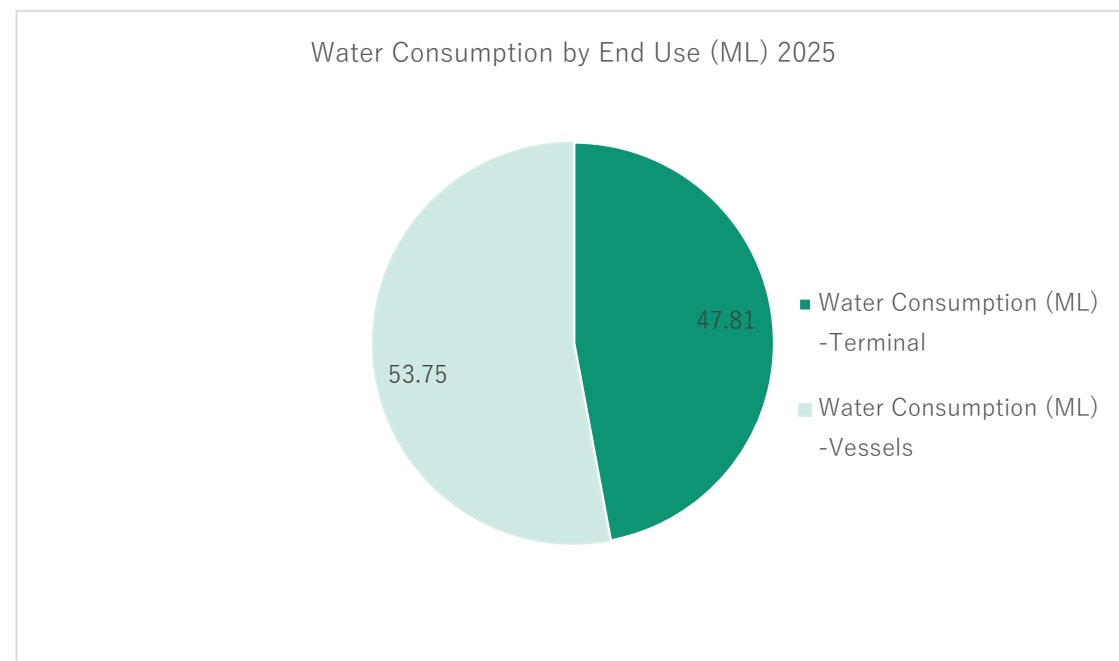
Piraeus Container Terminal integrates responsible water management into its environmental strategy, prioritising efficiency, operational control, and the protection of surrounding ecosystems. In alignment with its commitment to environmental stewardship and operational excellence, the company continuously seeks to optimize water use across all activities while safeguarding both marine and terrestrial environments.

WATER CONSUMPTION & OPERATIONAL USE

Water at PCT is exclusively supplied by the Athens Water Supply and Sewerage Company (EYDAP), with no abstraction from surface water, groundwater, seawater, or any self-generated sources. Water is used primarily for sanitary and domestic purposes across offices, employee facilities, and operational support infrastructure, including landscape irrigation and fire safety systems. In addition, water is supplied directly to vessels calling at the terminal.

In 2025, PCT's total third-party water withdrawal amounted to 101.57 ML, representing a significant reduction compared with 2024 (128.91 ML). This corresponds to a decrease of approximately 21.21% year-on-year, indicating improved efficiency in water use across terminal operations.

The distribution of total water consumption between water for terminal use and water supplied to vessels is presented in the chart below.



This reflects a notable shift compared with 2024, when water for terminal use constituted the larger share of total water use. In 2025, the reduction in water used for terminal operations was the primary driver of the overall decrease, falling by approximately 38.32% compared with 2024. At the same time, water supplied to vessels increased slightly, reflecting continued operational activity and stable provisioning processes.

Category	2024	2025	Change (ML)	% Change 2024-2025
Water Consumption (ML) -Terminal	77.51	47.81	-29.70	-38.32
Water Consumption (ML) -Vessels	51.40	53.75	2.35	4.57
Total Water Consumption (ML) – Terminal & Vessels	128.91	101.57	-27.35	-21.21

The observed reduction in total water consumption in 2025 occurred despite continued operational activity at the terminal, demonstrating improved resource efficiency and more optimized use of water in non-core processes. The evolution of consumption patterns indicates:

- Increasing efficiency in terminal support operations
- Stable and controlled water provisioning for vessel services
- Continued decoupling of water consumption from operational throughput

These results reinforce PCT's ongoing commitment to improving resource efficiency while maintaining high standards of service quality and operational safety.

Currently, no recycled or reused water is incorporated into operational processes; nevertheless, opportunities for circular water management may be considered in the future in alignment with the Company's sustainability strategy.

WATER MONITORING & RISK MANAGEMENT

PCT operates a metering-based water monitoring system across its facilities, enabling continuous tracking of consumption patterns and early identification of anomalies or potential inefficiencies. This system supports operational oversight and contributes to leak prevention and resource optimisation.

The terminal continues to operate exclusively in a low water-stress geographical area and does not rely on water-intensive production processes, resulting in a limited exposure to water scarcity risks. Accordingly, water remains a supporting utility rather than a critical input to core business activities.

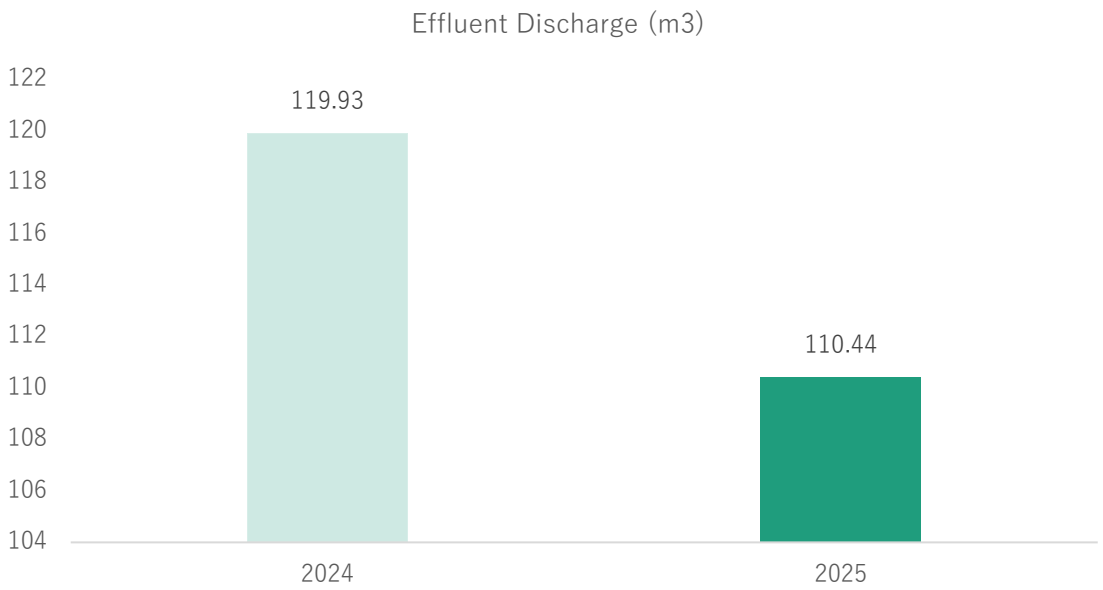
WASTEWATER DISCHARGES

Although Piraeus Container Terminal does not generate significant volumes of industrial wastewater, it continues to apply strict wastewater management procedures in line with applicable environmental regulations and best practices. Wastewater generated from building facilities is collected in sealed septic systems and managed through regular servicing by licensed contractors, while sanitary effluents are collected and transported by specialized external service providers using sewage tankers.

In 2025, total effluent discharge amounted to 110.44 m³, compared to 119.93 m³ in 2024, reflecting a year-on-year reduction. Despite this decrease in overall volume, the wastewater management approach remained stable and fully compliant, ensuring that no direct discharge into surface water bodies or the marine environment occurs. This reinforces PCT's continued commitment to the protection of surrounding eco systems and the maintenance of high environmental standards.

All wastewater is managed and transported in accordance with applicable public health requirements, with final treatment and disposal conducted at certified municipal wastewater treatment facilities. This ensures that no uncontrolled discharges take place. PCT complies fully with relevant EU directives, Greek environmental legislation, the Environmental Terms Approval for the Port of Piraeus project, as well as applicable port authority and municipal water management regulations.

PCT continues to apply established spill prevention, containment, and response procedures, aiming to minimize the likelihood and severity of environmental incidents. The systematic recording of spills and releases supports the company's efforts to strengthen operational controls, improve preparedness, and reduce potential impacts on the surrounding environment, in line with its broader environmental management and climate-related commitments.



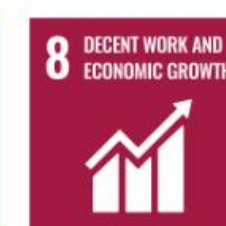
GROUP WATER FRAMEWORK ALIGNMENT

As part of the broader CSP limited, PCT benefits from group-level water stewardship frameworks and sustainability practices. The Group applies structured water risk assessment methodologies, including scenario-based analysis and portfolio-wide monitoring of water stress exposure across its terminals.

CSP’s approach includes advanced water efficiency initiatives such as digital monitoring platforms, systematic consumption tracking, and efficiency benchmarking across subsidiaries. At group level, additional practices such as water reuse systems (e.g. rainwater harvesting and non-potable reuse for cleaning and irrigation purposes) further support circular water management principles.

3 SOCIAL

Response to the UN SDGs



Employee Health & Safety	page 25
Employee Training & Development	page 26
Labour Conditions	page 27
Employee Rights	page 28
Social Responsibility & Community Engagement	page 29

EMPLOYEE HEALTH & SAFETY

PCT places the health and safety of its employees, contractors and all persons operating within its facilities at the core of its operational strategy. Providing a safe working environment and safeguarding occupational health and safety remain top priorities for the Company, in line with its “Safety comes first” approach and its commitment to prevent work-related injury and ill health across areas of activity. Through its health and safety framework, PCT seeks to protect its workforce, strengthen operational resilience and foster a strong safety culture across its operations.

This commitment is supported by an integrated framework of policies, risk assessments, Standard Operating Procedures, emergency and first-aid arrangements, contractor controls, training requirements and permit-to-work controls. Through this framework, PCT seeks to ensure that health and safety considerations are embedded into daily operations, decision-making processes and the wider management of the terminal.

PCT has developed and implements a structured occupational health and safety management system aimed at identifying, assessing and controlling risks within the terminal. The system includes safety policies, preventive and corrective measures, day-to-day safety monitoring, safety audits and continuous improvement mechanisms. A dedicated Health & Safety Department supports day-to-day monitoring, inspections, incident follow-up, risk control and continual improvement. In accordance with applicable requirements, PCT is also supported by the designated Safety Technician and Occupational Physician, who advise management and employees on prevention, workplace conditions and occupational health.

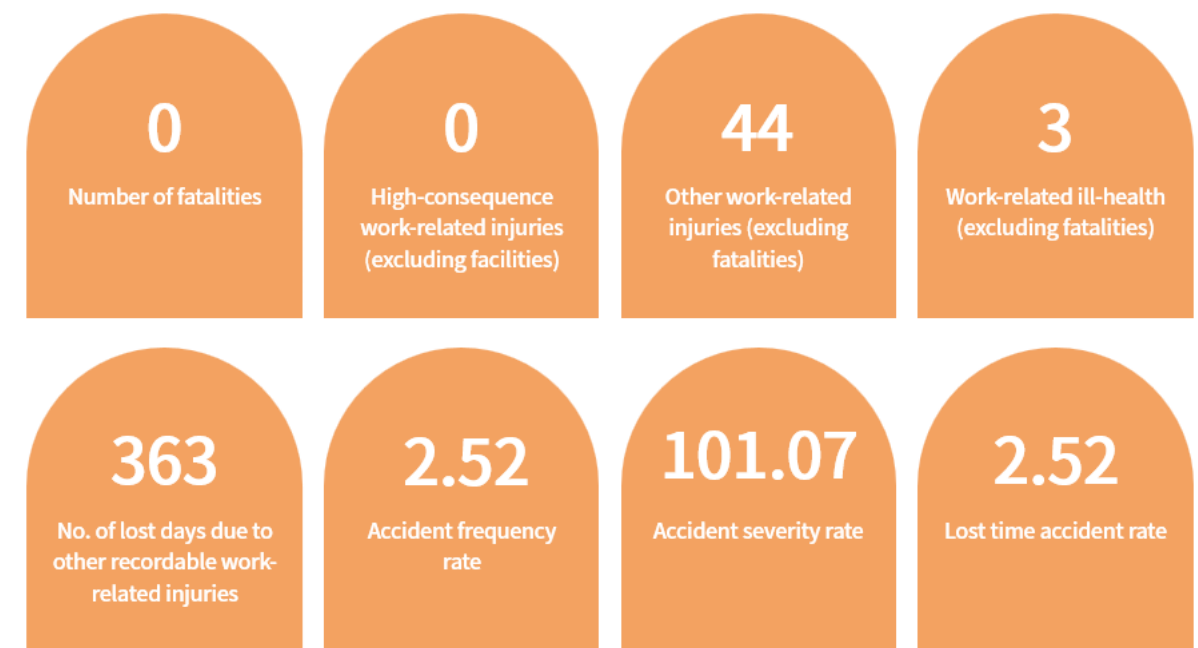
Risk assessment and management remain central to PCT’s occupational health and safety approach, supporting the systematic identification, evaluation and mitigation of workplace risks across its operations. Risk assessments follow a structured methodology that includes hazard identification, consideration of exposed worker groups, risk evaluation and prioritisation, application of the hierarchy of controls, implementation of preventive measures, and the periodic review of previous assessments. This process covers the full range of work performed within the facilities, including traffic controls, crane operations, the use of equipment and lifts, maintenance activities, employee shifts, work performed within buildings, loading and unloading activities, security operations, patrols, control tower operations, container checks and cleaning services.

PCT applies the hierarchy of controls to prevent machinery-, equipment- and facility-related incidents, giving priority to elimination, substitution and engineering controls, followed by administrative measures and personal protective equipment. The Company is responsible for providing employees with the necessary protection and prevention services, supervising facility conditions, maintaining and monitoring the safe operation of machinery and infrastructure, informing and training employees on health and safety risks, and notifying the competent authorities of any accidents, where required.

During 2025, PCT further prioritised actions aimed at strengthening compliance, operational control and prevention, reflecting its continued commitment to enhancing safety performance and fostering a proactive safety culture. Key initiatives included the preparation for the ISO 45001 Occupational Health and Safety Management System, the development and initial implementation of an Electronic Permit-to-Work system, the revision of risk assessments, the enhancement of digital learning support, and the continued use and improvement of surveillance and monitoring tools to support timely intervention and compliance.

Training and awareness remain essential to PCT’s safety culture. The Company mandatory health and safety training to PCT employees and relevant contractor personnel, where applicable, and promotes continuous awareness so that personnel understand the applicable health and safety policies, procedures, hazards and preventive measures. Beyond training, PCT also implements a health monitoring programme that is carried out according to occupational risk and job requirements, supporting prevention and employee well-being while respecting medical confidentiality.

In 2025, PCT demonstrated a clear improvement in its health and safety performance compared to 2024. The most significant developments were the recording of zero high-consequence work-related injuries and the substantial reduction in lost days due to recordable work-related injuries, which decreased by approximately 41%. This improvement was also reflected in the overall reduction of work-related injuries and accident-related rates, indicating fewer incidents and lower severity of outcomes. Overall, the 2025 results suggest stronger safety performance and more effective control of occupational health and safety risks, while highlighting the need for continued prevention, training, monitoring and corrective-action follow-up.



Given that external partners and subcontractors operate daily within the terminal, PCT also places strong emphasis on coordination and cooperation with third parties, recognising that a shared safety culture is essential to maintaining a safe operating environment across the terminal. PCT’s Health & Safety Department works in cooperation with the contractors’ designated Safety Technicians and health and safety representatives, with the aim of reducing work-related accidents and ensuring alignment with applicable health and safety standards. Regular coordination meetings are held with contractor organisations, while joint on-site visits are carried out to inspect the implementation of health and safety requirements. Records are maintained for these inspections and meetings, which have contributed to the identification and implementation of improvement measures.

PCT's incident management approach supports the continuous monitoring and improvement of occupational health and safety performance. The Company closely monitors the number of accidents occurring within its facilities and works systematically to improve health and safety conditions. In the event of accidents, PCT follows the applicable procedures for reporting, recording, investigating and addressing incidents, including root-cause analysis and corrective-action follow-up, while also notifying the competent authorities where required. The findings from incident monitoring are considered together with the Company's broader health and safety controls, including workplace supervision, risk assessment revisions, preventive action planning and coordination among the Health & Safety Department, management and contractors' designated safety personnel.

Emergency preparedness complements preventive controls through fire, evacuation, first-aid and severe-weather arrangements, supported by drills and cross-functional coordination. Through its management systems, preventive controls, employee training, health monitoring and cooperation with contractors, PCT continues to strengthen its health and safety culture and enhance its capacity to prevent, manage and respond to occupational health and safety risks, supporting the well-being of its workforce and the safe and reliable operation of the terminal.

EMPLOYEE TRAINING & DEVELOPMENT

PCT continues to prioritize employee training and career development as a core element of operational excellence, safety, resilience and long-term sustainability. By investing in the continuous development of its workforce, the Company seeks to strengthen employee capabilities, support business performance and respond effectively to evolving operational requirements. The Company ensures that all employees are equipped with the skills, knowledge and competencies required to perform their roles effectively and respond to the evolving needs of port operations.

PCT considers learning and development a strategic investment in its people and continuously providing a wide range of learning opportunities, focusing both on technical competencies and personal development. Personnel development is considered essential for building a successful organization that aligns employee capabilities with business objectives and operational priorities.

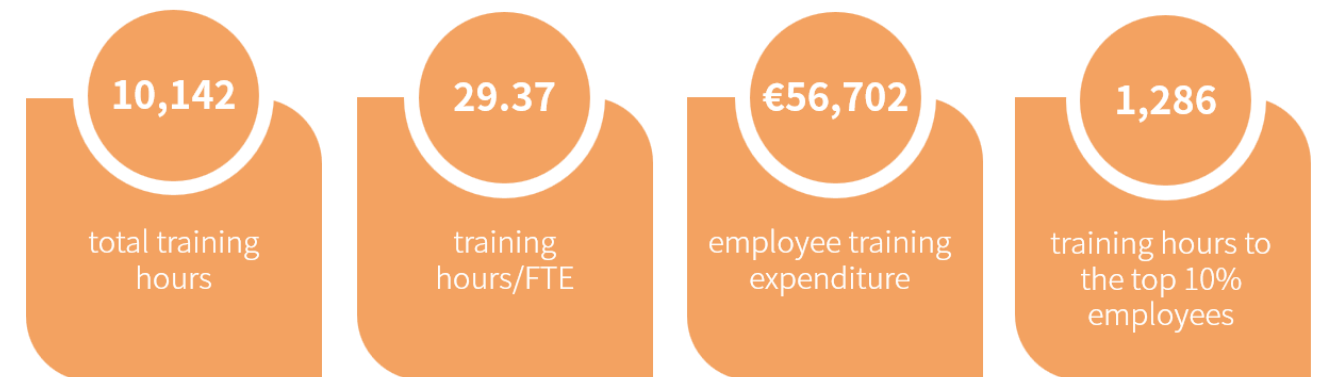
The Company's approach is structured through its Training and Development Management Process, which establishes an ongoing learning framework of workshops and seminars across its twelve departments. Training needs are identified by each department manager in cooperation with the HR manager and the managing director, while the head of personnel is responsible for the realization and coordination of training programs. Employees are required to attend the seminars organized for them in order to improve their level of training and remain up to date with new technologies.

Training planning is linked to the annual budget submission process, through which each department submits its training needs for the following year. The HR department, in cooperation with the Deputy General Manager and the Managing Director, finalizes the Company's training budget, taking into account the urgency, Category and type of training requested by each department. Training programs may be delivered either by PCT's own personnel, using internal expertise, or by external professionals and institutions for the development of specialized job-related skills.

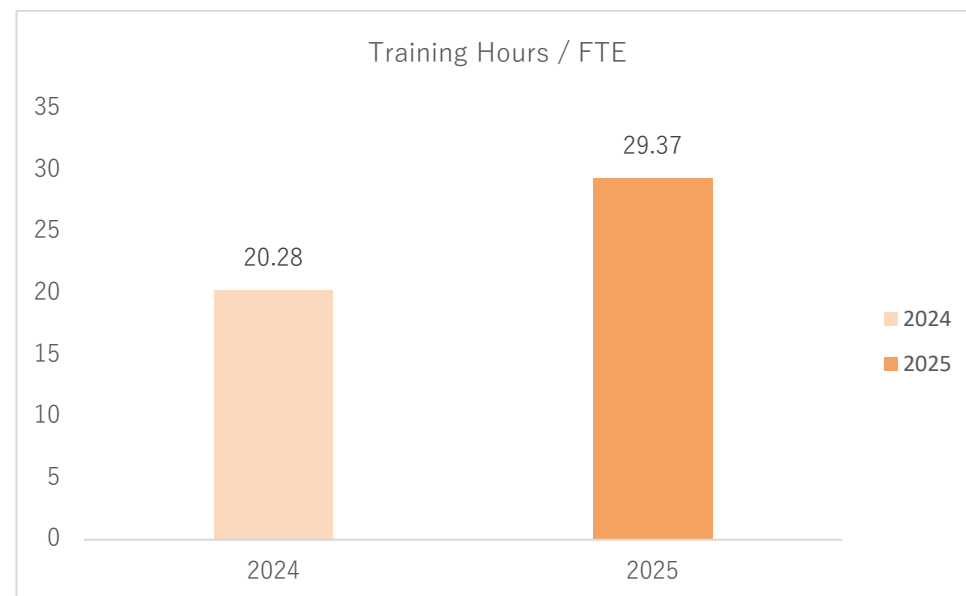
PCT's training programs cover four main categories: on-the-job training, new technology training, health and safety training, and training for employee soft skills development. These categories reflect the Company's focus on strengthening operational capability, supporting adaptation to technological developments, enhancing occupational health and safety awareness, and promoting the continuous development of its workforce.

The Company also supports the development of general skills and useful tools, job-specific competencies, and knowledge linked directly to employees' current roles or internal career development paths. In specific cases, postgraduate studies may be subsidized by the Company, provided that the studies are directly connected to the employee's position and career path, and subject to defined eligibility and retention conditions.

The effectiveness of training is evaluated through a two-phase process. First, the instructor evaluates the training upon completion. Then, the responsible supervisor assesses the employee's performance and efficiency on the job, ensuring that learning outcomes are translated into practical workplace improvements.



In 2025, PCT significantly strengthened its investment in employee development, with total training hours increasing by 44.5% compared to 2024, reaching 10,142 hours. As a result, average training hours per FTE rose by 44.8%, from 20.28 to 29.37 hours, reflecting a substantial increase in training intensity across a broadly stable workforce. This increase highlights the Company's continued commitment to equipping employees with the skills and competencies required to support operational excellence, safety and future business needs. More specific, training hours per FTE (Full Time Equivalent) increased significantly among male employees, while the corresponding indicator for female employees decreased compared to 2024, reflecting a more balanced allocation of training hours between employee groups. Overall, PCT continued to provide learning and development opportunities across its workforce, supporting employees in acquiring the skills and knowledge required for operational excellence and future business needs.



During the preparation of the 2025 Sustainability Statement, the 2024 FTE figure was recalculated following the application of an improved calculation methodology to ensure consistency and comparability between reporting periods. Consequently, the 2024 FTE value presented in this report supersedes the figure disclosed previously.

It should be noted that PCT continued to focus on comprehensive and systematic training on security and occupational health and safety. The training of Port Facility Security Officers, implemented through seminars delivered by an external partner, remained a key pillar for strengthening operational readiness. The Company also placed emphasis on practical exercises, first aid preparedness, emergency response capability and the effective management of potential threats.

At the same time, PCT moved forward with the development and use of a user-friendly e-learning platform, hosting training programs and supporting material. The platform encourages active employee participation, enables monitoring of learning progress, and contributes to improved learning outcomes through modern and experiential training methods.

Through its learning and development initiatives, PCT continues to strengthen workforce capabilities, support employee growth and enhance its long-term organisational resilience.

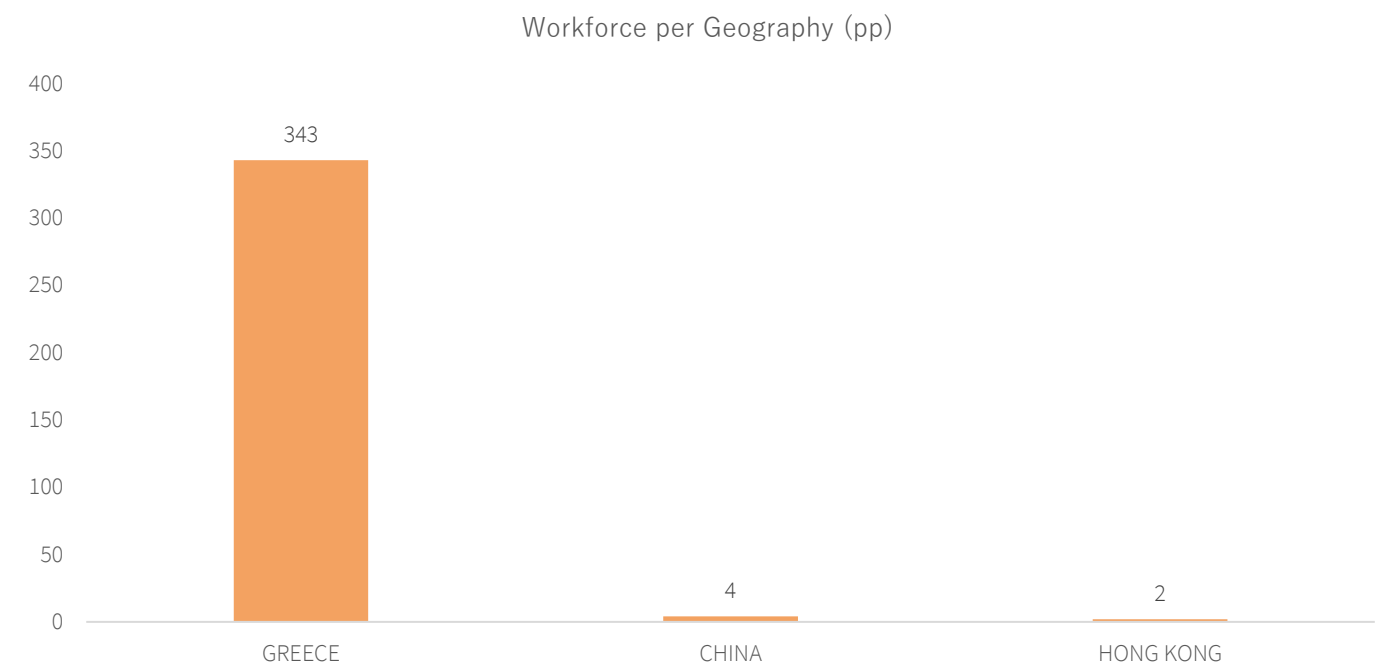
LABOUR CONDITIONS

WORKFORCE PROFILE, STABILITY & DEVELOPMENT

PCT maintains stable and operationally resilient workforce, forming a core pillar of its long-term performance and strategic positioning as a key logistics hub in the Mediterranean.

During the reporting period, total headcount reached 349 employees, with the workforce predominantly based in Greece (343 employees) and a limited international presence in China (4 employees) and Hong Kong SAR (2 employees). This

concentrated workforce footprint supports operational coordination, organisational cohesion and the retention of critical operational knowledge.



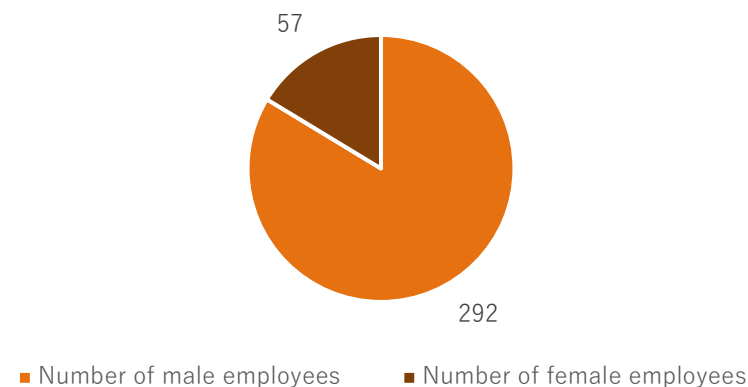
PCT maintains a balanced workforce model, combining organisational stability with targeted renewal. This approach supports workforce continuity while enabling the organisation to respond to evolving operational and business requirements. During the year, 27 new employees were hired, while employee turnover remained at 7.46%, indicating a controlled level of workforce mobility. These trends reflect the Company's ability to attract new talent while maintaining workforce stability and operational continuity. This balance enables the Company to maintain operational continuity while adapting to evolving business requirements.

WORKFORCE COMPOSITION

The workforce composition reflects the structural characteristics of the port and logistics sector, while gradually evolving towards a more diverse organisational profile.

In 2025, men represented **84%** of PCT's workforce (292 employees), while women accounted for the remaining **16%** (57 employees). The composition of the workforce is broadly aligned with industry characteristics, and the Company continues to support initiatives that promote workforce diversity and equal opportunities.

Workforce Composition (pp)



It is noted that the top 10% of employees by total compensation comprised 35 employees in 2025, remaining unchanged compared to 2024.

WORKING CONDITIONS & EMPLOYEE WELLBEING

PCT applies structured and well-regulated working conditions, supporting both operational efficiency and employee wellbeing.

The Company actively monitors working hours, shift allocation and rest periods to prevent excessive workload and ensure compliance with labour regulations and internal policies. These practices contribute to a predictable and stable working environment, supporting employee well-being, workforce engagement and sustained productivity.

Overall, working conditions are aligned with established governance frameworks and regulatory requirements, reinforcing a safe structured and supportive working environment for employees.

REMUNERATION FRAMEWORK

PCT applies a structured remuneration framework aligned with Group practices, , supporting fair, competitive and transparent employment conditions while ensuring compliance with national legislation. In 2025, average yearly pay increased for both male and female employees, with a stronger percentage increase recorded for female employees compared to the previous year.

Average Yearly Pay for Full Time Employees	2024	2025	Change %
Male	49,353	51,703	4.76
Female	34,709	39,221	13.00

Observed differences in average remuneration are primarily attributable to variations in roles, responsibilities and workforce composition, particularly within operational and technical positions. The Company continues to monitor remuneration practices as part of its broader approach to fair and equitable employment conditions.

EMPLOYEE RIGHTS

HUMAN RIGHTS AND WORKPLACE PRACTICES

PCT demonstrates a structured approach to safeguarding employee rights, in alignment with national legislation and internal governance frameworks. Respect for human rights, fair treatment and equal opportunity form integral elements of the Company's approach to responsible employment practices.

The Company is committed to respecting human rights, ensuring fair and lawful treatment, and promoting a working environment based on dignity, safety and equal opportunity for all employees. These principles are embedded in internal regulations and policies governing workplace conduct.

Mechanisms are in place to manage employee grievances and concerns, with an emphasis on timely resolution and the fair handling of workplace-related matters. During the reporting period, no confirmed incidents were recorded in relation to critical workforce-related matters, reflecting the effectiveness of the Company's existing governance mechanisms and workplace controls.

In parallel, PCT implements a Policy for the Prevention of Violence and Harassment in the Workplace, which includes awareness initiatives, risk assessments, as well as preventive and corrective measures. Employees are provided with clear channels to report incidents and are protected against retaliation supporting a workplace culture based on trust, respect and accountability.

The Company fully complies with Greek legislation prohibiting child labour and forced labour, including Law 2956/2001 and Presidential Decree 407/2001, reinforcing its commitment to responsible business conduct and the protection of fundamental human rights.

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, while supporting a culture of respect, inclusion and responsible business conduct.

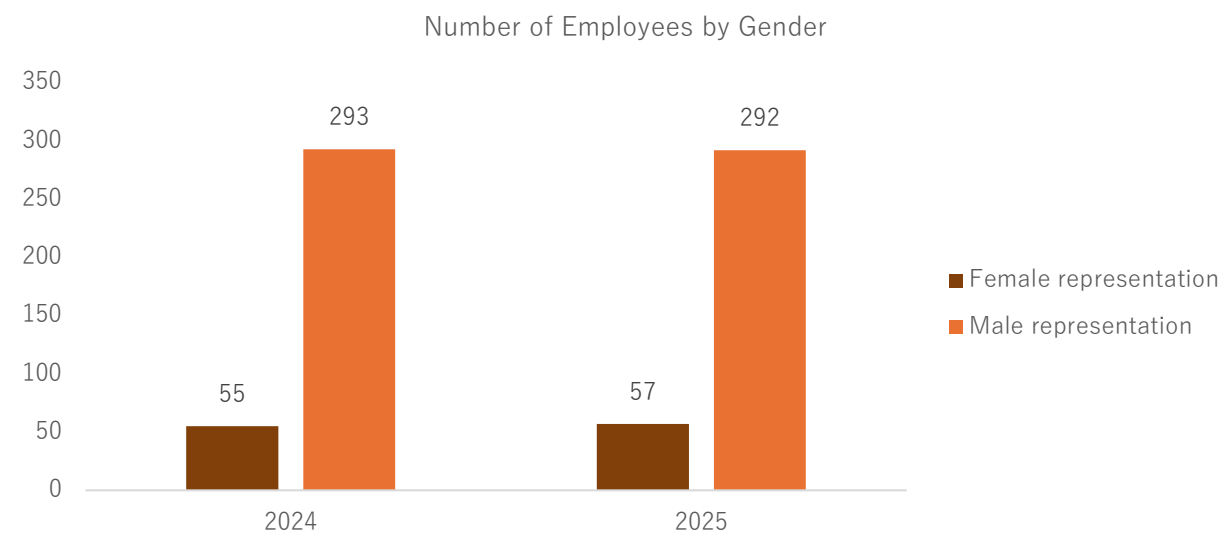
Employees' Rights & Workplace Protection Framework



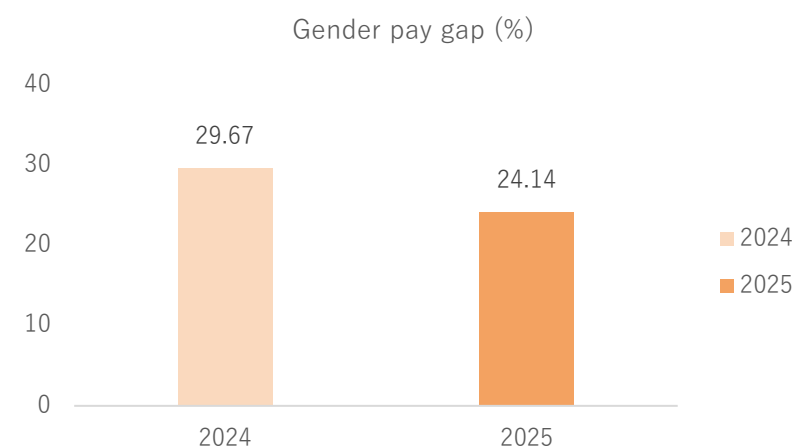
DIVERSITY, EQUITY & INCLUSION

PCT approaches diversity and inclusion as an integral component of its long-term workforce strategy, recognising its contribution to organisational resilience, talent development and a stronger employee value proposition.

Between 2024 and 2025, the total number of employees remained broadly stable. Female representation increased by 3.64%, while male representation decreased slightly by 0.34%, indicating a gradual improvement in workforce gender diversity.



PCT also monitors pay equity indicators as part of its commitment to fair employment practices. The gender pay gap shows a clear improving trend, decreasing from 29.67% in 2024 to 24.14% in 2025.



This reduction indicates a gradual convergence in remuneration outcomes, reflecting positive momentum in addressing pay disparities. The remaining gap continues to be influenced by structural factors such as role distribution, seniority levels and representation in higher-paying operational positions.

Overall, the combination of strengthening female participation and measurable improvement in pay equity indicators signals a positive trajectory in PCT's DEI performance, supporting the Company's broader objective of fostering an inclusive and equitable working environment.

SOCIAL RESPONSIBILITY & COMMUNITY ENGAGEMENT

PCT seeks to create positive social value beyond its operational footprint through initiatives that support education, social inclusion, community well-being and employee participation. As a company closely connected with the local communities surrounding its operations, PCT aims to contribute to sustainable social development through targeted actions that respond to local needs and strengthen long-term community relationships. In 2025, PCT allocated over €140,000 actively supporting causes and institutions that reflect its social responsibility values.

Supporting New Generation through scholarships

In 2025, PCT continued to invest in local communities by supporting young people in their transition to higher education. For the second consecutive year, the Company awarded five scholarships of €4,000 each for the academic year 2025–2026. The programme was expanded to include Keratsini-Drapetsona in addition to Perama, reinforcing equal access to education and support for surrounding communities. The award ceremony took place at PCT premises with the participation of students, families and Management.

Supporting schools in wider Piraeus area

PCT donated approximately €22,000 to support infrastructure upgrades at the Vocational High School of Perama, the 1st Kindergarten of Perama, the 6th Primary School of Perama, and the 4th Primary School of Keratsini. The donations funded the

provision of IT equipment, audio-visual systems, and air conditioning units, with the aim of enhancing teaching and learning conditions. By equipping schools with modern educational tools and improved facilities, PCT supports a more interactive, comfortable, and effective learning environment for both teachers and students.



Chatzikiriakeio Foundation

PCT S.A. donated €20,000 to the Chatzikiriakeio Foundation to support foreign language programs for 46 children under the Foundation's care. This contribution enabled 45 female students to attend English language courses. The initiative reflects PCT's commitment to advancing education and enhancing opportunities for vulnerable youth within the local community.

"LOVE CARE for LIFE" Association

PCT S.A. welcomed the Association "Agapi – Frontida Zois" ("Love – Care for Life") on the occasion of the delivery of specialized equipment donated by the Company. Through the Association, PCT provided a specialized wheelchair to Paralympic athlete Giorgos Sfaltos, a member of the Greek National Team and para-alpine skier, helping to enhance both his everyday mobility and athletic training. This initiative reflects PCT's ongoing commitment to promoting accessibility, inclusion and equal opportunities, while empowering individuals to achieve their full potential in sport and beyond.



Art Workshop at Piraeus Nursing Home

PCT visited the Piraeus Nursing Home, dedicating a day to its residents through an art workshop. During the workshop, residents and PCT volunteering employees shared stories and created ceramic artworks together. This initiative reflected the Company's continued commitment to care, solidarity and respect, while strengthening its long-standing support for the organisation.



Vulnerable families in local communities for Easter and Christmas.

PCT S.A. supported more than 1,100 (in total) vulnerable families across the wider Piraeus area by distributing essential food supplies during Easter and Christmas, in collaboration with parents' associations, school representatives, and local churches in the municipalities of wider Piraeus area and the participation of PCT's employees.



The Smile of The Child

On the occasion of the Easter season, PCT S.A. supported the NGO "Smile of the Child" by offering Easter candles, tsoureki (traditional sweet bread) and the corporate Easter card to our employees. Through this symbolic yet meaningful initiative, we actively support the needs of children and strengthen the important mission carried out by the organization.

Honouring International Women's Day

As part of our Organization's commitment to empowerment and professional growth, all women engaged in an inspiring live workshop titled "Showcase Yourself and Take Steps Forward: The Art of Assertion, Advancement, Boundaries, and Respect.". Each woman received a personalized memorabilia—a necklace featuring the first letter of her name—symbolizing individuality, value, and uniqueness.

Participation in the Race for the Cure

PCT's employees participated in Greece Race for the Cure, supporting the work of Hellenic Association of Women with Breast Cancer, Alma Zois, sending a collective message of optimism, unity and hope, honoring all women, including those who are fighting breast cancer and those who have survived it.

PCT Running Team

The PCT Running Team proudly participated in the Athens Half Marathon and the Athens Authentic Marathon, reinforcing the Company's commitment to employee wellbeing and an active lifestyle. By encouraging participation in major sporting events, PCT promotes a healthy, inclusive, and people-centered workplace while strengthening teamwork, resilience, perseverance, and employee engagement, values that are integral to the Company's corporate culture.



Perama Coastal Clean-up 2025

On the occasion of World Environment Day, PCT S.A., in collaboration with iSea NGO and the 1st Perama Sea Scouts, organized a coastal cleanup at Perama Beach, bringing together employees, their families and volunteers for the protection of the marine environment. The initiative resulted in the removal of 45 kg of waste and included awareness-raising activities on plastic pollution and biodiversity protection, reinforcing PCT's commitment to environmental awareness, community engagement and marine ecosystem protection.



Through its social responsibility initiatives, PCT continues to support education, health, social inclusion and community well-being. By maintaining strong relationships with local stakeholders and encouraging employee participation in community activities, the Company seeks to create lasting social value and contribute positively to the communities in which it operates.



4 GOVERNANCE

Response to the UN SDGs



● Corporate Governance	page 33
● Data Privacy & Cybersecurity	page 36
● Transparency & Compliance	page 36
● Business Ethics & Integrity	page 38
● Supply Chain Management	page 39

CORPORATE GOVERNANCE

GOVERNANCE STRUCTURE & OVERSIGHT

PCT maintains a governance structure designed to support effective oversight, accountability and sound decision-making across all levels of the organisation. The governance framework enables the implementation of the Company’s strategic priorities while ensuring alignment with applicable legal, regulatory and operational requirements.

PCT is a wholly owned subsidiary of COSCO SHIPPING Ports Limited, a world-leading container terminal operator, and operates Piers II and III of the Port of Piraeus under a 35-year Concession Agreement that commenced in 2009. Through continuous investments, PCT has increased terminal capacity from 1.60 million TEUs to 6.20 million TEUs, reinforcing the Port of Piraeus as one of the leading hubs in the Mediterranean. This operating context makes strong governance, regulatory compliance and operational resilience central to the Company’s long-term performance.

The Board of Directors maintains overall responsibility for the governance of the Company and provides strategic direction on matters affecting corporate performance, business continuity, sustainability-related priorities and risk management. Through established reporting lines and management processes, PCT promotes effective oversight, operational accountability and transparent decision-making.

The election of the Board of Directors is carried out through the General Assembly of Shareholders, while the formation of the Board into a corporate body, representation and assignment of roles are determined through Board decisions. PCT’s Senior Management Team includes the Managing Director, Deputy General Managers and the Chief Financial Officer, supporting the execution of the Company’s strategy and day-to-day operations. This structure provides a clear distinction between governance oversight and operational management responsibilities.

ORGANISATIONAL STRUCTURE OF PCT

Piraeus Container Terminal operates under a clearly defined organizational structure that supports effective governance, operational excellence, and accountability across all business functions. The Managing Director oversees the Company's operations and is supported by the Chief Financial Officer and two Deputy General Managers, who are responsible for the strategic coordination of corporate, commercial, operational, and technical activities.

The organizational structure comprises specialized departments including Finance, Operations, Procurement, Internal Audit, IT, Information Security, Human Resources, Commercial, Free Zone, Admin, Insurance & Claims, Health & Safety, Security, Facility & Infrastructure Management, Engineering Technical Department, Public Relations and Sustainability Management.

Recognizing the strategic importance of sustainable development, PCT has established a dedicated **PR & Sustainability Department**, responsible for coordinating sustainability initiatives, stakeholder engagement, ESG reporting, and the integration of environmental, social, and governance considerations into the Company's operations and long-term strategy.

This organizational framework promotes effective decision-making, cross-functional collaboration, and continuous improvement while supporting PCT's commitment to responsible business practices and sustainable value creation.

BOARD COMPOSITION, DIVERSITY & REMUNERATION

PCT applies a robust governance framework designed to ensure effective oversight, accountability, and alignment with its strategic, operational, and sustainability objectives. The Company’s governance model supports responsible decision-making, regulatory compliance, and long-term value creation.

The Board provides overall strategic direction and oversight of the Company’s activities, while executive management is responsible for the day-to-day implementation of strategy, operational performance, and adherence to internal policies and external regulatory requirements.

All members of the Board, except for the Managing Director, serve in a supervisory, non-executive capacity, contributing to oversight, strategic guidance, and governance. The Managing Director combines Board-level participation with executive responsibilities, including the legal representation of the Company and the execution of its business strategy. This structure ensures a clear link between strategic direction and operational delivery, while maintaining appropriate governance safeguards.

The Company monitors governance indicators related to Board composition and diversity as part of its broader commitment to transparency and accountability. In 2025, women represented 16.67% of Board membership, reflecting an improvement compared to previous reporting periods. No Board members were reported as non-executive independent members during the reporting year.

PCT monitors selected governance and remuneration-related indicators as part of its internal accountability framework. These indicators support oversight of governance performance and provide additional insight into compensation practices, while detailed remuneration-related disclosures are maintained in the Company’s internal ESG data and financial reporting documentation.

PCT BOARD OF DIRECTORS

Board Member	Role
Mrs. Wu Yu	Chairman
Mr. Chen Dong	Managing Director
Mr. Sun Kai	Member
Mr. Su Xudong,	Member
Mr. Wan Kun	Member
Mr. Zhao Fengnian	Member

BOARD COMMITTEES & MANAGEMENT COMMITTEES

Management-Level Governance and Committee Structure



To support the effective implementation of its governance framework, PCT operates a set of management-level committees with defined mandates, cross-functional representation, and clear reporting lines, strengthening oversight across risk, compliance, safety, and environmental performance.

Compliance, Risk Management & Internal Control Committee



The Compliance, Risk Management & Internal Control Committee (established on 1 July 2024 and effective from 22 September 2025) was active during 2025 and plays a central role in the Company's governance system.

The Committee is responsible for ensuring compliance with applicable legal and regulatory requirements and for overseeing the Company's risk management and internal control framework. It supports the systematic identification, assessment, and monitoring of risks affecting operations and financial performance, while ensuring that appropriate controls and mitigation measures are in place.

Its work includes maintaining a structured database of regulatory requirements, monitoring compliance obligations, and providing regular reporting to Headquarters. The Committee comprises the Managing Director and senior representatives from key functions, ensuring that risk and compliance considerations are embedded across the organisation.

Safety Governance Framework



PCT maintains a structured Safety Governance framework, fully active during 2025, ensuring continuous monitoring and improvement of health and safety performance.

The framework includes:

- Annual Safety Meeting, focused on the overall review of safety performance by Top Management
- Semi-annual Safety Committee Meetings, assessing performance trends and corrective actions
- Monthly Safety Production Meetings, addressing incident analysis, risk mitigation, and implementation of safety measures at operational level



This multi-level approach enables timely decision-making, systematic risk management, and consistent reinforcement of safety standards across the Company.

Energy Conservation & Emission Reduction Committee



To further strengthen environmental governance, PCT has established an Energy Conservation and Emission Reduction Committee, which will become operational from 2026.

The Committee will oversee the coordination and implementation of energy efficiency and emissions reduction initiatives, ensuring compliance with applicable regulations and alignment with corporate requirements. Its responsibilities include monitoring energy consumption and emissions, supporting investment-related environmental assessments, and promoting awareness and training across the organisation.

The Committee will be chaired by the Managing Director and supported by representatives from Operations, Engineering, Facility Management, Finance, IT, and Sustainability functions, ensuring a cross-functional approach to environmental management.

Overall Governance Effectiveness



Through its committee structure, PCT ensures effective oversight in key areas including compliance, risk management, safety, and environmental performance, while continuously enhancing its governance practices in line with evolving regulatory and sustainability requirements.

Governance Body	Type	Status (2025)	Main Responsibilities	Composition
Board of Directors	Governing Body	Active	Provides strategic direction and oversight of the Company; supervises management; ensures alignment with corporate objectives and regulatory requirements.	Primarily non-executive members in a supervisory role; Managing Director combines Board participation with executive responsibilities.
Managing Director	Executive Leadership	Active	Leads day-to-day operations; executes strategy; represents the Company legally; ensures alignment between operational performance and Board direction.	Executive role with cross-functional accountability.
Compliance, Risk Management & Internal Control Committee	Management-level Committee	Active (effective from 22 Sept 2025)	Oversees compliance with legal and regulatory requirements; manages risk identification and mitigation; monitors internal control framework; reports to Headquarters; maintains regulatory database.	Managing Director, Deputy General Managers, CFO, and senior representatives from Operations, Engineering, IT, Finance, HR, H&S, Commercial and Sustainability functions.
Safety Committee Framework	Management-level Governance Structure	Active	Oversees health & safety performance; monitors incidents and risks; ensures implementation of preventive and corrective measures; supports compliance with safety regulations.	Multi-level participation including Top Management, Deputy General Manager, Department Managers, Health & Safety Department.
Annual Safety Meeting	Governance Mechanism	Active	Reviews annual safety performance and strategic safety priorities	Top Management and Safety leadership.
Semi-annual Safety Committee Meetings	Governance Mechanism	Active	Evaluates safety performance trends and progress of safety actions.	Top Management representatives and Safety function.
Monthly Safety Production Meetings	Operational Governance Mechanism	Active	Reviews incidents, identifies hazards, monitors corrective actions, aligns with legal and internal requirements and monitors action closure.	Deputy General Manager, Department Managers, Safety representatives.

Energy Conservation & Emission Reduction Committee	Management-level Committee	Not active in 2025 (operational from 2026)	Coordinates and oversees energy efficiency and emissions reduction strategy; ensures compliance with environmental regulations; monitors energy consumption and emissions; supports environmental decision-making and investment reviews.	Chaired by Managing Director; includes Operations, Technical Engineering, Facility, Finance, IT, and PR & Sustainability representatives.
--	----------------------------	--	---	---

RISK MANAGEMENT, INTERNAL CONTROL & OPERATIONAL RESILIENCE

PCT recognises that effective risk management and internal control are essential for maintaining safe, reliable and resilient terminal operations. Given the nature of its activities as a major container terminal operator, the Company's approach to risk management is closely linked to business continuity, emergency preparedness, operational controls, compliance monitoring and certified management systems.

The Company has established procedures and control mechanisms that support the identification, escalation and management of operational, compliance and business continuity-related risks. These mechanisms are embedded in day-to-day operations and are supported by defined responsibilities, internal procedures, contingency arrangements and management oversight.

Business continuity represents a core element of PCT's control framework. The Company's Business Continuity Policy and ISO 22301 Business Continuity Management certification support preparedness and resilience in the event of disruption or crisis, helping PCT maintain critical operations and manage potential interruptions affecting terminal activities.

Emergency preparedness is also a key component of PCT's risk and control approach. The Company maintains emergency plans and escalation procedures for critical events, supporting timely reporting, assessment and response. These procedures contribute to the effective management of incidents and ensure that responsibilities are clearly defined across relevant operational levels.

Operational controls are further supported by the ISPS Code, which has been in effect at PCT since May 2011. PCT adheres to ISPS Security Level 1 and maintains appropriate security measures, including access control policies, designated Port Facility Security Officers, incident prevention reporting, continuous facility monitoring, a security control center, CCTV, alarm systems, lighting systems, employee training and annual drills and audits.

During 2025, PCT carried out four security drills covering scenarios such as bomb threat and evacuation, emergency security response, attempted forced entry into the port facility and intruder detection at the PCDC logistics warehouse. A tabletop security exercise based on a vehicle-borne explosive scenario was also conducted to strengthen coordination and decision-making at management level.

Oversight of security arrangements was reinforced through inspections, audits and reviews. In October 2025, the annual inspection of ISPS Code implementation by the Piraeus Port Police was completed with no deficiencies reported. An internal audit of the Port Facility Security Plan was conducted by an external security consultant, while the annual review of the plan was performed internally under the supervision of the Port Facility Security Officer.

PCT maintained its Authorised Economic Operator (AEO) status throughout 2025, supporting supply chain security, customs compliance and the reliability of terminal operations. The AEO framework enables closer cooperation with customs authorities, facilitates legitimate trade and contributes to improved predictability for customers through streamlined customs procedures, reduced controls and recognition of PCT as a secure and reliable business partner.

Compliance controls complement the operational risk framework by supporting lawful conduct, ethical business practices and regulatory alignment. PCT’s governance framework includes policies and procedures related to business ethics, whistleblowing, procurement integrity, security, business continuity and data protection. These controls contribute to the prevention of misconduct, support accountability and enhance stakeholder confidence in the Company’s governance practices.

Through the combined application of business continuity arrangements, emergency plans, operational controls, compliance mechanisms and certified management systems, PCT strengthens its operational resilience and supports the long-term stability of its business activities.

Operational Resilience & Control Framework	
Pillar	Contribution
Business Continuity	Continuity of critical operations
Emergency Preparedness	Timely reporting, escalation and response
Operational Controls	Safe and reliable terminal activities
Compliance Controls	Lawful and ethical conduct
Certified Management Systems	External assurance and continuous improvement
Port Security Framework	Protection of personnel, assets, cargo and terminal operations
Customs and Supply Chain Controls	Secure and reliable international supply chain operations

DATA PRIVACY & CYBERSECURITY

Data Privacy and Cybersecurity has been identified as a material topic for PCT through the Double Materiality Assessment (DMA) process, reflecting the importance of protecting personal data, information assets, digital systems and operational continuity. As a container terminal operator, PCT recognizes that the secure management of information and systems is directly linked to operational resilience, regulatory compliance, customer trust and the integrity of the supply chain.

PCT maintains a robust GDPR-aligned Data Security Policy, supporting compliance with Regulation (EU) 2016/679, the General Data Protection Regulation (GDPR), as incorporated into Greek law through Law 4624/2019. The policy establishes the framework for the responsible, secure and lawful processing of personal data and business information and is based on

the principles of confidentiality, integrity and data minimization. It is supported by appropriate organisational and technical measures designed to protect the confidentiality, integrity and availability of data and information systems.

To further strengthen data protection and information security, PCT has established a Privacy Information Management System (PIMS), which supports the management of GDPR compliance across the company. This operates in conjunction with the application of ISO 27001:2022, contributing to a holistic approach to information security. PCT is certified under ISO 27001, which sets the requirements for an information security management system and demonstrates the company’s commitment to systematically managing sensitive company information, strengthening data security and reducing exposure to information security and cyber-related risks.

Data security risks and compliance performance are regularly reviewed at Board level, ensuring governance oversight and executive awareness of key issues related to information security, data protection and regulatory compliance. Through this governance approach, PCT aims to maintain effective oversight of data privacy and cybersecurity matters and to ensure that relevant risks are identified, monitored and managed in a timely manner.

PCT monitors key indicators related to data privacy, customer data protection and information security. The company’s performance for the reporting period / latest available reporting year is presented in the table below.

Indicator	2025 Data
Complaints concerning breaches of customer privacy and losses of customer data	0
Complaints from regulatory bodies concerning breaches of customer privacy	0
Total number of unique requests for user information, including user content and non-content data, from government or law enforcement agencies	4
Total number of product recalls issued due to quality and safety issues	0
Total amount of monetary losses as a result of legal proceedings associated with data security and privacy	0
Total number of identified leaks, thefts, or losses of customer data.	0

TRANSPARENCY & COMPLIANCE

PCT’s governance framework is supported by compliance mechanisms designed to ensure adherence to applicable legal, regulatory and operational requirements. Compliance considerations are integrated into business processes, management systems and employee training activities, helping the Company maintain responsible operations and reduce exposure to legal and regulatory risks.

In 2025, the Company’s governance-related compliance responses indicated no reported penalties, offences, complaints, reports or violations related to bribery and corruption, and no reported penalties, offences, complaints, reports or violations related to anti-competitive, anti-trust or monopolistic behaviour. These outcomes support the Company’s commitment to lawful conduct, fair competition and business integrity.

Compliance-related training activities further supported employee awareness and the practical implementation of the Company's governance and compliance framework. Together with policies, reporting channels, procurement integrity controls and certified management systems, these activities contribute to strengthening accountability and ethical conduct across PCT's operations.

In parallel, PCT's broader governance priorities for 2026 include the continued strengthening of ESG practices, improvement of ESG performance and reduction of ESG and climate-related risks. These priorities reflect the Company's intention to continuously enhance its governance, risk management and sustainability reporting framework in line with evolving stakeholder, regulatory and market expectations.

GOVERNANCE POLICIES, CERTIFICATIONS & MANAGEMENT SYSTEMS

The Company's governance approach supports the integration of sustainability considerations into management processes, operational controls and decision-making structures. Governance policies, procedures, certified management systems and compliance mechanisms contribute to the effective management of risks and opportunities associated with PCT's activities, including business continuity, operational security, ethical conduct, supplier responsibility and regulatory alignment.

During 2025, PCT continued to strengthen its ESG practices and reporting capabilities, with a focus on improving ESG performance, reducing ESG and climate-related risks, and integrating sustainability priorities into strategic and operational decision-making. These efforts are aligned with the material governance topics identified through the Double Materiality Assessment, namely Corporate Governance, Business Ethics and Integrity, Transparency and Compliance with Laws and Regulations, and Data Protection and Cybersecurity.

Governance Highlights 2025
16.67% women representation on the Board of Directors
0 reported corruption-related incidents
0 reported business ethics violations
Governance framework supported by policies, procedures, certifications and operational controls
Business continuity and information security supported by certified management systems
Business continuity, information security, port security and customs reliability supported by certified and recognised frameworks

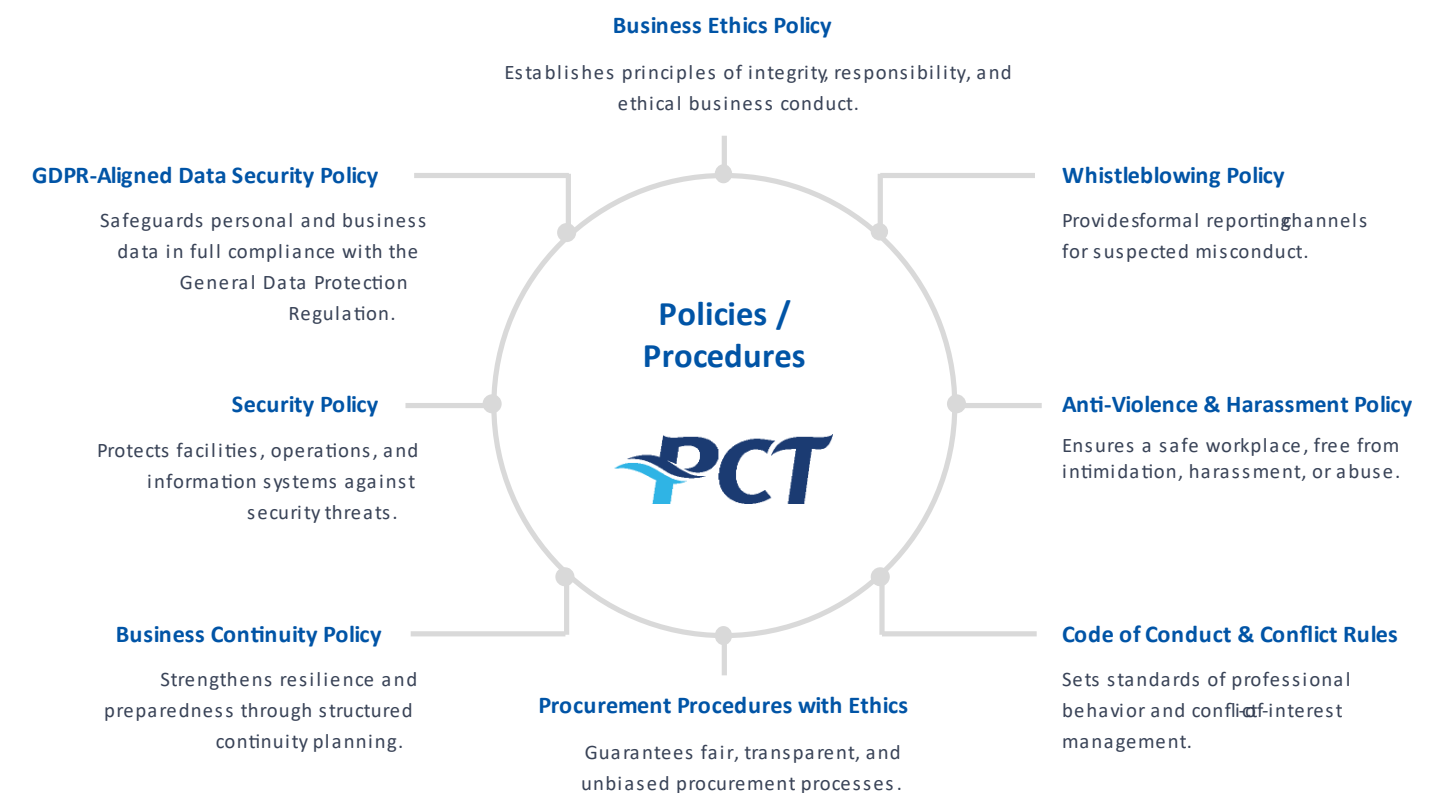
PCT's governance framework is supported by a structured system of policies, procedures, management systems and operational controls that promote transparency, accountability and responsible business conduct across its operations. These mechanisms establish clear expectations regarding employee conduct, operational integrity, regulatory compliance, procurement integrity, information security, health and safety, environmental protection and business continuity.

The Company continuously reviews and strengthens its governance framework in response to evolving business requirements, stakeholder expectations and regulatory developments. Through the implementation of formal policies and procedures, PCT seeks to reinforce internal controls, support operational efficiency and foster a culture of compliance and ethical behaviour across the organisation.

The governance management system is further reinforced through recognised certifications and verifications that provide assurance regarding the effectiveness of management processes and operational controls. These certifications support business continuity, information security, IT service management, port security, customs reliability and credible non-financial reporting.

PCT's governance and reporting framework is also supported by ISO 14064-1:2018 alignment for greenhouse gas quantification and reporting, which the Company obtained in 2025 to support consistent, transparent and credible emissions reporting. This strengthens the reliability of climate-related data used for performance monitoring, regulatory alignment and decision-making.

Governance Policies and Regulations



Regulations	
Operations Procedures for Shipping Lines	Procedures governing vessel operations, landside activities, cargo handling and terminal systems.
Unclaimed Cargo Regulation	Framework for the management and disposal of unclaimed cargo
Vessel Waste Management Plan	Procedures for the collection and environmentally sound management of vessel waste
Safe Mooring & Unmooring	Safety requirements for vessel berthing and departure operations.
Work Regulations	Rules governing employment, workplace conduct, employee rights and health and safety.

Certifications Supporting Governance



PCT's governance framework is further supported by operational regulations and procedures, including operational procedures for shipping lines, the Unclaimed Cargo Regulation and the Vessels' Waste Management Plan. These instruments

define requirements for terminal users and internal functions, supporting efficient operations, legal compliance, environmental responsibility and the controlled management of operational risks.

TAX

PCT complies with the applicable Greek tax and customs framework and seeks to ensure that its tax-related obligations are managed in a lawful, accurate and timely manner. Tax compliance forms part of the Company's broader governance and compliance approach, supporting responsible business conduct, transparency and regulatory alignment.

Given the nature of PCT's activities as a container terminal operator within the Piraeus Free Zone, tax and customs-related compliance is closely linked to the Company's operational model. The Free Zone VAT regime provides operational and tax-related benefits, including tax flexibility and efficient cargo handling processes, while supporting PCT's competitiveness as a major transshipment and logistics hub.

PCT's customs compliance framework is further reinforced through its Authorised Economic Operator (AEO) status, which the Company maintained throughout 2025. The AEO framework supports secure and compliant customs processes, close cooperation with customs authorities, streamlined customs procedures, reduced controls and improved predictability for customers.

During 2025, PCT also implemented governance, ethics and compliance-related training activities that included customs and taxation compliance. These activities contributed to strengthening employee awareness and supporting the practical implementation of the

Based on the information made available for the preparation of this Report, no tax-specific violations were identified.

BUSINESS ETHICS & INTEGRITY

PCT is committed to conducting its business activities with integrity, transparency and accountability. Ethical conduct is a core component of the Company's governance framework and supports the development of long-term relationships of trust with employees, customers, suppliers, regulators, business partners and local communities.

The Company promotes responsible business behaviour through established policies, procedures, internal controls and awareness activities. These mechanisms support ethical decision-making across business functions and help ensure that employees and relevant business partners act in accordance with applicable laws, internal requirements and recognised standards of professional conduct.

PCT maintains a zero-tolerance approach towards corruption, bribery, fraud and other forms of unethical conduct. Its ethics and compliance framework is supported by anti-corruption and anti-bribery principles, procurement integrity procedures, whistleblowing channels and compliance monitoring mechanisms, contributing to the prevention, identification and management of potential misconduct.

To reinforce ethical conduct in practice, PCT implemented targeted governance, ethics and compliance-related training activities during 2025. These included anti-corruption and anti-bribery, procurement integrity, contract management, data protection and confidentiality, customs and taxation compliance, labour law and business continuity management. In total, PCT recorded 444 governance, ethics and compliance-related training participations.

Through these mechanisms, PCT seeks to embed business ethics into day-to-day operations, strengthen employee awareness, support lawful and fair business conduct and enhance stakeholder confidence in the Company's governance practices.

Governance, Ethics and Compliance Training Areas		
Training area	Main topics covered	Main target groups
Business Ethics, Anti-Corruption & Anti-Bribery	Ethics, anti-corruption policies, bribery prevention, regulatory compliance, responsible business conduct and stakeholder engagement	All employees, Procurement, Legal, PRS
Procurement & Contract Governance	Supplier documentation, procurement integrity, contract management procedures and responsible procurement practices	Procurement, Legal, Administration
Data Protection & Confidentiality	Data protection procedures, non-disclosure obligations, confidentiality and responsible handling of company information	Legal
Regulatory & Legal Compliance	Customs, taxation and labour law requirements, employee rights, employer obligations and compliance responsibilities	Free Zone, HR, Legal
Business Continuity & Risk Management	Business continuity planning, risk assessment and crisis management frameworks	Compliance, Strategy

ANTI-CORRUPTION, ANTI-BRIBERY & FAIR COMPETITION

PCT maintains a zero-tolerance approach towards corruption, bribery and unethical business conduct. The Company's ethics and compliance framework is designed to support lawful, fair and transparent business practices across its operations, procurement activities and business relationships. During the reporting year, no newly formulated or revised anti-corruption policies or management guidelines were reported, indicating that the Company continued to rely on its existing anti-corruption framework and established internal requirements.

During 2025, PCT reported no penalties, offences, complaints, reports or violations related to bribery and corruption. This outcome reflects the effectiveness of the Company's preventive controls, internal monitoring mechanisms and employee awareness activities. The Company remains committed to ensuring that integrity is embedded in its business culture and that employees and business partners act in accordance with applicable laws and internal standards.

The Company also reported no penalties, offences, complaints, reports or violations related to anti-competitive behaviour, anti-trust or monopolistic practices during the reporting year. This supports PCT's commitment to fair competition, responsible market conduct and transparent business relationships with customers, suppliers and other stakeholders.

PCT reinforced its ethics and compliance culture through targeted training activities. In 2025, the Anti-Corruption & Anti-Bribery eLearning Training represented the largest governance-related training activity of the year, with 351 training participations.

WHISTLEBLOWING & REPORTING MECHANISMS

PCT has established whistleblowing and reporting channels to support transparency, accountability and the timely identification of potential misconduct. The Company provides channels that enable named reports to be submitted both in writing and orally, supporting employees and other reporting persons in raising concerns through formal mechanisms.

According to the Company's Whistleblowing Policy, reports may be submitted through P.O. Box 92522, by email at whistleblow@pct.com.gr, or orally through a meeting with the appointed persons responsible for receiving reports, if requested by the reporting person. These channels provide a structured route for raising concerns and support the Company's broader commitment to responsible business conduct and ethical governance.

The whistleblowing mechanism strengthens PCT's ability to identify, review and address potential ethical concerns. By maintaining formal reporting channels, the Company supports a culture in which concerns can be raised responsibly and managed through defined procedures, contributing to the prevention of misconduct and the reinforcement of stakeholder trust.

SUPPLY CHAIN MANAGEMENT

SYPLY CHAIN MANAGEMENT & RESPONSIBLE PROCUREMENT

PCT integrates corporate sustainability requirements into its supplier management processes and recognises the importance of supplier responsibility for operational resilience, regulatory compliance and responsible business conduct. During 2025, the Company's official supplier database increased from 1,686 registered suppliers at the end of 2024 to 1,790 suppliers.

The Supplier Sustainability Assessment and Monitoring Report conducted in 2024 remains the latest comprehensive baseline for evaluating suppliers' environmental, social and governance performance. The assessment highlighted areas for further supplier engagement and capacity building, including emissions measurement, data security and the adoption of codes of conduct. These findings continue to inform PCT's understanding of supply chain sustainability risks and priorities.

The assessment showed that 25 out of 135 prioritised suppliers fully completed the questionnaire. Among responding suppliers, 72% did not measure or report carbon emissions, 48% had a Code of Conduct in place and 52% had implemented a data security policy. Supplier selection and evaluation processes include requirements related to environmental performance, health and safety, integrity and compliance with PCT's systems and codes of conduct.

Supply Chain Governance Indicators	
Indicator	2025 / latest available
Registered suppliers	1,790
Registered suppliers at end-2024	1,686
Prioritised suppliers invited to assessment	135
Suppliers fully completing questionnaire	25
Responding suppliers not measuring/reporting emissions	72%
Responding suppliers with Code of Conduct	48%
Responding suppliers with data security policy	52%

Looking ahead, PCT aims to further strengthen its sustainability governance and reporting capabilities, including through the preparation of its 2025 Sustainability Report with reference to evolving sustainability reporting requirements and COSCO SHIPPING Ports' KPIs, as well as through the further deployment of automated sustainability data monitoring and management systems.

The resilience and sustainability of PCT's supply chain remain closely linked to the Company's ability to ensure uninterrupted operations, support international trade flows, and maintain high standards of service quality. As one of the leading container terminals in the Mediterranean region, PCT relies on an extensive network of suppliers, contractors, and service providers that contribute to the efficient execution of operational, technical, and administrative activities.

To strengthen supply chain security and operational continuity, PCT continues to maintain its Authorized Economic Operator (AEO) status, which reinforces customs compliance, facilitates the movement of goods, and enhances cooperation with customs authorities. The AEO framework contributes to greater operational reliability while supporting secure and efficient international trade.

Alongside operational resilience, PCT continues to integrate sustainability considerations into supplier management processes. Environmental performance, occupational health and safety, business ethics, regulatory compliance, and data protection remain important elements of supplier evaluation and engagement. Through this approach, the Company seeks to promote responsible business practices throughout its value chain while strengthening long-term supply chain resilience.

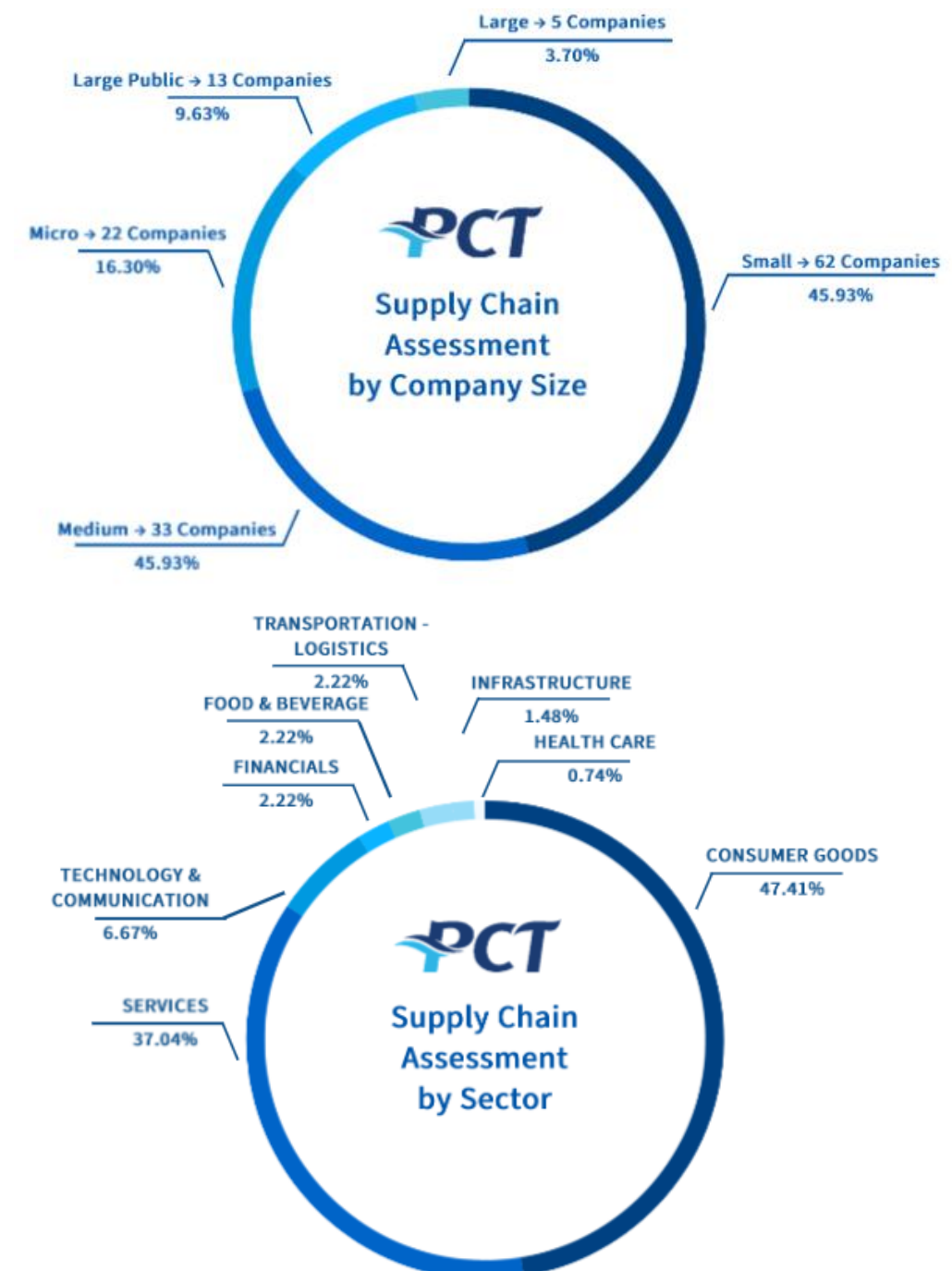
SUPPLIER ESG ASSESSMENT 2025

In 2024, PCT completed a Supplier Sustainability Assessment and Monitoring exercise covering 135 priority suppliers. The assessment established the Company's first structured baseline for evaluating sustainability-related practices across its supply chain and provided valuable insights into the ESG maturity of its supplier ecosystem.

The composition of the assessed supplier population reflects the breadth and complexity of PCT's value chain. The strong representation of Consumer Goods and Services suppliers demonstrates that the Company's supplier ecosystem extends well beyond traditional logistics activities and includes a wide range of supporting industries. This diversity contributes to operational flexibility, business continuity, and access to specialized expertise across multiple sectors.

The assessment also highlights the strategic role of small and medium-sized enterprises within PCT's supplier network. The predominance of SMEs demonstrates the Company's contribution to supporting economic activity across a broad network of businesses while creating opportunities to promote sustainability awareness and responsible business practices throughout the wider supplier ecosystem.

The assessment highlighted a diverse supplier base with varying levels of ESG maturity. It also showed that PCT's supplier ecosystem includes large organisations, public-interest entities and SMEs, supporting resilience and reducing dependency on specific suppliers or sectors. Governance-related topics, including business conduct, information security and organisational controls, also emerged as important areas of supplier sustainability performance. Building on these findings, PCT continues strengthen supplier dialogue, promote transparency and support the gradual integration of sustainability considerations into procurement and supplier management processes.



ASSESSMENT OUTCOMES

The assessment highlighted a diverse supplier base with varying levels of ESG maturity. It also showed that PCT's supplier ecosystem includes large organisations, public-interest entities and SMEs, supporting resilience and reducing dependency on specific suppliers or sectors. Governance-related topics, including business conduct, information security and organisational controls, also emerged as important areas of supplier sustainability performance. Building on these findings, PCT continues strengthen supplier dialogue, promote transparency and support the gradual integration of sustainability considerations into procurement strengthen supplier dialogue, promote transparency and support the gradual integration of sustainability considerations into procurement and supplier management processes.

The background of the page features a photograph of a shipping yard. In the foreground, a blue forklift is positioned next to a stack of shipping containers. The containers are in shades of blue and red. One of the blue containers has the Chinese characters '中远海运集团' (COSCO SHIPPING GROUP) printed vertically on it. Another container in the background has the word 'TRITON' visible. The top of the page has a dark blue banner with the text '5 APPENDICES' in white.

5 APPENDICES

● Environmental Performance	page 43
● Social Performance	page 44
● Governance Performance	page 45
● Alignment Tables	page 46
● Abbreviations	page 48

ENVIROMENTAL PERFORMANCE

KPI	UNIT	2023	2024	2025
Direct GHG Emissions (Category 1)	tCO2e	15,242.08	13,039.59	13,825.82
Indirect GHG Emissions (Category 2)	tCO2e	16,934.11	12,983.49	12,655.80
Other Indirect GHG Emissions (Category 3-6)	tCO2e	N/A	33,971.05	31,145.81
GHG Emissions Intensity (Category 1 & 2)	tCO2e / € million in turnover	104.70	92.07	83.31
GHG Emissions Intensity (Category 3-6)	tCO2e / € million in turnover	N/A	120.18	97.99
Total Emissions (Category 1 & 2)	tCO2e	32,176.19	26,023.08	26,481.62
Total Amount of Hazardous Waste produced	tn	17,151.00	18,193.15	14,292.71
Total Amount of Non-Hazardous Waste produced	tn	1,558.17	1,512.37	2,061.86
Total Amount of Effluent Discharges Containing Pollutants	m³	180	119.93	110.44
Total amount of N O _x *	μg/m³	30.1	35.4	39
Total Electricity Consumption	MWh	46,515,017	47,648,497	46,061,105
Total Annual Water Consumption	m³	135,480	128,917	101,565

* NOx concentrations are expressed as NO₂

SOCIAL PERFORMANCE

KPI	UNIT	2023	2024	2025
Total number of employees	No.	340	348	349
Number of working women	No.	52	55	57
Percentage of Female employees	%	15.30	15.80	16.30
Percentage of male employees	%	84.70	84.20	83.70
Employee turnover	%	4.12	7.27	7.46
Total training Hours	No.	4,203.5	7,018.5	10,142
Total amount of monetary expenditure on employee training	(Euros) €	111,741	70,621	56,701
Number of work-related fatalities - contractor employees	No.	0	0	0
Number of work-related fatalities – direct employees	No.	0	0	0
Total amount of monetary losses as a result of labour law violations	(Euros) €	0	0	0

GOVERNANCE PERFORMANCE

KPI	UNIT	2023	2024	2025
Number of Board Members	No.	6	6	6
Average tenure of board members	No.	5	5	5
Total amount of monetary losses as a result of business ethics violations	(Euros) €	0	0	0
Total number of business ethics violations	No.	0	0	0
Business ethics policy	Yes/No	Yes	Yes	Yes
Whistleblowing framework	Yes/No	Yes	Yes	Yes
Anti-harassment procedure	Yes/No	Yes	Yes	Yes
Business Continuity Management	Yes/No	Yes	Yes	Yes
GDPR-aligned data security	Yes/No	Yes	Yes	Yes
Security Policy	Yes/No	Yes	Yes	Yes
ISPS Code	Yes/No	Yes	Yes	Yes
Waste Handling Management	Yes/No	Yes	Yes	Yes
Safe Mooring & Unmooring	Yes/No	Yes	Yes	Yes

ALIGNMENT TABLES

Alignment Indicators with the Athens Stock Exchange ESG Disclosure Guide

ATHEX*			
ATHEX_ID		Description	Page
Environment	C-E1-1	Category 1 emissions - Total amount of direct emissions (Category 1)	4, 5, 6
	C-E1-2	Category 1 emissions - GHG intensity of Category 1 emissions	5
	C-E2-1	Category 2 emissions - Total amount of indirect emissions (Category 2) - Location based approach	-
	C-E2-2	Category 2 emissions - GHG intensity of Category 2 emissions - Location based approach	-
	C-E2-3	Category 2 emissions - Total amount of indirect emissions (Category 2) - Market based approach	4, 5, 6
	C-E2-4	Category 2 emissions - GHG intensity of Category 2 emissions - Market based approach	5
	C-E3-1	Energy consumption and production - Total amount of energy consumed within the organization	4
	C-E3-2	Energy consumption and production - Percentage of electricity consumed	-
	C-E3-3	Energy consumption and production - Percentage of renewable energy consumed	-
	C-E3-4	Energy consumption and production - Total amount of energy produced	-
	C-E3-5	Energy consumption and production - Percentage of renewable energy produced	-
	A-E1-1	Category 3 emissions - Total amount of other indirect emissions (Category 3)	4, 6, 7
	A-E1-2	Category 3 emissions - GHG intensity of Category 3 emissions	-
	A-E2-1	Climate change risks and opportunities - Discussion of climate change-related risks and opportunities that can affect business operations	-
	A-E3-1	Waste management - Total amount of hazardous waste	9
	A-E3-2	Waste management - Total amount of non-hazardous waste	9
	A-E3-3	Waste management - Percentage of waste by type of treatment - Recycled	10
	A-E3-4	Waste management - Percentage of waste by type of treatment - Composted	10
	A-E3-5	Waste management - Percentage of waste by type of treatment - Incinerated	10
	A-E3-6	Waste management - Percentage of waste by type of treatment - Landfilled	10
	A-E3-7	Waste management - Total amount of radioactive waste	-
	A-E4-1	Total amount of effluent discharge containing polluting substances	11, 12
	A-E5-1	Biodiversity sensitive areas - Description of the impact of business operations on biodiversity sensitive areas	-
	A-E6-1	Climate change policy	-
	A-E8-1	Total GHG emissions - Total GHG emissions location based	-

	A-E8-2	Total GHG emissions - Total GHG emissions market based	6
	SS-E1-1	Transition plan - Disclosure of transition plan for climate change mitigation	-
	SS-E2-1	Air pollutant emissions - Total amount of NOx (excluding N2O)	-
Social	C-S1-1	Stakeholder engagement - Discussion of organization's main stakeholders and analysis of key stakeholder engagement practices	8, 9
	C-S2-1	Percentage of female employees	16, 17
	C-S3-1	Percentage of women at top management level	22
	C-S4-3	Employee turnover - Total employee turnover	16
	C-S5-1	Employee training - Average training hours of employees at top management level	15
	C-S5-2	Employee training - Average training hours of the rest employee categories	15, 16
	C-S5-3	Employee training - Average training hours - Women	-
	C-S5-4	Employee training - Average training hours - Men	-
	C-S7-1	Percentage of employees covered by collective bargaining agreements	-
	C-S8-1	Value chain - Discussion of supplier screening using ESG criteria	28, 29, 30
	C-S8-2	Value chain - Policies to manage material impacts, risks and opportunities related to workers in the value chain	-
	A-S2-1	Total amount of monetary expenditure on employee training	33
	A-S3-1	Percentage of difference between male and female earnings	18
	SS-S4-1	Total amount of monetary losses as a result of labour law violations	-
	SS-S6-1	Health and safety performance: Number of injuries	14
	SS-S6-2	Health and safety performance: Number of fatalities	14
Governance	SS-S6-3	Health and safety performance: Accident frequency rate	14
	SS-S6-4	Health and safety performance: Accident severity rate	14
	C-G1-1	Board composition - ESG related qualifications of the board members	22
	C-G1-2	Board composition - Classification of the Chairman of the Board	22
	C-G1-3	Board composition - Percentage of female board members	22
	C-G1-4	Board composition - Percentage of non-executive board members	22
	C-G1-5	Board composition - Percentage of independent non-executive board members	22
	C-G1-6	Board composition - Number of board members	22
	C-G1-8	Board composition - Average tenure of board members	-
	C-G2-1	Sustainability oversight - Description of approach to sustainability oversight	-
	C-G3-1	Materiality - Description of the materiality assessment process and material topics	8, 9, 10
	C-G3-2	Materiality - Approach	8, 9, 10
	C-G5-1	Business ethics policy - Description of business ethics policy and fundamental principles	27, 28
	C-G6-1	Data security policy - Description of data security policy and fundamental principles	25
	C-G7-1	Sustainability reporting - Basis for preparation of sustainability reporting	4

	C-G7-2	Sustainability reporting - List all its entities included in the sustainability reporting	4
	A-G1-1	Strategy, business model and value chain - Discussion of strategy, business model and value chain	7, 8
	A-G1-2	Strategy, business model and value chain - Activity in fossil fuel sector, chemical production, controversial weapons, cultivation and production of tobacco	-
	A-G2-1	Business ethics violations - Total amount of monetary losses as a result of business ethics violations	33
	A-G2-2	Business ethics violations - Total number of business ethics violations	26
	A-G7-1	Integration of sustainability-related performance in incentive schemes - Incentive schemes and remuneration policies linked to sustainability matters	17
	SS-G1-1	Whistleblower policy - Description of whistleblower policies and procedures	28
	SS-G2-1	Critical risk management - Description of systems, processes and mechanisms to identify and mitigate critical risks	24

* Athens Exchange Group, part of Euronext since November 2025, now operates as Euronext Athens. The metrics of the ATHEX ESG Reporting Guide remain applicable to the ATHEX ESG Index and are presented in this report for year-on-year comparability. The Company will review their continued inclusion in the 2026 Sustainability Report.

Alignment Indicators with the SASB Disclosure Guide

SASB		
SASB_ID	Description	Page
IF-EU-110a.3	Discussion of long-term and short-term strategy or plan to manage Category 1 emissions, emissions reduction targets, and an analysis of performance against those targets	8
IF-EU-120a.1 -1	Air emissions of the following pollutants: NOx (excluding N2O)	-
FB-AG-320a.1 -3	fatality rate for (a) direct employees	-
TR-AF-320a.1 -1	Total Recordable Incident Rate (TRIR) for direct employees	-
TR-AF-320a.1 -2	Total recordable incident rate (TRIR) for contract employees	-
TR-AF-320a.1 -4	fatality rate for contract employees	-
TR-CL-110a.3 -4	Total energy consumed from renewable sources	-
TR-MT-160a.3 -1	Number of spills and releases to the environment	11
TR-MT-160a.3 -2	Aggregate volume of spills and releases to the environment	-
TR-MT-320a.1	Lost time incident rate (LTIR)	-

TR-MT-510a.2	Total amount of monetary losses as a result of legal proceedings associated with bribery or corruption	25, 26
TR-MT-000.C	Operating days	-
TR-MT-000.G	Twenty-foot equivalent unit (TEU) capacity	-
TR-MT-540a.3.	Dangerous goods containers handled	-
SV-HL-160a.2	The company's compliance with the relevant environmental legislation to which it is subject.	11, 17

Alignment Indicators with the VSME Disclosure Guide

VSME			
VSME_ID		Description	Page
Basic Module	B1	Basis for preparation of sustainability statement	4
	B1	List of subsidiaries	4
	B1	Undertaking's legal form	4
	B1	NACE sector classification code	-
	B1	Size of balance sheet	-
	B1	Turnover	-
	B1	Number of employees	16, 17, 33
	B1	Country of primary operations and location of significant asset(s)	16
	B1	Geolocation of sites owned, leased or managed by the undertaking	16
	B1	Sustainability-related certifications or labels	26
	B3	Total energy consumption	4
	B3	Estimated Greenhouse Gas Emissions	6
	B6	Total water consumption	10, 11
	B7	Annual waste generation	9, 10
	B8	Number of employees by type of contract	-
	B8	Number of employees by gender	18
	B8	Employee turnover during the reporting year	16
	B9	Recordable work-related accidents	-
	B9	Work-related fatalities	14
	B10	Employees receive pay equal or above applicable minimum wage	-
	B10	Employee remuneration	17

	B10	Number of employees covered by collective bargaining agreements	-
	B10	Average number of annual training hours per employee, broken down by gender	15, 16
	B11	Number of convictions for the violation of anti-corruption and anti- bribery laws	28
	B11	Total amount of fines incurred for the violation of anti-corruption and anti- bribery laws	28
	C1	Description of significant groups of products and/or services offered	4
	C1	Description of significant market(s) the undertaking operates in	4
Comprehensive Module	C1	Description of main business relationships	4
	C1	Description of key elements of the undertaking's strategy that relate to or affect sustainability issues	-
	C2	Description of practices, policies and future initiatives for transitioning towards a more sustainable economy	8
	C5	Employees at management level	-
	C6	Code of conduct or human rights policy	-
	C6	Complaints handling mechanism	28
	C7	Disclosure of whether the undertaking has confirmed incidents in its own workforce related to specific topics	-
	C7	Disclosure of whether the undertaking is aware of any confirmed incidents involving workers in the value chain, affected communities, consumers and end-users	-
	C9	Number of male members of the undertaking's governance body	22
	C9	Number of female members of the undertaking's governance body	22

ABBREVIATIONS

Abbreviation	Full Name / Explanation
5G	Fifth Generation mobile network
AEO	Authorised / Authorized Economic Operator
AI	Artificial Intelligence
ATC	Automated Transfer Crane / semi-automated terminal control functions
BOD	Board of Directors
CATOS	Computer Automated Terminal Operating System
CCTV	Closed-Circuit Television
CFO	Chief Financial Officer
COSCO	COSCO SHIPPING Ports Limited, PCT's parent company
CSR	Corporate Social Responsibility

CSRD	Corporate Sustainability Reporting Directive
DMA	Double Materiality Assessment
DriverID	Driver Identification
EBITDA	Earnings Before Interest, Taxes, Depreciation and Amortization
EC	European Community
EDI	Electronic Data Interchange
eFTI	Electronic Freight Transport Information
eFTI4LL	Electronic Freight Transport Information for Living Labs
eHUB	eHUB mobile application
ESG	Environmental, Social and Governance
ESRS	European Sustainability Reporting Standards
EU	European Union
EY	Ernst & Young
EYDAP	Athens Water Supply and Sewerage Company
FTE	Full-Time Equivalent
GDPR	General Data Protection Regulation
GHG	Greenhouse Gas
GHG Protocol	Greenhouse Gas Protocol
GIS	Geographic Information System
GR3000015	NATURA 2000 site code for OROS YMITTOS
GRI	Global Reporting Initiative
HPCS	Hellenic Port Community System
HR	Human Resources
ICAP CRIF	Information for Credit and Analysis of Products / Centre for Research in International Finance
IKIGAI	Innovation-driven supply chain transformation towards Key steps for Integrated, Green, Affordable and collaborative Interconnected freight transport solutions (EU research and innovation programme)
ISO	International Organisation for Standardization
ISO 14064-1	Greenhouse gas quantification and reporting standard

ISO 20000-1	IT Service Management standard
ISO 22301	Business Continuity Management standard

Abbreviation	Full Name / Explanation
ISO 27001	Information Security Management standard
ISO 45001	Occupational Health and Safety Management System standard
ISPS Code	International Ship and Port Facility Security Code
IT	Information Technology
KPI / KPIs	Key Performance Indicator(s)
LSTM	Long Short-Term Memory
m³	Cubic metre
MAC	Marginal Abatement Cost
MARPOL	International Convention for the Prevention of Pollution from Ships
MFA	Multi-Factor Authentication
ML	Megalitre
MSCI	Morgan Stanley Capital International
M€	Million Euro(s)
NATURA 2000	European network of protected areas
OHS	Occupational Health and Safety
P.O. Box	Post Office Box
PAM	Privileged Access Management
PCDC	Piraeus Container Distribution Center / PCT logistics warehouse
PCT	Piraeus Container Terminal Single Member S.A.
PIMS	Privacy Information Management System
PR	Public Relations
QR Code	Quick Response Code
S.A.	Société Anonyme / Societe Anonyme
SASB	Sustainability Accounting Standards Board
SDGs	Sustainable Development Goals
SEAMLESS	Safe and Efficient Autonomous Maritime Logistics by Engaging Smart Systems (EU research and innovation programme)
SME / SMEs	Small and Medium-sized Enterprise(s)

SOPs	Standard Operating Procedures
TETRA	Terrestrial Trunked Radio
TEU / TEUs	Twenty-foot Equivalent Unit(s)
tn	Tonnes
TOS	Terminal Operating System
VAT	Value Added Tax
VSME	Voluntary Sustainability Reporting Standard for SMEs