

# SUSTAINABILITY REPORT



**HELEXPO**



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An aerial photograph of a city intersection. A large, semi-transparent green rectangular box is centered over the image, containing the text 'TIF-HELEXPO AT A GLANCE'. The background shows a multi-lane road with several cars, a large parking lot with a few vehicles, and surrounding urban infrastructure including buildings, trees, and a curved sidewalk. The scene is captured from a high angle, looking down on the street.

## TIF-HELEXPO AT A GLANCE



# Message from the Management

2024 was a landmark year for TIF-HELEXPO. It was a year when our ideas turned into action and our plans became tangible results. Every step we took, every initiative we launched, was driven by a commitment to place sustainability at the core of our mission. We aimed to elevate the experience for both exhibitors and visitors, while leaving a positive mark on society and the environment.

ISO  
20121

The Zero Waste initiative was more than just a practice—it became a way of life across all our events. Our recertification under ISO 20121 for the Forward Green and Renewable Energy Tech exhibitions confirmed that TIF-HELEXPO is a leader in sustainable event organization. And for the third consecutive year, our partnership with Cigaret Cycle turned recycling and responsible resource management into an everyday habit.



The strength of TIF-HELEXPO comes from its people. We proudly maintained our Great Place to Work certification for the third consecutive year, investing in the well-being, growth, and safety of every member of our team.

ISO  
27001

2024 was also a year of digital transformation. The launch of our new corporate website, online ticketing, full transition to Microsoft Office 365, and ISO 27001 certification revolutionized our operations—making them more secure, efficient, and user-friendly for everyone.



In the environmental sector, we achieved remarkable progress: Scope 1 & 2 emissions were reduced by 29%, while Scope 2 emissions dropped by 44% compared to 2023. At the same time, our facilities became more inclusive and accessible for people with disabilities, thanks to comprehensive accessibility studies.

With strategic foresight and unwavering commitment, we confidently move toward the future: a future that is green, digital, accessible, and socially responsible. The new bioclimatic Exhibition Center and the modern urban park we envision will not only upgrade the city but also provide unique experiences for every citizen.

We are shaping an ESG-driven future: A green environment, an empowered society, and governance that inspires trust.







## About the Report

GRI 2-2, GRI 2-3, GRI 2-4, GRI 2-5, ATEX C-G7, ATEX C-G8, ATEX A-G5

This Sustainability Report by TIF-HELEXPO captures our actions and performance in the field of sustainable development and the implementation of ESG criteria (Environment, Social, Governance) over the past year.

The report covers all entities included in the financial statements of TIF-HELEXPO.

This Sustainability Report covers the reporting period from January 1, 2024, to December 31, 2024, aligning with the fiscal year of the Annual Financial Report, which was published on July 17, 2025.

The report aims to provide comprehensive information to all stakeholders regarding the company's strategy, actions, and performance, fostering transparency and trust while further promoting dialogue on sustainable development.

The content was developed using the double materiality principle, focusing on issues that are critical both to the company's sustainable growth and to the impact of its activities on the broader environment and society.

This Report was published on 31/12/2025 and includes company-level data. It has been prepared with reference to the Global Reporting Initiative (GRI) Standards, the 10 Principles of the UN Global Compact, and the 17 UN Sustainable Development Goals (SDGs).

For the 2024 Sustainability Report, the company has not pursued external assurance. Additionally, it is noted that there are no material restatements or changes compared to previous years' reports.

### Contact Information

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# Key Milestones for 2024

**TIF-HELEXPO** is Greece’s national exhibition organization, with an uninterrupted presence in the exhibition sector since 1926. Today, the organization boasts an extensive and dynamic portfolio, encompassing international exhibitions, conferences, and multifaceted events, consistently fostering the outward orientation and growth of Greek entrepreneurship.


**TIF-HELEXPO** of today designs the future with consistency and vision. In this context, 2024 saw the implementation of the following key achievements and initiatives:



**Zero Waste Initiative:**  
Remained central to all our events, reinforcing our commitment to sustainability



**Cigarette Recycling:**  
Continued our partnership with Cigaret Cycle for cigarette butt recycling, an ongoing initiative since 2022



**ISO 20121 Recertification:** Achieved recertification for Forward Green (Circular Economy) and Renewable Energy Tech exhibitions. ISO 20121 ensures systematic management of environmental, social, and economic aspects, responsible resource use, and circular economy practices during events.  
ISO 20121 is an international standard for sustainable event management, ensuring the systematic management of environmental, social, and economic aspects. It promotes responsible resource use and the implementation of circular economic practices throughout exhibitions and events



**ISO 20121 Recertification-Forward Green & Renewable Energy Tech**



**Great Place to Work Certification:**  
Certified for the third consecutive year, highlighting our dedication to our people and workplace culture



**Digital Transformation:**  
Upgraded our corporate website, accelerating digital processes



**Online Ticketing:**  
Implemented paperless entry with online tickets, reducing physical waste



**Microsoft Office 365 Transition:**  
Reduced resource use through full digital integration



**ISO 27001 Certification:**  
Achieved certification for Information Security, ensuring data protection



**Accessibility Upgrades:**  
Completed studies and modifications to ensure barrier-free access for people with disabilities across our facilities



**Emissions Reduction:**  
Scope 1 & 2 emissions decreased by 29% compared to 2023



**Scope 2 Emissions:**  
Reduced by 44% compared to 2023, reflecting our commitment to environmental sustainability

## Company Profile

### GRI 2-1

TIF-HELEXPO is Greece's national exhibition organization, with a long-standing tradition in organizing international exhibitions, conferences, and cultural events. The company operates under the official name "Diethnis Ekthesi Thessalonikis S.A." (International Exhibition of Thessaloniki S.A.), commonly known as "TIF-HELEXPO S.A.".

As a public limited company (Société Anonyme), it was established and operates in accordance with the provisions of Law 4548/2018, maintaining full independence from the broader public sector. Its entire share capital is owned by the Hellenic Corporation of Assets and Participations (HCAP), which strengthens its institutional standing and ensures operational stability.

The company's headquarters are in Thessaloniki, where they manage the Thessaloniki International Exhibition & Congress Center (TIF-HELEXPO), covering a total area of 180,000 sq.m, of which 62,000 sq.m are indoor exhibition and conference spaces. Additionally, TIF-HELEXPO operates HELEXPO Maroussi in Attica, a key venue for exhibitions and conferences at the national level.

The company's activities primarily span Thessaloniki, Athens, and Thessaly, playing a pivotal role in strengthening domestic entrepreneurship, promoting regional development, and showcasing Greek culture. Through its initiatives, TIF-HELEXPO aims to boost the international presence of Greek businesses and position Greece as a global hub for exhibitions and conferences.

In 2024, the company's turnover amounted to €18.708 million.

## Historical Overview

With nearly a century of history, TIF-HELEXPO stands as the cornerstone of exhibition activity in Greece and a benchmark for Southeastern Europe. The establishment of the Thessaloniki International Fair (TIF) in 1926 marked the dawn of a new era, positioning Thessaloniki as the exhibition hub of the Balkans. Visionary Nikolaos Germanos transformed the Fair into a gateway for Greek and international business development, combining foresight and boldness.

Over the decades, TIF-HELEXPO has played a pivotal role in Greece's economic, cultural, and social progress, maintaining its leadership in the exhibition sector. The Thessaloniki venue hosted landmark events and innovative initiatives, enduring even through challenging times, such as World War II, when its facilities suffered severe damage.

The 1960s represented a golden age, with the organization of internationally acclaimed events and visits from global dignitaries. The Fair evolved into an institution that not only boosted the Greek economy but also showcased the country's culture through initiatives like the Greek Film Festival and the Greek Song Festival.

After 1974, TIF continued to be held annually in September, while new sector-specific exhibitions were developed, attracting thousands of professionals from diverse fields. The journey began in 1973 with the International Fur Exhibition and MARMIN, which achieved remarkable success. The grouping of products by sector led to the establishment of 27 specialized exhibitions in the early years, a number that remained close to 20 by 2009. This evolution marked a broader shift in the exhibition landscape, emphasizing specialization and multifunctionality, as DETH gradually transformed into a political, social, and entertainment landmark.

Responding to the evolving needs of the market, TIF-HELEXPO modernized its infrastructure and strengthened its international partnerships. In 2013, the merger of TIF and HELEXPO into a single entity ushered in a new era of outward-looking growth, with exhibitions highlighting Greece's potential as a global exhibition destination.

Today, TIF-HELEXPO remains the leading organizer of exhibitions and conferences in Greece, playing an active role in the country's economic and cultural development. With a strategic focus on sustainable growth, it continues to invest in upgrading its facilities and pioneering innovative initiatives, firmly set on shaping the future.



# Company Infrastructure

TIF-HELEXPO has two strategically located exhibition centers – in the center of Thessaloniki and in Maroussi, Attiki – which are pillars of the exhibition activity at national and international level. Its infrastructure is designed to serve thousands of visitors and exhibitors every year, with continuous upgrading of facilities and investments in technology and sustainability.

Its main facilities include the following:

### Thessaloniki International Exhibition Center (TIF):

- Total area: 180,000 sq.m.
- Covered areas: 62,000 sq.m.

It Includes:

- 17 kiosks
- 3 blocks of gates
- «Ioannis Vellidis» Conference Center
- «Nikolaos Germanos» Conference Center
- Luxurious Conference Center and multi-purpose hall “Emilios Riadis”
- Outdoor parking spaces

### HELEXPO Maroussi (Athens):

- Total exhibition area: 8,000 sq.m.
- 3 exhibition levels
- Conference level: 4 rooms with a total capacity of 950 individuals
- Parking spaces for 150 vehicles



# Activities and Value Chain

### GRI 2-6, ATHEX C-S8, ATHEX A-G1

TIF-HELEXPO is the Unified National Exhibition Body of Greece, with the main object of organizing exhibitions, conferences, business missions and various events both in Greece and abroad. Since 1926, the company has played a key role in the development of international exhibitions and in supporting the extroversion of Greek companies.

Today, TIF-HELEXPO organizes more than 17 international exhibitions in Greece, while at the same time coordinates the country’s participation in leading international exhibitions abroad, strengthening the presence of Greek entrepreneurship worldwide. In addition, its facilities host numerous conferences and events organized by third parties, which consolidates its position as a leading exhibition and conference organization in Southeast Europe.

The value chain of TIF-HELEXPO includes all activities related to the organization and hosting of exhibitions, conferences and events, with key sources of revenue:

- **Organisation of exhibitions:** annual planning and implementation of numerous sectoral and general exhibitions.
- **Organizing and hosting conferences:** offering modern and fully equipped infrastructure for conferences of international prestige.
- **Organizing theme parks and events:** developing and implementing theme parks, cultural activities and business events.
- **Management and exploitation of real estate:** provision of exhibition spaces and commercial services, including outdoor and underground parking spaces with a total capacity of 740 places, as well as rental of shops and offices.

The distribution of the TIF-HELEXPO value chain is presented in sectors as follows:

(Upstream)	(Downstream)
Suppliers	Private customers
Manufacturers of exhibition structures	Public sector customers
Cleaning service providers	Parking service customers
Security service providers	Real estate tenants
Exhibition space maintenance service providers	
Other suppliers and service providers	



# Business Relations

GRI 409-1

TIF-HELEXPO is developing a wide network of collaborations with business and public bodies, which is a foundation for the successful implementation of its exhibition, conference and cultural activities. These partnerships cover a wide range of services, from the construction of exhibition stands and the provision of cleaning and security services, to the management of transport and logistics, ensuring the smooth operation of each event.

The company’s supply chain is designed to effectively support all events, regardless of size or theme. At the same time, the management of TIF-HELEXPO places particular emphasis on the selection of partners who embrace the principles of sustainable development, seeking to create long-term relationships based on quality, reliability and a common commitment to responsible entrepreneurship.

Through this network of collaborations, TIF-HELEXPO strengthens its dynamics as a leading exhibition body, promoting innovation, extroversion and sustainability in every aspect of its operation.

During the reporting period, no operations or suppliers of the company were identified that are considered to present a significant risk for incidents of child labor or employment of young workers in hazardous work.

Similarly, no operations or suppliers were identified that are assessed as high risk for incidents of forced or compulsory labor, either based on the type of their activity and the nature of the business relationship, or based on the countries or geographical areas in which they operate.

The company systematically monitors these risks through due diligence and supplier management procedures, with the aim of ensuring compliance with human rights throughout the value chain.



# Strategic Objectives

ATHEX A-G3

ENVIRONMENT		
Urban Regeneration	In the new spatial design for the Thessaloniki International Fair, more than 1/3 of the area is intended as an open space (urban park with cultural and recreational facilities).	2024
Energy Efficiency	All new buildings in the new spatial design should be compatible with the highest energy efficiency standards (e.g. bioclimatic buildings). Installation of photovoltaics to manage energy consumption and improve the environmental footprint.	2024
Gradual elimination of plastic	Gradual phasing out of plastic materials and transition to the use of composted / recycled packaging materials in conference venues.	2024
Responsible water consumption	Partnership with EYATH / EYDAP for the creation of public fountains in the conference venues that will provide fresh tap water to conference speakers and visitors. Rainwater Collection Mechanism	2024
Promotion of Electrification	Partnership with PPC to install electric car charging stations in the company’s conference rooms. Gradual replacement of the corporate car fleet with electric cars.	2024
Promotion of green mobility and micromobility	Providing visitors with the ability to move around the TIF premises using electric scooters.	2024
Food waste management	Raising awareness and ensuring that shop /restaurant tenants support food waste management.	2024
Responsible Suppliers	Review of criteria in tenders and procurements so that tenants of exhibition spaces meet social criteria while prioritizing environmentally sustainable outcomes (e.g. recycled content, low carbon footprint, plastic elimination initiatives)	2024



## SOCIETY

<b>Employee engagement measurement survey</b>	Implementing research and taking relevant actions.	2024
<b>Providing options for the use of equipment or items not used after exhibitions</b>	Encourage exhibitors to donate items left in their stands from conferences and exhibitions to carefully selected groups in the local community.	2024
<b>Health and Safety</b>	TIF HELEXPO has introduced and implemented a strict Covid-19 protocol that covers all aspects of its operation but also in relation to the well-being of employees and suppliers.	Recurring application
<b>Vaccination Center</b>	Provision of exhibition facilities to the Greek State in Thessaloniki and Athens in order to host Covid-19 vaccination clinics (during and after the pandemic crisis) in accordance with the requirements of the national vaccination program.	2024
<b>Visitors Accessibility</b>	Existence of toilets, elevators, and entrances in all areas, accessible to everyone. Also, the possibility of renting motorized scooters, while access for guide dogs must be allowed.	2024
<b>Customer Prosperity</b>	Customer and business partner satisfaction surveys.	2024

## GOVERNANCE

<b>Board of Directors Independence</b>	Application of Law 4706/2020 regarding independence Separation of roles and responsibilities: Non-executive position of the Chairman of the Board of Directors. All Members of the Board of Directors sign a commitment to the absence of conflict of interest (and/or a declaration of independence as appropriate) in a form provided by the Hellenic Corporation of Assets and Participations (HCAP).	2021 -2024
<b>Third-party audit</b>	Implementation of a process for all partners and suppliers (based on the process of the Growthfund).	2021 -2024
<b>Adoption of the new Corporate Governance Code for listed companies, to an extent feasible.</b>	Implementation of Circular No. 60 of the Capital Market Commission regarding at least 25% representation of women on the Board of Directors, in the context of aligning as much as possible with the standards of listed companies.	2022 -2024
<b>Self-assessment of the boards of subsidiaries</b>	Implementation of the guidelines and policy of the Hellenic Corporation of Assets and Participations (assistance from an external consultant & preparation of a report with findings & next steps).	2021 -2024
<b>Business Ethics</b>	Establishment of an effective ethics & compliance program, new policies and procedures, including policies provided by the Hellenic Corporation of Assets and Participation (HCAP). Training on Business Ethics & Regulatory Compliance issues.	2021 -2024
<b>Risk Assessment</b>	Establishment of an effective ethics and compliance program, along with new policies and procedures, including those provided by the Hellenic Corporation of Assets and Participation (HCAP). Training on business ethics and regulatory compliance issues.	2023 -2024
<b>Monitoring</b>	Quarterly reports of the Compliance Officer to the Board of Directors and establishment of a communication framework with the Growthfund.	2022 -2024



# Economic Development and Company Expansion

GRI 201-1, GRI 201-4, GRI 203-1

Economic Value				
	Currency	2022	2023	2024
Turnover	€	15,110,505.46	15,392,372.05	18,708,335.53
Total revenue (Turnover, dividends, financial and other income)	€	16,247,329.74	16,951,558.50	19,914,314.42
Distributed economic value	€	13,011,958.12	14,311,855.40	16,198,013.85
Operating cost	€	9,798,058.63	10,503,894.08	11,756,037.32
Salaries and employee benefits	€	2,781,064.27	3,368,548.03	3,914,336.21
Payments to capital providers	€	0.00	0.00	0.00
Payments to the Public Sector	€	416,165.86	414,260.91	503,043.26
Community Investments/Social Contribution	€	16,669.36	25,152.38	24,597.06
Economic value retained	€	3,235,371.62	2,639,703.10	3,716,300.57

The energy cost for the operation of the Group’s facilities is affected by the significant increases observed internationally and constitutes a substantial part of the operating expenses.

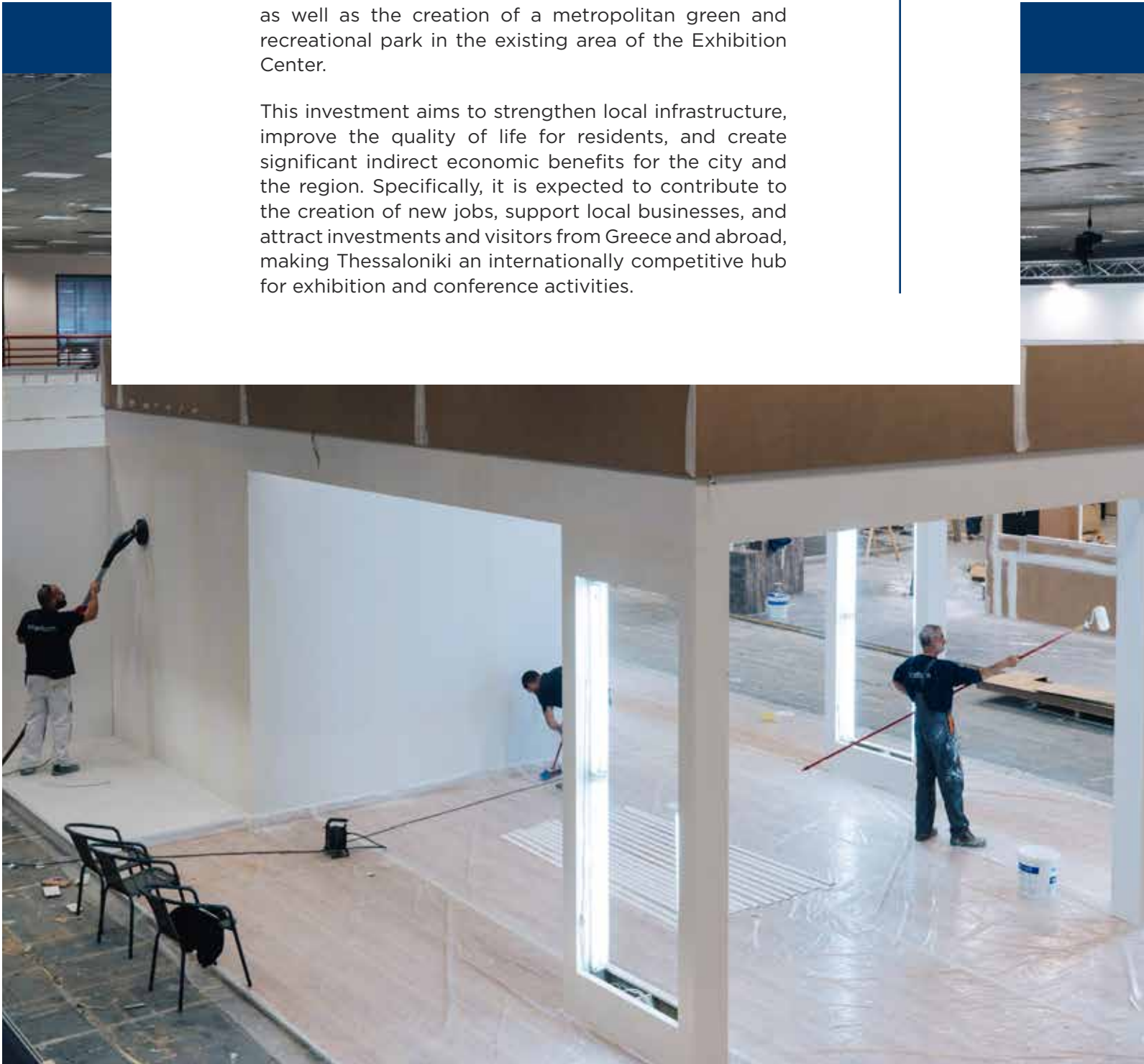
The turnover came from services related to the organization of exhibitions, conferences, events, and revenues from parking space exploitation, recording an increase of 21.5% compared to the previous year.

# Infrastructure Investments

GRI 203-1

The redevelopment of the Thessaloniki International Exhibition Center is a project of strategic importance both for TIF-HELEXPO and for the wider region. The project includes the reconstruction and modernization of the exhibition, conference, and support facilities, as well as the creation of a metropolitan green and recreational park in the existing area of the Exhibition Center.

This investment aims to strengthen local infrastructure, improve the quality of life for residents, and create significant indirect economic benefits for the city and the region. Specifically, it is expected to contribute to the creation of new jobs, support local businesses, and attract investments and visitors from Greece and abroad, making Thessaloniki an internationally competitive hub for exhibition and conference activities.





# Partnerships and Collaborations

The Thessaloniki International Fair (TIF) maintains a strong and multi-level network of collaborations with business, institutional, and governmental bodies, both in Greece and internationally. Through these strategic relationships, it enhances its outward orientation and global influence, positioning itself at the center of developments in the exhibition industry and strengthening its competitiveness.

## Strategic Partners

The company collaborates with leading international exhibition organizations, actively participating in global events and offering specialized services.

## Participation in Organizations and Associations

TIF-HELEXPO is an active member of important domestic and international associations, contributing to the development of the exhibition sector and the enhancement of global networking:

- ▶ **UFI** – Global Association of Exhibition Organizers
- ▶ **IFES** – International Federation of Exhibition and Event Services
- ▶ **IAEE** – International Association of Exhibitions and Events
- ▶ **ICCA** – International Association of Congresses and Convention Centres
- ▶ **CEFA** – Central Europe Exhibition Alliance
- ▶ **AIPC** – International Association of Conference Centers
- ▶ **SOKEE** – Association of Exhibition Organizers and Builders of Greece
- ▶ **ITTFA** – International Association of Tourism Exhibitions
- ▶ **HAPCO** – Hellenic Association of Professional Congress Organizers
- ▶ SEV – Hellenic Federation of Enterprises
- ▶ SEVE – Exporters Association
- ▶ TCB – Thessaloniki

## Collaboration with Public and Regional Authorities

HELEXPO cooperates closely with government bodies and regional associations, contributing to policymaking and the enhancement of exhibition activities at local and national levels. Among these are

- ▶ Ministry of Foreign Affairs
- ▶ Ministry of Culture
- ▶ Ministry of Tourism
- ▶ Ministry of Development
- ▶ Ministry of National Economy and Finance
- ▶ Ministry of Interior
- ▶ Ministry of Interior (Macedonia-Thrace Sector)
- ▶ Ministry of Digital Governance
- ▶ Region of Central Macedonia
- ▶ Municipality of Thessaloniki
- ▶ Aristotle University of Thessaloniki
- ▶ University of Macedonia
- ▶ International Hellenic University

## Participation in Chambers of Commerce

HELEXPO actively participates in commercial and industrial chambers, ensuring collaboration with business entities and enhancing access to international networks:

- ▶ Thessaloniki Chamber of Commerce & Industry
- ▶ Central Union of Chambers of Greece
- ▶ Hellenic Bulgarian Chamber of Commerce
- ▶ Hellenic German Chamber of Commerce & Industry
- ▶ Hellenic Italian Chamber of Commerce
- ▶ Hellenic American Chamber of Commerce
- ▶ Hellenic Arab Chamber of Commerce
- ▶ Hellenic French Chamber of Commerce
- ▶ Hellenic Chinese Chamber of Commerce

### Business Partners

To optimize services and enhance its operational efficiency, TIF-HELEXPO collaborates with significant business entities:

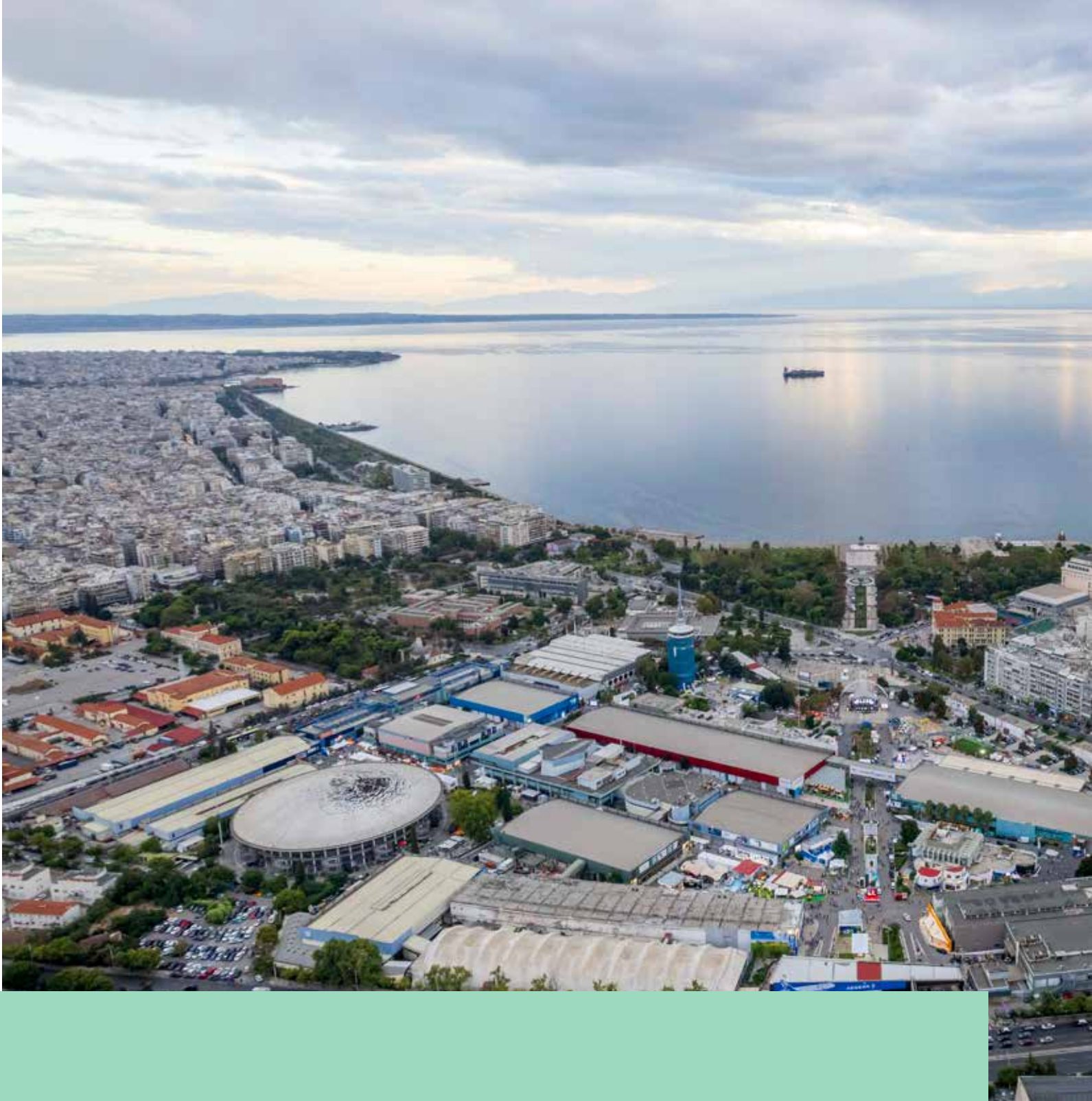
- ▶ OLTH – Thessaloniki Port Authority
- ▶ EYATH – Thessaloniki Water Supply and Sewerage Company
- ▶ Mar Lab – Scientific collaborator in the field of marketing
- ▶ ICAP – Business information provider

### Memoranda of Understanding (MoU)

As part of strengthening its Balkan and broader professional network, TIF-HELEXPO has signed Memoranda of Understanding with significant exhibition organizations in the region:

- ▶ Inter Expo – Sofia, Bulgaria
- ▶ Shenzhen Convention and Exhibition Centre – China
- ▶ ERA Group – Skopje, North Macedonia
- ▶ Klik Ekspo – Tirana, Albania

Through this wide range of partnerships, TIF-HELEXPO strengthens its position as an international exhibition organizer, promoting innovation, sustainability, and the multifaceted development of the exhibition sector





A large, mature tree with a thick, textured trunk and green foliage is the central focus, planted in a large, dark, circular planter. The tree is situated in a spacious, well-lit indoor area with a high ceiling featuring a grid of recessed square lights. In the background, several people are sitting on wooden benches, and others are standing or walking. The floor is made of light-colored wood. To the left, there is a brick wall with some greenery hanging from it. In the distance, a sign with the number '6' and some text is visible. The overall atmosphere is one of a modern, sustainable public space.

## Sustainability Development



# Double Materiality Analysis

GRI 2-14, ATHEX C-G3

The double materiality analysis conducted in 2023 was based on the GRI Standards (GRI Standards 2021) and the European Sustainability Reporting Standards (ESRS). This approach ensured the quality and relevance of the information included in the report, with a focus on issues that are critical both for the company and its stakeholders.

The double materiality analysis assesses:

- the significant environmental and social impacts (impact materiality) caused by its activities, directly or through the value chain, affecting both people and the environment, and
- the risks and opportunities for sustainable development arising from external factors that can influence the company's financial performance, position, cost of capital, or liquidity.

As part of updating the Double Materiality Analysis for 2024, a comparative analysis was conducted on key competitors at both the national and international levels, focusing on their approach to materiality analysis and the significant issues they have identified. Additionally, targeted research was carried out on global sustainability trends and broader current developments (regulatory, market, and stakeholder trends). This research confirmed that the material issues identified in 2023 remain substantially relevant for 2024, maintaining a high level of importance for both the company and its key stakeholders.

## Methodology

The methodology applied followed the GRI Standards and is fully aligned with the European Sustainability Reporting Standards (ESRS) framework, which requires comprehensive, transparent, and standardized disclosure of sustainability performance and impacts. This ensures consistency with evolving regulatory expectations and stakeholder needs:

- Stakeholder, Value Chain, and Geographical Boundary Mapping:** Analysis of stakeholders and the value chain within defined geographical boundaries to identify all critical points where impacts, risks, or opportunities may arise.
- Development of an Impacts, Risks, and Opportunities (IROs) Inventory:** Creation of a comprehensive inventory of impacts, risks, and opportunities to serve as the foundation for the double materiality analysis.



- Assessment of impacts, risks, and opportunities:** Evaluation of the materiality of impacts on the environment and society, as well as how the same parameters translate into financial risks and opportunities. Three main criteria were used to map the impacts: extent, scale, and irreversibility. For the financial dimension, two indicators were applied: the size of the potential financial impact and the likelihood of occurrence.
- Validation of impacts, risks, and opportunities:** After the assessment was completed, all findings were collected and subjected to a review and confirmation process by Management.



# Stakeholders and Communication Channels

GRI 2-29, ATHEX C-S1

Stakeholders directly or indirectly influence the activities and operations of TIF-HELEXPO. These include all those affected by the company's business activities and actively involved in the process of shaping strategic decisions. The regular evaluation and review of the stakeholder list are carried out based on corporate values, the strategy

of TIF-HELEXPO, and the broader business context. Through continuous interaction, the understanding of the partners' needs and the optimal performance of its services are ensured. The table below presents the stakeholders, the communication channels, and the frequency of communication with them.








Section	Communication Channel	Communication Frequency
Employees	Through the Employees' Representative on the Board of Directors and in organizational meetings	Frequent
Media	Through collaborations with Journalists	On an as-needed basis, particularly in anticipation of major events
Shareholders	Through scheduled meetings, quarterly reports, and the presence of a Shareholder Representative as a member of the Board of Directors	At a monthly basis
Customers & Visitors	Via email, newsletters, phone communication, and in-person meetings	Frequent
Suppliers, Partners & Contractors	Via email, newsletters, phone communication, and in-person meetings	Frequent
Government & Local Authorities (Municipalities, Regions, Ministries, etc.)	Through the representatives of the city's productive bodies and local authorities, who serve as members of the Board of Directors	At a monthly basis
Associations, Societies, Unions & Chambers	Through the representatives of the city's productive bodies and local authorities, who serve as members of the Board of Directors	At a monthly basis
Local social groups	Through their requests for support for various events or for CSR activities	On a case-by-case basis

TIF-HELEXPO strives for continuous and honest communication with all stakeholders, promoting relationships of mutual trust and cooperation that enhance the sustainable development of both the company and the wider society.





# Critical Issues and Sustainability Objectives

	Critical Issues	Sustainable Development Goal	TIF-HELEXPO Contribution
1	Business Ethics and Regulatory Compliance		TIF-HELEXPO promotes business ethics and regulatory compliance, fostering transparency and strong governance.
2	Respect for Human Rights and Accessibility	 	The company ensures equality in access and the protection of human rights in all its activities.
3	Social Contribution	 	TIF-HELEXPO contributes to the local community through social programs and initiatives that improve living conditions.
4	Human Resource Management and Workplace Safety	 	The company focuses on creating safe and decent working conditions for all its employees.
5	Innovation and Digital Transition		TIF-HELEXPO promotes innovation and digital transformation as part of its strategy, to improve competitiveness and sustainability.
6	Quality and Safety of Services		Ensuring the quality and safety of TIF-HELEXPO's products and services is central to sustainable development.
7	Energy Management	 	The company aims to reduce energy consumption and improve energy efficiency, contributing to the protection of the environment.
8	Waste Management and Circular Economy	 	TIF-HELEXPO implements circular economic strategies, reducing waste and promoting sustainable practices in resource management.
9	Greenhouse Gas Emissions		The company implements policies to reduce greenhouse gas emissions, aiming to contribute to addressing climate change.

# Material Topic Prioritization

The materiality analysis of TIF-HELEXPO was based on the systematic assessment of the significant economic, environmental, and social impacts of its activities, both within the organization and along the value chain. This process was carried out considering the expectations and priorities of stakeholders and serves as a fundamental tool for determining the sustainable development strategy, as well as for the effective management of related risks and opportunities.

## Internal Analysis

The internal dimension of the analysis focused on issues that directly affect the company's operational performance and organizational development. The key issues that emerged include:

- Business Ethics and Regulatory Compliance
- Human Resource Management & Occupational Health and Safety
- Innovation and Digital Transformation
- Service Quality and Safety
- Energy Management

The prioritization of the above issues reflects the importance of strong corporate governance, technological adaptability, and responsible management of human and natural resources.

## External Analysis

The external analysis focused on the impacts of TIF-HELEXPO's activities on society, the environment, and stakeholders. The main key issues identified are:

- Respect for Human Rights and Accessibility
- Social Contribution
- Waste Management and Promotion of Circular Economy
- Greenhouse Gas Emissions

This analysis confirms the company's commitment to ensuring positive social impacts, promoting responsible environmental practices, and strengthening resilience in sustainable development matters.



A photograph of a well-maintained garden. In the foreground, a large, light-colored stone fire pit sits on a green lawn. To the right, a large, mature olive tree with silvery-green foliage dominates the scene. Its base is surrounded by several large, light-colored burlap sacks filled with vibrant pink and white flowers. In the background, a bed of white gravel is planted with several small, young trees and shrubs. A wooden bench is partially visible on the right side of the image. The sky is blue with some light clouds.

## Environment



# Energy Management

GRI 302, ATHEX C-E3

TIF-HELEXPO is committed to reducing energy consumption and increasing energy efficiency, thereby contributing to sustainable development. Recognizing the critical importance of proper energy management, the company adopts practices that limit its energy footprint.



Energy Consumption				
	Units	2022	2023	2024
Fuel oil consumption for hot water generation	lt	-	200	200
	MWh	-	1,98	1,98
Fuel oil consumption for heating buildings	lt	25.000	39.880	24.791
	MWh	247,44	394,71	245,37
Fuel consumption in passenger vehicles	lt	3.859	5.077	2.852
	MWh	34,29	45,11	25,34
Diesel fuel consumption in passenger vehicles	lt	1.270	1.701	2.621
	MWh	12,57	16,84	25,94
Diesel fuel consumption in construction machinery and equipment	lt	-	-	2.900,12
	MWh	-	-	28,70
Fuel consumption in construction machinery and equipment	lt	-	-	425,23
	MWh	-	-	3,78
Electricity consumption in company facilities	kWh	4.705.171	4.608.051	4.692.579,12
Total energy consumption	MWh	294,29	463,24	309,86

Energy intensity				
	Unit	2022	2023	2024
Energy intensity	MWh / mil. €	55,42	94,73	37,79
Denominator (net income)	mil. €	5,31	4,89	8,20

Refrigerants (HFCs)				
Filling R-422D liquid	kg	-	-	83,333
Filling R-407C liquid	kg	-	-	16,667
R-410A liquid charging	kg	-	-	20



In 2024, a substantial improvement in energy intensity is recorded, which fell to 37.79 MWh/€ million, from 55.42 MWh/€ million in 2022. This reduction represents a significant increase in energy efficiency and reflects the effectiveness of the initiatives implemented to optimize energy consumption.

The temporary deterioration of the indicator in 2023 (94.73 MWh/€ million) has now been fully reversed, indicating that the higher energy requirements of that particular year do not represent a permanent trend.

At the same time, the increase in net revenue in 2024 contributed to the reduction of energy intensity, as greater economic activity distributes energy consumption per unit of value more effectively. Overall, 2024 demonstrates significant progress toward a more efficient and sustainable use of energy, confirming the company's ongoing commitment to reducing its operational footprint.

TIF has set clear short-term and long-term goals aimed at improving its energy efficiency and reducing overall greenhouse gas emissions.

Energy management is a priority for TIF, within the framework of its commitment to responsible operation, reducing its environmental footprint, and strengthening the energy resilience of its facilities.

**Short-term goals and interventions**

In the upcoming period, the Organization plans a series of immediate actions that will contribute to optimizing the energy efficiency of its facilities, such as:

- Replacement of electromechanical equipment with new, higher energy efficiency units.
- Implementation of targeted interventions to improve energy use and achieve savings in operational consumption.



- Waterproofing and sealing of the roof, as well as replacement of frames in the Administration building to reduce heat loss.
- Replacement of air conditioning systems with new high energy efficiency units, inverter technology.

**Future actions and continuous improvement**

To further enhance energy efficiency and responsible energy consumption, the Organization plans in the coming years:

- **Recording and assessing fuel consumption** in vehicles and construction

machinery, aiming to identify opportunities for improvement, reduce consumption, and manage resources more effectively.

- **Training and raising awareness** among staff through targeted seminars on rational energy management, savings, and best practices for energy efficiency.



# Greenhouse Gas Emissions

GRI 3-3, 305-1, 305-2, ATEX C-E1, ATEX C-E2

TIF-HELEXPO continues to implement best practices to reduce its energy footprint, in both direct and indirect emissions. Recognizing greenhouse gas emissions as a significant issue, it calculates annual greenhouse gas emissions in accordance with ISO 14064-1.

Direct emissions (Scope 1) include fuel consumption for heating facilities and operating stationary equipment, fuel use in company-owned or leased vehicles, as well as emissions from the use of refrigerants.

Indirect emissions (Scope 2) relate to electricity consumption for operating exhibition spaces and supplying the company’s electric vehicles.



Greenhouse Gas Emissions 2024						
	TOTAL (t CO2 eq)	CO2	CH4	N2O	HFCs	SF6
	GWP	1	28	265	2264	23500
Scope 1: Direct emissions	408,228					
Direct emissions from combustion of stationary equipment	65,914	65,698	0,075	0,142	0,00	0,00
Cogeneration Units						
Fuel oil combustion for hot water generation	0,53	0,526	0,001	0,001	0,00	0,00
Building heating						
Oil combustion	69,39	65,172	0,074	0,140	0,00	0,00
Direct emissions from combustion in mobile equipment / passenger vehicles	13,644	13,514	0,023	0,107	0,00	0,00
Fuel combustion in company-controlled vehicles						
Diesel combustion in passenger vehicles (owned or fully leased)	6,907	6,831	0,00	0,076	0,00	0,00
Gasoline combustion in passenger vehicles (owned or fully leased)	6,737	6,683	0,022	0,032	0,00	0,00
Direct emissions from combustion in mobile equipment / construction machinery	8,684	8,564	0,073	0,048	0,00	0,00
Fuel combustion in mobile equipment / construction machinery						
Diesel combustion in construction machinery (owned or fully leased)	7,627	7,567	0,016	0,043	0,00	0,00
Gasoline combustion in construction machinery (owned or fully leased)	1,058	0,996	0,057	0,004	0,00	0,00
Direct diffuse emissions from anthropogenic systems						
Direct diffuse emissions from anthropogenic systems	319,986	-	-	-	-	-
Scope 2: Indirect emissions from imported energy*	1.278,657	1.274,589	0,831	3,237	0,00	0,00
Indirect emissions from imported electricity	1.278,657	1.274,589	0,831	3,237	0,00	0,00
Total	1.686,885					

\* The values pertain to emissions from electricity consumption using the market-based approach.



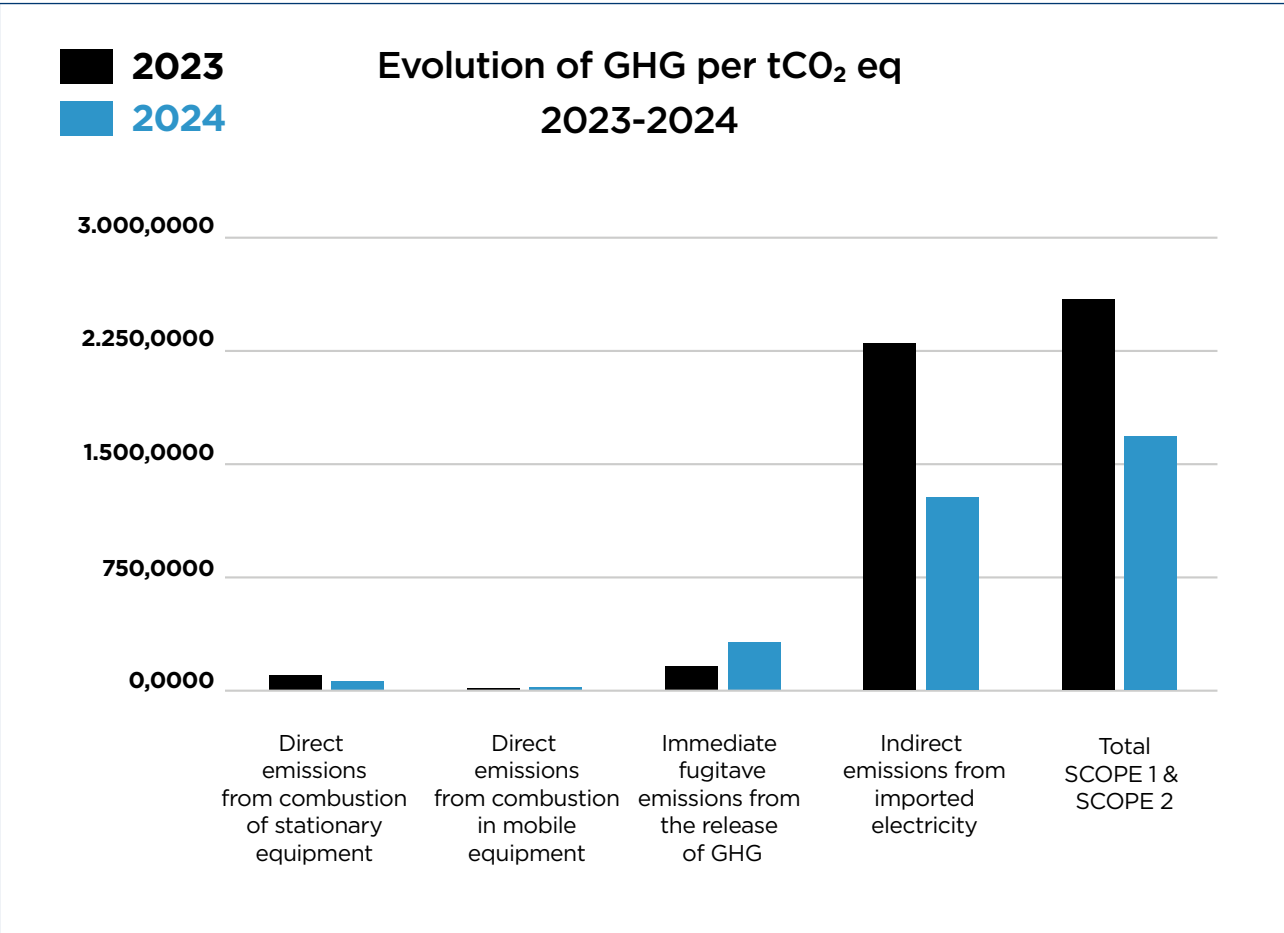
Greenhouse Gas Emissions 2023						
	TOTAL (t CO <sub>2</sub> eq)	CO <sub>2</sub>	CH <sub>4</sub>	N <sub>2</sub> O	HFCs	SF <sub>6</sub>
	GWP	1	28	265	2264	23500
<b>Scope 1: Direct emissions</b>	<b>285,24</b>					
Direct emissions from combustion of stationary equipment	105,71	105,36	0,12	0,23	0,00	0,00
Cogeneration Units						
Fuel oil combustion for hot water generation	0,53	0,00	0,00	0,00	0,00	0,00
Building heating						
Oil combustion	104,84	0,00	0,00	0,00	0,00	0,00
Direct emissions from combustion in mobile equipment	16,54	16,34	0,10	0,11	0,00	0,00
Fuel combustion in company-controlled vehicles						
Diesel combustion in passenger vehicles (owned or fully leased)	4,44	0,00	0,00	0,00	0,00	0,00
Gasoline combustion in passenger vehicles (owned or fully leased)	11,90	0,00	0,00	0,00	0,00	0,00
Immediate fugitive emissions from the release of GHG						
HFCs from refrigeration/air conditioning equipment in building facilities	162,99	0,00	0,00	0,00	162,99	0,00
<b>Scope 2: Indirect emissions from imported energy*</b>	<b>2.302,19</b>					
Indirect emissions from imported electricity	2.302,19	2.298,20	0,82	3,18	0,00	0,00
<b>Total</b>	<b>2.587,43</b>					

\* The values pertain to emissions from electricity consumption using the location-based approach.

Greenhouse Gas Emissions 2022						
	TOTAL (t CO <sub>2</sub> eq)	CO <sub>2</sub>	CH <sub>4</sub>	N <sub>2</sub> O	HFCs	SF <sub>6</sub>
	GWP	1	28	265	2264	23500
<b>Scope 1: Direct emissions</b>	<b>338,06</b>					
Direct emissions from combustion of stationary equipment	119,53	119,14	0,14	0,26	0,00	0,00
Cogeneration Units						
Fuel oil combustion in HZ						
Building						
Oil combustion						
Direct emissions from combustion in mobile equipment	46,79	46,27	0,20	0,32	0,00	0,00
Fuel combustion in company-controlled vehicles						
Diesel combustion in passenger vehicles (owned or fully leased)	25,03	25,03	0,00	0,00	0,00	0,00
Gasoline combustion in passenger vehicles (owned or fully leased)	21,25	21,24	0,01	0,00	0,00	0,00
Immediate fugitive emissions from the release of GHG						
HFCs from refrigeration/air conditioning equipment in building facilities	171,74	0,00	0,00	0,00	171,74	0,00
<b>Scope 2: Indirect emissions from imported energy*</b>	<b>2.643,38</b>					
Indirect emissions from imported electricity	2.643,38	2.639,09	0,88	3,41	0,00	0,00
<b>Total</b>	<b>2.981,44</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>

\* The values pertain to emissions from electricity consumption using the location-based approach.

Indirect Emissions Scope				
	Unit	2022	2023	2024
Scope 2 location based	t CO <sub>2</sub> eq	2.643,38	2.302,19	-
Scope 2 market based	t CO <sub>2</sub> eq	1.991,83	1.962,83	1.278,66



Greenhouse Gas Emissions Intensity Indicator

GRI 305-4, ATHEX C-E1, ATHEX C-E2

The Greenhouse Gas Emissions Intensity Index is defined as the ratio of total carbon dioxide equivalent (t CO<sub>2</sub> eq), emissions resulting from the company's operational activities to its turn-over. This index reflects the company's efficiency in reducing emissions in relation to its financial performance.

Greenhouse Gas Emissions Intensity				
	Units	2022	2023	2024
Direct emissions intensity (Scope 1)	tons CO <sub>2</sub> eq / € mil.	63,66	58,33	49,78
Indirect emissions intensity from imported energy (Scope 2) *market-based	tons CO <sub>2</sub> eq / € mil.	375,11	401,39	155,93
Total emissions intensity	tons CO <sub>2</sub> eq / € mil.	438,77	459,73	205,72
Net revenue (denominator for intensity calculation)	€ mil.	5,31	4,89	8,20

In 2024, there was an impressive improvement in greenhouse gas emission intensity, with the overall index decreasing to 205.72 tCO<sub>2</sub>eq/€ million, from 438.77 tCO<sub>2</sub>eq/€ million in 2022. This reduction is mainly due to the significant drop in the intensity of indirect emissions (Scope 2, market-based), which were limited to 155.93 tCO<sub>2</sub>eq/€ million, i.e., less than half the levels of previous years. This development reflects significant progress in improving the energy mix and reducing the carbon footprint of imported energy.

At the same time, direct emissions (Scope 1) also followed a downward trend, with their intensity steadily decreasing since 2022, reaching 49.78 tCO<sub>2</sub>eq/€ million in 2024. This continuous reduction reflects more efficient fuel use and improvement of operational processes.



# Waste Management and Circular Economy

GRI 3-3, 303-1, 306-3

The company does not produce hazardous waste from its activities; nevertheless, it has prioritized waste reduction and the adoption of best practices that support sustainable resource management.

TIF-HELEXPO aims to reduce its environmental footprint by implementing strategies that limit waste generation, enhance recycling, and incorporate the principles of the circular economy into its exhibition activities.

To achieve this goal, the company has adopted modern waste management methods, such as

- Reducing the waste generated during exhibitions and events.
- Recycling materials used in the preparation and operation of exhibition spaces.
- Optimizing water resource management through conservation technologies, such as automatic irrigation systems.

At the same time, TIF-HELEXPO collaborates with suppliers and specialized organizations to promote circular economy practices and enhance the reuse of materials wherever possible.

## Cigarette butt recycling

During 2024, at TIF, 43.11 kg of cigarette butts were collected from 31 specialized cigarette butt recycling bins installed on the premises, equal to 172,440 pieces. Through their processing via recycling, 9.50 kg of fertilizer and 30.60 kg of industrial plastic raw material will be produced.

Through this initiative, no pollutants were released into the environment.:

- 276 kg CO<sub>2</sub>
- 15 kg CO<sub>4</sub>

At the same time, 86,220 m3 of fresh or salt water were saved from pollution, and 6,721 MJ of non-renewable energy were saved from the production of new materials.

# BENEFIT FOR THE ENVIRONMENT



## Zero Waste Initiative

The company has adopted the Zero Waste initiative with the aim of promoting the circular economy and limiting the use of non-recyclable waste. In this context:

- At the exhibitions it organizes, special “Zero Waste Points” are implemented — that is, waste collection bins placed at strategic locations such as entrances, canteens, and parking areas. Forward Green Expo
- Before, during, and after each event, a process is carried out that includes the designation of positions, informing exhibitors and visitors, and monitoring and weighing the collected waste.
- Since September 2023 (the 87th TIF) and onwards, the initiative has shown measurable results, with a reduction of non-recyclable materials by up to 20% per event.

Through this action, the company:

- contributes to compliance with the EU environmental policy,
- reduces its environmental footprint and enhances its operational performance,
- lays the groundwork for future ESG initiatives across all sectors. Monitoring the amount of waste (weighing after the event) allows for comparative measurements and effectiveness evaluation — a critical element for GRI 303-1 (waste disposal) and GRI 306-3 (waste changes towards circular management) standards.

By adopting the Zero Waste standard, the organization strengthens its transition strategy towards a circular economy, within the broader ESG framework and sustainable operations.



# 'Εκθεση Ζωγραφικής Καθαρή πόλη

Society



1/17  
«Η πόλη που αγαπώ»  
Κ. Δ., 9 ετών  
1ο Δημοτικό Σχολείο Πανοράματος



1/131  
«Η πόλη που αγαπώ»  
Β. Α., 9 ετών  
7ο Δημοτικό Σχολείο Πόρνης



1/127  
«Η πόλη που αγαπώ»  
Φ. Ν., 4 ετών  
10ο Δημοτικό Σχολείο Καλλιθέας



1/146  
«Η πόλη που αγαπώ»  
Β. Β., 12 ετών  
Μαθητικό Σχολείο



1/275  
«Το διαφορετικό χωριό»  
Κ. Π., 11 ετών  
25ο Δημοτικό Σχολείο Τούμρας



1/144  
«Το σπίτι στο παιχνίδι»  
Δ. Τ., 10 ετών  
10ο Δημοτικό Σχολείο Καλλιθέας



1/112  
«Ελπίδα»  
Δ. Δ., 6 ετών  
13ο Δημοτικό Σχολείο Θεσσαλονίκης



1/148  
«Ελπίδα»  
Δ. Τ., 9 ετών  
Ελπίδα ΚΑΜΑΡΑ - Θεσσαλονίκη



Βραβεύτηκε ως το καλύτερο έργο της 1ης κατηγορίας



Βραβεύτηκε ως το καλύτερο έργο της 2ης κατηγορίας



Βραβεύτηκε ως το καλύτερο έργο της 3ης κατηγορίας



1/514  
«Το μαγεμένο σπίτι»  
Α. Κ., 8 ετών  
13ο Δημοτικό Σχολείο Ευόσμου



1/143  
«Ρομποτικό σπίτι»  
Σ. Α., 6 ετών  
1ο Δημοτικό Σχολείο Θεσσαλονίκης



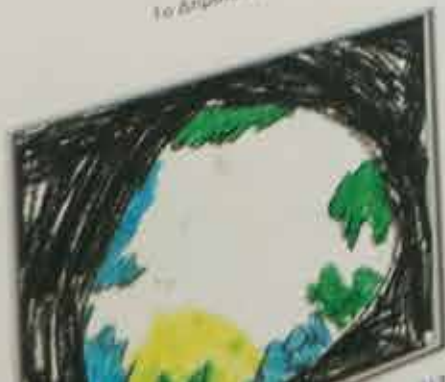
1/283  
«Κ. Α. 4 ετών»  
Καλλιθέα



1/149  
«Κ. Α. 4 ετών»  
Καλλιθέα



1/158  
«ΚΑΛΟ ΚΑΙΝΟΥΡΓΙΟ»  
Μ. Α., 14 ετών  
10ο Δημοτικό Σχολείο Βάρης



1/159  
«Προστασία του περιβάλλοντος»  
Β. Τ., 8 ετών  
10ο Δημοτικό Σχολείο Καλλιθέας



ΚΑΤΗΓΟΡΙΑ 2  
ΓΥΜΝΑΣΙΟ - ΛΥΚΕΙΟ

Renewable EnergyTech  
ΗΕΛΕΧΡΟ

HELEXPO

ΚΑΤΗΓΟΡΙΑ 3  
ΦΟΙΤΗΤΡΙΕΣ - ΦΟΙΤΗΤΕΣ  
ΕΠΙΧΕΙΡΗΣΕΙΣ - ΕΠΙΧΕΙΡΗΣΕΙΣ



# Human Resources Management and Occupational Health & Safety

GRI 2-7, GRI 2-8, ATHEX C-S2, ATHEX C-S7

Recognizing that the success and sustainable growth of the company rely on its people, HELEXPO-Thessaloniki International Fair continues in 2024 to systematically invest in creating a fair, safe, and supportive work environment. The company places its human resources at the center of its strategy, enhancing professional development, education, health, and the well-being of all employees.

In 2024, HELEXPO-Thessaloniki International Fair focused on strengthening a corporate culture based on fairness, transparency, inclusion, and equal treatment, promoting access to development opportunities without discrimination.



## Human Resources Indicators

The table below shows the distribution of the workforce over the past three years:

Human Resources				
	Unit	2022	2023	2024
Thessaloniki - Total	#	64	78	75
	%	88,89	91,76	92,6
Male Employees	#	30	32	32
	%	46,88	41,02	42,7
Female Employees	#	34	46	43
		53,13	58,97	57,3
Athens - Total	#	8	7	6
	%	11,11	8,24	7,4
Male Employees	#	5	5	4
	%	62,50	71,43	66,7
Female Employees	#	3	2	2
		37,50	28,57	33,3
Total (Thessaloniki - Athens)	#	72	85	81
Distribution by category				
Permanent employees	#			74
Men Thessaloniki	#			28
Men Athens	#			4
Women Thessaloniki	#			4
Women Athens	#			2

\* The data comes from existing company personnel tables with information on gender, age, salary, and type of employment (permanent/temporary).

In the year 2024, out of the total number of employees, 74 were in permanent positions, while 7 were employed under fixed-term contracts. More specifically, there were no workers who were not employees and whose work was monitored by the company.



Employees by age group					
	Unit	2022	2023	2024	
				Men	Women
Under 30 years old	%	0	12	0	6.67
Between 30 and 50 years old	%	28,13	42	44.44	51.11
Over 50 years old	%	71,88	46	55.56	42.22

Employees by age group			
	Unit	2024	
		Men	Women
Under 30 years old	#	0	3
Between 30 and 50 years old	#	16	23
Over 50 years old	#	20	19

During the reporting period, increases in the number of employees were observed due to seasonal needs related to the organization of exhibitions. The most significant change occurred in September, during the General Exhibition (7-15/9/2024), where **258 seasonal employees** were hired. In addition, the **Agrotica (1-4/2/2024), Athens Jewellery**

**Show (23-26/2/2024), Dance Festival (12-14/4/2024), and Philoxenia-Hotelia (14-16/11/2024)** exhibitions were held, with a total of approximately 77 people employed. These fluctuations are temporary and are due to the nature of the company’s activity, which involves organizing exhibitions.

### Recruitment and Departures

GRI 401-1, ATHEX C-S4

In the year 2023, there were 7 departures due to retirement. In the year 2024, there were 2 employee departures (1 male and 1 female, both in Thessaloniki).

Recruitment				
	Unit	2022	2023	2024
Thessaloniki	#	16	8	5
Men	#	-	3	3
Women	#	-	5	2
Athens	#	1	0	0
Men	#	-	0	0
Women	#	-	0	0
Total	#	17	8	5



### Occupational Training and Health

GRI 403-1, GRI 403-5, GRI 404-1, GRI 404-2, ATHEX C-S5

TIF-HELEXPO continues to implement a comprehensive Health and Safety Management System, with regular inspections, specialized guidance from a safety technician and occupational doctor, as well as training on prevention, first aid, and risk management. The company ensures that every employee oper-

ates in a safe and healthy work environment, enhancing trust and a sense of participation.

In 2024, all employees attended seminars directly related to their job positions. The company fully covered the costs of these training sessions.

Training				
	Unit	2022	2023	2024
Total number of hours of women's training	#		136	577
Number of female employees	#		6	45
Average hours of training for women	#		22,67	12,82
Total number of training hours for men	#		67	426
Number of male employees	#		4	36
Average hours of training for men	#		16,75	11,83



Occupational Accidents

GRI 403-3, ATHEX SS-S6

We are committed to the health and safety of our employees, recognizing that our people are our most valuable asset. Through the continuous improvement of working conditions and the implementation of targeted training programs, THESSALONIKI HELEXPO aims to ensure a work environment where every employee feels safe, empowered, and supported. These initiatives reflect our ongoing commitment to cultivating a culture of prevention and responsibility, while also contributing to the smooth and successful organization of our events.

For the reference year, as well as for the years 2022 and 2023, **no work-related accidents were recorded.**

Primary Medical and Nursing Care

HELEXPO, in the context of its ongoing commitment to the health, safety, and well-being of all visitors, exhibitors, and partners, has been collaborating for over 20 years with the company “Nurse at Home Sole Proprietorship IKE,” a provider of primary medical and nursing services within the facilities of the Thessaloniki International Fair.

The company has certified Quality Management Systems (ISO 9001), Environmental Management (ISO 14001), Occupational Health and Safety (ISO 45001), and Road Safety (ISO 39001), ensuring high standards of operation, consistency, and accountability.

As part of the collaboration, the following are provided within the premises of HELEXPO:

- Primary medical and nursing care, through nursing staff and paramedics trained in first aid.
- Specialized medical technology equipment, for the immediate handling of any incidents that may arise.
- A fixed service provision area, at Pavilion



11 (Cell), fully equipped to receive and care for visitors or exhibitors requiring medical and nursing support.

This collaboration is part of HELEXPO’s social responsibility and sustainable operation initiatives, contributing to prevention, immediate response to emergencies, and enhancing the sense of security of all participants in its events.

Employee Benefits

GRI 2-17, GRI 401-2, GRI 401-3

Full-time employees are offered:

- Retirement benefits
- Private insurance

- Life insurance
- Health care
- Disability coverage
- Parental leave
- Company phone

Permanent employees are provided with private health insurance and a child allowance based on the company collective agreement.

In 2024, 81 employees (100% of the total) were entitled to parental leave. Two employees (2 women) took parental leave, and they returned to their jobs after the end of the leave. Therefore, the return-to-work and retention rate remained at 100%.

Employee Compensation

GRI 2-3, GRI 405-2, ATHEX A-S3

All employees are covered by a company collective labor agreement. The company continues to make systematic efforts to ensure fair and competitive compensation for all its employees. Despite ongoing progress toward gender pay equality, the existing differences are mainly attributed to factors such as the type and level of job responsibilities, as well as the geographical location of employment.

- ▶ Average male salary: 2.162€
- ▶ Average female salary: 2.086€



## Quality and Safety of Services

GRI 3-3, GRI 416-2

TIF-HELEXPO, placing special emphasis on ensuring the quality and safety of its services, implements internationally recognized management standards and strictly adheres to all necessary measures to protect employees and visitors at the events and exhibitions it organizes.

The company's Quality Management System is certified under the ISO 9001 Standard, which confirms its commitment to providing safe, reliable, and high-quality services. Through this certification, the continuous evaluation and improvement of its operations and processes are ensured, as well as the enhancement of customer and partner satisfaction.

In this context, the Management of TIF-HELEXPO is committed to:

- Strictly complying with the applicable legislation related to its activities.
- Developing and maintaining high-quality infrastructure and specialized personnel.
- Meeting the needs of its customers and taking the necessary measures to increase their satisfaction.
- Modifying this policy, when required, to ensure its continuous adequacy and suitability.
- Monitoring and, if necessary, correcting the company's course through the establishment and systematic tracking of measurable goals and indicators.

During the reporting year, no incidents of non-compliance regarding the impacts of its products and services on health and safety were recorded. The company continues to invest in excellence, strengthening the trust of its customers and partners.

## Respect for Human Rights and Accessibility

GRI 3-3, GRI 406-1, GRI 407-1, GRI 408-1

TIF-HELEXPO considers diversity, equality, and respect for human rights fundamental values of its operation. Through its policies and actions, it promotes a work environment free from discrimination, where every employee has equal opportunities for advancement, development, and participation.

The company's commitment to equality, accessibility, and inclusion extends beyond the workplace and is reflected in the exhibitions and events it organizes, which are designed to be accessible and open to everyone. In this way, the company integrates the principles of social justice and sustainable development into its business practice, strengthening its position as a model of corporate responsibility.

The company encourages diversity in all its forms, regardless of gender, age, nationality, disability, religion, marital status, sexual orientation, political or cultural beliefs. Respect for individual and collective rights is a fundamental principle of its operations. During the reporting year, **no incidents of discrimination were recorded**, which confirms the company's commitment to creating a fair and open work environment.

At the same time, it ensures the freedom of association and collective bargaining. For this purpose, the TIF Employees' Association operates, which meets whenever required to safeguard the rights of its members. The company provides space for the Association's meetings and General Assemblies, as well as special leave for its members to participate in collective processes. There are no company or supplier operations where the freedom of association is at significant risk.

Additionally, TIF-HELEXPO offers fully accessible infrastructure and services for people with disabilities. The exhibition and conference spaces are designed to be fully accessible, ensuring equal participation for all, while continuously undertaking improvement measures.

There are no operations and suppliers that are considered to have a significant risk of incidents involving child labor and young workers exposed to hazardous work. Likewise, there are no operations and suppliers that are considered to have a significant risk of incidents of forced or compulsory labor, either in terms of the type of operation and supplier or the countries or geographic areas where the operations and suppliers are at risk.



# Social Contribution

## GRI 3-3

TIF-HELEXPO actively confirms its commitment to social contribution by supporting local communities and strengthening the social and cultural fabric through targeted actions and partnerships. Its aim is to create a meaningful and lasting positive social impact through initiatives that reach a wide range of social groups.

During the reporting year, the company carried out, among other things, the following actions:

- Establishment of a family ticket at a reduced cost, facilitating access to the exhibitions.
- Provision of free access for people with disabilities, ensuring equal participation in all events.
- Planting trees in collaboration with the Municipality of Thessaloniki to improve the urban environment.
- Support of charitable organizations and local entities by providing spaces for activities, such as blood donations.
- Allocation of a significant amount of money from the revenues of the 88th TIF for aiding those affected by the severe weather in Thessaly.
- Offering fruits and vegetables to charitable organizations (e.g., orphanages) within the framework of the Freskon exhibition.
- Donations of electronic equipment to schools.
- Donations of equipment to the army.
- Donations of equipment to the fire department, as well as the donation of two firefighter stations with full equipment (Panorama and Lagadas area).



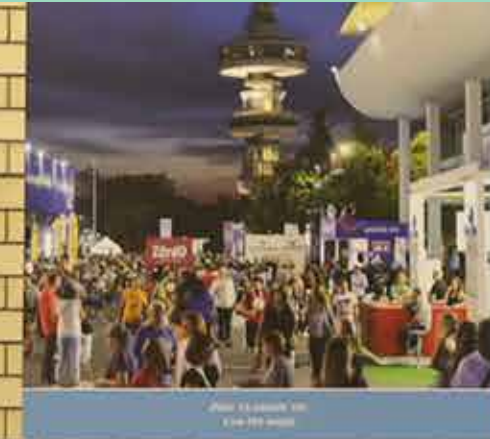
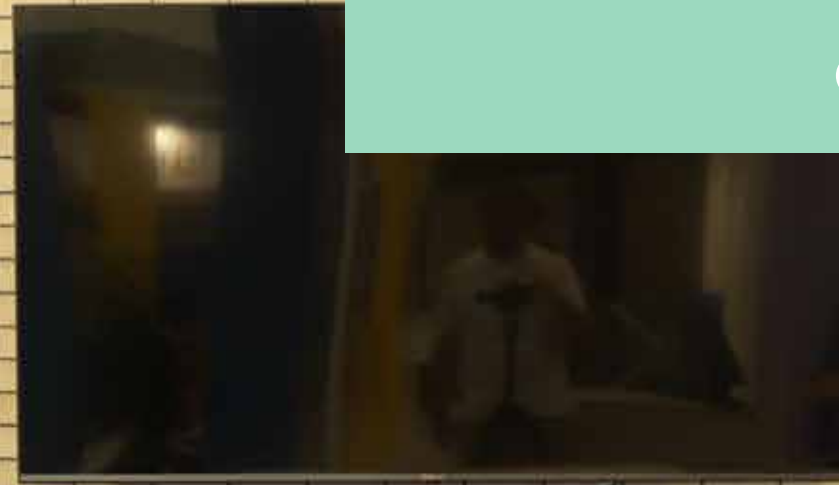
- Hosting vulnerable social groups or homeless people during extreme weather events.

The company's social contribution is not limited to the period of exhibitions, but evolves throughout the year. Through close cooperation with local authorities and organizations, TIF-HELEXPO substantially contributes to the promotion of sustainability and social well-being, ensuring that its initiatives have a measurable and meaningful positive impact on society.



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We score in the Development of Thessaloniki

## Governance

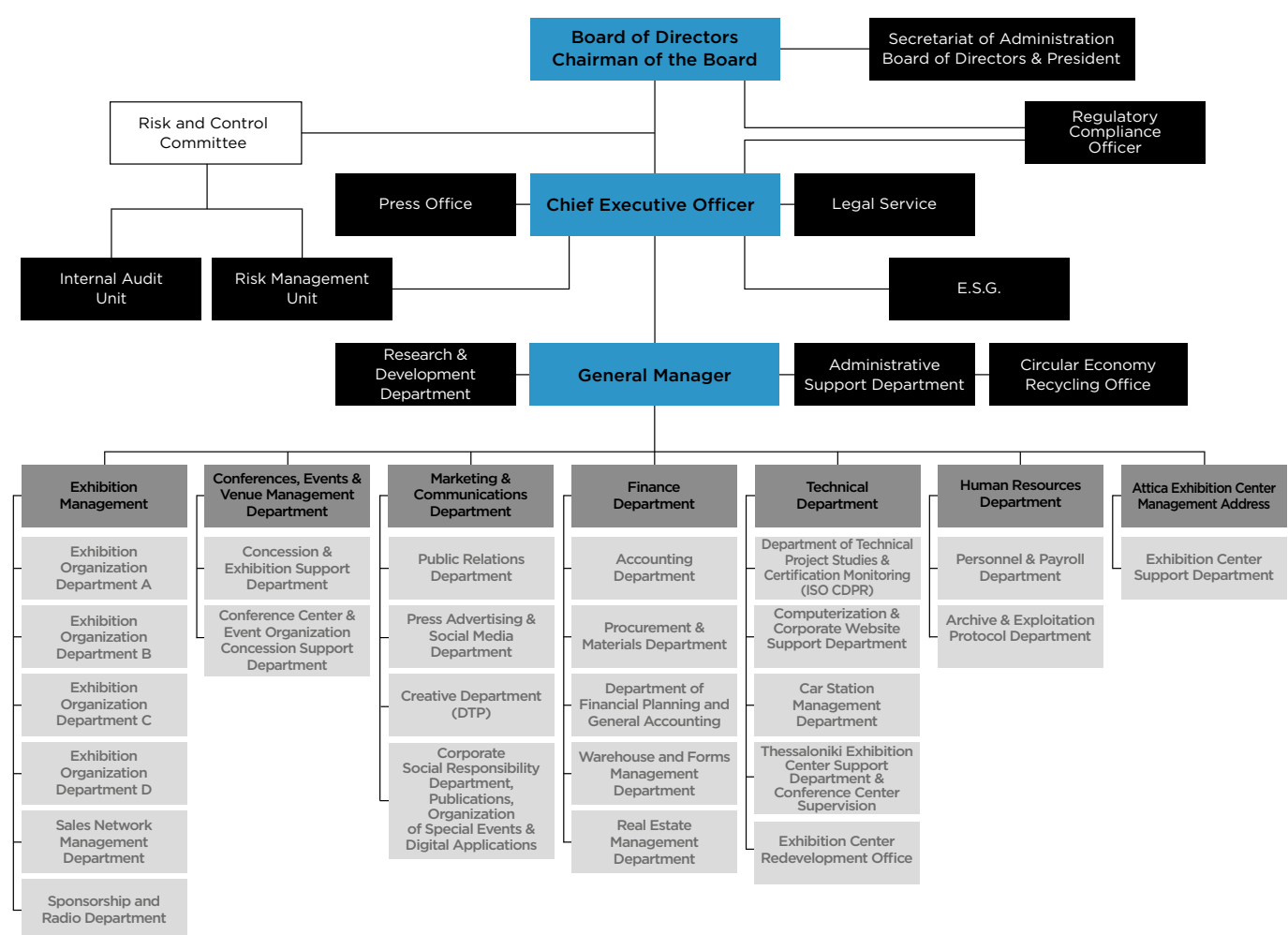




# Corporate Governance Structure

GRI 2-9

The structure and operation of TIF-HELEXPO are based on a strong corporate governance system, which serves as a foundation for effective functioning and achieving its strategic objectives. The company's organizational chart clearly reflects the distribution of responsibilities and duties among the various departments and units.



The management is guided by an experienced Board of Directors, supported by specialized committees that cover specific areas of operation, such as the Audit and Risk Committee. The company's divisions

and departments work together to achieve operational and strategic objectives, while simultaneously promoting transparency and accountability.



## Board of Directors

GRI 405-1, ATHEX C-S3, ATHEX C-G1

The Board of Directors consists of thirteen (13) members and is responsible for implementing the principles of corporate governance, setting the strategic direction, and overseeing the company's activities. The members are appointed both by the shareholder and by organizations representing the local and business communities of Thessaloniki.

The Board includes the Chairman, the Chief Executive Officer, business representatives, local government officials from Thessaloniki and Central Macedonia, as well as executives from the city's productive sector organizations.

The table below shows the members of the Board of Directors and their positions.:



Board of Directors Composition		
FULL NAME	ROLE	
Anastasios Tzikas	Chairman	
Dr. Kyriakos Pozrikidis	CEO	
Zorpidis Michail	Vice President, Representative of the Thessaloniki Chamber of Commerce	President of the Thessaloniki Chamber of Commerce
Vlachogiannis Emmanouil	Member, Representative of Commerce and Industry	First Vice President of the Thessaloniki Chamber of Commerce and Industry
Voullis Gedeon	Member, Representative of the Northern Greece Exporters Association	Entrepreneur-Economic Supervisor of the Northern Greece Exporters Association
Dermentzopoulou Maria	Member, Representative of the Region of Central Macedonia	Regional Councilor of the Central Macedonia Region
Vasileiou Angeliki	Member, Shareholder Representative	Project management consultant, as a representative of the Shareholder, member
Angeloudis Stylianos	Member, Representative of the Municipality of Thessaloniki	Mayor of Thessaloniki
Moutsianas Georgios	Member	Representative of the Shareholder based on a proposal from the Minister of Finance
Makarios Papadopoulos	Member, Representative of the Thessaloniki Chamber of Small and Medium-Sized Industries	2nd Vice President of the Thessaloniki Chamber of Crafts
Spyrou Vasileios	Member	Representative of the employees of TIF-Helexpo, member
Stavrou Ioannis	Member, Representative of the Hellenic Federation of Enterprises	Executive Vice President of the Hellenic Federation of Enterprises
Filippidis Panteleimonas	Member, Representative of the Thessaloniki Chamber of Commerce	President of the Thessaloniki Chamber of Commerce

The term of the Board of Directors is four years and is based on the principles of transparency and efficiency. All members except the Chief Executive Officer are non-executive, ensuring independence and proper oversight of management. The composition of the Board members is determined by the company’s articles of association. It is noted that stakeholders participate in the Board of Directors, while the criteria include diversity, independence, and skills relevant to the company’s impacts, as defined by the provisions of the articles of association.

For transparency in executive salaries, the pay ratio of the CEO to the median total annual compensation of the company’s employees (excluding the CEO) is 2.25. This measurement ensures that executive remuneration is fair in relation to the rest of the company’s workforce, highlighting TIF-HELEXPO’s commitment to fair and transparent compensation management.

Thirteen percent of individuals on the Board of Directors are aged 30-50, while the remaining 87% are over 50 years old.

## Audit Committee

GRI 2-9, ATEX C-G2

The Audit Committee is composed of specially trained staff and plays a key role in overseeing corporate governance and ensuring compliance with applicable laws and regulations. It is responsible for monitoring internal control processes, promoting transparency, and ensuring that the company operates with integrity.

It consists of:

- Ioannis Stavrou – President
- Emmanouil Vlachogiannis – Member
- Angeliki Vasileiou – Member

In close collaboration with the Compliance Officer and the Internal Audit Unit, the Committee ensures that all procedures are applied correctly, ensuring that TIF-HELEXPO adheres to the highest standards of transparency, accountability, and responsibility.

## Business Ethics and Regulatory Compliance

ATEX C-S6, ATEX C-G5, ATEX A-G2

HELEXPO Thessaloniki International Fair acknowledges the importance of transparency and business ethics in its operations and has established a comprehensive framework of policies to ensure compliance with applicable laws and regulations.

**The Code of Ethics and Professional Conduct** defines the obligations of employees and

partners. This Code promotes the adoption of high standards of ethical and professional behavior, ensuring the company’s operation with responsibility, integrity, and transparency.

The Audit and Risk Committee, in collaboration with the Compliance Officer, ensures that all procedures comply with the applicable standards of transparency



and business ethics, while the company has developed reporting mechanisms for complaints, allowing employees and partners to express their concerns. The company encourages executives, employees, as well as its partners, to promptly report instances of violations and inappropriate behavior, as well as any act or conduct that may deviate from the recommended standards, as deemed necessary. In this way, it can be ensured that the company's principles and values, as well as the rules of ethics and professional conduct, will continue to be applied and that the necessary corrective actions can be implemented in a timely manner.

During the reporting year, there were **no violations** of business ethics or regulatory compliance.

## Policies

**GRI 205-2, GRI 205-3, ATHEX C-G5, ATHEX C-G6, ATHEX SS-S9, ATHEX SS-G1**

### Conflict of Interests

TIF-HELEXPO considers it its duty to avoid any conflict of interest, even the appearance of creating a conflict of interest. For this reason, it has established relevant policies for both the members of the Board of Directors and its other executives, employees, and collaborators. These outline the rules and procedures for identifying and managing such situations.

If anyone has concerns or doubts about their situation or believes it may potentially involve a conflict of interest, they are encouraged to contact the Company's Compliance Officer.

### Anti-Corruption and Anti-Bribery

TIF-HELEXPO is committed to maintaining the highest standards of ethics and integrity in

carrying out its activities. All the transactions must be conducted in a legal and ethical manner, in accordance with applicable law.

- The policy covers various areas that have been identified as risks, such as:
- Facilitation payments: Any act of expediting processes or services through illegal payments.
- Third parties: Activities of partners that could expose the company to corrupt practices.
- Revenue from illegal activities and transactions.
- Political contributions, donations, and sponsorships to political parties.
- Gifts and hospitality that could influence the company's decisions.

The anti-corruption policies and procedures have been communicated to all members of the Board of Directors and all employees, while regular training is also provided for the effective management of such issues. Within this framework, the company has established a reporting system through which any incident or suspicion of corruption is recorded and investigated immediately, with full transparency and objectivity.

For the reporting year, no incidents of corruption or bribery were recorded. DEGH-HELEXPO continues to invest in systematic awareness and training of executives, employees, and partners to ensure full understanding and implementation of the anti-corruption and anti-bribery policy.

### Environmental Responsibility

HELEXPO Thessaloniki International Fair recognizes environmental responsibility as a key pillar of its strategy for sustainable development. As a national exhibition organization, it aims to continuously reduce

its environmental footprint and transition to a 'green' exhibition operational model, within the framework of ESG principles and the United Nations Sustainable Development Goals (SDGs).

### Commitment

The company implements policies and actions that promote:

- **the efficient use of energy and water,**
- **the reduction of waste and CO<sub>2</sub> emissions,**
- **the circular economy and recycling,**
- **environmental awareness among employees, partners, and visitors.**
- **Participation and Alignment**

### Participation and Alignment

TIF- HELEXPO actively participates in the **UN Global Compact** and aligns its actions with the following **Sustainable Development Goals**:

- SDG 7: Clean and affordable energy
- SDG 11: Sustainable cities and communities
- SDG 12: Responsible consumption
- SDG 13: Climate action

Through targeted projects, collaborations, and transparent reporting of results, the company aims to be a model of environmental responsibility in the exhibition industry.

### Personal Data Protection Policy

TIF-HELEXPO is committed to maintaining service and professional confidentiality and to safeguarding the confidentiality of non-public information concerning the company, as well as information that third parties entrust to the company.

### Occupational Policy Against Violence and Harassment

This policy aims to prevent and combat all forms of violence and harassment that occur during work, whether related to it or resulting from it.

### Reporting Policy

The Reporting Policy establishes the framework for the timely identification, recording, and investigation of irregularities, omissions, or criminal acts related to the Company's activities, ensuring the implementation of appropriate corrective measures. The Policy covers:

- Members of the Board of Directors,
- The executives and staff,
- The partners, suppliers, and service providers,
- As well as third parties who have relevant information.

The Company fully protects the anonymity and security of whistleblowers, ensuring that they will not face any form of retaliation or adverse treatment. At the same time, it reserves the right to act against those who submit false reports intentionally.

Reports can be submitted:

- at the platform <https://safevoice.growthfund.gr>,
- via email at [safevoice@helexpo.gr](mailto:safevoice@helexpo.gr),
- via mail to the address TIF-HELEXPO S.A., Egnatias 154, Thessaloniki, PC 54631,
- or directly to the Compliance Officer (and by phone at +30 2310 291574).

All channels operate continuously, with provision for named or anonymous reports.



# Innovation and Digital Transformation

Innovation and digital transformation are strategic pillars of development for TIF-HELEXPO. The company recognizes the catalytic role of technology in enhancing productivity, improving customer experience, and ensuring its competitiveness on an international level. In this context, the organization's digital strategy has been designed to respond flexibly to the modern market needs and the increasing expectations of visitors and exhibitors.

The company's digital transformation strategy includes:

- **Investments in modern digital infrastructures** that enhance the efficiency of internal operations.
- **Implementation of digital tools** at exhibitions and conferences, aiming to improve the experience of visitors and exhibitors.
- **Development of innovative solutions** that promote interactivity and accessibility of events.

TIF-HELEXPO leverages advanced platforms and technological applications with the aim of optimizing event management and providing digitally enhanced services to its clients. Through these initiatives, the company dynamically adapts to developments in the digital era, strengthening its position as a modern, innovative, and internationally oriented organization.

- ▶ **ISO 27001 Certification (Information Security)**  
In the context of strengthening digital security and sustainability, in 2024 the acquisition of ISO 27001 certification was completed, a demanding and internationally recognized standard for information security management. The certification process included the

reorganization of internal processes, documentation of security policies, and staff training on data protection issues. The successful completion of the certification represents a significant milestone, enhancing reliability, transparency, and compliance with international standards, while also contributing to the sustainable and secure digital operation of the organization

- ▶ **Shift to Microsoft Office 365**  
The corporate email and collaboration services were migrated to the Microsoft Office 365 environment, enhancing data security, interoperability, and remote access. This transition contributed to reducing the use of physical resources and improving energy efficiency through the utilization of cloud infrastructure.
- ▶ **Electronic ticket**  
(<https://services-helexpo.gr/tickets/>)  
An in-house application was developed for the issuance and management of electronic tickets, allowing entry without the use of paper tickets. The digitization of the process helped reduce paper consumption, while also improving the visitor experience and operational efficiency.
- ▶ **Interactive exhibitors map**  
(<https://services-helexpo.gr/app/>)  
As part of the digital transition of exhibition services, an interactive map application, similar to Google Maps, was developed and put into operation. This application allows visitors to locate their position within the exhibition halls and search for exhibitors or exhibits based on name or category.

Selecting an exhibitor displays detailed information, such as the company profile and its exhibits, facilitating navigation and communication.

The adoption of this digital solution has significantly contributed to reducing the printing of paper maps and guides, which were previously distributed at the entrances

of the exhibition halls, thereby reducing paper consumption and the environmental footprint of the event.

# Information Security Systems and Data Protection Policy

GRI 418-1

TIF-HELEXPO places special emphasis on the security of information systems and the protection of personal data of customers, partners, and employees. In this context, it has developed and implemented a comprehensive information security system, certified according to the international standard ISO 27001:2022, which ensures proper and secure data management, as well as the protection of information infrastructures from cyber threats.

For the effective operation of the system, the company implements targeted measures,

such as the secure collection, storage, and management of data in full compliance with the European Union's General Data Protection Regulation (GDPR). In addition, it conducts regular security inspections and carries out upgrades of information systems to prevent and address potential risks. At the same time, it invests in employee training on information security and personal data management, ensuring that everyone is informed and complies with the company's policies and regulations.

# Civil Health and Safety

GRI 416

In the context of protecting its visitors, the Thessaloniki International Fair (TIF) collaborates with the aforementioned partner provider, who implements a comprehensive primary medical and nursing care system within its facilities.

Within the framework of the collaboration, the following are provided inside the TIF (Thessaloniki International Fair):

- Primary medical and nursing care by specialized nursing staff and paramedics trained to provide first aid.
- Specialized medical technology equipment for the immediate handling of any emergency.
- A permanent, fully equipped service area at Pavilion 11 (cell), accessible to all visitors and exhibitors who need support



## Appendix





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