

ESG REPORT





ΣΥΝΕΛΕΥΣΙΑΚΟ ΚΕΝΤΡΟ "Λ. ΒΕΛΛΙΔΗΣ"
CONVENTION CENTER "L. VELLIDIS"

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TIF-HELEXPO AT A GLANCE

Exhibition & Conference Centers in Thessaloniki and Athens

Organizer of **20** sectoral exhibitions annually, in addition to the Thessaloniki International Fair.

Host of **15** exhibitions by third-party organizers every year.

Implementation of the **ZERO WASTE** initiative at all exhibition events.

Certification under **ISO 20121 Event Sustainability Management Systems** for exhibition and conference events.

Redevelopment of the TIF Grounds in Thessaloniki

Creation of bioclimatic exhibition and conference facilities.

Establishment of a metropolitan park covering **60%** of the total area.

Development of a business center, hotel, and parking spaces.

Expected benefits include **60%** energy savings, **50%** water savings, and a significant reduction in carbon footprint.

Estimated construction timeline: **2026 – 2031.**

Upcoming Milestone

In **2025**, TIF-HELEXPO will host the **Pan-European Conference of the Global Association of the Exhibition Industry (UFI)** in Thessaloniki.

With sustainability as a primary objective, the organization will aim to secure **ISO 20121 certification** for the event.

MESSAGE FROM THE MANAGEMENT

GRI 2-22

2023 was a pivotal year for TIF-HELEXPO, as we continued implementing our strategy focused on sustainable development, innovation, and social contribution. In an era of significant challenges, we responded with agility, investing in new initiatives that not only strengthened our position in the exhibition industry but also promoted solutions with positive environmental and social impacts.

Advancing our actions, we expanded the Zero Waste initiative launched in 2022 to all our exhibitions. For the coming year, our target is a 7% reduction in waste, while we actively participated in the European program "Waste Minimization in Large Events" (<https://www.interregeurope.eu/minev>), enhancing our contribution to environmental protection.

Our efforts towards accessibility and social inclusion are evident in the improved infrastructure for individuals with disabilities and the use of modern tools to support all visitors. Additionally, being recognized as a "Great Place to Work" for the second consecutive year reaffirms our commitment to a positive and supportive work environment.

TIF-HELEXPO's growth, sustainability, and ability to adapt to the latest trends in the global exhibition industry are closely linked to the redevelopment of the Thessaloniki International Exhibition Center. The new exhibition center will be fully bioclimatic, with facilities designed to minimize environmental impact. Alongside the new center, a modern Metropolitan Park will be created, featuring more than 3,000 new trees and 100,000 square meters of green space.

The Management expresses its appreciation to all its employees and partners, whose dedication supports our journey. With prudence and stability, we continue building a sustainable future, investing in initiatives that add value to society, the environment, and our stakeholders.





**OUR EFFORTS TOWARDS
ACCESSIBILITY AND
SOCIAL INCLUSION ARE
EVIDENT IN THE IMPROVED
INFRASTRUCTURE FOR
INDIVIDUALS WITH
DISABILITIES AND THE USE
OF MODERN TOOLS TO
SUPPORT ALL VISITORS.**



ABOUT THE REPORT

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

The 2023 Sustainability Report of TIF-HELEXPO outlines our actions and performance in sustainable development and the application of ESG (Environment, Society, Corporate Governance) criteria during the past year. The report includes all entities that are part of TIF-HELEXPO's financial statements. Our goal is to provide full transparency regarding our strategies, actions, and outcomes, while creating value for our shareholders, partners, and society at large.

This report covers the period from January 1 to December 31, 2023, aligning with the company's financial reporting period, and has been prepared in accordance with the Global Reporting Initiative (GRI) Standards 2021 (reference-based). It is also aligned with the United Nations' 17 Sustainable Development Goals (UN SDGs). Our actions are designed to achieve meaningful progress towards a more sustainable and inclusive future by integrating innovative practices and enhancing collaboration with stakeholders at national and international levels.

In 2023, TIF-HELEXPO reinforced its commitment to reducing its environmental footprint, contributing to society, and strengthening corporate governance through new projects and initiatives that ensure sustainable development and growth.

This report serves as an essential tool for sharing information and maintaining a transparent and open dialogue with all stakeholders. Our aim is the continuous improvement of our company, taking into account the suggestions and needs of our partners.

The report does not include external assurance of the data provided.

KEY MILESTONES FOR 2023

1

Zero Waste Initiative Implementation. Since September 2023 (87th TIF), the Zero Waste initiative has been applied to all our exhibitions. The goal is to achieve approximately a 7% reduction in waste.

2

Cigarette Butt Recycling with Cigaret Cycle. Recycling initiatives in collaboration with Cigaret Cycle IKE commenced in 2022 and have continued successfully.

3

Active Participation in the European Project. Participation in the EU-funded project, "Waste Minimization in Large Events" (<https://www.interregeurope.eu/minev>), underlining our contribution to environmental protection.

4

Accessibility Study Completion Development of a comprehensive accessibility study, including repairs and construction of ramps for individuals with disabilities, along with the installation of appropriate signage.

5

Digital Accessibility Tools Implementation of accessibility tools across all websites managed by HELEXPO to enhance user experience.

6

Recognition as a "Great Place to Work." For the second consecutive year, TIF-HELEXPO S.A. was certified as a "Great Place to Work," reflecting our commitment to a positive workplace environment.

TIF-HELEXPO AT A GLANCE

GRI 2-1

TIF-HELEXPO serves as Greece's national exhibition body, deeply rooted in organizing international exhibitions, conferences, and cultural events. Officially named "Thessaloniki International Fair S.A." and operating under the trade name "TIF-HELEXPO S.A.," the company operates as a Société Anonyme under the provisions of Law 4548/2018, maintaining complete independence from the broader public sector.

The company's share capital is entirely owned by Growthfund, which ensures stability and strengthens its institutional role. Headquartered in Thessaloniki, TIF-HELEXPO manages the Thessaloniki International Exhibition and Conference Center, spanning 180,000 square meters, including 62,000 square meters of covered exhibition and conference spaces. Additionally, it oversees HELEXPO Maroussi in Attica, a key venue for exhibitions and conferences in Greece.

Primarily operating in Thessaloniki, Athens, and Thessaly, TIF-HELEXPO plays a critical role in fostering domestic entrepreneurship, regional policy, and cultural development. Its mission is to promote and enhance the extroversion of Greek businesses and to position Greece as an international exhibition and conference destination. For 2023, the company's turnover reached €15.4 million.



HISTORICAL OVERVIEW

With nearly 100 years of presence, TIF-HELEXPO represents a significant chapter in the history of exhibitions and conferences in Greece. The foundation of the Thessaloniki International Fair in 1926 marked the beginning of a new era, establishing Thessaloniki as the hub of exhibition activity in the Balkans. Visionary Nikolaos Germanos initiated the first Thessaloniki International Fair, transforming it into a gateway for growth in Greek and international business.

Over the years, TIF-HELEXPO has contributed to Greece's economic, cultural, and social development, maintaining its pioneering role in the exhibition sector. The Thessaloniki exhibition center has hosted major events and innovations, overcoming challenges such as the destruction caused during World War II.

The 1960s marked the peak of TIF-HELEXPO's activity, hosting internationally significant events and welcoming globally renowned figures. The Fair became an institution that not only supported the Greek economy but also showcased the country's culture through events like the Greek Film Festival and the Greek Song Festival.

Through the decades, TIF-HELEXPO adapted to market demands by developing modern infrastructure and fostering international collaborations. In 2013, the merger of TIF and HELEXPO into a unified entity marked a new era of extroversion, with exhibitions enhancing Greece's status as an international exhibition destination.

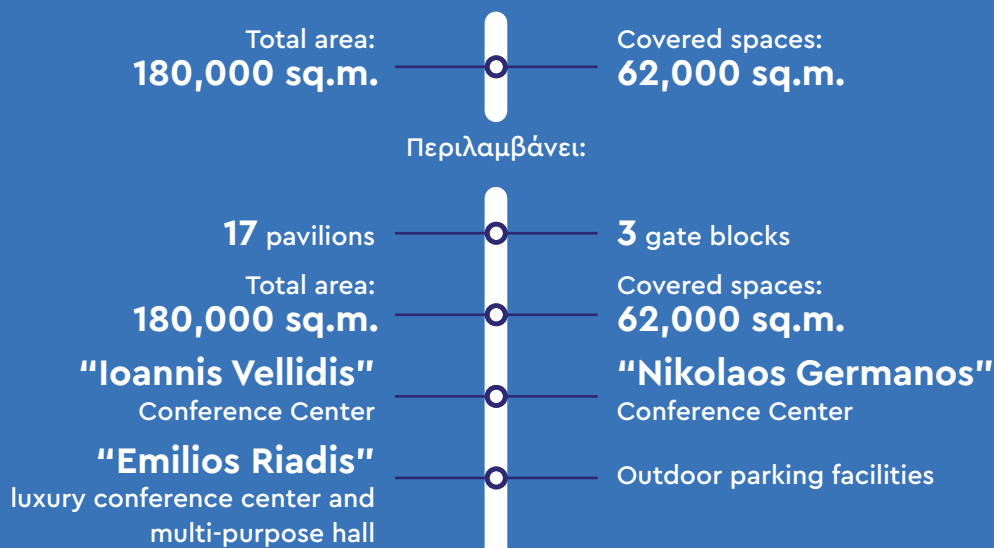
Today, TIF-HELEXPO remains Greece's leading organization for exhibitions and conferences, playing a crucial role in the economic and cultural development of the country and the broader Southeastern Europe region. With a forward-looking perspective, TIF-HELEXPO continues investing in the modernization of its facilities and pioneering innovative initiatives, with sustainable development at the core of its strategy.



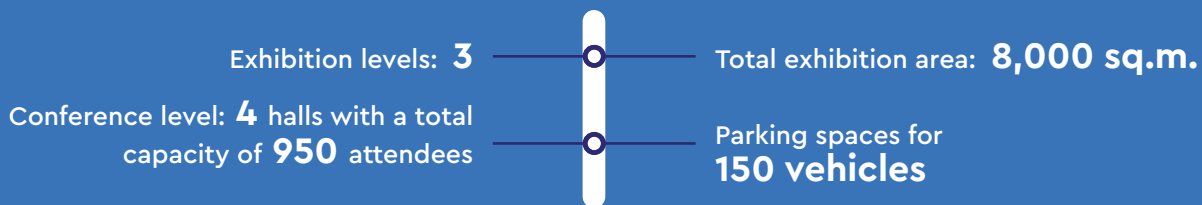
COMPANY INFRASTRUCTURE

TIF-HELEXPO boasts extensive and modern infrastructure, establishing it as a leading organization in the exhibition and conference sector in Greece. Its main facilities include:

Thessaloniki International Exhibition Center (TIEC):



HELEXPO Maroussi (Athens):



TIF-HELEXPO's infrastructure is designed to accommodate thousands of visitors and exhibitors annually, with ongoing improvements and investments in technology and sustainability. The facilities support exhibitions, conferences, cultural events, and other significant national and international happenings.

ACTIVITIES AND VALUE CHAIN

GRI 2-6

TIF-HELEXPO S.A. is Greece's Unified National Exhibition Organization, primarily focused on organizing exhibitions, conferences, business missions, and events both domestically and internationally. Since its establishment in 1926, the company has played a pivotal role in hosting internationally renowned exhibitions and promoting the extroversion of Greek enterprises. Today, TIF-HELEXPO organizes more than 17 international exhibitions in Greece and coordinates the country's national participation in major international exhibitions abroad.

Additionally, the company hosts a significant number of events and conferences organized by third parties at its facilities, solidifying its position as a leading exhibition and conference organization in Southeastern Europe.

The value chain of TIF-HELEXPO encompasses all activities related to organizing exhibitions, conferences, and other events. The company's primary revenue streams include:

- 1. Exhibition Organization:** TIF-HELEXPO organizes numerous industry-specific and general exhibitions annually.
- 2. Conference Organization and Hosting:** The company provides fully equipped facilities for high-level international conferences.
- 3. Thematic Parks and Event Organization:** Thematic parks, cultural and business events constitute a significant part of its activities.
- 4. Property Management and Utilization:** The company offers exhibition spaces and commercial services, including outdoor and underground parking facilities with a total capacity of 740 spaces, along with leasing office and retail spaces.

The TIF-HELEXPO value chain is structured across the following sectors:

Upstream	Downstream
Suppliers	Individual customers
Exhibition structure manufacturers	Public sector clients
Cleaning service providers	Parking service customers
Security service providers	Real estate tenants
Maintenance service providers for exhibition spaces	
Other suppliers and service providers	

This diverse operational structure enables TIF-HELEXPO to maintain its leadership role in the exhibition and conference industry while supporting Greece's economic and cultural development.

BUSINESS RELATIONS

TIF-HELEXPO collaborates with a wide range of private and public entities to carry out its activities. These business relationships include service providers such as exhibition booth manufacturers, cleaning and security service providers, as well as various logistics companies that support event management.

The company's supply chain is designed to ensure the smooth operation of all exhibitions and events, while management prioritizes building strong partnerships with providers who share the same values of sustainable development.



STRATEGIC OBJECTIVES

Having established itself as a leading exhibition and conference organization in Greece and the Balkans, TIF-HELEXPO continues to pursue strategic growth with an emphasis on sustainability, innovation, and strengthening its international partnerships. For 2023, the company has set new goals to enhance its extroversion and contribution to both the Greek and global economy.

The key strategic directions for 2023 include:

- **Enhancing the Portfolio of Exhibitions and Conferences:** Strengthening already successful exhibitions and conferences while focusing on the creation of new events with international appeal.
- **Expanding the "Hosted Buyers Program":** Supporting exhibitors and visitors by offering more networking opportunities and reinforcing the program to attract business visitors from abroad.
- **Developing Strategic Partnerships:** Cultivating new collaborations both nationally and internationally, focusing on improving relationships with key clients and global partners.
- **Promoting Cultural and Business Events:** Strengthening TIF-HELEXPO's cultural role by hosting significant cultural and political events, maximizing the utilization of its facilities.
- **Technological Upgrades and Sustainable Development:** Investing in technological solutions to enhance digital operations, increase productivity, and reduce costs, while simultaneously supporting the transition to sustainable practices.
- **Preparation for obtaining ISO 20121 certification** for exhibition and conference events. The certification process is planned for 2024.

These objectives reflect TIF-HELEXPO's commitment to maintaining its leadership position in the region while addressing global challenges and promoting sustainable growth.

GOALS FOR 2024

With a steadfast commitment to quality and sustainability, TIF-HELEXPO aims to solidify its position as a leading international organization in the exhibition and conference sector. The company's objectives for 2024 include:

- **Completion of the Thessaloniki International Exhibition and Conference Center Redevelopment:** Advancing the redevelopment project is vital for creating a modern, sustainable center with bioclimatic architecture. This project will significantly enhance the company's capabilities in the exhibition and conference sectors.
- **Improving Financial Performance:** Increasing revenue through optimized operations and cost rationalization to achieve greater economic efficiency.
- **International Recognition:** Strengthening the company's role in the international arena by participating in events and initiatives in target countries and establishing global partnerships.
- **Human Resources Development:** Continuously investing in the training and development of human capital, enhancing the skills and competencies of its workforce.
- **Reducing Environmental Footprint:** TIF-HELEXPO is committed to further reducing its environmental impact through the implementation of sustainable practices and promoting circular economy principles across all activities.



ECONOMIC DEVELOPMENT AND COMPANY EXPANSION

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

TIF-HELEXPO prioritizes financial transparency and accurate reporting, ensuring that all stakeholders have a clear understanding of its financial performance. Notably, during the reporting period, the company did not receive any government financial assistance, such as tax reliefs, investment grants, or other support. The financial statements for the reporting year were audited by independent certified accountants from Mazars Group.

In addition, the company made significant investments in the design of its infrastructure. Specifically, TIF-HELEXPO allocated approximately €100,000 for studies related to the redevelopment of the Thessaloniki International Exhibition and Conference Center. This project, featuring newly designed bioclimatic buildings, is expected to yield significant positive impacts, including a 70% reduction in energy consumption and a 50% decrease in water usage, thereby contributing to the company's reduced environmental footprint.

The table below outlines the direct economic value generated and distributed by TIF-HELEXPO:

Economic Value Data (in €)	
Direct economic value generated and distributed	€16,951,558.50
Total revenue (turnover, dividends, financial and other income)	€16,951,558.50
Distributed economic value	€14,311,855.40
Operational costs	€10,503,894.08
Employee wages and benefits	€3,368,548.03
Payments to capital providers	€0.00
Payments to the public sector	€414,260.91
Retained economic value	€2,639,703.10

Notes for table:

- No financial assistance from the government was received during the reporting period.
- Total revenue includes income from sales, dividends, interest, and rentals.
- Operational costs include sales expenses, administrative expenses, and capital expenditures, excluding employee-related costs.
- Employee wages and benefits are accounted for separately from operational costs.
- Payments to the public sector exclude VAT, withholding taxes, and property taxes.
- Community investments include donations and sponsorships

INFRASTRUCTURE INVESTMENTS

GRI 203-1

TIF-HELEXPO continues to invest in infrastructure and supported services aimed at enhancing the quality of its offerings and promoting sustainability. These investments encompass technological upgrades as well as cultural and social initiatives that positively impact the local and national economy.

Project: DISCO

Data-driven, Integrated, Syncromodal, Collaborative and Optimised Urban Freight Meta-model for a New Generation of Urban Logistics and Planning with Data Sharing at European Living Labs

Through the DISCO project, funded under the European HORIZON Europe 2021–2027 Program, TIF-HELEXPO acquired equipment to enhance its infrastructure in support of urban logistics.

Positive impacts of the project include:

- Improved quality of life through reduced traffic congestion and air pollution.
- Creation of new jobs, particularly in data management and urban transport sectors.
- Support for local businesses via efficient goods transportation.

However, there are also challenges, such as:

- Potential adaptation difficulties for traditional logistics operators to new technologies.
- Risk of market consolidation, where larger companies with access to data may gain a competitive advantage.

Investments under DISCO take various forms, including commercial investments, in-kind contributions, and voluntary commitments by public and private entities collaborating for the project's success.

Project: A Journey Through Modern Greek History via the Historical-Cultural Archive of TIF-HELEXPO

This project, funded by the Operational Program Competitiveness, Entrepreneurship, and Innovation 2014–2020, focuses on preserving and showcasing modern Greek history by leveraging the Historical-Cultural Archive of TIF-HELEXPO. The investment includes the development of digital infrastructure for archiving and displaying historical materials, as well as improvements to the physical archive spaces.

Positive impacts of the project include:

- Boosting the local economy through tourism and cultural management.
- Creation of jobs related to archive management and the promotion of cultural assets.

However, challenges include:

- Increased maintenance costs for digital infrastructure and physical archive spaces.

These investments involve both commercial and voluntary commitments, aiming to preserve and highlight the cultural heritage of the company and Thessaloniki.



PARTNERSHIPS AND COLLABORATIONS OF TIF-HELEXPO

GRI 2-28

TIF-HELEXPO maintains diverse collaborations and partnerships with domestic and international organizations, enhancing its extroversion and global influence. These partnerships boost the company's competitiveness and position it at the forefront of developments in the exhibition industry.

STRATEGIC PARTNERS

TIF-HELEXPO collaborates with leading international exhibition organizations, offering specialized services and participating in global events:

- **Canton Fair:** Strategic partner for promoting international exhibitions, Shenzhen Convention and Exhibition Centre.
- **Roscongress Foundation:** Collaboration focused on promoting exhibitions and conferences.

ASSOCIATIONS AND ORGANIZATIONS

TIF-HELEXPO actively participates in both domestic and international associations and organizations, fostering the development of the exhibition sector and global networking:

- **UFI (Union des Foires Internationales)** – Global Association of the Exhibition Industry.
- **IFES (International Federation of Exhibition and Event Services).**
- **IAEE (International Association of Exhibitions and Events).**
- **ICCA (International Congress and Convention Association).**
- **CEFA (Central European Fair Alliance).**
- **AIPC (International Association of Convention Centres).**
- **SOKEE (Greek Exhibition Organizers and Constructors Association).**

- **ITTFA (International Tourism Trade Fair Association).**
- **HAPCO (Hellenic Association of Professional Congress Organizers).**

GOVERNMENTAL BODIES & REGIONAL ASSOCIATIONS

The company collaborates closely with governmental bodies and regional associations, contributing to policymaking and strengthening exhibitions at both local and national levels:

- **Ministry of Foreign Affairs.**
- **Ministry of Culture.**
- **Ministry of Tourism.**
- **Ministry of Interior (Macedonia-Thrace Sector).**
- **Ministry of Development.**
- **Ministry of Digital Governance.**
- **Region of Central Macedonia.**
- **Municipality of Thessaloniki.**
- **Aristotle University of Thessaloniki.**
- **University of Macedonia.**
- **International Hellenic University.**

CHAMBERS OF COMMERCE

TIF-HELEXPO actively engages with commercial and industrial chambers in Greece and abroad, ensuring collaboration with business entities and supporting the development of new markets:

- **Thessaloniki Chamber of Commerce and Industry.**
- **Central Union of Chambers of Greece.**

- Hellenic-German Chamber of Commerce and Industry.
- Hellenic-Italian Chamber of Commerce.
- Hellenic-American Chamber of Commerce.
- Hellenic-Bulgarian Chamber of Commerce.
- Hellenic-Arab Chamber of Commerce.
- Hellenic-French Chamber of Commerce.
- Hellenic-Chinese Chamber of Commerce.

PARTNER ASSOCIATIONS

TIF-HELEXPO collaborates with athletic and cultural associations, supporting their events and strengthening its presence in the local community:

- PAOK FC
- PAOK BC
- ARIS FC
- ARIS BC
- Alexander the Great International Marathon.

PARTNERS

The company works with various partners to optimize its services and support its business activities:

- Thessaloniki Port Authority (OLTH).
- Thessaloniki Water Supply and Sewerage Company (EYATH).
- Mar Lab Marketing Laboratory (Scientific Partner).
- ICAP (Business Information Provider).

MEMORANDA OF UNDERSTANDING (MOUS) IN THE BALKANS AND BEYOND

TIF-HELEXPO has signed several MoUs with organizations from the Balkans and the broader region, strengthening its business network:

- Inter Expo (Sofia, Bulgaria).
- Shenzhen Convention and Exhibition Centre.
- ERA Group (Skopje, North Macedonia).
- Klik Ekspo (Tirana, Albania).



SUSTAINABLE DEVELOPMENT GOALS



MATERIALITY ANALYSIS

GRI 2-14

The materiality analysis plays a pivotal role in TIF-HELEXPO's operations. It serves as a valuable tool for aligning the company's strategy with sustainable development while strengthening relationships with stakeholders through mutual trust and collaboration.

During the materiality analysis process, the GRI Standards (2021) were implemented, and the «double materiality» approach, as defined by the European Sustainability Reporting Standards (ESRS), was adopted. This approach ensures the quality and relevance of the information included in the report, focusing on topics critical to both the company and its stakeholders.

The «double materiality» approach encompasses two primary dimensions: impact materiality and financial materiality.

- **Impact materiality** relates to how the company affects the environment and society.
- **Financial materiality** pertains to issues that could significantly influence the company's financial performance, presenting either risks or opportunities.

By employing this approach, TIF-HELEXPO ensures that material topics are identified and validated based on their significance for sustainable development and their relevance to the company's financial strategy.

Using this methodology, TIF-HELEXPO identified topics that span all three pillars of sustainable development (economic, environmental, and social) as well as ESG criteria (Environment, Social, and Governance). These topics are crucial for the company's long-term sustainability and for creating value for its stakeholders.

The identification of material topics is based on analyzing issues with either a significant impact or high financial importance, thereby meeting the double materiality criteria. Highlighting these topics enables the company to recognize risks and seize opportunities, ensuring that sustainability remains a core focus of its strategy and operations.



STAKEHOLDERS AND COMMUNICATION CHANNELS

GRI 2-29

TIF-HELEXPO acknowledges the importance of its stakeholders, who directly or indirectly influence the company's activities and operations. Stakeholders include all individuals and entities impacted by the company's business activities and actively participate in shaping strategic decisions. Regular evaluation and revision of the stakeholder list are conducted based on corporate values, TIF-HELEXPO's strategy, and the broader business context.

Continuous communication and collaboration with stakeholders are cornerstones of the company's sustainability strategy. Through this ongoing interaction, TIF-HELEXPO ensures that it understands stakeholder needs and delivers optimal services.

The stakeholders identified based on the company's purpose and operations include:

- **Employees:** Represented in the Board of Directors and organizational meetings.
- **Shareholders:** Updated through scheduled meetings and quarterly reports, with a shareholder representative on the Board of Directors.
- **Customers & Visitors:** Communicated with via email, newsletters, phone calls, and in-person meetings.
- **Suppliers, Partners & Contractors:** Engaged through email, newsletters, and personal meetings.
- **Government & Local Authorities:** Collaboration with representatives of production bodies and local authorities who participate in the Board of Directors.
- **Media:** Engagement through journalists and communication channels.

TIF-HELEXPO is committed to maintaining open and transparent communication with all stakeholders, fostering trust and cooperation that contribute to the company's and society's long-term development.

Category	Communication Channel	Frequency
Employees	Through employee representatives on the Board and organizational meetings	Continuous
Media	Via journalist partners, usually during significant events	On occasion
Shareholders	Through scheduled meetings, quarterly reports, and Board representation	Monthly
Customers & Visitors	Email, newsletters, phone calls, and in-person meetings	Continuous
Suppliers, Partners & Contractors	Email, newsletters, phone calls, and in-person meetings	Continuous
Government & Local Authorities	Through representatives of production bodies and local authorities on the Board	Monthly
Associations & Chambers	Through representatives of production bodies and local authorities on the Board	Monthly
Local Community Groups	Via requests for support in events or CSR activities	On occasion

METHODOLOGY

GRI 3-1

The process adhered to the GRI Standards (GRI Standards 2021) and the double materiality approach as defined by the European Sustainability Reporting Standards (ESRS).

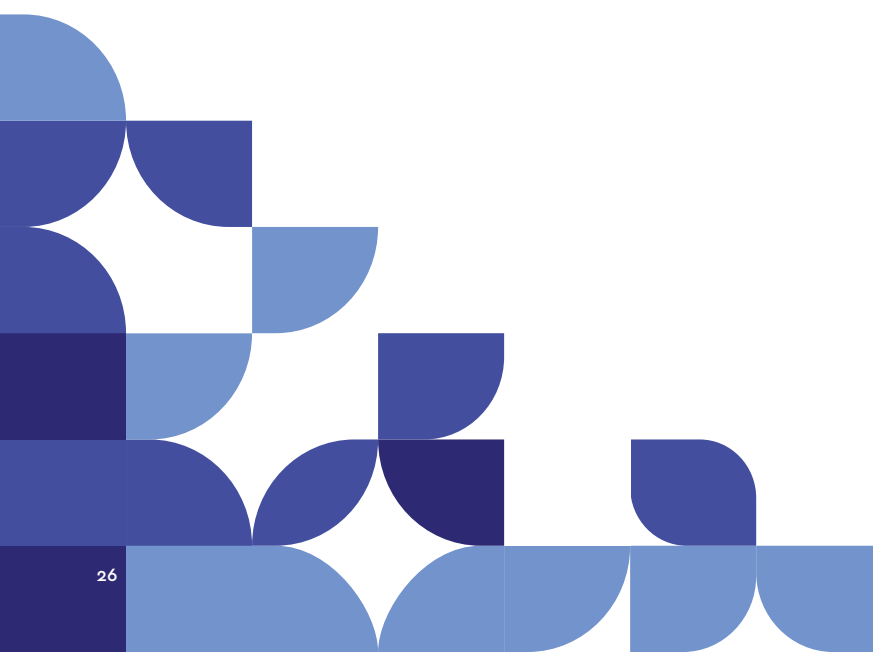
The analysis was conducted in four key stages:

- 1. Understanding the Organization and Business Model:** Relevant sustainability topics were identified based on an understanding of TIF-HELEXPO's business operations.
- 2. Identification of Impacts:** Positive and negative impacts of the company on society, the environment, and the economy were recognized.
- 3. Assessment of Material Topics:** Material topics were evaluated using criteria such as scale, scope, and likelihood of impacts.
- 4. Prioritization and Validation:** Material topics were prioritized, validated by management, and aligned with the company's strategies.

LINKING MATERIAL TOPICS TO UN SUSTAINABLE DEVELOPMENT GOALS (SDGS)

GRI 3-2

TIF-HELEXPO acknowledges the importance of material topics impacting sustainable development and aligns them with the United Nations Sustainable Development Goals (SDGs). This connection reinforces the company's strategic approach to sustainability and its contribution to addressing global challenges.



SUSTAINABLE DEVELOPMENT GOAL

THE CONTRIBUTION OF TIF-HELEXPO

1	Business Ethics and Regulatory Compliance		TIF-HELEXPO promotes business ethics and compliance with regulatory frameworks, ensuring transparency and strong governance.
2	Respect for Human Rights and Accessibility	 	The company ensures equality in access and the protection of human rights across all activities.
3	Social Contribution	 	TIF-HELEXPO contributes to local communities through social programs and initiatives aimed at improving living conditions.
4	Human Resource Management and Workplace Safety	 	The company focuses on creating safe and dignified working conditions for all employees.
5	Innovation and Digital Transformation		TIF-HELEXPO drives innovation and digital transformation as part of its strategy to enhance competitiveness and sustainability.
6	Quality and Safety of Services		Ensuring the quality and safety of its products and services is central to the company's sustainability goals.
7	Energy Management	 	The company aims to reduce energy consumption and improve energy efficiency, contributing to environmental protection.
8	Waste Management and Circular Economy	 	TIF-HELEXPO adopts circular economy strategies, reducing waste and promoting sustainable resource management.
9	Greenhouse Gas Emissions		Policies are in place to reduce greenhouse gas emissions, supporting efforts to combat climate change.

MATERIAL TOPIC PRIORITIZATION

The materiality analysis was based on evaluating the impacts of TIF-HELEXPO's activities both internally and externally, considering stakeholder needs. This process enables the identification of material topics that affect the company's sustainability and guides its strategy in managing risks and opportunities.

INTERNAL ANALYSIS

The internal analysis focused on topics directly affecting the company's operations and resource management. Key material topics identified include:

- Business Ethics and Regulatory Compliance
- Human Resource Management and Workplace Safety
- Innovation and Digital Transformation
- Quality and Safety of Services
- Energy Management

The prioritization of these topics reflects the importance of internal governance, innovation, and effective resource management.

EXTERNAL ANALYSIS

The external analysis concentrated on the impacts of TIF-HELEXPO's activities on society, the environment, and stakeholders. Key material topics identified include:

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

This external analysis highlights the company's commitment to protecting human rights, reducing its environmental footprint, and creating positive social impacts.



ENVIRONMENT

ENERGY MANAGEMENT

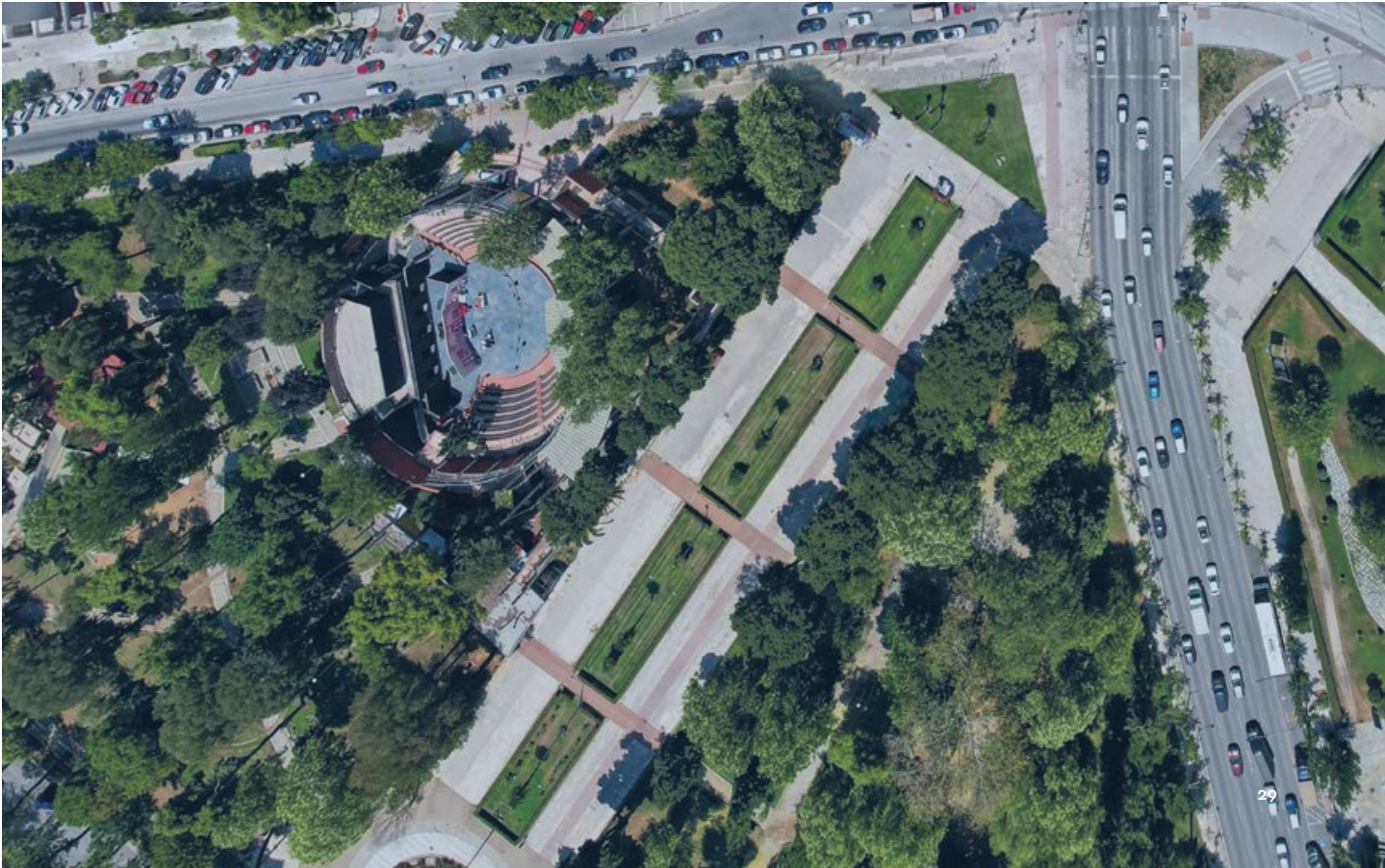
GRI 302-1

TIF-HELEXPO is committed to reducing energy consumption and enhancing energy efficiency, thereby contributing to sustainable development. Recognizing the importance of energy management, the company implements practices that minimize its energy footprint.

The table below presents the company's energy consumption for the reporting year:

ACTIVITY DATA	QUANTITY CONSUMED
Diesel consumption for generators	200 liters
Diesel consumption for building heating	39,880 liters
Gasoline consumption for passenger vehicles	5,077 liters
Diesel consumption for passenger vehicles	1,701 liters
Electricity consumption at company facilities	4,608,051 kWh

TIF-HELEXPO continues to invest in technological solutions that enhance energy efficiency, aiming to reduce greenhouse gas emissions and protect the environment.



WASTE MANAGEMENT AND CIRCULAR ECONOMY

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

As a major organizer of exhibitions and events, TIF-HELEXPO recognizes the importance of waste management and promoting the circular economy in its operations. While the company does not generate hazardous waste through its activities, it prioritizes waste reduction and the integration of best practices supporting sustainable resource management.

The company aims to minimize its environmental footprint by implementing measures to reduce waste, recycle materials, and apply circular economy principles to its exhibition activities. TIF-HELEXPO has adopted modern waste management practices, such as:

- Reducing waste generated during exhibitions and events.
- Recycling materials used in the preparation and operation of exhibition spaces.
- Managing water resources with improved methods to reduce consumption, such as automated irrigation systems.

TIF-HELEXPO collaborates with suppliers and other stakeholders to promote circular economy practices and maximize material reuse wherever feasible.

Additionally, the company introduced the **Zero Waste initiative**, aiming to reduce non-recyclable waste at its exhibitions and events. Dedicated **Zero Waste Points** have been installed at exhibition venues to collect and sort recyclable and organic waste, targeting a reduction of non-recyclable waste by up to 7% by the end of the exhibition year. This initiative has already been implemented at major exhibitions, including the **87th Thessaloniki International Fair** and **Agrotica**, supported by partnerships with specialized recycling organizations.

Through the adoption of these practices, TIF-HELEXPO reinforces its commitment to sustainable development and seeks to minimize its overall environmental footprint.

GREENHOUSE GAS EMISSIONS

GRI 3-3, GRI 305-1, GRI 305-2

TIF-HELEXPO, recognizing the environmental impact of its activities, is committed to reducing greenhouse gas (GHG) emissions. With sustainability as a guiding principle, the company applies best practices to minimize its energy footprint for both direct and indirect emissions, using 2022 as the baseline year.

Direct Emissions (Scope 1)

Scope 1 emissions are generated from:

- Fuel consumption for building heating and stationary equipment.
- Fuel consumption in company-owned and leased vehicles.
- Emissions from refrigerants.

Indirect Emissions (Scope 2)

Scope 2 emissions originate from:

- Electricity consumption to power exhibition centers.
- Electricity used for the company's electric vehicles.

Emissions Summary for 2023

EMISSION SOURCES	TOTAL (t CO ₂ eq)	CO ₂	CH ₄	N ₂ O	HFCs	SF ₆
	GWP	1	28	265	2264	23500
Scope 1: Direct Emissions	285.24	-	-	-	-	-
From stationary equipment	105.71	105.36	0.12	0.23	0.00	0.00
Diesel for heating	104.84	0.00	0.00	0.00	0.00	0.00
Diesel for generators	0.53	0.00	0.00	0.00	0.00	0.00
From mobile equipment	16.54	16.34	0.10	0.11	0.00	0.00
Diesel for vehicles	4.44	0.00	0.00	0.00	0.00	0.00
Gasoline for vehicles	11.90	0.00	0.00	0.00	0.00	0.00
Fugitive emissions	162.99	0.00	0.00	0.00	162.99	0.00
Scope 2: Indirect Emissions from Imported Energy	2,302.19	2,298.20	0.82	3.18	0.00	0.00
From electricity consumption	2,302.19	2,298.20	0.82	3.18	0.00	0.00

Total Emissions:

- Total emissions for 2023: Approximately 2,587.43 t CO₂ eq.
 - Scope 1 (Direct Emissions): 285.24 t CO₂ eq.
 - Scope 2 (Indirect Emissions): 2,302.19 t CO₂ eq (calculated using the location-based method).

Emissions Methodology:

- **Location-based Method:** For electricity consumption, the location-based method calculated Scope 2 emissions at 2,302.19 t CO₂ eq.
- **Market-based Method:** Utilizing emission factors from the 2023 National Climate Law guidelines, Scope 2 emissions were recalculated to 1,677.59 t CO₂ eq.

The emissions inventory was developed following ISO 14064-1:2018 and the GHG Protocol, incorporating explanatory documentation.

By implementing strategies to reduce GHG emissions, TIF-HELEXPO aims to mitigate climate change impacts and contribute to a sustainable future while complying with national climate regulations.

GREENHOUSE GAS EMISSIONS INTENSITY INDICATOR

GRI 305-4

The Greenhouse Gas (GHG) Emissions Intensity Indicator is calculated as the ratio of total CO₂ equivalent emissions (t CO₂ eq) generated by the company's activities to its revenue. This indicator reflects the company's efficiency in reducing emissions relative to its financial performance.

The table below presents the GHG Emissions Intensity Indicator for the reporting year:

EMISSION CATEGORY	TOTAL EMISSIONS (T CO ₂ EQ)	REVENUE (€ MILLION)	INTENSITY INDICATOR (T CO ₂ EQ / € MILLION)
Scope 1 Emissions	285.24	15.4	18.52
Scope 2 Emissions	2,302.19	15.4	149.49

GHG Intensity Calculation:

- **Scope 1 Emissions Intensity:** $285.24 \text{ t CO}_2 \text{ eq} / \text{€ } 15.4 = 18.52 \text{ t CO}_2 \text{ eq} / \text{€}$
- **Scope 2 Emissions Intensity:** $2,302.19 \text{ t CO}_2 \text{ eq} / \text{€ } 15.4 = 149.49 \text{ t CO}_2 \text{ eq} / \text{€}$

TIF-HELEXPO continuously monitors the Emissions Intensity Indicator, aiming to reduce its carbon footprint by implementing energy efficiency measures and utilizing renewable energy sources. This effort is part of the company's overall strategy to address climate change and achieve sustainable growth.



SOCIETY

HUMAN RESOURCES MANAGEMENT AND OCCUPATIONAL HEALTH & SAFETY

GRI 3-3, GRI 2-7, GRI 401-1, GRI 403-1, GRI 403-3, GRI 403-4, GRI 403-5, GRI 405-1

TIF-HELEXPO prioritizes effective human resource management and the promotion of a safe and healthy working environment. People are at the core of the company's success, with a strong emphasis placed on health, safety, and professional development.

The company's commitment to the health and safety of its employees is a primary priority, recognizing that its workforce is its most valuable asset. Through continuous improvement of working conditions, implementation of educational programs, and strict safety measures, TIF-HELEXPO strives to create an environment where every employee feels safe and supported.

HEALTH & SAFETY FRAMEWORK

TIF-HELEXPO has an integrated health and safety management system that includes:

- A Safety Technician.
- An Occupational Doctor.
- Primary care facilities (such as on-site medical care).

These services help identify, eliminate, or minimize risks related to employee health and safety. Permanent staff have access to an Occupational Doctor, free private health insurance, and a Safety Technician responsible for the regular maintenance of workspaces. The Safety Technician identifies risks and implements measures to prevent accidents while also investigating potential hazards. Both the Safety Technician and Occupational Doctor regularly brief employees on health and safety issues, while training seminars on CPR and First Aid have been held.

EMPLOYEE PARTICIPATION AND CONSULTATION

Employees can submit health and safety-related requests through their employee association or representative on the Board of Directors. This process ensures open communication and resolution of workplace safety and health concerns. Additionally, the company covers the cost of supplementary private insurance for employees, enhancing their level of protection.

In response to emergencies like the pandemic, TIF-HELEXPO developed operational protocols to ensure employee safety while maintaining business continuity.

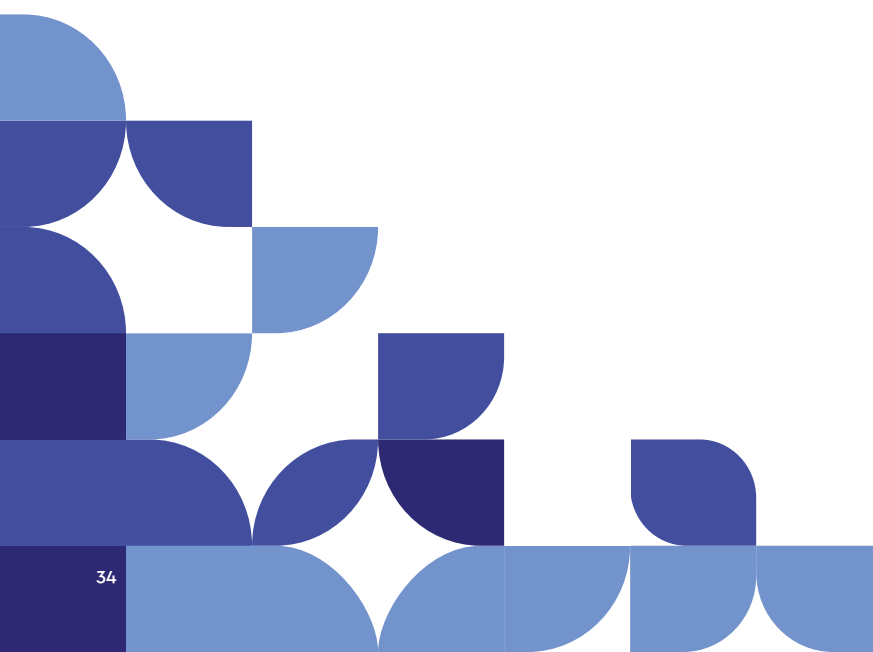
HUMAN RESOURCE DATA

During the reporting year, TIF-HELEXPO's total workforce was distributed as follows:

LOCATION/REGION	MEN (M)	WOMEN (W)	TOTAL
Thessaloniki	32	46	78
Athens	5	2	7
Total	37	48	85

Of the total workforce, **63 employees** were permanent, and **22 employees** were on temporary contracts. **8 employees** (2 women and 6 men) were on loan agreements. There were no part-time or zero-hour contract employees. The gender ratio of employees is **43% men** and **57% women**, while for the Board of Directors, the ratio is **85% men** and **15% women**.

Workforce by Age Group. **12%** are under 30 years old. **42%** are between 30–50 years old. **46%** are over 50 years old. This distribution highlights the company's diversity and significant experience across age groups.



RECRUITMENT AND DEPARTURES

In 2023, TIF-HELEXPO made 8 hires (5 women and 3 men) in Thessaloniki, while 7 employees departed due to retirement.

LOCATION/REGION	HIRES (M)	HIRES (W)	TOTAL
Thessaloniki	3	5	8
Athens	0	0	0
Total	3	5	8

TRAINING AND OCCUPATIONAL HEALTH

TIF-HELEXPO invests in the continuous training of employees in health and safety. The table below shows training hours by category:

CATEGORY	PARTICIPANTS	TRAINING HOURS
Men	4	67
Women	6	136



WORKPLACE ACCIDENTS

The company closely monitors working conditions to prevent accidents and promote workplace safety. In 2023, zero workplace accidents were reported.

TIF-HELEXPO remains committed to improving working conditions and employee safety through investments in technological solutions and health and safety systems. This approach underscores the company's dedication to the well-being of its workforce.

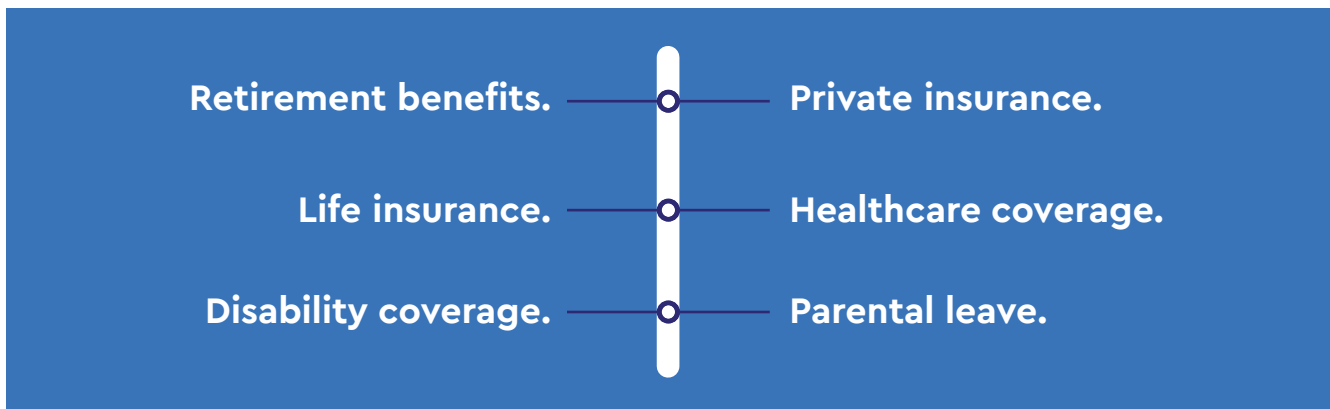
EMPLOYEE BENEFITS AT TIF-HELEXPO

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

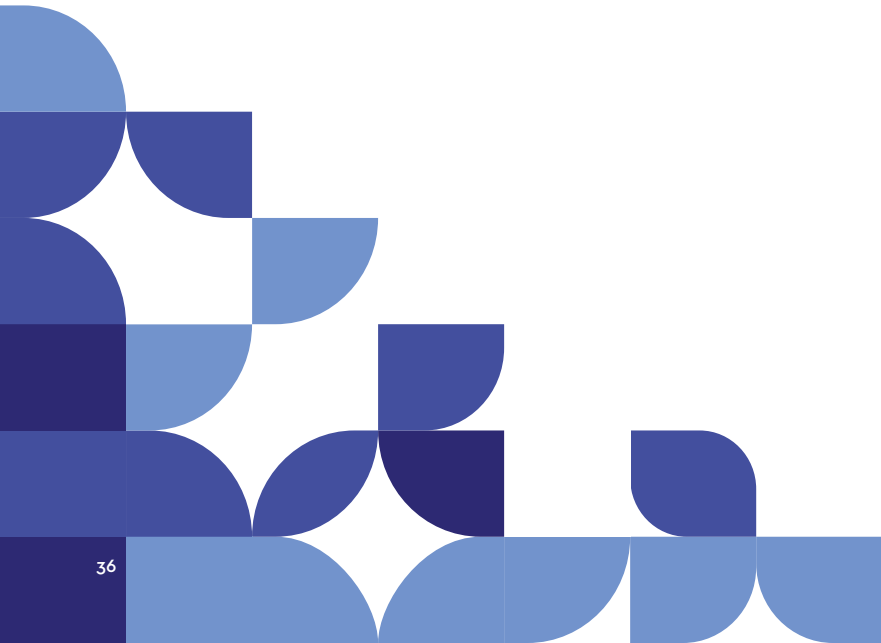
At TIF-HELEXPO, we recognize that our workforce is our most valuable asset. We are committed to creating a supportive work environment by offering employees a wide range of benefits and opportunities for professional growth and well-being.

FULL-TIME EMPLOYEE BENEFITS

The following benefits are provided to full-time employees:



About employees who return from parental leave after 12 months, legal requirements are strictly observed. It is noted that no such cases occurred during the reporting year. However, legal requirements are strictly observed. It is noted that no such cases occurred during the reporting year.



These benefits are not offered to temporary or part-time employees. They apply to the company's major operational locations, including Thessaloniki and Athens.

PARENTAL BENEFITS

In the reporting year, three employees (one male and two females) were eligible for parental leave. All of them utilized their leave and returned to work, achieving a 100% return rate for both genders.

CATEGORY	ELIGIBLE EMPLOYEES	EMPLOYEES TAKING LEAVE	EMPLOYEES RETURNING	RETURN RATE (%)
Men	1	1	1	100%
Women	2	2	2	100%
Total	3	3	3	100%

GOVERNANCE TRAINING

TIF-HELEXPO invests in the continuous education of its governing bodies through specialized seminars and training programs, focusing on Environmental, Social, and Governance (ESG) topics.

EMPLOYEE COMPENSATION

GRI 2-30, GRI 405-2

All TIF-HELEXPO employees are covered by an operational labor agreement. The company strives to ensure fair and competitive wages for all its employees. However, gender-based pay differences continue to reflect factors such as roles and geographic location.

Average Male Salary:

€1,820

Average Female Salary:

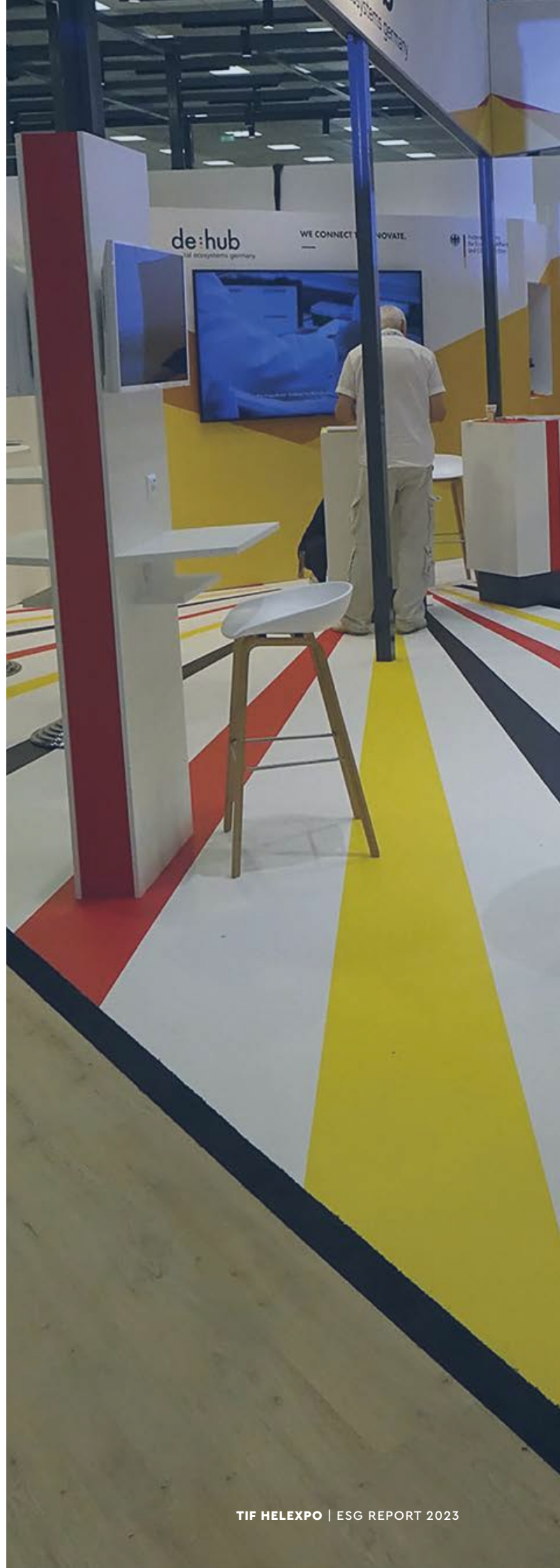
€1,840

difference of:

€20

The gender pay gap is €20 in average base salaries, covering all employees up to managerial level (excluding senior executives such as the CEO and Board members).

TIF-HELEXPO recognizes this situation and is actively working to improve pay equality and foster gender inclusion across all company sectors and roles.





QUALITY AND SAFETY OF SERVICES

GRI 3-3, GRI 416-2

TIF-HELEXPO places significant emphasis on the quality and safety of its services, adhering to international quality management standards and implementing stringent measures to ensure the safety of employees and visitors at its events and exhibitions.

The company is certified under **ISO 9001**, affirming its commitment to providing safe, reliable, and high-quality services. This certification ensures the continuous evaluation and improvement of service quality, along with the satisfaction of its clients and partners.

Notably, during the reporting year, there were **no incidents of non-compliance** regarding the health and safety impacts of its products and services. TIF-HELEXPO remains committed to excellence, reinforcing the trust of its clients and collaborators.

Furthermore, the company adopts innovative practices to enhance the quality of its services and comply with applicable standards, creating a safe and efficient environment for all stakeholders.

Preparation is underway for obtaining the **ISO 20121** certification.

Preparations are also underway to obtain **ISO 27001 Information Security** certification, underscoring the company's dedication to safeguarding information and further enhancing service quality.

RESPECT FOR HUMAN RIGHTS AND ACCESSIBILITY

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

TIF-HELEXPO is committed to fostering and maintaining a work environment based on the principle of equality. The company recognizes the importance of diversity and continuously works to ensure equitable treatment for all employees, regardless of gender, nationality, religion, disability, age, or other characteristics.

During the reporting year, **no incidents of discrimination** were reported, reaffirming TIF-HELEXPO's dedication to a fair and open work environment. The company also ensures that all employees and partners enjoy the freedom of association and collective bargaining without restrictions.

ACCESSIBILITY

TIF-HELEXPO provides fully accessible infrastructure and services for people with disabilities, prioritizing accessibility across all operational areas. The exhibition and conference venues are designed to be fully accessible, ensuring equal participation for all, with continuous improvements in place.

By doing so, the company strengthens social cohesion and promotes cultural development, offering equal access opportunities to all citizens.

SOCIAL CONTRIBUTION

GRI 3-3

TIF-HELEXPO demonstrates its commitment to social contribution by supporting local communities and contributing to social and cultural development through various actions and initiatives. The company aims to create a positive social impact and strengthen the social fabric through events and programs that address diverse societal groups.

In the reporting year, the company implemented the following key initiatives:

- Introduction of a **family ticket** at reduced prices for exhibitions to facilitate access for families.
- Free entry for **people with disabilities**, ensuring equal participation in all exhibitions and events.
- Tree planting initiatives in collaboration with the Municipality of Thessaloniki to enhance the urban environment.
- Support for charitable organizations and local entities by providing free conference and exhibition spaces for significant activities, such as **blood donation campaigns**.
- Donating a **substantial portion of the 88th TIF revenue** to victims of the Thessaly storm in September.
- Offering **fruits and vegetables** to charitable organizations (e.g., orphanages) through the Freskon exhibition.
- Donations of **electronic equipment** to schools.
- Accommodation of vulnerable groups or homeless people in extreme weather events of cold or heat

CIGARETTE RECYCLING AT TIF-HELEXPO IN 2023

TIF-HELEXPO's social support activities are not confined to exhibition periods but extend throughout the year. The company collaborates with local entities and organizations to promote sustainability and societal well-being, ensuring its actions have a positive impact across all aspects of society.

In 2023, TIF-HELEXPO continued its cigarette recycling program, collecting cigarette waste from 31 specialized bins located across its premises. Between January 1 and December 31, 2023, 40 kilograms of cigarette waste, approximately 160,000 pieces, were collected.

Through the recycling process, the cigarette waste was converted into 8.8 kilograms of fertilizer and 28 kilograms of industrial plastic raw material. This program yielded significant environmental benefits, including:

- Avoiding the pollution of 80,000 cubic meters of water.
- Preventing the emission of 256 kilograms of CO₂ and 14 kilograms of methane (CH₄).
- Saving 6,200 MJ of non-renewable energy by reducing the need for new material production.

These calculations were made with precision using specialized algorithms, and the results are fully aligned with the standards of the World Health Organization (WHO) and the Global Warming Potential (GWP) Index. This program actively supports TIF-HELEXPO's sustainability strategy and environmental protection efforts, reinforcing the company's commitment to the circular economy.



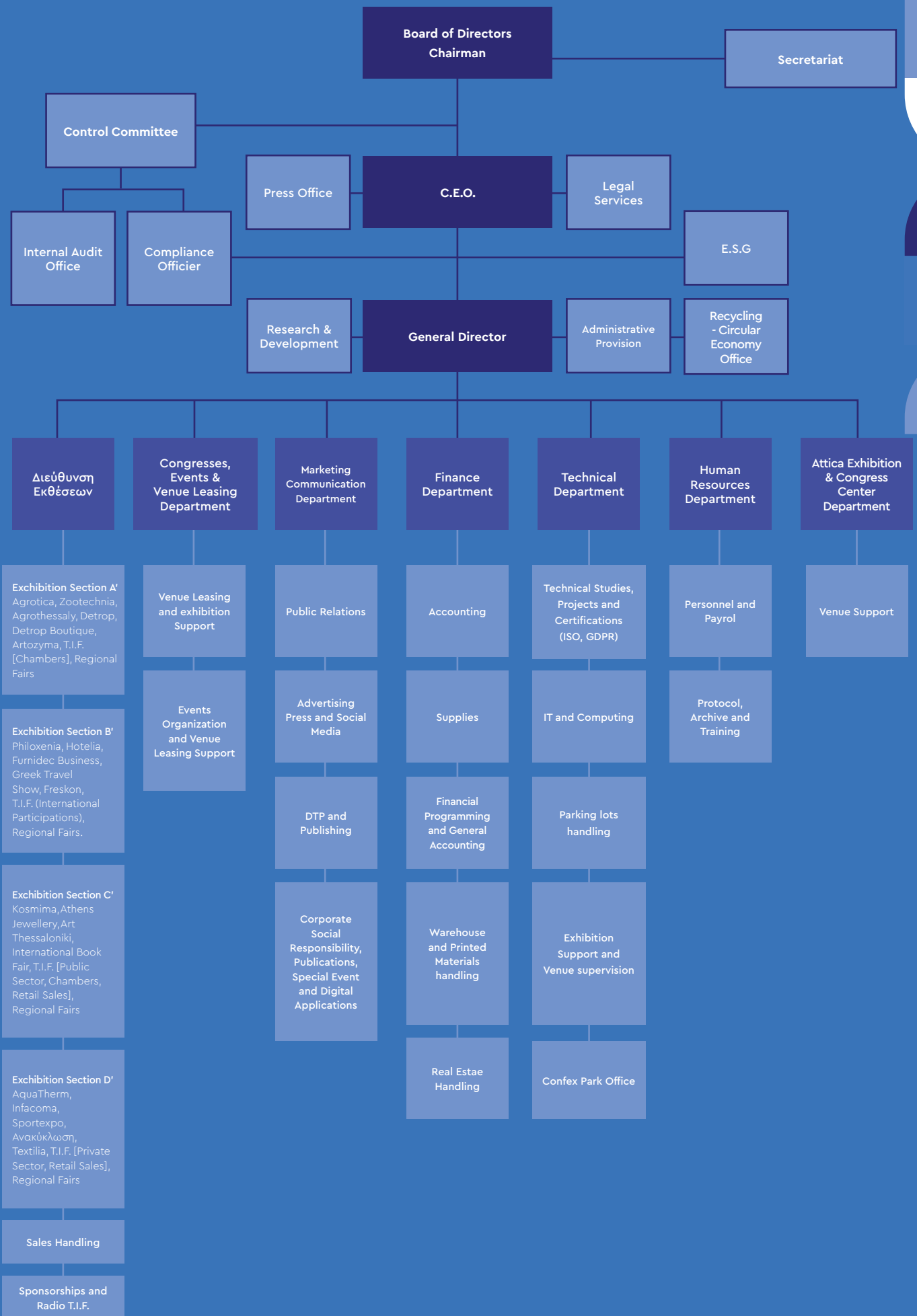
CORPORATE GOVERNANCE STRUCTURE

GRI 2-9

The structure and organization of TIF-HELEXPO are founded on strong corporate governance, which is fundamental for the company's successful operation and achievement of its strategic objectives. The corporate organizational chart outlines the management and responsibilities undertaken by various departments and units within the company.

TIF-HELEXPO's management is directed by an experienced **Board of Directors**, supported by specialized committees covering specific operational areas, such as the **Audit and Risk Committee**. The company's divisions and departments work collaboratively to ensure the effective realization of its operational and strategic goals, while promoting transparency and accountability.

The organizational chart of TIF-HELEXPO is publicly available on the company's official website, reflecting the company's governance structure with full transparency. Within the chart, the significant role of the Audit Committee is highlighted, functioning within the framework of corporate governance to ensure compliance with all regulatory requirements.



BOARD OF DIRECTORS

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

The Board of Directors of TIF-HELEXPO is responsible for implementing corporate governance principles, setting strategic direction, and overseeing the company's activities. It consists of 13 members appointed by the shareholder and representatives from local and business communities in Thessaloniki.

The Board includes the Chairperson, the CEO, the Vice Chairperson, and representatives from key organizations such as:

- Region of Central Macedonia
- Municipality of Thessaloniki
- Federation of Industries of Greece
- Exporters' Association
- Thessaloniki Chamber of Commerce and Industry
- Thessaloniki Chamber of Crafts
- Thessaloniki Trade Association
- Thessaloniki Professional Chamber
- Employee representative of TIF-HELEXPO

The Board's term is four years, governed by principles of transparency and efficiency. All members, except the CEO, are non-executive, ensuring independence and proper oversight of management.

Underrepresentation within the Board includes entities such as the shareholder, the Municipality of Thessaloniki, the Region of Central Macedonia, and the Chambers of Commerce. While the Board lacked expertise in sustainability issues during the reporting year, the company plans to appoint an ESG representative to the Board in 2024.

The composition of the Board members is defined in the company's Articles of Association. Stakeholder involvement is present in Board appointments, with criteria emphasizing diversity, independence, and skills related to the company's impact areas.

Regarding executive remuneration transparency, the CEO's remuneration ratio to the median annual salary of the company's employees (excluding the CEO) is 2.13. This ratio underscores TIF-HELEXPO's commitment to fair and transparent remuneration management.



AUDIT COMMITTEE

GRI 2-9

The Audit Committee of TIF-HELEXPO comprises highly trained members and plays a critical role in overseeing governance and compliance with applicable laws and regulations. The committee monitors internal control processes, ensures transparency, and guarantees that the company operates with integrity.

The Audit and Risk Committee includes:

- **Ioannis Stavrou** (Chairperson)
- **Emmanouil Vlachogiannis** (Member)
- **Angeliki Vasiliou** (Member)

The Audit and Risk Committee collaborates with the Compliance Officer and the Internal Audit Unit to ensure all processes function smoothly and that the company adheres to the highest standards of transparency and accountability.

BUSINESS ETHICS AND REGULATORY COMPLIANCE

GRI 3-3, GRI 2-26, GRI 2-27

TIF-HELEXPO emphasizes transparency and ethics in its operations, establishing comprehensive policies to ensure compliance with laws and regulations. The company adopts strict measures to combat corruption and bribery, maintaining zero tolerance for any form of misconduct.

The **Anti-Corruption and Bribery Policy** applies to all employees and partners, regardless of their role, extending to third parties acting on behalf of TIF-HELEXPO. In the reporting year, no incidents of corruption were recorded, nor were any fines or sanctions imposed for non-compliance with regulatory frameworks.

Additionally, TIF-HELEXPO operates under a **Code of Conduct and Professional Behavior**, which outlines the responsibilities of employees and partners. This code promotes ethical and professional behavior while ensuring that the company operates with integrity and responsibility.

The **Audit and Risk Committee**, in collaboration with the **Compliance Officer**, ensures that all processes adhere to established standards of transparency and business ethics. The company also has mechanisms for reporting complaints, enabling employees and partners to raise issues confidently and securely.



ANTI-CORRUPTION AND BRIBERY

GRI 205-2, GRI 205-3

TIF-HELEXPO enforces a robust **Anti-Corruption and Bribery Policy** across all organizational levels, including the Board of Directors, employees, and partners. This policy aims to prevent corruption and bribery incidents while fostering transparency and accountability in the company's operations.

The policy addresses key risk areas, including:

- **Facilitation Payments:** Prohibiting any act that accelerates processes or services through illegal payments.
- **Third Parties:** Monitoring the activities of partners to avoid exposure to corrupt practices.
- **Illegal Activities and Transactions:** Preventing revenue from unlawful actions.
- **Political Contributions:** Restricting donations and sponsorships to political parties.
- **Gifts and Hospitality:** Avoiding actions that could influence the company's decisions.

All Board members and employees are informed of these policies and receive regular training on addressing related issues. A reporting system is in place to handle incidents or suspicions of corruption, ensuring full transparency during investigations.

In the reporting year, all employees in Athens and Thessaloniki, as well as company partners, were informed about the anti-corruption policies. Most Board members attended specialized training programs, gaining expertise on these topics.

The company reported no corruption or bribery incidents during the reporting year. TIF-HELEXPO remains committed to raising awareness and educating its leadership, employees, and partners on anti-corruption policies.

Moreover, TIF-HELEXPO integrates international standards, including those from the International Labour Organization (ILO), in its **Code of Conduct**. The code incorporates commitments to protecting human rights and due diligence processes to ensure adherence to ethical principles and transparency.

POLICIES OF THE COMPANY

GRI 2-23, GRI 2-26, GRI 2-13

TIF-HELEXPO has implemented a comprehensive set of policies to ensure compliance with applicable laws and regulations, while promoting integrity and business ethics in its operations. All these policies are approved and supervised by the company's Board of Directors.

REGULATORY COMPLIANCE POLICIES OF TIF-HELEXPO

Below is a table summarizing the approved company policies and the corresponding departments or roles responsible for their oversight:

POLICY	RESPONSIBLE DEPARTMENT
Code of Ethics and Professional Conduct	Regulatory Compliance Officer
Anti-Corruption and Anti-Bribery Policy	Regulatory Compliance Officer
Contracts Regulation	Financial Department
Leasing and Concessions Regulation	Financial Department
Participation Regulation – Terms for Exhibitions	Relevant Department and General Manager
Operation Regulation for the International Exhibition and Congress Center (IECC)	Relevant Department and General Manager

The **Code of Ethics and Professional Conduct**, available [here](#), outlines the company's commitment to transparency, ethical corporate behavior, and trust in its relationships with employees and stakeholders.

Together, these policies demonstrate TIF-HELEXPO's dedication to maintaining high standards of transparency, business ethics, and accountability in all its operations.

INNOVATION AND DIGITAL TRANSITION

GRI 3-3

Innovation and digital transition are fundamental components of TIF-HELEXPO's strategy. The company acknowledges the pivotal role of technology in enhancing productivity and improving the quality of its services while maintaining its competitive edge on an international level. These elements are integrated into the company's strategic framework to address modern market challenges and evolving needs effectively.

TIF-HELEXPO's digital transition strategy includes:

- Investments in digital infrastructure to improve operational efficiency.
- Implementation of digital tools in exhibitions and conferences to enhance the experience for visitors and exhibitors.
- Development of innovative solutions to increase interactivity and accessibility at events.

The company has invested in technological solutions and platforms to optimize event management and provide digital services to its clients. These innovations enable TIF-HELEXPO to adapt to the demands of the modern market and the digital era.

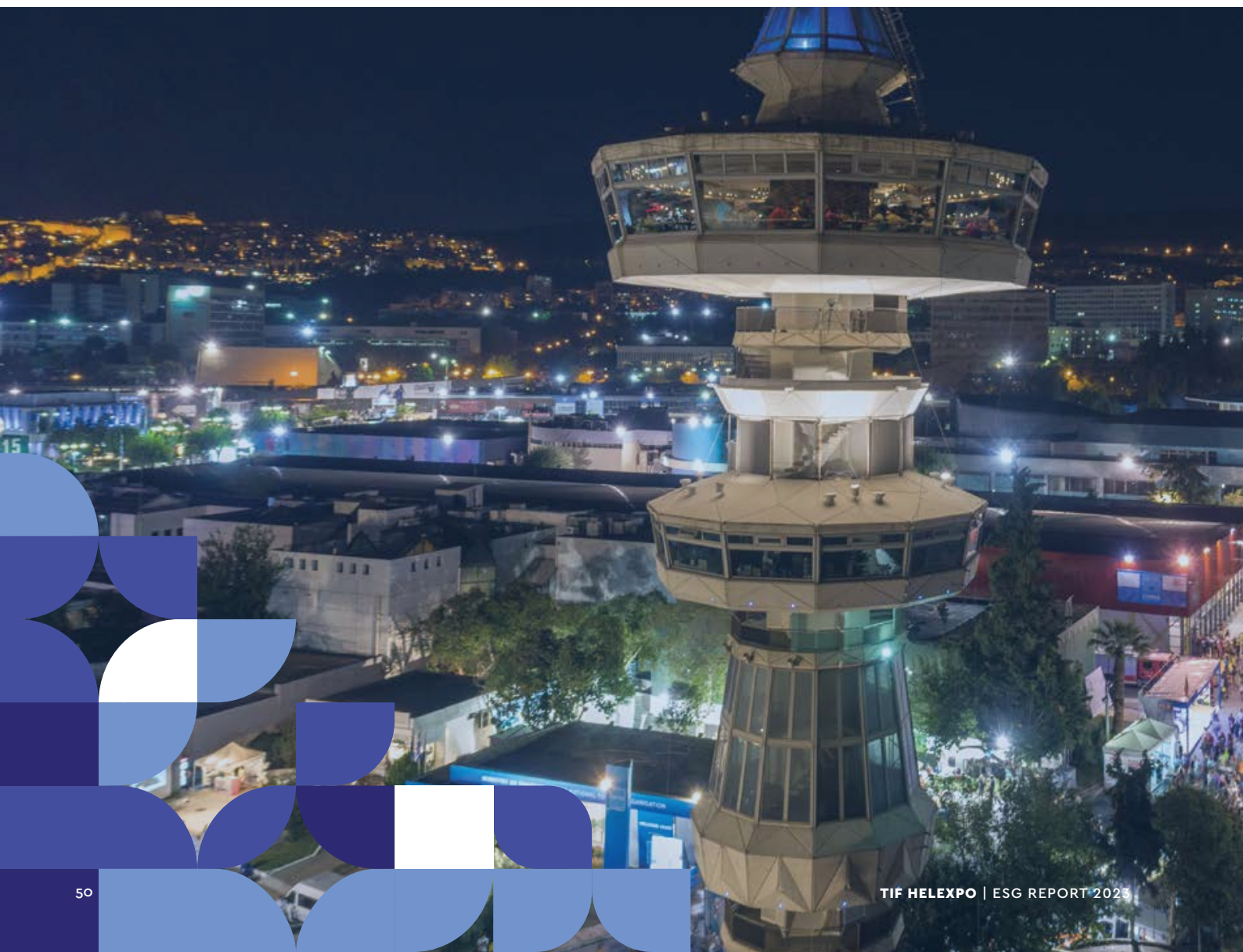
INFORMATION SECURITY SYSTEMS AND DATA PROTECTION POLICY

GRI 418-1

TIF-HELEXPO places a high priority on the security of its information systems and the safeguarding of personal data belonging to its clients, partners, and employees. The company has implemented a comprehensive information security system in line with ISO 27001:2022 standards, ensuring secure data management and protecting IT systems from cyber threats.

SECURITY MEASURES

- Secure collection, storage, and management of data through systems compliant with the General Data Protection Regulation (GDPR) of the European Union.
- Regular security inspections and system upgrades to mitigate potential risks.
- Employee training on information security and personal data management to ensure compliance with policies and regulations



DATA PROTECTION POLICY

TIF-HELEXPO has adopted a stringent data protection policy regulating the collection, storage, usage, and transfer of personal data. The policy aims to safeguard the privacy rights of all stakeholders and ensure that all data is handled securely and confidentially.

For the year 2023, no incidents of data breaches or fines related to privacy violations were reported. This underscores the company's commitment to upholding the highest standards of data protection and information security.



GRI 2021 CONTENT INDEX

The company "TIF-HELEXPO" has disclosed the information included in this GRI content index (with reference) for the period from January 1, 2023, to December 31, 2023, in accordance with the GRI Standards.

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TIF
HELEXPO
A GROWTHFUND'S COMPANY



GROWTHFUND
ΥΠΕΡΤΑΜΕΙΟ