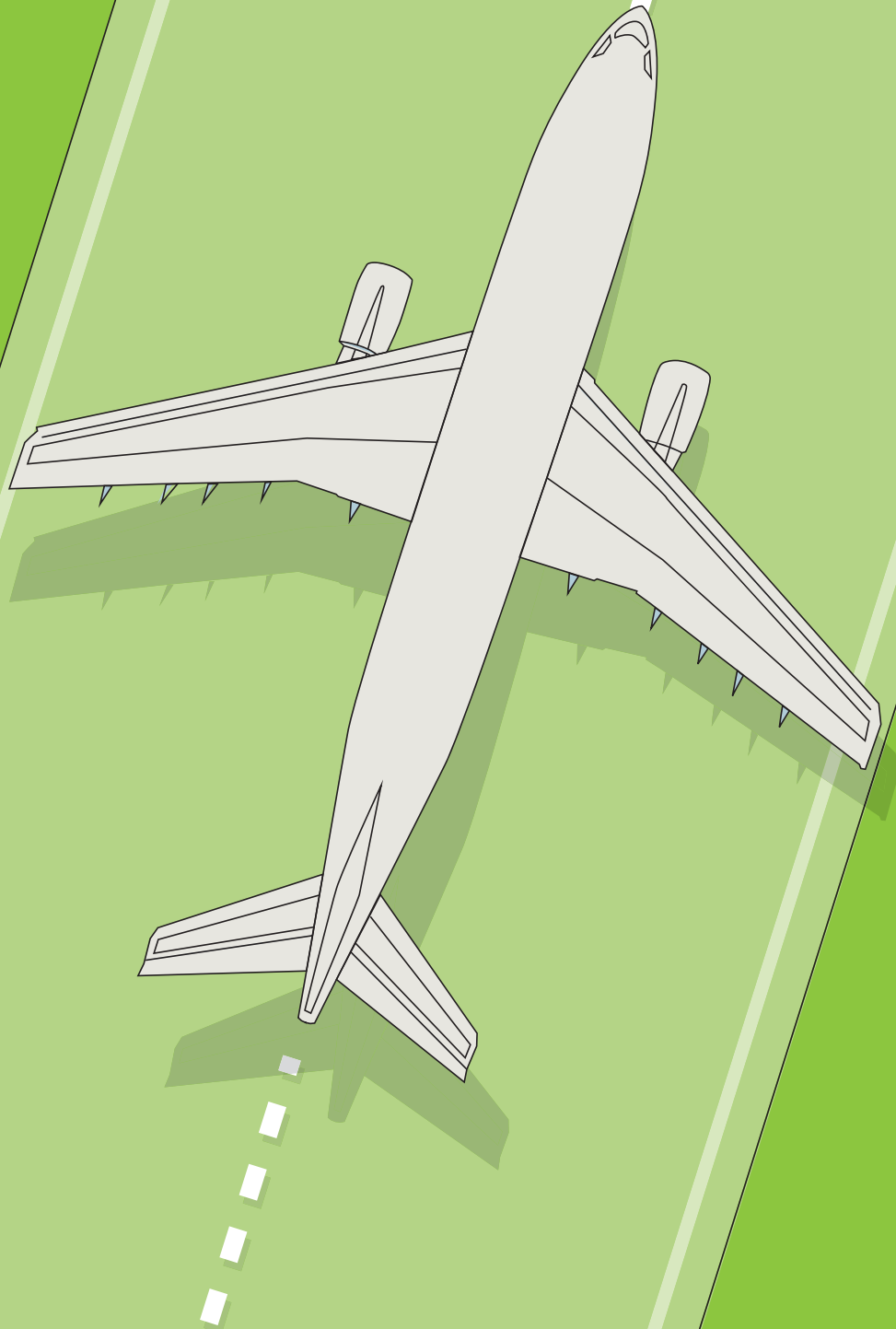




Sustainability Report 2022

OUR ESG
IMPACT REPORT



Contents	CEO's Message	6
	Company's highlights	8
	CHAPTER ONE	
	Company's Identity	11
	Corporate profile	11
	Historic timeline and major milestones	12
	About the Airports	14
	Vision, Mission, Values, Strategic Priorities	17
	Sustainability Strategy -An integrated approach	18
	CHAPTER TWO	
	Corporate Governance	19
	Governance structure and composition	19
	Remuneration policies	19
	Nomination and selection of the highest governance	19
	Highest governance body	20
	Overseeing the management of impacts	20
	Board Committees	20
	Audit, Accounts and Risk Committe	20
	Executive Resources and Remuneration Committee	20
	Enterprise Risk Management	21
	The Sustainability Steering Committee	21
	Conflicts of Interest	21
	Membership in Associations	22



This is the second report of Hermes Airports covering the period 01 January 2022 until 31 December 2022. In some instances, references are made to previous periods, where applicable.

The Sustainability report has been prepared in accordance with the Global Reporting Initiative framework (GRI Standards: 2021).

CHAPTER THREE		CHAPTER SIX		CHAPTER EIGHT		CHAPTER TWELVE	
Approach to Sustainability	24	Employee Experience and Engagement	42	Climate Change	54	Ethics and Values	72
Stakeholder engagement	24	Employee environmental awareness	42	Energy management	54	Competitive behaviour	72
Materiality analysis	26	Managing uncertainty	42	Energy consumption	56	Grievance and allegation management	72
Material topics	27	Attracting and retaining employees	42	Hermes' approach to reducing carbon emissions	58	Human trafficking	73
Sustainability Strategy	28	Provident fund	43	Greenhouse gas (GHG) emissions	59	Digital security practices	75
Sustainability Policy	29	Remuneration policy	43	Other significant air emissions	61		
Hermes contribution to the UN Sustainable Development Goals	29	Wellbeing	44			CHAPTER THIRTEEN	
Balanced business model – A horizontal approach	29	Parental leaves	47	CHAPTER NINE		Economic Development	76
		Employee learning and development	48	Waste	62	Economic performance	76
		Improving working skills	48	Waste generated at Hermes Airports	62	Economic impact	76
		Employee feedback	48	Waste management	63	Sustainable destination	79
CHAPTER FOUR		Talent management and promotions	48	Spills	64	Wildlife strikes	79
Quality of Life of Local Communities	30	The Hermes Academy for the airport community	48			CHAPTER FOURTEEN	
Health and wellbeing	30	Philoxenia	49	CHAPTER TEN		Operational Effectiveness and Passenger Experience	80
Community support	31	Human rights, diversity and non-discrimination	50	Water and Effluents	66	Operationally complex ecosystem	81
Air Connectivity	32			Managing water and effluents	66	Quality of service	81
Noise	35	CHAPTER SEVEN		Water withdrawal and discharges	67	Use of information systems	81
Local air quality	35	Sustainable Supply Chain	52	Water consumption and targets	67		
		Procurement practices	52	CHAPTER ELEVEN		Appendices	84
CHAPTER FIVE		Proportion of spending on local suppliers	53	Ecosystems and Biodiversity	68		
Health and Safety	36	Social impact assessment	53	Protected areas and areas of high biodiversity value adjacent to the Hermes Airports' operational sites	68		
Occupational health and safety management system	36	Supplier environmental assessment	53	IUCN Red List species and national conservation list of threatened species in areas affected by Hermes operations	69		
Hazard identification	36			Impacts of Hermes' activities on biodiversity and measures to protect the surrounding habitats and their species	71		
Employees' participation in H&S issues	37						
Training and education	37						
Promotion of employees' health	38						
Passenger safety	41						



CEO's message

Eleni Kaloyirou

Chief Executive Officer
Hermes Airports Ltd

We are very pleased to publish our second annual sustainability report, sharing with you the steadfast commitment of Hermes Airports to sustainable development and environmental stewardship. Sustainable Development was defined by the Brundtland United Nations Commission, as far back as 1987, as: "development that meets the needs of the present without compromising the ability of future generations to meet their own needs" and this is what we are striving for by making our sustainability strategy a core pillar of our strategic vision.

Sustainability as a concept means achieving a balance between the social, economic, and environmental impacts of an activity. At Hermes Airports we recognize that whilst airports and travel contribute significantly to the social and economic pillars of sustainable development, there is no doubt about the environmental challenges that come with such operations, particularly through the impact of carbon emissions on the environment. Addressing our impact on the environment, through our sustainable development strategy, gives us the license not only to continue to operate but to grow, so that we can in turn continue offering those social and economic benefits to the local and global communities that our airports serve.

Our sustainability initiatives with respect to the environment encompass a wide variety of areas, including energy efficiency, waste management and carbon reduction. We are implementing measures to contain and minimize our environmental footprint and maximize our positive impact on the environment. We recognize and embrace our role as leaders in Cyprus in our journey towards the collective European Goal of reaching Net Zero carbon emissions by 2050 and we will continue engaging with our partners to foster a culture of sustainability, not only in the airport community but also in the Cyprus tourism industry in general.

At the same time, we remain deeply committed to our social responsibilities. We prioritize the wellbeing and safety of our employees, invest in their professional and personal development, and promote diversity and inclusion. We are equally committed to offering a high-quality experience to the passengers using our airports, creating an environment with a distinct sense of place highlighting our people's culture and hospitality. Additionally, we engage with the local communities through a number of activities that support their social and economic development.

“ We remain committed to our **Net Zero carbon emissions target by 2050.** ”

We also strive to increase the positive economic impact of our airports through increased flights and connectivity, which provide a lifeline to our island country, as well as a higher number of visitors which support the tourism industry and the economy overall through the creation of jobs and investment.

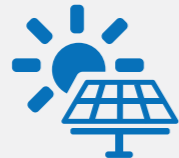
We recognize that the sustainability journey is long and challenging. Experience has shown that incremental steps, especially on the environmental front, can become increasingly slower and require significant investment. Nonetheless we remain committed to our Net Zero carbon emissions target by 2050, for which a detailed plan has been published, and we are determined for our sustainable development path to be part of our long-lasting legacy. Through this report we share with you our actions towards a sustainable future for aviation and we invite you to take part in this journey.

Company's highlights

Environment



Recycling of **1,583 tons** of operational waste generated from both airports in 2022



Solar power plants estimated to cover approximately **28% of Hermes' energy** requirements have started



Participation in **EU-funded project TULIPS**, that aims to transition to low-carbon mobility and sustainability

SINCE 2010 Reduction in energy consumption
32%

LARNACA AIRPORT Reduction in Scope 1 emissions compared to 2021
25.5%

SINCE 2010 LARNACA AIRPORT Reduction in Scope 2 emissions
53.6%

LARNACA AIRPORT Reduction in Scope 1 emissions relating to ozone depleting substances compared to 2021
43.7%

SINCE 2010 PAPHOS AIRPORT Reduction in Scope 2 emissions
30.9%



LARNACA AIRPORT Air Quality Monitoring Station measuring CO, NO₂, O₃ and P.M.2.5 and P.M.10

People

SINCE 2010 MORE THAN 195 CSR actions have taken place

4.22 Highest Employee Satisfaction Score

WORKFORCE COMPOSITION



36% Female



64% Male

Economy

MORE THAN 13K Jobs related to the Airports operations

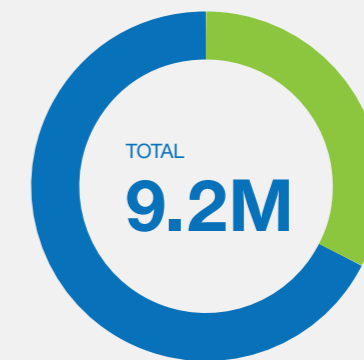
1.5M€ on an annual basis in marketing campaigns promoting Cyprus

PERFORMANCE 2022

Passengers in million

- Larnaka
- Paphos

6.0M Larnaka



3.2M Paphos

Airlines

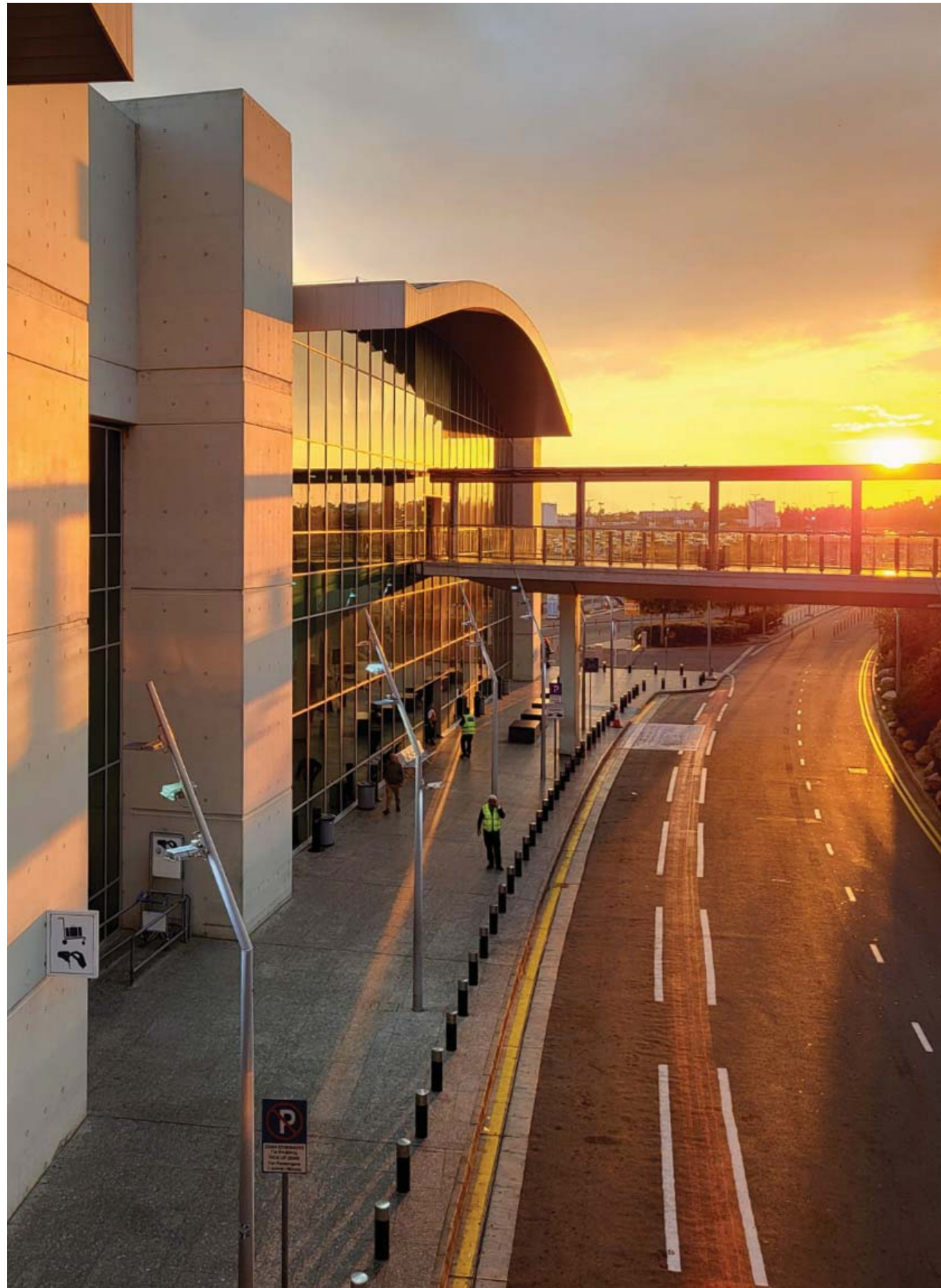
45 14

Routes

87 59

Markets

34 23



CHAPTER ONE: Company's Identity

Corporate profile

Hermes Airports is a Cyprus registered company with 9 shareholders, comprising a mix of Cypriot and international partners. The shareholders are presented in the table below:

Shareholders 2022

1. Bouygues Construction Airport Concessions Europe	22%
2. Egis Investment Partners S.C.A	20%
3. Halpi Alpha Ltd	11,34%
4. Hellenic Mining Public Company Limited	11,33%
5. AER Rianta International (Middle East) WLL	11%
6. Vantage Airport Group (Cyprus) Limited	11%
7. Iacovou Brothers (Constructions) Limited	5,67%
8. Charilaos Apostolides Public Limited	5,66%
9. Nice Airports Engineering	2%
TOTAL	100%

The company's registered office is Larnaka International Airport, Larnaka, Cyprus.

Historic timeline and major milestones

Key events

2006- 2022

20 06

Concession agreement with the Government of Cyprus was signed, and Hermes assumed responsibility for the operation of Larnaca & Pafos Airports in May.

20 08

Inauguration ceremony in November of Pafos new terminal.

20 09

Inauguration ceremony of Larnaca new terminal in November.

20 11

Launch of Aegean Airlines base at Larnaca Airport with 3 based aircraft.

20 12

Ryanair launches a base at Pafos airport with 2 based aircraft.

20 15

Introduction of Hermes' Energy strategy for 2015-2020 in January.

20 17

Larnaca Airport wins Most Accessible Airport award at the ACI (Airports Council International Europe) Awards.

Hermes receives ACA (Airport Carbon Accreditation) Level 2 Reduction accreditation for Larnaca and Pafos Airports.

Launch of Hermes Academy.

20 18

Pafos Airport wins Most Accessible Airport award at the ACI Europe Awards.

20 19

11.3 million total passengers were recorded for the first time ever for Larnaca and Pafos Airports. An overall increase of 67% since 2006.

Hermes signs the NetZero 2050 resolution of ACI Europe.

More than 90 energy saving projects have been completed, resulting to 32% less power consumption, while the traffic has increased significantly.

Achieved 97% LED-technology lighting at both airports (conventional lights replaced with LED).

Hermes receives ACA Level 3+ Neutrality for Larnaca and Pafos Airports.

Hermes Airports receives Platinum accreditation by Investors in People for its people practices, the only airport to achieve this level of accreditation.

20 20

Wizz Air establishes a base at Larnaca airport with 3 aircraft.

20 21

Hermes joined TULIPS consortium for innovative technology "Green" projects as part of low-carbon mobility and airports' sustainability.

New and redesigned commercial areas were unveiled at Larnaca Airport.

Signing of Agreement for Solar Park to be operational end of 2022.

20 22

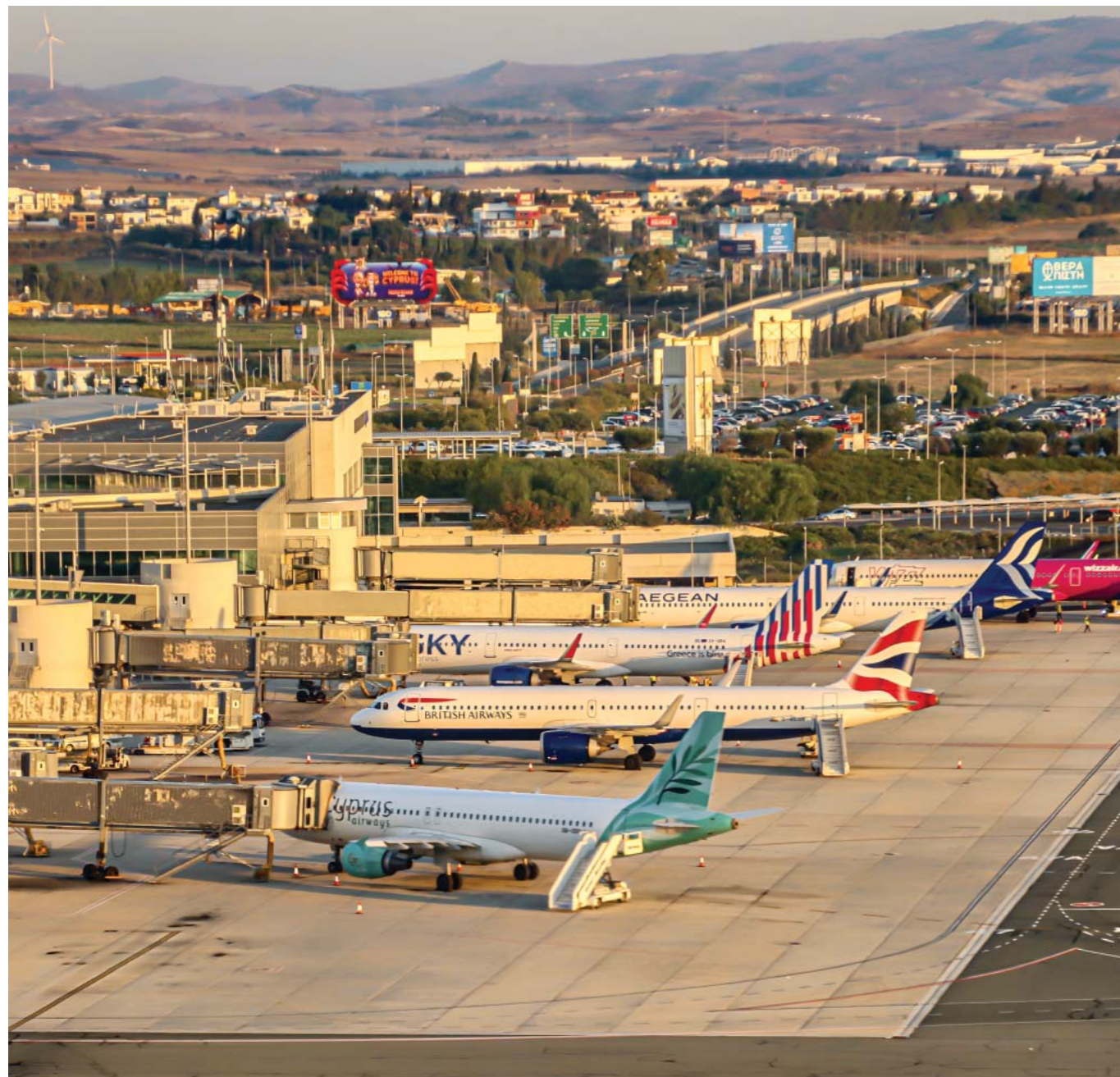
Hermes Airports signed the Toulouse declaration. The Toulouse Declaration is the first-ever public-private initiative supporting European aviation's goal to reach net zero CO2 emissions by 2050, comprising 89 airport operators of 311 airports.

Hermes Airports receives Platinum re-accreditation by Investors in People for its people practices,

Hermes Airports receives Gold accreditation from Investors in People for its wellbeing practices.

About the Airports

Larnaca and Pafos Airports are the main gateways to Cyprus with a significant contribution to the country's economic development as they support direct and indirect connectivity to/from the island. In 2022, the passenger traffic for both airports, approached pre-pandemic numbers reaching 9.2 million passengers, which is 4.1 million more than in 2021. More than 4,000 jobs were estimated to be induced by the Company's 560 million euros GDP contribution. Hermes is currently in a growth/recovery phase following the impact of the Covid-19 pandemic on the aviation industry, with its revenues increased by 86.2% compared to 2021, reaching 178.4 million euros in 2022. In 2023 total traffic reached 11.6 million, thus exceeding 2019 levels.



1.1 Main Financial and Performance Data

Passengers (in million)

(LCA & PFO)



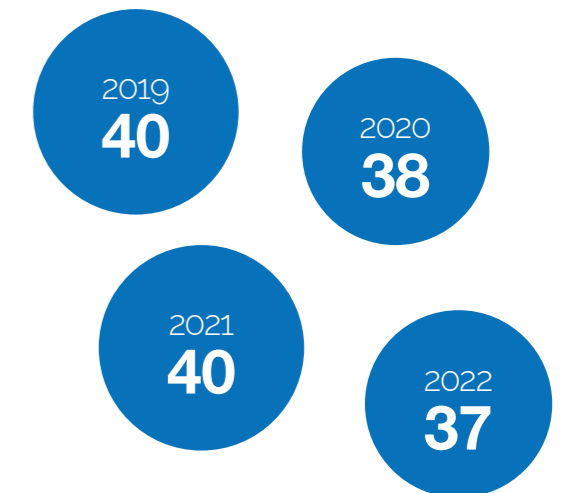
Routes

(LCA & PFO)



Markets

(LCA & PFO)



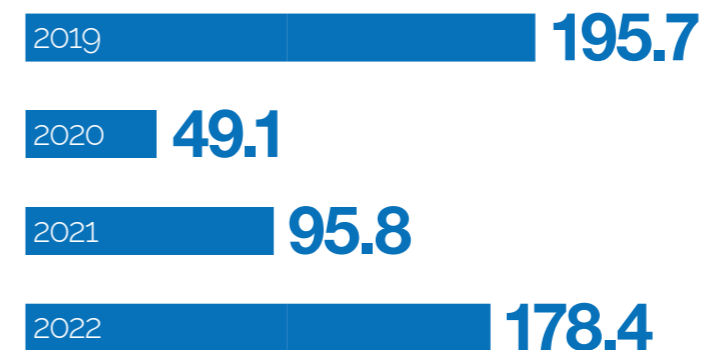
Airlines

(LCA & PFO)



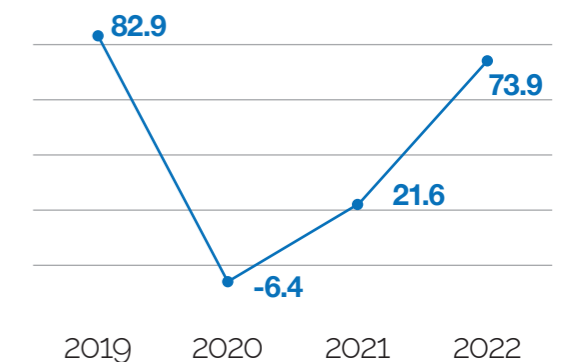
Gross Revenues (in million EUR)

(LCA & PFO)



EBITDA (in million EUR)

(LCA & PFO)

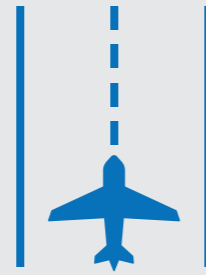


1.2 Airport Facilities



Runway dimensions

LCA
2.994m x 45m
PFO
2.699m x 45m



Taxiway dimensions (width)

LCA
23m
PFO
23m



Terminal Building Area

LCA
100.000 m²
PFO
20.000 m²



Retail Area

LCA
9.477 m²
PFO
2.064 m²



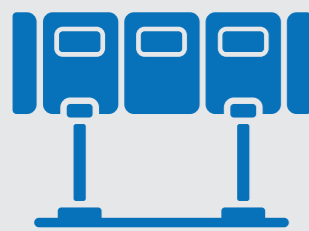
Check In Counters

LCA
72
PFO
28



Self Service Kiosks

LCA
18
PFO
6



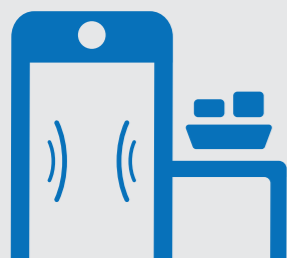
Air Bridges

LCA
16



Boarding Gates

LCA
23
PFO
6



Security Screening Positions

LCA
8
PFO
6



Baggage Reclaim Carousels

LCA
5
PFO
3

Vision, Mission, Values, Strategic Priorities

Vision

To be Best in Class Airports offering a unique Cypriot Sense of Place, playing a leading role in the island's economy, particularly in the tourist industry.

Mission

- To serve our customers by operating innovative, safe, and efficient airports in an environmentally friendly and socially responsible manner.
- To inspire our People and the Community.
- To create value for the country and all stakeholders.

Company's values

Our Company values incorporate the following parameters under the principle "As One", achieving customer service excellence.

- Caring for our customers, our Colleagues and teams, the Society, and the Environment.
- Always striving to achieve the desired results, based on the objective set, as well as based on the highest standards of quality.
- Being proud of our achievements, for not compromising our quality and for offering an outstanding experience to all internal and external customers.
- To be considered trustworthy by:
 - Our people, our teams, business partners and stakeholders, building lasting relationships based on honesty, integrity, and modesty
 - Our customers through our high standards of safety and security
 - Our shareholders, by being reliable and meeting their expectations

Strategic Priorities

<p>Grow Traffic</p>	<p>Improve Commercial Revenues</p>	<p>Achieve Operational Excellence</p>
<p>Improve the Customer Experience</p>	<p>Strengthen Stakeholder Relationships</p>	<p>Focus on People</p>



Sustainability Strategy—An integrated approach

Hermes Airports is dedicated to incorporating sustainability as an essential component of its business strategy throughout all facets of its operations. Regarded as a structured governance system and aligned with industry best practices in terms of planning, execution, measurement and transparent reporting of non-financial performance, the Company commits to embracing a well-balanced business model aimed at generating value for its stakeholders.

The Company's sustainability strategy is based on three main pillars:



CHAPTER TWO: Corporate Governance

Governance structure and composition

The Shareholders' Agreement and the Articles of Association of the Company set out the Company's governance structure. In accordance with the relevant provisions of these documents, the management of the Company is vested in the Board of Directors (also "the Board") with the exception of certain matters which are reserved for the Shareholders. The Board of Directors may delegate certain powers to management. The day-to-day management of the Company has been delegated by the Board to management. The Board may also delegate any of its powers to a committee or committees consisting of such members as they think fit. The Board has set up the Audit, Accounts and Risk Committee and the Executive Resources and Remuneration Committee, which are described below. The powers and duties of the said Committees are set out in each Committee's respective Charter.

The Board of Directors consists of nine members, all of whom are non-executives. The members of the Board of Directors are appointed and removed by Shareholders as per the relevant provisions in the Articles of Association of the Company. The Directors vote to appoint one of them as Chairperson of the Board. The Chairperson holds office as Chairperson for a period of one year and shall retire at the end of one year but shall be eligible for re-election. The Board also appoints a Vice-Chairperson.

Almost all members hold executive positions in their employment. The members of the Board of Directors, all non-executives, are currently the following:

- Christophe Petit, [Chairperson](#)
- Iacovos G. Iacovou, [Vice Chairperson](#)
- Patrice Cahagne, [Director](#)
- Christakis Charalambous, [Director](#)
- Panayiotis Hadjipantelis, [Director](#)
- Neville Weir, [Director](#)
- Romain Uthurriague, [Director](#)
- Renaud Beziade, [Director](#)
- Nuno Amaral, [Director](#)

Each shareholder that owns, or several shareholders who together own between them, 11% of the total issued share capital of the Company has the right to appoint, for each such holding of 11%, one person as a Director to the Board of the Company. The Sustainability Steering ("Steering") Committee is the highest governance body of the management that is responsible for decision-making and overseeing the management of the Company's impacts on the economy, environment, and people, and is further described below.

Remuneration Policies

The members of the Board are not entitled to any remuneration in their capacity as Directors of the Company unless otherwise decided by the Shareholders at an Annual General Meeting. In 2022, they received a fixed fee, an incidental expense allowance, and an additional amount as an attendance fee. All expenses related to their Board attendance are reimbursed upon presentation of invoices.

The results of the votes of Shareholders on remuneration policies and proposals are recorded in the minutes of the Annual General Meetings.

Nomination and selection of the highest governance

The maximum number of Directors is 9, whereas there is no minimum.

The Chairperson and Vice Chairperson of the Board are elected by the Board of Directors. Audit, Accounts and Risk Committee members are appointed by the Board of Directors. The Chairperson of the Committee is either a current Director (including alternates) of the Board or is a current member of the Committee. The appointment or renewal of the Chairperson is undertaken annually at the Board of Directors meeting where the Chairperson of the Board is also elected.

All Executive Resources and Remuneration Committee members are appointed by the Board of Directors and must be current Directors (including alternates). The appointment or renewal of the Chairperson of the Committee is undertaken annually at the Board of Directors meeting where the Chairperson of the Board is elected.

Highest governance body

The Board appoints a Chairperson and a Vice-Chairperson but none of them has a casting vote or is a senior executive or has an executive position in the Company.

The Board of Directors holds regular meetings and at least four meetings are held each year. Additional meetings are held if circumstances require or if a Director requests so. At these meetings the Board decides or approves, amongst other things, the development and update of the Company's purpose, value, or mission statements, strategies, policies, and goals related to sustainable development in close cooperation with the management.

Overseeing the management of impacts

The Board of Directors and the Committees hold regular meetings to oversee the organization's due diligence and other processes to identify and manage the organization's impacts on the economy, environment, and people. The highest governance body engages stakeholders through its decisions and instructions to management. The CEO and Senior Managers give regular updates on stakeholders at Board meetings, including issues of critical concern. The outcomes of stakeholders' engagement and the effectiveness review are presented by the CEO and all Senior Managers at Board meetings, during which the members may provide guidance or instructions to management. Also, the Committees' Chairmen report to the Board at its meetings the findings and issues discussed at each Committee meetings.

Board Committees

The Board Committees that operate within the Company are the Audit, Accounts and Risk Committee and the Executive Resources and Remuneration Committee. The members of each of these two Committees are appointed by the Board of Directors. The Chairperson of each Committee is either a current Director (including alternates) of the Board or is a current member of the Committee. The appointment or renewal of the Chairperson is undertaken annually at the Board of Directors meeting where the Chairperson of the Board is also elected.

Audit, Accounts and Risk Committees

The Audit, Accounts and Risk Committee consists of 7 members, and the purpose of this Committee is to assist the Board of Directors in fulfilling its oversight responsibilities for the preparation of Financial Statements, the financial reporting process the review approval and subsequent follow up of the Company's annual budget, financial controls, the financial audit process, the tax policy and management and the Company's processes for monitoring compliance with applicable laws and regulations.

The members of the Audit, Accounts and Risk Committee should have a financial background and appropriate expertise and experience with regard to accounting, financial reporting, or auditing matters. These criteria are set out in the Committee's Charter.

The members of the said Committee are:

Chairperson

Neville Weir

Members

- Régis Plourin
- Romain Uthurriague, alternate for Régis Plourin
- George Iacovou
- Demetris Demetriou
- Patrice Cahagne
- Pat Mckenna
- Panayiotis Hadjipantelis

Executive Resources and Remuneration Committee

The Executive Resources and Remuneration Committee consists of 6 members, and the purpose of this Committee is to assist the Board of Directors in discharging its duties relating to approving appointments of Executives, setting Chief Executive Officer's goals and objectives, evaluating Chief Executive Officer performance, ensuring a succession plan for Executives and other key employees, ensuring a broad plan of Executive remuneration is established that is competitive in order to attract, retain, inspire and motivate the Executives and other key employees who will create value for the shareholders, and to recommend incentive awards for Executives. The Committee is accountable to the Board.

The members of the Executive Resources and Remuneration Committee should have a good knowledge of the Company's structure and its executive management, in addition to a good

understanding of trends in shareholder concerns, a good understanding of all aspects of recruitment and remuneration policies of compatible companies, and a good knowledge of best corporate governance practices. These criteria are set out in the Committee's Charter.

The members of the Committee are:

Chairperson

Nicos Philippou

Members

- Neville Weir
- Christakis Charalambous
- Romain Uthurriague
- Eric Fleurisson, alternate for Romain Uthurriague
- Nuno Amaral
- Panayiotis Hadjipantelis

Enterprise Risk Management

The primary objective of the Enterprise Risk Management (ERM) procedure is to identify, record and measure all risks to which the Company is exposed. The methodology was introduced back in 2010 and now covers the entire spectrum of Hermes business. High-ranking risks are reported to the Audit, Accounts and Risk Committee regularly, along with a statement showing how these risks have moved since the last reported date.

The Sustainability Steering Committee

The main responsibility of the Sustainability Steering Committee is to oversee the implementation of the sustainability policy and to validate the various action plans submitted by the material issues owners and review their progress accordingly. The said Committee reports to the Board of Directors.

The members of the said Committee are:

Chairperson

CEO - Chief Executive Officer

Members

- COO - Chief Operating Officer
- CFO - Chief Financial Officer
- Senior Manager Aviation Development, Marketing and Communication
- Senior Manager Human Resources

Coordinator

Senior Business Development Officer Marketing Department. In October 2023 the Chief Financial Officer took over the coordinator role.

Conflicts of interest

The Company has a Code of Business Ethics in place which must be adhered to by all employees and Committee and Board members. Following the adoption of the Code of Business Ethics, conflicts of interest have to be disclosed to stakeholders, including conflicts of interest related to cross-board membership, cross-shareholding with suppliers and other stakeholders, the existence of controlling shareholders, related parties, their relationships, transactions, and outstanding balances.



Membership in Associations

Hermes participates in various associations in order to consistently develop its sustainability agenda.

ACI Europe

Hermes is a member of ACI Europe and its CEO is a member of the ACI Europe Board of Directors. ACI Europe is a strong advocate of sustainable development for the aviation industry, and Hermes was a contributor to the development of the ACI Europe Sustainability Strategy for Airports, now in its second edition, which is in turn used by the Company as a guideline for the development of its own sustainability strategy.

Hermes is a signatory of ACI Europe's Resolution committing to Net Zero by 2050, since 2019, and has developed its detailed Road Map to Net Zero which is published in the ACI Europe repository.

Hermes staff and management actively participate in all ACI Europe's committees relevant to their position within the Company. These committees report to the Board of ACI Europe and focus on Policy, Aviation Security, Economics, Environmental Strategy, Facilitation and Customer service, Technical Operations and Safety, and Cyber Security.

In addition to the committees there are a number of forums and task forces of ACI Europe in which Hermes participates. In particular, Hermes' Senior Manager Human Resources participates in the ACI Europe Leadership and HR Forum (and was the Chairperson from 2021 to 2023), Hermes' Senior Manager Commercial and Business Development was Chairperson of the Commercial Forum between 2018 and 2020, and the Senior Manager Legal Affairs participates in the ACI Europe Legal Task Force and in the ACI Europe State Aid Task Force.

Hermes received several ACI accreditations, such as the Level 2 Reduction Airport Carbon Accreditation for both Larnaka and Pafos airports, the ACI Health Accreditation and the ACI ASQ Customer Experience Accreditation. Additionally, it has received the Investors in People Platinum accreditation for its people practices and Investors in People Gold for its wellbeing practices.

TULIPS Project

Hermes is one of four participating airports in the TULIPS project, short for "Demonstrating lower polluting solutions for sustainable airports across Europe", a European Union funded project, the overarching aim of which is to create green airports in Europe through accelerating the roll out of sustainable technologies in aviation and contributing towards zero emissions and zero waste airports by 2030 and climate neutral aviation by 2050.



Board of the Flight Safety Foundation Mediterranean

Hermes is a member of the Board of the Flight Safety Foundation Mediterranean, a non-Governmental organization established in Cyprus in 2008. The main objective of the Board is to contribute to the enhancement of aviation safety by facilitating training in aviation issues and encouraging the adoption of global and European aviation policies as well as fostering cooperation between the countries of the Mediterranean and Middle Eastern regions.

Corporate Sustainability and Responsibility (CSR) Cyprus

Hermes is represented on the Board of CSR Cyprus, founded in 2016, as an independent, non-Governmental organization, with business members, aiming to promote the concepts of corporate sustainability and responsibility to Cypriot businesses and organizations.

Information Systems Audit and Control Association (ISACA)

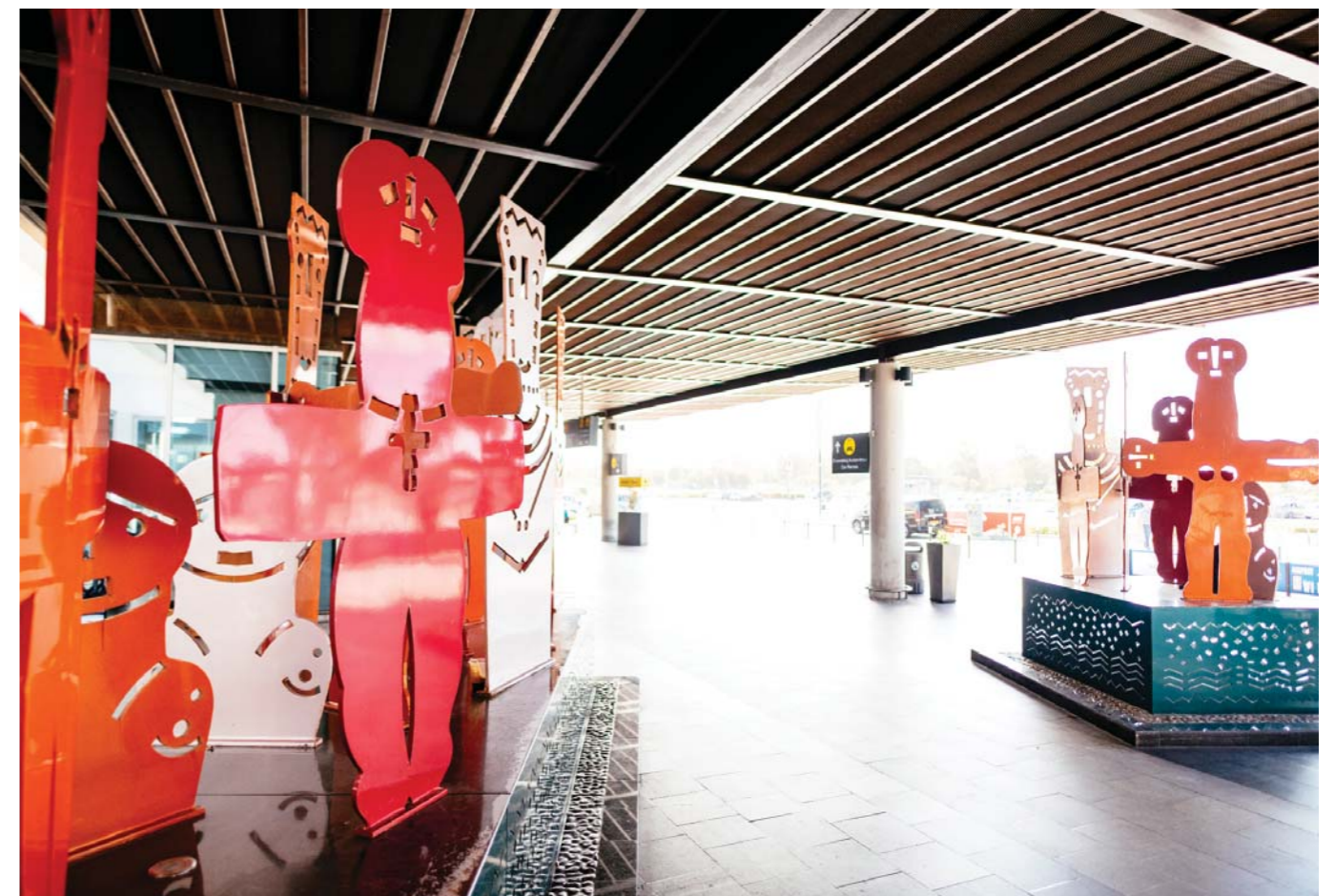
Hermes is a member of ISACA, an independent, nonprofit, global association that engages in the development, adoption and use of globally accepted information system (IS) knowledge and practices.

International Association of Privacy Professionals (IAPP)

Hermes is a member of the IAPP, which provides resources for privacy professionals who are helping their organizations successfully manage privacy risks and protect personal data. IAPP is the world's largest and most comprehensive global information privacy community.

ICAEW Travel, Tourism and Hospitality Community advisory group

Hermes CEO is also a member of the Institute of Chartered Accountants in England and Wales (ICAEW) Travel, Tourism and Hospitality Community advisory group, which focuses on key issues impacting this industry, offering guidance and advice including training on these matters to ICAEW members.



CHAPTER THREE: Approach to Sustainability

Hermes produced this report to be in accordance with the Global Reporting Initiative (GRI) Standards.

The GRI standards have undergone changes in 2021 and therefore, Hermes has adapted its approach to sustainability and reporting strategy to align with the changes.

Stakeholder engagement

Hermes airports has a continuous dialogue with its stakeholders, consisting of a wide range of groups and individuals, including the Company's shareholders and staff, the Government and other local authorities, the wider airport community, suppliers, subcontractors, and others.

A comprehensive methodology was developed by Hermes to engage with its stakeholders. Initially, the key stakeholder groups have been identified; both internal and external.

The key stakeholder groups were then mapped with key personnel within Hermes, depending on their knowledge, expertise, and general field of work. Hermes key personnel acted as representatives (proxies) to the external stakeholders.

Successful engagement with the proxies has been achieved through a series of face to face and virtual meetings, workshops, calls, emails, and included the completion of questionnaires, surveys, and data templates.



Materiality analysis

The purpose of the materiality analysis is the development of a comprehensive list of ESG topics which will reflect Hermes's most significant impacts on the economy, environment, and people, including impacts on human rights.

The materiality analysis process followed by Hermes was based on the multiphase guidance as set out by the updated GRI standards:

- Understand the organization's context;
- Identify actual and potential impacts;
- Assess the significance of the impacts;
- Prioritize the most significant impacts for reporting

The first three phases in the process to determine material topics, relate to the ongoing identification and assessment of impacts by Hermes. During these phases, the Company identified and assessed its impacts, taking into account that impacts evolve with time and new ones arise. Whilst these first three phases are conducted independently of the sustainability report, they feed into phase four which establishes the basis of the report.

3.1 Understand the organization's context

The Company created a high-level overview of its activities and business relationships along with the sustainability context in which they occur. This phase provided Hermes with critical information for identifying the actual and potential impacts.

3.2 Identify actual and potential impacts

Hermes identified its actual and potential¹; positive and negative impacts on the economy, environment, and people, including impacts on human rights. The impacts have been identified across the Company's activities and business relationships and have been mapped across three dimensions; Economy, Environment, and People including Human Rights.

The Company used various resources and techniques to identify its impacts:

- Incorporating relevant sectoral guidance such as the ACI World Sustainability Strategy for Airports Worldwide
- Recognizing the views and expectations of both internal and external stakeholders
- Considering any sustainability trends at the time of the materiality assessment
- A benchmark assessment was undertaken with a representative sample of Hermes' peers that served as the benchmark. The analysis of the assessment provided key information such as:
 - Key Stakeholders and engagement methods,
 - ESG material topics identified by the representative organizations,
 - Available ESG disclosures,
 - ESG Key Performance Indicators reported for performance monitoring for the respective material topics.
- A high-level value chain review was conducted to assess possible direct and indirect impacts resulting from the Company's business relationships.

The outcome of the above produced a list of various topics which were discussed amongst the external stakeholder proxies through the engagement methods described above. Across the discussions, the topics were mapped to impacts related with the Company.

Through the stakeholder engagement, 32 impacts have been identified.

3.3 Assess the significance of the impacts

During this step, Hermes prioritized the impacts and mapped them to material topics. To assess the significance of the impacts, a severity and likelihood framework has been developed. This framework was developed to reflect the GRI reporting standards guidelines, based on which the significance of the impacts was determined by assessing the severity of the impact and, in the case of potential ones, their likelihood of happening. Furthermore, the significance of the impacts was also determined based on how they can affect human rights.

Following the framework, each impact was rated following a specific rating methodology for negative and positive impacts. A rating has been given to each impact in terms of its Scale, Scope, and Irremediable Character. In cases where an activity had an impact on more than one dimension (economy, environment, people, and human rights), the assessment of their significance was performed separately for each dimension.

3.4 Prioritize the most significant impacts for reporting

The outcome of Phases 1-3 was presented to Hermes' management through a validation and consensus workshop, which included a description of the methodology followed, the relevant assumptions made and the finalization of the material topics.

The outcome of the materiality analysis produced 11 material topics. Hermes considers these material topics to be equally important and has therefore not ranked them.

The Sustainability Steering Committee has overseen the process and has reviewed and approved the material topics to ensure that the range of impacts included provides a complete representation of Hermes.

Material topics

The materiality assessment process has been revised to align with the new GRI Standards requirements. Specifically, the current year materiality assessment and subsequent analysis focused on the Company's outward impacts on the environment, economy and people including impacts on human rights, through its operations and business relationships. The identified impacts were grouped together to form the material topics which determine the content of this report.

The key change in the list of material topics this year, is the consolidation and simplification of the topics to facilitate ease of understanding and reporting, based on the impacts relevant to each topic. No prior year's impacts were deprioritised, however, as areas of impact are often interlinked and interdependent, material topics have been merged where deemed appropriate. As a result, the list encompasses 11 material topics, as opposed to prior year's 14 material topics, which are presented below:

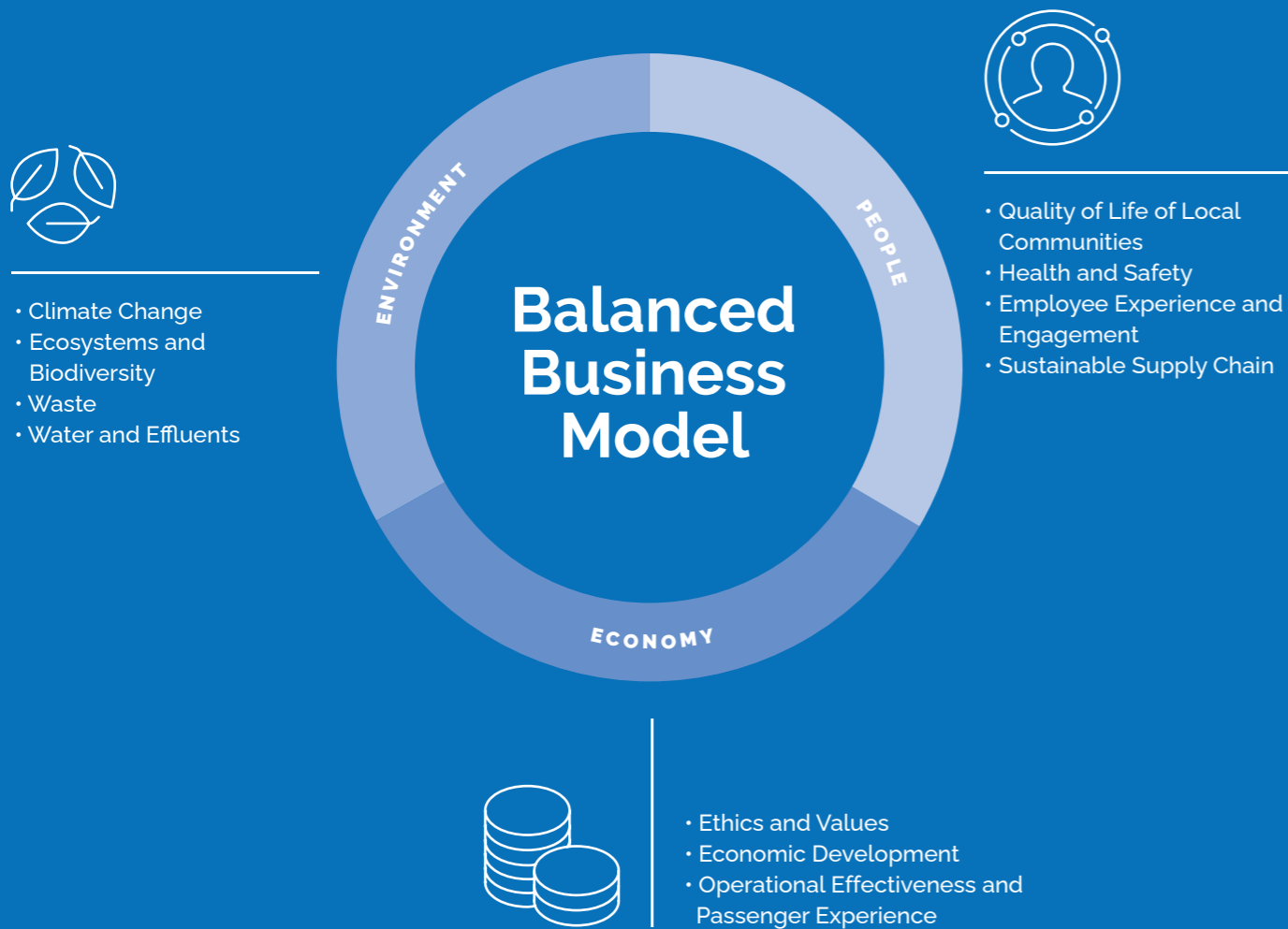
Eleven equally significant material topics have been identified, which are listed below, with no particular ranking. The material topics are covered in more detail in chapters 4 to 14.



¹ Actual vs Potential: Actual impacts are those that have already occurred, and potential impacts are those that could occur but have not yet occurred.

Sustainability Strategy

Specific action plans for each of these material topics have been developed indicating a roadmap for their implementation. The Company's strategic priorities around sustainability are presented in the following diagram across 3 dimensions, representing a balanced business model; with Human Rights incorporated in all dimensions.



Sustainability Policy

The key elements of the policy are the Sustainability Governance structure and responsibilities, the Materiality Analysis, and the Sustainability Action plan, as well as the commitment for producing a report presenting the results of the period's action plan elaborating on ESG performance. The policy is subject to regular review by the Steering Committee in line with emerging developments related to sustainability management on local, sectoral, and global level, and annual review by the Board of Directors of the Company.

Hermes contribution to the UN Sustainable Development Goals

In line with the Company's acknowledgement of the sustainability principles for Human Rights, Labour Relations, Environmental Impact and Anti-Corruption adopted by the UNGC (United Nations Global Compact), Hermes is committed to adopting and upholding these principles as part of its daily operations. At the same time, the Company acknowledges the UN SDGs (United Nations' Sustainability Development Goals) and the Agenda 2030, pledging to contribute to the global effort for addressing major sustainability challenges.

Balanced business model – A horizontal approach

Hermes aims for an all-embracing "Balanced Business Model", seeking an optimal balance between the economic, social, and environmental impacts of its activities, whilst also incorporating and considering the aspect of human rights. Developing its business model in a balanced way is a core value for the Company. This is achieved by marking its footprint in the country's economy and society, contributing to mitigating climate change and creating a more sustainable world for future generations.

Hermes provides a safe, healthy, and inclusive workplace that offers equal opportunities to all staff, whilst also seeking to enhance the quality of life of the local communities and the country overall. Complying with all relevant laws and regulations, while maintaining internally developed policies secures the rights of the staff and customers. At the same time, it aims to ensure that the passengers traveling through Larnaca and Pafos Airports receive a seamless experience and enjoy a safe and

healthy journey. An internal Customer Care Steering Committee and an internally developed strategy make sure that the overall passenger experience standards are met. We use digitalisation and new technologies whenever we can to further increase the efficiency and improve the quality of services of our airports.

Hermes continuously strives to increase airline connectivity and thus further contribute to the creation of more jobs and to the further enhancement of the country's Gross Domestic Product (GDP).

The Company is currently sourcing products and services mainly from local suppliers, while it is also promoting corporate values of fairness and transparency across its supply chain. The Company undertakes numerous initiatives and works closely with the local tourism stakeholders to ensure that Cyprus remains a sustainable destination for travellers. The Company also encourages intermodal access to the two airports, where this is possible.

Hermes maintains an environmental policy that ensures conformity to international standards and procedures whilst at the same time reaffirms its commitment to the environment. Amongst Hermes priorities is the preservation of resources for present and future generations. This is achieved through responsible management of materials and water while applying the principles of circular economy where applicable. The Company is committed to reaching by 2050 at the latest, Net Zero carbon emissions for sources under its direct control whilst it cooperates with its partners to support them in also reducing and ultimately eliminating their impact. An energy committee and energy team have the responsibility to keep the Company on track with the targets set, as these are defined in the Company's energy strategy.

CHAPTER FOUR: Quality of Life of Local Communities

One of Hermes' key priorities is to support the welfare of the people of Cyprus, with a special focus on the residents of the communities in the areas where the two airports are located. The Company aims at improving the quality of life of communities in various ways, examples of which are presented below.

Hermes understands the importance of giving back to the people, whether through volunteering activities, awareness campaigns or philanthropy. Hermes is committed to serve everyone and make a difference in the community.

Health and wellbeing

The physical and mental health and wellbeing of the local community is of utmost importance to Hermes. Over the last year, several donations were made to aid people battling with illnesses and provided financial assistance to children with special needs for their reintegration back into society. Hermes also participated in a flight for 150 autistic children and their parents or caregivers to raise awareness regarding autism. Lastly, Hermes supported the Cyprus Anti-Drugs Council in their efforts to prevent the use and dissemination of drugs and other addictive substances.

Community support

Hermes believes in the importance of investing in people and is committed to making a difference in the young lives within the community. A long-standing collaboration with 'Sophia for Children Foundation' aims at the improvement of the quality of life of children attending elementary schools in Larnaca and who come from low-income families. In 2022 Hermes made a monetary contribution to support the "I Cook & I Offer" program, providing lunch to the children of all day primary schools in Cyprus.

During 2022, Hermes also provided financial support for Sistema Cyprus, which offers music education to all children and young people of Cyprus, including migrants, refugees, and disadvantaged youths. The Company's contribution to society included the renovation of a playground in a community which was affected by the catastrophic fires that occurred in the mountains of Limassol. In addition, Hermes supported the initiative "Adopt a family for Christmas" with gift vouchers to support vulnerable families during the festive season. During Christmas Hermes also gifted vouchers to the personnel of its airports too.

Additionally, Hermes also provided cultural support by hosting an anniversary exhibition at Larnaca Airport on the occasion of the 50 years since the establishment of the Cyprus Theatre Organization.

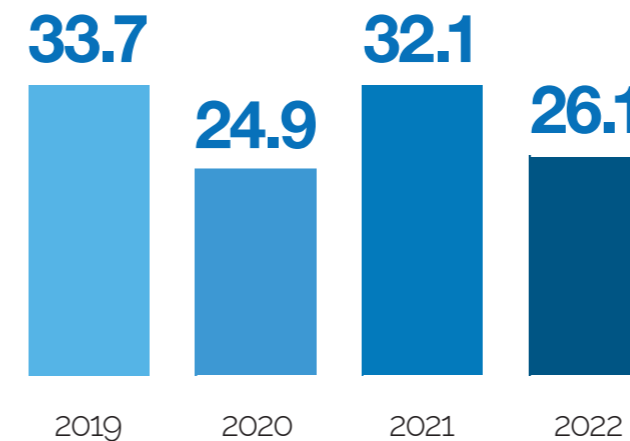
CASE STUDY

Climate change is one of the most pressing issues that humanity faces. Hermes is committed to reducing the carbon footprint from the operation of its airports. Specifically, this past year 1000 trees and aromatic plants were donated to the public as a result of the Lemonade project. The Lemonade Project as an example of a "circular economy project, was a joint campaign with KEAN, where lemonade was produced using lemons from 120 lemon trees located at Larnaca Airport's surrounding areas. The lemonades were sold at the Departures Area of Larnaca Airport with all proceeds directed towards various environmental protection initiatives.



4.1 Community Investments performance

Community investments (Euros thousands)



Air Connectivity

Air connectivity is critical for the economy of an island such as Cyprus. The contribution of Hermes in this regard is significant, since the operation of new airlines, the addition of new routes, and new operations on existing routes, all have a positive impact on a multitude of aspects including the quality of life of Cyprus residents and on the country's economy as a whole.

Embedded in the Company's strategy is the increase of traffic as a key strategic priority, and several key performance indicators (KPIs) are used to measure performance. Annually, Hermes prepares a passenger traffic budget, setting a range of targets, based on current performance, the industry and economic outlook, as well as discussions and plans of the airlines. These passenger traffic projections are then updated on a regular basis throughout the year, with information received from airlines through direct dialogue or through published information. The dialogue with the airlines is not only aiming to obtain the information, but also to make suggestions and recommendations related to their future plans and development.

Hermes implements an active Air Service Development Strategy which is highly dependent on the tourism demand and strives to support the local communities and Cyprus as a whole. The Strategy maintains open channels of communication with existing and new airlines, provides opportunities for discussion and improvement, supports the development of new routes and the opening of new markets as well as the penetration of existing routes with the aim of increasing their capacity. This Strategy also assists in the promotion of year-round operations for all routes and subsequently the off-peak activities in Cyprus.

A main element of this Strategy is to maintain a close collaboration with the tourism stakeholders in Cyprus, to exchange relevant information, and to organize joint activities promoting Cyprus as a year-round tourist destination.

In 2022, Hermes continued its active role in promoting Cyprus as a year-round destination by contributing an amount of approximately €1.5m for marketing campaigns primarily with airlines but also with other stakeholders. The marketing campaigns were targeted mostly at visitors interested in off-peak authentic experiences and activities centred around the winter months. This led to the further growth of winter traffic. During 2022, there was an increase of 20% of the capacity offered in the market during the winter

months, which was the result of the extension of operation of several routes, led primarily by the carriers based in Cyprus.

Following the pandemic's significant negative impact on the two airports' traffic results in 2020 and 2021, 2022 was again a challenging year. This time traffic was adversely impacted from the war in Ukraine during which two key markets - Russia and Ukraine - were completely lost. These two markets represented approximately 20% of the total traffic. Although the initial projections were pessimistic, Hermes managed to work together with airlines, tour operators, and other stakeholders, and was successful in significantly increasing passenger traffic from a number of other markets. Eventually it achieved a full recovery from the loss of the Russian and Ukrainian markets, with final results for the year exceeding the initial "pre-war" projections.

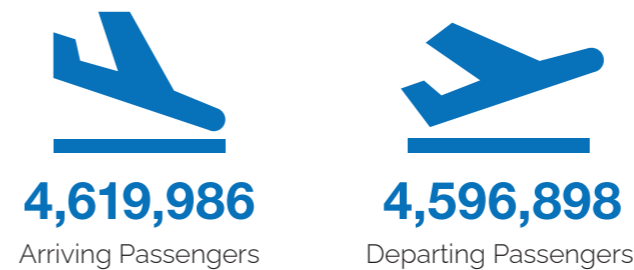
By the end of 2022, total traffic reached 9.2 million passengers, growing by 69% compared to 2021 and reaching a level of -18% compared to 2019, higher than the Airport Council International projections for a -22% vs 2019. During the year, 14 new routes were introduced, whereas the total connectivity of the island was maintained at very good levels, with 47 airlines having operated to and from 105 destinations in 37 countries, excluding the Russian and Ukrainian airlines and destinations.

The Company maintains an open dialogue with stakeholders, encourages and supports collaboration with various entities and is constantly up to date with the latest developments in the industry and market. To this extent, the Company organizes joint initiatives which aim to promote Cyprus. To measure the effectiveness of these initiatives, such as marketing campaigns, specific KPIs are set each time. Moreover, Hermes is very active and participates in various committees and industry groups engaged in policy and decision-making regarding air connectivity and the impact air connectivity has on sustainability issues, people, and communication.

Passenger numbers provide an important indicator of economic performance, as revenues are mainly driven by passengers. Transfer and transit passengers, which comprise a very small percentage of the total, do not leave the airport facilities, and therefore mainly, have an economic impact for the airport operator. Origin-and-destination passengers may have a significant impact both on the local economy and the airport operator.

4.2 Total number of passengers

Total number of passengers annually, broken down by passengers on international and domestic flights, and broken down by origin-and-destination and transfer passengers, including transit passengers.



TOTAL
9,216,884

All passengers are international since there are no internal flights on the island.

4.3 Total number of aircraft movements

Total annual number of aircraft movements by day and by night, broken down by commercial passenger, commercial cargo, general aviation, and state aviation flights.

An airport operator's aircraft departures and arrivals provide an important indicator of its economic performance and contribution to the local economy of the airport's region.

Total number of passengers, broken down by origin-and-destination and transfer (including transit) passengers, 2022	Passenger type	
	Origin and Destination*	9,212,571
	Transfer	4,313
	Transit**	148,722
TOTAL	9,365,606	

* Passengers originating or terminating their journey at the airport.
 ** Transit passengers are not included in the total passenger number

4.4 Larnaca Airport, 2022 - Total number of aircraft movements

Total number of arriving and departing aircraft movements by day and night for the reporting period - Larnaca Airport, 2022

Larnaca Airport	Commercial Passenger	Commercial Cargo	General Aviation	State Aviation
Day	28,201	1,689	4,272	1,174
Night	11,206	135	669	52
Domestic	No domestic flights within Cyprus			
International	39,407	1,824	4,941	1,226
TOTAL	39,407	1,824	4,941	1,226

4.5 Pafos Airport, 2022 - Total number of aircraft movements

Total number of arriving and departing aircraft movements by day and night for the reporting period - Pafos Airport, 2022

Pafos Airport ³	Commercial Passenger	General Aviation	State Aviation
Day	12,691	1,150	1,202
Night	6,874	144	299
International	19,565	1,294	1,501
TOTAL	19,565	1,294	1,501

An airport operator's cargo tonnage provides another important indicator of the airport's economic performance and direct and indirect economic impacts to the region.

4.6 Total amount of cargo tonnage

LCA & PFO	All - cargo flights	Cargo transported on passenger flight (belly cargo)
Total cargo tonnage arriving at the airports (flights)	Not available	Not available
Total cargo tonnage departing from the airports (flights)	Not available	Not available
Total cargo tonnage arriving at the airports (broken down by cargo transported on all-cargo flights and cargo transported on passenger flights as belly cargo)	9,500	6,440
Total cargo tonnage departing from the airport (broken down by cargo transported on all cargo flights and cargo transported on passenger flights as belly cargo).	2,860	4,937

³ No commercial cargo and domestic flights at the Pafos airport during 2022 year.

Noise

One of Hermes' primary objectives is to manage safe and secure airports and to actively reduce the impact of operations on the local community and the environment.

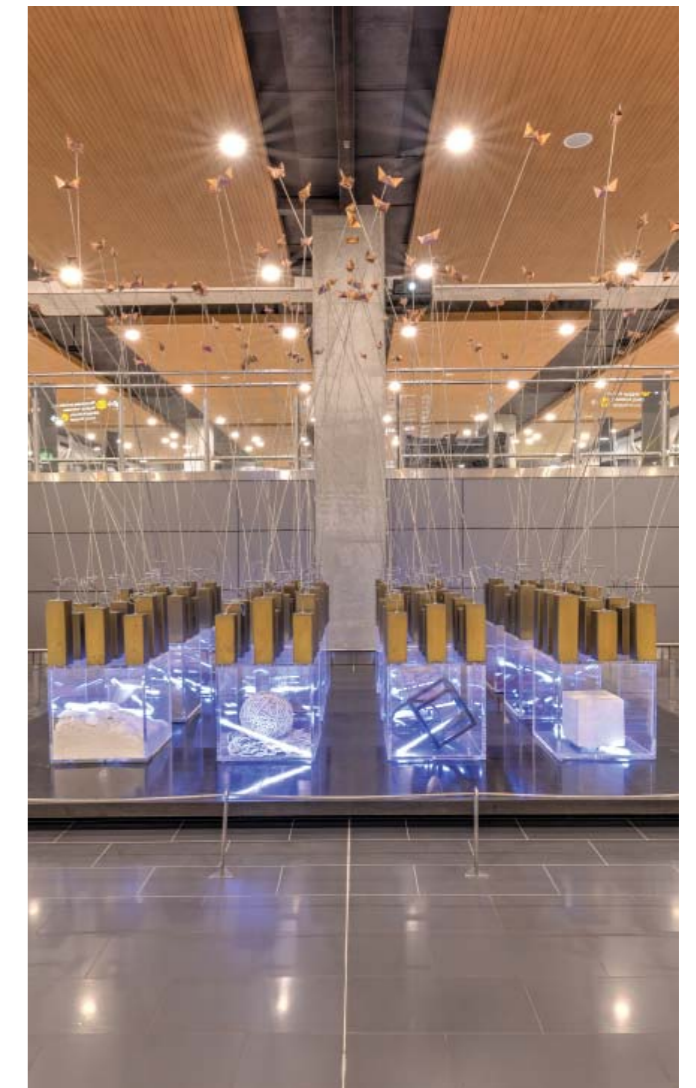
The Department of Environment of the Cyprus Government, as the authority responsible for the implementation of the Environmental Noise Law, sees to the preparation of strategic noise maps and action plans. In the first round, no noise was estimated in relation to both Larnaca and Pafos Airports because fewer than 50,000 movements were recorded annually. Nevertheless, Hermes Airports has developed Strategic Noise Maps for the airports in Larnaca and Pafos. These maps show the expected noise values for a period of 10 years from the date of their preparation. Within the framework of the 4th round of Strategic Noise Mapping that was performed in 2022, limits were proposed for the day-evening-night index (Lden) and the night index (Lnight). Both Larnaca and Pafos Airports were part of these Strategic Noise Mapping.

Hermes Airports proceeded with the measurement of the aircraft noise from inside and outside the airport boundaries. During 2022, three noise monitoring terminals have been operating in the surrounding communities of Larnaca airport, to monitor the environmental noise generated by airport operations. Hermes does not currently undertake any noise monitoring at Pafos airport.

No noise complaints have been recorded for the year 2022 for either Larnaca or Pafos airports.

Local air quality

The aircraft, vehicles, and fuel-based equipment (generators, boilers, etc.) operated at the Hermes airports, may have an adverse impact on the local air quality. An Air Quality Monitoring station has been installed at Larnaca airport, measuring carbon monoxide (CO), nitrogen dioxide (NO₂), ozone (O₃) and particulates (P.M.2.5 and P.M.10). 2022 is the first year in which full recordings were obtained from the station. Furthermore, Hermes continues its efforts in reducing emissions to the atmosphere from its vehicles, by "greening" its vehicle fleet through the gradual replacement/removal of vehicles below the EURO 6 emission standard. A table with the 2022 recordings, is provided under the "Emissions" Section Climate Change chapter.



CHAPTER FIVE: Health and Safety

Occupational health and safety management system

To ensure the safety of every employee under its supervision, Hermes follows international standards in its daily operations and activities. Hermes Health and Safety Management System (H&S MS) has been developed based on the requirements of the ISO 45001:2018 standard, the applicable national legislation, the needs and expectations of its stakeholders, as well as any other relevant legislation affecting the Company's activities.

The basic components of the occupational health and safety management system are the Risk Assessments (RA) and Safe Methods of Work (SMW). The system covers all workers' activities in all workplaces under Hermes Airports jurisdiction. Amendments to the H&S MS as well as new up-to-date RAs and SMWs are carried out in the case of the introduction of new equipment and operational activities, as well as in case of changes in procedures.



Hazard identification

Hermes Airports' Health, Safety and Environment, Safety Management System and Facility Management (HSE-SMS and Facility Management) department is responsible for developing policies and procedures relevant to the workplace hazards and risk assessments. Hermes airports' staff and external associates provide valuable feedback and expertise for the development of the RAs and SMWs.

RAs and SMWs incorporate specific processes and measures that need to be implemented to ensure the quality and safety of internal activities. Moreover, workers and staff are encouraged to express their concerns and request their removal from work situations that they believe pose a risk to their health or wellbeing. Hermes respects and takes into consideration such situations and is open to recommendations that will further contribute to the improvement of current H&S related policies and procedures.

Reprisals are not acceptable within the safety culture of the organization. Hermes encourages and highly values reports received from its personnel regarding any health and safety concerns that they might have, as well as any recommendations for improving the H&S culture and workplace. The H&S Management System provides a channel for the voluntary reporting of occurrences or hazards related to both aviation and non-aviation activities, whilst maintaining confidentiality of the person reporting.

Hermes has implemented a process to enhance workplace safety and incident reporting. Any individual who identifies a hazardous situation or witnesses an incident or safety-related event occurring in the workplace is encouraged to submit a claim directly to the HSE-FM department. The HSE-FM department is responsible for conducting all necessary investigations to address the reported issue or incident that took place and proceed with all necessary actions to eliminate or minimise the risk for similar incidents reoccurring in the future.

Employees' participation in H&S issues

Hermes considers of critical importance the involvement and participation of its employees in creating and developing an internal Health and Safety agenda. In view of that and to achieve this goal, Hermes established HSE Committees in both Larnaca and Pafos Airports. The HSE Committees consist of representatives from various departments within the organization so that different types of work and airport operations will be represented in the committees, thus enabling participants to identify and report potential H&S risks associated with their tasks.

The HSE Committees meet at least once every six months, as required by the Regulations on the Management of Safety and Health Issues at Work (C.D.P. 158/2021). The HSE committees are responsible for establishing and maintaining communication channels with management to observe current practices, discuss any H&S concerns and provide relevant recommendations for improvement. Recommendations may relate to measures to prevent accidents and occupational diseases. At the same time, another important goal of the HSE Committees is to promote and encourage the cooperation of all employees to implement H&S measures, safe methods of work and develop a strong H&S culture.

In addition to the above, Hermes organizes additional working groups aiming to further develop the Safety Management System. The various groups, which include the Airport Safety Committee, Local Runway Safety Team, Executive Safety Oversight Group, Safety Action Group consist of Hermes employees and/or external associates and participants.

In this way, Hermes ensures that its employees participate in the development, oversight and implementation of H&S management policies and procedures to further enhance the establishment of a safe working environment for all personnel.

Training and education

As an airport operator, Hermes must ensure that all work activities are carried out by trained personnel and has thus implemented a number of robust mandatory H&S training courses. These were developed to provide employees with the necessary knowledge and skills for preventing or mitigating any significant negative occupational health and safety risks that employees might be exposed to during their daily activities. Workers are not allowed to conduct hazardous activities prior to receiving mandatory training and passing the relevant examination.

Trainings, both generic and H&S-specific are conducted for all new employees and refresher trainings when deemed necessary by the organization. Most training programs have a validity date, which means that these will have to be repeated. The responsibility for planning the training lies with the HR department.

The H&S training is provided to the employees and departments based on the activity they perform and risks and hazards, related to their function. Thereby, the front-line employees attend, amongst others, First Aid and Use of Automatic External Defibrillators (AED) trainings, while staff performing roof works attend the Working at Height trainings. The list of mandatory learnings may also include Safety Management System, forklift operation, safety inductions, and emergency response trainings.

Also, Hermes has established a buddy scheme, under which more senior and experienced employees are responsible for the smooth induction of and provision of support to new staff members. At Hermes, we believe that such an approach ensures a gradual and safe adjustment to the work environment and serves in preventing accidents.

Promotion of employees' health

As an organization we care for the health to our employees. All employees of Hermes Airports are covered by medical insurance, in compliance with the requirements of the Social Insurance Law (Law 59(I) of 2010 and Regulations). Moreover, Hermes organizes annual blood tests and health checks, which are conducted at the workplace by a certified laboratory. In this way it is ensured that the employees receive full and comprehensive medical and healthcare services. We also care about the emotional health and wellbeing of our people. Since 2017 we have developed the Evexia |Being Well programme which covers eight dimensions of wellbeing. The Company offers to its people, among others, regular newsletters on wellbeing, support through counselling and stress management courses.

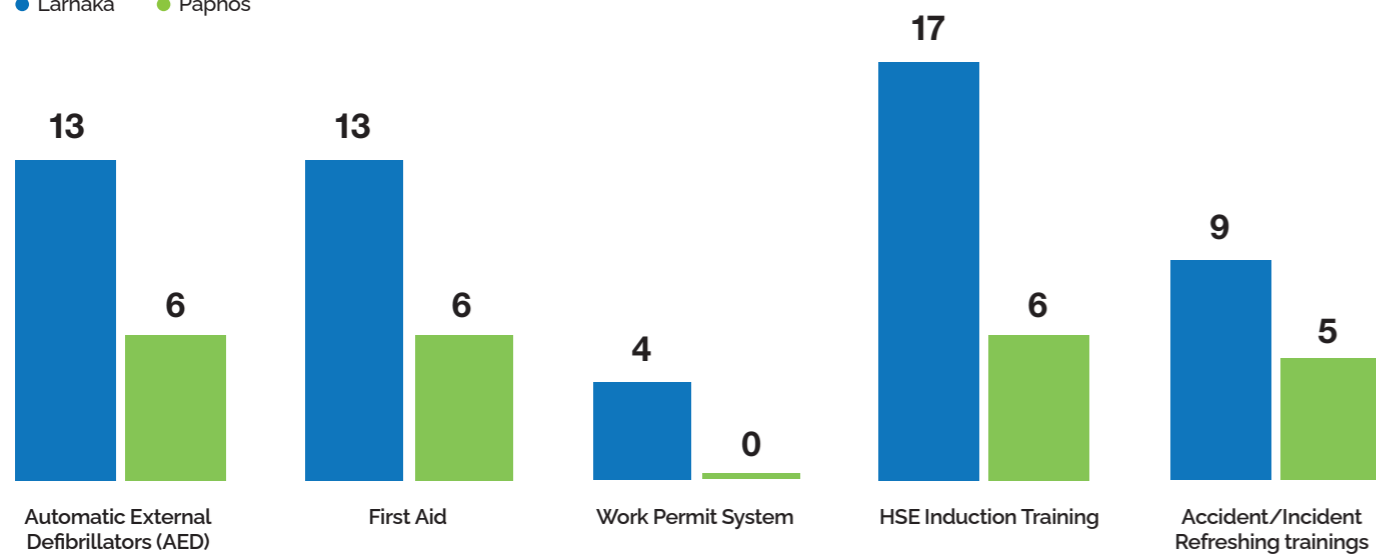
Hermes upholds a culture of workplace safety, focusing on robust health and safety requirements and promoting internal training courses. We proudly report zero fatalities from work-related injuries or illnesses in 2022 and previous years. Additionally, we closely collaborate with tenants and collect incident data. Tenants' data are promptly reported to the Operations department and are included in a consolidated spreadsheet. Hermes does not maintain data on the number of tenants' staff; therefore, such data is not provided in this report. There were zero incidents, injuries, and work-related ill health cases recorded in 2022 for Hermes' employees and Hermes' tenants' employees. The same applied for previous years. Hermes makes continuous efforts to enhance its risk assessment agenda.

In 2022, Hermes conducted 5 training courses related with occupational health and safety. The trainings with the participants from each airport are depicted in the table below.

5.1 HSE Training

Number of staff

● Larnaka ● Paphos



The Company has a well-established Accident/Incident reporting system operating procedure which is communicated to all airport tenants at both Larnaca and Pafos Airports. All incident reports are reported to the Operations department and relevant investigation reports are conducted. Data collected is analysed to provide statistical data and allow for a more comprehensive view of the status of the workplace. The table below provides statistics on H&S occurrences and accidents/incidents, reported in the last three years.

5.2 Health and Safety Occurrences Category LCA and PFO

Larnaca Airport	2020	2021	2022
Damage to vehicles by vehicles	5	11	14
Damage to facilities by vehicles	5	6	4
Facilities damages	25	29	26
Fire Incidents (smoke/fire)	0	5	1
Fire Alarm Activation	2	3	5
First aid provision	3	29	86
Passenger accidents	14	23	48
Occupational accidents – 3rd Parties	15	37	32
Occupational accidents – Hermes Staff	0	0	1
Other	1	0	0
TOTAL	70	143	217

Pafos Airport	2020	2021	2022
Damage to vehicles by vehicles	0	1	2
Damage to facilities by vehicles	10	2	10
Facilities damages	5	8	4
Fire Incidents (smoke/fire)	0	3	0
Fire Alarm Activation	0	1	1
First aid provision	3	2	14
Passenger accidents	6	6	19
Occupational accidents – 3rd Parties	4	7	6
Occupational accidents – Hermes Staff	0	0	0
Other	0	0	0
TOTAL	29	33	57

5.3 Total Accident / Incident Occurrences LCA and PFO

Larnaca Airport	2020	2021	2022
Total Reported Accidents	252	396	568
Health & Safety Occurrences	71	143	217
Environmental Occurrences	16	21	36
SMS	No data for 2020 and 2021		210
Other	165	232	105

Pafos Airport	2020	2021	2022
Total Reported Accidents	92	130	204
Health & Safety Occurrences	29	33	57
Environmental Occurrences	8	14	13
SMS	No data for 2020 and 2021		127
Other	55	83	7



Passenger Safety

As a responsible operator, Hermes remains firm on its commitment to safe, secure, efficient, and value-adding services provided by a well-coordinated airport community to create an exceptional experience for the airport travellers. Through a combination of measures and resources, Hermes ensures the safety of passengers, crew, ground personnel, airlines, property, and the public. This is achieved through Hermes' comprehensive Health and Safety Management System (H&S MS).

Within the framework of its H&S MS, Hermes sets priorities and general objectives regarding aviation safety. Hermes is committed to developing, implementing, maintaining, and constantly improving strategies and processes to ensure that all aviation activities take place to achieve the highest level of safety performance and meet regulatory requirements.

The Aviation Safety Management System forms part of the Hermes H&S MS. This system comprises a policy, relevant procedures, and documentation. It is reviewed on an annual basis, using current safety data and feedback received from line managers and front-line staff, as well as the results from internal and external audits.

Hermes continuously monitors the performance of the system and proceeds with updated regulatory requirements and organizational changes where needed. At the same time, Hermes audits the airport users that are involved in aerodrome operations. Following the development of its own system, Hermes recognized the necessity to share data and exchange safety information with other airports.

As in the case of the occupational health and safety, Hermes also prepares Risk Assessments for each airport that are based on the hazard identification and evaluation of risks and appropriate control measures relating to the safety of its passengers. The assessments cover all new equipment and services to ensure the safety of its passengers.

Beyond the collection of safety-related information, Hermes analyses and extracts safety information and intelligence from data that enables continuous monitoring of safety levels. Hermes also identifies the need for data sharing and exchange of safety information between Larnaca and Pafos Airports' airside users and other international airports to act proactively by considering safety-related incidents that have occurred at other airports.

In case of incidents, the Hermes Operations Centre is notified. The Centre evaluates the situation, proceeds to the incident area, collects evidence, and compiles an incident report. Depending on the incident's severity and the need for additional investigation, the Health and Safety department assumes control measures.

During the period of 2020-2022, Hermes did not record any incidents of non-compliance with regulations and/or voluntary codes concerning the health and safety impacts of products and services.

CHAPTER SIX: Employee Experience and Engagement

An enduring strategic goal formulated by Hermes in 2013 is to emerge as the Employer of Choice, both domestically and internationally. This objective centres around cultivating robust leadership and fostering a high-performance culture, ensuring individuals' health and safety, respect, and providing access to development opportunities.

Introduced in 2013, the People Action Plan has evolved in alignment with the Company's overarching strategy, industry best practices, and feedback obtained from employee surveys. This comprehensive plan encompasses various people practices, including recruitment, retention, satisfaction, and productivity performance. Hermes' HR department revises the plan annually, incorporating feedback from employee satisfaction surveys. In 2022, Hermes focused on recruitment and retention of people, keeping its people safe and motivated after the Covid-19 pandemic.

Employee environmental awareness

Sustainability has emerged as a trend, particularly among younger generations entering the workforce. These individuals are increasingly concerned about the responsible practices of their prospective employers. In response, Hermes is dedicated to enhancing its sustainability agenda.

Hermes closely associates its environmental impact with the actions of its employees towards the environment. Hence, Hermes devises and enhances various options and opportunities for its employees and customers to mitigate negative environmental impacts.

CASE STUDY

Hermes abstains from the use of single-use plastic in its offices and has implemented a recycling program within its buildings. Hermes also promotes carpooling among employees to encourage them to reduce their carbon footprint.

Managing uncertainty

An important challenge for Hermes Airports is how to retain people within the organization and keep the knowledge and expertise until the end of the concession agreement. Hermes focuses on retaining people who are already working in the Company and attracting young employees, giving them knowledge and relevant experience for their future careers. The strategic workshop on this issue with external experts is planned for 2024.

The following chapter provides instances of Hermes's efforts in creating a social-oriented work environment and being an attractive employer.

Attracting and retaining employees

Hermes provides life insurance, health care, disability and invalidity coverage, and parental leave to their full-time and part-time employees, including temporary employees⁴. The Company's insurance plans for employees meet all legal requirements⁵.

Hermes hires employees from the whole of Cyprus. Larnaca airport has predominantly hired employees from Nicosia and Larnaca. Pafos airport has predominantly hired employees from Pafos. Individuals from Limassol are hired in both airports.

⁴ Individuals with contracts of six months or less are considered temporary employees.

⁵ The Republic of Cyprus is Hermes's main significant location of operations, so Hermes follows the Social Insurance Law (Law 59(I) of 2010 and Regulations).

Provident fund

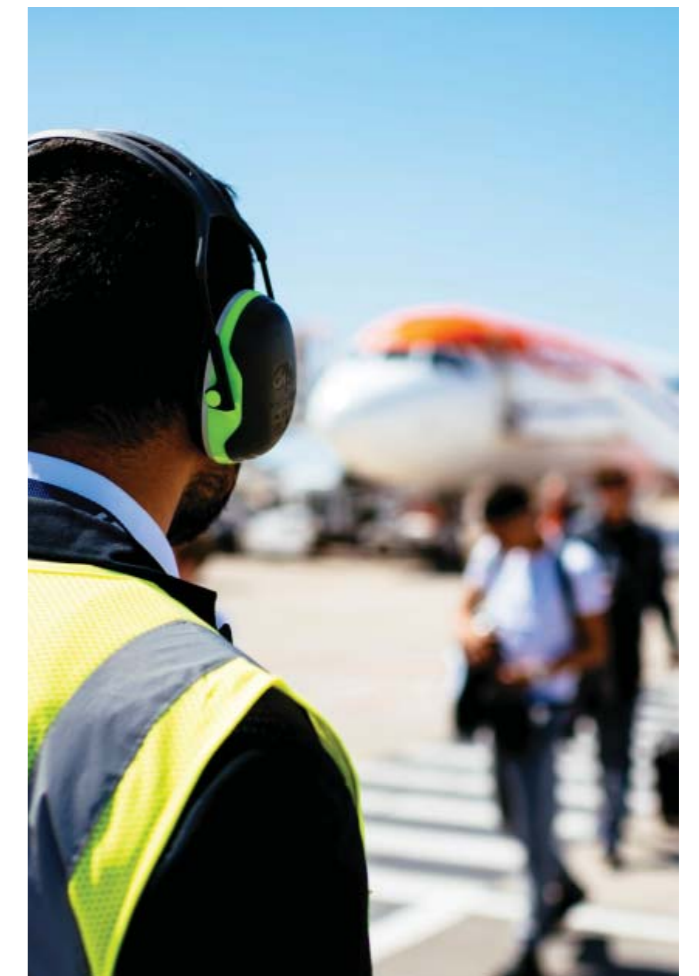
Hermes places a strong emphasis on the financial stability and safety of its employees. The Company serves as an intermediary in the transfer of funds to the Provident Fund⁶. The employee and the employer contribute to the Provident Fund each at a separate percentage, but the employees do not have defined benefits. The Provident Fund has its own investment strategy, which is updated every 3 years, with the latest update made in 2020 and aims to secure the maximum risk adjusted returns for its members. Hermes's commitment is to pay its share of the contributions to the Provident Fund of 6% plus an additional 0.5% which is linked to the Company's performance. The employee can contribute anything between 6% to 10% of their salary to the Provident Fund. The employer appoints two out of the six members of the Provident Fund Administration Committee.

6.1 Estimated value of liabilities that are met by the organization's general resources

2020	246,194 €
2021	275,076 €
2022	276,749 €

Remuneration policy

Hermes follows Cyprus legislation related to minimum wage and strives to provide above-average salaries to its employees. Every 3 years the Company monitors inflation, and other salary trends and conducts an independent salary survey to understand salary trends in other companies with the goal of remaining an employer of choice and continue offering attractive remuneration. Information about each employee's remuneration is confidential and discussed only between the employee, their managers, and HR department. The data about the salary ratios is set out in table 24 below.



⁶ This is not a defined benefit retirement plan.

Wellbeing

Established in 2017, the Evexia | Being Well Program was created to assist employees in fostering a happy, healthy, and productive lifestyle. Since its inception, a series of initiatives have been introduced, including: the Employee Appreciation week, on-site blood testing, health checks, muscle relaxation sessions, parental coaching workshops, stress management training, and hiking excursions, among others. A key initiative introduced during Covid-19 period is the SafeSpace program – a confidential counselling service provided by a professional psychologist. In 2022 Hermes continued to provide free therapy sessions to its employees.

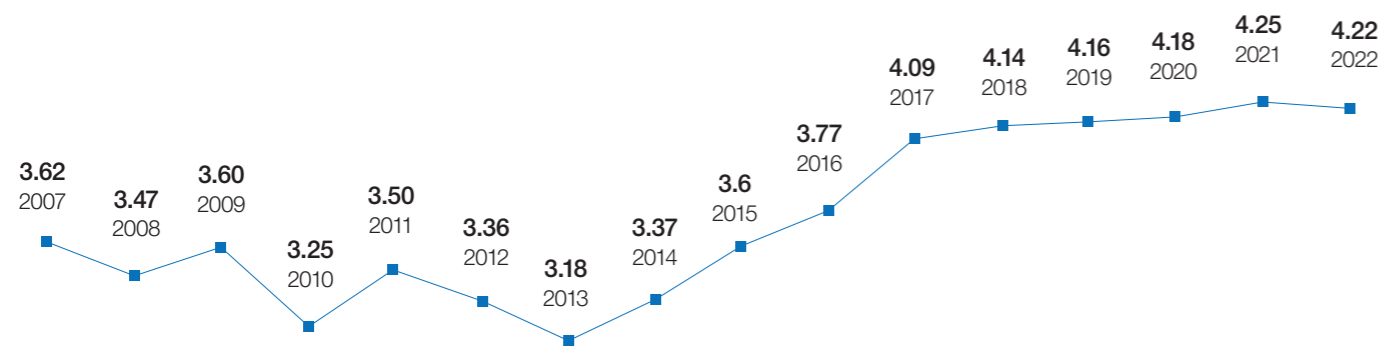
Hermes' significant market presence in Cyprus is further supported by its approach towards remuneration and local hiring. The Hermes Salary Grading system is in place which determines the minimum wage rules. These are applied to junior positions as well as seasonal employees, depending on position, for all locations of significant operation⁷.

Regarding senior management⁸, 100% of the staff has been hired from the local⁹ community.

CASE STUDY

At the inception of the Company, all the senior positions were covered by expatriates. However, since 2016, all positions including that of CEO, have been covered by Cypriot citizens. This is an important achievement for Hermes but also for the economy as a whole, since Hermes has been able to disseminate knowledge to the community ensuring that the expertise of managing airports is now available within the country and can remain and be nurtured in Cyprus going forward.

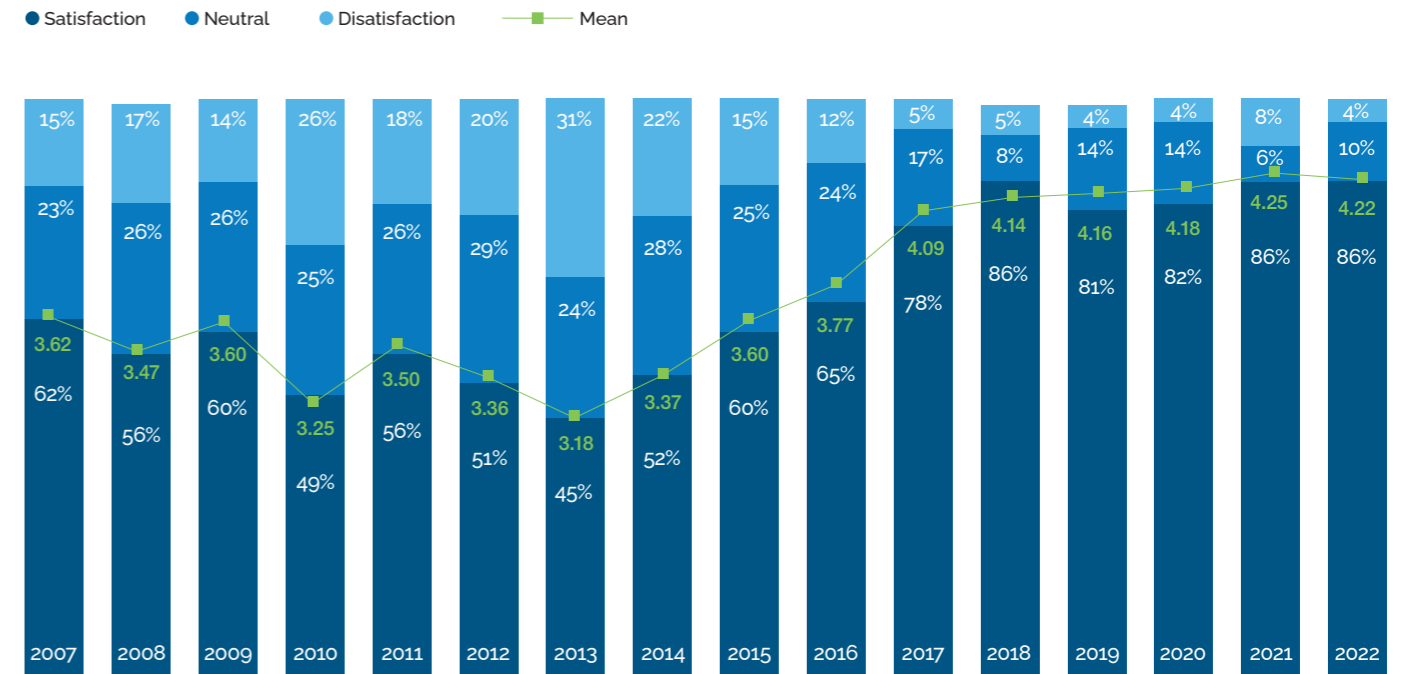
6.2 Employee Satisfaction Scores



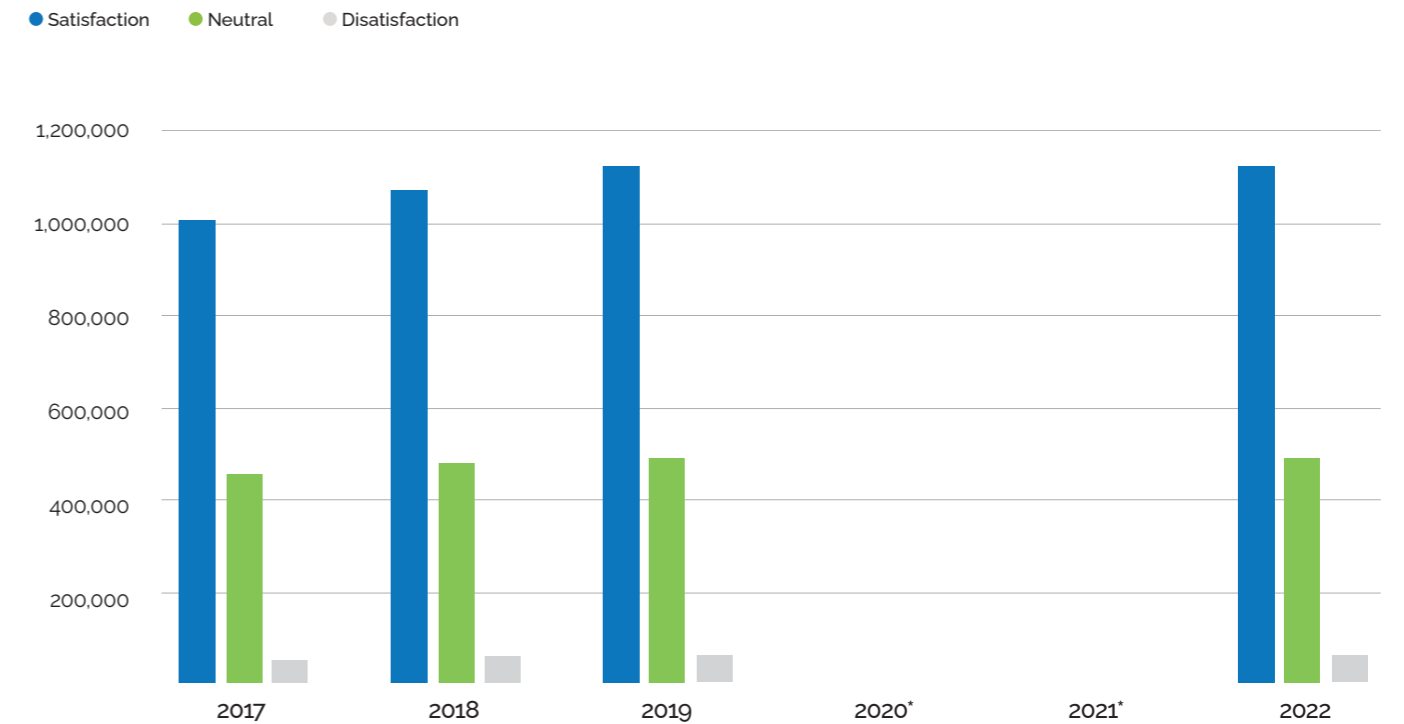
7 Significant locations of operation are defined as: Larnaca district & Pafos district; where the two airports are located.
 8 Senior management is defined as: C-Suite members that have an executive role and a multi-functional responsibility in the organization. They combine leadership skills and business & specialist expertise. Apart

from C-Suite members, a Senior Manager is the most senior person in their department. They have a strategic role, and they also combine leadership skills and business & specialist expertise.
 9 Local is defined as: the Republic of Cyprus.

6.3 Employee Satisfaction Scores - Key Findings



6.4 Employee Productivity KPIs¹⁰



*We cannot calculate Employee productivity for 2020 & 2021 due to Covid-19

¹⁰ FTE - Full Time Equivalent

6.5 Percentage of salary contributed by employee or employer



Below you will find data tables containing the total number of employees, employee hiring, and turnover over 3 years.

6.6 New employee hires and employee turnover by age and gender

FTEs (Permanent & Seasonal employees)

Age Group	No. of Recruitments			Total No. of Employees			Rate		
	2020	2021	2022	2020	2021	2022	2020	2021	2022
<30 Years Old	0	1.98	6.21	11.42	6.84	11.64	0%	29%	53%
30-50 Years Old	1.71	0	7.85	113.33	100.11	90.03	2%	0%	9%
>50 Years Old	0	0.55	1.31	34	39.63	45.12	0%	1%	3%
Grand Total	1.71	2.53	15.37	158.75	146.58	146.79	1%	2%	10%
Male	1.71	1.76	11.11	91.65	88.1	94.35	2%	2%	12%
Female	0	0.77	4.26	66.09	58.48	52.44	0%	1%	8%
Grand Total	1.71	2.53	15.37	158.74	146.58	146.79	1%	2%	10%

6.7 Employee departures*

FTEs (Permanent & Seasonal employees)

Age Group	No. of Recruitments			Total No. of Employees			Rate		
	2020	2021	2022	2020	2021	2022	2020	2021	2022
<30 Years Old	1.42	1.8	1.85	11.42	6.84	11.64	12%	26%	16%
30-50 Years Old	4.5	7.7	4.5	113.33	100.11	90.03	4%	8%	5%
>50 Years Old	0	0.89	2.4	34	39.63	45.12	0%	2%	5%
Grand Total	5.92	10.39	8.75	158.75	146.58	146.79	4%	7%	6%
Male	3.95	3.52	4.67	92.65	88.1	94.35	4%	4%	5%
Female	1.97	6.87	4.08	66.09	58.48	52.44	3%	12%	8%
Grand Total	5.92	10.39	8.75	158.74	146.58	146.79	4%	7%	6%

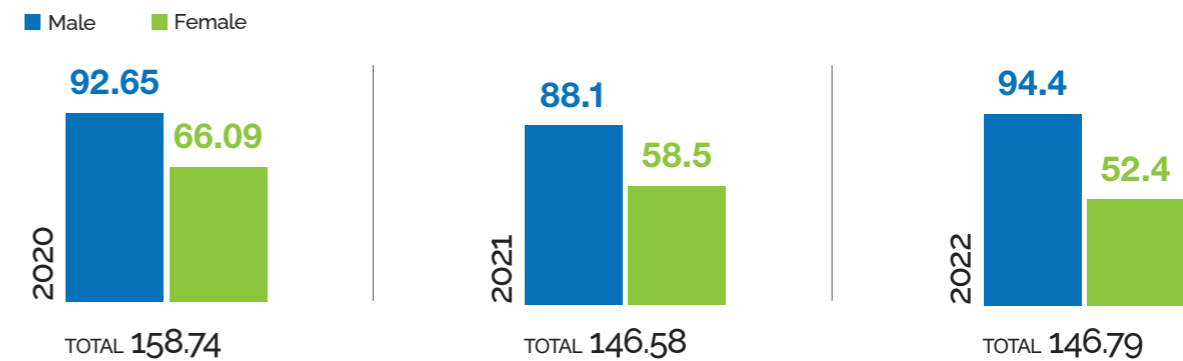
* Employee turnover: Employees who leave the organization voluntarily or due to dismissal, retirement, or death in service

Parental leaves

Hermes provides maternity and paternity leave in accordance with the Cyprus legislation, which can range between 4-6 months depending on the circumstances. After the parental leave is over, Hermes's employees return to the same position they had before the leave.

Additionally, Hermes understands the amount of stress new parents face and provides psychological sessions with a therapist, to help them go through this period. In case of child illness or other family-related situations, Hermes is ready to provide more flexible working hours, change shifts, or suggest another type of work to an employee.

6.8 The number of employees that were entitled to parental leave



6.9 Returning to work after parental leave

	2020	2021	2022
Number of employees that took parental leave, by gender	4	2	3
	3	3	0
Total	7	5	3
Number of employees that returned to work in the reporting period after parental leave ended, by gender	4	2	3
	3	3	0
Total	7	5	3
Number of employees that returned to work after parental leave ended that were still employed 12 months after their return to work, by gender	4	2	3
	3	2	0
Total	7	4	3
Return to work and retention rates of employees that took parental leave, by gender	100%	100%	100%
	100%	67%	N/A

Employee learning and development

The Company actively seeks ways to enhance the knowledge base of its employees and develop their skills. Our focus is not only to better train our people to the changing operational and business needs of modern airports, but also to help our people develop and enhance personal skills that help them grow and develop as individuals.

Improving working skills

Every 2 years, Hermes prepares personal development plans for each employee, based on their individual training needs and focused on improving working skills. Employees have their own goals and targets in education and self-development, which they agree with their Manager and the HR Department. Trainings available include both voluntary and mandatory courses. Health and Safety training is also provided, and it is mandatory and part of all employees' induction process. Wellbeing activities are also organised throughout the year. All time spent on training and education is payable.

Hermes also provides one-to-one coaching to our employees via internal and external executive coaches. Moreover, Hermes implemented the buddy scheme with the goal of helping newcomers adjust to the working environment. More information about the buddy scheme and mandatory training is available in the chapter Health and Safety in this report.

Employee feedback

Acknowledging leadership's pivotal role within the organization, Hermes implemented a series of initiatives and programs. These include the Operating Agreements for the leadership team, the implementation of 360-feedback (Leadership Circle Profile) for the leadership and management team, and the introduction of 180-degree feedback for Team Leaders and Airport Duty Managers. Following the mentioned initiatives, in 2022 leadership continues to be one of the organization's main strengths, scoring 4.22/5.00* in the Employee Satisfaction survey.

* 4.22/5.00 – Employee Satisfaction survey

Talent management and promotions

Hermes conducts talent management and succession planning every 2-3 years to find and nurture talent, ensuring technical expertise in key roles and leadership continuity. Hermes has identified over 38 talents since the program's inception in 2016, with 31 in 2022.

The Hermes Academy for the airport community

In 2017 the Hermes Academy was created to deliver tailored learning and development initiatives to cultivate a highly skilled and adaptable workforce.

The Hermes Academy's vision is to establish a shared Airport Culture and Collaborative Mindset, where all Stakeholders, acting as ONE, inspire our People to offer our customers exceptional professional services with the warmth of the Cypriot Philoxenia.

Hermes Academy's mission is to:

- Achieve and sustain alignment amongst all Airport Stakeholders on the characteristics of a shared Airport culture.
- Achieve and sustain a culture of continuous Learning and Development within the Airport Community
- Design and implement a common Learning and Development Model for the Airport community.
- Offer developmental opportunities to all Airport stakeholders helping them to reach their full potential and optimize performance.

The Hermes Academy operates around the next key pillars: Induction & Core Competencies, Leadership & Management, Business Excellence, Technical & Operational, Philoxenia, and Personal Development.

Philoxenia

Philoxenia is Hermes's unique in-house developed program, aimed at improving client services. This training program was collaboratively developed with experts and stakeholders, including airport clients and customers. As Philoxenia is the heart of the Hermes Academy, the first thing we did was to develop the Philoxenia Leadership program with the assistance of a Lacanian Psychoanalyst from the Institute of Lacanian Psychoanalysis and Personal Development. As Leaders play a significant role in the creation of the culture, the Leadership Philoxenia program places an emphasis on the human mind and the concepts of structural interaction. It aims to assist Leaders in enhancing their leadership skills in order to understand and support the concept of Philoxenia and direct these behavioural changes in their Employees with precision and ease, in order to mark customers' experiences.

In this context of Philoxenia, Hermes Airports was also invited by the Deputy Ministry of Tourism to participate in the Philoxenia Committee as part of the National Tourism Strategy implementation which places an emphasis on the hospitality aspect of customer service. Hermes has been asked to contribute both in terms of building a hospitality culture (Philoxenia) and consistency in the quality of services offered, but also as a good showcase of how a variety of stakeholders can come together and develop a shared vision.

Hermes systematically monitors and quantifies the average training hours allocated to its employees. As shown in the table below, there is a continual investment in training with average training hours increasing in the post-Covid-19 years.

6.10 Training hours

Annually, Hermes conducts a survey on employee's satisfaction level on Learning and Development. In 2021 the survey was measured through the Investors in People (IIP) standard, with slight amendments, and Learning & Development scored 4.28/5.00 in the employee satisfaction survey. In Hermes' 2022 survey, Learning & Development scored 4.18/5 in the employee satisfaction.

Average training hours by employee			
	2020	2021	2022
Managerial employees (C-Suites & Senior Managers)	15	10	98
Middle management (managers)	25	9	33
Supervisory employees (team leaders)	10	21	24
Employees (team members)	12	20	26
Total	12.00	19.00	28.00
Male	12.57	22	31.42
Female	11.82	14	20.43
Total	12.00	19.00	28.00

Human rights, diversity and non-discrimination

Hermes places significant emphasis on upholding human rights. The Company's policies and procedures provide clear guidelines on expected employee behaviour during their work at Hermes.

Hermes developed the Employee Handbook, which contains information about responsible business conduct and respecting human rights. The Company's commitments to human rights, due diligence and ethical behaviour are also communicated to employees and partners via a declaration form included in the Code of Business Ethics.

The Employee Handbook also focuses on the protection of employee rights. Key policies, including the Code of Business Ethics, Allegation Response procedure, and Equal Opportunity, Discrimination, and

Harassment policy, are incorporated into the handbook. The Handbook provides information about employee rights, responsibilities, benefits, and procedures applicable to them while working for the Company.

Additionally, the management of the diversity agenda at Hermes is overseen by the Equal Opportunity, Discrimination, and Harassment policy. Employees are introduced to the policy when they start working at Hermes, and the Policy is available for them throughout their time with the Company.

Hermes takes pride in achieving pay equity on different employee levels and strives to support and promote female leadership without undermining the contributions of male colleagues.

6.11 Number of Employees per age group & gender

	2022		2021		2020	
	No.	%	No.	%	No.	%
<30 Years Old	11.64	7.93	6.84	4.67	11.42	7.19
30-50 Years Old	90.03	61.33	100.11	68.30	113.33	71.39
>50 Years Old	45.12	30.74	39.63	27.04	34.00	21.42
Total	146.79		146.58		158.75	
Male	94.35	64.28	88.10	60.10	92.65	58.36
Female	52.44	35.72	58.48	39.90	66.09	41.63
Total	146.79		146.58		158.75	

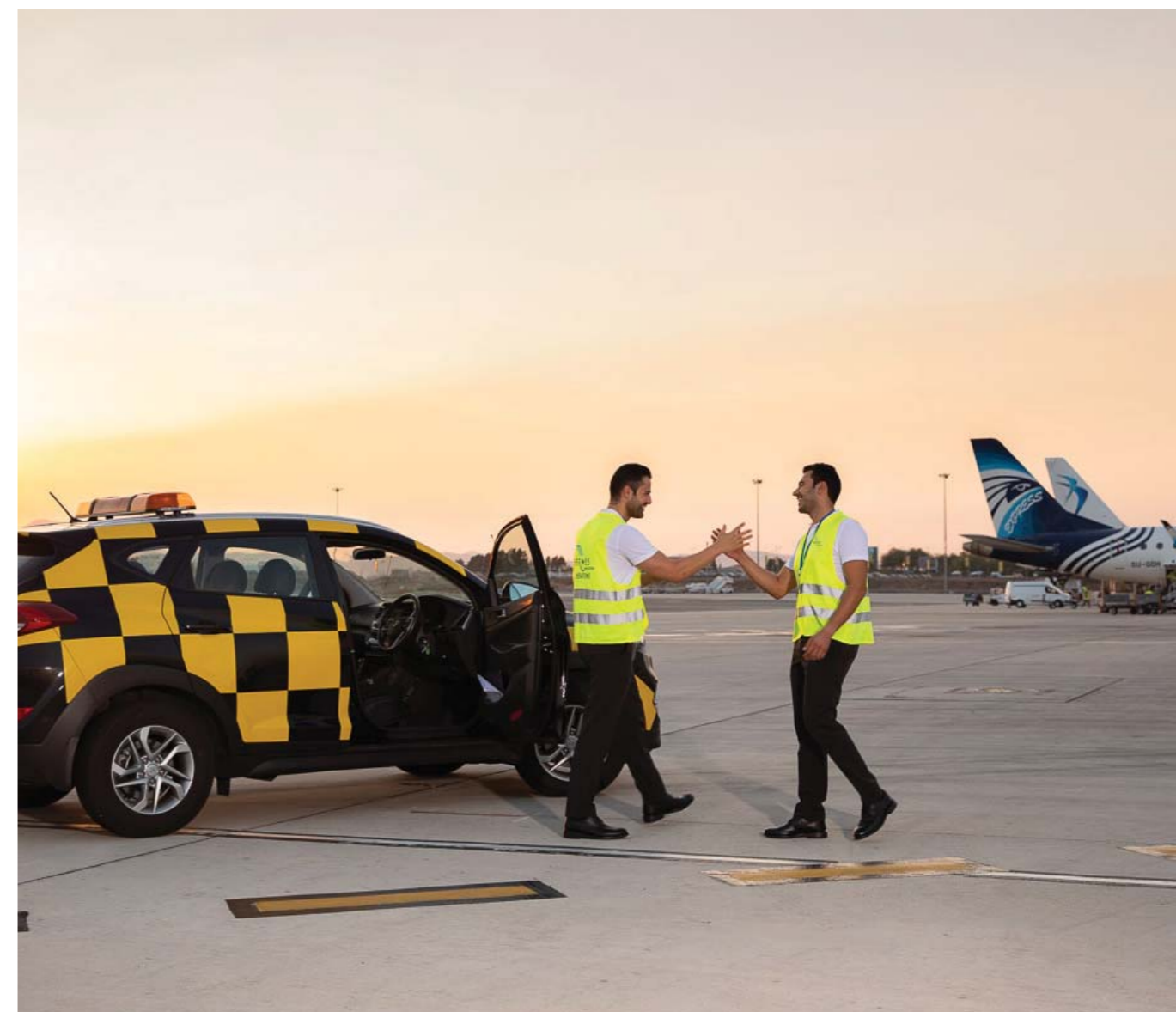
6.12 Number of Individuals in Board of Directors* per age group & gender

	2022		2021		2020	
	No.	%	No.	%	No.	%
<30 Years Old	0	0	1	5.26	1	5
30-50 Years Old	2	11.1	3	15.79	4	20
>50 Years Old	16	88.9	15	78.95	15	75
Total	18	100	19	100	20	100
Male	17	94.4	18	94.7	19	95
Female	1	5.6	1	5.3	1	5
Total	18	100	19	100	20	100

* Includes alternate directors

6.13 Ratio of Basic Salary and remuneration of female to male

	2022		2021		2020	
	Basic Salary	Remuneration	Basic Salary	Remuneration	Basic Salary	Remuneration
Managerial employees (c-suites & senior manager)	121.95%	140.79%	122.05%	127.77%	116.9%	126.7%
Middle management (manager)	88.7%	92.21%	93.97%	94.17%	94.6%	94.3%
Supervisory employees (team leader)	92.82%	92.00%	95.59%	95.59%	88.52%	88.38%
Employees (team members)	99.55%	99.96%	99.39%	99.39%	96.5%	96.6%



CHAPTER SEVEN: Sustainable Supply Chain

Hermes is committed to conducting business with suppliers and vendors throughout its supply chain who uphold human rights, fair labour practices, and a safe working environment.

Hermes relies on a variety of suppliers and vendors providing goods and services that guarantee superior quality and effective operations. These goods and services cover all of Hermes' operations both upstream (aviation security, territory maintenance, information technology and information security supplier services, janitorial services etc.), and downstream (handling and check-in services provided by airlines and handling agents, customer service and support services, airside services provided to passengers by concessionaires including retail, food and beverage products, transportation services, lounge services etc.). The largest portion of Hermes' procurement budget is spent on local suppliers demonstrating the Company's strong emphasis on local procurement. Hermes recognizes the importance of integrating environmental, social, and governance (ESG) principles into its procurement processes and aims to develop a Sustainable Procurement Policy, as a means to minimize its environmental footprint, promote social responsibility and contribute to a sustainable future.

Procurement practices

In compliance with its Purchasing Procedure, Hermes promotes fairness, transparency, equal treatment, and integrity throughout its procurement process. The procurement function ensures that a tender process is conducted fairly and transparently, and that all information provided to suppliers is identical. The weights and scoring criteria differ based on the type of purchase or service.

Hermes ensures that suppliers implement human rights' laws, fair labour practices, and create a safe working environment throughout their supply chain.

Hermes' commitment to the above is demonstrated through the following:

- Introduction of the Code of Business Ethics in July 2015, to prevent, identify, and manage potential conflicts of interest in the procurement process. Hermes is dedicated to conducting business in an honest and ethical manner and to follow all applicable rules and regulations. As part of this commitment, Hermes requires entities with which it conducts business, to provide a warranty, or otherwise make a declaration of compliance, in the form and content of the declaration that is part of the tender documentation.

- Performance of a compliance review during the tender process to verify the identity of all prospective proponents and assess any potential risks involved in doing business with them.
- Implementation of the iKYC system since 2021. This is a screening method for Politically Exposed Persons (PEPs), negative media coverage, and sanctions lists in order to identify potential risks associated with certain individuals or entities throughout the tendering process.
- Application of contract management best practices to improve supplier performance, increase business efficiency and develop long-term relationships with suppliers. Where applicable, agreements include performance monitoring mechanisms through service-level agreements (SLAs) to ensure a high level of service.
- Development of key performance indicators outlined in the SLAs, with their consistent tracking and summary to monitor and evaluate performance and compliance.

Additional actions contributing to the effectiveness of the process, include the training of employees on an annual basis to ensure their understanding on conflict-of-interest rules and guidelines as well as the

verification of completed and signed declaration forms in the tender documents to evaluate whether conflicts were appropriately addressed and/or mitigated. Furthermore, Hermes engages with its stakeholders in its procurement process through the request of feedback from the involved departments after the completion of a tender, in relation to the alignment of products or services with Hermes' requirements (i.e., operational effectiveness and quality) and conformance to Hermes' overall strategy and objectives.

Proportion of spending on local suppliers

Considering Cyprus as the location of presence and operation, the percentages of the budgets allocated to local suppliers in the recent years, including the reporting period, are provided below.

7.1 Proportion of spending on local suppliers



Social impact assessment

During the reporting period 2022, no new suppliers were screened and assessed against social impact criteria. However, given the control and compliance procedures described previously, no suppliers were identified as having a significant actual or potential negative social impact in the supply chain.

As a next step, Hermes is planning to incorporate additional social impact criteria in its iKYC and become more active in screening and assessing its supply chain based on these criteria.

Supplier environmental assessment

Hermes does not currently have a process in place for screening and assessing its suppliers against environmental impact criteria. Hence, in 2022, no new suppliers were screened on this basis. Alongside the social impact criteria, Hermes is also planning to incorporate a variety of environmental assessment criteria into its procurement processes, including criteria relating to energy efficiency requirements, reduced carbon footprint and greenhouse gas emissions, as well as waste and recycling practices with the ultimate goal of reaching a more sustainable future. As a minimum, the purchasing function shall be aligned with the requirements of Hermes' environmental and energy management systems based on the ISO 14001 and ISO 50001 standards, respectively.



CHAPTER EIGHT: Climate Change

Energy management

Hermes' Energy and Carbon Management Policy 2019 together with Hermes' Health, Safety, Environmental and Social Responsibility Policy 2018, set the framework for energy management. The former has replaced the Company's Energy Policy developed in 2016, so as to include all aspects that have an impact on the organization's carbon footprint. The majority of topics covered under these policies are not mandatory by law but have been voluntarily targeted by Hermes.

Hermes has and continues to demonstrate commitment to its policies relating to energy management through various initiatives including the following activities:

- implementation of its energy management system based on the ISO 50001:2018 standard since 2016
- operation of the "Energy Committee" since 2015
- formulation of the initial Hermes Energy and Climate Strategy and its revision for the period 2021 – 2030. The Strategy is expressed as a roadmap with short, medium, and long-term targets and actions monitored and reviewed on an annual basis. The targets are in alignment with the national targets for energy and climate, as well as the requirements of the Paris Agreement, EU Green Deal and the Fit-for-55 package.

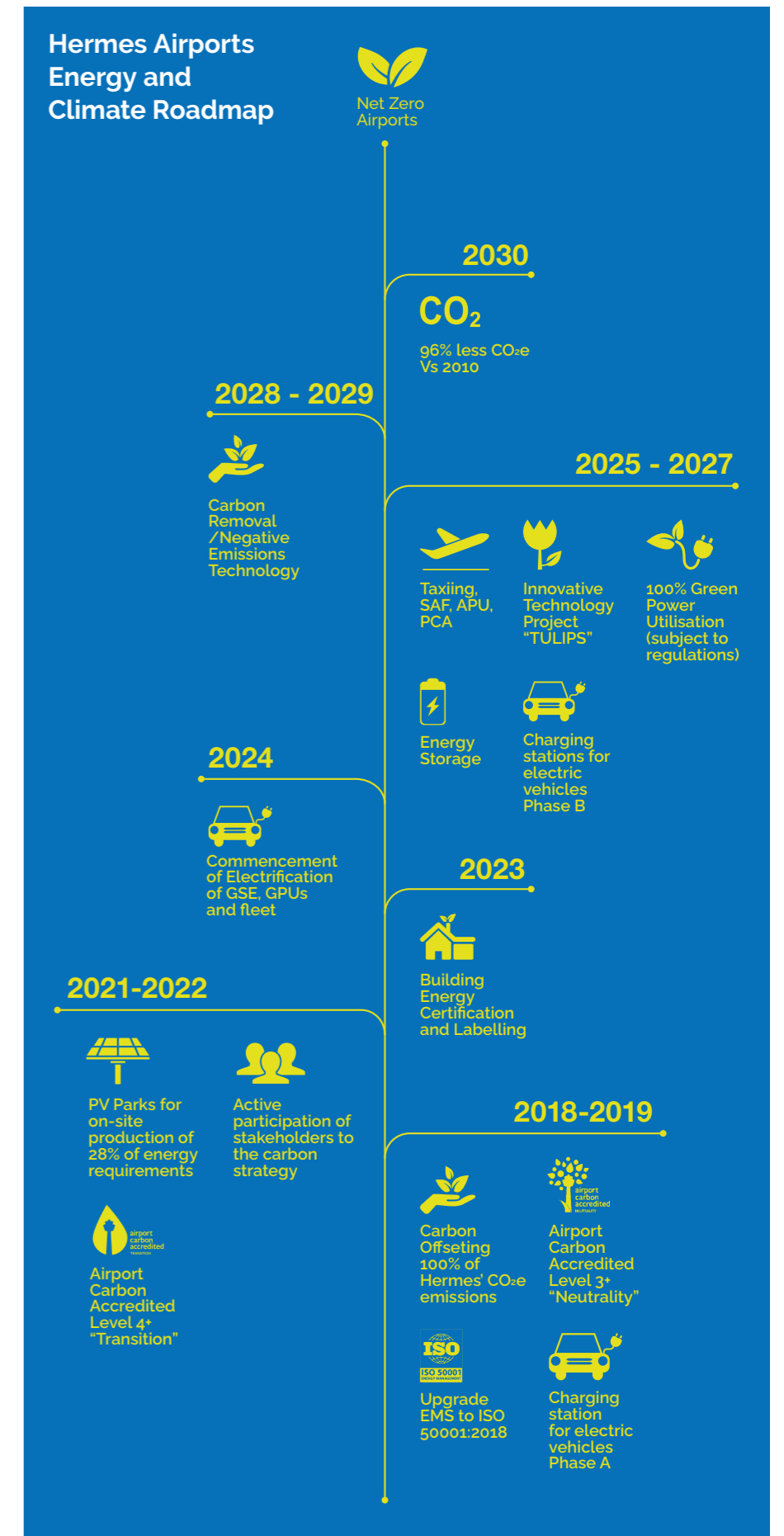
Hermes' energy management policies also extend, whenever possible, to its stakeholders and tenants to ensure alignment of their operations with the Energy and Climate Strategy and all related programs/actions.

Another important initiative is the construction of the two solar power (photovoltaic) plants: the 3.5MWp at the Larnaca airport and 1.1MWp at the Pafos airport, which commenced in 2022 and became operational in 2023. The purpose of these projects is to achieve Hermes' own renewable energy production as per the Company's commitment towards green energy. The plants are estimated to cover approximately 28% of Hermes' energy requirements. Furthermore, since the beginning of its operation and up to present, Hermes has been active in the ongoing implementation of energy conservation and efficiency measures, at

both Larnaca and Pafos Airports. Examples of these include the installation of LED lighting, the redesign and optimization of the buildings' systems such as the HVAC system, the installation of inverters on HVAC equipment, the rationalistic use of equipment, and the implementation of energy-saving awareness programs for the whole airport community. The total energy reductions achieved since 2010, which is the baseline year, is 32%.

Hermes also participates in the EU-funded project TULIPS as a member of the consortium. The project commenced in January 2022 and aims at the development and implementation of innovative solutions that will facilitate the transition to low-carbon mobility and enhance sustainability at airports. Hermes participates in various work packages aiming at the decarbonization of the aviation industry, including Work package 3 "Smart Energy Hub" which has a direct impact on energy through the implementation of improved airside electricity management including storage and direct charging of electric vehicles and ground support equipment from PVs.

Hermes' energy performance is monitored against the performance indicators, annual goals and targets set within the framework of its ISO 50001 energy management system. These are approved by the Energy Committee every year and are monitored on a regular basis to validate their effectiveness.



Energy consumption

Following the return to normal operational conditions post Covid-19, the increase in passenger traffic in 2022 compared to the previous year has also led to increased electricity consumption both from Hermes' own operations as well as on electricity sold to its tenants (increase of 5.9% at Larnaca airport and 14.8% at Pafos airport compared to the previous year). Consequently, the electricity consumption per floor area (m²) ratio has also recorded an increase but due to the increase in passenger traffic total electricity per passenger ratio decreased by 37% and 45% for the Larnaca and Pafos Airports respectively. Fuel consumption at Larnaca airport decreased by 20%, whereas it increased drastically by 211% at Pafos airport.

As energy management projects in the previous years and for part of 2022 had been postponed due to Covid-19, there was no reduction in the energy consumption or energy requirements of Hermes' services as a direct result of conservation and efficiency initiatives for 2022. This is expected to change in the subsequent years following the operation of the two solar plants.

8.1 Energy Consumption

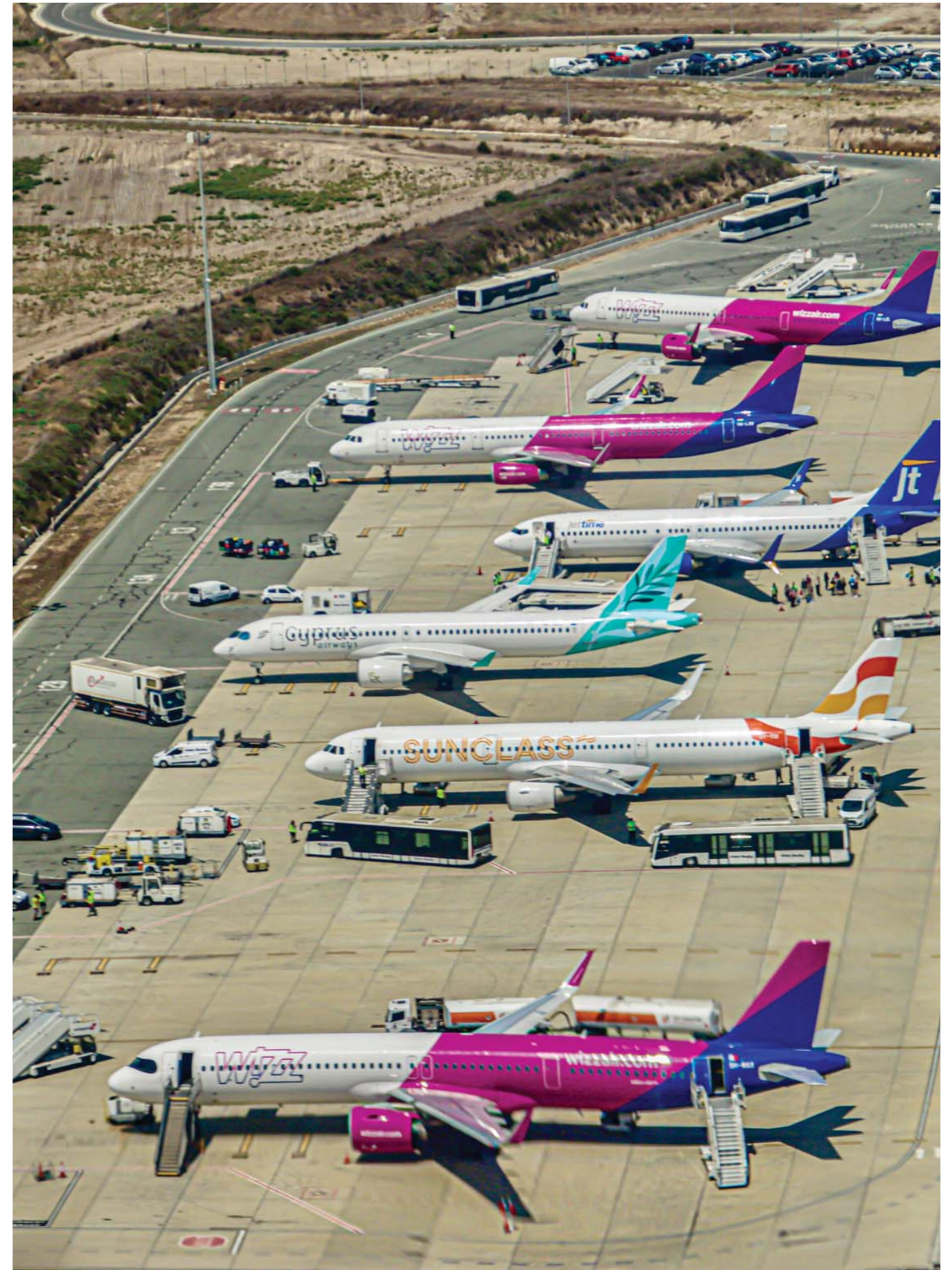
■ LCA ■ PFO

Electricity Consumption (kWh)			
	2020	2021	2022
Within the organization	15,979,268 3,370,594	16,851,705 4,191,624	16,615,782 4,660,328
By tenants	4,680,970 1,486,056	6,465,447 1,617,696	8,089,502 2,007,363
Total	20,660,238 4,856,650	23,317,152 5,809,320	24,705,284 6,667,691
Electricity consumption per passenger (kWh/PAX)	12.30 7.67	6.49 3.83	4.09 2.10
Electricity consumption per floor area (kWh/m ²)	258.25 245.29	291.46 293.40	308.82 336.75
Heating Consumption (kWh) ¹	258,781 579,973	168,701 375,200	225,120 413,792
Cooling Consumption (kWh) ²	6,548,778 1,029,153	7,811,022 1,531,841	7,590,671 1,615,821
Fuel Consumption from non-renewable sources (TJ) ³	74,118 9,807	90,925 776	72,617 2,417

¹ Diesel in liters used in boilers for heating, converted to kWh.

² These figures are already included in the figures of electricity consumption within the organization.

³ These figures include fuel consumption of vehicles and diesel generators operated by the organization.



Hermes approach to reducing carbon emissions

As in the case of its energy management, actions by Hermes to monitor and reduce the emissions from its operations, are implemented within the framework of its Energy and Carbon Management Policy, the Health, Safety, Environmental and Social Responsibility Policy and the Energy and Climate Strategy 2021 - 2030. The focus in the last decade has been the reduction of the electricity consumption as this comprises 90% of Hermes' carbon emissions, with the remaining 10% breaking down to its scope 1 emissions from fuel consumption and emissions from refrigerant gases (approximately 5% each respectively). Hermes' operations are accountable for approximately 8% of the total airports' emissions.

Hermes has obtained the Airport Carbon Accreditation Level 3+ Neutrality, in recognition of the airport's exemplary work in mapping its carbon emission sources, continuously reducing its directly controlled scope 1 and 2 emissions, as well as scope 3 emissions related to Hermes' staff business travel and commuting to and from work. Hermes has also been engaging with other stakeholders to also reduce their carbon emissions, developing, and implementing a carbon management action plan and offsetting the remaining controlled emissions which cannot be reduced further, by supporting accredited offsetting projects (renewable energy projects, hydropower, efficient cookstoves etc.).

Additional initiatives include the following:

- signing the collective resolution "Net Zero2050" of ACI Europe, which commits airport operators in achieving net zero emissions without offsets by 2050;
- participation in the "Business4Climate" program under which Hermes has been awarded for its outstanding performance in the reduction of carbon emissions; and
- participation in the EU-funded TULIPS project and specifically in the "Smart Energy Hub", "Zero Emission Airside Operations", "Circular Airports", "Intermodal Services" and "Green Air and Land" work-packages.

The effectiveness of the various actions undertaken to serve the ongoing carbon emission reduction efforts of Hermes is further evidenced through the Airport Carbon Accreditation, which is a stringent accreditation that requires continuous monitoring,

Furthermore, goals, targets and indicators relating to carbon emissions reductions are also linked to the Company's energy management system and are monitored on a regular basis to validate their effectiveness.

Engagement with stakeholders during these efforts is achieved by means of the detailed Stakeholder Engagement Plan which is also a requirement of the Airport Carbon Accreditation Program. Aiming at upgrading to the highest level of the program's accreditation, Hermes has enhanced the level of engagement to the active participation of its stakeholders in various initiatives, to support them in reducing their carbon footprints (including their energy consumption).



Greenhouse gas (GHG) emissions

Hermes' Scope 1, 2 and 3 emissions are provided in the table below.

8.2 GHG Emissions

■ LCA ■ PFO

	2010 (base year)	2020	2021	2022
Scope 1 - Direct (Tonnes CO₂e¹)	850 276	500 750	435 242	324 454
Total	1,126	1,250	677	778
Scope 2 - Energy Indirect (Tonnes CO₂e¹)	23,913	15,099	14,675	14,953
Gross Location-based	4,107	3,843	3,650	4,064
Total	28,020	18,942	18,325	19,017
Gross Market-based	23,913 4,107	10,273 2,167	10,819 2,691	10,445 2,839
Total	28,020	12,440	13,510	13,284
Scope 3 - Other Indirect (Tonnes CO₂e¹)	not available not available	167,836 48,075	101,054 37,082	506,931 235,075
Total	-	215,911	138,136	742,006
Combined Scope 1 and 2 Emissions Intensity Ratio (kgCO₂e/PAX)	4.6 1.9	9.3 7.3	4.2 2.6	2.5 1.4
Scope 3 Emissions Intensity Ratio (kgCO₂e/PAX)	- -	100 76	28 24	84 74

1 Gases included in the calculation: CO₂, CH₄, N₂O

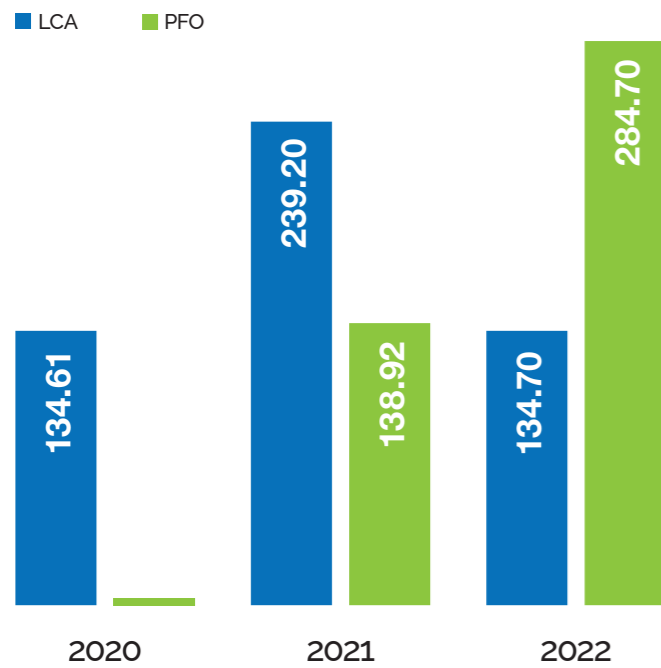
All emissions are consolidated on the operational control basis and as per the Airport Carbon Accreditation standard which is aligned with the GHG Protocol and ISO 14064 principles. Various sources of emission factors and global warming potentials (GWP) are used, including the ACI ACERT Tool v6 and The Climate Registry April 2020 for Scope 1 emissions, the European Residual Mixes (Market

Based), ACI ACERT Tool v6 (Location Based) and National Greenhouse Gas Inventory Report Cyprus (Equivalents) for Scope 2 emissions, and the ACI ACERT Tool v6 and ICAO CO₂ Calculator for Scope 3 emissions. The emissions base year is 2010, which is the first year of full operation of both Hermes Airports' terminals.

A 25.5% decrease in Scope 1 emissions compared to the previous year has been recorded in 2022 for Larnaca airport and an increase of 87.6% for Pafos airport. Part of the Scope 1 emissions' calculations are the emissions from ozone-depleting substances and specifically the refrigerant gases. Emissions from refrigerant gases were reduced significantly by 43.7% at Larnaca airport and increased by 104.9% at Pafos airport, as per the table below.

8.3 Emissions of Ozone-Depleting Substances

ODS (tonnes of CO₂e)¹



The Scope 2 emissions of both airports have been relatively stable in 2022 compared to the previous years. Compared to the base year 2010, these have been reduced by 37.35% at Larnaca airport and 1.0% at Pafos airport. The combined Scope 1 and 2 emissions intensity ratios for both airports are lower in 2022, following the recent years' declining trend. This is mainly attributed to the increase in the number of passengers post Covid-19.

The 2022 significant increase in the Scope 3 emissions at both airports compared to the previous years, is mainly due to the increase in the reporting scope. The latter has been expanded to calculate for emissions relating to the following:

- Goods and commodities (transportation, supply chain, etc.)
- Fuels and energy
- Energy used in waste and water processing
- Airport Operator staff business travel
- Airport Operator staff commuting from home to office
- Aircraft landing, taxiing, take-off (LTO)
- Aircraft auxiliary power unit (APU)
- Aircraft maintenance engine run-ups (MROs)
- Fuel for vehicles, machinery, GSE
- Fuel for emergency power generation
- Refrigerants used by tenants/partners
- Other relevant airport processes
- Landside ground access (staff and passengers commuting to and from airports)
- Energy bought from airport operator or third party

These inclusions have also led to a higher intensity ratio for Scope 3 emissions.

As in the case of energy consumption, no reductions in GHG emissions as a direct result of reduction initiatives have been achieved within the reporting period 2022. Such projects were postponed in the Covid-19 period which also covered part of year 2022.

¹ The above figures comprise of emissions from the refrigerant gases R407-C, R410-A, R134 and R32 and have already been accounted for in the figures provided in Table 28 - Scope 1 (Direct emissions). The sources of emission factors used are The Climate Registries April 2020 and May 2022 and the methodology for calculating the emissions is the EF stated and quantities supplied per year.



Other significant air emissions

2022 is the first year in which full recordings were obtained from the Air Quality Monitoring Station installed at Larnaca airport, measuring carbon monoxide (CO), nitrogen dioxide (NO₂), ozone (O₃) and particulates (P.M.2.5 and P.M.10). These parameters are measured and monitored against the limits set by the European Directive 2008/50/EC (Ambient Air Quality Directive), transposed into the Cyprus Ambient Air Quality Law and regulations.

The main sources of the above emissions include aircraft, vehicles and equipment (generators, boilers and other airport ground support equipment). Hermes has been continuing its efforts in 2022, to reduce emissions to the atmosphere from its vehicle fleet through the gradual replacement and removal of vehicles below the EURO 6 emission standard.

¹ Annual mean concentration
² Lower than the yearly limit of 20 µg/m³. In addition, the daily limit value of 50 µg/m³ has been exceeded 20 times for 2022, which is lower than the maximum allowed number of 35 exceedances per year.
³ Annual average value. This is lower than the yearly limit of 40 µg/m³.

The recording of the aforementioned air quality parameters measured by Hermes are provided in the table below.

8.4 Other Significant Air Emissions

	2022	2021	2020
NO ₂ (µg/m ³)	N/A	N/A	42.9 ¹
PM _{2.5} (µg/m ³)	N/A	N/A	9.45 ²
PM ₁₀ (µg/m ³)	N/A	N/A	23.66 ³
CO (µg/m ³)	N/A	N/A	747.53 ⁴
O ₃ (µg/m ³)	N/A	N/A	108.44 ⁵

⁴ Annual mean concentration. CO is measured based on the maximum daily 8-hour mean value set by the legislation at 10,000 µg/m³, but there is no annual limit to compare it against
⁵ Annual mean concentration. There is no annual limit to compare it against.

CHAPTER NINE: Waste

Waste generated at Hermes Airports

Waste generated by Hermes Airports operations comprises of the waste generated by the Company's own activities (airport staff) and the waste generated upstream and in its value chain (suppliers, subcontractors, tenants, passengers, and visitors).

The main operational waste streams break down as follows:

- non-hazardous solid waste generated at the Airports' facilities including paper/cartons, PMD, glass, pruning waste and other recyclable waste streams, sewage sludge from the Airports' pumping stations and plants for pre-treatment of the aircraft sewage effluents/wastewater, and landfill (municipal) waste.
- hazardous solid waste including rubber residues removed from the runways, absorbing pads/rolls used in fuel and oil spill incidents, batteries and electrical and electronic waste components.

- non-hazardous liquid waste from the Airports' sanitary facilities and aircraft lavatories (covered under the "Water withdrawal and discharges" of the Water chapter) and
- hazardous liquid waste including oily water and non-chlorinated engine, gear, and lubricating oils.

In addition to the ongoing waste, a number of other waste streams are generated at Hermes Airports which are once-off or project-based. These relate for example, to new construction or upgrades of its existing buildings, demolition of existing building structures, resurfacing of the runways, and airports' maintenance (i.e. air handling units, generators, and pumping stations).

A breakdown of the ongoing operational and project-based waste respectively, is provided in Tables below:

9.1 Ongoing (Operational) Waste

■ LCA ■ PFO

	2020	2021	2022
Waste Diverted from Landfill (tonnes)	1,157 439	1,113 351	1,115 497
Non-hazardous solid waste (tonnes) ¹	1,149 439	1,107 348	1,111 495
Hazardous solid waste (tonnes) ²	8 0.1	0.3 -	2 1
Hazardous liquid waste (tonnes) ³	- -	5 2	2 0.4
Landfill Waste (tonnes)	438 156	712 324	1,149 471
Landfill (Municipal) Waste (tonnes)	438 156	712 324	1,149 471
Total Waste (tonnes)	1,595 595	1,825 675	2,264 967

¹ Includes paper, PMD, glass, scrap metal, liquids, aerosols and gels (LAG), pruning waste, sewage sludge (from airport operations (pumping stations) and plant for pre-treatment of aircrafts' sewage effluents/wastewater)

² Includes fluorescent bulbs, electrical & electronic waste components, batteries, toners/ink cartridges

³ Includes oily water, non-chlorinated engine, gear, and lubricating oils

There has been a steady increase in total operational waste from 2020 to 2022, as a result of airport operations returning to pre-Covid-19 conditions, with a higher number of passengers travelling through the Airports. In 2022, total waste rose by 24% for Larnaca and 43% for Pafos compared to 2021, whereas the percentage increases in the number of passengers were much higher (68% for Larnaca and 110% for Pafos).

9.2 Project-based/Once-off Waste

■ LCA ■ PFO

	2020	2021	2022
Waste Diverted from Landfill (tonnes) ⁴	800 14	3,614 57	1,966,970 187
Landfill Waste (tonnes)	24 3	218 -	22 -
Total Waste (tonnes)	824 18	3,832 57	1,966,991 187

The high numbers of total project-based waste in 2021 and much higher in 2022, were due to the dismantling and demolition projects of the two fuel farms at the old Larnaca airport, which commenced in 2021 and continued in 2022. However, from both Larnaca and Pafos Airports, only a very small amount of waste was directed to landfill.

Waste management

Hermes Airports implements a comprehensive waste management system complying with the applicable legislative requirements and terms of its waste disposal permits. The management of all waste streams originating from the Airports' operations (both from Hermes' operations as well as from third parties (subcontractors, tenants etc.) is carried out as per the standard operating procedure forming part of the Company's environmental management system, complying to the requirements of the ISO 14001:2015 standard and Eco-Management and Audit Scheme (EMAS).

⁴ Includes rubber debris, asphalt milling, weak organic waste, contaminated packages, absorbents & filter materials hazardous, components removed from discharged equipment, concrete waste, building waste, scrap metal, structural waste, disposed concrete, disposed asphalt

Hermes strives to continually improve its waste management system, focusing mainly on the following:

- collaboration with licensed service providers in the design and establishment of the integrated services and facilities required for the collection, transportation and treatment of the various waste streams generated by the airport and aircraft operations.
- implementation of a well-structured system for maintaining the supporting documentation (i.e., waste delivery receipts and monthly statistical data), as well as reviewing the data for monitoring and reporting purposes. The Health & Safety, Environment SMS, and Facility Management (HSE-SMS & FM) Department is responsible for reviewing the waste receipts and preparing the yearly Environmental Statements. The environmental statements are audited by an external auditor prior to their submission to the Department of Environment
- simplification to the maximum extent possible, of the segregation of recyclable waste for staff, passengers, and other airport users, through the provision of segregation bins throughout the airport facilities with clear instructions.

Hermes appreciates that limited material resources and growing consumption patterns represent a global challenge and has a long-term ambition to embed the principles of the circular economy into its business and beyond. To date, Hermes has focused on reducing waste where opportunities have been identified (i.e., with the ban of single-use plastics throughout the airport sites), the re-use of certain materials and mainly the recycling of as much waste streams as possible and reduction of the landfill (municipal) waste. At the same time, the Company also acknowledges that the creation of waste is an inevitable consequence of the operation of a busy airport, and active steps must be taken to minimize the volumes generated. While Hermes has noted good progress in recent years, it acknowledges that there is still room for improvement, to be ensured through the constant monitoring and reviewing of its waste management performance, the ongoing collaboration with and involvement of its key stakeholders in the identification of the waste sources, and improvement of its waste management practices, and the implementation of long-term measures required to facilitate waste management.

Spills

Hermes Airports implements a well-developed and efficient spill response system based on a standard operating spill response procedure, which is well communicated to and implemented by all involved stakeholders. The purpose of the procedure is the immediate response to all spill incidents to avoid the release of hazardous substances in the Airports' stormwater drainage systems, thus polluting the receiving waterbodies.

The Hermes Emergency Response & Preparedness Plan provides clear guidance to the management, employees, airlines, subcontractors, and tenants to respond to a hazardous spill incident safely, quickly, and effectively, with an emphasis on an escalated emergency process in the case of spill occurrences beyond the everyday usual spills (tens of liters of oil, fuels, chemicals etc.).

All spills regardless of volume are reported to Hermes Operations Centre (HOC), recorded, investigated and corrective/preventive action is taken. A variety of spill response materials are available and used depending on the type and the extent of spill. These include absorbing pads/rolls, recyclable absorbing sand, retractable spill containment tank for the collection of fuel leaking from aircraft wings tanks and liquid agent for the biodegradation of hydrocarbons. The absorbing waste materials used in spill incidents are temporarily stored in a designated area designed for this purpose and collected and treated by service providers as hazardous waste.

Hermes maintains fully updated data on spill incidents, which form part of the data compiled for its sustainability reporting, environmental statements and annual HSE reports. Data maintained on spills is one of the indicators analyzed by the HSE department as a means of monitoring and evaluating Hermes' environmental performance and is also presented in the management review meetings.

Spills recorded for Larnaca airport in 2022 mainly include minor oil and fuel spills, with the majority of them taking place in the aprons. Only one major incident exceeding 500 Liters has occurred in 2022, hence the increased figure shown in the data below. All spills recorded at Pafos airport were minor.

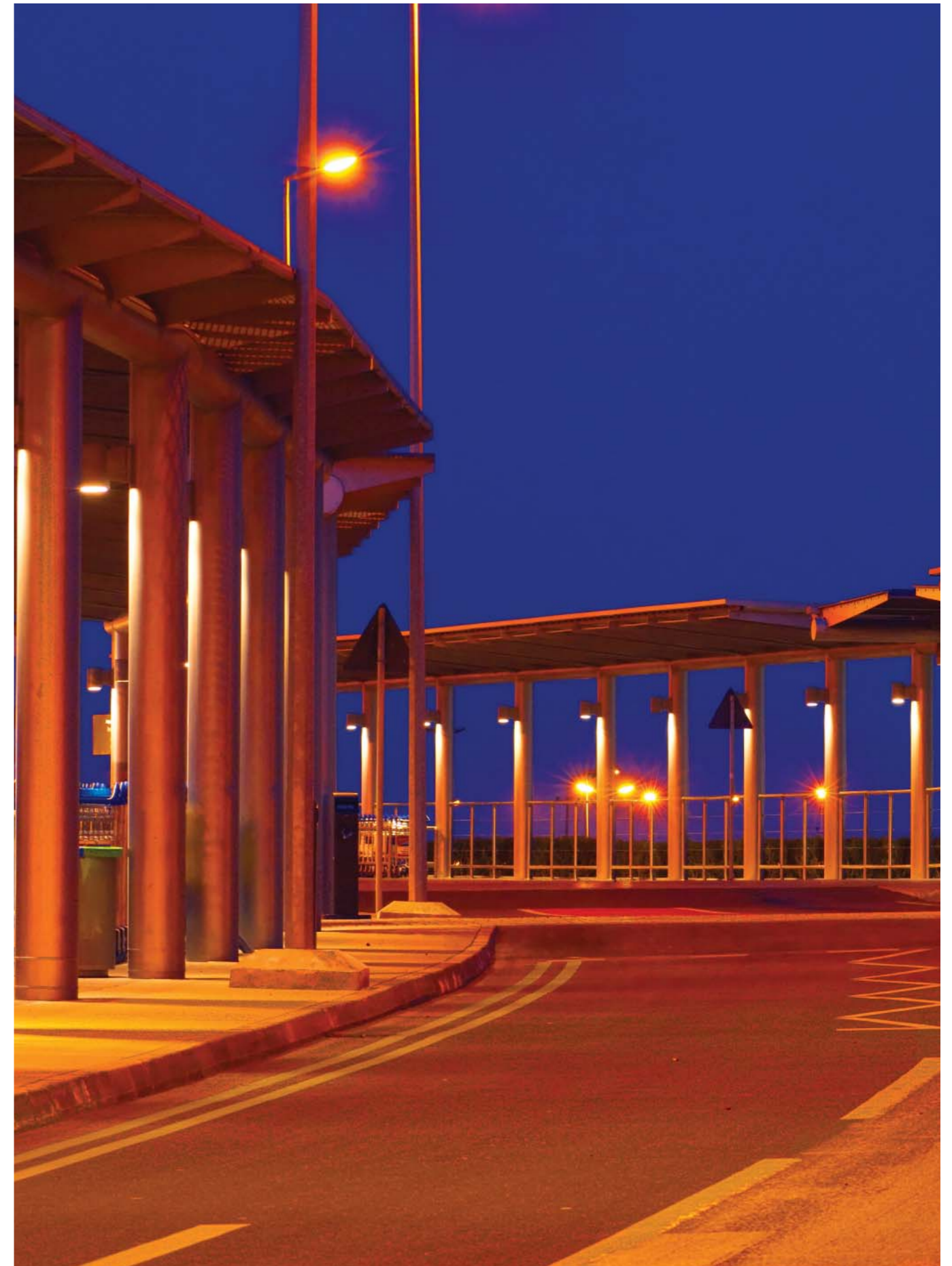
9.3 Spill Occurrences

■ LCA ■ PFO

Spill Category	Total Occurrences		
	2020	2021	2022
Fuel	11	11	18
	5	10	3
Oil	5	10	18
	3	4	9
Total	16	21	36
	8	14	12

Spill Category	Total Liters		
	2020	2021	2022
Fuel	216	1,655	806
	15	219	63
Oil	13	63	111
	29	13	58
Total	229	1,718	917
	44	232	121

All spills in 2022 including the major spill at Larnaca airport, as well as all other minor spills at both Larnaca and Pafos Airports, had been managed appropriately and contained, with no hazardous substances entering the stormwater drainage system or migrating from the property with the potential to pollute the soil and the nearby waterbodies.



CHAPTER TEN: Water and Effluents

Managing water and effluents

In recognition of the island's water scarcity as a critical environmental issue, the Health, Safety, Environmental and Social Responsibility Policy of Hermes Airports focuses amongst others, on the minimization of water resources usage throughout the daily operations of its airports. Water management is also a core component of Hermes' environmental management system, complying with the requirements of the ISO 14001:2015 standard and EMAS.

Hermes monitors its water consumption through water meters installed in various areas/systems, to identify areas of high-water demand and where water-saving initiatives would best be targeted. Examples of these initiatives include the installation of water-saving sanitaryware fittings i.e., urinals with sensors, toilets with dual flushing, wash basin mixers operating with sensors, the installation of drop by-drop irrigation systems, and the use of recycled (treated wastewater) for irrigation purposes.

Furthermore, Hermes in its effort to minimize its impact to the environment, has established a system for monitoring the quality of the stormwater discharges, identifying any potential sources of pollution caused by its operations to the Airports' nearby receiving waterbodies and ensuring that the appropriate mitigation measures are implemented where necessary. Analysis of the stormwater discharged to the salt lakes is carried out biannually at Larnaca airport based on a number of sampling points identified as the discharging routes from the airport's premises into the salt lakes. Additionally, salt lakes sediment analysis is carried out annually based on sampling from various predefined locations in the drainage outlets, as well as within the salt lakes. At Pafos airport, analysis of the stormwater discharged to the sea is also carried out annually through the sampling from various points in the discharge route. It is ensured by Hermes that the results of the above analyses are within the limits set by the Department of Environment and in accordance with the applicable EU and national legislation, and are reported annually to the Department of Environment.

Quality standards are also set by the national legislation and the Sewerage Boards for the wastewater/effluents from aircraft, which should be met prior to their processing at the Sewerage Boards' central wastewater treatment plants. In compliance to this requirement, Hermes operates plants within its airports' premises for the pre-treatment of the aircraft effluents.

Monitoring of the performance and outcomes of the above initiatives and procedures, data analysis and reporting, and setting of annual targets on water management, are all part of the scope of Hermes Environmental Management System. Moreover, the Airport Carbon Accreditation stakeholder engagement and participation plan also covers water management as part of its scope, thus providing the opportunity for feedback to be collected from Hermes stakeholders on water-related issues. Feedback is collected through a fault reporting software that is in place and the meetings between Hermes and the wider airport community.

Water withdrawal and discharges

Potable water consumed throughout all terminal and auxiliary buildings in Larnaca airport is supplied by the Larnaca Water Board and the water used for irrigation is recycled water (treated wastewater) supplied by the Larnaca Sewerage and Drainage Board. At Pafos airport, potable water is supplied by the Pafos Water Board and the water used for irrigation purposes by the Asprokremmos Dam.

Water discharges from Hermes' airports comprise of the stormwater discharges to the salt lakes by Larnaca airport and to the sea by Pafos airport, as well as the aircraft wastewater/effluent which is pre-treated on site prior to discharge to the central sewage system and the sewage effluent from the Airports' facilities.

Data on the water withdrawn and water discharged are provided in the table below.

Water consumption and targets

Returning to pre-Covid-19 operations has led, as expected, to an increase in water consumption for both airports. Hermes Airports sets yearly targets to reduce or sustain its water consumption per passenger. The 2022 target set for Larnaca airport was to sustain the 15.1 liters/passenger whereas the actual result was a reduction by 6.6% (11.4 liters/passengers). Similarly, the 2022 target set for Pafos airport was to sustain the 18.5 liters/passenger whereas the actual result was a reduction by 26.5% (13.6 liters/passengers). These targets are provided in the yearly environmental statements prepared by Hermes for purposes of the EMAS registry.

10.1 Water Withdrawal and Discharges

■ LCA ■ PFO

Water Withdrawal (m3)	2020	2021	2022
Third-party (freshwater) ¹	51,360	54,374	85,113
	18,121	28,128	43,394
Third-party (other water) ²	18,560	37,850	16,678
	15,055	15,304	14,965
Water Discharge (m3)	2020	2021	2022
Surface water ³	101,253	95,261	90,235
	-	-	-
Seawater ⁴	-	-	-
	64,868	63,189	92,406
Third-party water ⁵	19,749	28,859	33,583
	14,639	22,861	40,807
Water Consumption (m3)	2020	2021	2022
Total Water Consumption	69,920	92,224	101,791
	33,176	43,432	58,359
Total Water Consumption per PAX	0.042	0.026	0.017
	0.052	0.029	0.018

¹ Potable water supplied by the Larnaca and Pafos Water Boards, respectively

² Water used for irrigation purposes - recycled water supplied by the Larnaca Water Board and Larnaca Sewerage and Drainage Board (for Larnaca) and water supplied by the Asprokremmos Dam (for Pafos)

³ Stormwater discharged from Larnaca airport to salt lakes

⁴ Stormwater discharged from Pafos airport to sea

⁵ Comprises of aircraft wastewater/effluent which is pre-treated and sewage effluent from the airports' facilities

CHAPTER ELEVEN: Ecosystems and Biodiversity

Protected areas and areas of high biodiversity value adjacent to the Hermes Airports' operational sites

Larnaca Airport

The Larnaca airport with an operational site of 6.03 km², is built within a wetland system of salt lakes, two of which are interconnected and lie within the airport's boundary. A number of other salt lakes lie outside the airport boundaries most of which are designated as a NATURA 2000 site (called "Alykes Larnakas"), a Special Protection Area (SPA) and a Ramsar site (wetlands of international importance) named as "Larnaka Salt Lake".

The SPA of the salt lakes, covering an area of about 1560 ha, is the habitat for 228 bird species of importance at a national as well as an international level, especially for the migratory and water birds. This includes species listed under Annex I of Directive 2009/147/EC (species subject to special conservation measures concerning their habitat) and Annex II of Directive 92/43/EEC (species of community interest of which their conservation requires the designation of Special Areas of Conservation). The vertebrate fauna of the site includes 19 species of amphibians and reptiles while the invertebrate fauna includes 63 important insects, 35 of them endemic and 8 endemic land snails. The flora recorded comprises 151 taxa (species, subspecies, and varieties), where 126 are indigenous species, 3 are endemic, and the rest either planted or cultivated taxa. Furthermore, the Salt Lakes of Larnaca are also designated as a Barcelona Convention Special Protected Area (UNEP Directory) and have also been characterised as an Important Bird Area (Birdlife International).

Besides the species listed under Annex II of Directive 92/43/EEC, the "Larnaka Salt Lake" area comprises of natural habitat types listed under Annex I of the same Directive, including coastal lagoons and salt meadows. A number of rare indigenous flora species have also been recorded in the area.

Pafos Airport

The Pafos airport with an operational site of 4.15 km² is not adjacent to protected areas or areas of high biodiversity value. However, the wider area of the airport surrounded by the "Xeros" river in the west and the "Diarizos" river in the east, is of ecological importance due to its bird fauna, including migratory birds, and has been characterized as an Important Bird Area (IBA), according to the Birdlife International. A number of these bird species are also listed species under Directives 2009/147/EC and 92/43/EEC.

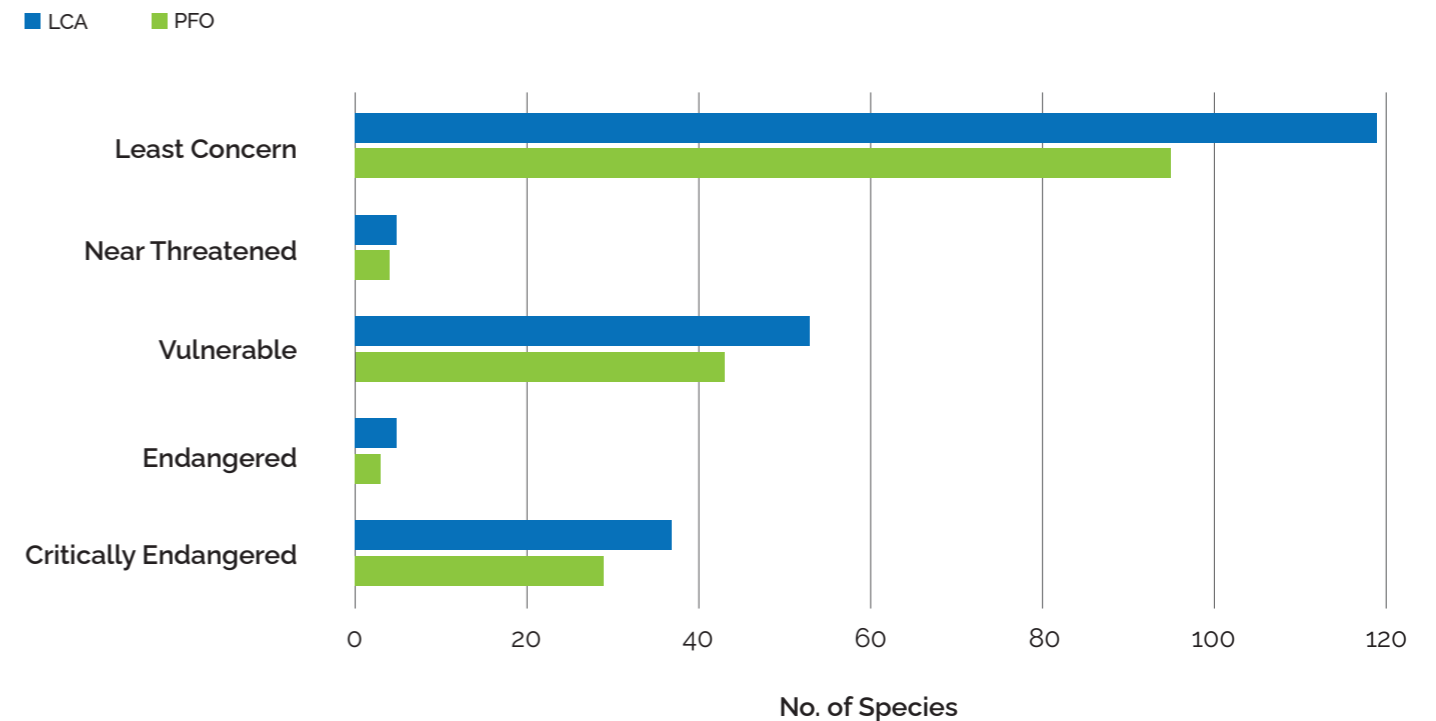


IUCN Red List species and national conservation list of threatened species in areas affected by Hermes operations

The number of bird species by category of their corresponding European threat status, recorded in the areas surrounding the operational sites of both Larnaca and Pafos Airports, are presented in Figure 5 below. It is noted that these numbers had been recorded in 2005 for Larnaca airport and 2006 for Pafos airport, with no updated inventories available since then.

As indicated by the below figures, 43.4% of the total bird species in the area surrounding Larnaca airport had already been under the status of threatened before commencement of the airport's operations. This percentage represents the species noted as "Vulnerable" (vulnerable and declining categories of species), "Endangered" and "Critically Endangered" (depleted species). The respective percentage for the bird species of the wider area of Pafos airport, is 43.1%.

11.1 IUCN Red List / National Conservation List of Threatened Species¹



¹ Bird species recorded in 2005 for Larnaca and 2006 for Pafos (numbers abstracted from Larnaca and Pafos Ecological Assessments, respectively).



Impacts of Hermes' activities on biodiversity and measures to protect the surrounding habitats and their species

Although no records are available, it is expected that up to a certain extent, Hermes operations (mainly due to emissions to the air and noise emissions from the aircraft), may have an adverse impact on the surrounding habitats and species, including the aforementioned bird species.

Hermes Airports is implementing measures for the control of various types of pollution (soil, water, air, and noise). These are:

- Monitoring of the stormwater discharges to the nearby waterbodies to prevent and control their pollution and ensure appropriate water quality in accordance with the applicable EU and national legislative requirements. Monitoring includes:
 - Analysis of the stormwater discharged to the salt lakes, carried out biannually at Larnaca airport - A number of sampling points have been identified as the discharging routes from the airport premises (e.g., aprons) into the salt lakes, including the oil interceptors.
 - Sediment analysis carried out annually at Larnaca airport - The sediment sampling locations, comprise of various locations in the drainage outlets, as well as within the salt lakes.
 - Analysis of stormwater discharged to the sea, carried out yearly at Pafos airport. Sampling of the stormwater is done prior to its discharge to the sea, at various points throughout the discharge route, including the non-absorbent lagoon and hydrocarbon separator.

Hermes submits to the Department of Environment an annual report with all information relating to the above monitoring.

- Implementation of a well-developed and efficient spill response system. This includes the provision of the necessary spill response materials and means appropriate to the type and extent of the spill incident, as well as an efficient and well communicated standard operating spill response procedure. The efficient and immediate response to spill incidents at Hermes' airports, ensures the prevention of hazardous substances from entering the Airports' stormwater drainage systems and their discharge to the salt lakes and sea, resulting in their pollution. In addition, the prevention of soil contamination is also ensured.

- In 2022, an environmental station measuring significant air emissions (NO₂, CO, O₃ and particulate matter) was installed at Larnaca airport.
- In 2021, Hermes Airports had installed two of the three noise monitoring terminals in the surrounding community areas to monitor the environmental noise created from Larnaca airport operations, and in 2022 the 3rd noise monitoring terminal was also installed. The Noise Monitoring System is now fully operational.
- Lastly, the wildlife strikes recorded in 2022 are very negligible (5.98 per 10.000 aircraft movements for both Larnaca and Pafos Airports combined), none of which were included in the "Vulnerable", "Endangered" and "Critically Endangered" categories.

CHAPTER TWELVE: Ethics and Values

Hermes is committed to doing the right thing. Integrity is at the core of the values of the Company which ensures ethical, and responsible behavior through data privacy, security and anti-corruption policies and practices whilst at the same time, preventing anti-competitive behavior.

The Company upholds a zero-tolerance policy towards corruption and bribery, emphasizing fair competition, its values that have been cultivated over the years, and its commitment to respecting human rights. The Board of Directors approves and follows the Code of Business Ethics which incorporates the aforementioned principles, thus ensuring independence and high ethical standards. The Code of Business Ethics is part of the Employee Handbook, which Hermes requires all its employees to familiarize themselves with and abide by. Moreover, all employees receive annual training on the Code of Business Ethics principles, including anti-corruption. The same principles are expected to be upheld by Hermes' business partners and third parties too, as also specified in the Code of Business Ethics.

Competitive behaviour

As a responsible Company, Hermes strictly complies with all relevant and applicable laws, rules, and regulations. Following the introduction of a novel law in Cyprus, titled "The Protection of Competition Law of 2022", Hermes revised its Competition Law Compliance Manual. Hermes' revised Competition Law Compliance Manual was circulated to all members of the Company whilst it is also accessible online through the Hermes Hub.

The Senior Manager Legal Affairs endeavours to ensure Hermes' compliance with Competition Law by updating, where necessary, the Company's Competition Law Compliance Manual, training staff on Competition Law principles and aiding all departments by reviewing tender documentation, contracts, agreements, and any other contractual arrangements involving competition law issues. Hermes' departments consult the Legal Affairs Department prior to taking any actions which involve competition law issues.

In addition to the revision of the said Manual, the Legal Affairs Department created and circulated to all employees two animated videos; one on the abuse of dominant position and one on anti-competitive agreements and concerted practices. The videos are also accessible online through the Hermes Hub.

Grievance and allegation management

Hermes developed its Grievance Policy and its Allegation Policy to manage incoming complaints and appeals. Both policies are readily available to all employees through the Employee Handbook accessible through Hermes Hub. The Allegation Policy is also available to the public.

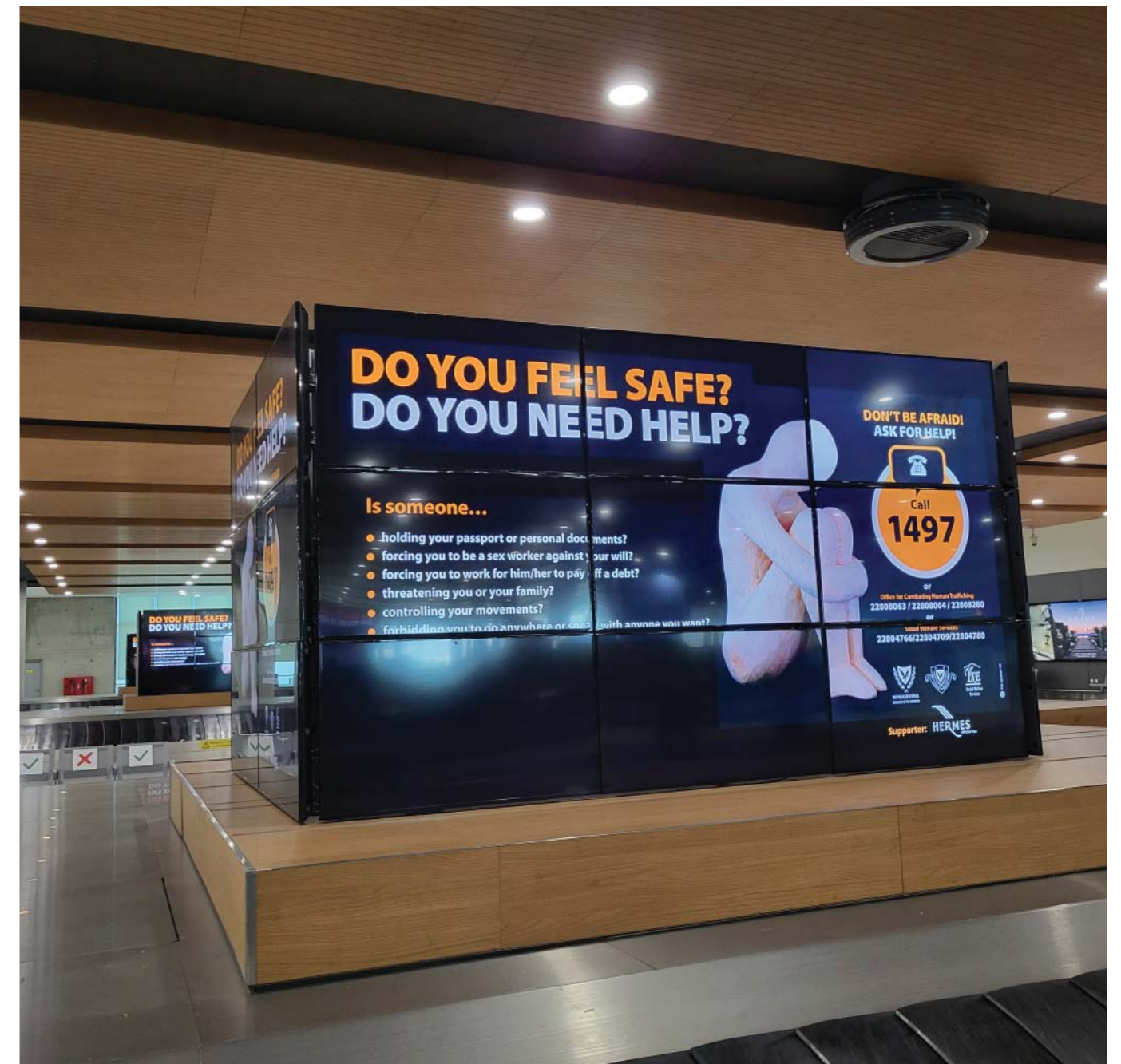
Hermes considers any incoming grievances very seriously and takes immediate and appropriate measures to address them.

In 2022, Hermes recorded zero incidents of corruption leading to the termination of business relationships with partners. Furthermore, no employees have been dismissed or disciplined for corruption, and there are no public legal cases related to corruption against Hermes or its employees.

Meanwhile, no new complaints against the Company have been filed to the Commissioner for the Protection of Competition in the last two years.

Human trafficking

Hundreds of thousands of individuals fall victim to human trafficking every year worldwide. Hermes understands its crucial role in combating this phenomenon. Through a partnership with the Ministry of Interior, the Cyprus Police, and the Social Welfare Services, Hermes initiated a joint campaign at Larnaca and Pafos Airports. The campaign aims to raise awareness about the abhorrent crime of human trafficking and educate the travelling public and the front-line staff, to be in a position to identify possible victims and how to handle such situations.





Digital security practices

A key priority of Hermes is the protection of personal data. Hermes is committed to adhering to the principles set out in the General Data Protection Regulation (GDPR), which governs the way personal data can be used, processed, and stored. Hermes' Privacy Notice describes how personal information data is collected and used in accordance with the GDPR.

To support the Company's data protection efforts, there is a Privacy Policy and Privacy Notice.

- A Privacy Policy which is applicable to all personal data the Company processes, sets out how the Company handles the personal data of its customers, suppliers, employees, workers and other third parties.
- A Privacy Notice to Employees, Workers and Contractors describes how the Company collects and uses personal information about employees, workers, and contractors during and after their working relationship with the Company.

The above provide information on how the Company collects and processes personal data through the use of its website and/or the use of services it offers, including any data a user may provide. To further enhance data privacy and transparency, additional information notices concerning the processing of personal data are provided to data subjects such as the Privacy Notice of the surveillance system (CCTV) data processing, the Privacy Notice for work permits submitted by employees, workers and contractors, and the website's Cookie Policy.

In addition, there is an IT Steering Committee (ITSC) whose responsibilities, among others, include oversight of information technology, information security and data privacy matters, ensuring that security standards, policies and processes are embedded into the organization, as well as approving and monitoring compliance to security standards and policies.

To compliment the data privacy policies in place, Hermes makes continuous efforts to introduce adequate technical and organizational measures such as data pseudonymization, anonymization and data minimization. Through a due diligence process, Hermes ensures it is working with reputable Data Processors and Data Processing Agreements (DPAs) are agreed with all data processors, ensuring compliance with applicable law. The Company appointed a Data Protection Officer and has in place

a Data Subject Request process that enables Data Subjects to exercise their rights and also maintains a Record of Processing Activities (ROPA). Where necessary, the Company conducts Data Protection Impact Assessments (DPIAs), and annual mandatory training is provided to the staff on the subject of data protection awareness.

During 2022 there was only one complaint received concerning breaches of customer privacy, and over the last three years it is the only complaint received by Hermes, as shown in Table below.

12.1 Total number of substantiated complaints received concerning breaches of customer privacy

	2020	2021	2022
Complaints received from outside parties and substantiated by the organization	0	0	0
Complaints from regulatory bodies	0	0	1
Total number of identified leaks, thefts, or losses of customer data	0	1	0

More specifically, in 2022 there was an investigation by the Office of the Commissioner for Personal Data Protection. Hermes took the appropriate corrective action and the matter was closed.

Hermes did not experience any incidents of identified leaks, thefts, or losses of customer data in 2022.

CHAPTER THIRTEEN: Economic Development

Economic performance

Larnaca and Pafos Airports are the main gateways to Cyprus with a significant contribution to the country's economic development as they support direct and indirect connectivity to/from the island. Tourism is the largest traffic contributor as a percentage of the total passenger traffic of the two airports. Approximately 70% of total traffic is inbound traffic, of which 80% is travelling for leisure purposes.

In 2019, the last year prior to the pandemic, approximately 4 million tourists arrived in Cyprus, whilst the tourism sector contributed over 20% to the country's GDP. Overall, Hermes Airports served a record 11.3 million passengers that year. In 2020, the passenger traffic suffered a radical drop due to the Covid-19 pandemic with a low of 2.3 million passengers. In 2021, the traffic showed signs of recovery with the year ending with 5.1 million passengers, whereas the 2022 traffic reached 9.2 million passengers, despite the adverse impact of the war in Ukraine, which deprived the Company of two key source markets.

According to an economic impact study commissioned by Hermes Airports a few years ago, the two airports contributed more than 3% to the country's overall GDP. At the same time, the two airports generate thousands of jobs directly in core airport operations (airlines, ground handling, security, customs, maintenance, etc.), indirectly through the companies that supply and support the airports' operations, but also through the induced effect of the spending of the people working at the Airports. The Economic Impact Online Calculator, a tool developed by ACI Europe, was used to update the findings of the 2014 study for the years 2020-2022 for the Direct, Indirect, and Induced effects, which can be found in Table below.

Economic impact

Hermes maintains its role as one of the key drivers of the economy of Cyprus. A number of key direct economic impacts include contributing to the country's GDP, creating jobs, supporting local suppliers, and also promoting the island as a sustainable destination.

Furthermore, Hermes also has a significant indirect impact on the economy of the island by actively pursuing growth in the island's air connectivity, an area that impacts all sectors of the economy. The airline incentive schemes, the various agreements and joint promotions with airlines aim to improve the air connectivity of the country.

For more details regarding significant investments and services provided, as well as current or expected impacts on communities and local economies, please refer to the chapter "Quality of Life of Local Communities".

Table below illustrates the total monetary value of financial assistance received by the organization from any government during the reporting period.

13.1 Total monetary value of financial assistance received by the organization from any government during the reporting period*

	2020	2021	2022
Subsidies (government subsidies for Covid-19 support measures, sick leaves, and trainings)	1,388,132	1,119,505	41,869
Other financial benefits received or receivable from any government for any operation (EU Funding; TULIPS)	0	0	279,717

* All originate from the Cyprus Government, except from EU funding.

13.2 Combined Gross Revenues, EBITDA, jobs created and other financial information

	2020	2021	2022
Gross Revenues (in million EUR)	49.1	95.8	178.4
EBITDA (in million EUR)	-6.43	21.56	73.85
GDP (Direct)	96.4	190.45	326.47
GDP (Indirect)	47.95	94.72	162.37
GDP (Induced)	21.04	41.56	71.25
GDP (Total)	165.39	326.73	560.09
Number of Jobs (Direct)	2,445	4,830	8,280
Number of Jobs (Indirect)	1,418	2,801	4,802
Number of Jobs (Induced)	1,443	2,849	4,885
Number of Jobs (Total)	5,306	10,480	17,967
Number of CSR actions	Data not available**	20	15
Money spent annually in marketing campaigns promoting Cyprus	Data not available**	Approx. €2.5m	Approx. €1.5m

** No amounts were spent due to the Covid-19 lockdowns and traffic restrictions that were in place for most of the year

Note: No persons have been physically or economically displaced, either voluntarily or involuntarily, by the airport operator or on its behalf, by a governmental or other entity.

13.3 Tax

	2019	2020	2021	2022
Current Tax (EUROS € '000)	1.4	-0.4	0.2	1.2
Deferred Tax (EUROS € '000)	2.0	-4.7	-1.8	2.3
Charge for the year / (credit) (EUROS € '000)	3.4	-5.1	-1.6	3.6

13.4 VAT

	2019	2020	2021	2022
Net VAT paid (EUROS € '000)	4.4	0.1	0	0

13.5 Additional metrics

	2019	2020	2021	2022
Concession Fee Deferred (EUROS € '000)	0	14.3	33.9	31.3
Major Maintenance P&L Cost (EUROS € '000)	1.7	3.2	0.4	5.7

13.6 GDP and jobs created per airport and total – ACI Europe Economic Impact Calculator findings.

■ LCA ■ PFO

	2020				2021				2022			
	Direct	Indirect	Induced	Total	Direct	Indirect	Induced	Total	Direct	Indirect	Induced	Total
GDP (€m)	68.9	34.3	15.0	118.2	139.7	69.5	30.5	239.7	223.9	111.3	48.8	383.8
	27.5	13.7	6.0	47.2	50.8	25.2	11.1	87.1	102.8	51.1	22.4	176.3
Jobs	1,747	1,013	1,031	3,791	3,543	2,055	2,090	7,688	5,673	3,290	3,347	12,310
	698	405	412	1,515	1,287	746	759	2,792	2,607	1,512	1,538	5,657
Total GDP (€m)	96.4	48.0	21.0	165.4	190.5	94.7	41.6	326.7	326.5	162.4	71.3	560.1
Total Jobs	2,445	1,418	1,443	5,306	4,830	2,801	2,849	10,480	8,280	4,802	4,885	17,967

Source: ACI Europe Economic Impact Calculator. The data in the tables is an indication of the contribution of the Company in Cyprus 'GDP and the jobs creation' and is not a tailored economic impact assessment of Hermes Airports.

13.7 Direct economic value generated and distributed (EVG&D)

Direct economic value generated:	2019	2020	2021	2022
Revenues (Euro millions)	188.8	49.1	95.8	161.6
Economic value distributed:	2019	2020	2021	2022
Operating costs (Euro millions)	40.0	48.1	45.0	48.5
Employee wages and benefits (Euro millions)	6.6	4.3	4.6	6.4
Payments to providers of capital (including depositors) (Euro millions)	34.6	23.4	17.7	15.7
Taxation (Euro millions)	5.8	-0.3	0.2	1.2
Payments to government (Euro millions)	63.5	5.2	0.7	24.4
Economic value retained ('Direct economic value generated' less 'Economic value distributed') (Euro millions)	38.4	-31.6	27.6	65.5

Sustainable destination

Nowadays, airports play an important role in promoting their home base particularly if there is strong dependence on incoming tourism such as the case of Cyprus. The interdependence between airports and Cyprus as a tourist destination has been identified from the early days of Hermes Airports, and over the years the Company's strategy has evolved to include the promotion of the country as a sustainable tourism destination.

In 2022 Hermes continued its active role in promoting Cyprus as a year-round destination by contributing approximately €1.5 million for marketing campaigns primarily with airlines but also with other stakeholders. The marketing campaigns were targeting mostly visitors interested in off peak authentic experiences and activities. The efforts to promote Cyprus as a year-round destination and the various agreement with airlines have contributed to the increase of the off-peak operation to Cyprus by 20% compared to the respective period of 2021.

CASE STUDY

Hermes first introduced airline incentive schemes in 2012, aiming to incentivise airlines to increase their capacity and passenger footprint in a targeted way. In its first few years of operation the scheme has been instrumental in attracting Low-Cost Carriers (LCC) such as Ryanair and then Wizz Air, which have contributed significantly to the opening up of new destinations, but also in the replacement of lost capacity due to airlines' collapse and various economic crises. The schemes were developed by Hermes and have been funded in conjunction with the Cyprus Government and have been critical in the traffic development and increasing total traffic from 7m passengers in 2013 to 11.3m passengers in 2019, the last year before the pandemic. In 2019 total incentives (provided by both Hermes and the Cyprus Government) reached almost €24m.

As the 3rd incentive scheme was due to expire at the end of 2022, Hermes realised that a new approach was required in order to maintain an attractive and competitive incentive scheme that would remain relevant in the post Covid-19 world. After exchanging information and receiving feedback from the main airlines that operate to Cyprus, and benchmarking best practices of other airports, Hermes introduced a new airline incentive package on 01 November 2022. The novelty of this scheme is that it offers the opportunities to airlines to grow in a number of

ways (new routes, existing routes, base operation, and winter) and to benefit in a 360o manner. This approach has addressed a long-standing request by many airlines of requiring a balanced support by airport operators that would not only focus on new routes. The results have been significant as the two airlines based in Cyprus doubled their aircraft numbers in Cyprus (2 additional in Pafos and 2 additional in Larnaca), whilst the winter capacity has grown by 28% compared to 2019.

Wildlife strikes

Hermes recognizes the potential adverse economic impact of wildlife strikes to airlines using both Larnaca and Pafos Airports and as such has set goals in preventing wildlife hazards and thus reducing associated risks to operating aircraft. For this reason, the Company has developed a Wildlife Hazard Management Plan and has trained wildlife coordinators at each airport who have the responsibility to implement relevant practices and procedures.

13.8 Total of wildlife strikes per 10.000 aircraft movements (number)*

	2020	2021	2022
Total of wildlife strikes per 10.000 aircraft movements (number)*	2.84	3.26	5.98

* Results are for both Larnaca and Pafos combined.

CHAPTER FOURTEEN: Operational Effectiveness and Passenger Experience

Achieving Operational Excellence and Enhancing the Customer Experience are among the key strategic priorities set by the Company and endorsed by the Board of Directors for the period 2018-2024. Hermes C-suite is responsible for ensuring the delivery of the objectives of each of the strategic priorities and a Senior Manager has been made responsible for driving the implementation of each strategic priority. Concerning Operational Excellence and Customer Experience enhancement, the responsible individuals are the two Senior Managers of Operations, one at each airport, with Technical Department supporting the delivery of both priorities.

Hermes has entered into maintenance agreements with service providers to fulfil its maintenance obligations outlined in the Concession Agreement. The aerodrome facilities are maintained in accordance with the Aerodrome certificate issued by the Department of Civil Aviation in conformance with the European Union Aviation Safety Agency (EASA) regulations and the European Union regulation 139 / 2014.

The Company implements contract management practices and utilizes a Computerized Asset and Maintenance Management System to ensure that all preventive and corrective maintenance is performed as required. Additionally, the Company performs quality audits, thus ensuring adherence to the performance standards prescribed in the maintenance agreements. Additionally, when required, Hermes draws on the technical expertise available within the network of its shareholders. There are contingency procedures that describe the actions to be taken in the event of major equipment or system failure. A Major Maintenance plan is also in place for the replacement of systems that have reached the end of their useful life. These practices are supported by ongoing professional training for the technical department engineers.

Hermes assesses and communicates internally the availability of several airport systems on a weekly basis and to the Government, with formal reports submitted every six months. The effectiveness of Hermes is evaluated through agreed Key Performance Indicators (KPIs), which are specified in the Concession Agreement.

Meanwhile, Hermes is annually re-accredited by the Airports Council International (ACI) Airport Customer Experience Accreditation Program. For 2022, Hermes will maintain the Level 2 Reduction accreditation, which requires constant development of internal processes and additional actions to reobtain the certification.

14.1 Passenger Satisfaction Scores

● LCA ● PFO

Performance Period	Score out of 5	Annual score (avg)
01 November 2018 — 30 April 2019	4.13 4.08	
01 May 2019 — 31 October 2019	4.00 4.99	4.07 4.04
01 November 2019 — 30 April 2020	3.77 4.02	
01 May 2020 — 31 October 2020	3.87 3.84	
01 November 2020 — 30 April 2021	4.14 4.00	3.82 3.93
01 May 2021 — 31 October 2021	4.00 3.97	
01 November 2021 — 30 April 2022	4.08 4.03	
01 May 2022 — 31 October 2022	3.86 3.86	3.97 3.95

14.2 Passengers with Reduced mobility served

● LCA ● PFO

Year	Total PAX	PRM	PRM
2018	8,067,037	43,629	0.54%
	2,872,391	34,718	1.20%
2019	8,229,346	49,057	0.59%
	3,044,402	37,467	1.23%
2020	1,679,807	10,085	0.60%
	632,890	7,280	1.15%
2021	3,592,001	20,735	0.58%
	1,517,465	10,201	0.67%
2022	6,037,049	45,152	0.75%
	3,179,768	32,277	1.01%

Operationally complex ecosystem

In 2022, Hermes Airports witnessed a traffic increase compared to the previous year, despite ongoing pandemic-related limitations. During the year Hermes still experienced some of the Covid-19 "after-effects" such as reduced airport staffing, although such shortfalls were not as pronounced as those witnessed in other European airports. The primary focus of the year was on the extension of operational capabilities through the recruitment of additional staff to maintain daily operations amidst the aforementioned traffic increase and on the enhancement of the overall effectiveness.

Quality of service

Hermes Airports is dedicated to optimizing operational efficiency focusing on minimizing passenger waiting time in check-in lines and during security screening and checks. The Company systematically measures and tracks the waiting time in these lines.

Hermes strives to create an environment that facilitates a positive experience for travellers. The Company offers various services to passengers, including restaurants, cafes, retail shops and kiosks. Additionally, Hermes seeks to continually enhance its relationships with its tenants and always aims to increase the number and services already provided.

Use of information systems

Hermes's Information Technology (IT) systems are upgraded and updated annually, and in 2022 the focus was on network infrastructure. This includes the hardware and software that enable network connectivity and communication between users, devices, applications, and the internet. The Company's objective is to maintain a reliable and secure network aligned with industry standards, regulations, and requirements.

For passengers, Hermes offers IT infrastructure for online check-in, self-service check-in, self-service bag drop, as well as on-screen flight information and status. Tenants are in a position to use a comprehensive network infrastructure, including Wi-Fi, TV, and telecommunications services. To ensure the safety of these mentioned IT services, Hermes conducts regular vulnerability assessments, penetration tests, as well as phishing and ransomware exercises.

Tests encompass the evaluation of the security of the IT systems and the examination of human factors, specifically observing individual reactions and behaviours in case of a cyber-attack. The aim is to constantly improve the IT environment and ensure its security.

In preparation for potential hacking attacks or IT failures, Hermes develops and follows various response scenarios tailored to the specific issue at hand.





Appendix

Appendix 1

1.1 Main Stakeholders involved in material issues

Main Stakeholders
Chief Executive Officer
Chief Financial Officer
Chief Operating Officer
Senior Manager Legal Affairs
Senior Manager Aviation Development, Marketing and Communication
Senior Manager Human Resources Department
Senior Manager Commercial & Business Development
Senior Manager Operations, Larnaca Airport
Senior Manager Operations, Pafos Airport
Senior Manager Technical Department
Senior Manager IT & T Department
Financial Controller
Manager Health, Safety and Environment Department
Data Protection Officer
Information Security Officer
Senior Energy, Compliance and Projects Engineer

1.2 Material Topics Mapping to SDGs

Material Topics	SDGs
Quality of Life of Local Communities	11, 4
Health and safety	3
Employee Experience & Engagement	3, 4, 5, 8, 10
Sustainable Supply Chain	12
Climate Change	7, 13
Waste	12
Water and Effluents	6
Ecosystems and Biodiversity	14, 15
Ethics and Values	9, 12, 16
Economic Development	8, 9, 11
Operational effectiveness and passenger experience	9

Appendix 2

1.1 GRI Content Index

Statement of use	Hermes Airports Ltd has reported in accordance with the GRI Standards for the period 1st of January until 31st of December 2022.
GRI 1 used	GRI 1: Foundation 2021
Applicable GRI Sector Standard(s)	A gray cell indicates that reasons for omission are not permitted for the disclosure or that a GRI Sector Standard reference number is not available.

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION (Chapter)	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
General Disclosures					
GRI 2: General Disclosures 2021	2-1 Organizational details	Corporate profile	A gray cell indicates that reasons for omission are not permitted for the disclosure or that a GRI Sector Standard reference number is not available.		
	2-2 Entities included in the organization's sustainability reporting	Corporate profile			
	2-3 Reporting period, frequency and contact point	Corporate profile and the contact point is in the appendices			
	2-4 Restatements of information	Corporate profile			
	2-5 External assurance	Corporate profile			
	2-6 Activities, value chain and other business relationships	Sustainable Supply Chain			
	2-7 Employees	Employee Experience and Engagement			
	2-8 Workers who are not employees	Employee Experience and Engagement			
	2-9 Governance structure and composition	Corporate Governance			
	2-10 Nomination and selection of the highest governance body	Corporate Governance			
	2-11 Chair of the highest governance body	Corporate Governance			
	2-12 Role of the highest governance body in overseeing the management of impacts	Corporate Governance			
	2-13 Delegation of responsibility for managing impacts	Corporate Governance			
	2-14 Role of the highest governance body in sustainability reporting	Corporate Governance			
	2-15 Conflicts of interest	Corporate Governance			
	2-16 Communication of critical concerns	Corporate Governance	2-16-b	Not applicable	
	2-17 Collective knowledge of the highest governance body	Corporate Governance			

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION (Chapter)	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
General Disclosures					
	2-18 Evaluation of the performance of the highest governance body	Corporate Governance			
	2-19 Remuneration policies	Corporate Governance			
	2-20 Process to determine remuneration	Corporate Governance			
	2-21 Annual total compensation ratio		2-21	Confidentiality constraints	
	2-22 Statement on sustainable development strategy	CEO's message & Corporate Governance			
	2-23 Policy commitments	Corporate Governance & Ethics and Values			
	2-24 Embedding policy commitments	Ethics and Values			
	2-25 Processes to remediate negative impacts	Ethics and Values			
	2-26 Mechanisms for seeking advice and raising concerns	Ethics and Values			
	2-27 Compliance with laws and regulations	Ethics and Values			
	2-28 Membership associations	Corporate Governance			
	2-29 Approach to stakeholder engagement	Approach to Sustainability			
	2-30 Collective bargaining agreements	Employee Experience and Engagement			
Material topics					
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Approach to Sustainability	A gray cell indicates that reasons for omission are not permitted for the disclosure or that a GRI Sector Standard reference number is not available.		
	3-2 List of material topics	Appendix 1: Material Topics, Main Stakeholders			
Material topics: Economic performance					
GRI 3: Material Topics 2021	3-3 Management of material topics	Economic Development			
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	Economic Development			
	201-2 Financial implications and other risks and opportunities due to climate change		201-2	Information unavailable/incomplete	
	201-3 Defined benefit plan obligations and other retirement plans	Economic Development			
	201-4 Financial assistance received from government	Economic Development	201-4 a. i. 201-4 a. iii. 201-4 a. iv. 201-4 a. v. 201-4 a. vi. 201-4 a. vii. 201-4 c.	Not applicable	

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION (Chapter)	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
Material topics: Market presence					
GRI 3: Material Topics 2021	3-3 Management of material topics	Employee Experience and Engagement			
GRI 202: Market Presence 2016	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	Employee Experience and Engagement	202-1 b. 202-1 d.	Not applicable	
	202-2 Proportion of senior management hired from the local community	Employee Experience and Engagement			
Material topics: Indirect economic impacts					
GRI 3: Material Topics 2021	3-3 Management of material topics	Economic Development			
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	Economic Development and Appendix 3			
	203-2 Significant indirect economic impacts	Economic Development and Appendix 3	203-2 b.	Not applicable	
Material topics: Procurement practices					
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainable Supply Chain			
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	Sustainable Supply Chain			
Material topics: Anti-corruption					
GRI 3: Material Topics 2021	3-3 Management of material topics	Ethics and Values			
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	Ethics and Values			
	205-2 Communication and training about anti-corruption policies and procedures	Ethics and Values			
	205-3 Confirmed incidents of corruption and actions taken	Ethics and Values			
Material topics: Anti-competitive behavior					
GRI 3: Material Topics 2021	3-3 Management of material topics	Ethics and Values			
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Ethics and Values			

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION (Chapter)	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
Material topics: Energy					
GRI 3: Material Topics 2021	3-3 Management of material topics	Climate Change			
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Climate Change	302-1 b. 302-1 c. iv. 302-1 d. ii. 302-1 d. iii. 302-1 d. iv 302-1 e. 302-1 g.	Not applicable	
	302-2 Energy consumption outside of the organization	Climate Change	302-2 b. 302-2 c.	Information unavailable/incomplete	
	302-3 Energy intensity	Climate Change			
	302-4 Reduction of energy consumption	Climate Change	302-4 a.	Not applicable	Energy saving projects have been postponed due to COVID-19.
	302-5 Reductions in energy requirements of products and services	Climate Change	302-5 a. 302-5 b. 302-5 c.	Not applicable	302-5 a.: No reduction of sold products or services achieved as a result of actions and projects. The reporting period covers mainly the COVID-19 period in which the majority of the actions, including energy management projects have been postponed.
Material topics: Water and effluents					
GRI 3: Material Topics 2021	3-3 Management of material topics	Water and Effluents			
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	Water and Effluents			
	303-2 Management of water discharge-related impacts	Water and Effluents	303-2 a. i. 303-2 a. ii. 303-2 a. iii.	Not applicable	303-2 a. i.: Local requirements and standards do exist
	303-3 Water withdrawal	Water and Effluents	303-3 a. i. 303-3 a. ii. 303-3 a. iii. 303-3 a. iv. 303-3 b. i. 303-3 b. ii. 303-3 b. iii. 303-3 b. iv.	Not applicable	Hermes Airports does not withdraw water from these categories
	303-4 Water discharge	Water and Effluents	303-4 a. ii. 303-4 d. i. 303-4 d. ii. 303-4 d. iii.	Information unavailable/incomplete	
	303-4 Water discharge	Water and Effluents	303-4 a. iv. 303-4 b. i. 303-4 c. i. 303-4 c. ii.	Not applicable	
	303-5 Water consumption	Water and Effluents	303-5 b. 303-5 c.	Not applicable	

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION (Chapter)	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
Material topics: Biodiversity					
GRI 3: Material Topics 2021	3-3 Management of material topics	Ecosystems and Biodiversity	3-3 c. 3-3 d. 3-3 e. 3-3 f.	Not applicable	
GRI 304: Biodiversity 2016	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Ecosystems and Biodiversity	304-1 a. ii.	Not applicable	
	304-2 Significant impacts of activities, products and services on biodiversity	Ecosystems and Biodiversity	304-2 a. i. 304-2 a. iii.	Not applicable	
	304-2 Significant impacts of activities, products and services on biodiversity	Ecosystems and Biodiversity	304-2 a. ii. 304-2 b. iv. 304-2 a. v. 304-2 a. vi.	Information unavailable/incomplete	
	304-3 Habitats protected or restored	Ecosystems and Biodiversity	304-3 c.	Information unavailable/incomplete	
	304-3 Habitats protected or restored	Ecosystems and Biodiversity	304-3 d.	Not applicable	
	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	Ecosystems and Biodiversity			
Material topics: Emissions					
GRI 3: Material Topics 2021	3-3 Management of material topics	Climate Change			
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Climate Change	305-1 c. 305-1 d. iii.	Not applicable	
	305-2 Energy indirect (Scope 2) GHG emissions	Climate Change	305-2 d. iii.	Not applicable	
	305-3 Other indirect (Scope 3) GHG emissions	Climate Change	305-3 c. 305-3 e. iii.	Not applicable	
	305-3 Other indirect (Scope 3) GHG emissions	Climate Change	305-3 e. ii.	Information unavailable/incomplete	
	305-4 GHG emissions intensity	Climate Change			
	305-5 Reduction of GHG emissions	Climate Change	305-5 a. 305-5 b. 305-5 c. 305-5 d. 305-5 e.	Not applicable	No GHG emissions have been reduced as a direct result for a CO2e reduction due to COVID-19 postponement of emissions reduction projects.
	305-6 Emissions of ozone-depleting substances (ODS)	Climate Change			
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Climate Change	305-7 a. ii. 305-7 a.iii. 305-7 a.iv. 305-7 a.v. 305-7 c.	Information unavailable/incomplete	

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION (Chapter)	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
Material topics: Emissions					
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Climate Change	305-7 b.	Not applicable	
Material topics: Waste					
GRI 3: Material Topics 2021	3-3 Management of material topics	Waste			
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	Waste			
	306-2 Management of significant waste-related impacts	Waste			
	306-3 Waste generated	Waste			
	306-4 Waste diverted from disposal	Waste	306-4 b. i. 306-4 b. iii. 306-4 c. i. 306-4 d. i.	Not applicable	
	306-5 Waste directed to disposal	Waste	306-5 b. i. 306-5 b. ii. 306-5 b. iii. 306-5 b. iv. 306-5 c. 306-5 c. i. 306-5 c. ii. 306-5 c. iv. 306-5 d. i.	Not applicable	
	306-5 Waste directed to disposal	Waste	306-5 a. 306-5 c. iii. 306-5 d. ii.	Information unavailable/incomplete	306-5 a: The total weight of waste directed to landfill is available, however, not the breakdown of this by composition of the waste 306-5 c. iii. & 306-5 d. ii. Once the municipal waste is collected from the airport premises it is taken to the landfills where a further segregation takes place up to a certain extent for the recovery of materials (as far as possible) before final disposal to landfill - No figures are provided to Hermes on the total weight of the municipal waste collected neither on the categories and weight of any materials that might be recovered from this stream

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION (Chapter)	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
Material topics: Waste					
GRI 306: Effluents & Waste 2016	3-3 Management of material topics	Waste			
	306-3 Significant spills	Waste	306-3 b. ii.	Information unavailable/incomplete	
Material topics: Supplier environmental assessment					
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainable Supply Chain			
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	Sustainable Supply Chain			
	308-2 Negative environmental impacts in the supply chain and actions taken	Sustainable Supply Chain	308-2 b. 308-2 c. 308-2 d. 308-2 e.	Not applicable	
Material topics: Employment					
GRI 3: Material Topics 2021	3-3 Management of material topics	Employee Experience and Engagement			
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Employee Experience and Engagement			
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Employee Experience and Engagement			
	401-3 Parental leave	Employee Experience and Engagement			
Material topics: Occupational health and safety					
GRI 3: Material Topics 2021	3-3 Management of material topics	Health and Safety			
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Health and Safety			
	403-2 Hazard identification, risk assessment, and incident investigation	Health and Safety			
	403-3 Occupational health services	Health and Safety			
	403-4 Worker participation, consultation, and communication on occupational health and safety	Health and Safety			
	403-5 Worker training on occupational health and safety	Health and Safety			
	403-6 Promotion of worker health	Health and Safety			

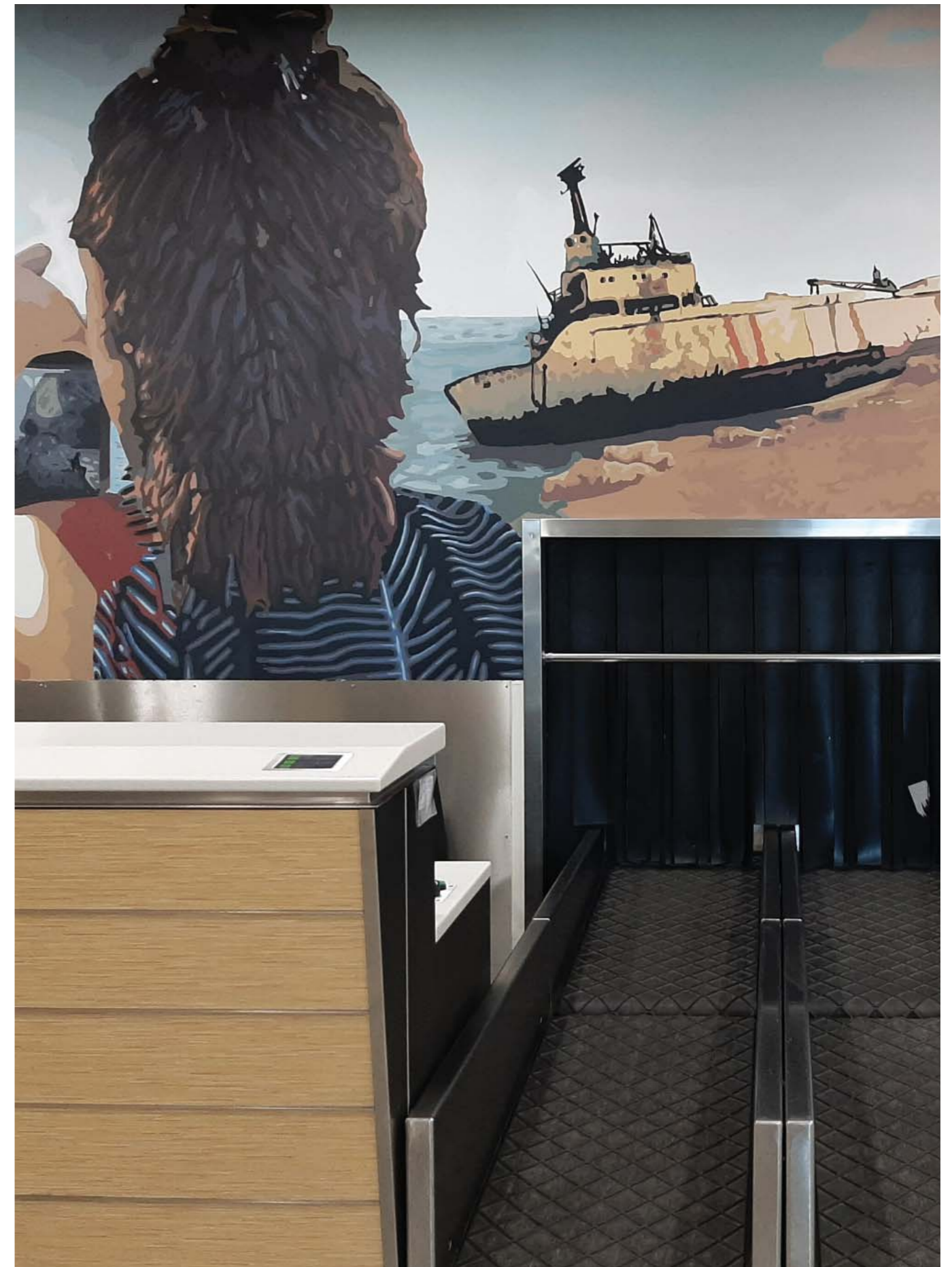
GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION (Chapter)	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
Material topics: Occupational health and safety					
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Health and Safety			
	403-8 Workers covered by an occupational health and safety management system	Health and Safety	403-8 ai 403-8 aii 403-8 aiii 403-8 b 403-8 c	Information unavailable/incomplete	The company does not hold any data or percentage for employees of other airport tenants. It is the responsibility of each employer/company to fulfill all law requirements for its staff, the equipment and the processes which are followed by the airport tenant in relation to the activities that they are conducted. Checks and audits might be conducted by certified/competent officials of external bodies. Obligations also arise for the companies which possess ISOs and audits are usually conducted to ensure compliance with these requirements/obligations.
	403-9 Work-related injuries	Health and Safety	403-9 aii 403-9 aiv 403-9 v 403-9 bii 403-9 biv 403-9 bv 403-9 cii 403-9 d 403-9 e 403-9 f 403-9 g	Information unavailable/incomplete	* The company has an Accident/Incident reporting Standard operating procedure which has been communicated to all airport tenants. All accidents/incidents must be reported to the Operations department and relevant reports are compiled. The incidents are sorted in various categories and statistical data are extracted. Relevant tables indicating the Accidents/incidents for LCA and PFO airports are in sheets LCA and PFO Data

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION (Chapter)	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
Material topics: Occupational health and safety					
	403-10 Work-related ill health	Health and Safety	403-10 aiii 403-10 biii 403-10 ci - iii 403-10 d 403-10 e	Information unavailable/incomplete	There is no such data available and we believe it is very difficult to come to such conclusions and define a case as work-related ill health. However, the company proceeds with preventative measures for the protection of the health of the staff, such as, trainings for manual handling, ergonomics. Furthermore personal protective equipment is issued to the staff (ear protectors, safety shoes) in relation to his/her task(s) to also contribute to the protection of the health.
Material topics: Training and education					
GRI 3: Material Topics 2021	3-3 Management of material topics	Employee Experience and Engagement			
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Employee Experience and Engagement			
	404-2 Programs for upgrading employee skills and transition assistance programs	Employee Experience and Engagement			
	404-3 Percentage of employees receiving regular performance and career development reviews	Employee Experience and Engagement			
Material topics: Diversity and equal opportunity					
GRI 3: Material Topics 2021	3-3 Management of material topics	Employee Experience and Engagement			
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Employee Experience and Engagement			
	405-2 Ratio of basic salary and remuneration of women to men	Employee Experience and Engagement			
Material topics: Non-discrimination					
GRI 3: Material Topics 2021	3-3 Management of material topics	Employee Experience and Engagement			
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	Employee Experience and Engagement			

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION (Chapter)	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
Material topics: Local communities					
GRI 3: Material Topics 2021	3-3 Management of material topics	Quality of Life of Local Communities			
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	Quality of Life of Local Communities	413-1 a. v. 413-1 a. vi. 413-1 a. vii. 413-1 a. viii.	Not applicable	
	413-2 Operations with significant actual and potential negative impacts on local communities	Quality of Life of Local Communities			
Material topics: Supplier social assessment					
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainable Supply Chain	3-3-f	Not applicable	
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	Sustainable Supply Chain			
	414-2 Negative social impacts in the supply chain and actions taken	Sustainable Supply Chain			
Material topics: Customer health and safety					
GRI 3: Material Topics 2021	3-3 Management of material topics				
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	Health and Safety	416-1 a	Information unavailable/incomplete	
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	Health and Safety			
Material topics: Customer privacy					
GRI 3: Material Topics 2021	3-3 Management of material topics	Ethics and Values			
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Ethics and Values			

The following topics in the applicable GRI Sector Standards were determined by Hermes as not material:

- GRI 207: Tax 2019
- GRI 301: Materials 2016
- GRI 402: Labor/Management Relations 2016
- GRI 407: Freedom of Association and Collective Bargaining 2016
- GRI 408: Child Labor 2016
- GRI 409: Forced or Compulsory Labor 2016
- GRI 410: Security Practices 2016
- GRI 411: Rights of Indigenous Peoples 2016
- GRI 415: Public Policy 2016
- GRI 417: Marketing and Labeling 2016



Appendix 3

1.1 Awards and Recognitions

2022 Hermes Airports was recognized at the 7th Cyprus Corporate Social Responsibility Awards

Hermes Airports was recognised through an award at the 7th Cyprus Competition in Corporate Social Responsibility, in a ceremony that took place at the Presidential Palace. The award highlights Hermes' implementation of impactful practices and initiatives within its Sustainability and CSR strategy, aimed at benefiting society.

2022 Hermes Airports received an Honorable Distinction at the Cyprus Export Awards

Hermes Airports received an Honorable Distinction at the Cyprus Export Awards, which is co-organized by the Ministry of Energy, Commerce, and Industry and the Cyprus Chamber of Commerce and Industry. This recognition acknowledges Hermes' contribution during the pandemic, which greatly assisted in sustaining the tourism sector, even under challenging circumstances.

2022 Investors in People 'We Invest in People' Platinum Accreditation reaffirmed

Hermes Airports was reassessed by Investors in People for its Platinum accreditation and in January 2022 the Platinum status was reconfirmed.

2022 Investors in People 'We Invest in Wellbeing' Gold Accreditation achieved

Hermes Airports received the Investors in People 'We Invest in Wellbeing' Gold Wellbeing accreditation, acknowledging the initiatives implemented throughout the year focusing on the wellbeing of its people.

2021 Hermes Airports accredited with the Gold Designation by the MEECO Institute

Hermes Airports received a Gold Designation by the MEECO Institute "Measuring, Employment Sciences, Executive Coaching, Corporate Leadership, Organizational Culture" which acknowledges the importance of Human Resources Management within the company, demonstrating the organisation's strong commitment to achieving excellence through the design and execution of its Human Resources program, with an emphasis on Executive Coaching.

2020 CCCI Business Leader award

Business Leader award for Hermes Airports CEO, Eleni Kaloyirou, in the Tourism, Hospitality and Leisure Sector at the 7th Cyprus Chamber of Commerce and Industry (CCCI) Awards.

2020 Larnaca Airport Highly Commended at the ACI Europe Best Airport Awards

Larnaca International Airport has received an important accolade during the 30th Annual Congress and General Assembly of ACI Europe, as it was highly commended (second place) in the category 5-10 million passengers at the Best Airport Awards 2020.

2020 Larnaca and Pafos Airports received the ACI Airport Health Accreditation

Larnaca and Pafos Airports have been accredited with the Airport Health Accreditation by ACI World. This recognition affirms that all health and safety measures are completely implemented.

2020 Hermes Airports won two awards at the Cyprus Events Awards

Hermes Airports has received two awards at the Cyprus Events Awards, in the categories of Corporate Events and Event Partners/Suppliers (Production & Organization). The two awards have been presented for hosting of the 29th Annual General Assembly & Congress of the Airports Council International (ACI) Europe in Cyprus and the social events held as part of this hosting.

2019 Hermes Airports highly commended at the 5th Cyprus CSR Competition awards

Hermes Airports was highly commended at the 5th Cyprus awards in Corporate Social Responsibility, in a ceremony that took place at the Presidential Palace. Hermes was awarded for a series of good practices and actions implemented through its Sustainability and CSR strategy, to benefit the society during the period May2018-May2019

2019 Hermes Airports won two awards at the Business4Climate Awards

Hermes Airports has received two accolades at the Business4Climate & Energy Efficiency Network Awards. The operator of Larnaca and Pafos Airports has received the Award for "Collaboration with other businesses and entities for the reduction of carbon emissions", as well as a second award for its "Outstanding performance on the reduction of carbon emissions", among the businesses participating in the "Business4Climate" initiative.

2019 Larnaca and Pafos Airports acquire the ACI ACA Level 3+ Neutrality Certificate

Hermes Airports acquired the fourth level of the ACA Certification Level 3+ Neutrality (achieving net zero carbon emissions) for Larnaca and Pafos Airports, which relates to the offset of carbon dioxide emissions.

2019 Hermes Airports won three awards at the Cyprus HR Awards

Hermes Airports was the proud winner at the first ever Cyprus HR Awards. In total, Hermes won three gold awards across two categories; "Effective Use of Coaching-Mentoring" and "Best Change Management Strategy/Initiative", under the Learning and Development category; and "Excellence in Workplace Wellbeing", under the Wellbeing category.

2019 Hermes Airports won the HR Excellence Award at the ACI Europe Best Airport Awards

Hermes Airports was the winner of the HR Excellence award, an annual award presented by ACI Europe to European airports for excellence in HR practices during the 29th Annual General Assembly and Congress of ACI Europe.

2019 Hermes Airports COO wins the Cyprus Quality Leader of the Year Award

Hermes Airports' Chief Operating Officer, Miltos Miltiadous won the «Cyprus Quality Leader of the Year 2018» award by the Cyprus Association for Quality, in recognition of his work on the promotion of quality within the organization, and the wider airport community.

2019 Hermes Airports awarded as the "Best International Airport Management Company in the Mediterranean" at the 2019 Air Transport Awards.

2019 Hermes Airports accredited with the Investors in People 'We Invest in People' Platinum IIP standard

Hermes Airports achieves the Investors in People 'We Invest in People' Platinum accreditation, demonstrating its commitment to its people.

2018 Hermes Airports received the Silver Designation by the MEECO Institute

Hermes Airports received a Silver Designation by the MEECO Institute "Measuring, Employment Sciences, Executive Coaching, Corporate Leadership, Organizational Culture" which acknowledges the importance of Human Resources Management within the company, demonstrating the organisation's strong commitment to achieving excellence through the design and execution of its Human Resources program, with an emphasis on Executive Coaching.

2018 Pafos Airport won Most Accessible Airport Award at the ACI Best Airport Awards

Pafos Airport was awarded as the Most Accessible Airport in Europe in 2018 for persons with disabilities & persons with reduced mobility during the 28th Annual General Assembly & Congress of ACI Europe.

2017 Larnaca Airport won Most Accessible Airport Award at the ACI Europe Best Airport Awards

Larnaca Airport was awarded as the Most Accessible Airport in Europe in 2017 for persons with disabilities & persons with reduced mobility during the 27th Annual General Assembly & Congress of ACI Europe.

Appendix 4

1.1 Glossary and Definitions

ACI: Airports Council International

Aircraft movements: An aircraft take-off or landing at an airport. For airport traffic purposes, one arrival and one departure is counted as two movements.

Commercial cargo flight: Flights transporting only cargo.

Commercial passenger flight: Scheduled and non-scheduled passenger flights.

Domestic flights: All flights of national or foreign aircraft in which all the airports used are located in the territory of the same State. In both cases the flight is considered to consist of the total of its flight stages (i.e., from take-off to its next landing); technical stops are not considered.

EASA: European Aviation Safety Agency

ECDC: European Centre for Disease Prevention & Control

Economic Impact: The economic impact in terms of jobs generation is broken down into the following categories:

Direct Economic Impact:

The employment and GDP associated with the operation and management of activities at the airports including firms on-site at the airport and airport related businesses located elsewhere near the airport. This includes activities by the airport operator, the airlines, airport air traffic control, general aviation, ground handlers, airport security, immigration and customs, aircraft maintenance, and other activities at the airport.

Indirect Economic Impact:

The employment and GDP generated by downstream industries that supply and support the activities at the airport. For example, these could include wholesalers providing food for inflight catering, oil refining activities for jet fuel, companies providing accounting and legal services to airlines, travel agents booking flights, etc.

Induced Economic Impact:

This captures the economic activity generated by the employees of firms directly or indirectly connected to the airport spending their income in the national economy. For example, an airline employee might spend his/her income on groceries, restaurants, childcare, dental.

EMAS: EU Eco- Management and Audit Scheme

ENISA: European Network and Information Security Agency

General aviation flight: All other flights (including business/corporate flights, private flights, and others).

GHG emissions:

Direct (Scope 1) GHG emissions:

GHG emissions from sources that are owned or controlled by an organization. Direct (Scope 1) GHG emissions can include the CO₂ emissions from fuel consumption.

Energy indirect (Scope 2) GHG emissions:

GHG emissions that result from the generation of purchased or acquired electricity, heating, cooling, and steam consumed by an organization.

Other indirect (Scope 3) GHG emissions:

Indirect GHG emissions not included in energy indirect (Scope 2) GHG emissions that occur from employee business travel on owned vehicles, for business purposes (by plane, car etc), and other emissions.

IAPP: International Association of Privacy Professionals

International Flights: All flights of national or foreign aircraft whose origin or destination is located in the territory of a State other than that in which the airport being reported on is located.

ISACA: Information Systems Audit and Control Association

ISO: International Organization for Standardization

MEECO: Meeco Institute "Measuring, Employment Sciences, Executive Coaching, Corporate Leadership, Organizational Culture"

PMD: plastic bottles, metal packaging and drink cartons

PRM: Passengers with disabilities and reduced mobility

State aviation flights: State VIP transports, police/customs, and military flights.

Taxi: Taxi is the movement on the surface of an airport.

Transfer passengers: Passengers who arrive at the airport and continue their journey by connecting to another destination on another flight.

Transit passengers: Passengers who arrive at the airport and continue their journey on the same flight.

TULIPS: An EU funded project which stands for "Demonstrating lower polluting solutions for sustainable airports across Europe".

UN SDGs: United Nations Sustainable Development Goals

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