




REGENCY CASINO

THESSALONIKI

2023
ESG REPORT

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REGENCY CASINO
THESSALONIKI

2023 ESG REPORT



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LETTER FROM CEO

Esteemed Stakeholders,

We are proud to present the first Environmental, Social, and Governance (ESG) report of Regency Casino Thessaloniki. The year 2023 marks a significant milestone in our journey towards sustainable development, underscoring our commitment to integrating ESG values into the core of our business strategy.

The past year has been transformative as we embarked on the ambitious path of developing a robust ESG strategy. As part of our strategic approach, we focus on three foundational pillars: Environmental Stewardship, Employer of Choice, and Responsible Entertainer. This strategy, shared with the Hyatt Regency Hotel under the Regency Entertainment S.A. umbrella, ensures a unified approach to achieving our sustainability goals.

Considering our operations in Regency Casino Thessaloniki:

Environmental Responsibility & Stewardship

One of our major accomplishments in 2023 was the notable reduction in natural gas consumption by 9% compared to 2022, demonstrating our relentless efforts in energy conservation and efficiency. Moreover, 35% of our total energy consumption was sourced from renewable energy sources (RES), maintaining our commitment to green energy, and reducing our carbon footprint.

We have adopted over 60 energy efficiency initiatives, such as installing photocells to control exterior site lighting and promoting the use of electric vehicles by installing four electric vehicle charging stations. These steps not only enhance our operational efficiency but also support our broader environmental goals.

Employer of Choice, Empowering Diversity & Inclusion

Our success is deeply rooted in the dedication of our employees. In 2023, our team grew to 812 employees, highlighting a 4% increase from the previous year. We aim to foster loyalty and commitment within our workforce, contributing to higher productivity and engagement.

We are proud to uphold our commitment to diversity, equity, and inclusion, with 47% of our workforce being women. Additionally, we have steadily increased the representation of women in managerial positions, reaching 30% of total employees in these positions. Our inclusive culture not only drives innovation but also ensures that every employee feels valued and respected.

Commitment in Local Community Support

As a responsible entertainer, we prioritize responsible gaming and community engagement. Our employees are well informed on the responsible gaming guidelines supporting our guests throughout their experience.

In addition, as an organization that supports our local community, in 2023, we contributed more than €195.000 to various community programs, organizing action plans and initiatives to support the environment such as tree planting and to provide for people in need.

Our achievements in 2023 highlight our unwavering commitment to sustainability and responsible business practices. We will continue to build on this foundation, setting new benchmarks in the industry and striving to create a positive impact on our community and the environment.

Giannis Tsirikos

ABOUT THIS REPORT

This report represents the first Environmental, Social, and Governance (ESG) report of Regency Casino Thessaloniki¹, which is under the brand of Regency Entertainment S.A., a company with a dynamic presence in the Greek market with a leading position in the entertainment and hospitality sector.

The report is designed to communicate and highlight key activities, performance, and initiatives towards sustainable development of our entertainment complex featuring on of the largest land-based casinos in Europe, theatre and various f&b and entertainment venues.

The purpose of this report is to communicate our commitment to sustainable development, serving as a transparency tool and informing stakeholders about our strategic approach and achievements in sustainability.

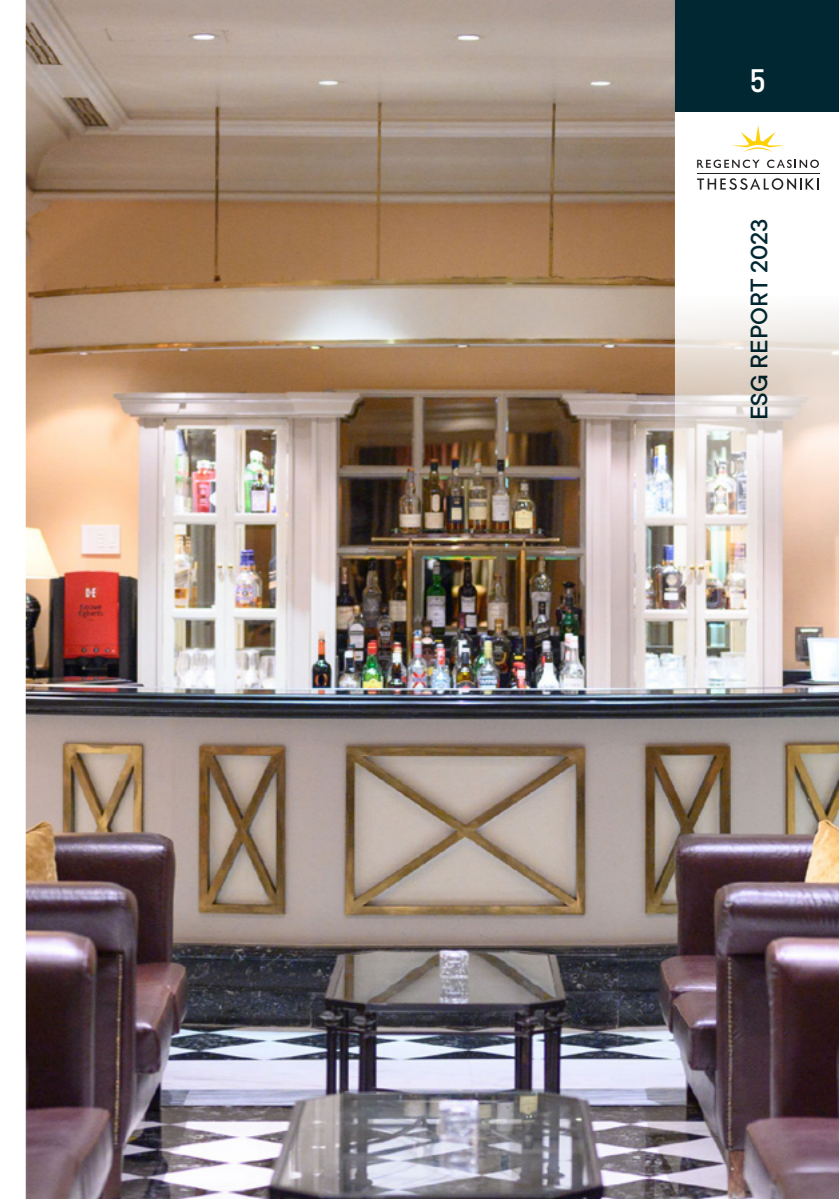
To develop this report, we designed a comprehensive and meticulous process to define, measure, manage, and report each key performance indicator (KPI) effectively. Additionally, we conducted an impact materiality assessment to identify and assess the most important impacts of our organization on the environment, society, and economy.

Through the impact materiality assessment, we engaged external stakeholders as well as internal experts on sustainability topics to evaluate our impacts and define the material topics for our organization. The impact materiality assessment was conducted for Regency Casino and Regency Hotel and the results are presented in each individual ESG report.

The ESG report covers all relevant information associated with environmental sustainability, social responsibility, and corporate governance. This comprehensive approach underscores our responsibility as a leading entity in the gaming and entertainment industry, ensuring that we address key areas such as energy efficiency, waste management, community engagement, employee welfare, and transparent governance practices. Besides, the report has been reviewed and approved by the company's Board of Directors².

¹ The casino's address is 12th km Thessaloniki - Airport Road, 57001 Thessaloniki, Greece.

² The report is not verified by an external assurance party.



The report includes quantitative and qualitative information based on the financial year 2023, and for comparison reasons, data from the financial year 2022 are also presented.

At Regency Casino Thessaloniki, stakeholder engagement is at the heart of our operations. We believe that feedback and suggestions from our stakeholders are vital for our sustainable growth and continuous improvement.

We warmly invite all stakeholders to share their thoughts and recommendations on this report. Your insights are invaluable to us, and we encourage you to get in touch through the following contact details:
guestservices@rct.regency.gr

ABOUT REGENCY CASINO

THESSALONIKI



REGENCY CASINO
THESSALONIKI

Regency Casino Thessaloniki, a distinguished member of Regency Entertainment S.A., is a cornerstone of the Greek gaming and entertainment industry. Since its grand opening in 1996, the casino has established itself as a leading force, earning acclaim as one of the largest and most opulent casinos in Europe.

Spanning over 75.000 square feet, Regency Casino Thessaloniki boasts an extensive array of gaming options, including more than 700 slot machines and 60 gaming tables featuring a variety of popular games.

Beyond its gaming offerings, the casino is home to a state-of-the-art theatre with a seating capacity of 550 guests and approximately 40.000 guests yearly. This versatile venue hosts a wide range of events, from live shows and concerts to sports screenings, thereby enriching the entertainment experience for all visitors and the city of Thessaloniki in general.

Dedicated to delivering exceptional entertainment, Regency Casino Thessaloniki also places a strong emphasis on sustainability and social responsibility, ensuring that its impact on the community and environment is positive and lasting.

Learn more about Regency Casino Thessaloniki on our [website](#).



>750.000
guests yearly



>27 years
of history



>800
employees



REDEFINING THE HOSPITALITY INDUSTRY

At Regency Casino Thessaloniki, we are committed to redefining and revolutionizing the entertainment industry, seamlessly incorporating sustainability and responsible business practices into all facets of our operations. Our aspiration is to implement an array of transformative initiatives designed to enhance guest experience and ensure a positive impact on our community and the environment.

From innovative energy-saving technologies and waste reduction programs to community engagement and staff development, we are redefining what it means to be a leader in the industry. Our efforts are aimed at creating a sustainable legacy, fostering a culture of responsibility, and ensuring that Regency Casino Thessaloniki remains at the forefront of the entertainment industry.



OUR 2030 ESG STRATEGY

We are currently in the process of developing our robust ESG strategy, meticulously structured around three foundational pillars: Environmental Stewardship, Employer of Choice, and Responsible Entertainer.

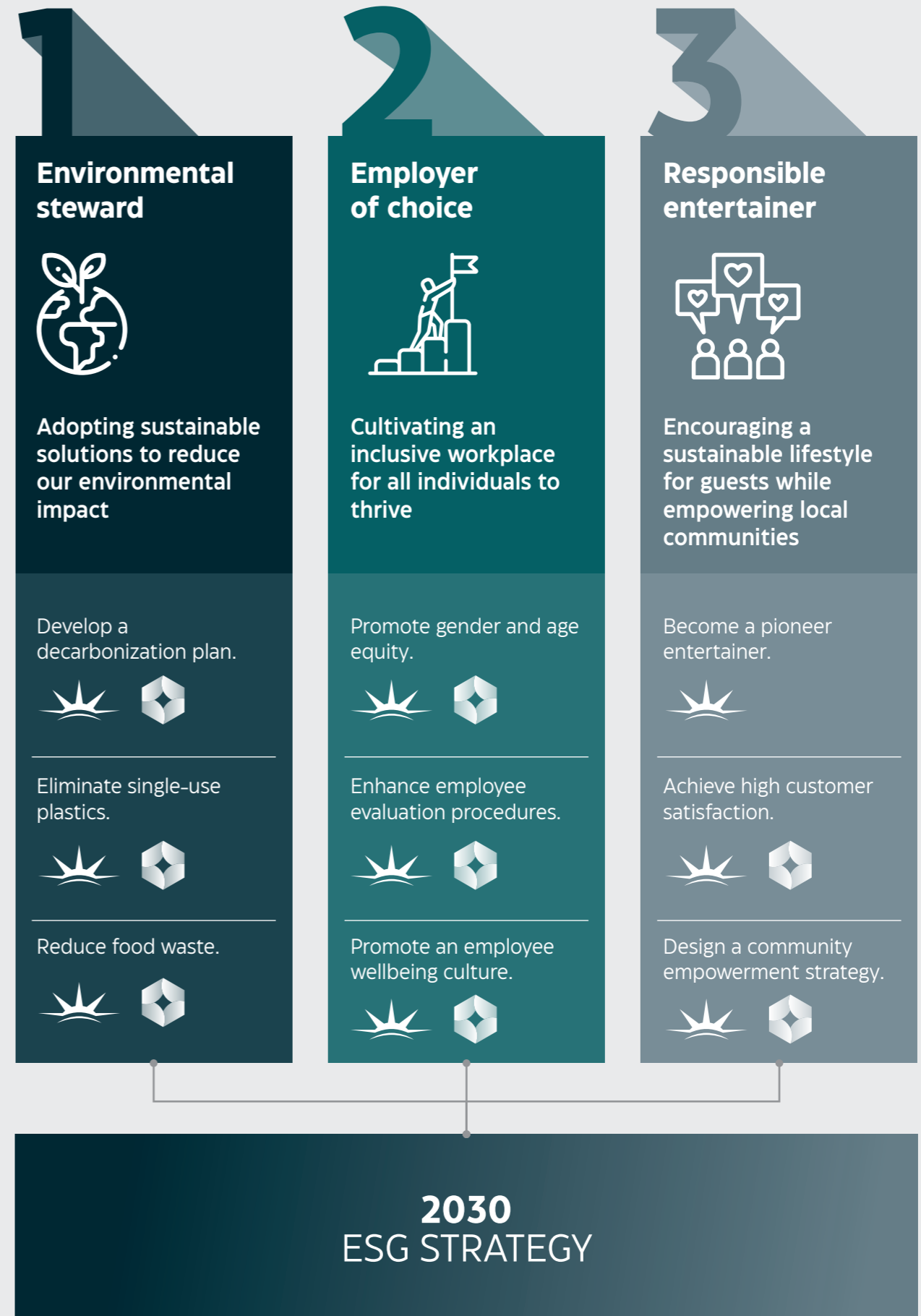
This strategy is a collaborative effort, shared with the Hyatt Regency Hotel, under the Regency Entertainment S.A. umbrella, ensuring a cohesive and unified approach to our sustainability goals. Our strategy is designed to address pivotal environmental, social, and governance challenges, reflecting our unwavering commitment to sustainability and responsible business practices.

As **“Environmental Steward”**, we aim to minimize our ecological footprint through innovative energy management, waste reduction, and conservation initiatives. As an **“Employer of Choice”**, we are dedicated to fostering a supportive and inclusive workplace, offering exceptional opportunities for personal and professional growth. In addition, as a **“Responsible Entertainment”**, we ensure that our operations not only provide exceptional guest experience but also adhere to the highest standards of ethical conduct and community engagement.

Our ESG strategy is not just a framework; it is a testament to our dedication to making a meaningful impact and setting new industry benchmarks in sustainability and corporate responsibility.

Through these strategic pillars, Regency Casino Thessaloniki is steadfast in its commitment to embedding sustainability into every dimension of our operations. Our holistic approach ensures that we make a responsible and positive impact on the environment, our employees, and the broader community. At Regency Casino Thessaloniki, sustainability is not just an initiative; it is an integral part of our corporate ethos, driving us to continually set new standards of excellence and responsibility in the entertainment industry.

Our 2030 ESG strategy is composed of the following pillars:



SUSTAINABLE DEVELOPMENT GOALS (SDGS)

Regency Casino Thessaloniki as part of Regency Entertainment S.A., is committed to the United Nations Sustainable Development Goals (SDGs) and has deeply embedded those goals in its strategic planning.

The initiatives of Regency Entertainment S.A. focus on optimizing energy consumption, managing waste responsibly, promoting decent work conditions, and supporting local communities. This comprehensive approach allows Regency Entertainment S.A. to drive economic growth while reducing its environmental impact. By integrating these global objectives into core business strategies, the company reaffirmed its dedication to fostering a sustainable and prosperous future for all.

SUSTAINABLE DEVELOPMENT GOALS



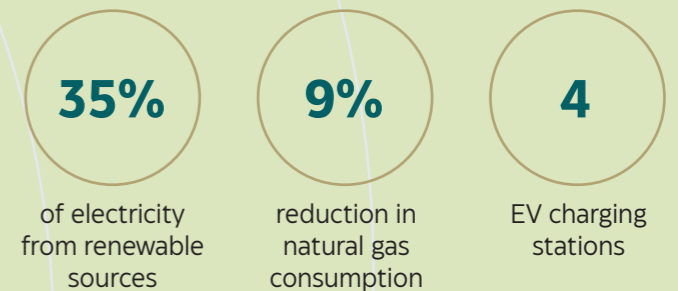
ESG

Our ESG highlights showcase the pivotal achievements and advancements in the realms of Environmental, Social, and Governance (ESG) for the year 2023.

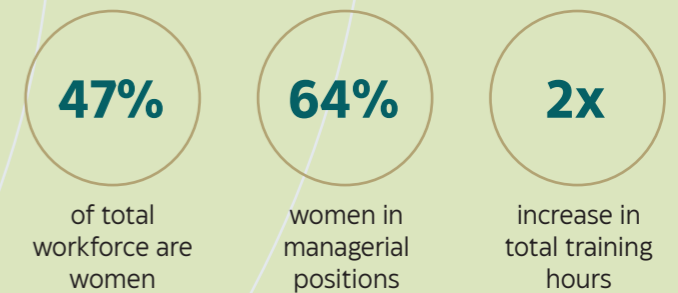
These highlights encapsulate our ongoing commitment to sustainability, ethical practices, and community engagement, reflecting our dedication to driving positive change and setting new industry standards. All comparisons are based on data from 2023 and 2022.

HIGHLIGHTS

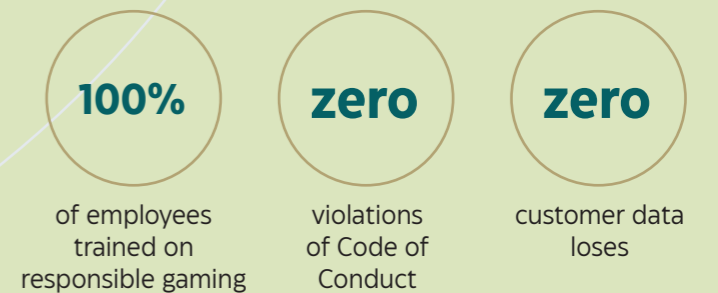
Environmental steward



Employer of choice



Responsible entertainer



IMPACT MATERIALITY

In 2023, Regency Casino Thessaloniki conducted a thorough impact materiality analysis to identify and evaluate the significant impacts of our operations on the environment, society, and the economy.

This analysis represents a crucial part of our sustainability strategy, allowing us to understand and prioritize the issues that matter most to our stakeholders and business activities. The impact materiality analysis was conducted at Regency Entertainment S.A. level, including both Regency Casino Thessaloniki and Regency Hyatt Hotel.

Impacts caused by our organization on the environment, society, and the economy.

IMPACT MATERIALITY

IDENTIFYING IMPACTS

We created a list of actual and potential impacts caused by our activities, products, and business relationships. These impacts were identified through a combination of internal expertise and external consulting input. The identified impacts were then categorized as (i) positive/negative and (ii) existing/potential.

This evaluation was conducted with the input of our internal sustainability experts to ensure a comprehensive understanding of each impact's significance.

PRIORITIZING ISSUES

Following the evaluation, we prioritized the sustainability issues based on the results of the impact materiality analysis. We established a threshold to determine which issues are considered material and should be included in our sustainability reporting and strategic planning.

STAKEHOLDER ENGAGEMENT

Throughout the process, we engaged members of the Board of Directors, managers, and department heads. This engagement was conducted through consultations, allowing stakeholders to rate the significance of various sustainability issues.

IMPACT MATERIALITY ANALYSIS

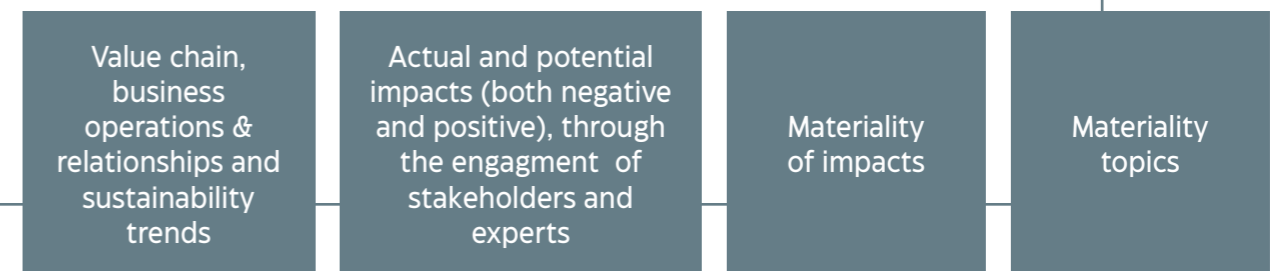
Regency Entertainment S.A. adopted a comprehensive approach to assessing impact materiality, drawing upon the European Sustainability Reporting Standards (ESRS) and the Global Reporting Initiative (GRI). By employing a robust methodology, we gained an understanding of our impacts, enabling us to develop targeted strategies for sustainable and responsible practices.

MATERIALITY ANALYSIS

WE FOLLOWED A FOUR-STEP APPROACH FOR THE IMPACT MATERIALITY ANALYSIS:



IMPACTS



STAKEHOLDERS

The materiality assessment involved the engagement with key stakeholders who are affected by our operations

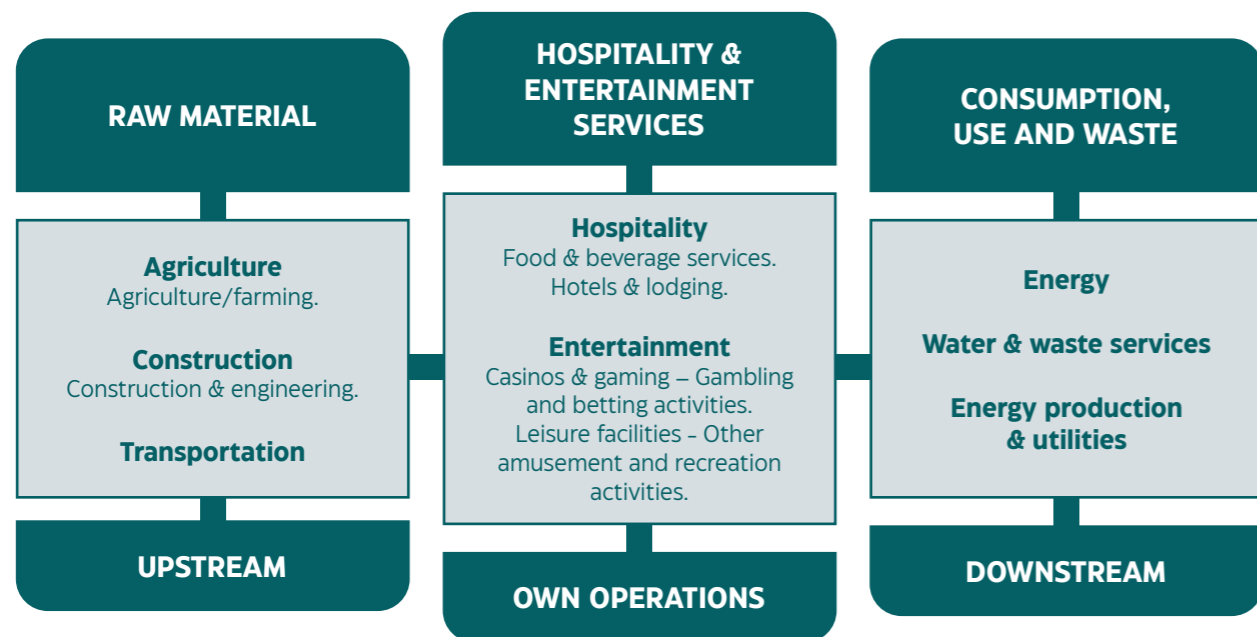
THE STEPS OF THE PROCESS ARE PRESENTED IN DETAIL IN THE FOLLOWING PAGES

1

UNDERSTANDING THE VALUE CHAIN

MAPPING OF OUR VALUE CHAIN

We commenced this analysis by mapping our value chain and understanding our business model, goals, and priorities. This step involved reviewing international guidelines and standards, including the GRI Standards and European Sustainability Reporting Standards (ESRS).



Following the establishment of the value chain, we conducted a benchmarking analysis to assess the current state and developed a list of sustainability issues specific to our business activities. The list was then incorporated into the impact materiality assessment. The following topics were assessed for impact materiality.



2

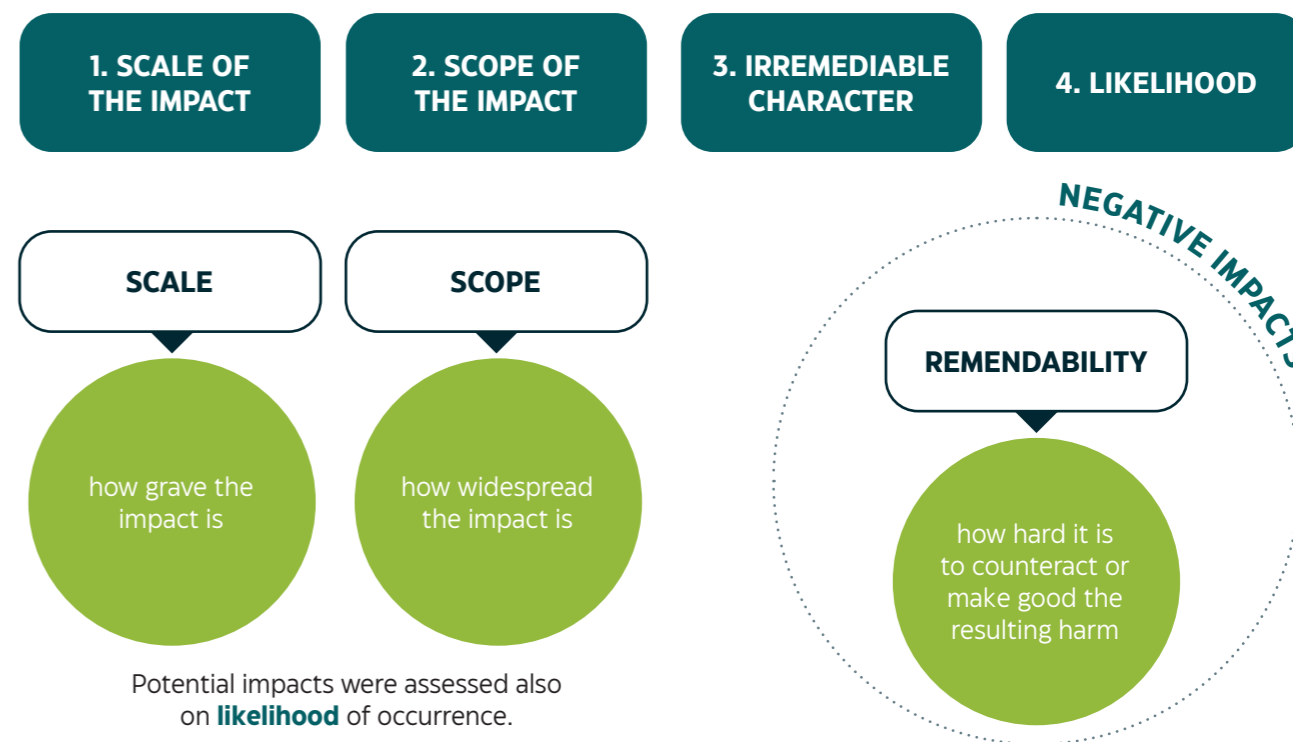
IDENTIFICATION OF MATERIAL IMPACTS

During this stage, we conducted an internal workshop with 6 experts in the environmental, human resources, finance and corporate governance fields to identify the impacts across various sustainability topics. This collaborative effort enabled the documentation of both actual and potential impacts in each topic.

3

ASSESSMENT OF THE SIGNIFICANCE IMPACTS

Following the identification of the impacts, we proceeded in the assessment. The impacts were assessed and scored following the process below:



- **Scale, scope, irremediable character:** All the impacts were assessed using a five-point scale from 1 (no significance) to 5 (high significance).
- **Likelihood:** The impacts were assessed using a scale from 0,25 (low chance of happening) to 1 (actual impacts).

4

ASSESSMENT OF THE SIGNIFICANCE IMPACTS

RESULTS OF IMPACT MATERIALITY

As a result of this process, we identified several key issues that are material to our operations and stakeholders. These issues will guide our sustainability efforts and reporting moving forward, ensuring that we focus on the areas where we can have the most significant positive impact.

The detailed list of the material topics is presented below:

Topic	Score
Climate change adaptation	3,20
Climate change mitigation	3,10
Waste	2,50
Energy	2,30
Working conditions	2,30
Other work-related rights	2,30
Corporate culture	2,30
Water consumption	2,20
Personal safety of consumers and/or end-users	2,00

ENVIRONMENTAL STEWARD

As part of our unwavering commitment to sustainability, Regency Casino Thessaloniki is dedicated to being a proactive environmental steward.

We understand the critical importance of minimizing our ecological footprint and actively strive to reduce our environmental impact. Our comprehensive efforts are focused on fostering climate change resilience and promoting circular economy practices.

Key initiatives include, reducing greenhouse gas (GHG) emissions, optimizing energy consumption, and enhancing waste and water management systems. By adopting innovative technologies and sustainable practices, we aim to create a more sustainable future. Our dedicated approach ensures that we not only meet but exceed environmental standards, reinforcing our role as a leader in sustainability within the entertainment industry.

Through these initiatives, Regency Casino Thessaloniki is committed to paving the way for a greener, more resilient world.



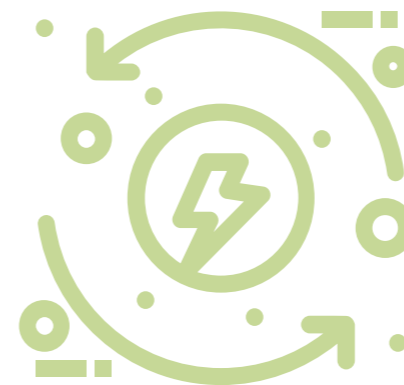
FOSTERING CLIMATE CHANGE RESILIENCE

At Regency Casino Thessaloniki, we are acutely aware of the challenges posed by climate change and are committed to fostering resilience through proactive measures.

Our approach involves a comprehensive strategy to reduce CO2 emissions and optimize energy usage across our operations. By implementing innovative technologies and sustainable practices, we aim to significantly lower our carbon footprint and contribute to the global effort against climate change.

We have adopted more than 60 initiatives for energy efficiency that are implemented by all employees throughout our daily operations.

60 Energy Efficiency Initiatives



SELECTED ENERGY RELATED INITIATIVES ARE PRESENTED BELOW:

We have installed photocells to control exterior and interior site lightning, ensuring that lights are used only when necessary.

Our operational practices are designed to save energy, such as turning off burners on stoves when not in use. In addition, we train our colleagues to follow our energy policy diligently, further contributing to lower energy usage.

To support the transition to electromobility, we have installed four electric vehicle (EV) charging stations. This initiative encourages the use of eco-friendly transportation options among our guests and staff. Our fleet currently includes one electric and one hybrid car, and we intend to replace all phased-out cars with electric vehicles.

We ensure regular maintenance of all air system diffusers and baseboard heaters, optimizing their performance and energy efficiency, while also enhancing indoor air quality.

Employees are encouraged to turn off personal computers (PCs) when not in use, effectively reducing unnecessary energy consumption and promoting responsible use of electronic devices.

We have upgraded our lighting system by installing energy-efficient LED lights across our operations, significantly reducing electricity consumption.

ENERGY CONSUMPTION

At Regency Casino Thessaloniki, we are dedicated to carefully monitoring and managing our energy consumption to improve efficiency and minimize our environmental impact.

Our commitment to sustainability is evident in our holistic approach to energy management, which involves thorough tracking and targeted initiatives.

To accurately measure and regulate our energy usage, we monitor our electricity, natural gas, and LPG consumption.

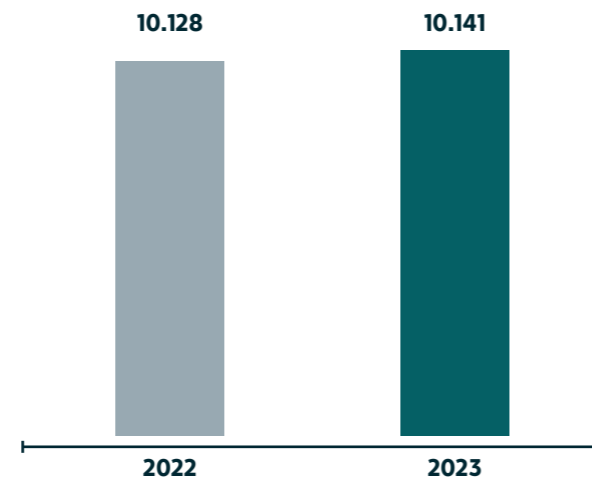
This systematic monitoring enables us to identify areas for improvement and implement measures to optimize consumption. Specifically, our electricity consumption for 2023 was 10.141 MWh, slightly higher than in 2022. This data-driven approach allows us to manage our energy use and proactively implement strategies to maintain or reduce consumption levels whenever possible.

A crucial component of our energy management strategy is the integration of renewable energy sources (RES). In 2023, 35% of our total energy consumption was derived from RES, maintaining the same level as in 2022. By utilizing RES, we are able to consume green energy, thereby reducing our carbon footprint and contributing to more sustainable operations.

This consistent use of renewable energy sources underscores our commitment to decreasing reliance on non-renewable energy and mitigating the impacts of climate change.

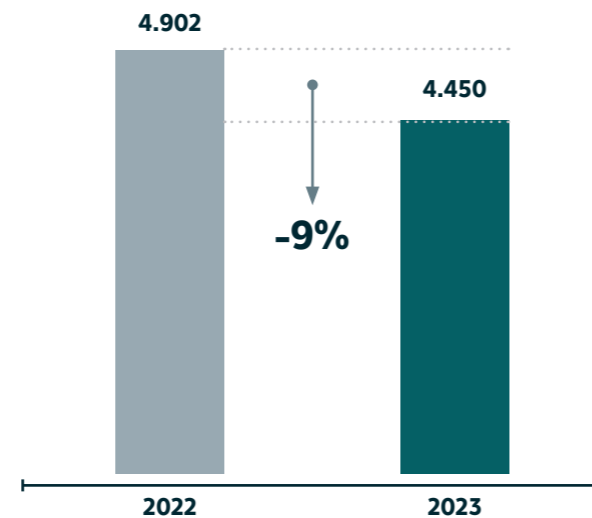


ELECTRICITY CONSUMPTION
(MWh)

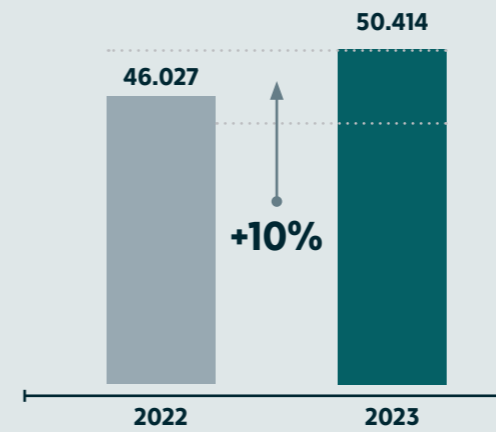


Our natural gas consumption for 2023 was 4.450 MWh, indicating a notable reduction of 9% compared to 2022. This decrease is a testament to our continuous efforts to optimize energy use and implement energy-saving measures.

NATURAL GAS CONSUMPTION
(MWh)



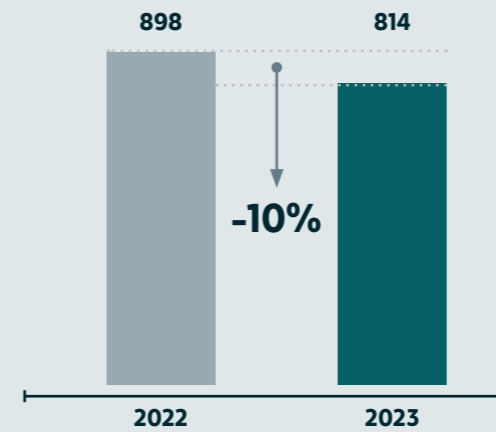
LPG CONSUMPTION (Kg)



In addition, our LPG consumption for 2023 was 50.414 kg, 10% higher than in 2022.

The increase observed in certain metrics for 2023, such as LPG consumption, can be attributed to the heightened operational activity throughout the year. In early 2022, there were significant restrictions due to COVID-19 prevention measures, which directly impacted our business operations and visitor attendance. With the lifting of these restrictions in 2023, normal operations resumed, leading to increased activity. This, in turn, resulted in a higher demand for energy resources compared to the previous year.

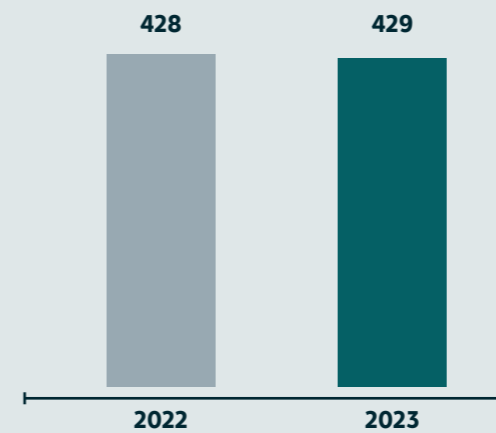
SCOPE 1 EMISSIONS (tn of CO₂e)



As part of our commitment to environmental stewardship, we also calculate our scope 1 emissions and scope 2 emissions to monitor and manage our carbon footprint. In 2023, we successfully reduced our scope 1 emissions by 10% and maintained our scope 2 emissions at the same levels, reflecting our ongoing efforts to implement sustainable practices and reduce greenhouse gas emissions.

Through the aforementioned initiatives, Regency Casino Thessaloniki has made significant steps in enhancing resilience against climate change. Our efforts are laying the foundation for a sustainable and eco-friendly future for both our operations and the broader community. By consistently refining our energy management practices and expanding the proportion of renewable energy in our consumption, we are dedicated to fostering a greener environment and setting a positive example within the industry.

SCOPE 2 EMISSIONS (tn of CO₂e)



³ Scope 1 emissions were calculated based on the following formula: CO₂e = CO₂*1 + CH₄*28 + N₂O*265. The emission factors were retrieved from Defra/DECC (2021). UK Government conversion factors for greenhouse gas reporting. Department of Environment Food and Rural Affairs/Department for Energy and Climate Change, London.



IMPLEMENTING CIRCULAR ECONOMY PRACTICES



Adopting a circular economy model is a cornerstone of our comprehensive sustainability strategy.

Our commitment to environmental stewardship focuses on minimizing waste, maximizing recycling efforts, and enhancing resource efficiency. By integrating these principles, we strive to significantly reduce our ecological footprint and contribute positively to the environment.

To ensure the effectiveness of our initiatives, we meticulously monitor key metrics related to waste management and water consumption, aiming to promote resource efficiency and actively reduce our environmental impact. This data-driven approach allows us to make informed decisions and continually improve our sustainability practices.

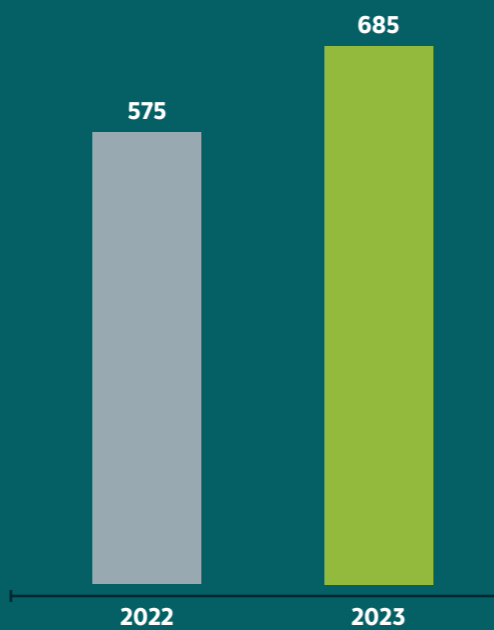
Fostering a culture of sustainability is integral to our operations. We actively encourage our employees, guests, and clients to adopt sustainable measures and practices. Through education and engagement, we inspire our community to join us in our mission to create a more sustainable future. Leading by example, we hope to set a benchmark for environmental responsibility in our industry and beyond.

We have developed a comprehensive waste management system

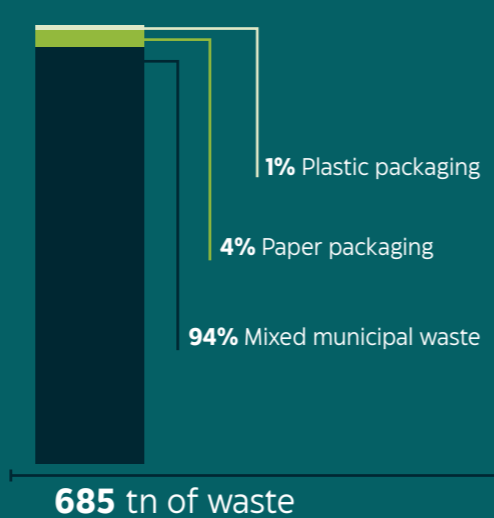
We submit key waste related metrics to the Electronic Waste Registry, a comprehensive digital platform designed to enhance waste management and regulatory compliance. This registry allows us to systematically identify waste streams, determine appropriate methods of recovery or disposal, and accurately calculate total waste collection. By leveraging this system, we can track and manage our waste more effectively, ensuring that our practices align with environmental regulations and sustainability goals.

More specifically, we have identified ten waste streams, with **mixed municipal waste, plastic packaging,** and paper packaging being the three streams responsible for 99% of the total waste generated. In 2023 we collected 685 tn of waste, 19% higher than in 2022.

WASTE COLLECTED (tn)



WASTE COLLECTED (tn)



WASTE STREAMS IDENTIFIED



WATER CONSERVATION INITIATIVES

Apart from efficient waste management, we are also dedicated to reducing our water consumption, contributing to the conservation of natural resources. Implementing water conservation measures enables us to further minimize our environmental impact.

At Regency Casino Thessaloniki, we understand that water is a precious and finite resource essential to our operations and the well-being of the communities we serve. In recognition of this, we have developed a comprehensive water conservation program that includes over **50 water efficiency initiatives**. These initiatives are diligently implemented daily by our dedicated employees, ensuring that every drop of water is used responsibly and efficiently. Our approach encompasses a wide range of practices, from the installation of water-saving fixtures and the adoption of advanced irrigation techniques to the regular monitoring and optimization of water use across all departments. By fostering a culture of water stewardship, we aim to significantly reduce our water footprint and contribute to the sustainable management of water resources for future generations.

SELECTED WATER RELATED INITIATIVES INCLUDE:

All employees receive comprehensive training on our water conservation policies and practices. This training emphasizes the importance of water efficiency and educates staff on how to incorporate these practices into their daily routines.



All hoses throughout our facilities are equipped with automatic shut-off nozzles. These nozzles automatically stop the flow of water when not in use, preventing unnecessary water wastage and ensuring optimal water usage.



Regular inspections of all toilet facilities are conducted to ensure proper water management. This proactive approach enables the identification and repair of leaks that can lead to significant water loss.



Employees are instructed to report water drips and leaks in a timely manner, emphasizing the importance of addressing these issues promptly to prevent water wastage.

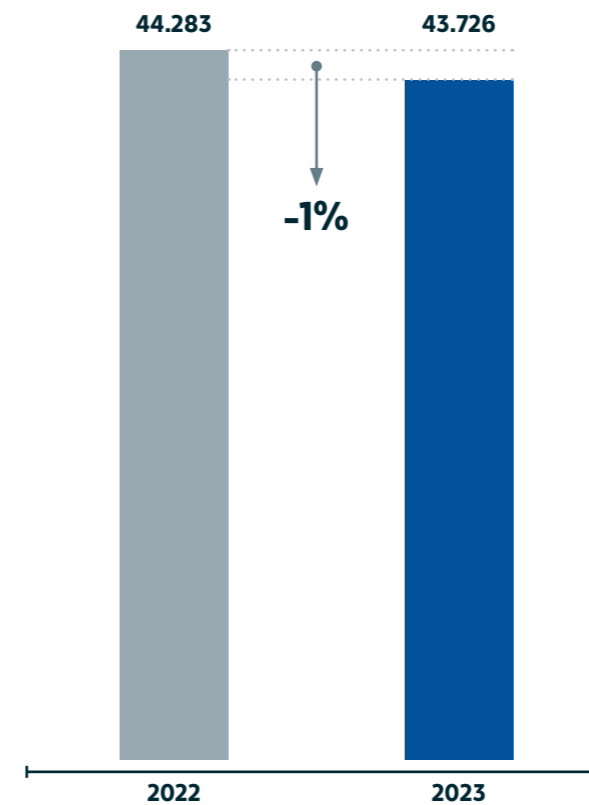


We optimize boiler water use by minimizing blowdown, increasing cycles of concentration, and maximizing boiler condensate return, which involves capturing and reusing the steam that condenses back into water. Pre-treatment is considered to reduce feedwater solids, which are impurities in the water supplied to the boiler, further enhancing water efficiency.

We regularly measure our water consumption to track our progress, identify areas for improvement, and ensure that our conservation efforts are effective. By closely monitoring our water use, we can implement targeted initiatives to reduce consumption and promote sustainable practices across our operations.

For 2023 our water consumption was 43.762 m³, at the same levels as in 2022. Our goal is to maintain our water consumption at these levels and implement further measures to reduce it in the future, thereby enhancing our contribution to environmental sustainability.

WATER CONSUMPTION (m³)



As an organization dedicated to respecting and protecting natural resources, Regency Casino Thessaloniki is committed to promoting sustainable practices among our employees and customers.

We aim to foster a culture of conservation, ensuring that everyone associated with our organization is aware of and engaged in our efforts to minimize our environmental footprint.

Through these collective endeavors, we strive to lead by example within the entertainment industry, setting a high standard for environmental stewardship and responsibility.



EMPLOYER OF CHOICE

At Regency Casino Thessaloniki, we aspire to become an employer of choice, cultivating a supportive and inclusive workplace culture.

We firmly believe that our success is fueled by the dedication of our employees. This commitment is reflected in our unwavering focus on promoting diversity, equity, and inclusion, as well as prioritizing employee well-being.

Our inclusive culture celebrates the unique perspectives and contributions of each team member, fostering an environment where everyone feels valued and respected. By embracing diversity, we create a more dynamic workplace, which in turn enhances our ability to innovate and perform effectively.

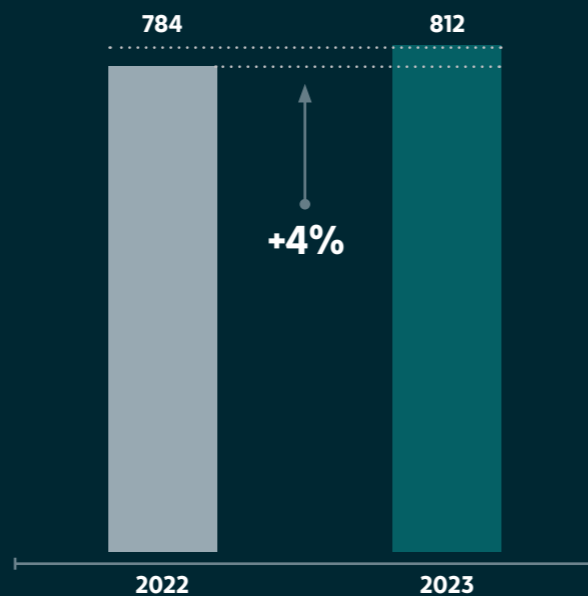
Additionally, we aim to prioritize the well-being of our employees through a range of initiatives designed to support their physical, mental, and

emotional health. From wellness programs and professional development opportunities to flexible arrangements and supportive resources, we are dedicated to creating a nurturing environment where our employees can thrive.

Our commitment is to build a workplace that not only attracts talent but also nurtures and retains it, ensuring that Regency Casino Thessaloniki remains a leader in both industry excellence and employee satisfaction.

In 2023, our team consisted of 812 employees, noting an increase of 4% compared to 2022. Remarkably, 100% of our employees are permanent⁴, covered by collective bargaining agreements. This consistent approach creates a strong sense of loyalty and commitment among our staff, which contributes to higher productivity and a more cohesive work environment. Additionally, having a workforce entirely composed of permanent employees allows us to invest more in long-term professional development and career progression, ensuring continuous growth and satisfaction.

NUMBER OF EMPLOYEES



⁴ Regency Casino Thessaloniki does not employ seasonal personnel due to 12 months of operation.

3 GOOD HEALTH AND WELL-BEING



4 QUALITY EDUCATION



5 GENDER EQUALITY



8 DECENT WORK AND ECONOMIC GROWTH



10 REDUCED INEQUALITIES



RESPECTING DIVERSITY, EQUITY & INCLUSION

We are committed to cultivating a diverse and inclusive environment where every employee feels valued and respected. Our comprehensive policies and practices are designed to promote equity and ensure that everyone has equal opportunities for growth and success within our organization.

By actively championing diversity and inclusion, we create a workplace where different perspectives and backgrounds are not only welcomed but celebrated. This inclusive approach helps us drive innovation, enhance collaboration, and achieve excellence in all we do.

Our dedication to equity means providing all employees with the resources, support, and opportunities they need to reach their full potential. Whether through targeted development programs or equitable hiring practices, we strive to create an environment where everyone can thrive.

In essence, our goal is to build a dynamic and supportive community where every individual feels empowered to contribute their best, ensuring that our organization remains a place of growth, respect, and unparalleled opportunity.

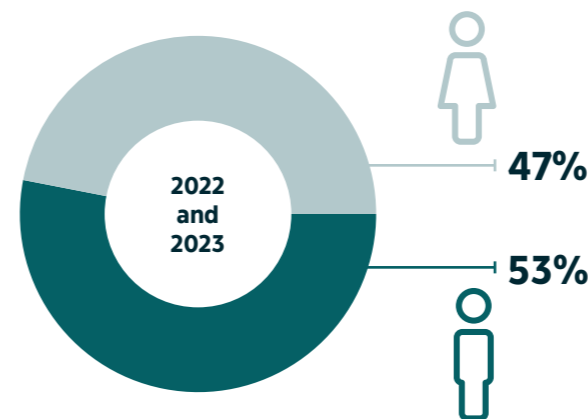
WORKFORCE COMPOSITION

Over the past two years, we have proudly maintained 47% of female employees in total workforce, reflecting our ongoing commitment to achieving gender parity. This consistent representation underscores our dedication to fostering a balanced and inclusive workplace where everyone can thrive.

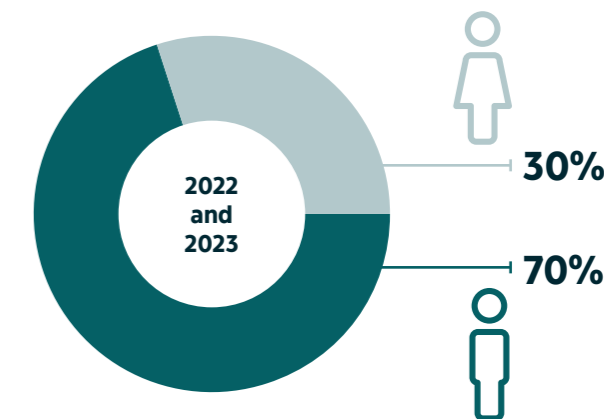
By actively promoting gender diversity, we not only enrich our organizational culture but also drive innovation within our company. Our efforts to achieve gender parity are part of a broader strategy to create an equitable environment where all employees feel valued and empowered.

In line with our efforts to empower and develop women within our organization, we have steadily increased the representation of women in managerial positions⁵. More specifically, 30% of total employees in managerial positions are women. Our commitment to gender diversity in leadership demonstrates our dedication to creating leadership opportunities for women and supporting their career advancement.

PERCENTAGE OF GENDER REPRESENTATION IN TOTAL WORKFORCE



GENDER BREAKDOWN IN MANAGERIAL POSITIONS



⁵ Managerial positions include roles from head of departments and above.

AGE BREAKDOWN OF EMPLOYEES

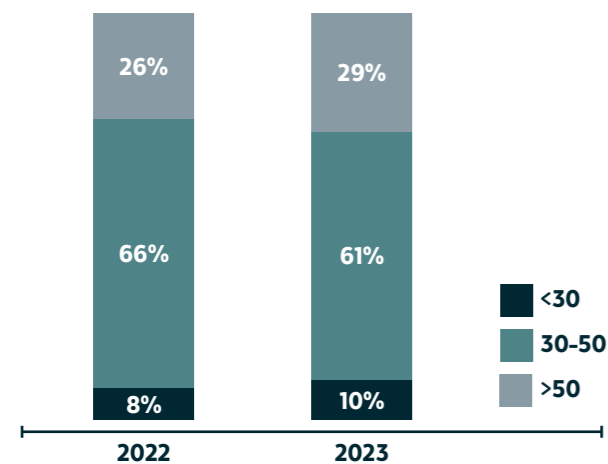
We recognize the value and importance of attracting and retaining employees from all age groups. Our diverse workforce is a testament to our commitment to inclusivity and equality, ensuring that our team benefits from a wide range of experiences, perspectives, and skills.

We deeply value the extensive experience and wisdom that our experienced employees bring to our organization. Their insights and knowledge are invaluable assets that contribute to our company's success and continuity. We believe that fostering an environment where experienced employees can share their knowledge with younger colleagues is essential. This exchange of expertise not only enhances our operational effectiveness but also builds a strong foundation for mentorship and growth.

In parallel, we recognize the energy, creativity, and problem-solving skills that the new generation brings to our workforce. The fresh perspectives and innovative approaches of our younger employees are crucial for driving our business forward in an ever-evolving industry. We aim to harness their potential by providing opportunities for professional development, continuous learning, and career advancement.

In 2023, we achieved significant milestones in our commitment to age diversity. We increased the representation of young employees (under 30 years old) by 29%, reaching 10% of our total workforce. Consequently, the representation of experienced employees (over 50 years old) was enhanced by 16%, bringing their proportion to 29% of our total workforce. These developments reflect our dedication to maintaining a balanced and inclusive workforce.

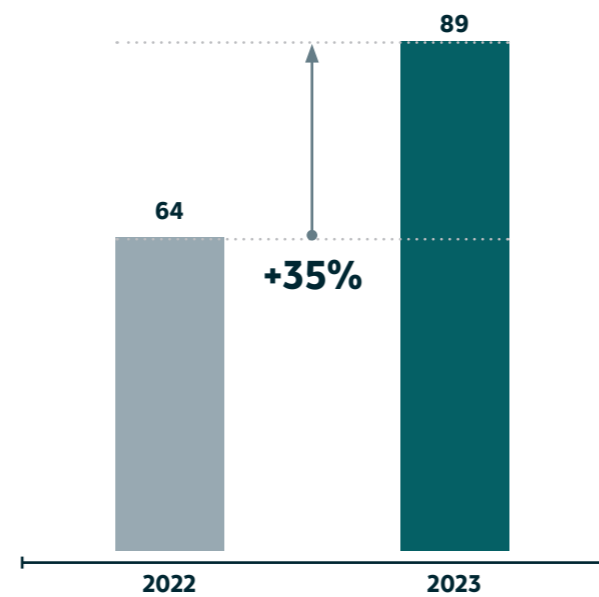
AGE BREAKDOWN OF EMPLOYEES FOR 2022 AND 2023



EMPLOYEE RECRUITMENT AND TURNOVER

Emphasizing our dedication to cultivating a diverse and energetic workforce, Regency Casino Thessaloniki increased considerably the team in 2023. We hired a total of 89 new employees, with a significant focus on attracting younger talent. Impressively, 64% of our new hires were under the age of 30, showcasing our approach to include fresh perspectives and dynamic energy into our workforce.

TOTAL EMPLOYEES HIRED



Specifically, we hired 57 employees under 30 years old and 32 employees aged 30-50 years old, reflecting our focus on attracting diverse talent.

Additionally, we aimed to promote gender balance among our new hires. In 2023, we welcomed 51 men and 38 women to our team. This effort illustrates our objective of creating an inclusive workplace where both men and women have the opportunity to thrive and contribute to our success.

In addition to our successful recruitment efforts, we have maintained a relatively low employee turnover rate. In 2023, our employee turnover rate was 8%. This highlights our dedication to creating a supportive and engaging work environment, where employees feel valued and motivated to stay with us for the long term. Our continued emphasis on employee satisfaction and retention has enabled us to build a stable and dedicated workforce, which is crucial for sustaining high-quality service and operational excellence.

ENHANCING TRAINING AND DEVELOPMENT OPPORTUNITIES



Continuous learning and professional growth are essential for maintaining a competitive edge in the dynamic entertainment industry. We recognize the importance of providing our employees with comprehensive training and development programs that equip them with the skills and knowledge needed to excel in their roles. By fostering a culture of continuous improvement, we ensure that our team remains highly skilled, motivated, and ready to meet the evolving demands of our industry.

Commitment to continuous learning

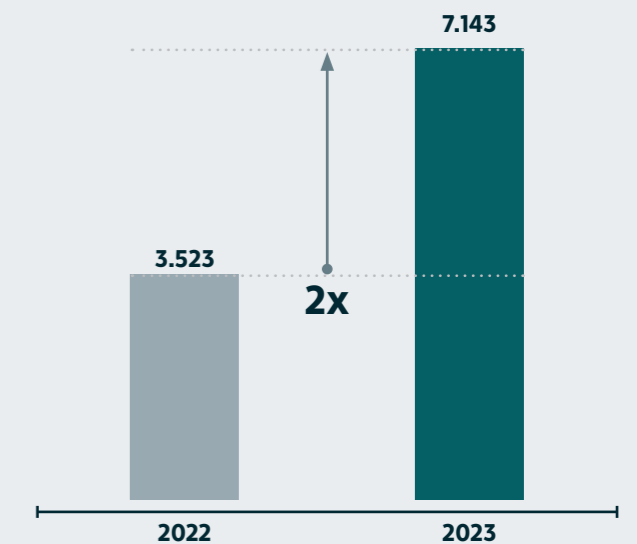
In 2023, we undertook significant efforts to elevate our training and development programs. Recognizing the dynamic nature of the gaming industry, we increased our total training hours from 3,523 in 2022 to an impressive 7,143 in 2023. This substantial increase reflects our unwavering commitment to providing our employees with the skills and knowledge necessary to excel in their roles.

We are proud to report that our employees benefited significantly from our training programs enriching their technical and soft skills. In 2022, male employees received on average 4 training hours, while female employees received on average 5 training hours. By 2023, these figures had risen to 8 hours for men and 9 hours for women, highlighting our dedication to gender equity in professional development.

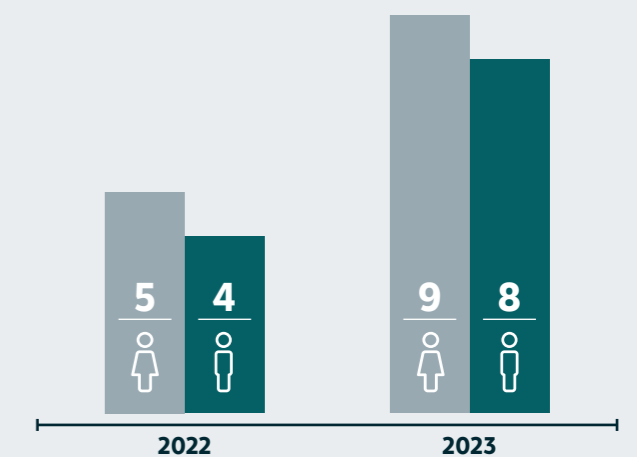
This notable increase in training hours underscores our dedication to providing equal opportunities for growth and skill enhancement to all employees. Our substantial investment in training programs, totaling over €10,000, demonstrates our commitment to fostering a culture of continuous learning and development within our workforce.

By prioritizing professional development and ensuring equitable access to training, we aim to empower our employees to reach their full potential and drive the continued success of Regency Casino Thessaloniki.

TOTAL TRAINING HOURS



AVERAGE TRAINING HOURS PER GENDER



PRIORITIZING EMPLOYEE WELLBEING PROMOTING A HOLISTIC WELLBEING

At Regency Casino Thessaloniki, the wellbeing of our employees is a top priority. We currently offer a discount for gym memberships to encourage an active lifestyle and help our employees stay fit and healthy and we have the ambition to implement a variety of wellbeing initiatives in the future. These initiatives will aim to support the physical, mental, and emotional health of our team members, improving their everyday routines both personally and professionally.

Our current and planned wellbeing initiatives are integral to our overarching strategy to cultivate a supportive and inclusive workplace. We believe that when employees feel valued and cared for, they are more engaged, productive, and committed to our shared success.

By prioritizing the wellbeing of our team members, we aim to create an environment where individuals can excel in all aspects of their lives. This holistic approach not only enhances employee satisfaction but also drives organizational excellence and nurtures a culture of mutual respect and collaboration.

At Regency Casino, we believe that exceptional performance deserves recognition. Our Employee of the Month program celebrates outstanding team members who consistently go above and beyond in delivering exceptional service to both our customers and colleagues. Each month, we identify and reward an individual who exemplifies our commitment to excellence, providing unparalleled customer experiences and fostering a collaborative and positive workplace culture.



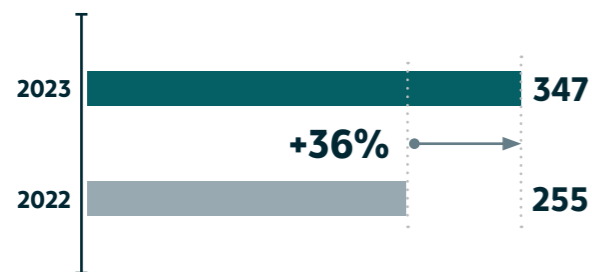
This prestigious accolade not only highlights their dedication and hard work but also includes a financial reward as a token of our appreciation. By acknowledging these key contributors, we aim to inspire our entire team to strive for excellence, continuously raising the bar for service quality and teamwork.

ENSURING HEALTH AND SAFETY

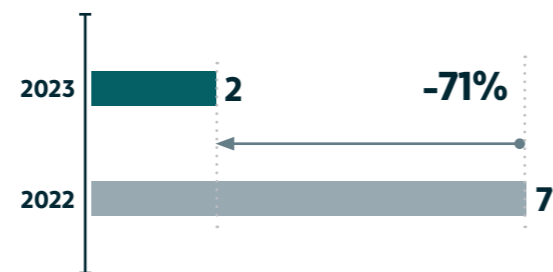
At Regency Casino Thessaloniki, we place the utmost importance on the health and safety of our employees. Our commitment is demonstrated through comprehensive training programs, vigilant safety practices, and continuous improvement initiatives. In 2023, we made significant strides in enhancing our health and safety measures by organizing extensive health and safety (H&S) training for our personnel, specifically focusing on key safety protocols and emergency response procedures. Employee participation in health and safety (H&S) training programs increased from 255 in 2022, representing 31% of our workforce, to 347 in 2023, representing 43% of our workforce. Over

the same period, total training hours rose from 246 to 349. These training programs are designed to equip our employees with the knowledge and skills necessary to maintain a safe working environment. Our efforts have yielded notable results. One of the key indicators of our success is the significant reduction in our Lost Time Injury Frequency Rate (LTIFR), which dropped from 7 in 2022 to 2 in 2023. This decrease reflects our proactive approach to preventing workplace injuries and ensuring that safety protocols are strictly followed. Additionally, the total number of lost time injuries decreased by 80%, dropping from 10 in 2022 to just 2 in 2023.

PARTICIPATIONS IN H&S TRAININGS



LOST TIME INJURY FREQUENCY RATE (LTIFR)



By fostering a culture of safety and prioritizing the well-being of our workforce, we continue to make Regency Casino Thessaloniki a safer place to work. Our ongoing commitment to health and safety not only enhances the safety of our employees but also boosts overall operational efficiency and morale. In 2023, we continued to build on our solid foundation of health and safety (H&S) protocols, ensuring a secure working environment for everyone.

THE MEASURES AND POLICIES PRESENTED BELOW ARE PART OF REGENCY ENTERTAINMENT S.A.'S EFFORTS TO SUPPORT A HEALTHY AND SAFE WORK ENVIRONMENT.

<p>Accident prevention policy:</p> <p>Proactive measures to prevent workplace accidents.</p>	<p>Employee medical checkup:</p> <p>Regular health checkups to monitor and maintain employee health.</p>
<p>Occupational risk assessment:</p> <p>Regular assessments to identify and mitigate potential hazards.</p>	<p>Inoculation program:</p> <p>Vaccination programs to protect employees against illnesses.</p>
<p>Provision of protective footwear and personal protective equipment:</p> <p>Necessary equipment to ensure that all employees are safe during the work.</p>	<p>Blood bank for employees and relatives:</p> <p>We maintain a blood bank that employees and their families can access in case of urgent medical needs for immediate support during medical emergencies.</p>
<p>Fire & emergency situation trainings:</p> <p>Preparedness training to handle emergencies effectively.</p>	<p>Personal grooming and hygiene policy:</p> <p>Practices to ensure high standards of hygiene and appearance.</p>

Breast cancer preventive examination program:

We cover all costs for this program, ensuring our female employees have access to essential health screenings. Early detection and prevention are key to saving lives, and we are proud to support our employees in this critical area.

RESPONSIBLE ENTERTAINER

At Regency Casino Thessaloniki, our role as a leader in the industry extends beyond providing exceptional gaming and entertainment experiences.

We are deeply committed to promoting responsible gaming and actively contributing to the wellbeing of our broader community. These two commitments, while distinct, are intrinsically linked by our overarching dedication to social responsibility and ethical conduct.



PROMOTING RESPONSIBLE GAMING

Responsible gaming is the cornerstone of our operations. We adhere strictly to all pertinent regulations and operate under the vigilant oversight and approval of the Hellenic Gaming Commission (HGC). Our commitment to responsible gaming ensures a safe and ethical environment for all customers. By aligning with regulatory standards and implementing best practices, we not only protect our customers but also uphold the integrity and reputation of our organization. Through ongoing education, rigorous compliance, and proactive measures, we strive to set high standards for responsible gaming within the industry. Our dedication to these principles underscores our broader mission to offer an enjoyable, secure, and socially responsible entertainment experience.

WE IMPLEMENT SEVERAL MEASURES TO FOSTER A RESPONSIBLE GAMING CULTURE. INDICATIVE INITIATIVES INCLUDE:

Employee training: 100% of our employees are trained on responsible gaming to ensure proper management of relevant issues. This comprehensive training program encompasses identifying indicators of problematic gaming behavior and providing appropriate interventions and support.

Reality checks: To help players manage their time, we have implemented “reality checks”. Every 30 minutes, announcements are issued to remind players to take breaks and not lose track of time. This initiative supports players to prevent excessive gaming and encourages them to play responsibly.

Responsible gaming guides: We display responsible gaming guides on our premises and website, providing guests with essential information about responsible gaming practices and support resources. These guides include:

Self-exclusion measures: We offer self-exclusion measures to protect players. Guests who feel that they need a break from gaming can voluntarily exclude themselves from the casino for a specified period. This program is designed to take a break and make more balanced decisions regarding their gaming activities.

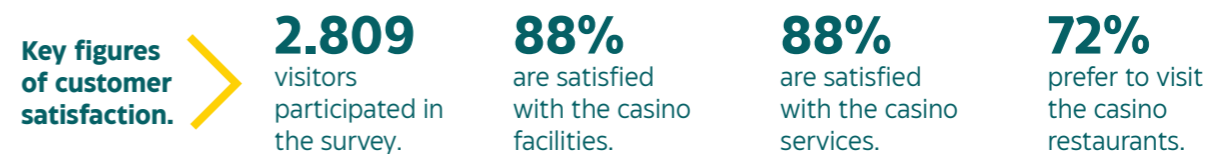
- **Responsible player qualifications document:** Offers advice that every player should follow to enjoy responsible gaming.
- **Self-assessment test:** Contains 11 questions that enable players to identify if their playing behavior is irresponsible.
- **Reintegration guide:** Provides details to help self-excluded players recognize their readiness to re-engage in gaming activities.
- **Self-exclusion awareness:** Informs self-excluded players about the negative aspects of excessive gaming.

Support line: Regency Casino Thessaloniki provides information about the Hellenic Gaming Commission’s helpline for individuals suffering from gaming addiction. This service connects them with professional help and resources to manage their behavior.

By integrating these practices into our operations, we strive to be a responsible entertainer that not only provides exceptional entertainment experiences but also positively impacts society and promotes sustainable growth.

CUSTOMER EXPERIENCE

At Regency Casino Thessaloniki, we place a high value on customer feedback to continuously improve our services and enhance the overall customer experience. In 2023, we conducted a comprehensive customer satisfaction survey to gather insights and measure our performance across various aspects of our operations.



These metrics reflect our commitment to maintaining high standards of service and guest satisfaction. By continuously monitoring and analyzing customer feedback, we can identify areas for improvement and implement targeted initiatives to address them.

GIVING BACK TO SOCIETY

Our commitment to social responsibility extends far beyond our daily operations. We actively engage in a broad range of initiatives designed to benefit the community, encompassing charitable contributions, volunteer efforts, and strategic partnerships with local organizations.



Our efforts are aimed at addressing critical community needs, supporting educational programs, enhancing healthcare services, promoting environmental sustainability, and fostering cultural enrichment. Through these comprehensive and impactful actions, we strive to make a meaningful difference and contribute to the well-being and development of the communities we serve.

In 2023, our organization contributed €195.400 to community initiatives, 2,5 times more than in 2022.



THE FOLLOWING PROGRAMS ARE PART OF REGENCY ENTERTAINMENT S.A.'S EFFORTS TO SUPPORT LOCAL COMMUNITIES:

Tree replacement project on Tsimiski Street:

We supported the replacement of sick and dangerous elm trees with 163 healthy Celtis Australis trees on Tsimiski Street, one of the most commercial and busy streets in Thessaloniki. This initiative addressed a pressing request from the local community and was implemented in collaboration with the Municipality of Thessaloniki. The new trees, aged over ten years and over seven meters tall, significantly enhance the area's aesthetics and environmental health.

Healthcare initiatives:

We actively supported healthcare initiatives to enhance the wellbeing of our community. As part of our efforts, we collaborated with the University General Hospital - AHEPA to organize blood donations.

Odysseia program:

We proudly sponsor the Odysseia program, a non-profit organization that supports vulnerable youth aged 17-34, including NEETS (Not in Education, Employment, or Training), low-income individuals, refugees, and migrants. The program provides personalized professional training combined with employability services, bridging young people with the workforce and ensuring access to education and employment opportunities without discrimination. Through this initiative, Regency Entertainment S.A. meets the hospitality sector's demand for skilled workers, offering underprivileged youth the chance to thrive by fully utilizing their potential in a professional environment.

Sports sponsorships:

We supported:

Women's tennis team "NEA GENE", the basketball team of Philippos Veria and the basketball team of Aias Evosmos Athletic Association.

The football teams PAOK and ARIS.

The national mountain biking champion, Dimitris Antoniadis, by sponsorship the purchase of a Park RC World Cup Evo 2023 racing bike.

Educational and childcare support:

We purchased charms to support the Mixed Day Care Center "The Children of Spring," which provides care to 62 teenagers and adults aged 16 years and older. In addition, we donated electronic equipment to the rehabilitation and recovery unit for children with disabilities in Thessaloniki. Moreover, for the second consecutive year, we were a platinum sponsor of the theatrical performance "THE PAN", which took place at the Royal Theatre of Thessaloniki on 27 & 28 May 2023, where part of the net proceeds was used to support childcare structures.

Non-governmental organizations:

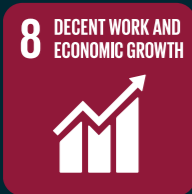
We gathered 21 tons of essential items, including bottled water, juices, long-lasting food, paper products, personal hygiene items, and antiseptics. All these items were delivered to the Hellenic Red Cross in Thessaloniki for distribution to the residents affected by the devastating floods in Thessaly.

GOOD GOVERNANCE PRACTICES⁶

At Regency Casino Thessaloniki we prioritize the establishment of an appropriate corporate governance and organizational structure to support our decision-making processes.

These components are crucial in ensuring transparency, accountability, and ethical conduct across the organization.

By establishing clear policies, procedures, and lines of authority, we guide our organization's strategic direction and operational effectiveness. Corporate governance involves a set of rules, practices, and processes by which our organization is directed and controlled. It ensures that the management acts in the best interests of the stakeholders, including employees, customers, and the community. Key principles such as integrity, fairness, and responsibility are embedded within the governance framework, fostering a culture of trust and compliance.



⁶ The information presented in this chapter related to corporate governance concern Regency Entertainment S.A.



OUR POLICIES

All policies and procedures are proposed by the heads of the operational departments and approved by the general manager and a member of the Board of Directors (BoD). Once approved, they are distributed to all relevant departments.

Regency Entertainment S.A. has developed the following policies:

- Code of Conduct
- Anti-corruption policy
- Conflict of interests policy
- Fraud policy
- Data privacy policy
- Anti-money laundering policy
- Information management and security policy
- Contracts and agreements policy
- Whistleblowing policy

By strictly following our policies and procedures we are proud to announce that in 2023 we recorded the following:

Zero
non-compliance incidents were reported.

Zero
violations of Code of Ethics were identified.

Zero
legal actions for anti-competitive behavior were taken.

ORGANIZATIONAL STRUCTURE

The organizational structure delineates the hierarchy and reporting relationships within the casino. It facilitates efficient communication and coordination among various departments and teams, enabling smooth execution of strategies and initiatives. A well-defined organizational structure helps in optimizing resources, enhancing productivity, and achieving the company's long-term objectives.

At Regency Entertainment S.A., the organizational structure clearly defines the hierarchical framework, roles, responsibilities, and reporting relationships. This clarity supports coherent decision-making and effective management, forming a solid foundation for sustainable growth, responsible governance, and long-term value creation.



BOARD OF DIRECTORS

The Board of Directors (BoD) plays a pivotal role in overseeing the company's strategic direction, with a strong focus on environmental, social, and governance (ESG) responsibilities. In 2022 and 2023, Regency Entertainment S.A.'s BoD comprised seven members, including four non-executive and three executive members. The members ensure that ESG principles are integrated into the company's core operations, maintaining high ethical standards and social responsibility. The chairman, a senior executive member, is the head of the Board and oversees lobbying and board operations. The BoD is ultimately responsible for proposing and approving any changes to business plans, the mission statement, and strategies.

BoD members are appointed based on the shareholders' agreement, with nominations suggested by the main shareholders and approved by current BoD members. The members have no other personal or business relations that conflict with their role, ensuring their impartiality and commitment to the company's best interests.



COMPLAINT RESOLUTION MECHANISMS

In addressing the remediation of negative impacts caused or contributed to by the organization, senior management collaborates with internal stakeholders to support the Regency Entertainment S.A.'s reputation and ensure accountability. This proactive approach involves identifying issues early and implementing corrective measures promptly.

Employees play a crucial role in this process and are encouraged to seek advice on implementing the organization's policies and practices for responsible business conduct. They can report concerns to their immediate supervisor, department head, or human resources (HR), ensuring that issues are addressed at the appropriate level. Additionally, employees have the option to raise concerns about the organization's business conduct to upper management, unions, or through the whistleblowing platform, which provides a confidential and secure method for reporting grievances.



INFORMATION SECURITY

Information security is a critical component of Regency Entertainment S.A.'s operations, ensuring the protection of sensitive data and maintaining the trust of our customers and stakeholders. We have appointed an external Data Protection Officer (DPO) to manage relevant issues and ensure compliance with data protection regulations. Regular GDPR training programs are provided to employees to keep them updated. Data access is restricted to authorized employees only, ensuring that customer names and other personal data are safeguarded to maintain privacy and compliance.

Our commitment to protecting customer information for 2023 is showcased through the following data:

Zero

customer data loses.

Zero

complaints from regulatory bodies related to data protection.

Zero

complaints received from outside parties related to data protection.

ECONOMIC IMPACT

At our organization, our commitment extends beyond financial success to creating significant value for all stakeholders influenced by our operations. Our financial performance⁷ from 2022 to 2023 has exhibited remarkable growth, underscoring our dedication to generating positive impacts on the local environment and the communities we serve. The figures presented concern Regency Entertainment S.A.

Our performance (€)	2022	2023
Direct economic value generated	73,7	90,4
Sales revenue	73,2	89,6
Income from financial investments	0,003	0,1
Proceeds from sale of assets	0,0	0,0
Operating expensed	28,9	32,5
Wages and benefits	16	17,3
Payments to providers of capital	4,2	6,9
Payments to government	24,9	29,7
Community investments	0,002	0,1
Economic value retained	0,0	0,0
Non-operating/other income	0,5	0,8
Company EBITDA	9,3	16,3
Profit/loss	-0,3	4,0

⁷ Financial data are presented in € million.

APPENDIX GRI TABLE

Statement of use	Regency Casino Thessaloniki has reported the information cited in this GRI content index for the period 1.1.2023 -31.12.2023 with reference to the GRI Standards.
GRI 1 used	GRI 1: Foundation 2021

GRI Standard	Disclosure	Location		Requirement(s) omitted	Omissions	
		Section	Page		Reason	Explanation
GRI 2: General Disclosures 2021	2-7 Employees	Employer of choice	24			
	2-8 Workers who are not employees	Employer of choice	24			
	2-9 Governance structure and composition	Good governance practices	34			
	2-10 Nomination and selection of the highest governance body	Good governance practices	34			
	2-11 Chair of the highest governance body	Good governance practices	34			
	2-12 Role of the highest governance body in overseeing the management of impacts	Good governance practices	34			
	2-13 Delegation of responsibility for managing impacts	Good governance practices	34			
	2-14 Role of the highest governance body in sustainability reporting	Good governance practices	34			
	2-15 Conflicts of interest	Good governance practices	34			

GRI Standard	Disclosure	Location		Requirement(s) omitted	Omissions	
		Section	Page		Reason	Explanation
GRI 2: General Disclosures 2021	2-16 Communication of critical concerns	Good governance practices	34			
	2-17 Collective knowledge of the highest governance body	Good governance practices	34			
	2-18 Evaluation of the performance of the highest governance body	-	-	YES	Confidentiality restrictions	Regency Entertainment S.A. aims to maintain the confidentiality of sensitive information and data as a means of ensuring its compliance with applicable legislation, including aspects related to privacy and data protection.
	2-19 Remuneration policies	-	-	YES	Confidentiality restrictions	Regency Entertainment S.A. aims to maintain the confidentiality of sensitive information and data as a means of ensuring its compliance with applicable legislation, including aspects related to privacy and data protection.
	2-20 Process to determine remuneration	-	-	YES	Confidentiality restrictions	Regency Entertainment S.A. aims to maintain the confidentiality of sensitive information and data as a means of ensuring its compliance with applicable legislation, including aspects related to privacy and data protection.
	2-21 Annual total compensation ratio	-	-	YES	Confidentiality restrictions	Regency Entertainment S.A. aims to maintain the confidentiality of sensitive information and data as a means of ensuring its compliance with applicable legislation, including aspects related to privacy and data protection.
	2-22 Statement on sustainable development strategy	Our 2030 ESG strategy	9			
	2-23 Policy commitments	Good governance practices	34			
	2-24 Embedding policy commitments	Good governance practices	34			
	2-25 Processes to remediate negative impacts	Good governance practices	34			
	2-26 Mechanisms for seeking advice and raising concerns	-	-	YES	Not available information	Regency Entertainment S.A. will evaluate the establishment of mechanisms for seeking advice and raising concerns in the future.
	2-27 Compliance with laws and regulations	Good governance practices	34			

GRI Standard	Disclosure	Location		Omissions		
		Section	Page	Requirement(s) omitted	Reason	Explanation
	2-28 Membership associations	-		YES	Not available information	Regency Entertainment S.A. will evaluate the establishment of mechanisms for seeking advice and raising concerns in the future.
	2-30 Collective bargaining agreements	Employer of choice	24			
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Impact materiality	12			
	3-2 List of material topics	Impact materiality	12			
	3-3 Management of material topics	Impact materiality	12			
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	Economic impact	37			
GRI 204-1: Proportion of spending on local suppliers	Percentage of the procurement budget used for significant locations of operation that is spent on suppliers local to that operation (such as percentage of products and services purchased locally)	-	-	YES	Not available information	Regency Casino Thessaloniki is in the process of recording the specific KPIs.
GRI 205: Anti-corruption 2016	205-3 Confirmed incidents of corruption and actions taken	Good governance practices	34			
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Good governance practices	34			
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Fostering climate change resilience	17			
	302-3 Energy intensity	Fostering climate change resilience	17			

GRI Standard	Disclosure	Location		Omissions		
		Section	Page	Requirement(s) omitted	Reason	Explanation
GRI 303: Water and Effluents 2018	303-3 Water withdrawal	Implementing circular economy practices	20			
	303-5 Water consumption	Implementing circular economy practices	20			
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Fostering climate change resilience	17			
	305-2 Energy indirect (Scope 2) GHG emissions	Fostering climate change resilience	17			
	306-3 Waste generated	Implementing circular economy practices	20			
	306-4 Waste diverted from disposal	Implementing circular economy practices	20			
GRI 306: Waste 2020	306-2 Management of significant waste related impacts	Implementing circular economy practices	20			
	306-3 Waste generated	Implementing circular economy practices	20			
	306-4 Waste diverted from disposal	Implementing circular economy practices	20			
GRI 401: Employment	401-1 New employee hires and employee turnover	Employer of choice	24			
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Employer of choice	24			

GRI Standard	Disclosure	Location		Requirement(s) omitted	Omissions	
		Section	Page		Reason	Explanation
GRI 403: Occupational Health and Safety 2018	403-4 Worker participation, consultation, and communication on occupational health and safety	Prioritizing employee wellbeing	28			
	403-5 Worker training on occupational health and safety	Prioritizing employee wellbeing	28			
	403-6 Promotion of worker health	Prioritizing employee wellbeing	28			
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Prioritizing employee wellbeing	28			
	403-9 Work-related injuries	Prioritizing employee wellbeing	28			
GRI 404: Training and Educational 2016	404-1 Average hours of training per year per employee	Enhancing training and development opportunities	27			
	404-3 Percentage of employees receiving regular performance and career development reviews	-	-	YES	Not available information	Regency Casino Thessaloniki is in the process of recording the specific KPIs.
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Respecting diversity, equity & inclusion	25			
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	Respecting diversity, equity & inclusion	25			
GRI 418: Customer privacy	GRI 418-1 Number of customer data losses	Good governance practices	34			

2023

ESG REPORT



REGENCY CASINO

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