



2018

Sustainable Development Report

www.olympiaodos.gr



One Project, Many Heroes

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Olympia Odos is one of the most important national projects of strategic importance for the development of the Peloponnese, Western Greece and Epirus.

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Message from the Management



Panayiotis Papanikolas
Chief Executive Officer
OLYMPIA ODOS S.A.

Our commitment to Sustainable Development is strong and is inextricably linked to the business model and all the activities of our company. The present report focuses on and discusses all challenges we face in terms of our workplace, environmental, social and moral obligations that we comply with while performing our business activities.

2018 marked the successful completion of the construction works on Olympia Odos and the initiation of a new strategic plan regarding the proper and safe operation of the motorway. This strategic plan which is binding on all divisions of Olympia Odos Concession and Olympia Odos Operation lays great emphasis on:

- environmental protection, by means of innovation and digital shift
- road safety
- travel experience
- social cohesion and empowerment
- ensuring a human-centered work environment

In order to meet the requirements of this strategic plan, we have formed the Sustainable Development team to set the major directions of our Sustainable Development activities, while at the same time we have set up engagement tools that would allow us to build relations with our social partners based on mutual trust and commitment.

Being aware of our role as operators of a public infrastructure, we care for the unhindered operation of the motorway, a public asset that connects places and people by carrying goods, ideas, dreams, culture and opportunities. Our mission is to maintain the high level of the infrastructure and to ensure safe, comfortable, pleasant and quick trips. In 2018, thanks to the Traffic Prediction and Actual Traffic Services, we improved even more the way our users plan their trips, while thanks to the Integrated Management System that we implemented, we ensured the provision of high quality services to the users of the motorway on a daily basis.

The project could not be completed without the dedication, the professionalism and the constant efforts expended to settle the issues that arose from the very first steps of the motorway design until the current operation phase. The major element of these efforts was to ensure the safety of all employees, and the best possible relations with everyone involved in order to guarantee the smooth operation of the project and to meet the requirements of the Greek and EU legislation.

The ambition of Olympia Odos is to lift all kinds of exclusion and we are inspired by this vision, as Olympia Odos is first and foremost a road constructed by people for people. In 2018, Olympia Odos generated a “social product” of €184.8 million. It invested €640,000 in social, sport, environmental and educational programs, as well as in activities dedicated to raising awareness and providing social support. Our concern, in our capacity as responsible corporate citizen, is to undertake initiatives having in mind the current challenges to improve the competitiveness of the regions crossed by the motorway, the social and intergenerational diversity and prosperity of the local communities, as well as the regional development and the spatial organization of Greece.

We are also concerned about protecting the environment. In 2018, we invested more than €10 million in the protection of the natural environment, the traffic noise monitoring program, the operation of the air quality measurement and weather stations, in waste management, as well as in the flagship project for the replacement of the conventional light bulbs with LED ones. Moreover, after the completion of the construction of the first two (2) Energy Performance B+ class rated Motorist Service Stations (M.S.S.) in Greece, in accordance with the European Directive 31/2010, we have committed ourselves to construct more environmentally safe facilities by using environmentally-friendly and ecologically designed materials thus reducing the impacts and the disturbances arising from our activities. It is worth noting that the Psathopyrgos M.S.S. buildings are now a model for environmentally friendly design, as they are the first in Greece to offer all types of fuel - gasoline, diesel, LPG and EV charge. Moreover, we are dedicated to maintaining and protecting biodiversity by acquiring new skills and introducing new technologies. In 2018, the area of Panagopoula Tunnels crossed by the motorway became part of the NATURA2000 protected sites network as it hosts a significant chopper (bat) colony.

Our commitment to Sustainable Development is also confirmed by our adherence to our corporate values and mission, as these are integrated in our policies and business culture. In this context, this Sustainable Development Report presents the first public commitment of both the management and the employees to responsible development.

Olympia Odos

Social Product of €184.8 million



201.5

kilometres of modern
and safe motorway



93%

decrease of the fatal
accidents compared
to 2008



92%

feel safe when driving
on Olympia Odos



242

overpasses and
underpasses



25,601

metres of tunnels



11 Motorist
Service Stations
(M.S.S.)



Positive impact
maximization across
the value chain



Interoperability O-pass:
E-pass, E-way
Gefyra e-pass



Traffic Prediction
Service



Certifications

ISO 9001:2015: Quality Management System

OHSAS 18001:2007: Occupational Health and Safety Management System

ISO 14001:2015: Environmental Management System

ISO 39001:2012: Road Safety Management System



€184.8 million
Social Product



24 employees in Olympia Odos Concession
489 employees in Olympia Odos Operation



€396,405
invested in Health
and Safety



151,268
road maintenance
hours worked



€9.63 million
invested in tunnel light
upgrade (LED)



49,573,761
transactions



48,502
active O-pass
accounts



1025
Emergency Phone Number
operating 24 hours a day

1. About the Sustainable Development Report

The 2018 Sustainable Development Report of OLYMPIA ODOS S.A. Concession Company is the first annual Report of the company. The Report focuses on all material issues that concern and affect our stakeholders. It is our aim to turn the Sustainable Development Report into an active platform for dialogue with all stakeholders and essentially to contribute to a joint effort to build a better future.

Reference period

The Sustainable Development Report of OLYMPIA ODOS SA. is the first Report of the company covering the period from 1.1.2018 to 31.12.2018. Unless otherwise specified, all data presented in the Report pertain to 2018.

Olympia Odos

The company "OLYMPIA ODOS CONCESSION COMPANY S.A. FOR THE ELEFSINA - KORINTHOS - PATRAS - PYRGOS - TSAKONA MOTORWAY" with the distinctive title "OLYMPIA ODOS S.A." (referred in this Report as Olympia Odos S.A. or Olympia Odos or Olympia Odos Concession or the Company) was incorporated in 2007 with the objective to design, construct, finance, operate and maintain the Elefsina - Korinthos-Patras motorway and to undertake all ancillary works and relevant activities. Since its establishment the company has been oriented to the introduction of state-of-the-art technologies to best maintain and operate the motorway with the least possible environmental impacts and the highest possible social benefits.

Standards and Initiatives

The present Report has been compiled in accordance with the GRI Standards: Core option.

To develop the content and the structure of the Report the following initiatives have also been taken into consideration:

- The international Social Responsibility ISO 26000 standard
- The United Nations Sustainable Development Goals
- The Ten Principles of the United Nations Global Compact
- Best practices of the sector at national and international level

Clarifications regarding the Report

Olympia Odos is one of the most important national strategic projects for the development of the Peloponnese, Western Greece, and Epirus. The present report includes all activities of OLYMPIA ODOS S.A. Concession Company. OLYMPIA ODOS S.A. has undertaken the design, financing, construction and operation of the motorway over a 30-year period, starting in 2008.

The Report includes material data regarding the motorway operation contributed by OLYMPIA ODOS OPERATION S.A. (referred in this Report as Olympia Odos Operation S.A. or Olympia Odos Operation) which is a separate business entity, responsible for the operation and the daily maintenance of the motorway. The activities of OLYMPIA ODOS OPERATION S.A. are detailed in the Operation and Maintenance Agreement concluded on 24.7.2007, forming an appendix of the Concession Agreement signed between OLYMPIA ODOS S.A. and the Greek State.

The Report does not cover the activities of APION KLEOS Construction Joint Venture nor does it include any data regarding the construction activity which has been completed in 2017.

Sustainable Development Team

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We would like to thank our colleagues from Olympia Odos Operation S.A. Christos Karadimas, Giannis Handanos, and Marilena Xirotagarou for their cooperation regarding data collection.

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Our aim

is to **connect places** and **people**,
by carrying goods, ideas, dreams,
culture and opportunities



Our ambition

is that Olympia Odos **lifts**
all kinds of **exclusion**

Our values

Commitment

We work with **dedication** and **persistence**, shaping **different ideas, skills, opinions** and **perceptions** to achieve our goals

Social responsibility

We focus on **improving our social** and **environmental footprint** and **we aim at positively contributing to the development of local communities** along the motorway



Reliability

We work to ensure the **infrastructure is maintained according** to the **highest standards** and **we want everyone to feel confident** that any unforeseen or challenging situation, will be handled in the best possible way

Cooperation

We believe that **every individual adds value to our team** and **we invest in communicating openly** and in **building constructive cooperation** with local authorities and stakeholders

2. Our Milestones and Background

2001

The Greek State conducted international restricted tender procedures for the implementation of the Olympia Odos Project under concession agreement and co-financing.

2007

APION KLEOS Consortium, in which participate large European and Greek construction companies, was appointed Contractor of the Project "Elefsina-Korinthos-Patras-Pyrgos-Tsakona Motorway". APION KLEOS MOTORWAY S.A. was established and renamed, in 2018, to OLYMPIA ODOS S.A., while the Concession Agreement for the Design, Construction, Financing, Operation, Exploitation and Maintenance of the Project has been concluded.

2008

The concession commencement has been signed and the construction of the Project started.

2016

- The "Agreement on the Timely Completion of the Project" has been entered into between the Greek State and Olympia Odos S.A.
- The section of Kiato - Xylokastro (10 km) was completed in January.
- The Akrata/Aigeira Tunnels (320 m and 850 m) were completed in May.
- The section of Ancient Korinthos - Kiato (20 km) was opened to traffic in September.
- The Derveni Tunnels (660 m and 530 m) were completed in September.

2017

- Mavra Litharia Tunnels (1,160 m and 1,180 m) were opened to traffic in February.
- Platanos Tunnels (1,560 m and 1,680 m) were opened to traffic in March.
- Panagopoula Tunnels (5,100 m and 4,000 m) were opened to traffic in April.
- The Operational Completion of the entire Korinthos-Patras motorway was achieved in March.
- Kiato Frontal Toll Station and the ramp toll stations of Zevgolatio and Kiato Interchanges started operation in July.
- Eleonas and Rio Frontal Toll Stations as well as the ramp toll stations at the interchanges of Derveni, Akrata, Kalavryta and Drepano began operation in September.
- The operational completion of the motorway was achieved and its construction was completed on August 31.

2010

The lenders suspended the financing. For a period longer than six months the construction continued thanks to the financial resources of the construction companies.

2011

The construction activity was suspended due to the lack of resources and unpaid works. The securing works continued on the Project, as well as the daily operation and maintenance services that are necessary to ensure road safety.

2013

A decision to restructure the Project was made and its restart was signed.

2018

- Completion of the construction works at Rio Interchange (I/C).
- Installation and operation of fixed Points of Sale (POS) at all toll lanes of the frontal toll stations.
- Operation of the O-pass on-line service on the website of Olympia Odos.
- Motorway Integrated Management System development and certification.
- Awarded as outstanding project by the American Society of Civil Engineers (ASCE).

3. Olympia Odos: A Great Project is Completed

Olympia Odos, a 201.5 km motorway consists of two (2) existing motorway sections, i.e. the 64 km Elefsina - Korinthos section and the 18 km Patras Bypass, as well as the 120 km of the newly constructed Korinthos - Patras section.



201.5 km of modern motorway

242	29	80	9	29	11	5
Overpasses and Underpasses	Tunnels of a total length of 25.6 km	Bridges	Ramp Toll Stations	Interchanges	Motorist Service Stations (M.S.S.)	Frontal Toll Stations



3.1 The Motorway

Olympia Odos, a 201.5 km motorway consists of two (2) existing motorway sections, i.e. the 64 km Elefsina - Korinthos (EL-KO) section and the 18 km Patras Bypass (PbP), as well as the 120 km of the Korinthos - Patras (KO-PA) section, the construction of which was completed in 2017, except the Rio I/C which was completed in February 2018.

Benefits

Active in a constantly changing environment, Olympia Odos firmly implements its business plan, aiming to maximise the benefits that arise from the completion of such an important development infrastructure project as well as those benefits that arise from the works that are required for its constant upgrading, and include:



better operation
of the road
network



employment
offers in
the area



protection
of the
environment



boosting the
economy of the
local markets



upgrading the
quality of trips



better serving
the drivers



shortening of
the distance



improvement
of the safety



49,573,761
Total transactions
in 2018

3.2 Recognitions

International recognition of Olympia Odos, as one of the 5 top projects worldwide for 2018

This merit award received from the American Society of Civil Engineers (ASCE) for the design and construction of the new Olympia Odos motorway and its section of Korinthos - Patra is a worldwide recognition for Olympia Odos and the entire technical world of Greece. Olympia Odos was among the five (5) outstanding projects awarded among the 100 Civil Engineering projects shortlisted across the world. Olympia Odos motorway was the only European project and the only one constructed outside the US that was awarded such a merit. This Outstanding Civil Engineering Achievement (OCEA) Award was established in 1960 and is awarded every year.

Health & Safety Golden Award

Olympia Odos Operation S.A. received the Golden Award in the category of "Activities for Building Health & Safety Corporate Culture" for "Reducing Occupational Road Risk" at the Health & Safety annual awards organized by BOUSSIAS COMMUNICATIONS. The company has the responsibility of ensuring the safe traffic of the patrol and intervention vehicles and minimizing the incidents on the motorway involving its staff, both by observing procedures certified by the international standards and by continuously training its staff on Road Safety issues. No road accident with injuries was recorded in 2018, while during the year the staff and the vehicles covered more than 5.1 million kilometres.

3.3 Partnerships

Observatory of Road Networks in Western Greece and Peloponnese

Olympia Odos supports the operation of the Observatory of Road Networks in Western Greece and Peloponnese (POADEP). The Observatory, thanks to its documented scientific methods and modern IT systems (GIS, geobase, etc.) collects and processes data and provides systematic and valid information services regarding the socioeconomic impacts of the major infrastructure projects on the economy of the relevant regions. It focuses on social exclusion, poverty and inequalities in parallel with the evolution of the accessibility to the region, the mobility of the businesses, the impacts on the real estate market, the tourist/ rural development, etc.

HELLASTRON

Olympia Odos is a member of the HELLENIC ASSOCIATION of TOLL ROAD NETWORK with the distinctive title "HELLASTRON" established at the end of 2014, in which participate all modern tolled motorways and infrastructures operating in Greece. The organization aims at promoting road transports in Greece and within this framework it also seeks to:

- continue improving the road infrastructure and the services provided to the users
- promote road safety
- promote research in the field of transport through synergies with relevant organizations and institutes in Greece and abroad
- develop the art of constructing and managing road infrastructures, train skilful and well-informed executives and share relevant technology
- participate in relevant organizations in Europe and all over the world.



International recognition of Olympia Odos, as one of the 5 top projects worldwide for 2018



€1,487 million
Total construction
cost of the Project

“Panos Mylonas” Road Safety Institute

To date, Olympia Odos has organized and implemented a series of awareness and training activities on road safety. Since the very first day of its operation, the Olympia Odos firmly supports the operation of the Institute. The Institute was established in 2005 and is a Non-Profit Organization that aims mainly at supporting activities that promote road safety and driving behaviour by conducting surveys, studies, awareness raising, and trainings designed to prevent and decrease the number of road accidents.

Vinci Autoroutes Foundation for Responsible Driving

Olympia Odos is a member of the Foundation for Responsible Driving of VINCI Group (Fondation VINCI AUTOROUTES) established in 2011 as a road safety observatory with a view to actively contribute to fostering the culture of responsible driving. The Foundation systematically organizes awareness campaigns and finances surveys such as the annual European Barometer on Road Safety.

Diazoma

The new motorway promotes, among others, a significant cultural link between many outstanding sites. Olympia Odos cooperates with Diazoma since 2014 to create and promote the “Cultural Route of Olympia Odos”. Diazoma is a non-profit organization established in 2008 with the aim to preserve and promote ancient theatres and sites (stadiums, hippodromes etc.) in cooperation with the Ministry of Culture and the Ephorates of Antiquities. The main areas of cooperation with Diazoma include connecting a branded tourist/cultural product, in this case the “Cultural Route of Olympia Odos” with the Sustainable Development of all areas along the motorway.

Kilometres of Solidarity

In 2016, Olympia Odos, together with the Rio-Antirio Bridge and Nea Odos motorway, set up the Association of Social Actors “KILOMETERS OF SOLIDARITY” in an effort to join forces in the field of social solidarity and to actively contribute to the improvement of the quality of life of the society in general. Through the actions of “KILOMETERS OF SOLIDARITY”, associations, social clubs and organizations in Western Greece are actively supported.

3.4 Structure and Governance

Olympia Odos is committed to ensuring high level of integrity in all fields of its operation and influence. This is why its activities are carried out with honesty and transparency to protect and ensure the interests of the shareholders and all those related to its operation.

Shareholders and Financing

The shareholding of the company consists of five (5) companies extremely experienced in designing and implementing similar large-scale projects in Greece and around the world.

VINCI CONCESSIONS S.A.S. is Europe's largest operator of transport infrastructure concessions and the world's leading private motorway concessions operator. Both as the developer and assembler of new concessions and owner of a unique portfolio of operating concessions, VINCI Concessions S.A.S. plays a key role in the trend towards concession projects, stimulated by the growing infrastructure requirements of the local public authorities.






AVAX S.A. Group is one of the largest construction Groups in Greece and abroad, listed on the Athens Stock Exchange since 1994. With activities in all fields of construction projects, the Group has become a serious and accountable partner in cooperation with international firms and the largest construction companies all over the world.

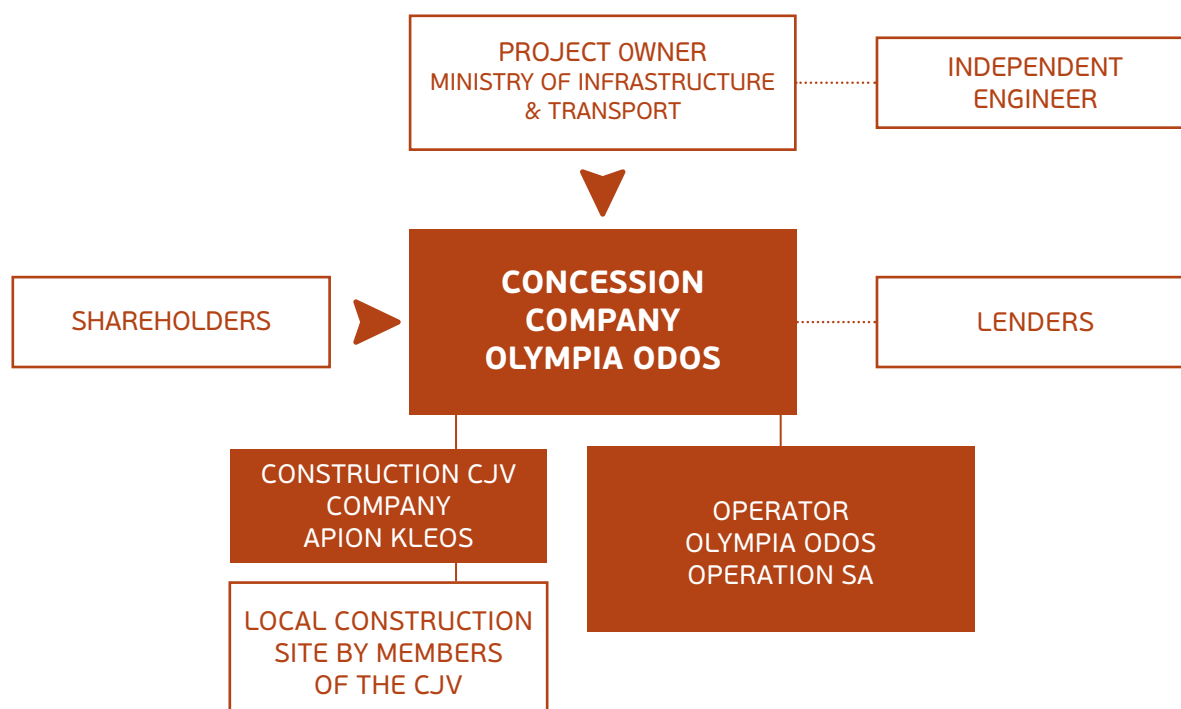
HOCHTIEF PPP SOLUTIONS GmbH is the competent center of HOCHTIEF for Public-Private Partnerships (PPP) in Europe and in the Americas. The company focuses on the road and social infrastructure markets and participates in 25 Public-Private Partnerships (PPP) projects corresponding to an overall investment of more than €6 billion.

AKTOR CONCESSIONS S.A. is a key factor in the field of project management, participations and concessions in the sector of infrastructures, land development and energy. Apart from participating in the construction of these projects, it also has a shareholding in the respective companies operating the works, gaining significant experience in the management of such projects.

GEK TERNA S.A. is one of the largest Greek business groups with a strong presence in South – Eastern Europe and in the Middle East. The Group is a leader in the fields of construction, concessions, real estate and energy production.

OLYMPIA ODOS S.A. Shareholder structure 01.01.2018 - 31.12.2018

	29.90%
	19.10%
	17%
	17%
	17%



Board of Directors by Gender and Age



Women 1
 <30 / -
 30-50 / 1
 50+ / -



Men 11
 <30 / -
 30-50 / 3
 50+ / 8



Total 12
 <30 / -
 30-50 / 4
 50+ / 8

Organizational Structure

The organizational structure of the company marks and facilitates the decision-making process while it ensures the smooth operation of the company and its communication with its major partners.

Board of Directors

The Board of Directors is evaluated by the highest corporate body, the General Meeting, not only regarding the sound management of the company's finance but also its general policy and governance. The Board of Directors was elected in September 2018 and at the time of writing this Report it consisted of the following members:

Panayiotis Papanikolas Chairman of the Board of Directors & Chief Executive Officer

George Demetriou Vice chairman of the Board of Directors

George Syrianos Executive/Managing Director

Christophe Pélissié du Rausas Member

Frédéric Rousseau Member

Sylvie Pinault Bretones Member

Peter Coenen Member

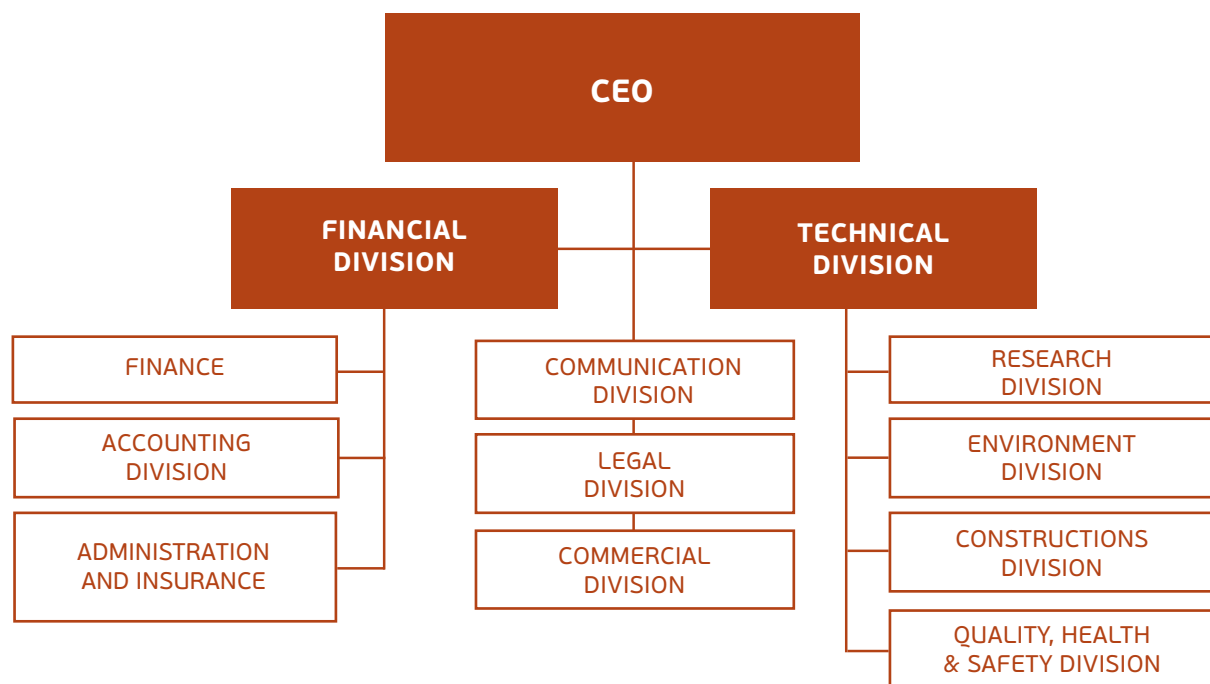
Oliver Wagner Member

Stelios Georgallides Member

Antony Chadjiioannou Member

Emmanouel Moustakas Member

Emmanouel Vrailas Member



3.5 Financial Information of the Project

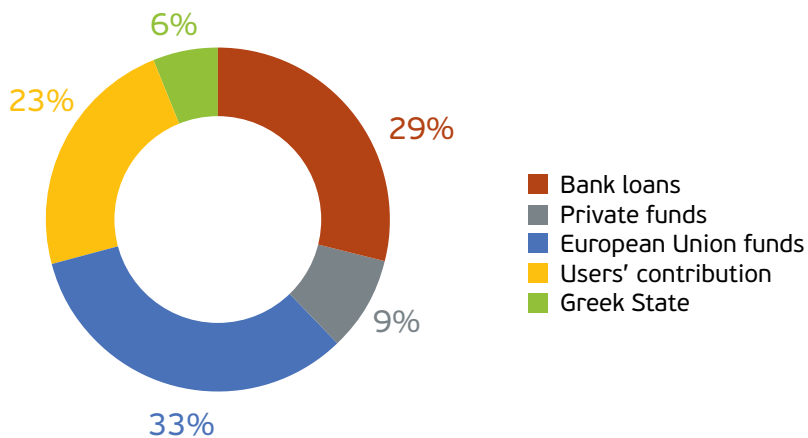
Project Financing

The total construction cost of the Project amounts to €1,487 million and is financed by a combination of private equity (bank loans and equity), EU funds, the contribution of the users and the Greek State.

Financial information 2018

Turnover in fiscal year 2018 amounted to €138,198,352.72. The amount of €104,316,286.28 relates to revenues from the toll operation while the amount of €32,698,398.92 relates to revenues from the construction of the motorway. Revenue from ancillary operations (rents, concessions, etc.) amounted to €1,183,667.52.

Funding sources



Financial Information	2018 (in th. €)	2017 (in th. €)
Net sales/turnover	138,198.35	293,444.39
Operating cost	(117,584.15)	(288,182.43)
Employee salaries and benefits	2,578.56	2,449.06
Payments to providers of capital	52,962.76	17,836.63
Net profit/(loss) before taxes	(36,759.78)	17,267.81
Net profit/(loss) after taxes	(36,759.78)	17,267.81
Total payments to state bodies (taxes paid)	10,735.09	9,392.08
Total capitalisation	93,884.01	130,535.18
Equity	93,884.01	130,535.18
Total liabilities	822,571.03	873,224.44
Total assets	924,051.96	1,008,061.22

3.6 Quality Management and Assurance Systems

Quality upgrade, environmental performance and ensuring the implementation of health and safety measures for the motorway employees are all closely linked with the commitments and the development course of Olympia Odos.

Within this framework and aiming at achieving high levels of drivers' satisfaction and at ensuring the continuous improvement of our internal business operations, we have undertaken important initiatives such as:

- strictly implementing the certified Integrated Management System
- systematically assess organizational procedures aimed at strictly observing the rules for safe work in all operations, caring for the safety of the drivers, the employees and all visitors of the motorway and the service facilities and seeking to reduce our environmental footprint and continuously improve our services
- staff the relevant Divisions with experienced employees which are trained systematically
- strictly observe the legislation and regulations regarding the Project and the services provided

Olympia Odos Concession company has developed an Integrated Management System, certified by the international organisation TÜV HELLAS (TÜV NORD), which ensures the "Management of the "Olympia Odos" motorway concession and the following objectives:

- assure the Quality of the service provided to all motorway users, in accordance with the ISO 9001:2015 standard
- protect the Health and Safety of the employees working for the maintenance of the motorway, by applying the OHSAS 18001:2007 international standard
- protect the environment and monitor the observance of the environmental terms of the Project in general, by meeting the requirements of the ISO 14001:2015 international standard

Olympia Odos Operation S.A. has been certified for the "Operation and Maintenance of the Motorway" to the ISO 9001:2015, OHSAS 18001:2007, ISO 14001:2015 standards, and for the "Olympia Odos Operation and Maintenance Fleet Management" to the ISO 39001:2012.

Investments in Quality

OLYMPIA ODOS Concession (in €)

€2,929
Certifications

OLYMPIA ODOS Operation (in €)

€915
Certifications

€700
Training & Education

Training by Employee Category (OLYMPIA ODOS Concession)

	Number of Participants		
	MEN	WOMEN	TOTAL
Top Executives	2	0	2
Managers	7	3	10
Administrative Staff	5	7	12
Total	14	10	24

Training Hours by Employee Category (OLYMPIA ODOS Concession)

	Total Training Hours		
	MEN	WOMEN	TOTAL
Top Executives	45	-	45
Managers	68	28	96
Administrative Staff	15	24	39
Total	128	52	180

Quality Management Systems

ISO 9001:2015
OHSAS 18001:2007
ISO 14001:2015

Motorway Concession Management

- Financing of the Project
- Heavy Maintenance of Motorway Assets (Pavement, Structures, Slopes, Electromechanical Equipment, Tolling Equipment, Road Equipment)
- Monitoring of Contract for Motorway Operation, Toll Collection and Routine Maintenance Performance
- Motorist Service Stations Management

ISO 9001:2015
OHSAS 18001:2007
ISO 14001:2015

Motorway Operation and Maintenance

- Traffic and Incident Management
- Road and EEM Maintenance
- Toll Collection
- Provision of Electronic Tolling Services
- Commercial Management of Subscription Programmes
- Customer & Subscriber Service
- Provision of Consulting & Supporting Services

ISO 39001:2012

Olympia Odos' Operation and Maintenance Fleet Management

4. Our Approach Towards Sustainable Development

At Olympia Odos we consider our contribution to Sustainable Development as the continuous improvement of our positive impact and operation, and the reduction of our negative impacts.

4.1 Sustainable Development Management at Olympia Odos

At Olympia Odos we consider our contribution to Sustainable Development as the continuous improvement of our positive impact and operation, and the reduction of our negative impacts. Setting road safety as the starting point of our corporate and social responsibility, we place special emphasis on Sustainable Development in a way that reflects our corporate values.

Our approach towards Sustainable Development focuses on six (6) major pillars:

- building trust with our stakeholders as the basis of fair corporate governance, social responsibility, reputation and sustainability
- road safety as our top priority in view of our responsible business activity and our responsibility towards human life
- know-how and experience as the major factor marking the quality of our services
- human-centered working environment as major factor of our business performance, our competitive advantage, collective responsibility and effective collaboration

- protection of the environment is showcased in the identification and reduction of our environmental footprint
- social cohesion as our top priority to improve and develop local communities

Sustainable Development important areas:

- observing the legislation at all levels and across all activities of the company
- strengthening the Governance system by creating value throughout our operational chain
- engaging and collaborating with our stakeholders on a regular basis
- continuously improving the work environment
- undertaking initiatives that boost the contribution of the company to the local communities
- adopting responsible business practices aiming at reducing our environmental footprint
- promoting our Corporate Responsibility in our scope of influence
- participating in Corporate Responsibility international indexes and standards to achieve continuous improvement and progress at all levels of our operation



€63,000
invested in strategic
partnerships in 2018

Sustainable Development Management Tools:

- appointment of a Sustainable Development team consisting of executives from the following departments/divisions: Technical Division, Communication Division, Quality & Environment Division, Legal Division, Finance Division, Commercial Division
- appointment of a Sustainable Development Report officer at the Communication Division
- communication channels with our stakeholders
- set of criteria pertaining to the supply chain

Investing in a Sustainable Development Strategy

Olympia Odos acknowledges that it needs to systematically invest in creating and strengthening internal structures to ensure its smooth operation, promote strategic cooperation and maximize its positive impacts at local and national level. To that respect, Olympia Odos has set a series of priorities for the next years, aiming at upgrading the way Sustainability is managed internally. Olympia Odos invested €63,000 in strategic synergies in 2018.

4.2 Global Challenges and our Role

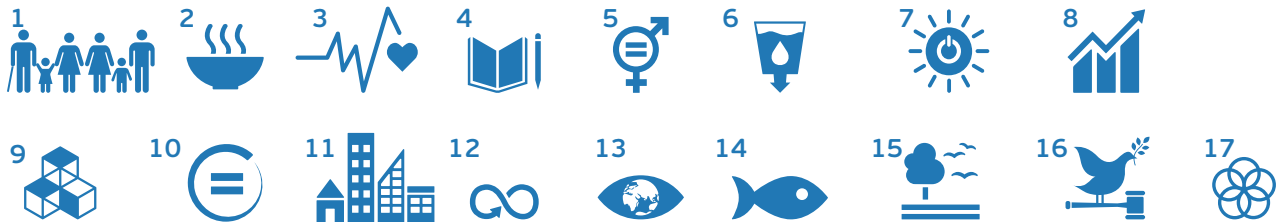
In parallel with the development of the first Sustainable Development Report, Olympia Odos proceeded with the initial identification of the Sustainable Development Goals (SDGs) which are relevant to its activity and impact. The Report takes into consideration the Sustainable Development Goals as defined by the United Nations and as prioritized at national level. The SDGs are a point of reference for prioritizing our activities as well as measuring their impact on our business operation. This is why in our first Sustainable Development Report we include the SDGs in the chapter referring to our strategy.

By adopting the international GRI Standards, we have the opportunity to disclose and communicate our corporate approach towards Sustainability in a reliable and organized manner, and in line with our internal structures to ensure the validity of our data monitoring mechanism.



Our major incentive for the development of this Report was our honest commitment to the principles of Sustainable Development

17 Goals for Sustainable Development



1: NO POVERTY
 2: ZERO HUNGER
 3: GOOD HEALTH AND WELL-BEING
 4: QUALITY EDUCATION
 5: GENDER EQUALITY
 6: CLEAN WATER AND SANITATION
 7: AFFORDABLE AND CLEAN ENERGY
 8: DECENT WORK AND ECONOMIC GROWTH

9: INDUSTRY, INNOVATION AND INFRASTRUCTURE
 10: REDUCED INEQUALITY
 11: SUSTAINABLE CITIES AND COMMUNITIES
 12: RESPONSIBLE CONSUMPTION AND PRODUCTION
 13: CLIMATE ACTION
 14: LIFE BELOW WATER

15: LIFE ON LAND
 16: PEACE AND JUSTICE STRONG INSTITUTIONS
 17: PARTNERSHIPS FOR THE GOALS



4.3 Stakeholders

Olympia Odos has identified as stakeholders all those who affect and are affected by the daily decisions made as part of its business activities as well as those that may be affected by the decisions it makes and the strategies it implements.

To define our stakeholders, we used a specific recording and evaluation procedure focusing on three (3) major phases:

1. Identification of our stakeholders
2. Understanding of the various incentives to enter into dialogue with the stakeholders
3. Identification of primary and secondary issues and development of engagement processes



The following table presents the most important issues for our stakeholders and the ways we consult with them.

STAKEHOLDERS	KEY ISSUES & EXPECTATIONS	COMMUNICATION FREQUENCY
EMPLOYEES	<ul style="list-style-type: none"> • Friendly working environment • Incentives & benefits • Safety at work • Meritocracy • Fair and competitive pay • Personal and professional development 	Daily
OLYMPIA ODOS OPERATION	<ul style="list-style-type: none"> • Strategic direction, procedures & operation policies • Information about the concession agreement • Contractual issues 	Daily
USERS	<ul style="list-style-type: none"> • Safe trips • Quick trips • Toll fees • Pricing policy • New & innovative services • Comfort 	Daily
SHAREHOLDERS AND MANAGEMENT	<ul style="list-style-type: none"> • Sustainability and economic effectiveness • Health & Safety for users & employees • Optimum environmental management 	Regularly
CONSTRUCTION JOINT VENTURE	<ul style="list-style-type: none"> • Supporting regarding state claims • Autonomy • Financial performance 	When necessary
LOCAL COMMUNITIES	<ul style="list-style-type: none"> • Reduced traffic disturbance • Pricing policy • Sponsoring • Enhance local employment • Corrective interventions on infrastructures beyond the motorway boundaries • Flood protection 	Daily Weekly
SUPPLIERS	<ul style="list-style-type: none"> • Communication / good cooperation • Observance of the agreement terms & time schedules • Fair practices in supply chain management • Good reputation 	Depending on the case & department

COMMUNICATION METHODS

COMMUNICATION OUTCOMES

- Official policies and procedures
- Initiatives enhancing synergies & teamwork
- Annual performance evaluation
- Organisational value system
- Training courses
- Blogs (technical department)
- Internal communication

- Employee commitment
- Job Satisfaction
- Smooth operation & high quality of services
- Good working environment
- Team spirit

- Telephone communication
- e-mails
- Personal meetings

- Smooth operation of the motorway

- Toll personnel
- Safety patrols & emergency personnel
- Corporate website
- Press Releases
- Advertisements
- Corporate responsibility programs
- Customer Service call center
- Offers and discount schemes

- Revenue increase
- Positive publicity
- Recognizable corporate identity
- High volume traffic to corporate website
- Comprehensive knowledge of the customers' needs
- Understanding of the motorway operation

- Integrated Management System
- Organisational strategy & governance system
- Annual financial statements
- Sustainable Development Report
- Shareholders general meeting

- Continuous monitoring of motorway
- Improvement of the financial, social and environmental performance

- Ordinary and extraordinary meetings with representatives
- Correspondence

- Smooth completion of the motorway project
- Ensuring high quality of construction

- e-mails
- Focus groups - opinion polls
- Participation in social programs
- Sponsorships
- Local Media
- Personal meetings
- Offers and discount schemes

- "Thank you" letters
- Positive feedback
- Hosting in local media
- Solutions for local social issues
- Mitigation of any negative impacts caused by the operation of the motorway

- Financial offers
- Invitations to submit financial offers/tenders
- After sales support
- Agreements monitoring
- Meetings with representatives of various departments

- Local market development
- Mutually beneficial collaborations
- Upgrade of the services offered to end users

STAKEHOLDERS	KEY ISSUES & EXPECTATIONS	COMMUNICATION FREQUENCY
STATE	<ul style="list-style-type: none"> • High standards and safe motorway • Compliance with the concession terms • Liaison with Ministries and public administration services 	Continuous
NGOS & PRESSURE GROUPS	<ul style="list-style-type: none"> • Social & environmental performance beyond laws & regulatory frameworks • Consultation and setting common objectives • Financial support • Supporting their mission and vision 	Systematically When necessary
OTHER MOTORWAYS	<ul style="list-style-type: none"> • Interoperability • Common approach to sectorial issues • Joint implementation of awareness campaigns • Synergies 	Monthly When necessary
MEDIA	<ul style="list-style-type: none"> • Direct contact with representatives of the company • Reliable and timely information • Exclusivity in news • Advertisement 	Daily
SOCIETY	<ul style="list-style-type: none"> • Promotion & accessibility for points of interest • Linking services and people • Modern and safe infrastructures complying with EU standards 	On-going
EMERGENCY INTERVENTION BODIES	<ul style="list-style-type: none"> • Enhancing Road Safety • Ongoing communication • Joint training activities • Observance of the legislative framework 	Systematically
BANKS AND FINANCING INSTITUTIONS	<ul style="list-style-type: none"> • Good governance • Risk & opportunity management • Observance of financial terms 	On-going
LOCAL AUTHORITIES	<ul style="list-style-type: none"> • Complaints from motorway users and residents • High standards and safe motorway • Local economy growth • Supporting local actions 	On-going
EDUCATIONAL INSTITUTIONS	<ul style="list-style-type: none"> • Exchange of know-how • Visits to the motorway facilities • Education / training 	Systematically

COMMUNICATION METHODS

COMMUNICATION OUTCOMES

- Official meetings with representatives
- e-mails
- Visits to the Project
- Personal communication

- Good and reliable relations
- Observance of the concession agreement

- Synergies for programs and activities
- Financing initiatives
- Focus groups - opinion polls

- Joint activities to better achieve common objectives
- Unbiased and transparent relations
- Honest collaboration
- Recommendations for innovative programs

- Through HELLASTRON
- Printed and electronic material
- Personal communication
- e-mails

- Memoranda of understanding
- Synergies at local & national level
- Awareness videos on Road Safety
- Awareness leaflets
- Promotional material

- Telephone communication
- Press Releases
- Promotional campaigns
- Corporate website
- Meetings
- Press conferences / Events

- Positive corporate image
- Coverage of corporate events
- Two-way communication
- Reliable information about the company and the Project

- Press Releases
- Corporate website
- Toll personnel
- Sustainable Development Report
- Awareness campaigns
- Social, cultural & environmental programs
- Conferences

- Upgrading national infrastructure
- Acknowledgement of the role of Olympia Odos in ensuring safe motorways
- Contribution to improving driving behaviour

- Meetings with representatives
- Telephone communication
- e-mails

- Reduced number of road accidents & their impacts

- Meetings with representatives
- e-mails
- Sustainable Development Report

- Smooth operation of the Project

- Personal meetings with representatives
- Official correspondence
- Participate in local initiatives
- Conferences

- Contribution to the improvement of social prosperity

- Conferences
- Academic/ scientific fora
- Training programs and events

- Development of new technologies
- Application of best practices
- Fostering a Road Safety culture

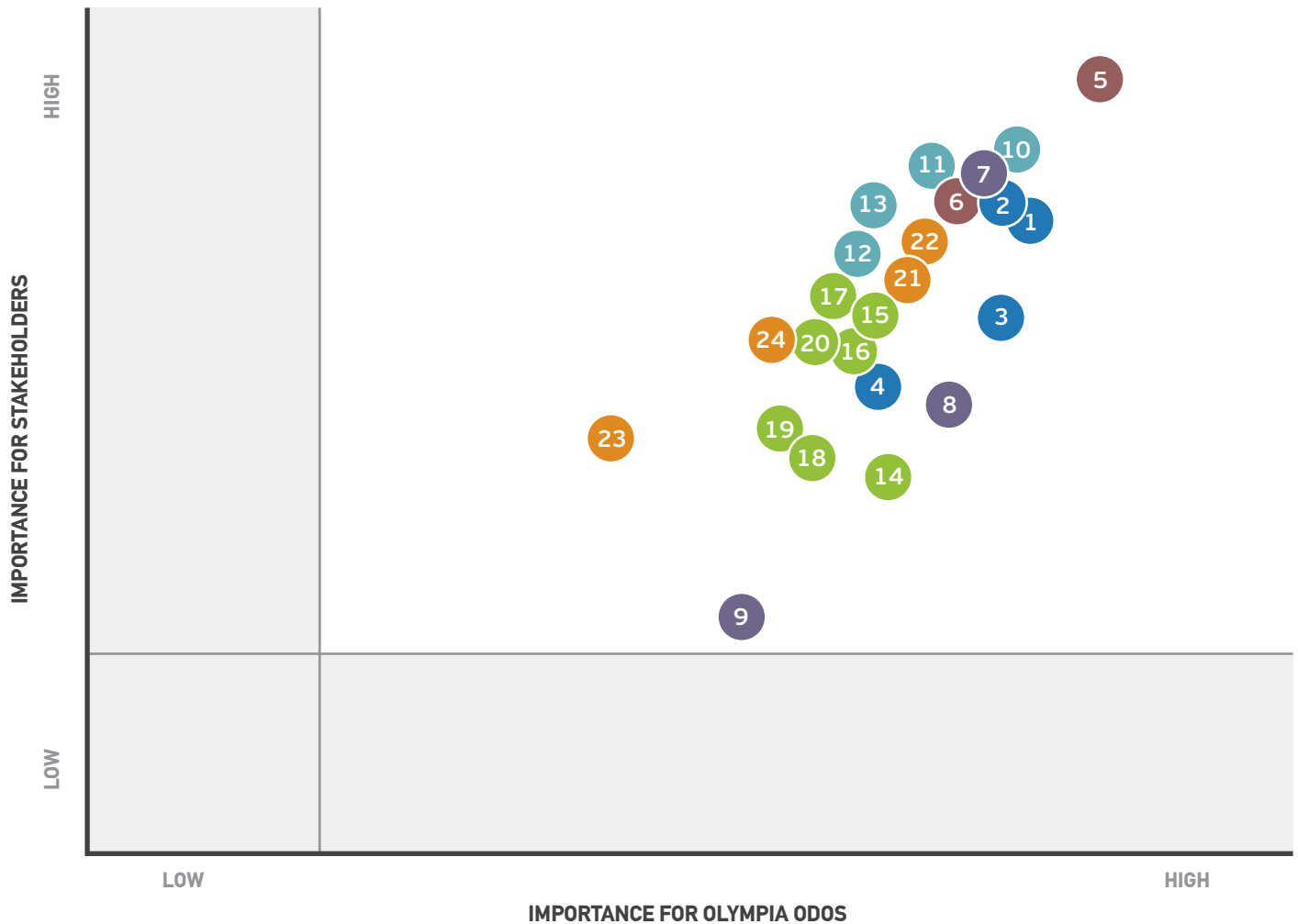
4.4 Olympia Odos' Sustainable Development Material Topics

As part of the development of this Report, the Olympia Odos Sustainable Development team applied for the first time the procedure for the identification of Sustainable Development material topics according to the international GRI Standards; and defined those topics that concern both our stakeholders and the company. The material topics have important economic, social and environmental impacts both on the company and the decisions made by our stakeholders.

The Sustainable Development team devised the relevant procedure completed in four (4) main steps:

1. Identification of 36 material topics depending on their impacts on the business activity of our company and defining their boundaries. This specific procedure took into account: the business strategy and the goals, specific policies, Sustainable Development major pillars, the company's impact, policies, procedures and practices adopted by all departments. In addition, we took into consideration current topics, issues that arise from the communication with the stakeholders, issues specific to our sector, as well as additional international standards and guidelines such as: ISO 26000, United Nations Global Compact, United Nations Sustainable Development Goals at national level and relevant indicators.
2. Assessment of the topics according to the significance of their impact on the company by the heads of the company divisions.
3. Assessment of the topics by the internal stakeholders. A structured questionnaire was developed in Greek and was addressed, at this stage, only to the employees of the company, in order to record how these specific issues affect their decisions.
4. Confirmation of their completeness, so that the content of the Report reflects the important economic, environmental and social impacts of the company and allows the stakeholders to evaluate its performance during the reference period. The material topics were presented to and approved by the CEO of the Company on the basis of the business strategy, the expectations of the stakeholders and the capacity of the company to define the indicators to measure its performance.

Materiality Matrix



CORPORATE GOVERNANCE AND ORGANISATION

- 1. Social, environmental and economic compliance
- 2. Strategy, corporate governance and ethics
- 3. Economic performance
- 4. Partnerships and anti-competitive behaviour

ROAD SAFETY

- 5. Road safety
- 6. Technology & innovation

TRAVEL EXPERIENCE

- 7. Quality of customer service
- 8. Customer privacy
- 9. Procurement practices

HUMAN RESOURCES

- 10. Occupational Health and Safety
- 11. Working environment
- 12. Training and education
- 13. Diversity and equal opportunity

ENVIRONMENT

- 14. Biodiversity
- 15. Noise management
- 16. Energy & fuels
- 17. Effluents & waste
- 18. Materials/ raw materials
- 19. Air quality
- 20. Equipment

SOCIETY

- 21. Local communities
- 22. Social contribution
- 23. Volunteering
- 24. Indirect economic impacts

Material Topics Identification Process

24 material topics have been validated through this procedure and are presented in the Materiality matrix and constitute the major content of the 2018 Sustainable Development Report.

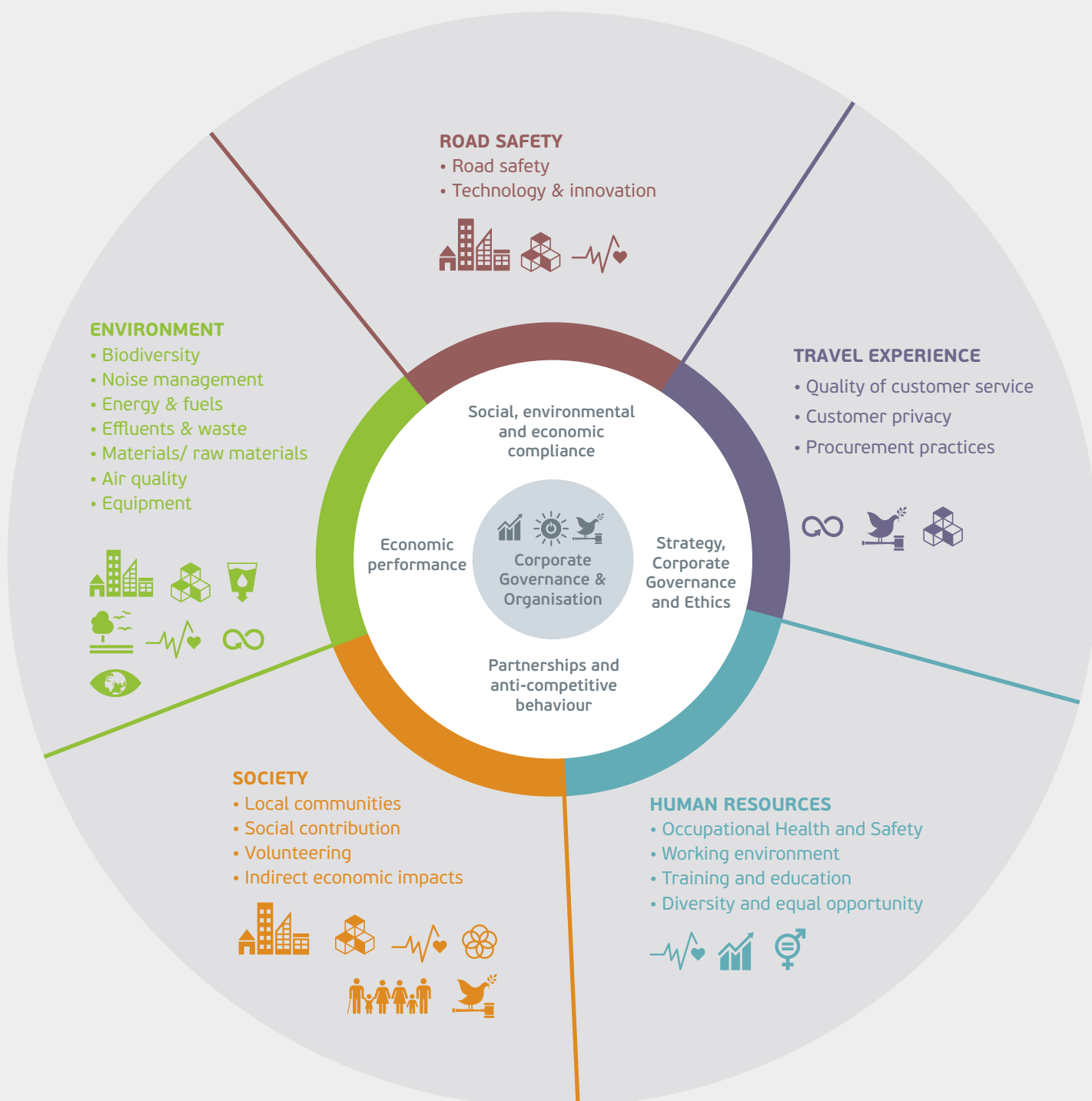


The Sustainable Development Report focuses on our corporate activity, and the material topics presented cover the entire range of our activities. In particular, all material topics boundaries within our organization pertain to Olympia Odos S.A. while the Road Safety, Travel Experience, and Environmental Protection topics pertain also to Olympia Odos Operation S.A. The boundaries of

the Human Resources topics within our organization pertain also to the Employees of the company, while the boundaries of the Corporate Governance & Structure topics pertain also to the Shareholders and the Management. All material topics boundaries outside the organization regarding the Road Safety pertain to the motorway users, the Emergency Intervention bodies, the State Bodies,

while the boundaries of Travel Experience topics pertain to the motorway users, the Emergency Intervention bodies, the State Bodies and the Suppliers. All material topics boundaries outside the organization regarding the Environment and the Society mainly pertain to the Local Communities, the Suppliers, the State Bodies and the Local Authorities.

Strategic Approach for Sustainable Development



4.5 Goals

The following table presents our commitments for 2018, their implementation rate and the goals we have set for 2019.

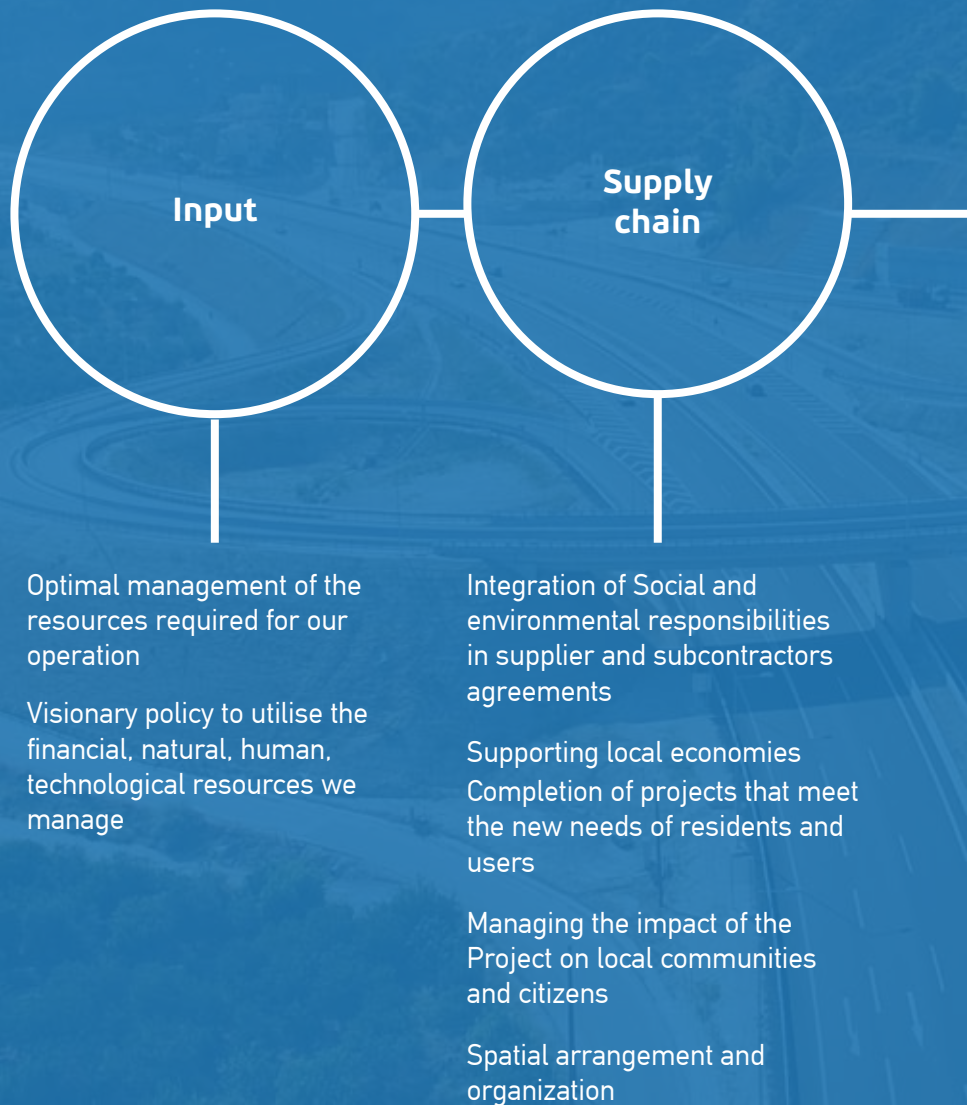
GOALS PER SUSTAINABLE DEVELOPMENT STRATEGY PILLAR

PILLARS	ACTIVITY	IMPLEMENTATION RATE	GOAL 2019
Corporate Governance & Structure	Issue of the 1st Sustainable Development Report	Completed The present Report has been developed in accordance with the GRI Standards	Issue of the 2nd Sustainable Development Report
	Analysis of important topics by the Management and the employees of Olympia Odos	Completed	Assessment based on the significance of the impact of material topics on all stakeholder groups Setting up of a framework for the development of structured engagement
	Certification renewal	ISO 9001:2015: Quality Management System	Certification renewal
Human resources	Health & Safety at Work	Concession: 0 Concession subcontractors: 0	To maintain performance
	Employee training	Average hours of training per employee of the Concession: 38	To maintain and improve performance
	Employee development	Annual procedure for employee performance evaluation: completed	To maintain and improve process
	Certification renewal	OHSAS 18001:2007: Occupational Health and Safety Management System	Transition to ISO 45001
Travel experience	Hybrid Toll System	Pilot implementation of the hybrid toll system	To be implemented in Spring 2020
	Customer Service	Percentage of answered calls: 90.2% Average response time: 36 seconds	To maintain and improve performance
	EV charge at Motorist Service Stations	Achieved at Psathopyrgos	One more station
Environment	Energy consumption cuts at the tunnels	Consumption: 19,024,128 kWh Savings: more than 8 million kWh	To maintain and improve performance
	Carbon footprint measurement	New goal	Decision to measure carbon footprint Finalization of the measurement parameters
	Materials recycling during heavy maintenance and routine maintenance works	Heavy Maintenance: 2.2 tons of light bulbs 132.5 tons of steel Routine maintenance: 52.1 tons and 215 items of raw materials and support materials	100% recycling, recovery and reuse of materials
	Environmental compliance	Zero fines	To maintain performance
	Certification renewal	ISO 14001:2015: Environmental Management System	Certification renewal

Society	Strategic synergies	5 strategic partners	Keeping and extending synergies at local and national levels
	Investment in retributory works	A €921,912 investment in local scale infrastructure has been completed	-
	Social investments	€204,024 in social causes and initiatives at local and national scale	Investment of more than €150,000
Road Safety	Stabilization works of 9 slopes along the motorway	Implemented	Further examination of the condition of the motorway slope materials; development of a plan for their maintenance if required
	Inspection of bridges, tunnels, pavement and landslides retaining walls	90 bridges	Initiation of further investigations and development of a plan for the required maintenance activities Notification of the plan to the department of the State being contractually responsible for the relevant technical issues
		100% of the tunnels	Development and pricing of a plan for heavy maintenance works identified during the inspection
		110 landslides retaining walls	Ongoing landslides retaining walls inspection and assessment program
	Infrastructure Monitoring Management Software	Pilot run of the software	Implementation
	Upgrading of the SCADA system and networks	Completed	-
	Rockfall inspection and maintenance manual	Completed	-
	Incidents	932 road accidents 19,459 incidents	Ongoing monitoring and reduction of incidents
	Certification renewal	ISO 39001:2012: Road Safety Management System	Certification renewal
	Road Safety Awareness campaigns	Finalization of synergies Organization of visits Communication with the Secondary Education Direction and schools along the motorway	Implementation commencement Visit of at least 2,000 students to our facilities

4.6 Value Chain

The Olympia Odos value chain is an organically linked set of activities which is based on innovation, effective collaboration of all parties, and reflects our strategic duty and ethical commitment to create new development opportunities.



We commit to create value at every stage of our operational chain



Motorway Safe Use & Innovation

Access to fast and safe transport networks

Training of the motorway users
Technology utilisation for the safe and pleasant use of the motorway network

Optimum management and transfer of know-how

Reduction of the environmental footprint by utilising technology

Infrastructure, Services & Customer Service

Developing existing employees and attract new talents

Investing in new skills sets (mainly environmental and digital transition) to better serve users

Career Management at local scale

Ongoing communication with motorway users

Motorway Integration, Quality of Life & Growth Prospects

Positive impact on the spatial organization of the Greek national road network

Promotion of local heritage and strengthening of the local fabric thanks to employment policies

Engagement and consultation sessions with local stakeholders in view of effective co-existence

Developing volunteering activities to ensure social cohesion and lift all kinds of exclusion

Contribution to the national regional development (economic, social, environmental) policy

National development and international prospects

5. Travel Experience & Service

User safety, user information and the provision of quality services are the three goals we strive to achieve through the quality of infrastructure, the development of digital tools and user communication in order to offer to the users personalized support before, during and after their trip.

5.1 Innovation in Planning a Trip

We give particular attention to innovation, renewal of commercial facilities and upgrading of new sites including the EV charging stations, the car parking areas, through initiatives that promote both connectivity and smooth mobility. In particular, as regards the trip planning, the drivers have at their disposal:

Traffic Prediction Service

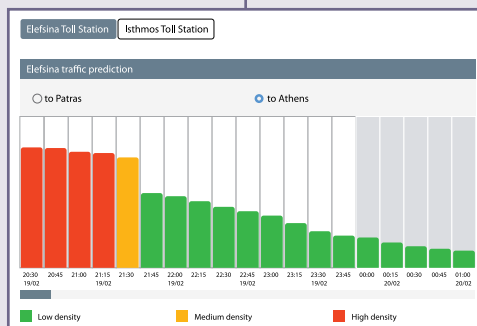
After the completion of the motorway and its opening to traffic, and for better planning of trips, Olympia Odos invested in an innovative traffic prediction service, accessible on Olympia Odos corporate web site at: www.olympiaodos.gr. Since March 2018, when the application was activated, it allows the travellers to see:

- The actual traffic at the toll stations of Elefsina and Isthmos;
- The traffic prediction at the toll stations of Elefsina and Isthmos for the next three (3) days (72 hours).

In collaboration with experts, we conducted traffic measurements and collected data from the motorway users to ensure the best service for drivers and travellers. The graphic presentation pertains to both traffic directions (to Patras and Athens) and is marked with different colours depending on the traffic density (low, medium, high).

Upgrading of the Actual Traffic Service

The actual traffic information system was upgraded after the completion of the Project in order to offer more comprehensive services to the motorway users. Thanks to this upgrade, traffic information is now available not only per traffic direction but also per payment method (collectors, automatic toll machines, transponders), thus allowing the users to choose the method of payment based on the queuing/service time.





9. INDUSTRY, INNOVATION
& INFRASTRUCTURE



12. RESPONSIBLE
CONSUMPTION & PRODUCTION



16. PEACE, JUSTICE &
STRONG INSTITUTIONS

Connection to the Sustainable Development Goals

5.2 Customer Service

Olympia Odos Concession implements an Integrated Management System certified by the international organisation TÜV HELLAS (TÜV NORD), while Olympia Odos Operation has been ISO 9001 certified, among others, thus ensuring the provision of high-quality services to the motorway users. Our concern is to meet the requirements pertaining to the operation and maintenance of the motorway and the overall management of the concession project in such a way that enables us to achieve a safe road network, generate economic and social opportunities and meet the new needs of the residents of areas adjacent to the motorway and of the motorway users.



The following operate on a daily basis along the motorway

4 Customer Service Centers (C.S.C.) at the toll stations of Elefsina and Kiato (direction to Patras) and at the toll stations of Isthmos and Rio (direction to Athens), which continuously provide information and services.

21 modern WC (men/women/ disabled people) and parking areas

1025 Emergency Phone Number operating 24 hours a day

22960 95555
call center phone number
available five days a week.

Results of the Roadside Survey (RSS) (November 2018)

Which of the following services are you aware that are provided by Olympia Odos to the users driving along Athens-Korinthos-Patras Road?

%



Motorist Service Stations

The Motorist Service Stations (M.S.S.) are rest and pleasure areas available to the motorway users that offer a variety of services adapted to the needs of travellers. Along the motorway, users can find eleven M.S.S., five (5) of which are located on both traffic directions and only one in the direction to Athens. The M.S.S. are also accessible to disabled people.

Discount Schemes

A number of schemes are offered to the O-pass users of category 1 (motorcycles) and category 2 (private car).

- “Value” Scheme applies to all toll stations and depending on the transactions frequency, it offers progressive discounts ranging from 15% to 60% for > 6-month transactions
- “Value Plus” Scheme offers a 50% flat discount to the residents of Megara only at the ramp toll stations of N. Peramos and Pachi for inter-municipality trips and only upon submission of the relevant documents

- “Value 4” Scheme offers free return trips made within four (4) hours from the same toll station and is valid for all toll stations of Korinthos-Patras section

Moreover, it is possible to combine the above schemes depending on the needs and the profile of the users.

Electronic Services, O-pass and Interoperability

Olympia Odos website www.olympiaodos.gr includes, among others, information about the travel time (actual and predicted traffic), the traffic conditions and the weather forecast. In addition, the website offers on-line services for getting the O-pass and freely managing the subscribers’ accounts 24 hours a day to get information about the balance, top-up the transponder, print out a detailed list of transactions, etc.

O-pass is the Olympia Odos tolls electronic payment service. In total 8,076 subscriber accounts have been activated by the end of 2018, while there are 48,502 active accounts in total. Using the O-pass, the user may pass from all Olympia Odos

toll stations, as well as from the toll stations of:

- ATTIKI ODOS (E-pass)
- MOREAS motorway (Korinthos-Kalamata) (E-pass)
- Aegean motorway (Maliakos-Kleidi) (E-way)
- Rio-Antirio Bridge (Gefyra e-pass)

It has been established that the electronic toll penetration is constantly increasing, reaching 33% in 2018 compared to 30.5% in 2017.

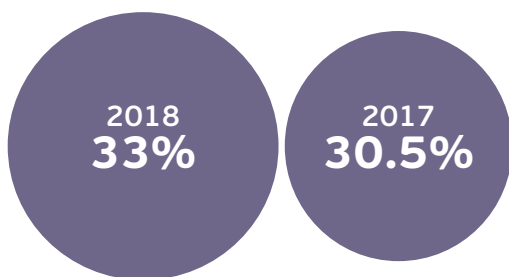
Telephone Customer Service and Written Communication

In 2018, Olympia Odos Operation received 72,369 calls (approximately 198 calls per day) out of which:

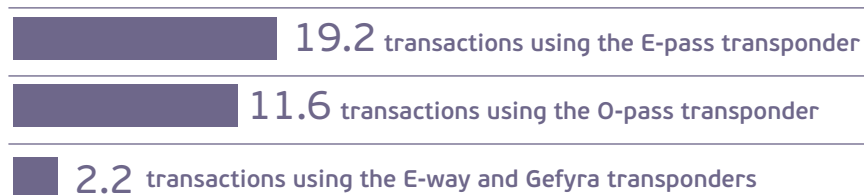
- 47,383 calls were made to the call center, and
- 24,986 calls were made to the Emergency Number 1025.

In 2018, 678 written inquiries were received. On average, they are answered within five (5) business days, but never later than ten business days.

Electronic toll penetration



%



Alternative schemes









for category 2 vehicles (light vehicles etc.) and category 1 vehicles (motorcycles)

Motorist Service Stations

	MEGARA 40,5 KP	ZEVGOLATIO 94 KP only to Athens	VELO 103,6 KP	AKRATA 152,5 KP	AIGIO 175 KP	PSATHOPYRGOS 158 KP
FUEL		-				
LPG	YES	-	-	YES	YES	YES
EV CHARGING	-	-	-	-	-	YES
EATING FACILITIES		YES (hot meals, homemade sweets)			YES (souvlaki, sandwich, etc.)	
MINI MARKET	YES	-	YES	YES	YES	YES
ACCESSIBILITY FOR DISABLED	YES	-	YES	YES	YES	YES
ATM		-	-	-	-	-
OTHER	Bookstore, Fun Park	-	Mini Fun Park	Newspapers, local products, mini Fun Park	Newspapers, local products	Bookstore, Newspapers









Incoming calls per subject

%

	32.6 Subscribers
	18.7 Traffic, Road Safety & Road Assistance, Destinations
	18.2 Incidents
	14.5 Information on subscription programs
	5.8 Web Site questions
	3.2 Call forwarding at MOREAS
	2.5 Complaints
	1.3 Oversized vehicles
	1.2 Tag/ETC malfunction
	1.2 Toll rates, Discounts, Exemptions
	0.8 Interoperability

Letters received per subject

%

	43.7 Request for information on various matters
	21.1 Change
	14 Compensation claims
	8 Traffic & Road Safety, Signage
	4.4 Customer Service & Commercial Policy
	4.2 Positive comments
	3.9 Toll operation
	0.7 Project information





Methods of payment

Manned toll lanes

Electronic Toll Collection System

Automatic toll machine lanes

Methods of payment



Manned toll lanes:
manual Toll Collection System
(cash or credit/debit card
payment)



Electronic Toll Collection System:
electronic Toll Collection System
(payment using the O-pass and/
or any other interoperable transponder)



Automatic toll machine lanes:
toll collection at the lanes
equipped with Automatic Payment
Machines (cash only payment)

5.3 Tolls

The development of a road network should meet mobility and safety needs, taking into consideration environmental issues and priorities. In this respect, Olympia Odos expends continuous effort to modernize and to offer suitable, environmentally friendly infrastructures that facilitate mobility.

The toll system includes bidirectional charging at the frontal toll stations. At the same time a system with five (5) charging zones is implemented according to which when the users pass from a frontal toll station they do not pay for the entire length of the motorway that remains after the toll station, but for a shorter section which is considered to be the charging zone corresponding to the frontal toll station.

Hybrid Toll Collection System

Understanding the need for a modern toll calculation system in real time, Olympia Odos will very soon (spring 2020) introduce a charging scheme for the actual distance travelled. This system will use special sensors, cameras and intercom systems installed at the entrance and exit ramps and will operate simultaneously with the current flat charging system that applies to the sections in between the frontal toll stations. This system is called "hybrid" toll collection system and the toll charge corresponds to the actual distance travelled. This specific system introduces a fairer, in social terms, charging scheme and constitutes the first step for dealing with the free flow issues:

- increase the O-pass market penetration
- attract users from the local communities who currently use the national road.

5 frontal toll stations

9 pairs of ramp toll stations

Elefsina - Korinthos section



2 bidirectional frontal toll stations
(Elefsina and Isthmos)



3 ramp toll stations at Nea Peramos,
Pachi and Aghii Theodori

Korinthos - Patras section



3 bidirectional frontal toll stations
(Kiato, Eleonas and Rio)



6 ramp toll stations at the interchanges
of Zevgolatio, Derveni, Akrata, Kalavryta,
Drepano and Kiato

5.4 Customer Privacy

Observing the regulations of the Hellenic Data Protection Authority and the relevant legislation, Olympia Odos implements procedures to collect, store and manage / process personal data. The data we record are mainly collected from:

- telephone calls related to user and customer service, which aim to improve the services provided
- requests for the provision of services, such as discount schemes
- cameras along the motorway which are exclusively used to ensure the smooth traffic management and the efficient response to traffic incidents
- CCTV system at the Traffic Management Center, in accordance with the provisions of the relevant "Guidelines on CCTV systems" issued by the Hellenic Data Protection Authority.

5.5 Relations with Suppliers and Subcontractors

The relation with our supply chain is based on our corporate vision and our aspiration to connect places and people, by carrying goods, ideas, dreams, culture and opportunities, and by lifting all kinds of exclusion.

The Finance Division, that is staffed by qualified employees, is mainly responsible for the management of the suppliers and its role is to evaluate and choose the appropriate suppliers, define the selection criteria while also acknowledging the need of supporting the local economies.

All subcontractors shall be aware and comply with all legislative and regulatory requirements in force, as well as the instructions pertaining to:

- i. the health and safety of their personnel throughout the implementation of the works
- ii. the maximum care regarding quality, in accordance with the quality requirements, specifications and quality management systems

Depending on the nature of the project, Olympia Odos drafts a binding agreement including special clauses that cover the relevant quality, Health & Safety requirements at an extensive or non-extensive level.

Number of Suppliers per Category/Origin



● **Total:**
589 suppliers
Investment:
€118,429,582.37 million

Supplier Selection Criteria

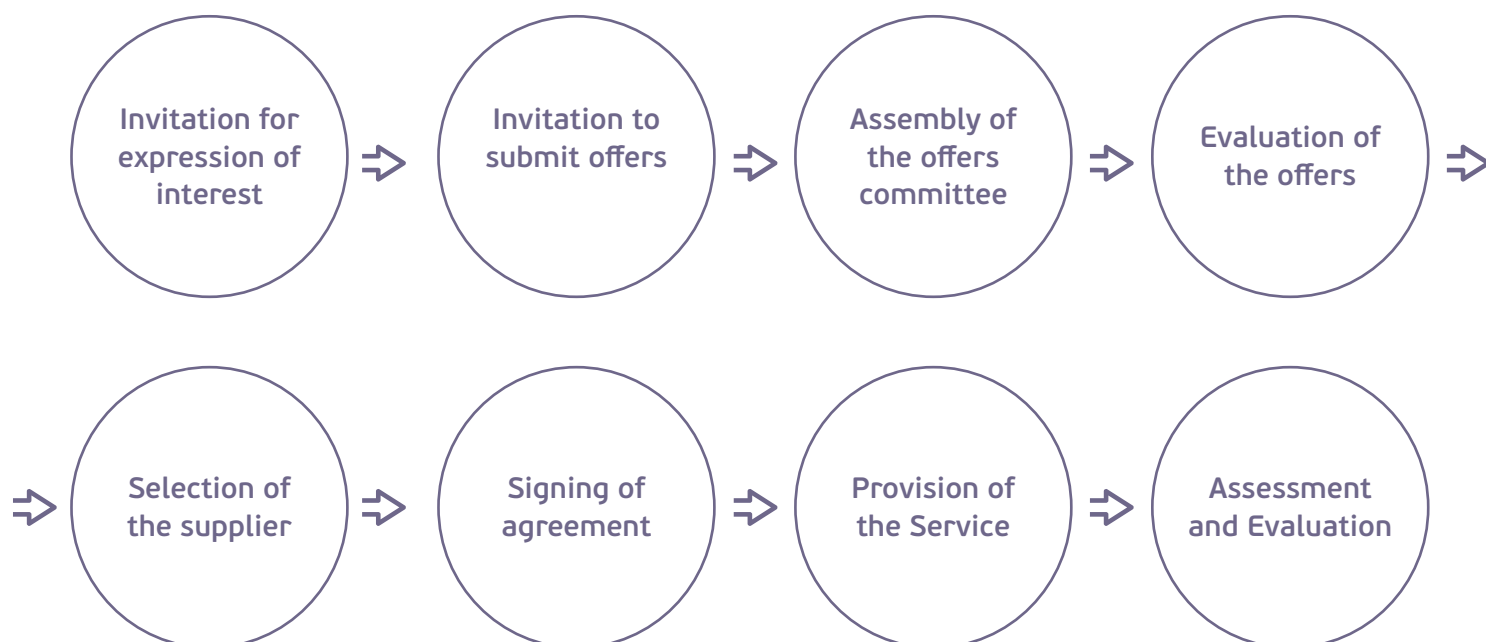
- Quality
- Safety
- Communication
- Experience in the same sector (know-how)
- Financial status
- Efficiency compared to cost and time
- Resources allocated to the project
- Guarantees (financial or technical)
- Time schedule
- Compliance with the time schedule
- Pricing
- After sales support
- Terms of payment (if not defined in the offer)
- Distance from the project site
- Degree of subcontractor's involvement
- Environmental policy/behaviour
- Quality of the materials/equipment supplied
- Quality of the technical proposal
- Compliance with the tender requirements

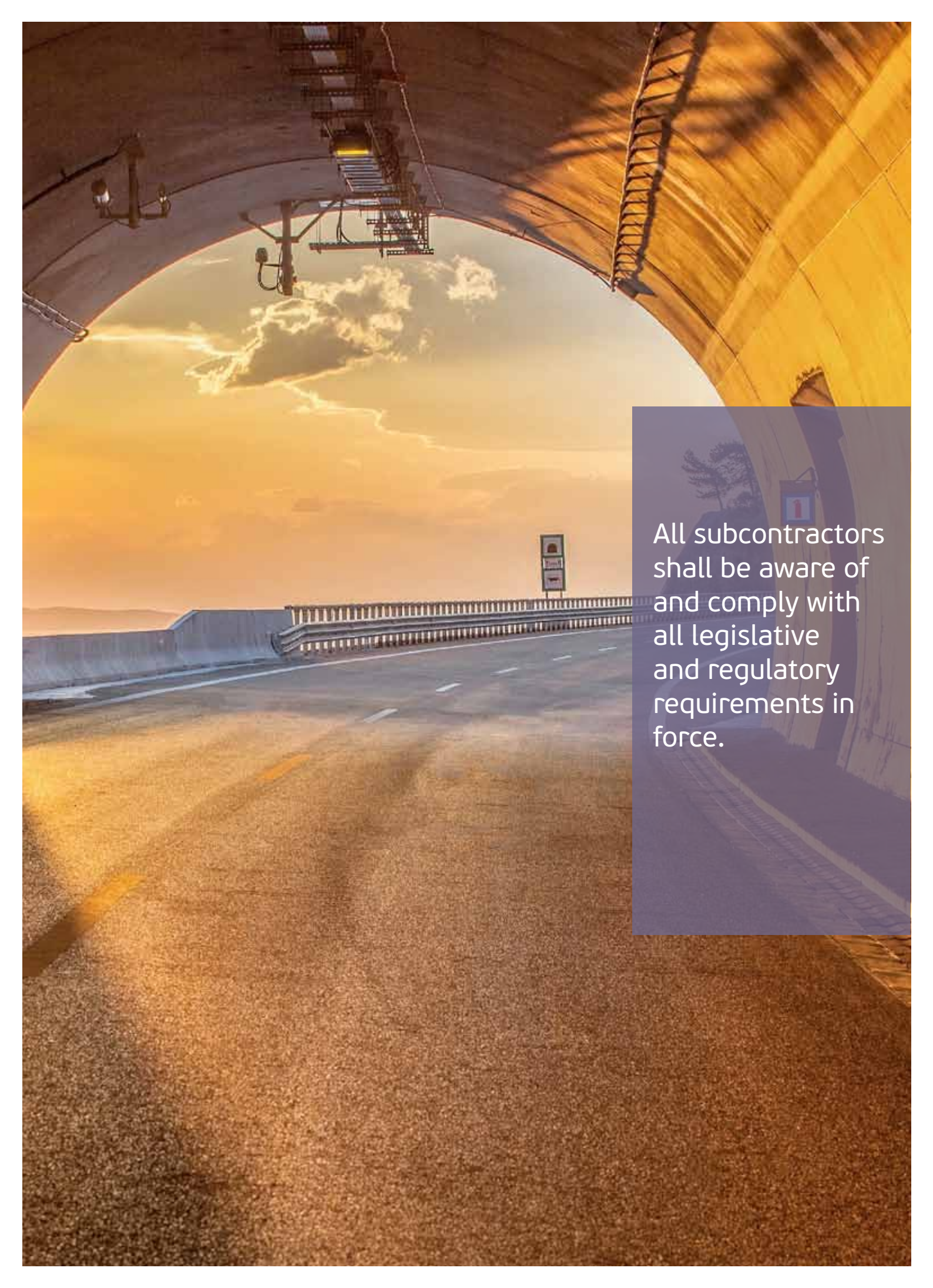
Supplier Evaluation Criteria

- Pricing
- Equipment specifications & performance
- Terms of payment
- Prior cooperation
- After sales support and level of service

Olympia Odos Operation S.A. and the Construction Joint Venture are included among the suppliers.

Supplier Selection Procedure





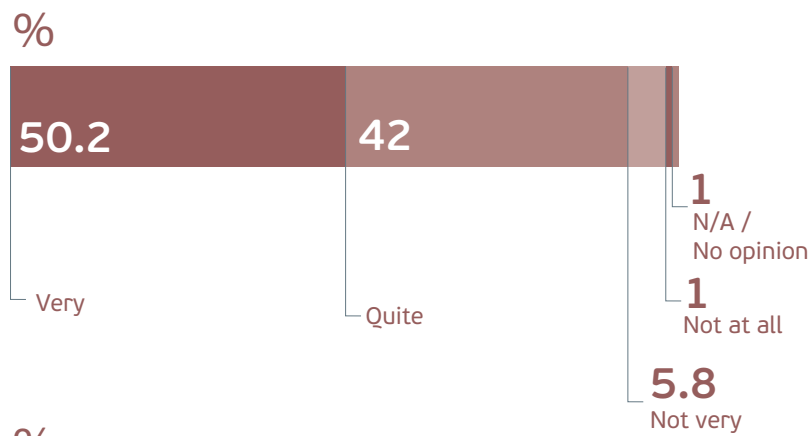
All subcontractors shall be aware of and comply with all legislative and regulatory requirements in force.

6. Road Safety and Infrastructure

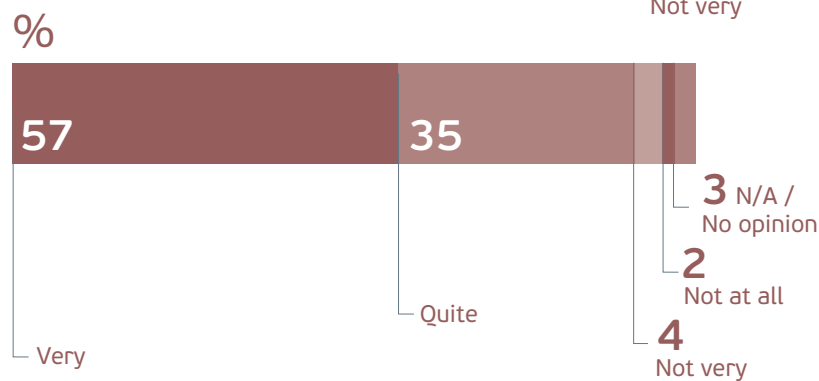
The impact of our activities on the health and safety of the drivers is multiple, since they concern the road safety management on the one hand and on the other hand other sectors relevant to the construction, management and maintenance of the infrastructure. Our approach towards road safety forms the core of our business strategy and includes actions that contribute to risk management including: safety improvements to the operation and maintenance facilities, to the vehicles and machinery of the Project, to structures such as tunnels and bridges, safety barriers and to the maintenance and signage of the road infrastructure, taking into account the traffic and weather conditions.

How safe do you feel when driving on Olympia Odos?

Results of the Telephone Survey of the Subscribers (December 2018)



Results of the Roadside Survey (RSS) (November 2018)





3. GOOD HEALTH & WELL-BEING



9. INDUSTRY, INNOVATION & INFRASTRUCTURE



11. SUSTAINABLE CITIES & COMMUNITIES

Connection to the Sustainable Development Goals

Olympia Odos implements innovative techniques to predict and prevent any dangerous incidents because of the particularly seismic geological environment on which the Project was constructed.

6.1 Innovative Technologies and Infrastructure Upgrading

Olympia Odos motorway satellite monitoring

The Olympia Odos motorway was constructed on a particularly unstable geological terrain which embraces the north coastline of the Peloponnese with a complex orography that required many retaining structures.

Olympia Odos is using Radar Satellite Interferometry to keep track of the ground movements on and besides the motorway. This tool provides historical data and continuous monitoring of the road movements on and around the road by using Satellite imagery and thus we are able to:

- Access the global analysis of the behaviour of the terrain all along the 200-km motorway, quickly identifying the location of stable zones and movement areas during the study period
- Determine precise measurement of velocity of ground deformation
- Calculate precise delimitation of the perimeter of the ground deformation and its space-speed evolution in time
- Define the direction vectors of the motion

- Make Inventory, conduct inspection and determine motorway critical spots in order to implement regular interventions
- Detect early precursor movements enabling the implementation of mitigative actions to protect road, assets and traffic.

Breakthrough Method to Monitor the Pavement Surface

In 2018, in order to efficiently manage the technical structures, Olympia Odos developed a comprehensive infrastructure monitoring and evaluation system based on state-of-the-art methodologies. In addition to the traditional visual inspections and measurements of the functional features carried out every three (3) years, a special inspection of the behaviour of the structural elements of each structure is foreseen, as well as their instrumentation and detailed inspections every six (6) years. In particular, in order to monitor the pavement quality, Olympia Odos has developed a software (Pavement Management Plan Tool) which can predict the functional and structural condition of the infrastructure and to develop a plan for technical interventions and maintenance works. It's a detailed database which includes the results of the inspections, quality documents and measurements particularly important for making decisions to better plan the maintenance campaigns.

Innovative Structural Upgrading

The B289 Bridge over Selinoundas River needed to be upgraded in order to comply with the new traffic requirements of the motorway and the new seismic loads. An innovative upgrade of the 3-span bridge of 145m entailed significant cost and time savings compared to the construction of a new bridge. Some of the procedures used in this design were implemented for the first time in Greece and will be adopted in the next update of the Eurocode EN 1998. The procedure included:

- The extension of the bridge deck and the pretensioning of the external beams
- Installation of special seismic isolation sliding bearings, reduction of the propagating seismic loads and replacement of the embankment behind the abutments by light foamed polystyrene.

Seismic Upgrading of Existing Bridges

Many existing bridges have been kept and incorporated in the new motorway. Most of them needed upgrading to meet the updated Greek and European requirements set in the seismic code. In the Aigion region, the existing overpasses A294, A296 and A297 are now a point of reference since they consist of a specific structural system supported on V-shape piers with lengths ranging from 62 to 76 meters.

6.2 Road Infrastructure Heavy Maintenance

The engineers and the technical staff of Olympia Odos conduct regular preventive and maintenance inspections on all structures (bridges, tunnels, retaining structures, culverts, drainage systems, etc.) and the electromechanical equipment of the motorway. These regular inspections are conducted to prevent and deal with wear and tear issues, while extraordinary inspections are carried out whenever it is considered necessary, for example after extreme natural phenomena (earthquakes, acute weather phenomena). Since the commencement of the concession project, the engineers have inspected and evaluated the condition of 110 bridges on the existing sections of Elefsina - Korinthos and Patras Bypass and have developed a comprehensive intervention plan.

Since its construction, it was well-known that the motorway was affected by rockfalls as it crosses the foothills of the steep rocky area known also as Kakia Skala. In 2015, Olympia Odos conducted a Risk Assessment Study for the rockfalls in this area, at its expense and beyond its contractual obligations, with the assistance of a specialized working team and an external advisor. The objective was to assess the risk on this section of the motorway, evaluate the existing protection measures and develop a risk analysis study to take additional protection measures at the risk zones.

6.3 Operation and Routine Maintenance

The infrastructure inspection and routine maintenance aims at keeping the motorway in the best possible condition, thus ensuring a high level of safety to the drivers.



Operation and Maintenance Facilities

2
Operations and Maintenance Centers (O.M.C.) in Ano Vlychada (Megara), and in Rio

2
Technical Bases in Kiato and Akrata

These facilities accommodate:

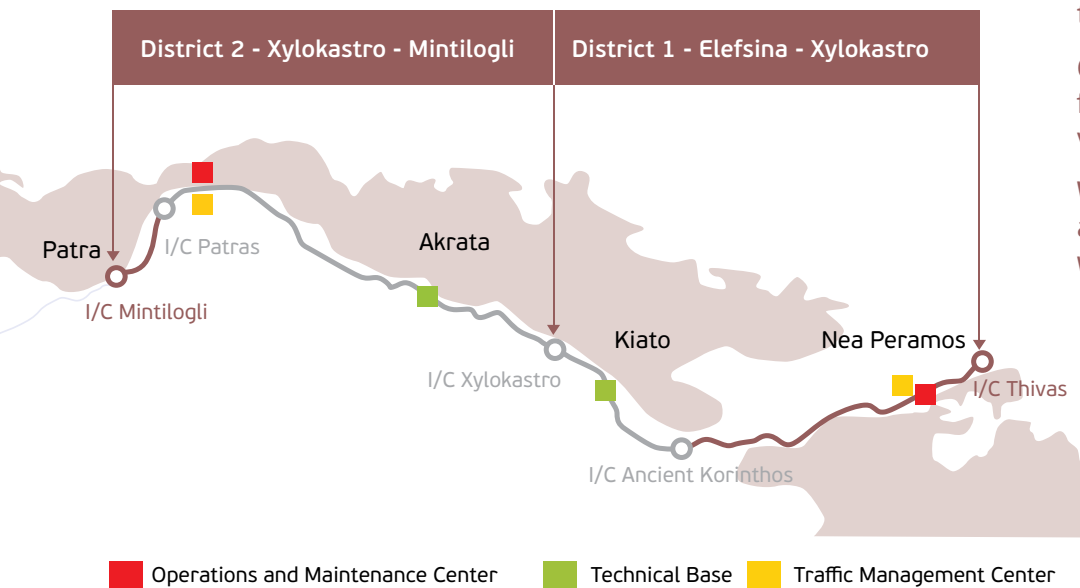
2
modern Traffic Management Centers (T.M.C.) operating 24 hours a day 365 days a year

3
Motorway Traffic Police departments in Ano Vlychada (Megara), Kiato and Rio

3
Fire Brigade teams at the O.M.C. of Ano Vlychada, the Technical Base of Akrata and the O.M.C. of Rio

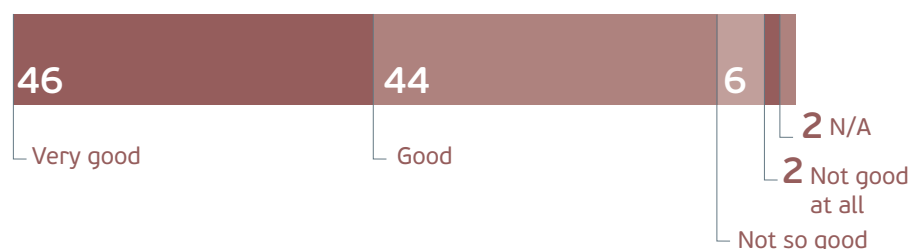
Garages and parking areas for the machinery and other vehicles of the corporate fleet

Warehouses and salt storage areas for the needs of the winter maintenance

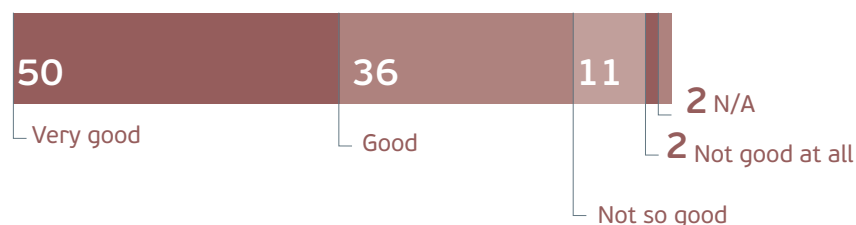


How would you evaluate the conditions prevailing on the road compared to...

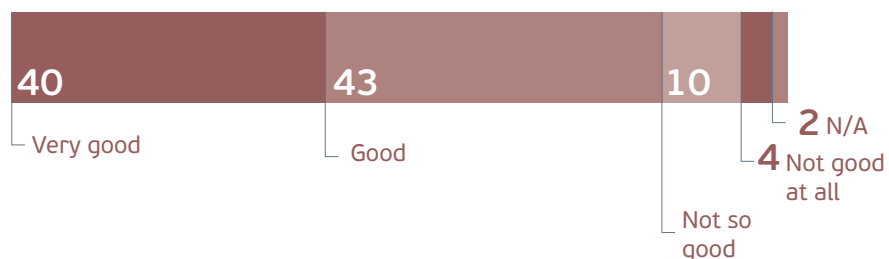
The Signage (information signs)



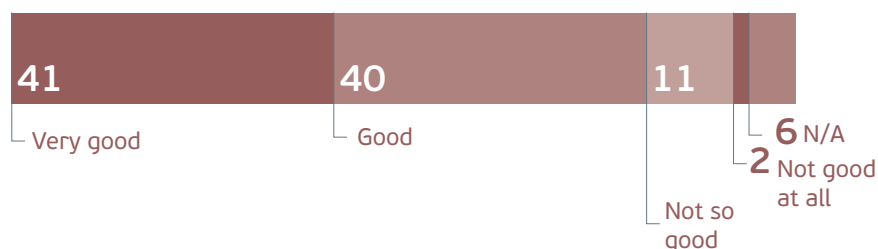
The conditions in the tunnels (feeling of safety, lighting, illuminated signs, etc.)



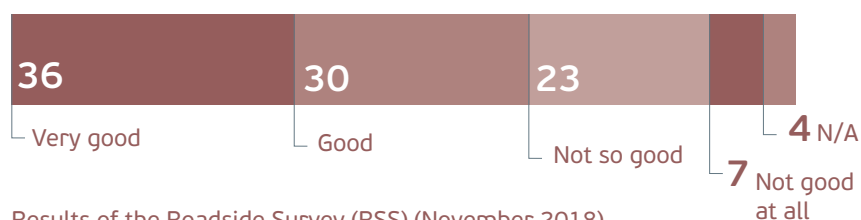
The Pavement quality



The road Marking



The Lighting on the open road sections (not tunnels)



Results of the Roadside Survey (RSS) (November 2018)

Project Machinery and Vehicles for the Motorway Operation

18

Project Machinery items:

(Hours of operation: 11,411)

- 3 UNIMOGs
- 2 Mechanical broom sweepers
- 2 Aerial work platforms
- 3 Large loaders
- 2 Small loaders
- 6 Trucks

25

Maintenance Mobile Equipment machines/ vehicles

- 10 FLR trailers
- 6 VMS trailers
- 9 Sign trailers

Winter Maintenance Equipment

Privately-owned vehicles:

- 6 Trucks
- 3 UNIMOGs
- 3 Loaders

Leased vehicles:

- 8 Trucks
- 4 UNIMOGs
- 4 Loaders



624 Cameras

71
Open - air CCTV

553
Tunnel CCTV



655 SOS Phone Devices

284
Open road

371
Tunnels



44 Variable Message Signs (VMS) on the Motorway and in Tunnels

35
Open road

9
Tunnels



Managing Damages and Maintenance Works

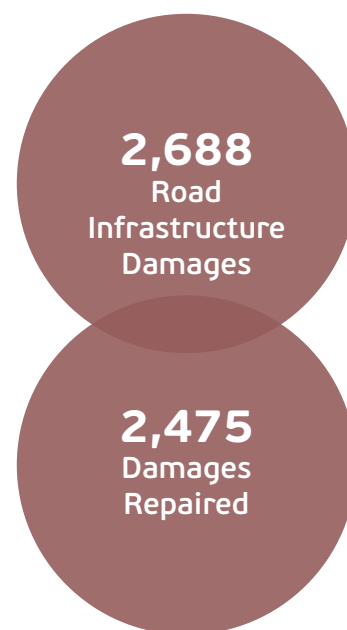
Road Infrastructure and Equipment Damages	Number of Damages
Vertical Signage	761
Fencing	631
Horizontal Signage	309
Safety Barriers	295
Cleanliness	167
Building Works	150
Pavements	109
Toll Booths	51
Tunnels and Cut and Cover	46
Drainage System	44
Technical Works	44
Greenery	39
Shoulders - Sidewalks	10
Other	32
Total	2,688

Distribution of Manhours by Key Areas of Activity	Manhours
Road Safety	131,755
Road Maintenance	133,140
Electromechanical Maintenance	94,220
IT Works	12,297
Vehicle Maintenance	9,601
Total	381,013

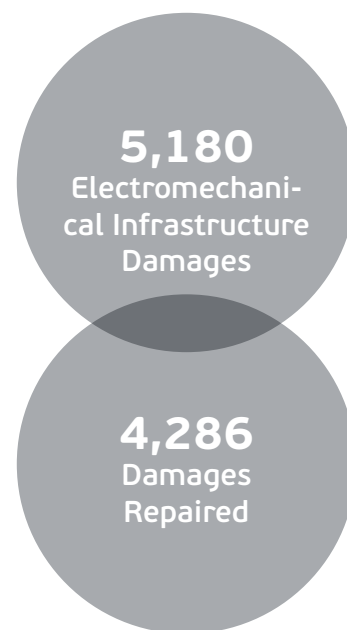
Distribution of Manhours for Road Maintenance	Manhours
Management	33,231
Maintenance & Repair Works	29,981
Signage	25,094
Inspection	14,385
Cleaning	11,016
Patrolling	7,364
Green Areas Maintenance	6,215
Training	648
Winter Maintenance	709
Other	4,497
Total	133,140

Damages on the motorway

Road Infrastructure



Electromechanical Infrastructure



6.4 Traffic Control and Management

Olympia Odos Operation implements a Motorway Management System which is the most important management tool for every incident affecting the traffic conditions on the motorway.

Objectives

1

improve the overall safety on the motorway

2

improve the traffic flow and performance

3

fully incorporate smart traffic systems (such as digital signage, automatic license plates recognition and speed monitoring cameras) and E/M control systems

4

improve the driving experience

Olympia Odos Operation S.A. has been ISO 39001:2012 certified for the Road Safety Management and in particular for its operation and maintenance fleet.

Traffic Management Centers (T.M.C.)

Two state-of-the-art Traffic Management Centers equipped with the latest video walls with 12 60" screens displaying the images captured by the traffic management cameras installed along the motorway. They are equipped with four (4) workstations, one (1) of which operates exclusively as De-icing and Winter Maintenance Center and with a new equipment control and management system that allows the remote operation of the firefighting, irrigation, road lighting systems and the tunnel safety and road dynamic lighting systems. To ensure the effective and safe operation of the motorway, the T.M.C.'s have access to the weather stations installed along the motorway, through which it is possible to provide data in real time in order to timely anticipate and manage dangerous weather phenomena.

Signage

The properly designed and installed signage makes the users' trips easier, reduces the causes of accidents and facilitates the traffic. By observing both the national and European legislation on signage throughout the length of the motorway, our studies aim at ensuring a safe and comfortable trip. Road signage consists of:

Permanent signage:

Permanent existing signage to regulate the traffic and guide the users regarding their driving obligations under any conditions

Information signage:

Consist of the traffic regulation signs installed to provide information to the users and to help them locate the direction of their destination

Temporary signage:

Implemented in case of short-term works and in the event of serious incidents

Emergency signage:

Implemented when an emergency intervention is required

6.5 Incident Management and Intervention Teams

Safely traveling along the motorway is first and foremost due to the people of Olympia Odos Operation S.A. who staff the Assistance Teams. The patrol and the emergency intervention teams, the T.M.C. operators and the call center staff seek to prevent and timely deal with the incidents in order to ensure a comfortable and safe trip.

Number of Incidents by Category

Immobilised vehicle (mechanical failure, flat tire, abandoned, lack of fuel)	12,245
Obstacle on the pavement	5,253
Accidents	932
User related incidents (pedestrians, vehicles moving contra flow, unauthorized users, dangerous traffic violations)	598
Traffic congestion	71
Other emergency incidents (fires, bad weather conditions etc.)	360
Total	19,459

Distribution of Manhours for Road Safety Works

	Manhours
Traffic Management Centers	53,277
Patrols	78,128
Training	350
Total	131,755

Response Times

13'

Olympia Odos Operation

20'

Vehicle Recovery Units

37'

Heavy Vehicle Recovery Units

20'

Traffic Police

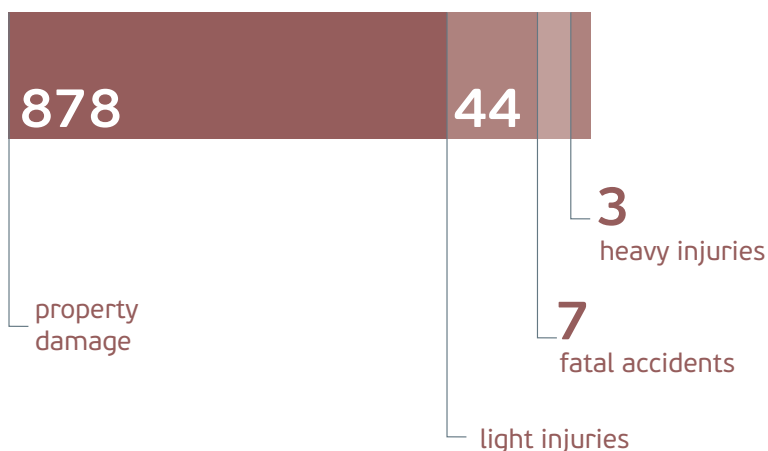
20'

Fire Brigade

24'

EKAV Ambulances

932 Road Accidents



Patrols and Intervention Teams

Within the framework of road safety, Olympia Odos Operation S.A. has patrol and intervention teams who are patrolling along the Project by means of specially arranged vehicles and deal with the various incidents (immobilized vehicles, accidents, traffic problems, etc.) by implementing the temporary signage to safely regulate the traffic and by assisting the Emergency Services (Hellenic Police, Fire Brigade and EKAV Ambulances). In this context, 5,151,513 kilometres were travelled in 2018 (approximately 14,114 per day) for patrols and network supervision interventions with a total of 19,459 interventions.

6.6 Large-scale exercises

In order to ensure the continual operational readiness of the employees and the best possible coordination with the emergency services in case of an incident, annual winter maintenance exercises are performed on each sector with the participation of the Olympia Odos Operation resources and the relevant subcontractors. These exercises aim at ensuring the sufficient preparation and readiness regarding the winter period and any possible snowfalls and are conducted in the presence of representatives of the Traffic Police Departments and the Civil Protection of the Region.

The large-scale exercises in tunnels are organized in accordance with the requirements of the Pres. Decree 230/07, every four (4) years. A total of 11 exercises have been conducted to date. In early 2017 and just before the completion of the motorway, approximately 90 employees of the Traffic Management Centers, the patrols and the intervention teams were trained in tunnel intervention techniques at the certified "Frejus tunnel Operation and Training Center" located in the Alps.


6.7 Road Safety Awareness campaigns

Olympia Odos places special emphasis on awareness campaigns for safe and comfortable driving. One of the major objectives of Olympia Odos when constructing the motorway was to cooperate with existing bodies and to devise programs for raising public awareness in order to change existing dangerous driving mentality. To that respect, in 2018 we organized training seminars for road accident prevention:


- communication and specialised information campaigns (digital or not) to promote prevention and safety, such as instructions for driving safely in tunnels, instructions against drowsy driving, tips for driving in snowy conditions, information about the use of the Emergency Lane
- innovative tools to win the fight for safety, including experiential workshop against drowsy driving, special videos on: vehicles moving contra flow in tunnels, driving on the Emergency Lane, crash in a tunnel, U-turn ahead of toll plaza.



During the year
Olympia Odos
restored 2,717 meters
of safety barriers



43 patrol and
intervention
vehicles



4,147 Conventional
vehicle recoveries
324 Heavy vehicle
recoveries



5,151,513
Kilometres covered by
patrol and intervention
vehicles



7. Our People

Olympia Odos is a major strategic ally for the economic and social development of the areas along the motorway. The employees and partners of both Olympia Odos Concession and Olympia Odos Operation constitute a vital part of the Project.

7.1 Employment

The employment policy of Olympia Odos focuses on anticipating the needs of the employees and on constantly improving their skills. Employment contracts and the working time are within the framework of the labour legislation and the relevant regulations.

Particular attention is paid to the recruitment of employees from the local communities adjacent to the motorway. The recruitment policy is based on the objectives set by the various departments and divisions, while the relevant procedures focus on:

- the attractiveness and promotion of the company as employer
- the improvement of the recruitment procedures
- the support to the integration of the new employees
- the recruitment of new talents

The employees entitled to pensions from the pension funds shall retire upon meeting the retirement conditions, while in the event of dismissal, a severance pay is offered in accordance with the provisions of the legislation.

Our commitment to develop human capital is based on:

- attentively preserving jobs and hiring new talents
- improving vocational training - education
- developing new skills regarding the environmental and digital transition
- better managing professional development and mobility



Connection to the Sustainable Development Goals

Human Resources by Age and Gender

	OLYMPIA ODOS Concession				OLYMPIA ODOS Operation			
	18-25	26-40	41-50	51+	18-25	26-40	41-50	51+
Men	-	4	5	5	-	131	109	46
Women	-	2	7	1	1	104	66	32
Total	-	6	12	6	1	235	175	78

Human Resources by Type of Employment and Employment Contract

	OLYMPIA ODOS Concession				OLYMPIA ODOS Operation			
	Men	Women	Total	Percentage	Men	Women	Total	Percentage
Total employees	14	10	24		286	203	489	
Collective agreement	-	-	-	-	284	203	487	99.6%
Without collective agreement	14	10	24	100%	2	0	2	0.4%
Indefinite term employment contract	14	9	23	95.8%	244	150	394	80.6%
Definite term employment contract	0	1	1	4.2%	42	53	95	19.4%
Full-time employees	14	10	24	100%	251	131	382	78.1%
Part-time employees	0	0	0	0%	35	72	107	21.9%

Human Resources Data

OLYMPIA ODOS Concession

14 Men

10 Women

24 Total

OLYMPIA ODOS Operation

286 Men

203 Women

489 Total



24 employees
OLYMPIA ODOS
Concession

489 employees
OLYMPIA ODOS
Operation

Human Resources by Geographical Area and Gender	OLYMPIA ODOS Concession		OLYMPIA ODOS Operation	
	MEN	WOMEN	MEN	WOMEN
Attica	14	10	116	85
Korinthos	-	-	48	70
Achaia	-	-	122	48
Total	14	10	286	203

Employee Mobility		OLYMPIA ODOS Concession				OLYMPIA ODOS Operation			
		18-25	26-40	41-50	51+	18-25	26-40	41-50	51+
Hires	Men	-	-	-	-	-	12	4	1
	Women	-	1	1	-	1	11	5	-
	Total	-	1	1	-	1	23	9	1
	Incoming (Total number of incoming/ total employees)	0.08%				6.95%			
Leaves	Men	-	-	-	-	-	13	6	3
	Women	-	1	-	-	3	15	15	2
	Total	-	1	-	-	3	28	21	5
	Outgoing (Total number of outgoing / total employees)	0.04%				11.66%			

New Employee Hires by Age and Geographical Area	OLYMPIA ODOS Concession				OLYMPIA ODOS Operation			
	18-25	26-40	41-50	51+	18-25	26-40	41-50	51+
Attica	-	1	1	-	-	14	4	-
Korinthos	-	-	-	-	1	5	3	-
Achaia	-	-	-	-	-	4	2	1
Total	-	1	1	-	1	23	9	1

Turnover Analysis	OLYMPIA ODOS Concession	OLYMPIA ODOS Operation
Layoffs	-	4
Resignations	1	17
End of contract	-	35
Retirements	-	1
Total	1	57

Employee Turnover by Age and Geographical Area	OLYMPIA ODOS Concession				OLYMPIA ODOS Operation			
	18-25	26-40	41-50	51+	18-25	26-40	41-50	51+
Attica	-	1	-	-	-	12	5	3
Korinthos	-	-	-	-	3	6	9	-
Achaia	-	-	-	-	-	10	7	2
Total	-	1	-	-	3	28	21	5

7.2 Fair Working Environment

Gender Ratio by Employees Category / Rank

Category / Rank	OLYMPIA ODOS Concession					OLYMPIA ODOS Operation				
	Number			%		Number			%	
	MEN	WOMEN	TOTAL	MEN	WOMEN	MEN	WOMEN	TOTAL	MEN	WOMEN
Top Executives	2	0	2	100%	0%	2	1	3	66.7%	33.3%
Managers	7	3	10	70%	30%	7	1	8	87.5%	12.5%
Administrative staff	5	7	12	41.7%	58.3%	46	24	70	65.7%	34.3%
Technical Staff	-	-	-	-	-	37	0	37	100%	0%
Blue collar (tolls / road operation)	-	-	-	-	-	194	177	371	52.3%	47.7%
Total	14	10	24	58.3%	42.7%	286	203	489	58.5%	41.5%

Equal Opportunities and Development Prospects

Since the beginning of its business activity Olympia Odos sets objectives and provides all the necessary resources to fulfil its vision and values. In this context, Olympia Odos undertakes to ensure the development of a working environment that offers equal opportunities to all employees, regardless of their gender, age, nationality, disability, religious or personal beliefs, and to constantly increase its commitment to provide highest quality services.

Particular attention is paid to the procedures that are adopted and focus on:

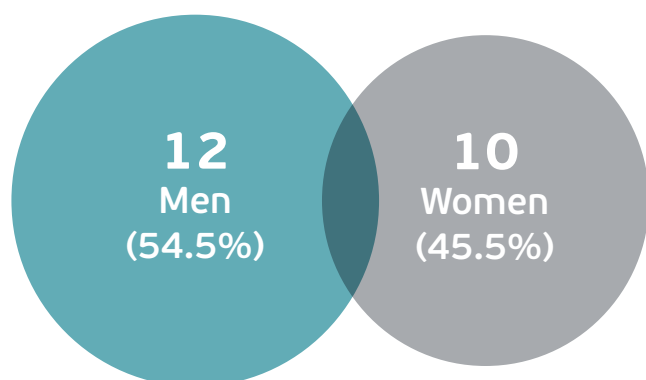
- developing communication channels down to the lowest hierarchy levels
- developing a team spirit and jointly set high-level goals via social events and specially designed training programs
- evaluating the performance of the employees and executives
- proceeding with gender-balanced recruitments
- developing a corporate responsibility & assistance mentality thanks to team activities of environmental and social nature

7.3 Skill Management and Development

Olympia Odos acknowledges that for the employees to have a career path they shall be given the appropriate opportunities for continuous improvement of their skills and performance.

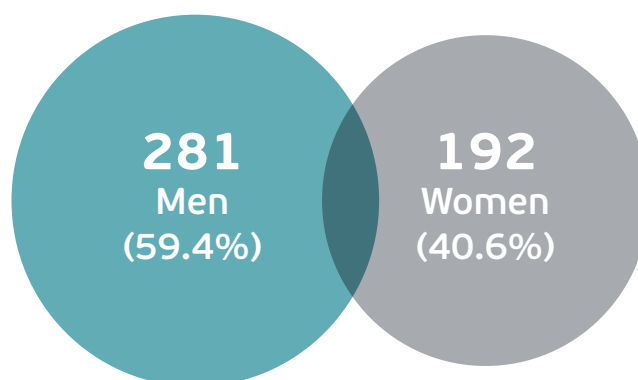
Total Number of Employees which have Undergone Performance Evaluation

OLYMPIA ODOS Concession



● Total employees 22 (91.7%)

OLYMPIA ODOS Operation



● Total employees evaluated 473 (96.7%)

Human Resources Training

Number of Participants by Employee Category	OLYMPIA ODOS Concession			OLYMPIA ODOS Operation		
	Men	Women	Total	Men	Women	Total
Top Executives	2	-	2	2	1	3
Managers	7	3	10	7	1	8
Administrative staff	5	7	12	46	24	70
Technical Staff	-	-	-	37	-	37
Blue collar (tolls / road operation)	-	-	-	189	167	356
Total	14	10	24	281	193	474

Training and Education by Employee Category	OLYMPIA ODOS Concession						OLYMPIA ODOS Operation					
	Training Hours			Average Training Hours			Training Hours			Average Training Hours		
	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL
Top Executives	61	0	61	30.5	-	30.5	6	3	9	3	3	3
Managers	206	106	312	29.4	35.3	31.2	77	3	80	11	3	10
Administrative staff	139	400	539	27.8	57.1	44.9	144	100	244	3.1	4.2	3.5
Technical staff	-	-	-	-	-	-	111	-	111	3	-	3
Blue collar (tolls / road operation)	-	-	-	-	-	-	567	501	1,068	2.9	2.8	2.9
Total	406	506	912	29	50.6	38	905	607	1,512	3.2	3	3.1
Subcontractors (all ranks & categories)	93			1			-			-		

Training and Education by Topic

Topic	OLYMPIA ODOS Concession		OLYMPIA ODOS Operation	
	Entries	Training Hours	Entries	Training Hours
Occupational Health and Safety	24	54	474	1,422
Environmental issues	2	6	0	0
Quality	24	180	0	0
IT / PC Operation / Systems	24	48	0	0
Human Resources Management & Leadership	0	0	2	12
Financial - Accounting	4	360	1	50
Corporate Social Responsibility - Standards	4	64	0	0
Customer Service	2	16	1	28
Administration support	1	100	0	0
Legal issues	2	12	0	0
GDPR	24	72	0	0
Total	111	912	478	1,512

7.4 Health & Safety at Work

Protecting the health and physical integrity of the employees and subcontractors is a major objective for Olympia Odos. Although no fatal accident has occurred, safety and prevention are still important issues and constitute the priority of the Management. To keep a high level of safety in the place of work, we pay particular attention to the identification of any behaviour that result in “near miss” situations. For that purpose, the technical service of Olympia Odos has established and implements a prevention strategy with special procedures regarding the protection of the personnel at the worksites. In addition to the obligations that arise from the legislation, Olympia Odos takes all organizational

and technical measures to ensure that the contractors and their personnel who carry out works on Olympia Odos sites, are guaranteed a safe working environment:

- we ensure that all employees (members of our personnel or of the subcontractors) at the worksites and the crews make proper use of the personal protection equipment (PPE)
- we install New Jersey (NJ) concrete barriers even in cases when this is not required by the law, to delimit and protect the worksites along the motorway. We undertake all costs and provide all organizational resources to implement the specific measure for the protection of the employees who are mainly members of the subcontractors
- we provide training sessions on Health & Safety as well as training to all new employees who participate in works falling within the scope of our jurisdiction

Olympia Odos Concession and Olympia Odos Operation fully comply with the requirements of the Greek legislation and the international OHSAS 18001:2007 standard on Health & Safety to which they have been certified for the "OLYMPIA ODOS Motorway Concession Management" and "Motorway Operation & Maintenance" respectively.

In particular, Olympia Odos Concession provides all necessary resources to ensure that safe and healthy working conditions and practices are applied to all sectors of the corporate activity, focusing on:

- the identification, assessment and minimization of risks relevant to the company's activities that may cause injuries or illnesses
- the training, inspection and monitoring of health and safety issues, such as safe working practices and emergency procedures for the personnel of the company and its subcontractors, aiming at the broader participation of the employees in identifying the working risks
- ensuring that all employees, visitors and associates have understood and implement the standards, regulations and the Health & Safety policy of Olympia Odos S.A. in the place of work
- establishing procedures to analyse and assess all accidents and incidents relevant to the safety in the place of work, as part of an Integrated Management Program
- presenting the Health & Safety policy of the company during internal and external audits to ensure its effectiveness and compliance, at all times, with the updated standards and best practices

In 2018, within the framework of the close cooperation with the "Panos Mylonas" Road Safety Institute, Olympia Odos Operation implemented the experiential training program "Do It Right" for all its employees, in which the personnel of the Concessionaire also participated.

Inspections (OLYMPIA ODOS Concession)

Internal Health and Safety inspections: 1

Inspections by a certification body: 1

Total Manhours

OLYMPIA ODOS Concession

Men: 31,515
Women: 18,909
Total: 50,424

Subcontractors

Men: 70,861
Women: 0
Total: 70,861

Health and Safety Indicators - Subcontractors

Manhours: 70,861

Total training hours in Health & Safety and Environment: 93

Near misses: 1

Motorway under traffic: Basic safety rules

10 non-negotiable rules of Safety



1. I always and with no exception observe the Highway Code and the driving behaviour rules



5. I move safely and with great caution at the toll stations



9. I never cross the road and I am very careful when the vehicle is reversing



2. I always respect and observe the instructions & safety procedures



6. I always implement the minimum typical temporary signage plans



10. Electric power kills, so I always take the necessary precautions



3. I always use the appropriate Personal Protective Equipment (PPE)



7. I install and remove traffic cones/signs with great caution, readiness and prudence



4. I do not drink alcohol and pay attention to medication and fatigue



8. In limited visibility zones and tunnels, I always take the specific measures

Motorway under maintenance works: Basic safety rules

10 non-negotiable rules of Safety at Work



1. Compulsory use of Personal Protective Equipment (PPE)



5. No employees shall stay under suspended loads



9. Act immediately in case of risk



2. Respect of the traffic rules (speed, zone, prohibition of mobile phones)



6. No employees shall be at any dangerous excavation



10. Use the appropriate tools and machinery for each work



3. Reverse beep



7. Strictly observe the worksite signage



4. Respect the rules for rope access works



8. Respect the paths for the traffic of pedestrians and vehicles inside the worksite

Health and Safety Indicators	OLYMPIA ODOS Concession	OLYMPIA ODOS Operation
Injury or accident rate of total staff (%)	0	2%
Hours of absence / total work hours (%)	0	3.7%
Accident frequency indicator	0	11.4
Accident severity indicator	0	115
Number of fatal accidents	0	0
Lost workdays due to accident	0	120
Incidents without days of absence	0	0
Lost Day Rate (LDR)	0	120
Absence rate (AR)	0	960
Total work accidents	0	11
Work accidents with days of absence from work	0	11

Training on Occupational Health and Safety Issues by Employee Category	OLYMPIA ODOS Concession					
	Number of Participants			Training Hours		
	Men	Women	Total	Men	Women	Total
Top Executives	2	0	2	6	0	6
Managers	3	3	6	9	9	18
Administrative staff	3	7	10	9	21	30
Total	8	10	18	24	30	54

Health and Safety Training	OLYMPIA ODOS Concession	
Topics	Participation	Training Hours
Fire safety	18	18
Earthquake	18	18
Emergency situation - Evacuation	18	18
Total	54	54

Health and Safety Investment Categories	OLYMPIA ODOS Concession and Operation (in €)
Maintenance of the fire safety system	6,908
Workspace upgrade	7,480
Employee medical coverage plan	270,597
Implementation - upgrading of Personal Protective Equipment	53,834
Certifications	2,940
Training and education	12,756
Occupational physician/safety technician	6,779
Pharmacy expenses/medical supplies	35,111
Total	396,405



Health and Safety is our Priority

- ✔ Identification, assessment and minimization of risks
- ✔ Training, inspection and monitoring of health and safety issues
- ✔ Ensure the implementation of standards
- ✔ Procedures to assess incidents
- ✔ Assure compliance

8. Conserving the Environment

In Olympia Odos we believe that the environmentally sustainable road infrastructures are an investment in the long-term prosperity of both the society and our planet. In an era of increasing environmental concerns, when biodiversity constitutes a particularly important aspect of all everyday activities, the protection of the environment is a collective duty

8.1 Environment and Innovation

Installation of LED lighting in 17 Tunnels

Olympia Odos takes targeted corporate decisions to contribute to a common European objective for the protection of the environment by implementing an extensive energy saving program. Thus, in 17 out of the 29 tunnels of Olympia Odos, five (5) in the area of Kakia Skala and 12 along Patra Bypass, the conventional lighting has been replaced by environmentally friendly LED lighting. In addition to better driving conditions, the LED lighting offers significant energy consumption reduction.

At the same time, to maximize the lighting effectiveness, the tunnels have been coated with a light colour which boost the lighting conditions thus resulting in important energy savings. To reduce consumption, in addition to the replacement of the luminaires:

- the tunnel photometers have been set to the appropriate lighting
- the tunnels have been checked and the relevant minor repairs have been made
- a modern control system has been installed allowing many more lighting levels

Results:

- 65% energy consumption cuts at Kakia Skala
- 70% energy consumption cuts at Patras Bypass
- 60% reduction of the carbon footprint and 4,000 tons of carbon dioxide equivalent less per year
- over 8 million kWh annual savings
- 2.2 t. of light bulbs recycled
- 132.5 t. of metal recycled

By way of example, on Patra Bypass the installed maximum instantaneous consumption is lower than 500 kW compared to the previous sodium lights for which the instantaneous consumptions reached about 2,500 kW of installed power. This initiative, corresponding to a total investment of more than €9 million, significantly reduced the energy footprint of the motorway and contributes to a large extent to the fight against climate change and to the biodiversity of the Project.



Connection to the Sustainable Development Goals

The First “Green” Motorist Service Stations in Greece

In 2017, we constructed the first two (2) Energy Performance B+ class rated M.S.S. in Greece, in accordance with the European Directive 31/2010, in the area of Psathopyrgos.

Note that most of the M.S.S. include existing buildings on the New National Road that were constructed in accordance with older environmentally specifications.

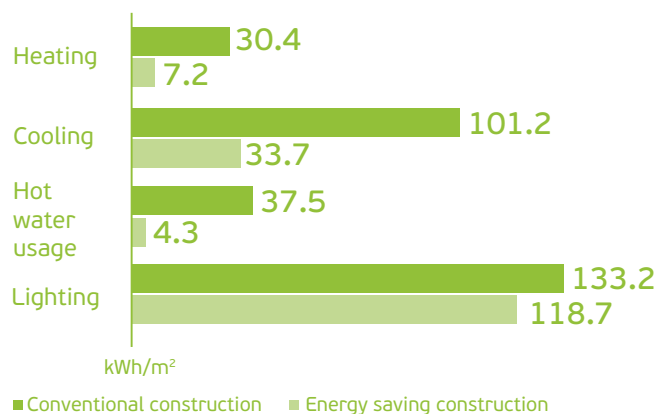
The M.S.S. have been constructed under this energy classification although the service stations are not bound to observe the energy performance requirements set in the Directive. The M.S.S. buildings (service stations, restaurants, mini market and bookstore) are an environmentally friendly design model. In particular, the Psathopyrgos M.S.S. are the first in Greece to offer all types of fuel - gasoline, diesel, LPG and EV charge - available on the market.

Their energy performing design has specific positive results:

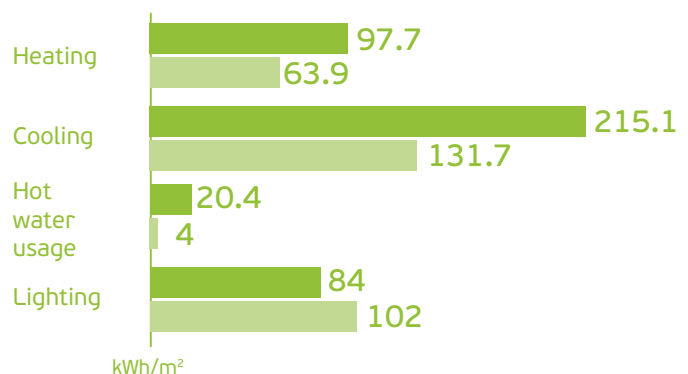
- reduction of the carbon emissions by approximately 157 kilos of carbon dioxide equivalent per square meter per year, compared to the conventional M.S.S. buildings
- reduction of the energy consumption at the service stations amounting to 54.2% compared to a conventional building, with total carbon emissions of 55 kilos of carbon dioxide equivalent per square meter per year
- 27.5% of energy consumption reduction in the restaurants with total emissions of 102 kilos of carbon dioxide equivalent per square meter per year

*The European Directive 31/2010 settles the building energy consumption within the context of the commitment of the European Union to reduce by 20% the total greenhouse gas emissions before 2020 compared to the levels of 1990.

Energy consumption Fuel Station Psathopyrgos



Energy consumption Restaurant Psathopyrgos



8.2 Our Environmental Footprint

The commitment to reduce the environmental footprint of our activities is set by the Management by means of adopting and implementing action plans and relevant programs. The organization of our company offers us the possibility to respond to the major environmental challenges by:

- soundly managing resources, such as energy and water
- preventing air pollution by monitoring the air quality in the areas adjacent to the Project
- minimizing waste thanks to the management of raw materials and recycling
- minimizing traffic noise thanks to an integrated monitoring program
- protecting the archaeological/cultural heritage
- rehabilitating and protecting the forested areas and landscapes affected by our operation based on approved environmental designs
- raising environmental awareness among the stakeholders, the subcontractors and the users of our motorway.

Impacts from our Operation

Every large-scale project, such as Olympia Odos motorway, entails possible impacts on the natural environment which are examined in order to be minimized. To that purpose, respecting and protecting the environment is an integral part of the motorway operation.

By way of example, during the construction period, more than 145 designs have been developed to analyse the impact of Olympia Odos motorway on the environment, including environmental impact assessment, surrounding areas and planting assessments, traffic noise, air quality and hydrological studies. These studies resulted in 20 Ministerial Decisions for the environmental licensing of the Project.

All environmental management activities are presented in annual and semi-annual reports drafted and published by the Environmental Service of Olympia Odos S.A. according to the Concession Agreement. Since the beginning of the Project, we committed ourselves to implementing the environmental management of the motorway by strictly observing the environmental legislation, the contractual provisions and the environmental licensing.

Olympia Odos is an important developmental infrastructure project offering social, economic and environmental benefits. The organized approach regarding the protection of the environment ensures that the motorway will have the least possible environmental impacts and the highest possible environmental and social benefits.

46

Corporate fleet vehicles

1,300,000

Kilometres covered by the corporate fleet



3 permanent air quality monitoring and weather stations

Electricity

Energy Consumption for Road Lighting and Facilities (kWh)

Attica	Western Greece
Tunnels: 5,048,053	Tunnels: 11,786,463
Road lighting: 1,668,627	Road lighting: 2,519,222
Buildings/ Facilities: 1,563,451	Buildings/ Facilities: 2,479,807
Total: 8,280,131	Total: 16,785,492
Peloponnese	Total
Tunnels: 2,189,612	Tunnels: 19,024,128
Road lighting: 3,729,604	Road lighting: 7,917,452
Buildings/ Facilities: 2,674,722	Buildings/ Facilities: 6,717,981
Total: 8,593,938	Total: 33,659,561

Energy Consumption in Offices OLYMPIA ODOS Concession



Emissions and Air Quality

Monitoring and controlling the emissions due to the traffic volume as well as implementing prevention procedures to reduce the air pollution are particularly important for the company.

To this respect, three (3) permanent air quality monitoring and weather stations are installed in the area of Korinthos (2015), at Aigio M.S.S. (2017) and on Patras Bypass (2015). No systematic exceedance of the statutory limits has been recorded to date.

Emissions and Air Quality

Semester	Station	Maximum hourly rate SO ₂ (Limit 350 µg/m ³)	Maximum hourly rate NO ₂ (Limit 200 µg/m ³)	Maximum hourly rate O ₃ (alert threshold 180 µg/m ³)	CO Maximum daily average of 8 hours (Limit 10mg/m ³)	Exceedances of average daily limits PM ₁₀ (50 µg/m ³) (maximum 35 times a year)	Average hourly rate PM _{2,5} (Limit 25 µg/m ³)	Average hourly rate C ₆ H ₆ (Limit 5 µg/m ³)
A' 2018	Korinthos	251.4	70	99	0.54	3	13	0.95
	Aigio	37.6	64	103	0.53	6	13	0.71
	Patras	14	65	96	0.95	17	16	1.17
B' 2018	Korinthos	54	77	84	0.85	1	11	1.7
	Aigio	29	94	90	0.45	0	11	0.4
	Patras	17.1	72.3	90.4	1.56	2	11	0.7

Monitoring the Road Traffic Noise

Protecting the residents of the areas adjacent to the motorway from noise pollution is an objective of the noise level recording program implemented by the company.

At the same time, according to the planning and the necessary licensing procedures, noise barriers have been installed in front of receivers located in populated areas within the limits of a town plan, at a distance shorter than 200 m from the motorway, as well as at all areas hosting sensitive uses such as schools, hospitals and buildings of special interest. More than 6,000 m of polycarbonate noise barriers have been installed along the motorway; most of their surface is transparent thus limiting any impacts on the urban planning and visual sources.

Waste Management

The main type of waste generated by the Project are office waste and waste from the M.S.S., the operation of the motorway and heavy maintenance. Waste management at M.S.S. is the responsibility of the lessees.

As part of environmental awareness campaigns and general environmental information that Olympia Odos employees were provided with, everyone received information about the waste management procedures, best practices to be observed and worst practices to be avoided according to the Quality Management Systems. Olympia Odos Operation S.A. also issued a brief "Waste Management Guide".

In 2018 we carried out:

162
24-hour measurements

46 Elefsina - Korinthos section

99 Korinthos - Patras section

17 Patras Bypass section

Waste Management in the Motorway

Waste Category	Hazardous / Non-Hazardous	Waste	OLYMPIA ODOS Concession & Operation	Management through Certified Partners
Urban waste	Non-Hazardous	Household waste (parking lots) (tonnes)	138	Disposal in landfills
	Non-Hazardous	Household waste (cleaning works) (m ³)	1,437	
Raw materials and semi-manufactured goods	Hazardous	Battery packs (Kg)	467	Recycling / Recovery
	Hazardous	Batteries (Kg)	1,083	
	Hazardous	Light bulbs (Kg)	2,590	
	Hazardous	Toners (pcs)	166	
	Non-Hazardous	Tires (pcs)	49	
	Non-Hazardous	Metal (Kg)	59,932	
	Non-Hazardous	Plastic (Kg)	1,795	
	Hazardous	Electric and electronic waste (Kg)	982	
Mixed waste	Hazardous	Lubricating oils waste (litres)	1,400	Re-Refining
	Non-Hazardous	Wastewater (urban wastewater) (m ³)	1,082	Wastewater treatment
	Non-Hazardous	Animal tissue waste (Kg)	3,566	Incineration
	Non-Hazardous	Clothes (Kg)	637	Recycling / Recovery

The recorded quantities concern all the recorded quantities which have been channelled to certified associates to be managed depending on their type.

8.3 Biodiversity

The conservation and protection of biodiversity are a requirement for the environmental licensing of projects, while at the same time they are considered, more and more, a competitive advantage. Being aware of the impacts that the Project may have, we constantly adopt new technical skills and monitor the developments in the field of technology to the benefit of the environment. We aim at conserving biodiversity without putting at risk the safety of the users and the residents of the neighbouring areas.

At the time of writing this Report, the area of Panagopoula tunnels crossed by the motorway became part of the NATURA2000 protected sites network because it hosts six (6) species of bats, three (3) out of which have established important populations there. Two years ago, Olympia Odos in its capacity as an end user, supported the rationale and the actions of an EU LIFE-Nature project which, among others, included measures for the conservation of bat colonies also in the drainage tunnels within the boundaries of the Project. The LIFE Nature project "Greek Caves and Bats: Management Actions and Change of Attitude" abbreviated as LIFE GRECABAT [LIFE17 NAT/GR/000522] was launched in September 2018.

Olympia Odos is one of a few large infrastructure projects in Greece and the only motorway where wildlife species find registered refuge in a man-made structure. Any man-made intervention in the area is implemented with great attention in order to protect the environment where these bats dwell.

Rehabilitating and Protecting Areas:

- in the context of heavy maintenance works, our associate subcontractors are contractually bound to protect and rehabilitate the areas which may be affected by the works
- the motorway users receive information about the initiatives of Olympia Odos regarding the environment through the newsletters issued at regular intervals in printed and electronic format.

*The European NATURA 2000 protected areas network is a network of protected areas (the largest in the world) stretching over the entire European Union. It aims at ensuring the long-term conservation of the most valuable and threatened species and habitats. It stretches over 18% of the EU's land area and almost 9.5% of its marine territory.

Fire Protection Measures

Olympia Odos is committed to protecting the flora and the forestry resources. Within the context of the routine maintenance of the motorway, all necessary slope cleaning and weeding actions are implemented to limit the risk of fire.

This is supported by an annual technical report on the inspection of the fire protection works elaborated by a specialised advisor. Note that the removal of the motorway construction worksites significantly reduces the risk of a fire burst and reduces the risk level to the lower one.

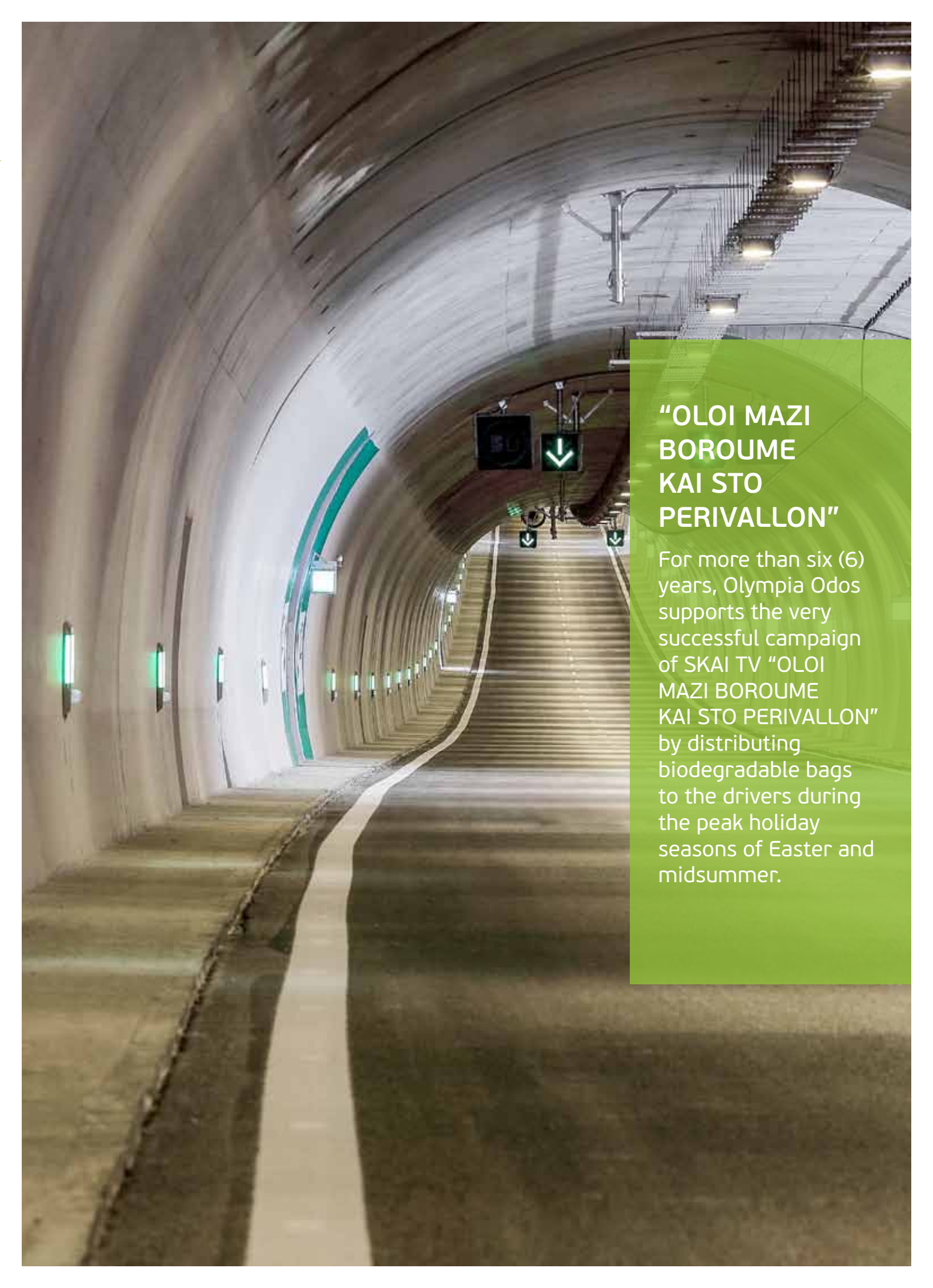
In 2018, Olympia Odos supported the Forest Service of Patras, to maintain the forest road network of the greater area and to clean it before the beginning of the fire period.

Environmental Investments

Environmental Management Investments	OLYMPIA ODOS Concession and Operation (in €)
Planting, restoration, protection and maintenance of green areas	519,530
Traffic noise monitoring program	28,960
Environmental consultants and employees for monitoring the application of Environmental Terms	100,859
Operation of atmospheric pollution and meteorological data stations	33,000
Certifications	3,829
Environmental protection studies and projects	85,748
Upgrading tunnels' lighting with LED	9,629,059
Waste management	177,786
Environmental training and education	1,890
Total	10,580,661

8.4 Awareness Campaigns

Since 2016, Olympia Odos joined forces with "Let's do it Greece", the largest volunteering action in Greece, participating in the action of spreading the message of environmental awareness raising worldwide. Olympia Odos, as National Supporter, has made its organizational infrastructure available to the volunteering movement, both by distributing biodegradable bags and by posting environmental messages on the VMS along the motorway.



“OLOI MAZI BOROUME KAI STO PERIVALLON”

For more than six (6) years, Olympia Odos supports the very successful campaign of SKAI TV “OLOI MAZI BOROUME KAI STO PERIVALLON” by distributing biodegradable bags to the drivers during the peak holiday seasons of Easter and midsummer.

9. Our Social Footprint

Olympia Odos is more than just a road infrastructure project. Olympia Odos is first and foremost a road constructed by people for people. It's an important strategic ally for the economic and social development of the areas it links, as well as the country in general. As an organization, we have committed ourselves to contributing to this goal through our strategy and our actions in the field of Sustainable Development.



**€184.8
million**
Social Product

The environmental and historical wealth of the local communities, our strong commitment to training and social integration and the lasting engagement with the local bodies are elements that define us and make Olympia Odos an active player in the socioeconomic standing of the areas crossed by the motorway. By contributing to the effort for sustainable cities and playing an important role in the field of land

use planning, Olympia Odos aims at adopting an exemplary behaviour regarding development, respect for the environment and the quality of life, as well as at encouraging the participation of all stakeholders in the initiatives and activities it implements. The social footprint of Olympia Odos includes our impact on infrastructure development, investing on the cultural and historical heritage, contribution to employment and social integration.

Annual contribution to Social Development - "Social Product"

Investments
(in th. €)

118,429.6

2,578.6

52,962.8

727.5

10,101.5

184,800

Payments to suppliers (incl. VAT)

Employee salaries and benefits (incl. insurance contributions)

Payments to providers of capital

Social Investment and Strategic Management

Taxes paid

Total «social product»

9.1 Social Investments

Social Investments	Investments (in €)
Free of charge transactions (people with disabilities etc.)	437,415
Support for social causes	59,489
Training and awareness activities	40,457
Sport activities	41,852
Cultural activities	32,436
Environmental activities	8,800
Other	20,990
Total	641,439

Free Transactions

As part of our policy, people with disabilities pass through our toll stations free of charge.



Support for People with Disabilities

202,198

Free of charge transactions

€437,315

Financial investment

Our objective is to always be in tune with the local needs and priorities, and this is why we undertake to:

- contribute to the territorial cohesion and economic growth of the region and to enhance the local heritage
- boost the social cohesion of the local communities by means of employment practices and multiculturalism integration
- encourage the dialogue with the residents of the neighbouring areas to ensure their development and to minimize the impacts from our operation on the environment and health
- devise volunteering initiatives to support the most vulnerable groups

Social Investments



Connection to the Sustainable Development Goals



Supporting Social Causes

In 2018, we continued supporting programs which promote social cohesion and lift social exclusion and that mainly support vulnerable social groups. We undertook a large number of activities and made donations to local initiatives most of which concerned local organizations. By way of example we name the following organizations:

- Deaf People School
- Hellenic Association of Women with Breast Cancer
- "Alma Zois" of Patras
- Association of Veteran Football Players of Vyzas FC, Megara
- Patras Social Grocery
- Efthimeio Center of Corinth
- SOS Children's Villages
- Association of Large Families of Patras
- The Smile of the Child, Ancient Korinthos
- The Smile of the Child, Patras
- Secondary Education of Achaia & Korinthia

Gefyres Café

To help fight against the social stigma of mental illness, prejudice and marginalization experienced by people facing mental health issues, Olympia Odos actively supports the Social Cooperative Enterprise "Gefyres".

"Gefyres" café was established in 2016 to contribute to the vocational and social re-integration of people with mental health problems who are members of the Mental Health Association (SOPSI) of Patras, offering them jobs and actively caring for their social and mental rehabilitation.

Boosting self-confidence, social economy issues, coffee and snack-making are some of the training topics of the team running "Gefyres" café. The scientific personnel of SOPSI Patras, in cooperation with experienced members of the "Gefyres" café, have undertaken the coordination of the team running the "Gefyres" café.



The initiative received the 3rd REVES Excellence Award within the framework of the annual European REVES Network excellence awards

National Customer Service Week

In the context of our activities for the National Customer Service Week, Olympia Odos donated 90 personal computers including their peripherals to the Regional Directorate of Secondary Education of Achaia and Korinthia aiming at supporting education in the schools of the local areas and contributing to the digital inclusion of the youngsters of the neighbouring regions.

Donation of 90 PCs to schools

Mandra: Support to People in Need

The people of Olympia Odos, in cooperation with and under the coordination of the Municipality of Mandra, were among those who from the very first moment rushed to help and provide machinery to support people in need. At the same time, Olympia Odos donated two vehicles, to partially meet the needs of the Municipality, as well as other specialized material to restore the city infrastructure.

Training and Awareness

Fighting against unemployment, promoting training and job creation form part of the company's long-term commitment. In 2018, Olympia Odos decided to promote development programs such as training programs for small businesses, and at the same time it continued supporting programs that promote road safety. A major pillar of the Sustainable Development strategy adopted by Olympia Odos includes raising awareness of the public on responsible driving.

Olympia Odos participates in European projects coordinated by HELLASTRON, such as the European Day Without A Road Death (Project EDWARD)

Students and teachers visit the worksites and facilities of Olympia Odos

Motorways contribute to the improvement of the everyday life of the users, by combining the reduced travel time, compared to the existing roads, with the road safety (the motorway is five times safer than the secondary road network). They also contribute to the increase of the regional tourism and the economic development since they facilitate access to a fast and flexible transport network.

As regards the benefits offered by the Project, as early as its construction period, Olympia Odos has developed a training program in cooperation with the Regional Directorate of Primary and Secondary Education of Achaia and Korinthia.

The cooperation with the educational sector is constant and ongoing. During the new project phase which included the motorway operation, schools visited the Traffic Management Centers and the facilities of the motorway. So far, more than 1,000 students have visited the facilities of Olympia Odos and have familiarized themselves with the tunnel systems and the operation of the motorway with obvious benefits both regarding the driving mentality of the students and their vocational orientation.

1,000 students visited the facilities of Olympia Odos



Socialize your Business

Olympia Odos supported a series of free of charge seminars titled "Socialize your Business" aiming at informing and training professionals at local level. They took place in Elefsina, Korinthos, Aigion, Patras, Pyrgos, Argos and Agrinio. This initiative aimed at informing and training professionals how to promote their businesses and their products and services by deploying the Internet.

Olympia Odos supported this training initiative, which was offered free of charge to the participants, so to boost

entrepreneurship at local level and this is why the following topics were selected:

- use of Internet Marketing by the Greek businesses
- understanding and utilizing social network platforms (Social Media: Facebook, YouTube, Instagram, Twitter) and developing content
- advertise services and products on the Internet at low cost and measure effectiveness
- social networks as leading tools of the corporate communication

The seminars took place from April to July 2018 and were attended by more than 600 people.

The seminars were organized by iDialogue, a civil non-profit organization for Dialogue, Networking, Transparency and Creativity.

Digital marketing seminars for business owners



Official supporter of the Hellenic Paralympic Team

Sports Activities

Olympia Odos is strongly committed to support sport activities intended mainly for children and disabled people and strongly supports the right of equal opportunity in participating in sports and the ideal of the Paralympic movement. Since 2015, Olympia Odos is an Official Supporter of the Hellenic Paralympic

Committee and was the supporter of the Hellenic Paralympic Team at the 15th Summer Paralympic Games of 2016 that took place in Rio de Janeiro, Brazil.

In 2018, we also supported important sport events such as:

- The LASER European Championships (Patras)
- The All-Star Game (Patras)
- The European Archery Youth Championships (Patras)
- The Tour of Sacrifice Race from Patras to Kalavryta (Cycling Club of Patras)



With the
protagonists
for the Environment

Environmental Activities

Environmental Education Program

In 2016, Olympia Odos launched an environmental education program in collaboration with the Environmental Education Departments of the Primary and Secondary Education Board of Achaia. The topic of this educational program was the “Protection of the Environment and Sustainable Development through the construction of Olympia Odos” and included two phases: Information Day for teachers and an educational visit to the worksites of Aigio and Drepano. Following that, visits were organized for students from secondary and high schools as well as from primary schools of the region, during the construction of the Project. As part of this program, more than 600 students and 131 teachers have enjoyed a guided tour at the tunnels of Panagopoula, Derveni, Mavra Litharia and at the Rio Interchange, before their official opening.

Tree planting program

Olympia Odos initiated a two-year tree planting program in areas along the motorway in cooperation with Forest Services and local authorities.

Upcycling and “LET THEM LIVE AGAIN” program

Thanks to the action “LET THEM LIVE AGAIN” initiated by the environmental organization “TEAM FOR THE WORLD”, Olympia Odos gives life to the materials that cannot be recycled and sends a strong environmental and social message.

As part of Patras International Circuit for Kart (P.I.C.K.), Olympia Odos transforms promotional materials used at the events sponsored by the company (such as posters and banners) into multi-use bags. The materials are processed by a group of refugees who master the art of cutting and sewing and thus they can make a decent living.



OLYMPIA ODOS Virtual Tour

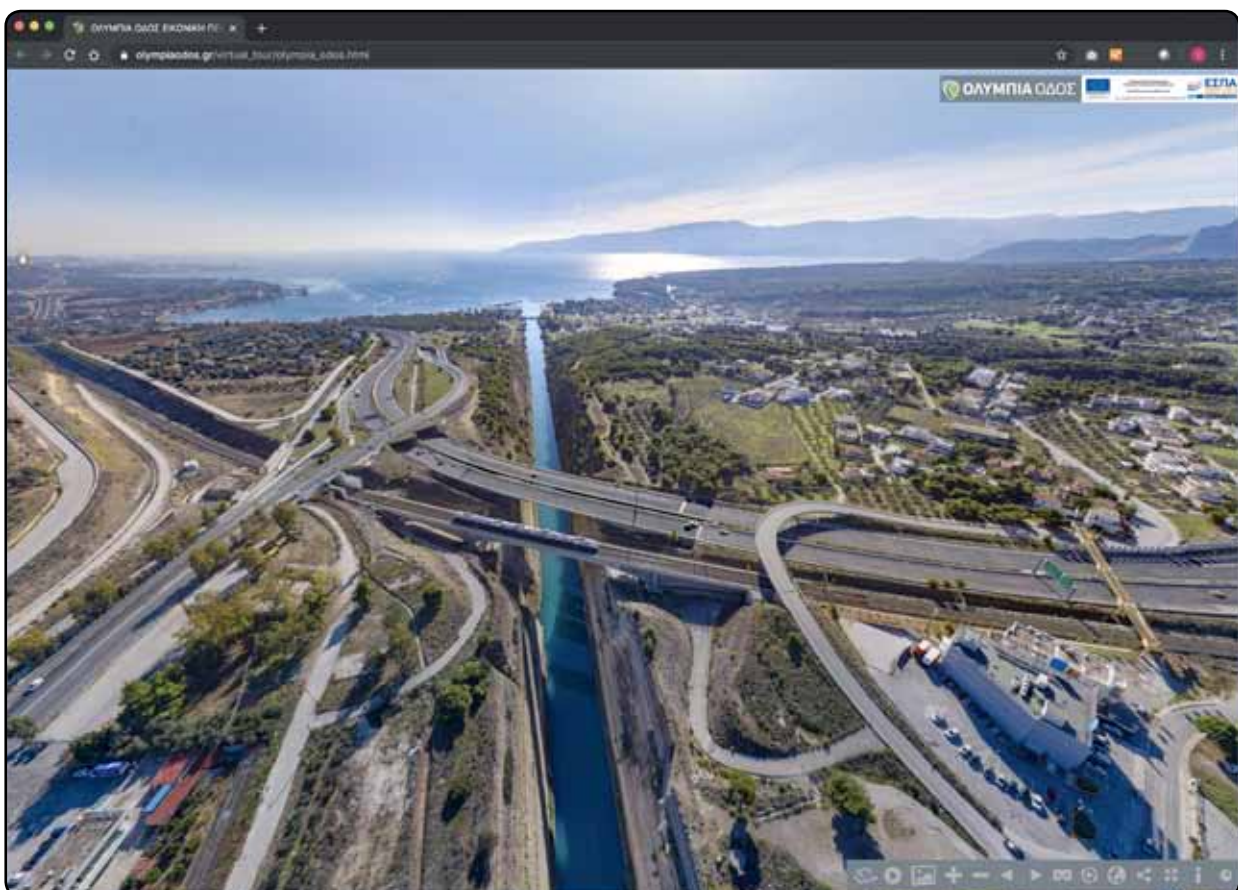
Olympia Odos created an innovative virtual tour featuring 15 selected sites along the motorway using a 360° high definition technology to reintroduce to the public the North Peloponnese.

"OLYMPIA ODOS Virtual Tour" is based on impressive terrestrial and aerial spherical panoramas. The innovative and most impressive feature is the possibility to tour around sites that extend over 200 km, thus allowing the users to travel, for example, from the Scironian Rocks to Stymphalia Lake or even to make a small tour along the Vouraikos Gorge.

Information for each destination is available in Greek and English and the aim of the virtual tour is to incite travellers from Greece and the world to visit historical sites and destinations of breath-taking beauty along the motorway.

Our ultimate ambition is to use this initiative, along with complementary initiatives of local and other bodies, to support the development of the greater region along the motorway. Considering this, the application - in addition to the Olympia Odos website - is also available at the Info Kiosks of the M.S.S. along the motorway.

Virtual tour featuring
15 important
destinations along
the motorway



Cultural and Archaeological Heritage

The construction of Olympia Odos generated huge archaeological investigations with particularly important findings. The motorway was constructed in an area uninterruptedly inhabited since 5000 - 3000 BC that was a center of agricultural and trading activities and maritime transport. 37 km out of the 120 km of the new Korinthos - Patras section were considered to be of great archaeological interest, thus increasing the complexity and the importance of the Project.

Although the Concession Agreement provided for approximately 250 km of archaeological surveys, 430 km were finally required for the construction of the Project, while more than 500,000 hours of archaeological works were required to complete them, i.e. 40 times more than the time initially foreseen by the Central Archaeological Council.

The alignment of the motorway was modified at five (5) locations due to the importance and the uniqueness of the antiquities:

- by lowering the longitudinal profile (in the case of an ancient temple at the Tunnel Portal in Marmara)
- by elevating the longitudinal profile (in Keryneia, due to an extensive prehistoric settlement, in Sicyon due to a Mycenaean settlement, in Ancient Corinth due to the Archaic Wall and Loutro)

To smoothly continue the archaeological investigation works:

- Two storage areas were constructed in Sicyon and Ancient Corinth, of a total cost of €400,000
- Additional specialized personnel was hired (designers, conservators, night watchmen, archaeologists and blue-collar workers having experience in archaeological

surveys), thus raising the payroll expenses to €6 million, corresponding to 66,000 man-days

- The excavations or operations like the transfer of the Roman tomb uncovered in the area of Ancient Corinth were supported with machinery, topographic surveys and works with a cost higher than €7 million.



Required:

430 km
archaeological
excavations

500,000 hours
archaeological works

€9 million
in archaeological
works

alignment modifications
in 5 parts of the
motorway

9.2 Investment in Local Infrastructure

Beyond our contractual obligation to fulfil the terms of the Concession Agreement, Olympia Odos has undertaken the financing, design work, construction and maintenance of a series of additional works and infrastructure adjacent to the Project that are particularly important for the local communities.

Works already completed:

- extension of the ramps of Lykoporia I/C, of about 450m up to the Old National Road (ONR) and construction of a junction on the ONR
- construction of a retention tank for the debris coming from the mountains, at Rodini Stream
- construction of a retention tank for the debris coming from the mountains, at Liakatas Stream.

9.3 Responsible Communication

Olympia Odos abides by the guidelines of the international code of the International Chamber of Commerce (ICC). The code proposes guidelines for the development of principles and self-regulated systems that allow Olympia Odos to build up trust with all stakeholders on the basis of honesty, ethics and compliance with the law. At the same time, it allows for the quick remedy of issues that arise in the field of communication and provides ethical guidelines that comply with the requirements of modern motorways.

In 2018 we invested €23,074 in responsible corporate communication, road safety and awareness raising initiatives as well as in electronic toll and interoperability communication.

€921,912
Investment in local
community infrastructures







Olympia Odos is an important strategic ally for the economic and social development of the geographical areas it links.

10. GRI Content Index

GRI Content Index

GRI Standard	Disclosure	Page number(s) and/or URL(s)	Omission
GRI 101: Foundation 2016			
GRI 102: General Disclosures 2016	General Disclosures		
	Organizational Profile		
	102-1 Name of the organization	12	
	102-2 Activities, brands, products, and services	18, 19, 46	
	102-3 Location of headquarters	13	
	102-4 Location of operations	18, 19	
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