



**OLYMPIA
ODOS**

**SUSTAINABLE
DEVELOPMENT
REPORT
2021-2022**



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1. Message to our Stakeholders



Panayiotis Papanikolas
Chairman and Chief Executive Officer

This report proves once again our actual and continuous commitment in Sustainable Development.

Dear stakeholders,

The third Sustainable Development Report of Olympia Odos coincides with the 15th anniversary of uninterrupted operation of the motorway and of Olympia Odos SA, the concession company which manages this important project. This report proves once again our actual and continuous commitment in Sustainable Development, a commitment inseparable from our corporate values and the principles of corporate responsibility, environmental awareness and social sensitivity.

We stay loyal to our vision to operate with people in mind.

A Constantly Evolving Project

The period of 2021-2022 was marked by the traffic increase along the motorway and the gradual exiting from the pandemic crisis. At the same time, the construction of Patras-Pyrgos section started in 2022: 75 kilometers of modern motorway, a project of particular importance, since it links Athens with Ancient Olympia, and has significant beneficial impacts on the economic, social and cultural development of Western Greece in its entirety. Thanks to the integration of Patras-Pyrgos Motorway in the Concession Project, Olympia Odos becomes the third longer motorway in Greece, with a total length of 277 km.

We stay loyal to our vision to operate with people in mind, we are pioneering by relying on new technologies and innovation, upgrading our infrastructure and services, protecting the environment and improving the daily life and quality of life of the wider society. We are particularly proud of what we have achieved together as a company over the past 15 years.

We have reduced accidents by 88%, we invested €61 million in environmental protection projects, and contributed to the economic development of the greater region.

Olympia Odos's strategic approach is still based on and developed along five distinct axes: Road Safety, Travel Experience, Human Resources, Society and Environment, focusing on corporate governance and organization.

The integration of new and innovative technologies combined with the promotion of digitalization have a positive impact at economic, social and environmental level.

Our Strategic Priorities Looking to the Future

In 2021-2022, we continued to invest in our strategic priority topics such as road safety, innovation, technology and enhancement of the travel experience. The integration of new and innovative technologies combined with the promotion of digitalization have a positive impact at economic, social and environmental level.

Road safety, the protection of human life as well as the focus on the travel experience are high priority topics in which we are systematically investing. We are developing our current systems, such as the Smart Tunnel program, the new infrastructure monitoring method and the MIRANDA monitoring tool, while continuing to implement innovative programs for the environment, the conservation of natural resources and the improvement of the motorway use.

The distance-based tolling continues to be a major social investment, changing the way motorways operate.

Innovative Programs in the Service of the Public and the Drivers

On the travel experience pillar, the distance-based tolling continues to be a major social investment, changing the way motorways operate. In this two-year period, €2,980,853.87 was refunded to drivers through the Hybrid system. At the same time, we expanded our innovative «Water from the Air» service, which provides free fresh drinking water to ten (10) more parking areas, while installing a telemetry system for real-time monitoring of the equipment.

In February 2022, we officially launched the «Olympia Odos App» which was designed to enhance the travelers' experience and to increase their safety.

The pilot application of the adaptive lighting system has been completed in 2021-2022.

Environmental Consciousness

A total of €3.25 million was invested in the protection of the environment in 2021-2022. The replacement of conventional luminaires with LED luminaires, equipped with an intelligent control system, informs us of the status of each luminaire in real time and allows us to respond immediately when needed.

The pilot application of the adaptive lighting system has been completed in 2021-2022, aiming to save energy during the day, with a total investment of €718,000 over five (5) years.

We continue to invest in electromobility by adding two (2) new electric vehicles to our fleet and installing TESLA chargers.

Our first concern is the relation of trust with the citizens, the drivers and the passengers towards whom we are committed to create travel experiences!

Social Responsibility

With regard to human resources and society, our main concern is the health and safety of our employees on the one hand and, on the other hand, the harmonious coexistence and cooperation with the local communities. In this context, we are constantly investing in the development and upgrading of our systems, in their certification, as well as in the training of our people.

More than €1,000,000 have been invested in Health and Safety. More than €89,000 have been invested in supporting social actions and implementing actions at local level, and therefore the total social product exceeds €415 million.

This third Sustainable Development Report reflects our progress and achievements in Sustainable Development. Since the beginning of this major project, our success has been based on the safety and service of our customers, the cooperation with the local communities and the respect for the environment. Our first concern was, is and will be the relation of trust with the citizens, the drivers and the passengers towards whom we are committed to create travel experiences!

Panayiotis Papanikolas
Chairman and Chief Executive Officer
OLYMPIA ODOS S.A.



2. OLYMPIA ODOS - AT A GLANCE

2021 - 2022

CORPORATE GOVERNANCE AND STRUCTURE



75 KM
of modern motorway under construction on the section of Patras-Pyrgos



98,539,110
passages from the toll stations

€209,940 th.
Turnover

59
59 participations and 260 hours of training on quality offered to members of the senior management

HUMAN RESOURCES



2,554
hours of training on Health and Safety

€1,000,000+
invested in Health & Safety issues

3,501
hours of training

TRAVEL EXPERIENCE AND SERVICE



€2,980,853
total amount refunded to the drivers from the Hybrid system over the last two years



OLYMPIA ODOS APP

45
safe parking lots for professional drivers under construction

104,123
calls to the call center

714
national suppliers

€2,325,346
investment

SOCIETY

TOTAL "SOCIAL PRODUCT"



€89,517
to support social actions

386,122
free passages for disabled people

OFFICIAL SUPPORTER
of the Hellenic Paralympic Committee

ROAD SAFETY AND INFRASTRUCTURE

€806,000
invested in maintenance works

31,381
road safety incidents



8,219,320 KM.
traveled by the patrols

€1,448,000
invested in Structures' inspections

237,209
hours on road safety

ENVIRONMENT



€3.25 million
for the protection of the environment in 2022



9.5% REDUCTION OF
electricity consumption for Road Lighting and Facilities (since 2019)



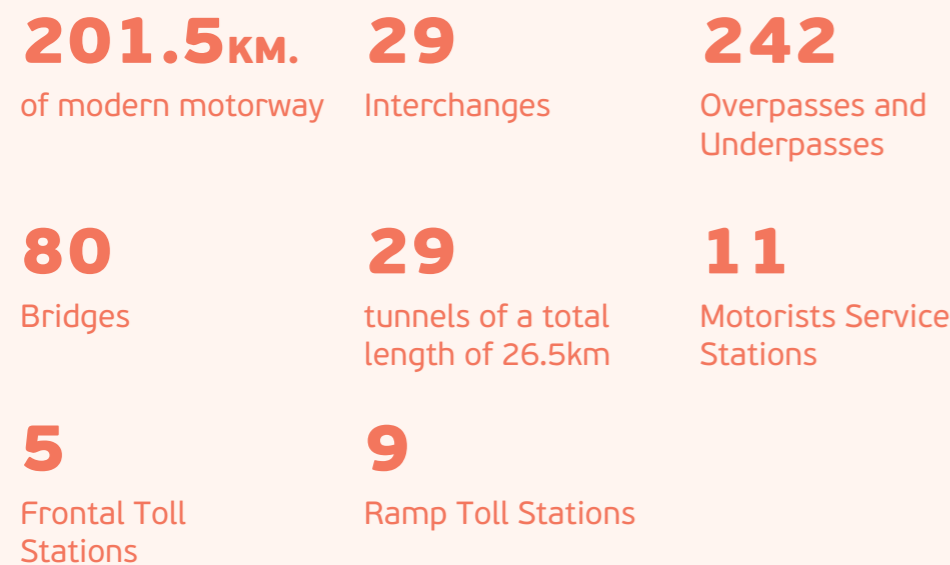
25% REDUCTION IN
our carbon footprint (since 2017)

3. ABOUT US

Olympia Odos is one of the most important national strategic projects for Greece. Spanning 277km from Elefsina to Korinthos, Patras, and Pyrgos, with 75km currently under construction, this modern motorway adheres to European standards. Its significance lies in seamlessly connecting the Peloponnese region to the rest of Greece and Europe.

The Project employs more than 500 employees in OLYMPIA ODOS S.A., the Concession Company which implements the agreement entered into with the Greek State, and in OLYMPIA ODOS OPERATION S.A. which is responsible for the daily operation of the motorway. Moreover, an additional 500 employees were employed in the construction of Patras-Pyrgos section in 2022.

THE TECHNICAL FEATURES OF ELEFSINA - KORINTHOS - PATRAS MOTORWAY



3.1 The Benefits of the Overall Project for the Local and National Development

As a company, we are called to manage a project of national scope, with great prospects in terms of its contribution to the local and national development of Greece. Recognizing our responsibility, we enact our business plan with a focus on prioritizing people, protecting the environment, fostering partnerships with local communities, promoting innovation, and continually integrating new technologies.

The Project's Benefits:

- A safer operation of the road network and improvement of safety;
- Employment growth;
- Boosting the economy of the local markets;
- High-quality trips;
- Upgraded services to the drivers;
- Reduction of travel time;
- Contribute to reducing the environmental impacts.

For more information:
<https://www.olympiaodos.gr/scorecard/>

OUR BUSINESS MODEL

A **ROAD SAFETY** and responsibility towards human life

ENSURING a high-level travel experience to the users of the Motorway

ENVIRONMENTAL PROTECTION, by means of innovation and digital transition

SUPPORT, development and promotion of the local communities

CONSTANTLY investing in a human-centered work environment

Progress of the Project

75 kilometers to the future: The construction of Patras-Pyrgos section

In 2022, construction commenced on the Patras-Pyrgos section, with a total budget allocation of €331 million, leveraging 35% from equity and bank loans, proving the dynamics of the company. This section holds immense significance as it connects Athens to Ancient Olympia, carrying substantial positive impacts on the overall economic, social, and cultural development of Western Greece.

The integration of the Patras-Pyrgos section into the Concession Project elevates Olympia Odos to become Greece's third-longest motorway, spanning 277km. This new 75km stretch of the modern motorway serves as a vital link, connecting the Patras Bypass to the northern entrance of Pyrgos.

Financing sources for Patras-Pyrgos Section

The total construction cost of Patras-Pyrgos Section amounts to €331 million and is financed by a combination of shareholders' private equity, bank loans, EU funds, and the contribution of the Greek State.

Allocation of Construction Funds

- 35% of Concessionaire funds (bank loans and equity);
- 65% from the European Union and the Greek State

PATRAS-PYRGOS SECTION TECHNICAL FEATURES

75km.

of modern motorway

13km.

constructed along the existing alignment

62km.

construction in new engraving

8

interchanges

64

Overpasses and Underpasses

1

Technical Base / TMC

15

bridges

2

MSSs

150

culverts



SHAREHOLDERS PARTICIPATING IN THE CONSTRUCTION OF THE NEW PATRAS-PYRGOS SECTION

35%

AVAX SA

36%

AKTOR SA

29%

TERNA S.A.

VINCI
CONSTRUCTION
GRANDS
PROJETS



4. CORPORATE GOVERNANCE AND STRUCTURE

The Corporate Governance system of our company is founded on the principles of transparency, integrity and reliability. It contributes to the responsible fulfillment of our corporate goals, emphasizing on the organization, operation, management and audit sectors. It ensures the integrity of the Board of Directors (BoD) and promotes relations of trust with all stakeholders.



TURNOVER

€112,415 th.
2022

€97,525 th.
2021



Integrated Management System complying with recognised standards



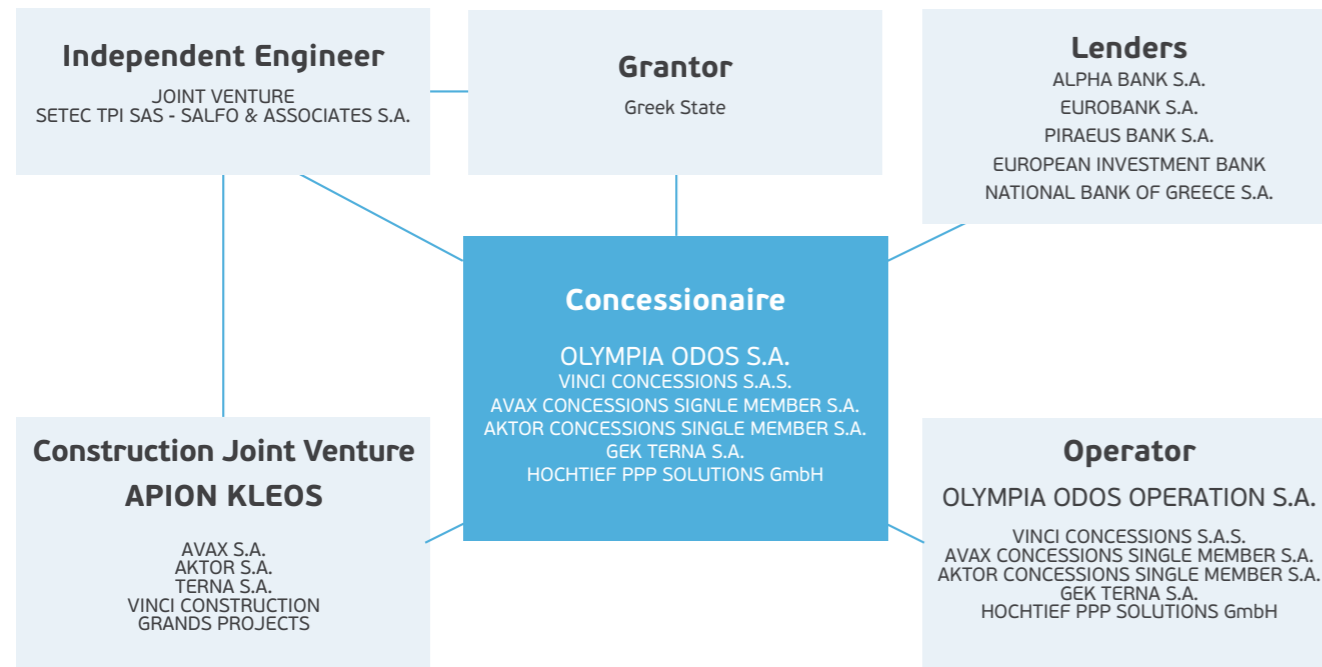
Recognitions in 9 different corporate awards

4.1 Organization and Management

Our governance, organizational structure, and administrative framework are meticulously designed to amplify the positive impact of our operations while diligently minimizing any potential adverse effects.

At Olympia Odos, our strong commitment to zero tolerance for violence, harassment, corruption, and conflicts of interest underscores our dedication to responsible and ethical conduct, prioritizing the company's interests and upholding our core principles and values. In line with this commitment, in May 2022, we implemented a workplace violence and harassment prevention policy.

Notably, in both 2021 and 2022, there were no reported incidents of corruption or conflicts of interest at the senior governance levels. In 2022, we developed a framework, which includes specific procedures, mechanisms and policies to deal with corruption and conflict of interest, which is expected to be established and start to be implemented in 2023.



SHAREHOLDING OF THE CONCESSION COMPANY

29.9%
VINCI
CONCESSIONS
S.A.S

19.1%
AVAX
CONCESSIONS
SINGLE
MEMBER S.A.

17%
HOCHTIEF PPP
SOLUTIONS
GmbH

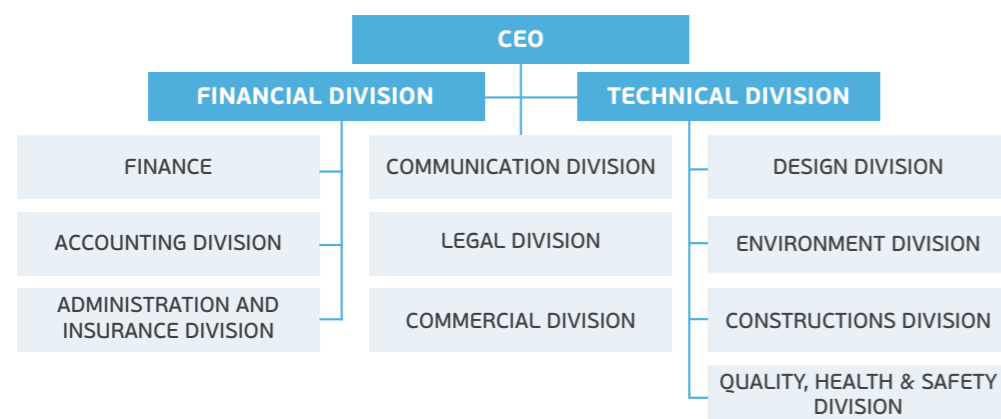
17%
AKTOR
CONCESSIONS
S.A.

17%
GEK TERNA
S.A.

On 21.03.2023, the shares of AVAX S.A. were transferred to AVAX CONCESSIONS MONOPROSOPI S.A. For more information about the shareholders, please visit our corporate website at <https://www.olympiaodos.gr>

Organizational structure and Management

Our organizational structure is meticulously crafted to streamline resource management, foster effective decision-making, align with our corporate objectives, ensure seamless company operations, and bolster communication with our key partners. The Board of Directors (BoD) spearheads the formulation of our company's strategy and development policies. The BoD members are elected to serve a four-year term.



COMPOSITION OF THE BOD*

Role	2022	2021
Chairman of the BoD and Chief Executive Officer	Panayiotis Papanikolas	Panayiotis Papanikolas
Vice-chairman of the BoD	Georgios Papageorgiou	Georgios Demetriou until May 21, 2021, when he was replaced by Georgios Papageorgiou
Executive Managing Director	George Syrianos	George Syrianos
	Belen Marcos Cortes	Belen Marcos Cortes
	Christophe Pélissié du Rausas until 13.06.2022. Replaced by Guillaume Dubois	Christophe Pélissié du Rausas
Directors	Cédric Braunwald	Chivoine Rem until 21.07.2021. Replaced by Cédric Braunwald
	Peter Coenen	Peter Coenen
	Oliver Wagner	Oliver Wagner
	Stelios Georgallides	Stelios Georgallides
	Antonios Chadjiioannou until 28.02.2022 Replaced by Maria Eleni Nitsopoulou	Antonios Chadjiioannou
	Emmanuel Moustakas	Emmanuel Moustakas
	Emmanuel Vrailas	Emmanuel Vrailas

* there is no distinction between executive and non-executive directors

GENDER RATIO AND AGE DISTRIBUTION OF THE BOARD OF DIRECTORS



2022

WOMEN <30-50: 1, 50+:1
MEN <30-50: 2, 50+:8

2021

WOMEN <30-50: 1, 50+:0
MEN <30-50: 2, 50+: 9

4.2 Financial Data

The financial statements can be found on our corporate website and are also available here: <https://www.olympiaodos.gr/project/Oikonomikes-Katastaseis/>.

€112,415 th.

the turnover of 2022 amounted to

Financial Figures (in th. €)

	2022	2021	2020
Net Sales/Turnover	112,415	97,525	89,261
Operating cost	60,671	57,003	58,991
Employee Wages and Benefits	2,654	2,131	1,801
Payments to sponsors	31,319	82,230	8,323
Profit/loss before tax	25,576	15,336	11,562
Profit/loss after tax	25,576	15,336	11,562
Total payments to State bodies (paid taxes) (incl. VAT)	14,806	18,841	18,172
Equity	110,000	100,000	100,000
Total liabilities	830,845	818,544	778,349
Total assets	971,858	921,440	861,161

4.3 Management Systems and Certifications

At Olympia Odos we are committed to the provision of quality services to customers and drivers, the creation of an effective environmental management system for the motorway, as well as the high level of Health & Safety of all those who work along and use the motorway.

To that purpose, and always aiming at ensuring quality, we have developed an Integrated Management System, certified by the international firm TÜV HELLAS (TÜV NORD), implemented in the following fields:

- The management of the concession of the motorway (financing of the Project, motorway operation and maintenance, management of Motorist Service Stations (M.S.S.).
- The operation of the motorway (management of traffic and incidents, road and electromechanical maintenance, service of customers and subscribers)

CERTIFICATIONS GRANTED TO OLYMPIA ODOS S.A.

ISO 9001:2015

Quality assurance of the service provided to all motorway users, in accordance with the ISO 9001:2015 international standard

ISO 14001:2015

Protection of the environment and monitoring the observance of the environmental terms of the motorway in general, in accordance with the requirements of the ISO 14001:2015 international standard

ISO 45001:2018

Protection of the Health and Safety of the employees of the motorway, by applying the ISO 45001:2018 international standard

CERTIFICATIONS GRANTED TO OLYMPIA ODOS OPERATION S.A.

ISO 9001:2015

Quality assurance for the service provided to all motorway users, in accordance with the ISO 9001:2015 international standard

ISO 14001:2015

Protection of the environment and monitoring the observance of the environmental terms of the Project in general, by meeting the requirements of the ISO 14001:2015 international standard

ISO 45001:2018

Protection of the Health & Safety of the employees of the motorway, by applying the ISO 45001:2018 international standard

ISO 39001:2012

Management of the Road Safety and in particular the fleet of the operation and maintenance vehicles according to the ISO 39001:2012 standard

For more information: <https://www.olympiaodos.gr/project/Pistopoihsis-Politikes/>

How do we manage Risks? Risk Register

Efficiently identifying and managing the multifaceted risks that impact the motorway's operation stands as a critical priority for everyone involved at Olympia Odos.

Our developed risk register serves as a pivotal tool, enabling us to navigate each project methodically. It assists in identifying, monitoring, and addressing potential issues and challenges that could potentially impede our objectives.

Quality Assurance

Ensuring quality across the Project's infrastructure, operations, and the services we offer stands as our foremost priority. This commitment not only mirrors the expectations of our stakeholders but also embodies our inherent philosophy. Therefore:

- We set indicators to continuously assess the quality of the motorway and of the services provided;
- We obtain continuous feedback from our employees;
- We systematically carry out audits on the processes and systems we apply;

IDENTIFIED RISKS REGISTER



NATURAL DISASTERS

(severe weather phenomena, earthquakes, landslides, etc.)



CONTRACTUAL OBLIGATIONS

Contractual obligations (acts of the State that unilaterally amend the Concession Agreement or termination of loan agreements by the lenders, etc.)



RISKS FROM OPERATIONAL AND BUSINESS ACTIONS

(failure of infrastructure works, systems dysfunction, road accidents, etc.)



CYBER THREATS

(piracy or blackmailing)



ACTS OF TERRORISM

or vandalism



ENVIRONMENTAL RISKS

(insufficient waste management practices at the MSSs or impact of the road traffic noise, etc.)

Quality Inspections (OLYMPIA ODOS S.A.)

	2022	2021	2020	2019
Internal Quality Inspections	1	1	1	1
Inspections by a Certification Body	1	2	0	1

Quality Training per Position/Hierarchy Level (OLYMPIA ODOS S.A.)

	2022						2021					
	Number of participants			Hours of training			Number of participants			Hours of training		
	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total
Senior management	3	0	3	30	0	30	3	0	3	33	0	33
Managers	4	3	7	40	30	70	3	3	6	33	33	66
Administrative personnel	8	13	21	16	26	42	7	12	19	7	12	19
Total	15	16	31	86	56	142	13	15	28	73	45	118

Investments in Quality (in €)

	2022		2021	
	OLYMPIA ODOS S.A.	OLYMPIA ODOS OPERATION S.A.	OLYMPIA ODOS S.A.	OLYMPIA ODOS OPERATION S.A.
Certifications	700	900	750	900
External advisor	1,200	-	1,200	-
Total	1,900	900	1,950	900

In 2022, as part of Olympia Odos' adherence to ISO 9001:2015 standards, the company conducted training sessions and seminars for both management and senior leadership. These sessions focused on reinforcing the company's policies concerning handling workplace violence and harassment, addressing issues related to corruption, and proactively preventing conflicts of interest.

WE SYSTEMATICALLY INVEST IN CONTINUOUS IMPROVEMENT THROUGH:

- The implementation of international standards;
- The strict audits conducted by qualified and experienced employees;
- The constant improvement of the existing procedures;
- The investments in new infrastructure and modern technological equipment.

4.4 Participation in Scientific Conferences and Congresses

Our goal is to actively participate in promoting sustainable development and business excellence and innovation through conferences, presentations, workshops and other events. In 2021-2022 we actively participated in more than 33 conferences focusing on a variety of topics related to technology, sustainable mobility and road safety.

19TH ROAD USER CHARGING CONFERENCE, BRUSSELS

Presentation:
Dr Kalliopi Tzivanaki
"New application to facilitate traveler's mobility and autonomy"

2ND ELECTRIC & MICRO MOBILITY FORUM & EMERGING TECH CONFERENCE "EDGE INTELLIGENCE 2022"

Presentation:
Grigoris Chasanis, E/M and Tolling Systems Manager
"Digital transformation in Olympia Odos and the future of electro-mobility for sustainable road transport"
"SmartTunnel, an innovative system to monitor tunnel equipment"

3RD PAN-HELLENIC CONFERENCE ON HEALTH AND SAFETY AT WORK

Presentation:
Kostas Papakostas, Quality, Health & Safety Manager.
Reference was made to the demanding working conditions along the motorway and the organizational and technical means used to protect all employees.

DELPHI ECONOMIC FORUM VII 6-9/4/2022 DELPHI ECONOMIC FORUM NPO

Presentation:
Dr. Panayiotis Papanikolas, President & CEO

4.5 Value Generating Synergies

At Olympia Odos we maintain stable and long-term partnerships with many stakeholders in the wider industry, as well as with organizations promoting sustainability, in order to maximize the impact of all the actions and initiatives we support.

- Observatory of Road Networks in Western Greece and Peloponnese
- HELLASTRON (HELLENIC ASSOCIATION of TOLL ROAD NETWORK)
- "Panos Mylonas" Road Safety Institute
- Vinci Autoroutes Foundation for Responsible Driving
- DIAZOMA
- Kilometers of Solidarity
- Hellenic Institute of Customer Service (EIEP)
- Hellenic Network for Corporate Social Responsibility (CSR Hellas)
- Sustainable Building Council Greece (SBC Greece), member of the World Green Building Council

4.6 Distinctions and Awards

Awards and distinctions highlight our efforts to implement initiatives and actions that promote innovation, Sustainable Development and maximize our positive social impact.

2022

ENERGY MASTERING AWARDS 2022

Two (2) Gold awards:

- for the program “Water from the air”
- for the program “Olympia Odos Adaptive Lighting”

HELLENIC RESPONSIBLE BUSINESS AWARDS 2022

- GOLD in the category Natural Resources Management for the program “Water from the air”;
- SILVER Award in the category “Green Buildings/Built Environment” for Psathopyrgos and Velo MSSs, the first “green” Motorists Service Stations in Greece

BRAVO SUSTAINABILITY AWARDS 2022

- we were awarded in the “Environment” Axis for our “Sustainable Mobility and Energy Novelty” program;
- we were awarded “Sustainable Development Ambassador” in our capacity as an entity implementing initiatives and actions for the protection of the environment, the social welfare, the economic growth and innovation.

HEALTH AND SAFETY AWARDS 2022

- BRONZE Award in the category “Effective Employee Participation” for the participation of the employees in improving the Health & Safety level.

2021

BRONZE AWARD IN THE GREEN AWARDS

Distinction in the category Green Business Model for our business model for the pillar of Sustainable Development/Operations/Technology.

HELLENIC RESPONSIBLE BUSINESS AWARDS 2021

Two (2) GOLD awards in the following categories:

- EV Charging, for the quick charging infrastructure at Psathopyrgos MSSs;
- Motorways Fleet Management, for the Comprehensive Fleet Management system of OLYMPIA ODOS OPERATION S.A.

MOBILITY AWARDS 2021

We were awarded as the “Motorway of the Year”.

At the same time, we won another six (6) awards:

- PLATINUM in the category Motorways Customer Service for our innovative Hybrid program.

Three (3) GOLD awards in the following categories:

- Motorway Safety for our holistic approach of safety on the motorway;

NATIONAL CUSTOMER SERVICE AWARDS 2021

Award in the category «Best Use of Technology for Customer Experience» for the innovative and breakthrough Hybrid System, the first distance-based toll system in Greece

REAL LIFE HEROES AWARDS

Our colleagues Dimitris Chronis, Michalis Dimitroulakis and Christos Liogris were awarded for saving a little girl from choking.

Two (2) SILVER awards in the following categories:

- Motorway Management System for the Smart Tunnel project;
- Motorways Environmental Management, for the PROTECT program which includes initiatives such as the installation of LED lighting in 17 tunnels and the relevant power consumption cuts by 65%, the design of the first “green” Motorists Service Stations (MSS) in Greece, the use of power certified as produced by RES.
- EV Charging, for the quick charging infrastructure at Psathopyrgos MSSs;
- Motorway Fleet Management, for the Comprehensive Fleet Management system of OLYMPIA ODOS OPERATION S.A.



5. OUR APPROACH TOWARDS SUSTAINABLE DEVELOPMENT

At Olympia Odos, the principles of sustainability drive our business decisions, initiatives and activities. Our dedication to sustainable mobility has positioned us as a leading example in our industry at the European level. In this context, we continue to operate responsibly, while at the same time promoting national and local development, maintaining high standards of our operation, serving people and protecting the environment.



24

Sustainable Development material topics



CONTRIBUTION TO

13

Sustainable Development Goals

16

Groups of stakeholders

5.1 Strategic Approach to Sustainable Development

Our commitment to promoting sustainable development is a top priority for all of us and is evident at all levels: in our management structure, policies, priorities, initiatives, as well as the outcomes of the company's decisions and actions.

OUR APPROACH HAS THE FOLLOWING PRIORITIES:

Road Safety

A top priority in view of our responsible business activity and our respect to human life

Relationship of trust with our social partners

A top priority for fair corporate governance, for our social responsibility, repute and sustainability

Innovation, know-how and experience

Key factors for the quality of our services

Human-centered working environment

Key factor of our business performance, our competitive advantage, collective responsibility and effective cooperation

Social cohesion

Our top priority for the development of local communities

Environmental protection

Key factor for the sustainable mobility we envision and the reduction of our environmental footprint

OUR STRATEGIC APPROACH TO SUSTAINABILITY IS BASED ON FIVE (5) DISTINCT AXES:



ROAD SAFETY



TRAVEL EXPERIENCE



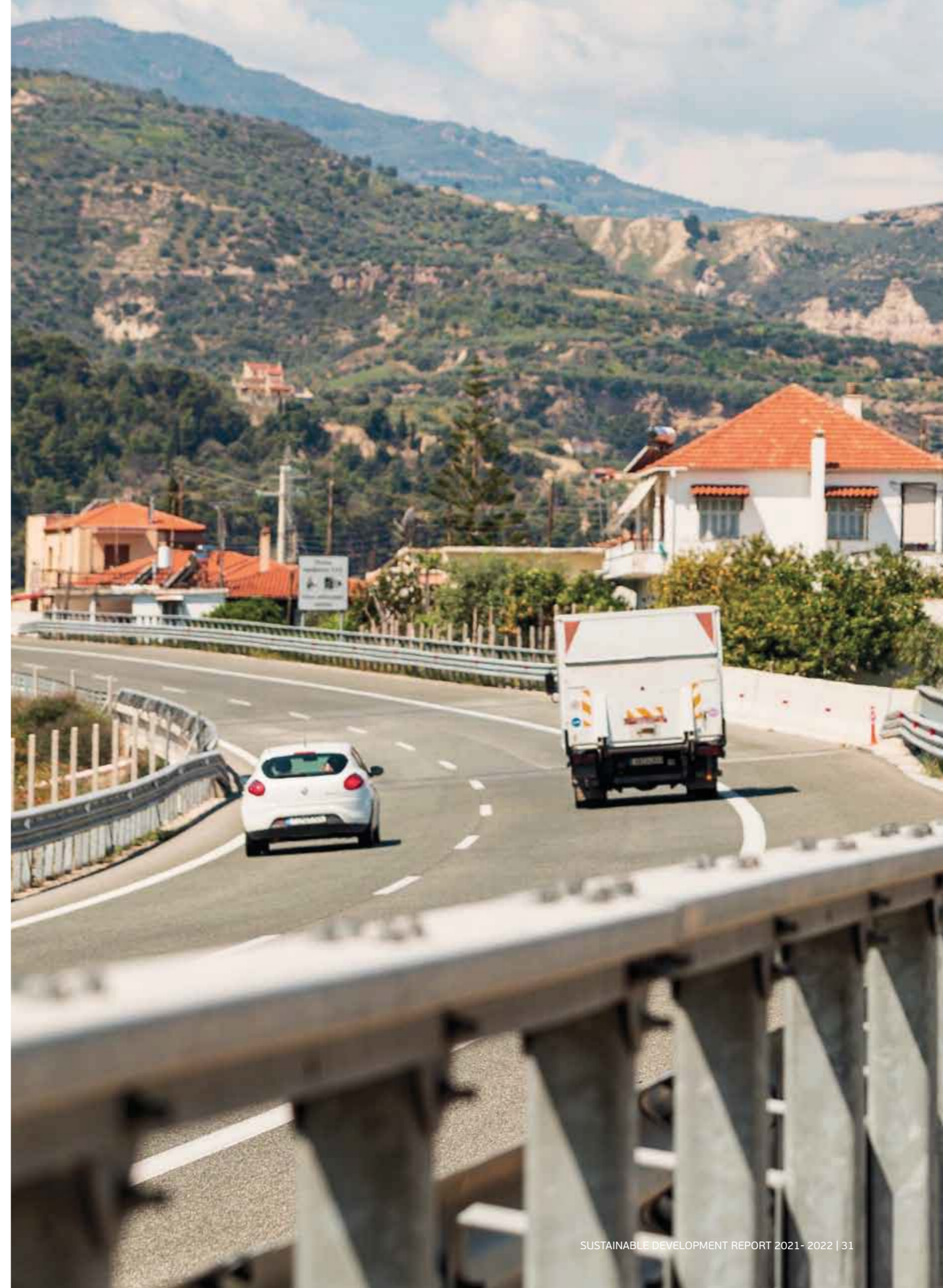
HUMAN RESOURCES



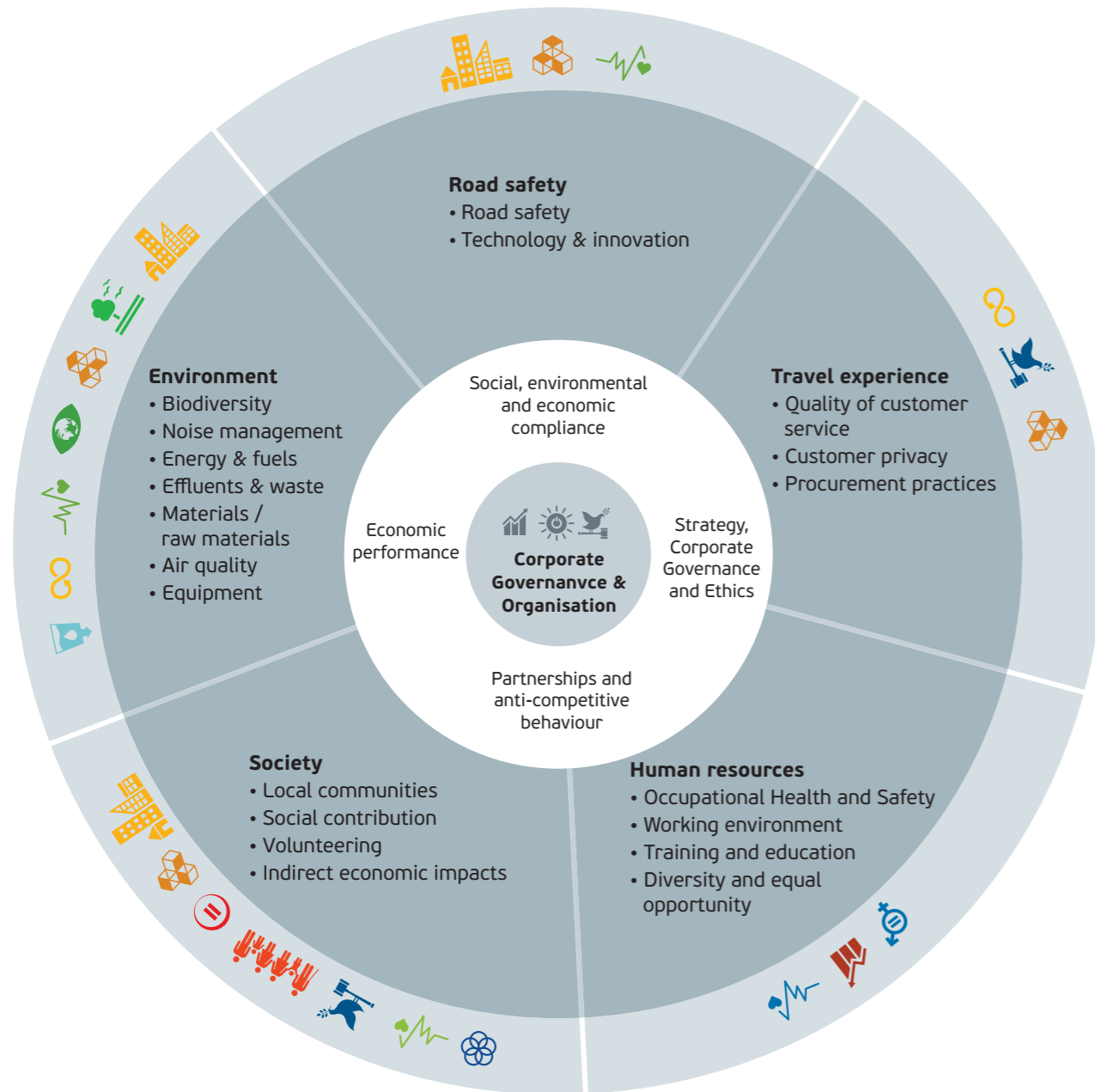
COMMUNITY



ENVIRONMENT



SUSTAINABILITY PILLARS AND FOCUS AREAS



MANAGEMENT OF SUSTAINABLE DEVELOPMENT TOPICS

- Setting up of a Sustainable Development Team
- Appointment of a Sustainable Development Report officer at the Communication Division
- Regular consultation with our stakeholders
- Elaboration of criteria pertaining to the supply chain
- Setting up of special committees/working groups
- Certifications
- Development of synergies and partnerships
- Sustainable Development Reports

5.2 Dialogue with Stakeholders

The dialogue with our stakeholders is the core of the Olympia Odos' business operation. Through methodologies and specific tools, we aim at understanding the priorities of the stakeholders and the impact of our activities in order to make more efficient strategic decisions.

Stakeholders

Since our first Sustainable Development Report, Olympia Odos has defined sixteen (16) key groups of stakeholders. They have been defined taking into consideration a series of parameters such as their geographic allocation, their influence and impact, their representativeness, their relation with our company, etc. The Sustainable Development Report aims to become an active dialog platform with all stakeholders and to essentially contribute to the shared goal of Sustainable Development.

- Shareholders and management
- Construction Joint Venture
- Employees
- OLYMPIA ODOS OPERATION S.A.
- State
- Other motorways
- Banks and Financial Institutions
- Emergency intervention bodies
- Users
- Subscribers
- Suppliers
- Local Authorities
- Community
- NGOs and Pressure groups
- Educational Institutions
- Mass Media

5.3 Material Topics

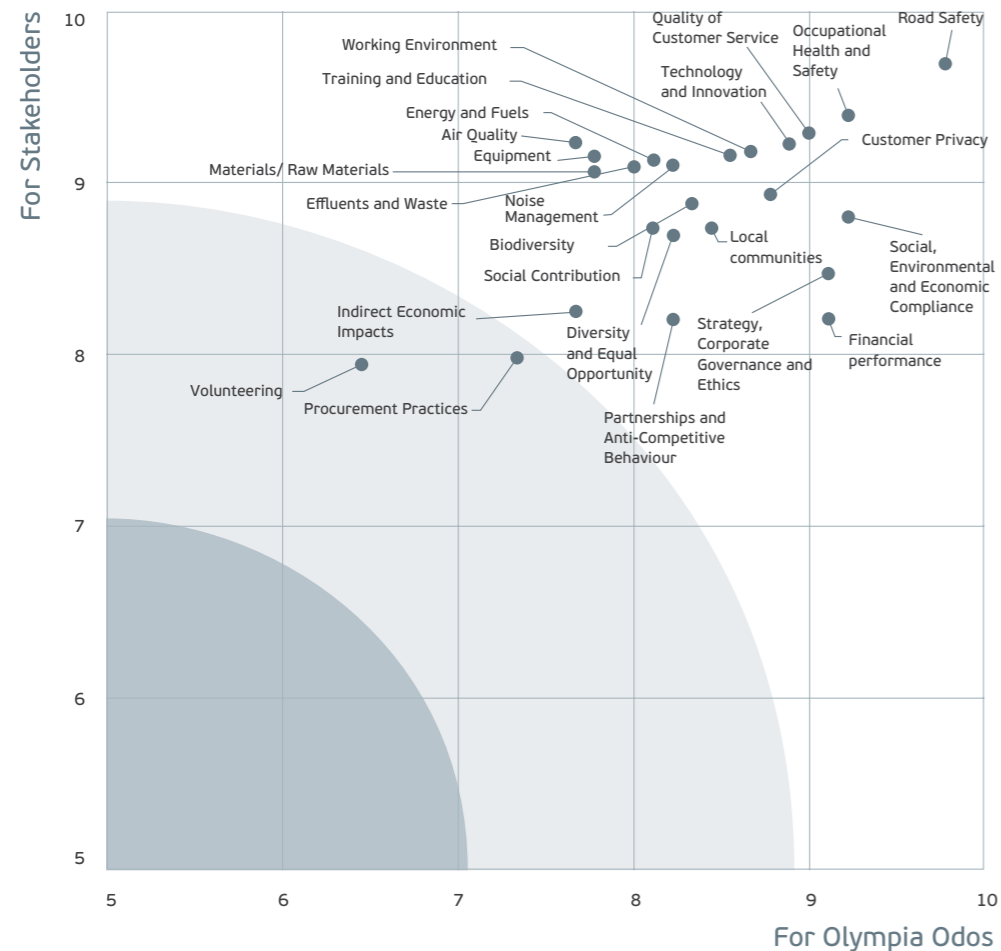
In 2022, as part of a specific survey, we reviewed the topics we had identified as the most material ones and then we recorded the views and expectations of our stakeholders. In the review process, we took into account industry developments, company priorities, national priorities and the views of our stakeholders.

The Steps of the Process

In order to define the material topics for this reporting period, we followed a specific process:



MATERIALITY MATRIX









Material Topics	Employees	OLYMPIA ODOS OPERATION S.A.	Local communities	Other motorways	Suppliers	NGOs and Pressure groups	Educational Institutions	Banks and Financial Institutions	Construction Joint Venture	Community	State	Shareholders and management	Emergency Intervention bodies	Media	Subscribers	Local Authorities
CORPORATE GOVERNANCE AND STRUCTURE																
Social, environmental and financial compliance	●	○	○	●	○	●	●	○	●	○	○	○	●	○	○	●
Strategy, governance and ethics	●	●	●	●	○	●	●	●	●	●	●	○	●	●	●	●
Financial Performance	●	●	○	○	○	●	●	●	●	●	●	○	●	○	●	●
Partnerships and anti-competitive behavior	●	●	●	●	●	●	●	○	●	●	●	○	●	●	●	●
ROAD SAFETY																
Road Safety	●	●	●	●	●	●	●	●	●	●	●	○	●	●	●	●
Technology and innovation	●	○	●	●	●	●	●	●	●	●	●	○	●	○	○	●
TRAVEL EXPERIENCE																
Customer Service quality	●	●	●	●	●	●	●	●	●	●	●	○	●	○	○	●
Customers Privacy	●	●	●	●	●	●	●	●	●	●	●	○	●	○	●	●
Procurement practices	●	●	●	●	●	●	●	●	●	●	●	○	●	●	●	●
HUMAN RESOURCES																
Health & Safety at Work	●	○	●	●	●	●	●	●	●	○	●	○	●	○	○	●
Working environment	●	●	○	●	●	●	○	●	●	○	●	○	●	●	○	●
Education and training	●	●	○	●	○	●	●	●	●	●	○	○	●	●	○	●
Diversity and equal opportunities	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●
ENVIRONMENT																
Biodiversity	●	●	●	●	●	●	●	●	●	●	●	●	●	○	●	●
Noise management	●	●	●	●	●	●	●	●	●	●	●	●	●	●	○	●
Energy and fuels	●	●	○	●	○	●	●	○	●	●	●	●	●	●	○	●
Solid and liquid wastes	●	●	○	●	○	●	●	○	●	●	●	○	●	○	●	●
Materials/Raw materials	●	●	●	●	●	●	●	●	●	●	○	●	●	●	●	●
Noise management	●	●	○	●	○	●	●	●	●	●	●	●	●	●	●	●
Equipment	●	●	○	●	○	●	●	●	●	●	●	○	●	●	●	●
SOCIETY																
Local communities	●	●	○	●	○	●	●	●	●	○	●	○	●	○	○	●
Social contribution	○	○	○	○	○	●	○	○	○	○	●	○	●	○	○	●
Volunteering	●	●	●	●	●	●	●	●	●	○	●	○	●	●	○	●
Indirect financial impacts	●	○	○	○	○	●	●	○	●	○	○	○	○	○	○	○

● Very important ○ Moderately Important

5.4 Sustainable Development Goals



-  Corporate Governance and Structure
-  Road Safety
-  Travel Experience
-  Human Resources
-  Environment
-  Society

5.5 Value Chain

Our value chain is an organizational model which includes our overall performance, taking into consideration intangible assets, such as indicators relevant to the safety of the employees and the users, the environment, the corporate social responsibility, the development of all areas crossed by the motorway, in addition to the various financial indexes, as well as the material, strong, and collaborative relations with our stakeholders.

INPUT

- Best resources management
- Proactive policy to exploit the financial, natural, human and technological resources

SUPPLY CHAIN

- Social and environmental criteria for suppliers and subcontractors
- Support to local markets
- Management of the Project's impacts on the local population and citizens

MOTORWAY SAFE USE AND INNOVATION

- Access to fast and safe transport networks
- Training on road safety, exploitation of technology, know-how management and transfer
- Decreasing the environmental footprint

INFRASTRUCTURE, SERVICES AND CUSTOMER CARE

- Developing employees and attracting new talents
- Career management at local level
- Regular communication with the motorway users

MOTORWAY INTEGRATION, QUALITY OF LIFE AND GROWTH PROSPECTS

- Promotion of local heritage and strengthening of the local fabric
- Consultation with stakeholders
- Elaboration of social cohesion activities
- Contribution to the national regional development (economic, social, environmental) policy





6. TRAVEL EXPERIENCE AND SERVICE

At Olympia Odos, the safety and comfort of drivers and travelers are a top priority. We aim and commit to providing high-level services, and in this direction we are constantly developing new innovative solutions that focus on the technological upgrade of services and our digital transformation as a company. Our overall strategy improves and strengthens infrastructure security while enhancing the travel experience.

Focus areas:

- Customer Service quality
- Customers Privacy
- Procurement practices



UPGRADED TRAVEL EXPERIENCE THROUGH THE OLYMPIA ODOS APP



INSTALLATION OF TESLA CHARGERS



CALLS TO THE CALL CENTER:

76,893
2022

68,553
2021



6.1 Innovation and Digital Transformation

The integration of new, innovative technological solutions across the entire spectrum of our business operations, and especially in terms of the services we provide, is a priority and is

inextricably linked to the overall promotion of a digital transformation that we aim to achieve at a strategic level.

HYBRID DISTANCE-BASED TOLLING SYSTEM

The innovative and breakthrough Hybrid tolling system which is a distance-based system used for the first time in Greece is exclusively available through the OLYMPIA PASS transponder. It calculates the kilometers traveled by the vehicle using sensors, cameras and intercom systems installed at the entrance and exit interchanges of the motorway and automatically refunds the difference to the OLYMPIA PASS subscriber's account. The drivers who opt to pay cash or with a card, continue to be charged in accordance with the existing zone-based system.

The total investment for the system (including the systems, the software, the works and the entire installation, except the system maintenance and management services, which are the responsibility of Olympia Odos Operation) amounts to €9.5 million.



TOTAL AMOUNT REFUNDED TO THE SUBSCRIBERS BY THE HYBRID SYSTEM:

€1,241,507

2021

€1,739,346

2022

BENEFITS OF THE HYBRID TOLLING SYSTEM

- Fair billing method, since the users pay only for the distance they have traveled.
- Social and financial investment that is expected to dramatically change local trips as well as the overall operation of the Greek motorways
- Local mobility (commuting and short distance travel) is greatly facilitated, especially near the big cities
- Expected reduction in the number of accidents, due to decongestion of the side road network



CONTACTLESS TRANSACTIONS USING POSS ALONG THE ENTIRE LENGTH OF THE MOTORWAY

Olympia Odos stands out as the sole motorway in Greece where users can engage in completely contactless transactions. Thanks to the installation of POSS on all lanes equipped with Automatic Payment Machines (APM), the users enjoy comfortable and easy passages.





PROMOTING ELECTRO-MOBILITY

Olympia Odos actively participates in achieving the national goals to increase the number of charging points on the country's main roads. We collaborate closely with fuel stations, channeling our efforts to ensure the provision of essential charging infrastructure along the motorway.

EQUIPMENT AND SERVICES AVAILABLE:



Charging stations at 3 points on the motorway in both traffic directions, with a maximum distance between two charging points of approximately 100 km.



Charging stations at Motorists Service Stations (MSS) so that the users have access to additional services during charging.

INSTALLATION OF TESLA CHARGERS

We have installed special TESLA chargers along Olympia Odos, an investment of €600,000 made exclusively by Tesla. In particular, four (4) direct current (DC) 250kW fast charging stations, specifically for Tesla vehicles are in operation at both directions of Psathopyrgos MSSs, since September 2021.

€600,000

The investment in special TESLA chargers along Olympia Odos

4

direct current (DC) 250kW fast charging stations, specifically for Tesla vehicles are in operation at both directions



THE AWARDED "WATER FROM THE AIR" PROGRAM

The pioneering «Water from the Air» program was piloted at the Panorama - Kineta parking area, specifically in the Kakia Skala tunnel complex. Its primary objective is to enhance the travel experience by providing a sustainable and reliable supply of fresh, clean drinking water generated from air humidity using solar-powered technology.

To date, the "Water from the air" program is available at 11 spots, and we aspire at its gradual extension in all other parking areas of the Motorway. Moreover, building upon the insights gained from the pilot program, a new telemetry system was developed and installed across all 11 sites of this initiative. The implementation incurred a total cost of €13,000, facilitating real-time monitoring of the equipment.

The new telemetry system contributes to a more efficient monitoring of the program by monitoring useful operations, such as water production, battery charging, water cooler operation, with the ultimate aim of optimizing our services to users and drivers.



PROGRAM'S RESULTS (FOR EACH PARKING AREA)

Significant decrease of plastic waste:

~10-12

liters of fresh cool water per day

~30

plastic bottles less per day

~11,000

less bottles per year

INVESTMENTS:

€94,000

for system installation

€30,000

to support the operation and maintenance for the next five (5) years



SAFE AND SECURE TRUCK PARKING AREA (SSTPA)

Olympia Odos participates in the initiative “Development of nine Safe and Secure Truck Parking Areas in Greece” in cooperation with the Innovation and Networks Executive Agency (INEA) within the framework of the funding instrument Connecting Europe Facility (CEF) for Transport, aiming at dealing with the current lack of safe truck parking areas and at improving the safety along the Greek road network. During this reporting period we proceeded with the creation of a Silver-level safe and secure truck parking area for 45 trucks, with a building equipped with a resting area, WCs and showers in the area of Akrata MSS.

€2.3 MILLION

The cost of the program, which was launched in August 2020 and is expected to be completed in 2023

€1.8 MILLION

out of which is financed by EU funds

78%

By the end of 2022, the works progress amounted to

COGITO PROJECT

The construction-phase digital Twin model (COGITO) is the outcome of our participation in the program “Horizon 2020 RIA”, where through a Digital Twin platform and leveraging technologies like IoT, Cloud Computing and AI, digital tools are created for automated monitoring of progress, resources, quality assessment and planning of safety measures and detection of dangerous areas during the construction phase.

The COGITO toolkit introduces a new concept regarding the management of complex systems/ecosystems to be used in the construction and management of infrastructure projects.

DURATION OF WORK



started in November of 2020



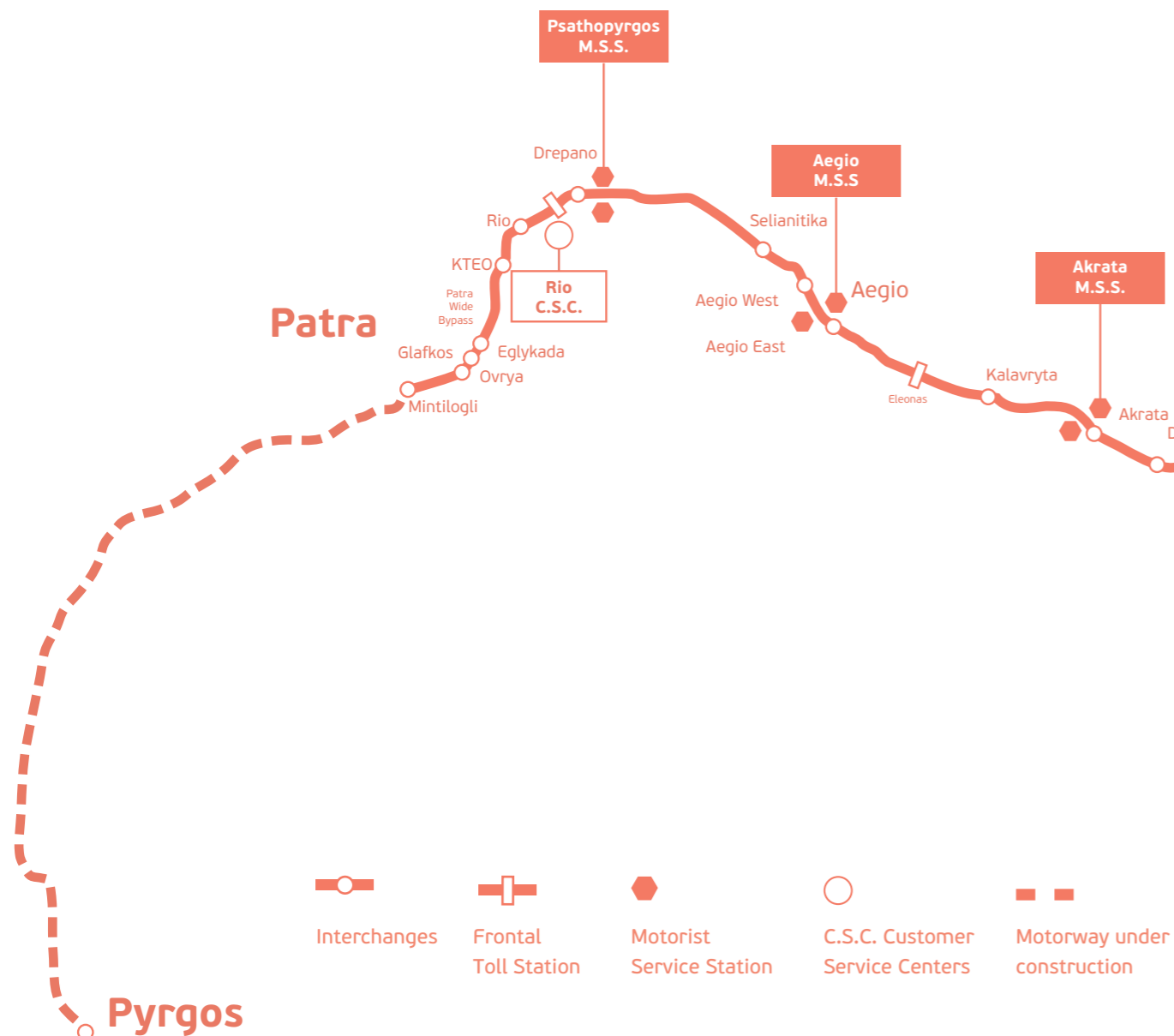
and extended for another 6 months



6.2 Focusing on Drivers

At Olympia Odos, we place special emphasis on immediately serving the needs of drivers and efficiently dealing with all issues that may arise

during a trip. We operate proactively, maintain our human-centric character and strive to deliver the highest travel experience.



THE FOLLOWING OPERATE ON A DAILY BASIS ALONG THE MOTORWAY:

4 CSC

Customer Service Centers (CSC) at the Toll Stations of Elefsina and Kiato (in the direction to Patras) as well as those of Isthmos and Rion (in the direction to Athens). They provide information and services to the users of Olympia Odos about all matters relevant to the operation of the Motorway.

11 MSS

accessible to Disabled People, with restaurants and Fuel stations (diesel, petrol, LPG, CNG), EV charger, open 24 hours a day.

21

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

1025

Emergency Phone Number operating 24 hours a day

22960 95555

Call center to be called at five days a week

MOTORISTS SERVICE STATIONS

- Megara
- Zevgolatio in Korinthia
- Velo in Korinthia
- Akrata in Achaia
- Aigion
- Psathopyrgos in Achaia

6.3 Communication with Drivers

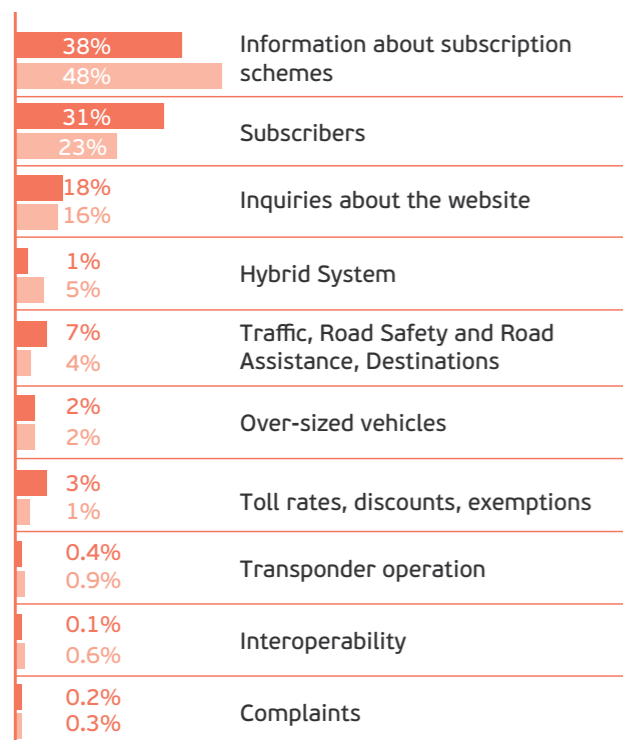
Daily communication with drivers and the faster and more efficient management of their various requests is an important priority for all of us at Olympia Odos and allows us to continuously improve our services.

Operation of the Call Center

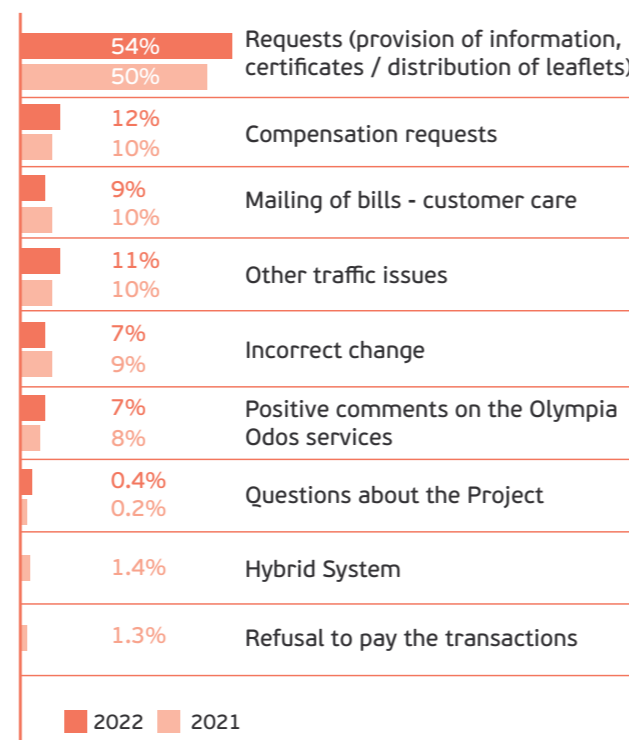
	2022	2021	2020
Call center	48,149	55,974	32,352
Emergency Telephone Number	20,404	20,919	15,471
Total	68,553	76,893	47,823

In 2022, 748 written requests/inquiries/proposals were received. The written requests are answered within five (5) business days on average, but in any case, no later than 10 business days.

Phone Call topics



Written Message topics



WRITTEN COMMUNICATION

748 2022
639 2021
551 2020

CALLS RECORDED IN

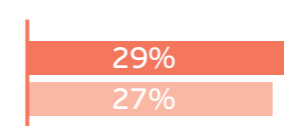
68,553 in 2022
76,893 in 2021

6.4 Tolls

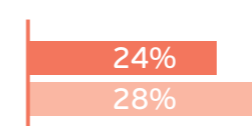
TOLL RATES PAYMENT



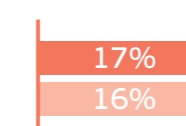
Manned toll lanes:



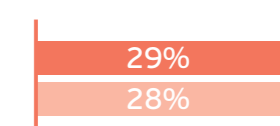
Automatic toll payment lanes:



Electronic Toll Collection System using the OLYMPIA PASS



Electronic Toll Collection System using any other interoperable transponder



■ 2022 ■ 2021

At Olympia Odos, the mileage charge is a service provided upon acquisition OLYMPIA PASS transponder. For category 2 vehicles it is provided cumulatively with the discount programme VALUE, which offers progressive discount at all toll stations ranging from 15% to 60% for more than six (6) and up to sixty (60) transactions per month.

Electronic Toll Payment: OLYMPIA PASS

OLYMPIA PASS is the electronic toll payment service of Olympia Odos that accelerates and facilitates the passage of the driver/user from all Olympia Odos toll stations. In total, the penetration percentage of the electronic tolls is constantly increasing, reaching 46.7% in 2022 compared to 39.1% in 2020.

The integration in the interoperability system of all Greek motorways has contributed to this rising trend.

ELECTRONIC TOLL PASSAGES IN 2022:

17%
The passages using the OLYMPIA PASS transponder correspond to

22%
The passages using the e PASS transponder (Attiki Odos) correspond to

7%
The passages using other transponders

OLYMPIA ODOS APP

Travel experience starts
in your mobile phone!



INVESTMENTS

€165,000

Investment

€70,000+

to ensure the support and maintenance of the application over the next three (3) years.

Olympia Odos App is an application offering drivers the opportunity to plan their trip more comfortably and accurately, thus improving their travel experience. Through Olympia Odos App, all travelers regardless of whether they are OLYMPIA Pass subscribers or not, may access a set of smart services allowing them to calculate tolls, choose the best route and be informed about the traffic along the motorway.

Olympia Odos App: Essential for every driver!

SUBSCRIBER SERVICES

- Electronic charging of transponder and request for a new one.
- Account monitoring 24/7, 365 days a year
- Processing of profile details

"SMART" SERVICES

- Toll calculation
- Traffic forecast and Current traffic (at the Elefsina and Isthmus toll roads)
- Choosing the best route
- Audio announcement of critical messages
- Audible announcement when approaching a toll station
- Possibility of registering a mobile phone, so that in case of calling the emergency number (1025), the number and information places on the motorway, are sent to the Traffic Management Centers of Olympia Road.

OLYMPIA ODOS APP STATISTICS

24,545

devices on which the application has been installed

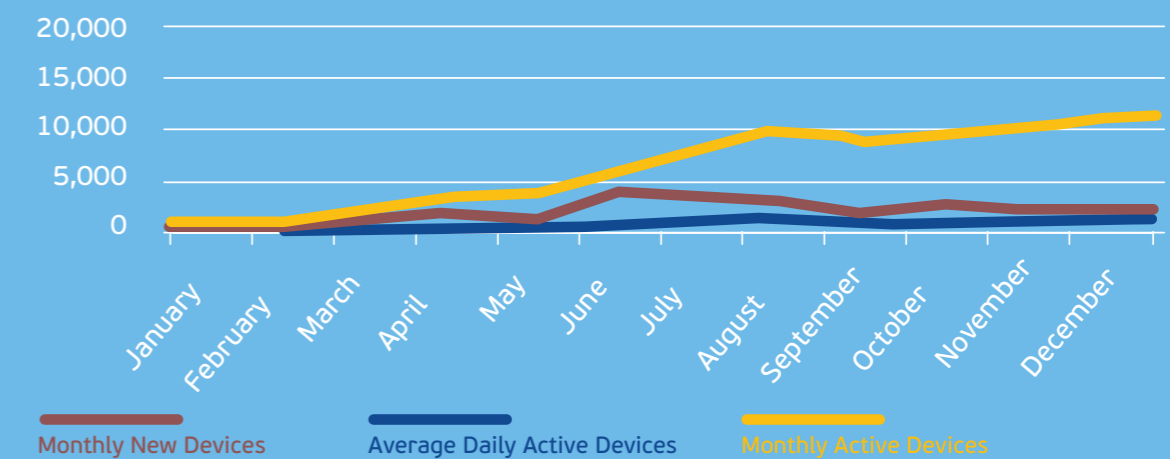
24,149

new devices in 2022 (since January)

524,029

Total sessions in 2022

FOR 2022



6.5 Customer Service Week

The National Customer Service Week organized under the auspices of the Greek Customer Service Institute (EIEP) is a well-established institution, at which Olympia Odos has been participating continuously for the last few years. Every year, this event provides us the opportunity to implement various initiatives for the drivers and subscribers of OLYMPIA PASS, as well as for organizing internal actions to recognize and reward our employees.

6.6 Protection of Personal Data

The data collected by OLYMPIA ODOS OPERATION S.A. when communicating with the users of the motorway or the data collected from the cameras installed along the motorway and at the Traffic Management Center are exclusively used for serving the customers, for smoothly managing the traffic and effectively respond to traffic incidents.

Both OLYMPIA ODOS S.A. and OLYMPIA ODOS OPERATION S.A. have appointed Data Protection Officers. In 2021 and 2022 there were no complaints regarding the legality of the specific processing or the way the relevant legislation is applied by the companies.

6.7 Adding Value to the entire Supply Chain

Olympia Odos places emphasis on both the effective management of our supply chain and on the development of a relationship of trust with our key suppliers, subcontractors and partners, in order to ensure the safety and quality of our services. Responsible for the management of the supplies is the Financial Division of the company which is staffed by specialized members in order to evaluate and choose the appropriate suppliers, define the selection criteria and acknowledge the need of supporting the local economies.

SUPPLIERS SELECTION AND EVALUATION PROCEDURE

We have set and apply a series of criteria and procedures to select and evaluate all our suppliers and partners. Placing emphasis on the digitalization of our procedures, we apply the ERP System, which allows:

- The accounting monitoring of documents and approvals;
- The generation of reports, and
- The transfer of data to MyData system.

SUPPLIER SELECTION CRITERIA

- Quality
- Safety
- Contact
- Experience in the same sector (knowhow)
- Financial status
- Efficiency compared to cost and time
- Available resources
- Guarantees (financial or technical)
- Time Schedule
- Compliance with the time schedule
- Cost
- After sales support
- Terms of payment
- Distance from the project site
- Degree of subcontractor's involvement
- Environmental policy/performance
- Quality of the materials/equipment supplied
- Quality of the technical proposal
- Compliance with the tender requirements

SUPPLIER EVALUATION CRITERIA

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

QUALITY ASSURANCE CRITERIA

- As regards the maintenance or construction works, Olympia Odos defines the level of quality for the specific works each time based on specific criteria such as:
- the scope of the works in direct correlation with the safety of the users;
 - the technical complexity of the works
 - the price of the agreement
 - the term of the agreement
 - the number of the personnel involved;
 - the possible impact of the works on the traffic

At the same time, we have created a list of approved suppliers. Our relation with local suppliers is still a key priority for us, within the

context of our general effort for an increased cooperation with local communities.

SUPPLIES PROCEDURE



Number of Suppliers per Category / Origin

	2022		2021		2020		2019	
	Number of suppliers	Investment (in th. €)	Number of suppliers	Investment (in th. €)	Number of suppliers	Investment (in th. €)	Number of suppliers	Investment (in th. €)
Greek suppliers	714	169,559	604	85,890	74	55,867	81	62,415
Foreign suppliers	45	4,835	36	3,076	18	32,707	16	45,876
Total	759	174,391	640	88,965	92	88,574	97	108,291

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



7. ROAD SAFETY AND INFRASTRUCTURE

At Olympia Odos we are aware that a large infrastructure project does not end with the completion of construction. In this context, in addition to our contractual obligations, we implement a series of extensive programs of heavy maintenance and repair and constantly invest in innovative technological solutions, with the ultimate goal of ensuring the quality and duration of the project.

- Focus areas:
- Road Safety
 - Technology and innovation

OUR COMMITMENTS

We are still focusing on heavy maintenance as well as on the integration of technological innovations in strategic aspects of the project to ensure that the project will be properly maintained until the end of its concession period.



SMART TUNNEL

Internet of Things at the service of the management of the infrastructure.



MIRANDA TOOL

Innovative tool to monitor the pavement



PAVEMENT MANAGEMENT PLAN TOOL

Innovative software for the management of infrastructure



ROAD MAINTENANCE WORKS MAN-HOURS

151,668
2022

154,627
2021

7.1 Innovation and Digital Transformation

The integration of new, innovative technological solutions in its entire range of our business operation - and above all in terms of the services offered -, is a priority and is inextricably

linked with the overall promotion of a digital transformation to which we aim as company at a strategic level.

SMART TUNNEL: INNOVATION FOR MOTORWAY MAINTENANCE STRATEGY

The innovative Smart Tunnel system aims to improve the motorway maintenance strategies. It is a comprehensive and standalone solution installed on the existing E/M infrastructure of the tunnels, providing information about the tunnel maintenance needs. The system is constantly evolving and was designed taking into consideration the most recent Internet of Things (IoT), Big Data, Artificial Intelligence (AI) and Machine Learning technologies. It provides real-time monitoring and preventive maintenance data about the infrastructure.

The Smart Tunnel system was installed, to be tested, in the 700m long "Girokomio" tunnel (direction to Athens) and in the D2 Building (substation and pumping station) of Patras Bypass, while soon it will be extended to the second "Girokomio" tunnel (direction to Pyrgos), the tunnels of Agia Varvara (A3 and A4) as well as in all buildings of Patras Bypass (four (4) substations and five (5) pumping stations).

INVESTMENTS

€500,000

total Investment

€100,000

over five (5) years for the technical support, the operation and the maintenance of the Project



31/12/2021

final contract following the successful application of the pilot program

31/12/2022

completion of the design and equipment procurement

SMART TUNNEL WILL REMOTELY MONITOR THE FOLLOWING:

56
fans

4
diesel power generators (up to 1,600KVA)

5
pump stations with three (3) monitored pumps each

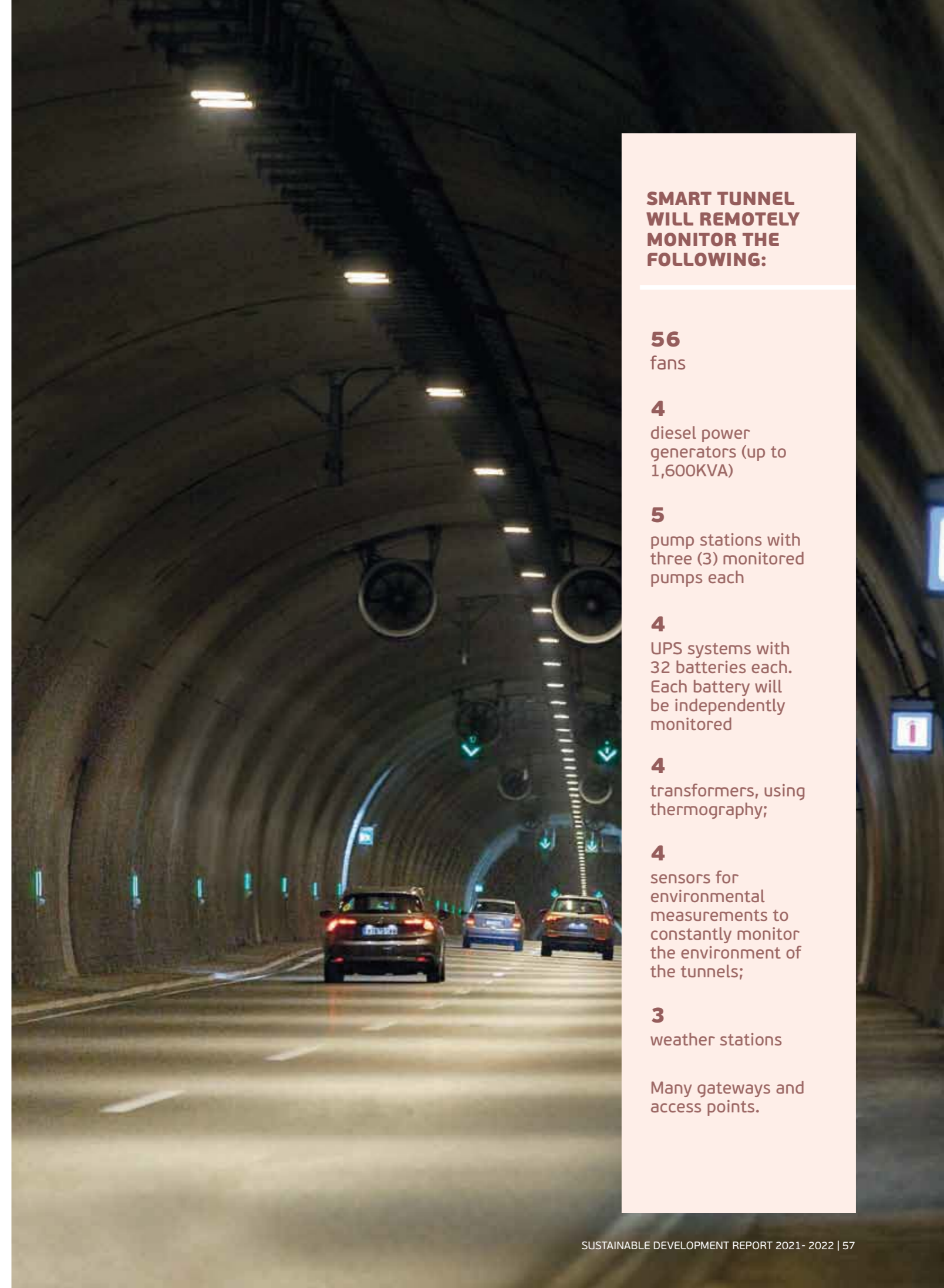
4
UPS systems with 32 batteries each. Each battery will be independently monitored

4
transformers, using thermography;

4
sensors for environmental measurements to constantly monitor the environment of the tunnels;

3
weather stations

Many gateways and access points.



PAVEMENT MANAGEMENT PLAN TOOL

The Pavement Management Plan Tool is the result of years of research. It is an innovative software which contributes to the monitoring of the pavement quality, allowing to estimate the operational and structural condition of the pavement and to elaborate a technical interventions plan. It is a detailed database which includes the results of the inspections carried out every three years, quality documents and measurements particularly important for making decisions to better plan the maintenance campaigns.

MIRANDA

In cooperation with the French Institute of Science and Technology for Transport, Development and Networks IFSTTAR, the innovative diagnosis and recording tool called MIRANDA specializes in monitoring and recording settlements and other defects on the pavement.

The tool is installed on the patrolling vehicles of OLYMPIA ODOS OPERATION S.A. and offers the possibility of a timely diagnosis of the pavement defects and their most efficient and quick management at the lowest cost and impact. Twice a month, 404 km in total are checked and the Technical Division collects data from the motorway using the MIRANDA software and analyses any pavement roughness deviations (IRI).

- 19 settlements were observed during the reporting period, out of which some have either been repaired or are monitored;

- The ultimate objective is to further develop the existing tool or investigate a similar method incorporating diagnostic tools and techniques for other pavement pathologies.

2018

Launched in

€16,000

Total investment

19

settlements

PILOT APPLICATION OF LIGHT-COLORED PAVEMENT COATING IN THISSEAS TUNNEL

Within the framework of promoting the best practices for sustainable development, in July 2022 we launched, on a pilot basis, a new project for applying a light-colored pavement coating in Thisseas Tunnel at Kakia Skala, in the direction to Athens. The aim is to exploit the positive results of the reflective features of the light-colored pavements compared to the dark-colored ones, always maintaining the operational features of the wearing course at a high level.

BENEFITS OF THE INITIATIVE:

- energy consumption reduction thanks to the higher reflectivity of the white color;
- positive environmental impact, since preventing the pavement replacement contributes also to decreasing carbon emissions;
- increase of road safety, since the light-colored surface of the pavement is expected to create a more comfortable driving environment.

NEXT STEPS

We are monitoring the results of this action and if the impact is positive, the new technique is expected to be extended and applied to other tunnels of Olympia Odos. Lighting measurements have already been carried out three (3) times, and measurements related to the operational features of the pavement have been carried out six (6) times.



7.2 Heavy Maintenance of Structures

Infrastructure Protection and Management

To efficiently oversee our structures, Olympia Odos employs a state-of-the-art infrastructure monitoring and evaluation system, utilizing cutting-edge methodologies.

To proactively address pavement deterioration resulting from various factors, we have devised an array of innovative tools which aid in timely maintenance and rehabilitation of the pavement.

At the same time, Olympia Odos operates a digital platform for comprehensive motorway asset management. This platform continually updates information related to various assets (bridges, underpasses, retaining walls, traffic lanes, and pavement etc.) and serves as a central database for all technical parameters (technical inspections, measurements, potential defects, etc.). This database optimizes maintenance interventions and facilitates streamlined scheduling of works during planning and implementation stages.

WITHIN THE FRAMEWORK OF THE SYSTEM:

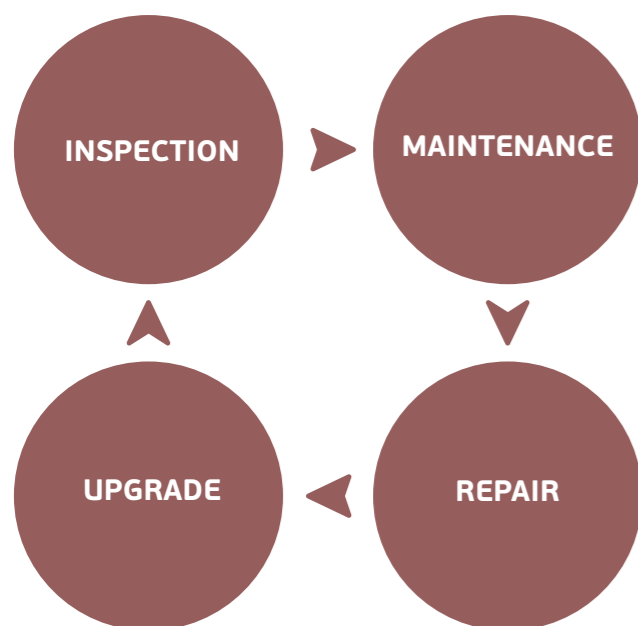
THE FOLLOWING ARE SCHEDULED EVERY SIX (6) YEARS:

Detailed visual inspection, recording and monitoring of the progress of any kind of damages/defects on the constructions, and

Assessment/evaluation of their structural and functional condition

THE FOLLOWING ARE CARRIED OUT EVERY THREE (3) YEARS:

Intermediate visual inspections, primarily to assess the condition of particularly important infrastructure, e.g. large span viaducts and prestressed structures, in order to timely identify, assess and deal with possible new findings or existing and evolving defects.



7.2.1 Inspections of Technical Projects in Existing Sections

A rapid visual inspection of the tunnels, bridges and key walls of the existing sections (Elefsina-Korinthos and Patras Bypass) has been carried out in 2022, in order to check for problems and deficiencies as these were identified during the first detailed inspections carried out in the previous period of 2018-2019. The inspection findings are promptly relayed to the State as soon as they are assessed by Olympia Odos' Technical Consultants. It is essential to emphasize that the responsibilities of the Existing Departments' Technical personnel lie within the purview of the State.



ELEFSINA-KORINTHOS SECTION AND PATRAS BYPASS

INSPECTED

36 bridges

8 out of the 17 tunnels

36 out of the 152 walls

158 culverts

INVESTMENT

€163,500



7.2.2 Inspection along the Korinthos – Patra Section

During the current reporting period, a second cycle of detailed inspections has been carried out on the new sections (Korinthos - Patras) to further ensure the structural integrity and quality of the Project, through continuous works and improvements.



KORINTHOS – PATRA SECTION

12 Tunnels and
13 Cut & Covers

43 Bridges and
20 overpasses

126 technical Underpasses

320 technical/walls of a height >1/5m

INVESTMENT
€1,448,000

7.2.3 Maintenance of technical projects

Olympia Odos maintains a systematic monitoring approach for both the Project and the motorway’s condition. This includes regular maintenance activities, upgrades, and repairs, all aimed at ensuring safety, quality, and delivering optimal services to our users and drivers.

In 2021 and 2022, the major maintenance works pertained to the replacement of bearings, repair of corroded slopes and soil retaining works, removal of loose materials, maintenance of steel reinforcement and repair of surfaces, repair of securing systems, local waterproofing works and repair of waterproofing defects. At the same time, works in tunnels and retaining walls (e.g. cleaning and maintenance of drainage holes, removal of loose materials and repair of surfaces) have been carried out.

MAINTENANCE WORKS 2021 AND 2022

17 bridges

€806,000

Investment

1 tunnel
(Skiron Tunnel)

8 retaining walls

NOISE REDUCTION INTERVENTIONS

From January to December 2021, we implemented a pilot noise reduction intervention plan in the area of Akrata, aiming at reducing the impulsive noise beyond the contractual limits. The action was implemented by the Technical Department of OLYMPIA ODOS S.A. with the contribution of the laboratory measurements conducted by the company TT&E Traffic Transportation and Environment Consultants SA.

€15,000

total investment

7.3DB

Noise reduction at the point of interest (corresponding to -10%) compared to the previous situation.



7.2.4 Road lighting works

INSTALLATION OF LED LIGHTING ON THE OPEN SECTIONS OF OLYMPIA ODOS

To achieve greater energy savings and continuously reduce our energy footprint, Olympia Odos is committed to implementing highly efficient LED lamps along the entirety of the motorway. Furthermore, our cutting-edge LED lighting control system individually monitors each light fixture. This advanced system enables their better management and maintenance by offering the flexibility of dimming capabilities.

€4,331,838

Budget

€2,514,451

Payments (2021-2022)

(includes more than 50% of the luminaires, 100% of the Control system and 20% of the installation)

RESULTS:

- 8,100 road lights in total will be replaced by the end of 2023;
- the project started in 2021, by placing the order for the road lights and the control system;
- the installation started in mid-2022, while 20% of the road lights have been installed by the end of 2022;
- According to the planning, there is an energy saving of more than 50% compared to road lighting using sodium lamps.

7.2.5 Rockfall protection works

Olympia Odos crosses the foothills of Kakia Skala, a well-known steep rocky area of Gerania Mountains, located between the Megara Plain and the area of Kineta. For precautionary reasons and in order to document the need for any interventions in the area, on the part of the State, as this area is outside the boundaries of the Concession Project, we have elaborated an action plan to minimize the risk of possible rockfalls.

On December 1, 2022, following the severe weather phenomena that hit the area, a rock mass of approximately 100km was detached from an area outside the Concession Project and fell, from many meters higher, onto the left lane and the service road of the motorway. Due to this incident, two rockfall barriers and the New Jersey safety barrier were damaged.

On the occasion of this incident and with a great sense of responsibility for drivers and employees, Olympia Odos intensified its monitoring actions and the works in the area. Indicatively:

- We implemented immediate monitoring and stabilization measures;
- We installed motion sensors (accelerometers) to remotely monitor any micro-movements in real time, using a specialized software;

- We designed mid-term protection measures (removal of loose rocks and installation of special steel retaining structures - parasites);
- We designed long-term stabilization measures (wire ropes, nets and anchors).

At the same time, we are still implementing the regular monitoring plan for the region:

- A specialized Swiss company carries out annual checks based on the Swiss standards and regulations;
- To immediately intervene in case of an incident, we have concluded active contracts with specialized Greek alpinists to ensure their immediate mobilization;
- We use the FELD app, a tool which helps us effectively monitor the conditions in the field, and which is fed with the findings of the annual inspections conducted both at Kakia Skala and in sections of Korinthos-Patras motorway.

INSPECTION OF ROCK TRAPS

35

barriers of a total length of approximately 3,5km

3 weeks

€145,500

Investment 2022

€1.5 MILLION

Budget Planning (2023)



7.3 Assignment of additional works: Flood protection systems and works

Korinthos - Patras Section

Following the Concessionaire/Constructor's long-standing actions to highlight the risks of flooding phenomena downstream to Korinthos-Patras motorway and outside the Concession Project, due to external factors, the State assigned to the Concessionaire/Constructor the design and implementation of flood protection works in 43 locations along the motorway. At the end of 2022, the project was in the process of completing the design of 28 (in addition to the above 43) licensed locations, while works have already started at one (1) location. The works will be gradually completed until the end of 2024

Elefsina-Korinthos Section

Major infrastructure projects are exposed to risks due to climate change which causes, with great frequency, severe weather phenomena and storms with intense rainfalls.

Olympia Odos dealt with the impacts of such severe weather phenomena, both in the area of Mandra, where deforestation at the catchment basins upstream to the motorway, because of the extensive wild fires of 2018, led to flood phenomena in June 2019, and similarly in the area of Kineta, in July 2018 and November 2019.

By the end of 2022, the Concessionaire/Constructor has completed all additional works along the motorway and within its expropriation boundaries, on the section of Elefsina-Korinthos; the State had assigned these works within the framework of increasing the flood protection of the areas upstream and downstream to the motorway as well as of the motorway itself.

THE NEXT STEPS CONCERN THE COMPLETION OF THE DESIGNS FOR THE FOLLOWING LOCATIONS (OUTSIDE OF THE CONCESSION PROJECT):

- Mandra Industrial Zone (VIPE): branch from Attiki Odos to Korinthos, on the section from the beginning of the Concession Project (at k.p. 0+000 of Attiki Odos) to and including k.p. 25+000 of Elefsina-Korinthos section;
- Area of Nea Peramos –“Giorgou” Stream, at about k.p. 32+968;
- Area of Nea Peramos –“Koulouriotiko Monopati” Stream, at about k.p. 35+416;
- Area of Kineta, from Panorama, Kineta to Aghii Theodori/Motor Oil Refinery (k.p. 52+200 to k.p. 70+000); the works at this location pertain to the construction of retaining systems (small tanks to retain the flow), debris retention structures and prevention of deforestation in the hilly and mountainous terrain upstream to the motorway, and within the areas hit by the wild fires in 2018.



7.4 Operation and Routine Maintenance

The proper operation of the Project requires the continuous and systematic maintenance of the machinery, vehicles and other equipment, such as cameras, telephone devices, signs, marking, fences, etc. Such maintenance is compulsory by law and includes regular inspections for failures, defects or deregulation of machines and equipment, as well as all other works to ensure and reinstate its safe operation.

ADDITIONAL EQUIPMENT

In some cases, such as the winter maintenance, additional equipment may be required which is provided by external subcontractors.

STEEL SAFETY BARRIERS WERE REPAIRED



25
MOBILE EQUIPMENT
MACHINES/VEHICLES

10 trailer FLR

6 trailer VMS

9 trailer Signs



18
PROJECT MACHINERY ITEMS

3 UNIMOG

2 mechanical broom
sweepers

2 cherry-pickers

3 large loaders

2 small loaders

6 trucks

HOURS OF OPERATION



Man-hours Allocation

Allocation of man-hours of works on major Activity Sectors (including the leave hours)	2022	2021	2020	2019
Road Safety	135,673	136,200	138,412	138,669
Road maintenance	151,668	154,627	149,712	151,752
E/M maintenance	98,376	96,290	96,034	97,446
IT	12,114	12,189	12,346	12,196
Vehicle maintenance	11,664	12,265	12,045	11,104
Total	409,494	411,572	408,549	411,167

7.5 Incident Management and Intervention Teams

Number of Incidents per Category

	2022	2021	2020	2019
Stranded vehicles (machine breakdown, flat tire, lack of fuel, abandoned)	11,287	10,533	9,843	12,560
Obstacles on the pavement	3,851	4,136	4,152	4,792
Road accidents	780	770	677	881
Problems with users (pedestrians, travel on the opposite direction, non-authorized users, dangerous traffic violations)	368	413	502	546
Traffic jams	88	83	50	57
Other emergency incidents (wild fires, bad weather conditions, etc.)	283	241	185	265
Total	16,657	16,176	15,409	19,101

Road Accidents (number)

	2022	2021	2020	2019
Fatal accidents	5	6	2	4
With severe injuries	6	4	2	5
With light injuries	47	27	30	37
Only material damages	722	733	643	835
Total	780	770	677	881

Response Time (minutes)

	2022	2021	2020	2019
OLYMPIA ODOS OPERATION S.A.	13'	14'	14'	13'
Road assistance for light vehicles	29'	28'	27'	27'
Road assistance for heavy vehicles	42'	42'	45'	42'
Traffic Police	18'	20'	19'	20'
Fire Brigade	20'	23'	20'	19'
EKAV Ambulances	25'	21'	23'	23'

Patrol and Intervention Vehicles

	2022	2021	2020	2019
Number of patrol and intervention vehicles	43	43	43	43
Kilometers traveled by the patrol and intervention vehicles	4,279,943	3,939,377	4,007,500	4,537,704

Vehicle Towing

	2022	2021	2020	2019
Road assistance conventional towing	2,869	2,466	2,139	3,043
Heavy vehicles towing	443	412	256	346

7.6 Regular large-scale and Winter Maintenance exercises

Our major concern is to ensure the safety of the motorway users. This is why we regularly organize and implement large-scale drills and exercises in order to be better prepared to deal with serious incidents, such as fires, landslides, accidents, severe weather phenomena.

In 2021, two (2) exercises were organized in the Tunnels of Derveni (February) and Panagopoula (November).

In 2022, two (2) exercises were organized in the Tunnel of Akrata (April) and "Aithra" Tunnel at Kakia Skala (November).

Winter maintenance drills are organized every year to ensure sufficient preparation and readiness in view of the forthcoming winter period.

All involved parties and in particular representatives of the Traffic Police and the Civil Protection of the Regions participate in these drills.





7.7 Road Safety Awareness Campaigns

Focusing on safety, comfort, speed and quality services, Olympia Odos has developed public awareness programs to change the culture of driving behavior.

- Our employees convey the message of safe driving by participating, as ambassadors, in the training of students who visit the Traffic

Management Center, in the distribution of information leaflets at the toll stations as well as other actions.

- We produce videos posted on the Olympia Odos YouTube channel regarding dangerous driving behaviors, such as driving on the Emergency Lane, making U-turns ahead of a toll station, etc.

ASSISTING THE TRAFFIC POLICE

In July 2021, as part of our contractual obligation for systematic fleet renewal, we contributed 32 new patrol vehicles to the Hellenic Police for the surveillance and policing of the Elefsina-Korinthos-Patras Motorway.

In particular, the following vehicles were offered:

- Twenty-six (26) marked patrol cars: Mazda 3 Skyactive X 2000cc, 180hp,
- Six (6) unmarked police cars: Mazda 3 Skyactive X 2000cc, 180hp
- Six (6) investigation vans: Citroen Jumpy 1.5 diesel

The vehicles were allocated as follows:

- Ten (10) vehicles (6 patrol cars, 2 unmarked cars and 2 investigation vans) to the 1st Attica Motorways Traffic Police Dept.;
- Eleven (11) vehicles (7 patrol cars, 2 unmarked cars and 2 investigation vans) to Korinthia Motorways Traffic Police Dept.;
- Eleven (11) vehicles (7 patrol cars, 2 unmarked cars and 2 investigation vans) to Achaia Motorways Traffic Police Dept.



8. THE PROJECT'S HUMAN RESOURCES

Olympia Odos places paramount importance on fostering a human-centric work environment that prioritizes the safety and quality of life of its employees. We are dedicated to establishing a workplace that is healthy, safe, equitable, and inclusive for all. Our commitment involves setting clear goals and allocating resources to prevent all workplace accidents and incidents. Simultaneously, we actively invest in the continuous training, talent development, and skill enhancement of our employees.

Focus areas:

- Health & Safety at Work
- Working environment
- Education and training
- Diversity and equal opportunities



€1,000,000
invested in Health & Safety

2,554 HOURS
of training in Health & Safety

3,893 HOURS
of training

8.1 Employment

Olympia Odos focuses on carefully assessing and anticipating its needs and on managing the skills of its employees. We place particular emphasis on recruiting and integrating employees from local communities adjacent to the motorway. Our recruitment policy is based on goals set by

the relevant departments and directorates, with procedures aimed at improving our working environment and processes and fully integrating new talents into the company.

Total figures of Human Resources

	2022		2021		2020		2019	
	OLYMPIA ODOS S.A.	OLYMPIA ODOS OPERATION S.A.	OLYMPIA ODOS S.A.	OLYMPIA ODOS OPERATION S.A.	OLYMPIA ODOS S.A.	OLYMPIA ODOS OPERATION S.A.	OLYMPIA ODOS S.A.	OLYMPIA ODOS OPERATION S.A.
Men	19	270	18	274	18	279	17	284
Women	15	190	12	187	12	187	11	203
Total	34	460	30	461	30	466	28	487

Employment contracts and work hours adhere strictly to the labor legislation framework. Employees entitled to pensions from pension funds retire upon fulfilling the stipulated

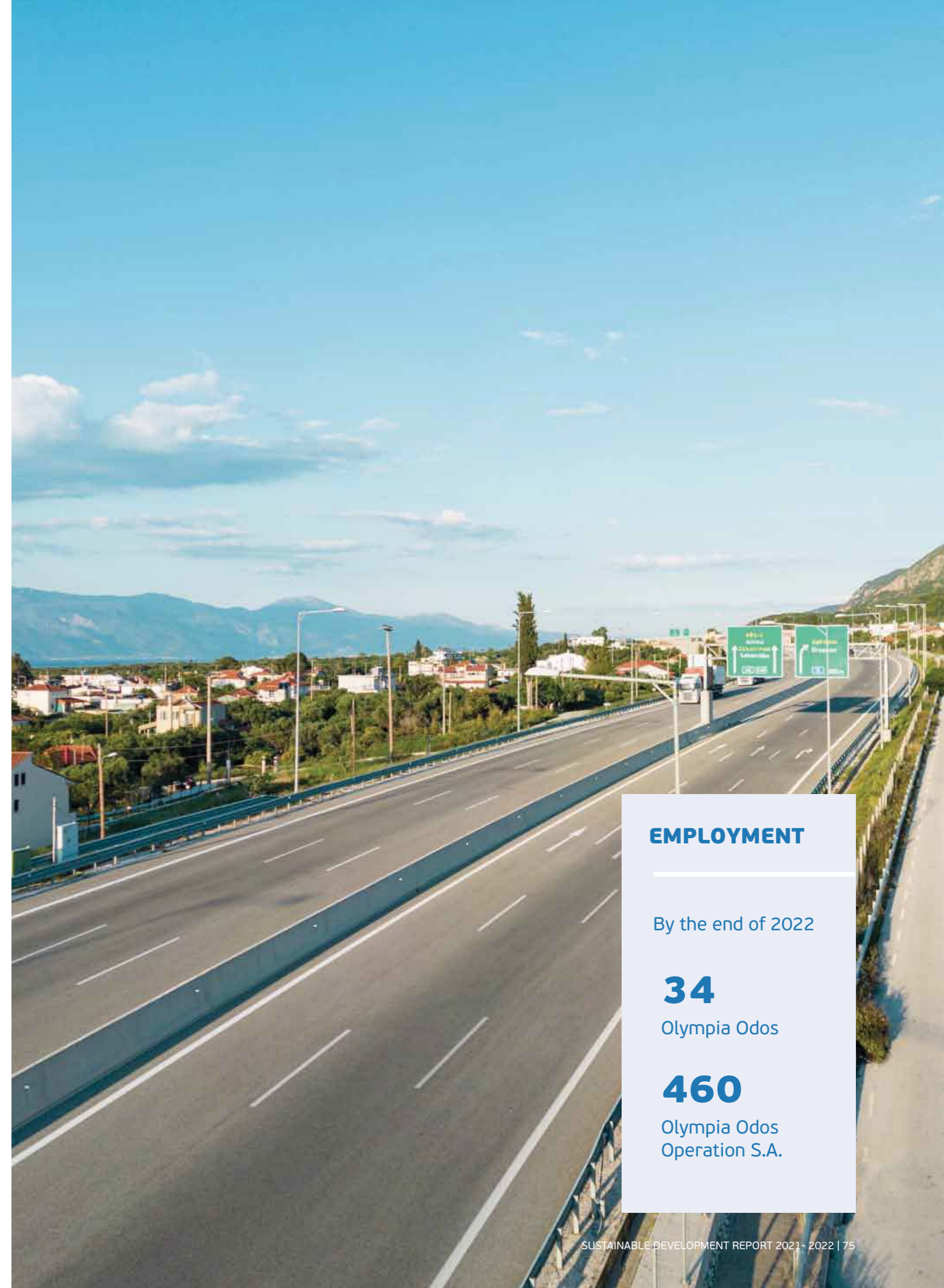
retirement conditions. Additionally, employment contracts, work hours, and redundancy payments are all structured and finalized in strict accordance with labor laws.

Human Resources per Gender and Age

	2022								2021							
	OLYMPIA ODOS S.A.				OLYMPIA ODOS OPERATION S.A.				OLYMPIA ODOS S.A.				OLYMPIA ODOS OPERATION S.A.			
	18-25	26-40	41-50	51+	18-25	26-40	41-50	51+	18-25	26-40	41-50	51+	18-25	26-40	41-50	51+
Men	0	3	7	9	1	76	133	60	0	4	5	9	0	91	126	57
Women	1	5	7	2	1	59	82	48	0	3	7	2	1	66	78	42
Total	1	8	14	11	2	135	215	108	0	7	12	11	1	157	204	99

Human Resources per Geographical Area of Origin and Gender

	2022				2021			
	OLYMPIA ODOS S.A.		OLYMPIA ODOS OPERATION S.A.		OLYMPIA ODOS S.A.		OLYMPIA ODOS OPERATION S.A.	
	Men	Women	Men	Women	Men	Women	Men	Women
Attica	14	13	110	78	15	12	113	78
Korinthia	0	0	42	67	0	0	44	65
Achaia	5	2	118	45	3	0	117	44
Total	19	15	270	190	18	12	274	187



EMPLOYMENT

By the end of 2022

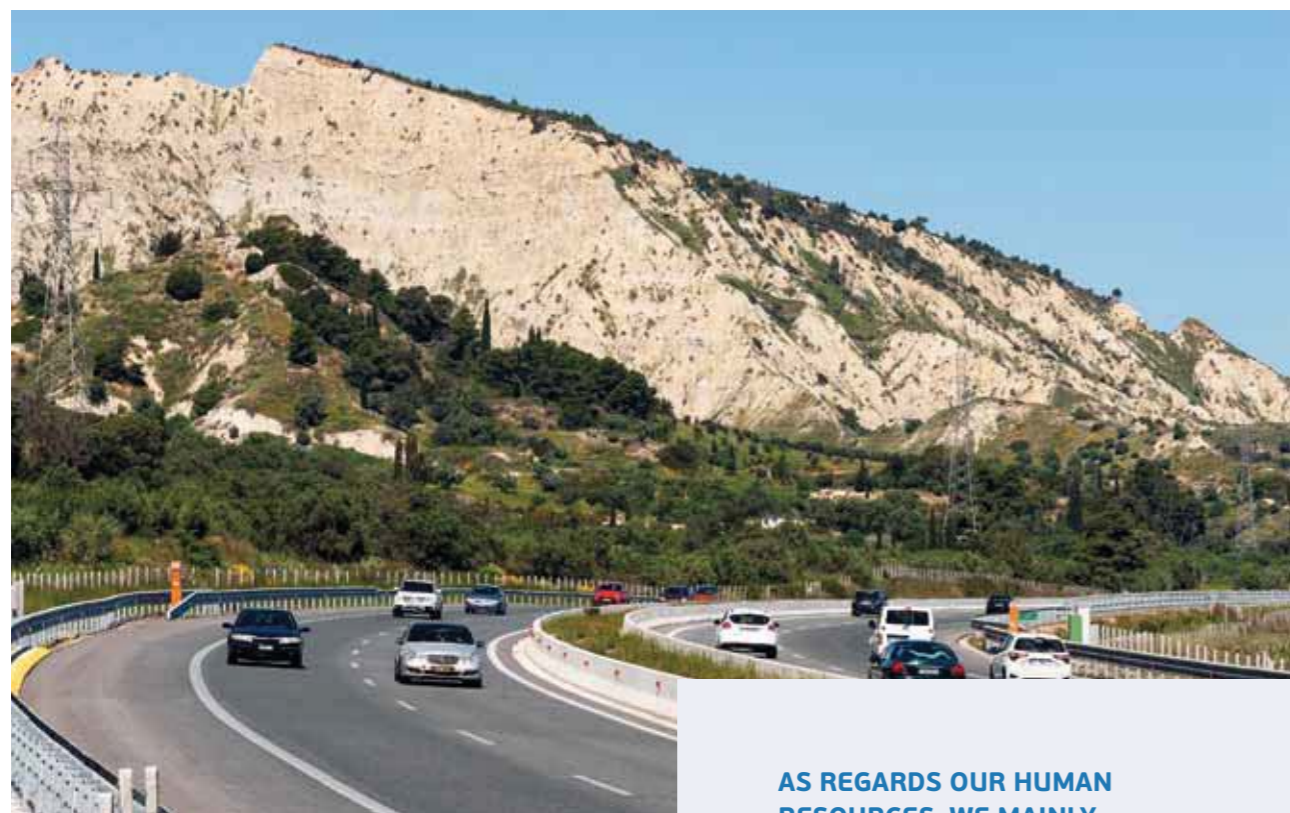
34

Olympia Odos

460

Olympia Odos
Operation S.A.

8.2 Fair and Equal Working Environment



AS REGARDS OUR HUMAN RESOURCES, WE MAINLY FOCUS ON:

- Maintaining the job positions;
- The selective recruitment of new talents;
- Best management of professional development and mobility;
- Developing new skills emphasizing on innovation, environmental sustainability and digital transition;
- Improving the framework of continuing vocational training.

Olympia Odos, as a responsible employer, is dedicated to combating all types of discrimination across the spectrum of employee engagement. This commitment extends from recruitment practices to employment conditions, promotions, compensations, access to training opportunities, professional pensions, and dismissals.

We prioritize professional equality and place significant emphasis on attracting new talent while concurrently fostering an environment that encourages employee retention. This is achieved through recognition programs, fair compensation, investments in training and skills development initiatives.

Employee Benefits

Olympia Odos implements various benefit schemes proposed to its full-time employees, that are governed by the principles of equal treatment and transparency.

At Olympia Odos we firmly believe that the diversity of our human resources contributes to our progress and development.

Human Resources per Gender and Level

	OLYMPIA ODOS S.A.					OLYMPIA ODOS OPERATION S.A.					
	Number			%		Number			%		
	Men	Women	Total	Men	Women	Men	Women	Total	Men	Women	
2022	Senior management	4	0	4	100%	0%	2	1	3	66.7%	33.3%
	Managers	11	6	17	64.7%	35.3%	7	2	9	77.8%	22.2%
	Administrative personnel	4	9	13	30.8%	69.2%	43	29	72	59.7%	40.3%
	Technical staff	0	0	0	0%	0%	48	8	56	85.7%	14.3%
	Base personnel (toll stations/road operation)	0	0	0	0%	0%	170	150	320	53.1%	46.9%
	Total	19	15	34	55.9%	44.1%	270	190	460	58.7%	41.3%
2021	Senior management	4	0	4	100%	0%	2	1	3	66.7%	33.3%
	Managers	10	5	15	66.7%	33.3%	7	2	9	77.8%	22.2%
	Administrative personnel	4	7	11	36.4%	63.6%	42	28	70	60.0%	40%
	Technical staff	0	0	0	0%	0%	48	8	56	85.7%	14.3%
	Base personnel (toll stations/road operation)	0	0	0	0%	0%	175	148	323	54.2%	45.8%
	Total	18	12	30	60%	40%	274	187	461	59.4%	40.6%

“DIVERSITY CHARTER: OUR COMMITMENT TO CREATE AN EQUAL AND INCLUSIVE WORKING ENVIRONMENT”:

“At Olympia Odos we all share the conviction that a successful business culture shall be marked with respect, esteem, mutual trust and acceptance. We believe that it is our duty to set specific objectives and to undertake important initiatives to ensure equal opportunities and diversity for our teams. Our participation in important institutions, such as the Greek Diversity Charter, helps us further progress, thus constantly improving our internal policies and practices.”

Panayiotis Papanikolas,
Chairman & Chief Executive Officer

Since our inception, we have consistently invested in cultivating an anthropocentric culture that prioritizes the well-being of our motorway users, local residents, and our dedicated employees working daily along the route. In 2021, our commitment to fostering equal opportunities in the workplace was reinforced by signing the Diversity Charter. This initiative, endorsed by the European Commission and implemented for Greek companies and organizations through the KEAN - Cell of Alternative Youth Activities, promotes an inclusive workplace, welcoming individuals irrespective of their gender, age, ethnic origin, disability, sexual orientation, or religious beliefs.

Our signing of the Greek Diversity Charter underscores Olympia Odos' dedication to preserving and enhancing our efforts to create a workplace that champions fairness, devoid of stereotypes, and embraces diversity. Our aim is to foster an environment that promotes equality, mutual respect, acceptance, and social cohesion.



THE WOMEN OF OLYMPIA ODOS PARTICIPATE IN THE “WOMEN FOR CHANGE” INITIATIVE

In October 2021, coinciding with the signing of the Diversity Charter, we organized the inaugural networking event and dialogue session for women employed across the three companies of Olympia Odos (OLYMPIA ODOS S.A., OLYMPIA ODOS OPERATION S.A., and Apion Kleos). This initiative aimed to establish an active community of women and men, known as the ‘Employee Resource Group,’ as well as an “Olympia Odos Women’s Community”, dedicated to fostering equality and inclusion within the workplace.

During the event, participants had the platform to share their positive professional experiences, shed light on challenges and barriers encountered both within and outside the companies and, most importantly, offer suggestions for improvement.

The action was supported by “Women On Top”.

8.3 Management and Development of Talents and Skills

Prioritizing the continuous growth of our employees' skills remains a cornerstone at Olympia Odos. During 2021-2022, our focus centered on various educational and training initiatives, encompassing vital areas such as

Health & Safety at Work, quality enhancement, fostering ongoing human resource development and leadership, environmental and technical proficiency, transportation, as well as financial and accounting competencies.

Evaluation Indexes

	Employee Evaluation							
	2022				2021			
	OLYMPIA ODOS S.A.		OLYMPIA ODOS OPERATION S.A.		OLYMPIA ODOS S.A.		OLYMPIA ODOS OPERATION S.A.	
	Number	Percentage	Number	Percentage	Number	Percentage	Number	Percentage
Total employees	34		460		30		461	
Total number of the employees who have been evaluated	25	73.5%	448	97.39%	27	90%	405	87.9%
Men	13	52.0%	268	59.82%	16	59.3%	234	50.8%
Women	12	48.0%	180	40.18%	11	40.7%	171	37.1%

Training per Topics

	2022				2021			
	OLYMPIA ODOS S.A.		OLYMPIA ODOS OPERATION S.A.		OLYMPIA ODOS S.A.		OLYMPIA ODOS OPERATION S.A.	
	Participations	Hours of training	Participations	Hours of training	Participations	Hours of training	Participations	Hours of training
Health & Safety at Work	31	258	462	1,848	28	448	-	-
Environmental issues	5	63	-	-	3	24	-	-
Quality	28	142	-	-	28	118	1	16
IT/Computer-Systems use	2	25	-	-	-	-	3	24
Human resources development, leadership and crisis management	5	25	7	56	29	29	-	-
Financial - accounting issues	1	8	9	72	-	-	4	32
Customer Care	7	73	2	16	5	40	-	-
Legal issues							4	32
Communication	4	54	-	-	4	63	-	-
Corporate Social Responsibility - standards	4	22,5	-	-	3	144	-	-
Transportation	5	121	-	-	3	28	-	-
Administrative support	-	-	-	-	-	-	3	48
Total	92	791.5	480	1,992	111	958	15	152

8.4 Health & Safety at Work

Safeguarding the Health & Safety of our employees and cultivating a culture of proactive prevention in the workplace stand as fundamental priorities for Olympia Odos. We consistently allocate resources towards ensuring the protection of all employees. Our technical department implements a comprehensive preventative strategy, incorporating specific procedures and training programs designed for all employees.

The offices adhere to ergonomic principles in equipping workspaces to ensure optimal functionality and safety for employees (lighting, fire protection, maintenance of infrastructure and technical facilities, external access);

- The materials and raw materials are selected having in mind the Health and Safety of the employees and the users;
- As part of the certification of ISO 45001, ISO 9001 and ISO 14001 standards, internal inspections are carried out by an external partner at regular intervals;
- In 2021-2022, we continued our Covid-19 prevention and response activities through expert consultants, a qualified occupational doctor and a designated monitoring committee.

COMO APP: THE NEW SOFTWARE THAT PROMOTES HEALTH AND SAFETY IN THE FIELD

Olympia Odos has pioneered the development and implementation of an innovative software called Como App, currently in its pilot phase. This software serves to efficiently monitor construction and maintenance works in terms of Quality, Health, and Safety on-site.

As part of this initiative, we have integrated sensors onto worksite vehicles alongside special tags worn by employees and visitors within the worksite premises. This system acts as a safety measure by immediately alerting the vehicle driver in case anyone is in close proximity to a moving vehicle, enabling timely action to prevent potential accidents.

Ensuring Health and Safety at the Worksites

At every worksite, we have established and enforced a stringent policy prioritizing the protection and safety of our employees. This policy is underpinned by ongoing training and educational programs specifically focused on these critical safety concerns.

- Installation of proximity sensors on the worksite that detect a machine approaching a employee, to prevent accidents;
- Installation of a buffer (special equipment in the form of a trailer) to be attached to the rear of the a truck during heavy maintenance works, so that if a vehicle deviates on the motorway, it will hit the buffer and thus protect the employees and the driver himself.

IN THE CURRENT REPORTING PERIOD, WE TOOK THE FOLLOWING ACTIONS:

- Operation of a new tool for monitoring and reporting works pertaining to quality and Health & Safety at work;

INTRODUCTORY TRAINING OF SUBCONTRACTORS ON THE FOLLOWING TOPICS:

- Health & Safety policy;
- Reporting/investigation of accidents;
- Firefighting;
- Worksite/area evacuation
- Manual tools;
- Load lifting;
- Ensuring that all employees, members of our personnel or of the subcontractors, make proper use of the personal protection equipment (PPE);
- Conducting on-site inspections and provide guidance;
- Compliance with the key safety rules during the construction and maintenance works;
- Business operation in accordance with the ISO 45001:2018 international standard;
- Strict observance of the Greek legislation;
- Bearing all costs to protect employees, who are mainly employed by subcontractors.

HEALTH AND SAFETY 2021 AND 2022

Each year, we actively engage in numerous initiatives, seminars, and workshops as part of the VINCI Concessions international event centered on Health and Safety.

In 2021, under the theme 'Stay Alert, Stay Safe,' we orchestrated a series of informative training sessions and hands-on workshops. Notably, we conducted a first aid workshop involving our employees and external stakeholders.

In 2022, during Safety Week, we dedicated a special day to 'Alertness, Awareness, and Safety.' Additionally, we announced our collaboration with the Hellenic Institute for Occupational Health and Safety (ELINYAE). This year also saw the launch of a safety campaign and the implementation of updated fee procedures for the new Patras-Pyrgos Section.



HEALTH AND SAFETY MANAGEMENT SYSTEM



Employee Man-hours

	2022						2021					
	OLYMPIA ODOS S.A.*			OLYMPIA ODOS OPERATION S.A.			OLYMPIA ODOS S.A.*			OLYMPIA ODOS OPERATION S.A.		
	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total
Company's man-hours	33,574	27,434	61,008	806,803			29,764	26,020	55,784	806,617		
Subcontractors' man-hours	42,254	10,564	52,818	97,490			23,670	5,918	29,588	129,039		

*Includes the concession company and the maintenance subcontractors Does not include the construction joint venture

Subcontractors' Health and Safety Indicators*

	OLYMPIA ODOS S.A.	
	2022	2021
Total number of employees	6,602	3,699
Lost worked days due to accidents	120	45
Hours of absence due to labor accidents (AR)	960	360
Total labor accidents	0	1
Total of training hours on Health & Safety and Environmental issues	0	48
Near miss	1	0
Olympia Odos inspections to subcontractors	10	6

*Excl. construction joint venture

Health and Safety Indicators

	OLYMPIA ODOS S.A.			OLYMPIA ODOS OPERATION S.A.		
	2022	2021	2020	2022	2021	2020
Hours of absence / total hours of work (%)	0	0	0	0.31%	0.23%	3.01%
Number of fatal accidents	0	0	0	0	0	0
Incident without days of absence from work	0	0	0	0	0	0
Days of absence due to labor accident (LDR)	0	0	0	315	232	60
Hours of absence due to labor accidents (AR)	0	0	0	2,520	1,856	480
Total labor accidents	0	0	0	8	10	5
Labor accidents with days of absence from work	0	0	0	8	10	5



MEMORANDUM OF UNDERSTANDING WITH ELINYAE

The recent Memorandum of Understanding signed with the Hellenic Institute for Occupational Health & Safety (ELINYAE) aligns with our company's ongoing strategy to bolster initiatives that prioritize Health and Safety at work.

This collaboration entails joint planning and execution of programs to inform and heighten awareness about Health and Safety at Work. It also includes initiatives for exchanging information and fostering research on these vital workplace issues. Our initial cooperative effort involves launching an internal campaign named "Destination: Occupational Safety". This campaign is specifically tailored for employees at the Patras-Pyrgos worksites, with ELINYAE serving as a scientific advisor in its implementation.

8.5 Training on Health and Safety

The promotion of Health & Safety by fostering a culture for preventing labor accidents and occupational diseases is a top priority for all of us at Olympia Odos.

OCCUPATIONAL HEALTH AND SAFETY TRAINING TOPICS

- Safety Week (principles, policies, etc.)
- Work at height
- Emergency drill (offices evacuation)
- First aid
- Interactive, multipurpose on alertness for safety issues

Human Resources Training in Health and Safety per Position/Hierarchy Level

	2022						2021					
	Number of participants			Hours of training			Number of participants			Hours of training		
	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total
OLYMPIA ODOS S.A.												
Senior management	3	0	3	26	0	26	3	0	3	48	0	48
Managers	4	3	7	34	26	60	3	3	6	48	48	96
Administrative personnel	8	13	21	66	106	172	7	12	19	112	192	304
Total	15	16	31	126	132	258	13	15	28	208	240	448
Subcontractors	0	0	0	0	0	0	6	0	6	48	0	48
OLYMPIA ODOS OPERATION S.A.												
Senior management	2	1	3	8	4	12	0	0	0	0	0	0
Managers	7	2	9	28	8	36	0	0	0	0	0	0
Administrative personnel	43	29	72	172	116	288	0	0	0	0	0	0
Technical staff	48	8	56	192	32	224	0	0	0	0	0	0
Base personnel (toll stations/road operation)	170	152	322	680	608	1,288	0	0	0	0	0	0
Total	270	192	462	1,080	768	1,848	0	0	0	0	0	0

HEALTH AND SAFETY TRAINING

OLYMPIA ODOS S.A.

31 Participations
258 Hours of training
in 2022

28 Participations
448 Hours of training
in 2021

OLYMPIA ODOS OPERATION S.A.

462 Participations
1,848 Hours of training
in 2022

0 Participations
0 Hours of training
in 2021

8.6 Investments in Health and Safety

€1,052,511

The total investment in Health and Safety for 2021-2022

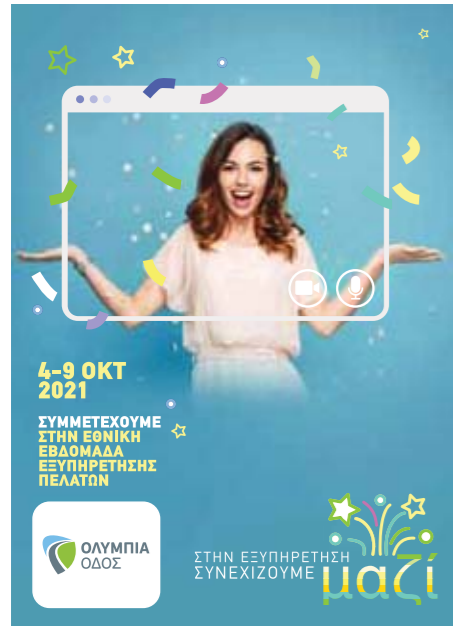
Categories of Investments in Health & Safety

	OLYMPIA ODOS S.A.		OLYMPIA ODOS OPERATION S.A.		OLYMPIA ODOS SA and OLYMPIA ODOS OPERATION S.A. (In €)		
	2022	2021	2022	2021	2020	2019	2018
Maintenance of fire protection system in the administration building	1,036.83	2,594.66	9,650.68	40,706.45	9,902	7,165	6,908
Workplace upgrading	-	-	-	4,011	1,600	1,600	7,480
Employee Health Care program	76,206.73	76,144.61	286,690.89	285,099.35	269,162	246,950	270,597
Use and upgrading of Personal Protective Equipment (PPE)	2,000	1,950	65,633.18	69,419.74	75,590	67,285	53,834
Certifications	800	900	2,160	10,300	1,900	4,150	2,940
Education and training	5,000	6,430	13,380	-	-	13,564	12,756
Occupational doctor / Safety Officer	3,800	3,800	5,166.65	6,288.80	5,853	5,703	6,779
Expenses for pharmacy/medical consumables	3,154.70	7,357.11	5,276.51	15,423.28	5,006	6,372	35,111
External advisor	-	4,430	-	-	6,500	-	-
Systems	30,500	7,200	-	-	-	-	-
Total	122,498.26	110,806.38	387,957.91	431,248.62	375,513	352,789	396,405

Front Line People

The dedicated personnel comprising patrols, Traffic Management Centers, call centers, and Customer Service Centers constitute the 'front line' in ensuring service and driver safety 24/7, 365 days a year. They are tirelessly supported by the "unsung heroes"—the employees responsible for maintaining infrastructure, managing facilities, and overseeing large structures within the Project.

Olympia Odos undertakes various initiatives to highlight the crucial role played by these employees, connecting the outcomes of their efforts to the company's achievements and strengthen the culture of sustainability.



PARTICIPATION OF EMPLOYEES IN THE NATIONAL CUSTOMER SERVICE WEEK 2021: FEATURING ENVIRONMENT

With the slogan "We continue TOGETHER", we participated for the fifth consecutive year in the National Customer Service Week organized under the auspices of the Hellenic Customer Service Institute (EIEP). On this occasion, we once again underlined the vital role of customer service and we awarded both the people on the front line and those who support the maintenance and operation of the infrastructure from other positions.

The Customer Service Week was dedicated to environmental awareness and our collective efforts to preserve natural resources and protect the environment. We encouraged everyone to join us in taking the first step by planting seeds of herbs and aromatic plants. As part of this initiative, seed packets and small succulent plants were distributed at the Toll Stations of Elefsina and Rion, while succulent plants were distributed at the Customer Service Centers on Thursday, October 7, 2021. Additionally, plants were distributed to employees, and art workshops were organized for their children. These activities were complemented by raffle draws for gift vouchers.

AUTOMATIC EXTERNAL DEFIBRILLATORS AT MOTORIST SERVICE STATIONS (M.S.S.)

With a focus on ensuring the Health and Safety workers, drivers, and by-passers, we have installed automatic external defibrillators (AEDs) across all M.S.S. along the motorway. These selected defibrillators are compatible with those utilized by Emergency Medical Services (EMS), facilitating a seamless transition from mobile to stationary units within ambulances during emergencies. Positioned conspicuously at each station, these devices feature appropriate international signage for easy identification.





9. PROTECTING THE ENVIRONMENT

Putting sustainability at the heart of our strategy, our main objective is the use of modern technologies that contribute to the protection of the environment and do not disturb the quality of life of users and residents of neighboring areas. In the context of promoting environmentally sustainable road infrastructure, we are committed to managing and reducing our energy footprint, with the aim of achieving energy neutrality and contributing to the mitigation of climate change.

Focus areas:

- Energy and fuels
- Noise management
- Solid and liquid wastes
- Air quality
- Biodiversity
- Materials/Raw materials
- Efficient equipment

OUR COMMITMENTS

Olympia Odos aims at operating the Motorway in an innovative and environment manner. We continue investing in modern technologies to protect the environment and mitigate climate change. As part of our strategy for environmentally sustainable road infrastructure, we aim for carbon neutrality.



€3.25 MILLION

to protect the environment

25%

reduction in our carbon footprint

INNOVATIVE ADAPTIVE

Lighting program

9.1 Innovation

Motorway Sustainable Management

The construction and ongoing operation of the Project have a considerable impact on the ecosystem and natural resources. Factors like traffic noise, waste generation, emissions, energy consumption, and resource utilization significantly affect the natural environment. Recognizing our substantial environmental impact, particularly within the energy sector, Olympia Odos continually advances efforts beyond its contractual obligations to minimize the motorway's energy footprint. Our environmental policy aligns with the climate and circular economy goals of the Project's shareholders.

During 2021-2022, we invested in new initiatives and implemented plans aimed at reducing energy consumption and the carbon footprint along the motorway. Initiatives such as the «Water from the Air» program, installation of LED lighting for tunnel upgrades, use of electricity sourced from 100% Renewable Energy Sources to meet the motorway's energy demands, adoption of electric vehicles, and the introduction of the Hybrid distance-based tolling system are among the many endeavors we have undertaken to achieve our energy-saving goals.

REDUCED CARBON FOOTPRINT OF THE MOTORWAY

We continued to actively promote our strategic goal and action plan for energy neutrality, by:

- Investing in EV charging infrastructure at the MSSs of Velo and Psathopyrgos;
- Introducing zero emission vehicles, with the ultimate goal of greening our fleet;
- Providing all types of fuel at specific MSSs;
- Investing in LED lighting plans for tunnels, installing LED lighting on open road sections and optimizing the lighting in the tunnels and lane covers. The LED lighting in 17 Tunnels of the road resulted in energy reductions of more than 60% compared to previous consumptions.
- Supplying all facilities and infrastructure with power of a certified origin from 100% renewable sources for 2021.
- Pilot application of light-colored pavement coating in Thisseas Tunnel at Kakia Skala, aiming at reducing the power consumption without the need of pavement replacement, both resulting in the decrease of carbon emissions.
- Design and installation of small photovoltaic parks.



We have reduced our energy footprint by 25% since 2017. All new projects are in line with the environmental strategy of VINCI Highways which promotes "green" road transport in 16 countries.

Our goal is Zero CO₂ emissions by 2030.

Environmental Management System

The policy of Olympia Odos aims to minimize the impact of all factors affecting the environment, by systematically monitoring and adopting new technologies and implementing available best practices and technical means.

The Environmental Management System, certified according to ISO 14001:2015, contributes to that purpose. All environmental management actions are presented in the environmental reports drafted and issued by our company according to the terms of the Concession Agreement.

WORLD ENVIRONMENT DAY 2021: TWO NEW ELECTRIC VEHICLES FOR OLYMPIA ODOS OPERATION

As part of our long-term strategy to reduce our carbon footprint, we have added to our fleet two new maintenance electric vehicles. The two vehicles symbolically had their inaugural drive along the motorway on the Environment Day, on June 5, 2021.

MORE SPECIFICALLY:



The vehicles are electric Citroën e-Jumpy compact vans, equipped with a flashing lights bar on their roof and appropriate interior arrangement.



Their technical features include a 100 kW (136 hp) electric engine, a 50 kWh battery and a range of 230 kilometers.

Given the development foreseen in electro mobility, our aspiration is to expand our fleet with more electric vehicles for professional use.

THE ELECTRIC VEHICLES TRAVELED

34,271 km.
in 2022

23,190 km.
in 2021

Fuel Consumption (vehicles, power generators, etc.)

	2022	2021
Diesel (liters)	483,787	461,854
Gasoline (liters)	1,105	1,779
Electric power for electric vehicles (KWh)	7,988	5,357

9.2 Energy upgrading of the Motorists Service Stations (MSS)

All MSS buildings are gradually upgraded in terms of their energy consumption, in cooperation with the MSS operators. The investments made by the operators include:

MEGARA MSS

€1,000,000

catering buildings

€200,000

Fuel stations
(to be completed in 2023)

AKRATA MSS

€700,000

catering buildings

€250,000

Fuel stations
(to be completed in 2023)



9.3 Road Marking using New Innovative Materials

From August 2021 to July 2022, Vinci Construction Hellas carried out the first re-marking of the new Korinthos - Patras section and the toll plazas at Elefsina and Isthmos Toll Stations. The works aimed at preserving the features of the material (brightness and retroreflection) until the next heavy maintenance campaign. The new material

that was used is EN 1824 certified, environment friendly, water-soluble and emits 82% less toxic gases compared to other marking materials, while it has 92% less effect on the growth of tropospheric ozone.

MARKING OF MOTORWAY SECTIONS

20%

better brightness

100%

better reflectivity

30%

less man-hours required.

€1,000,000

Total Investment

191,000m²

of lines were re-marked

58,000KG

of color were used

1,330

traffic arrows/symbols at the interchanges of the motorway were re-marked

60

business days were required

0

days of lane closures for the implementation of the works, which were carried out with mobile signage throughout the works

9.4 Electricity

Our actions to reduce the energy consumption and to improve our energy performance pertain to the entire motorway.

Electricity Consumption at the Offices of the Concessionaire (kWh)

61,311 in 2022 **69,313** in 2021 **52,231** in 2020 **42,383** in 2019

Electricity Consumption for Road Lighting and Facilities (kWh)

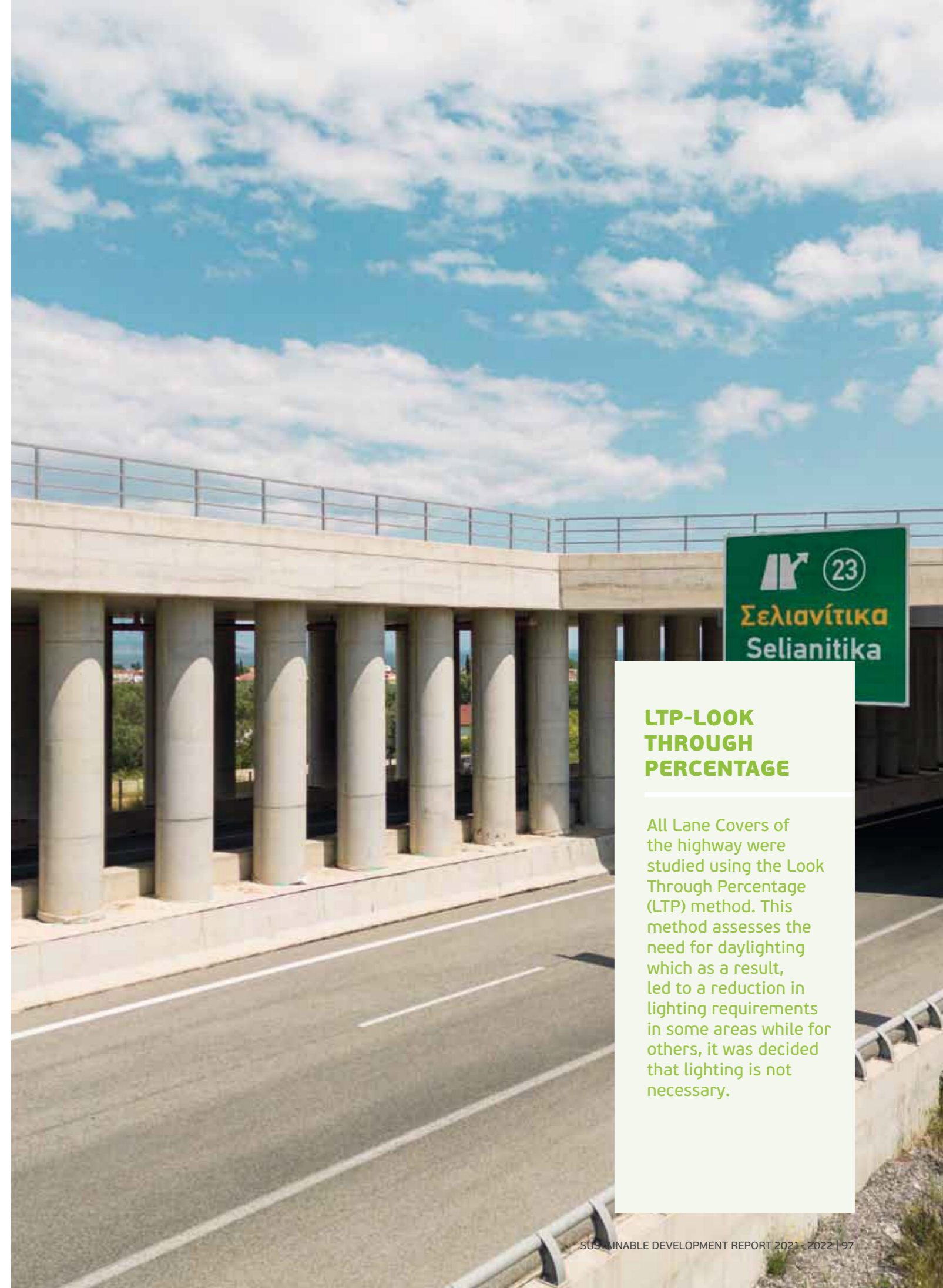
	2022	2021	2020	2019
Tunnels	13,226,629	14,005,041	14,608,714	14,916,101
Road lighting	7,380,288	7,814,632	8,734,764	8,432,786
Buildings/Toll stations	5,414,333	5,732,977	5,327,057	5,394,010
Total	26,021,250	27,552,650	28,670,535	28,742,897

ADAPTIVE LIGHTING PROGRAM

Olympia Odos has developed and implemented the pilot operation of the Adaptive Lighting system. The system uses a forecasting algorithm to predict traffic for up to 1 hour and reduces the lighting correspondingly based on current traffic, predicted traffic and predefined values and thresholds. It applies the reductions in a wider area and not just at one interchange. The reductions are always in proportion to the traffic and in real-time, always with the safety of the drivers in mind. Additionally, the system is combined with «situation awareness» devices at the motorway interchanges. These devices consist of cameras at each entry and exit and meteorological stations (approximately every 15 km), constantly monitoring the road and informing about potential dangerous situations, like a immobilised vehicle, a vehicle going the wrong way, a person, or anything that might endanger the safety of the users. In case of an incident the lighting turns to the maximum level. The transition happens automatically, and it also automatically returns to the previous level if the incident is cleared, while simultaneously notifying the Traffic Management Center for its actions. This system is planned to be fully installed within 2023.

€718,000

Total investment, for the design, installation, support, operation and maintenance of the system over a period of five (5) years.



LTP-LOOK THROUGH PERCENTAGE

All Lane Covers of the highway were studied using the Look Through Percentage (LTP) method. This method assesses the need for daylighting which as a result, led to a reduction in lighting requirements in some areas while for others, it was decided that lighting is not necessary.

Green Energy Certificates

From November 2019 to 2021, Olympia Odos procured electric energy of certified origin from 100% renewable sources (green certificates) for the total energy needs of the motorway, in accordance with European directives 2003/54/EC and 2009/72/EC and Greek legislation. This corresponds to approximately 16,300 tons of carbon dioxide equivalent (tCO₂) less per year.

9.5 Emissions and Air Quality

Olympia Odos systematically and in real time monitors the emissions by three (3) permanent air quality measurement stations that operate 24 hours a day according to the Greek legislation and the Directives of the European Parliament and of the Council. The environmental impacts of the motorway operation include emissions, mainly carbon oxide (CO, CO₂), sulphur oxides (SO₂) and nitrogen oxides (NO_x) generated by the traffic. The data are notified to the competent authorities.

Air Quality Measurements and Emissions

Semester	Station	SO ₂ (µg/m ³)	NO ₂ (µg/m ³)	O ₂ (µg/m ³)	CO (mg/m ³)	Number of excesses of the PM ₁₀ threshold	PM _{2,5} (µg/m ³)	C ₆ H ₆ (µg/m ³)
A' 2022	Korinthos	11	66	120	0.59	5	14.1	1
	Aigio	8	109	83	0.56	2	13.2	1.2
	Patra	8.2	72	110.9	1,17	1	6.4	1.2
B' 2022	Korinthos	5	68	97	0.69	1	13.4	0.6
	Aigio	4	66	76	0.40	1	10.9	0.5
	Patra	6.6	10.6	115	1.60	0	8.8	0.6

MAXIMUM HOURLY VALUE:

SO₂: Threshold 350 µg/m³
NO₂: Threshold 200 µg/m³
O₃: Information Threshold 180 µg/m³

MAXIMUM DAILY 8-HOUR

AVERAGE:
CO: Threshold 10mg/m³

DAILY AVERAGE VALUE:

PM₁₀: Threshold 50 µg/m³
(maximum: 35 times a year)

AVERAGE HOURLY VALUE:

PM_{2,5}: Threshold 25 µg/m³
C₆H₆: Threshold 5 µg/m³

In 2022, both in terms of monthly and daily variation of the measured pollutants (SO₂, NO₂, O₃, CO) based on the available recordings, no threshold overpasses were observed in accordance with the legislation in force.



9.6 Monitoring the Road Traffic Noise

The Road Traffic Noise Monitoring Plan of Olympia Odos includes specific procedures for measuring and recording the traffic noise in accordance with the specifications and the requirements of the legislation in force. The collected data are submitted to the relevant authorities responsible for verifying compliance with permissible noise limits.

PROGRAM FOR THE MEASUREMENTS OF NOISE LEVELS

Within the context of the program for monitoring the noise level at the various road sections:

160

24-hour measurements have been made in 2021 and similarly in 2022

This plan has been approved by the competent Service of the Ministry for the Environment and Energy, for both years. In particular, in 2022 the following measurements were conducted:

45

measurements on Elefsina-Korinthos road section (23 measurements in June and 22 measurements in September 2022)

17

measurements on Patras Bypass section in May and June 2022

98

measurements on Korinthos-Patras road section (96 measurements in June and 2 measurements in September 2022)

9.7 Waste Management

The main goal of Olympia Odos is to improve the way our waste by focusing on reducing their quantity and properly dispose them. Olympia Odos is obligated to submit reports regarding all of its generated waste during the operation and heavy maintenance of the Motorway to the Electronic Waste Register under the Ministry for the Environment and Energy. These reports pertain specifically to the «Off-site Waste Recovery/ Disposal» activity.

WASTE CLASSIFICATION

Waste is classified into hazardous and non-hazardous and sorted into municipal waste and special waste.

- Municipal waste is produced at the offices, facilities and parking areas
- Special waste is mainly produced by the operation of the motorway and the maintenance of the infrastructure

COLLECTION AND STORAGE PROCEDURE

Waste is methodically collected, sorted, and stored in designated areas with clear and appropriate markings on the premises. Subsequently, waste is transferred to authorized third-party entities equipped for recycling or disposal, in compliance with regulations. Hazardous waste, as per legislative requirements, follows a specialized storage and management procedure.

Types of waste:

Motorway Waste Management Table

Waste categories	Hazardous / Non hazardous	Type of Waste	OLYMPIA ODOS SA and OLYMPIA ODOS OPERATION S.A.			Management works through Certified Associates
			2022	2021	2020	
Municipal waste	Non hazardous	Household waste (parking areas) (tones)	269,92	136.72	-	Disposal in landfills
	Non hazardous	Household waste (cleaning works) (m ₃)	1,122	1,131	-	
Raw and support materials	Hazardous	Batteries		1,236	334	Recycling/ Recovery
	Hazardous	Accumulators (kg)	1.190,50	1,473	720	
	Hazardous	Bulbs (kg)	161	485	290	
	Hazardous	Toner (pieces)	318	184	124	
	Non hazardous	Vehicle tires (pieces) Metals (tones)	27.62	24.16	20.78	
	Non hazardous	Plastic (kg)	3,840	2,500	4,320	
	Hazardous	Waste electrical and electronic equipment (WEEE) (kg)	1,004	1,460	636	
	Hazardous	Lubricant waste (liters)	650	800	1.360	Re-refining
	Hazardous	Oil filters (kg)	-	130+196 Lubricant containers		
	Hazardous	Antifreeze coolants (liters)	-	702	1.490	
Various waste	Non hazardous	Waste water (m ₃)	315	325	-	Waste water treatment
	Non hazardous	Animal tissue waste (kg)	4,421.20	3,670	3,319	Combustion
	Non hazardous	Clothing (kg)	-	385	-	Recycling/ Recovery
	Non hazardous	Polluted absorbent materials (kg)	-	485	-	-
	Non hazardous	Contaminated soil (kg)	-	24.37	-	-

9.8 Irrigation System

Olympia Odos Operation is responsible for maintaining and watering the planted areas of the Project. This is facilitated through an irrigation network installed across specific sections of the Project or via water transported by tank trucks. The water primarily originates from ten (10) water wells, the municipal network of Nea Peramos, and the irrigation network of Attiki Odos for areas neighboring the Project.

9.9 Protection of the Biodiversity

Recognizing its responsibility in safeguarding the ecosystem of the surrounding area, Olympia Odos diligently implements essential measures in compliance with local authorities' regulations and prevailing legislation concerning biodiversity, the flora, and the fauna. Specifically, in its commitment to fauna conservation, Olympia Odos actively participates as a final user in the EU LIFE-Nature program initiatives. This involvement encompasses diverse measures aimed at preserving bat colonies, among other conservation efforts.



9.10 Environmental Expenses

Within the outlined reporting period, certified expenses for 2021 reflect an expenditure of nearly €2,284,228 dedicated to environmental protection projects. These expenses encompass a spectrum of activities related to the construction, heavy maintenance, and ongoing operation of the motorway. They specifically cover environmental monitoring, fees for environmental consultants, rehabilitation and waste management projects, and the acquisition of LED bulbs for the adaptive lighting program development.

EXPENSES FOR THE PROTECTION OF THE ENVIRONMENT

€3,250,000
for 2022

Environmental Management Investment Categories

	OLYMPIA ODOS SA and OLYMPIA ODOS OPERATION SA (In €)			
	2022	2021	2020	2019
Planting, vegetation rehabilitation, protection and maintenance of green areas	402,234.87	392,503.81	451,580	504,175
Traffic noise monitoring plan	20,800	22,400	45,000	27,000
Environmental advisors and employees monitoring the compliance with the Environmental Terms	13,500	13,500	300,000	255,000
Operation of air pollution and meteorological stations for monitoring the air quality	39,829.44	40,675.64	38,342	40,561
Certifications	900	900	1,900	1,900
Operation of air pollution and meteorological stations for monitoring the air quality	-	-	209,350	153,400
Tunnel LED lighting energy upgrading	1,646,900	-	-	-
Waste management and disposal	166,898.87	53,310.86	265,000	230,000
Environmental training	1,170	4,185.20		
Total	2,292,233.18	527,475.51	1,311,172	1,212,036

At Olympia Odos we believe in fostering an environmental culture within the company and for that purpose we continue to undertake initiatives for the environmental training of our employees.

ENVIRONMENTAL TRAINING OLYMPIA ODOS S.A.

- Climate Crisis Conference 2022
- Energy Efficiency in Manufacturing/Buildings Conference
- Climate Neutrality - From ambition to implementation - Local Government at the forefront of responsibility
- Energy Commodities Trading Conference 2022





10. OUR SOCIAL FOOTPRINT

A major priority for Olympia Odos is to support, develop and promote the communities adjacent to the motorway. Hence, we encourage initiatives that focus on road safety, education, culture, sports and the environment, while we create added value through our synergies with local bodies and our relations with the local communities. Through our actions we intend to promote the real protagonists of the Project: the diverse communities along the motorway, its users, and those involved in its operation.

- Focus areas:
- Local communities
 - Social contribution
 - Volunteering
 - Indirect financial impacts

OUR COMMITMENTS

Olympia Odos is committed to continue investing in initiatives and partnerships contributing to the economic and social development and focusing on road safety, women empowerment, culture, sports and the environment.

We are committed to supporting local development.



€224 MILLION

of total "social product" in 2022

€453,622

of free passages for disabled people in 2022

10.1 Social Investments

Annual contribution to social development - Social Product (in th. €)

	2022	2021	2020	2019
Payments to suppliers (incl. VAT)	174,391	88,966	88,574	108,291
Employee Wages and Benefits (including social security contributions)	2,655	2,131	2,061	2,218
Payments to sponsors	31,319	82,230	8,324	10,285
Paid taxes	14,807	18,841	18,172	20,700
Social investments and strategic management	614	501	454	707
Total "social product"	223,786	192,669	117,585	142,201

Social investments (in €)

	2022	2021	2020	2019
Free Passages for Disabled People	453,622	387,665	371,691	481,834
Supporting Social Actions	50,405	39,113	30,033	28,201
Training and information actions	35,965	9,930	3,600	55,703
Sports activities	32,557	29,642	26,200	40,680
Activities for Culture	23,500	4,300	2,000	38,972
Environmental activities	5,514	8,600	6,610	11,312
Other	7,000	16,508	900	6,989
Total	608,563	495,758	441,034	663,691

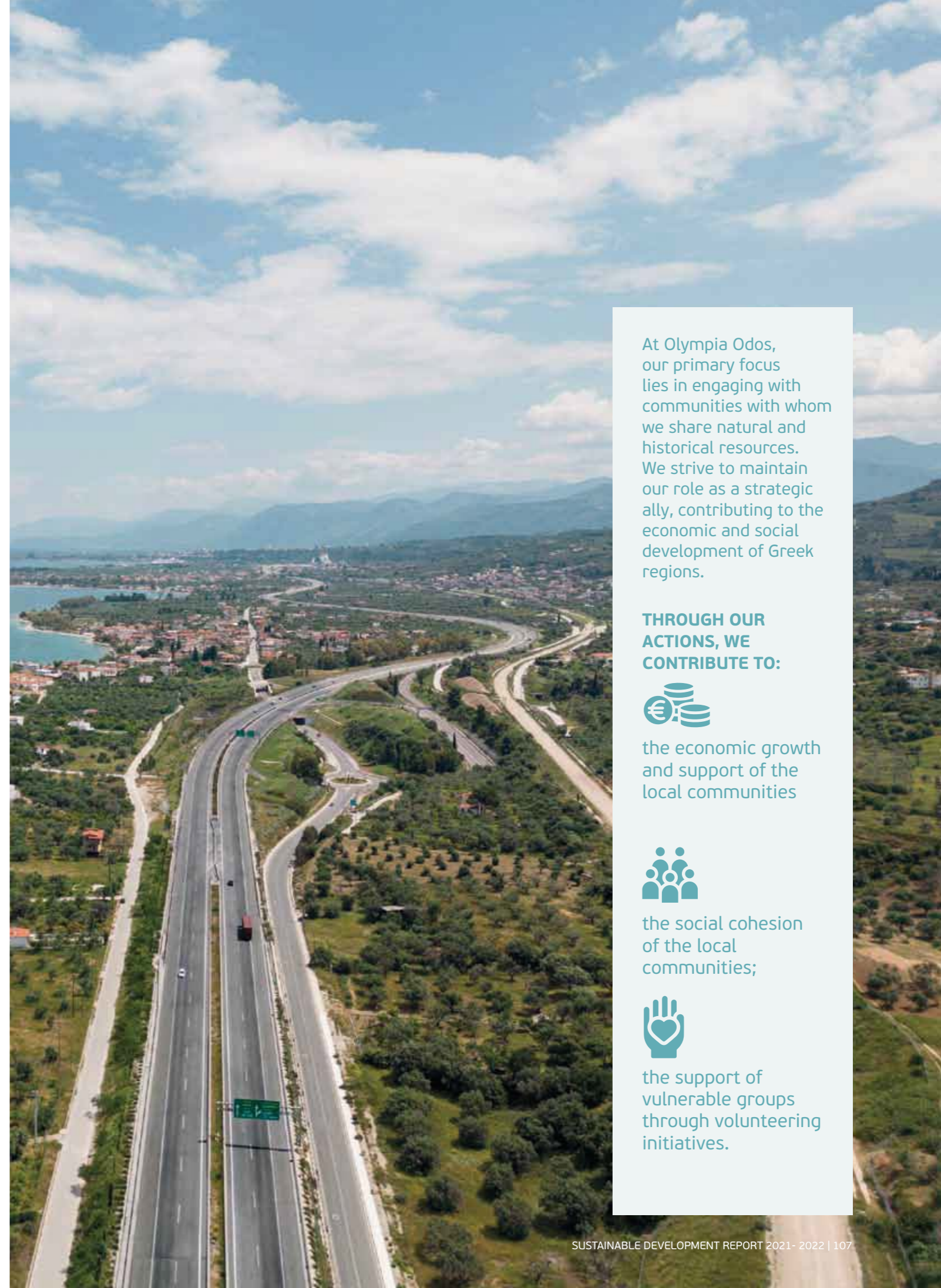
10.2 Passages of Disabled People

We recognize the numerous challenges and barriers encountered by individuals with disabilities and their families. Since the motorway's inauguration, Olympia Odos has provided toll-free passage for disabled individuals.

As of March 18, 2022, following the revision of the Concession Agreement, they are officially exempted from toll payments.

Supporting Disabled People

	2022	2021	2020	2019
Free passages for disabled people (number of passages)	206,612	179,510	169,538	219,948
Investment (in €)	453,622	387,665	371,691	481,834



At Olympia Odos, our primary focus lies in engaging with communities with whom we share natural and historical resources. We strive to maintain our role as a strategic ally, contributing to the economic and social development of Greek regions.

THROUGH OUR ACTIONS, WE CONTRIBUTE TO:



the economic growth and support of the local communities



the social cohesion of the local communities;



the support of vulnerable groups through volunteering initiatives.



10.3 ROAD SAFETY

Road safety is a top priority for all of us at Olympia Odos and to that end we continue to inform, raise awareness and educate the general public about road environment requirements, cultivating a responsible driving culture and promoting safe driving behavior.

ROAD SAFETY PROGRAM “IN REAL LIFE THERE IS NO UNDO”

For us, the message to convey is just one: Respect for our lives and the lives of others is an overriding value and anything that has to do with safety cannot be postponed. This is why we named our Corporate Social Responsibility program pertaining to Road Safety “In real life there is no Undo”. We have integrated all road safety actions into this strategic program and we have set a target to train more than 12,000 third grade and high school students on responsible driving behavior in a three-year period (2019-2021).

The program has been postponed because of the COVID-19 pandemic in 2021 and resumed in 2022, when 2,125 third grade and high school students from Achaia and Korinthia were trained.

To date, more than 10,000 students and their teachers have attended the Institute’s innovative experiential educational program «Do it right» using state-of-the-art simulators. The program teaches teenagers the principles of road safety and responsible behavior on the road in an experiential way under the guidance of expert instructors.



2,125

third grade and high school students from Achaia and Korinthia were trained in 2022

10,000

and their teachers have attended the Institute’s innovative experiential educational program “Do it right”

Road Safety Program «Do it right»

	2022		
	Patra	Korinthos	Total
Schools and Universities	7	9	16
Students Of third grade and high school	1,300	825	2,125



STUDENTS FROM SCHOOLS AND UNIVERSITIES VISIT THE FACILITIES OF THE MOTORWAY

Visits by children and students to the field and their contact with the motorway project are very important, as they are given the opportunity to understand how the motorway operates and the importance of road safety. In addition, the students get in touch with the subject of their studies and gain important information and insights from the field.

IN 2022:

30

students from the University of the Aegean visited the Traffic Management Center at Megara

60

students of the NTUA School of Civil Engineering visited the Kakia Skala Tunnels

80

students from the Department of Geology of the University of Patras visited the bridge of Olympia Odos at the canal of Korinthos

17

postgraduate students attending the program "Inspection and Structural Assessment of Bridges and Structures" of the Center for Training and Lifelong Learning (KEDIVIM) of the National Technical University of Athens, where Mr. P. Papanikolas, Chairman and CEO of Olympia Odos teaches, visited the B044 Bridge in the area of Isthmos

80

students of the Department of Geotechnical Engineering the NTUA School of Civil Engineering visited the Olympia Odos Bridge over the Corinth Canal

"ROAD SAFETY PIT STOP" IN COOPERATION WITH THE HELLENIC ROAD SAFETY INSTITUTE (RSI)

FRIDAY, JULY 21, 2022 \ FRIDAY, JULY 15, 2021

Olympia Odos, within the context of its road safety campaign "In real life there is no Undo", organized in 2021 and 2022, in cooperation with the Road Safety Institute (RSI) "Panos Mylonas" a "Road Safety pit stop" at Megara Motorists Service Station (MSS). In this effort it was assisted by AVIN and FLOCAFE, associates in Megara MSSs.

WITHIN THE CONTEXT OF THIS JOINT ACTION, DRIVERS WERE OFFERED:



a free of charge quick Technical Inspection conducted by the associates of the RSI, and got a "Technical Inspection Card" of advisory nature indicating the results and any remarks for issues relevant to road safety



the chance to be informed about the regular maintenance of their vehicle and the Technical Inspection (KTEO)



- participate in a draw by lot and get many gifts



the chance to get useful road safety tips for their trips (fastening passenger belts and strapping baggage, use of child safety seat, use of mobile telephone, available fueling spots, etc.)



enjoy the experience of simulators and experiential activities, such as crash simulator, and weight-speed correlation balance

The initiative aimed at raising awareness and informing drivers about key points to check on a vehicle, and the value of prevention, especially during the summer season when road trips are more frequent.

10.4 CULTURE



ELEUSIS 2023 EUROPEAN CAPITAL OF CULTURE

Olympia Odos supports the institution of the European Capital of Culture, and considers it is particularly important for the local development and the promotion of the local cultural features. As the city of Elefsina, which has been named European Capital of Culture for 2023, coincides with the starting point of our motorway, we are actively engaged and particularly invested in preparing the events culminating in 2023. We align with the vision of the «Transition to EUphoria», embracing its philosophy and the values it serves. We support the city's vision of creating a sustainable heritage beyond the time limits of the Capital of Culture. We aim at introducing the Capital of Culture to travelers, to encourage them to visit it and become part of its mystique.

ARTWALK

Our relation with Art in Progress is long-lasting and essential. In October 2019 we organized together an educational program based on street art, for the children of our employees. Since 2021, we support the International Street Art Festival of Patras, which under the motto "Heads up!" offers a fresh perspective to the city of Patras through Street Art. Street Art conveys important social messages, concerning homelessness, organ donation and refugee issues. These societal concerns resonate deeply with us at Olympia Odos. Beyond our primary mission of providing accessibility, we are committed to contributing towards eradicating all forms of exclusion.



OLYMPIA ODOS CULTURAL & ENVIRONMENTAL ROUTE

At Olympia Odos, our flagship initiative remains the “Olympia Odos Cultural & Environmental Route” which we promote jointly with DIAZOMA Association since 2016.

In 2021-2022, we sustained our ongoing efforts in partnership with longstanding partners and extended our activities into new domains, including gastronomic tourism.

“AVENUES OF NATURE AND CULTURE” PROGRAM OF DIAZOMA ASSOCIATION

The “Avenues of Nature and Culture” Program has been included in the National Recovery and Resilience Plan, in 2022; the Program includes thirty (30) monuments, 11 out of which are situated along the Olympia Odos road axis. The program exploits the potential of synergies and aspires to turn modern motorway into “catalysts” for the accessibility, promotion, and continuous care of the monuments.

IN PARTICULAR, IT AIMS AT:



Highlighting the cultural and environmental monuments



Creating synergies between all local productive agents (restaurants, hotels, farmers, shops, etc.)



Triggering a development potential in all areas along the motorway



Introducing the monuments



Supporting the drivers to easily and quickly plan their trip



Creating safe travel experiences

OLYMPIA ODOS PRESENTS THE GASTRONOMIC DESTINATIONS

Olympia Odos is a route of outstanding natural beauty which combines archaeological monuments, historic villages, local feasts, wine explorations, manufactures of local products, associated with a rich culinary tradition.

For the past six (6) years, through our cooperation with Mr. Giorgos Pitas and the Greek Gastronomy Guide, we promote four (4) gastronomic destinations in Patras, Nemea, Aigialia and Kalavryta, as alternative tourist and gastronomic routes.

This initiative contributes to supporting the local economies, since it encourages and boosts small businesses, producers and local associations. The impressive videos created by Olympia Odos have attracted hundreds of thousands of viewers on its YouTube channel and have been part of the promotional videos of Greece in international tourism conferences and exhibitions.



The region of Ilia became part of this initiative in 2022.

OINOXENEIA

Olympia Odos, the motorway that communicates the Landscapes and Tastes of Aigialia, continues supporting the OINOXENEIA Festival, a multidimensional and experiential event dedicated to wine. Wine and the vineyard landscapes are the protagonists of the Festival, organized within the second part of August in the city and the region of Aigialia and Kalavryta, which brings together the Mediterranean diet, the history, the culture and the gastronomy of the region.



1ST SHORT FILM FESTIVAL “THEODOROS ANGELOPOULOS”, DIPEKA

In 2022, we supported the 1st International Short Film Festival «Theodoros Angelopoulos». The Festival was organized by the Municipality of Aigialia and the Municipal Social Welfare Company of Aigialia to honor the great director. The International Short Fiction and Documentary Short Film Competition is open to filmmakers from all over the world.

10.5 EDUCATION AND INNOVATION



SCHOLARSHIPS

At Olympia Odos we stand firmly by the new generation and in this context, in 2022 we have designed in cooperation with the University of Patras a new scholarship program, which is expected to be announced in February 2023.

STUDENT VISITS

Every year we welcome hundreds of students to our facilities, guiding them to places of high technical interest, such as Kakia Skala, but also to our worksites on the new Patras-Pyrgos motorway under construction.



REGIONAL DEVELOPMENT CONGRESS

For more than six (6) years we have supported the annual «Regional Development Congress» as a key strategic ally who contributes to the financial and social development of all regions along the motorway. The congress is a public platform for dialog between public and private stakeholders and promotes a new system of local governance that gives local authorities the autonomy to design smart sustainable development policies and create partnerships with the private sector.



10.6 ENVIRONMENT

Respecting and protecting the environment is a challenge faced by an infrastructure project. We are investing in state-of-the-art technology to be able to improve and fully comply with our corporate strategy which focuses on an environmentally sustainable road infrastructure. We continue our actions to improve our environmental footprint and to comprehend the environmental issues, particularly in the Greek rural areas.

“ALL TOGETHER WE CAN”

For ten (10) years in a row we support the very successful environmental campaign “ALL TOGETHER WE CAN FOR THE ENVIRONMENT”, responding to the invitation of SKAI TV. 10,000 paper bags are distributed every year to the drivers at Elefsina Toll Station, in the direction to Patras, during the Easter period or August 15th.



SUPPORTING 13 VOLUNTEER FOREST PROTECTION TEAMS

Volunteer forest protection teams are constantly on the front line of wild fires, making a key contribution to the work of the relevant government bodies, such as the Fire Brigade and the Civil Protection. In this context, we support in every possible way the forest protection volunteers who operate on the front line. In view of the fire season, we supported, among others, the activity of the Vrachneika Volunteer Firefighting and Rescue Team (EOPYD), the Volunteer Group of Megara OEM, the Volunteer Civil Protection Association of Agios Stefanos (SEPPAS) and the Elite Special Task Force of Greece (EPOMEA).



ARCHELON

In 2022, for the 3rd year, we supported ARCHELON, the Sea Turtle Protection Society, by covering the toll expenses required for the implementation of its programs in the Peloponnese.

PATRAS FOREST SERVICE

For six (6) consecutive years, at the beginning of the fire season, we stand by the side of the Forest Service of Patras and support its efforts, covering the costs of earthworks for the maintenance of the Forest Fire Network in the area of Rion.



10.7 YOUTH AND SPORTS

Promoting sport, especially among young people, is an important objective of Olympia Odos, given the importance of sports for local communities.

In this context, in 2021-2022, we continued to support a number of actions and distinguished institutions.

- Hellenic Paralympic Committee
- ECO RALLY ACROPOLIS
- Pick Patras
- Cycling Club of Patras Vyzas FC of Megara
- VYZANTAS MEGARON
- Gymnastic Association ATHLOS PATREON
- Sailing Club of Patras
- Kitesurf Club Cape Drepano
- AIGIALION Sports Club
- HERAKLIS XYLOKASTROU FC
- City in Action

OFFICIAL SUPPORTER OF THE HELLENIC PARALYMPIC COMMITTEE



Since 2015, Olympia Odos is an Official Supporter of the Hellenic Paralympic Committee and the Hellenic Paralympic Team, offering a sponsorship of €15,000, thus confirming our strong commitment to sports and youth.



PARTNERSHIP BETWEEN OLYMPIA ODOS AND SAFE WATER SPORTS

Olympia Odos has developed a solid cooperation with Safe Water Sports, an organization that aims to inform citizens about their safety at sea. Every year they carry out a series of information actions to raise awareness among young and old travelers about the importance of protecting in the aquatic environment of Greece, in order to reduce the number of drownings in Greece. This cooperation includes the distribution of information leaflets at 15 spots, the MSSs and the CSCs of the motorway, as well as a promotion in the social media and Olympia Odos App.

10.8 SUPPORTING SOCIAL ACTIONS

Olympia Odos remains committed to supporting programs aimed at fostering social cohesion and aiding vulnerable social groups. In 2021 and 2022 we organized actions, made donations and sponsorships to promote local initiatives.

We supported the following organizations:

- NGO POLYCHOROS KIVOTOS
- The Smile of the Child
- Safe Water Sports
- Social Cooperative Enterprise "The Bridges"
- LIGHTING STAR
- FONDATION KALOY
- Greek Committee of Engineering Geology
- 1st Primary School of Papagos
- 5th Primary School of Megara
- Association of Women with Breast Cancer "Alma Zois"
- "Olympia Marathon" Association
- Derveni Philharmonic Orchestra
- Municipality of Patras - Social Grocery
- Institut Francais de Grece

10.9 Responsible Communication

Recognizing the value of self-regulation codes in fostering trust among motorway users and stakeholders, Olympia Odos actively adopts and implements the International Chamber of Commerce (ICC) Advertising and Marketing Communications Code, including all its updates. This ensures the integrity of our messaging, adhering to principles of honesty, legality, and decency. We take measures to minimize any breaches and swiftly adopt new practices and guidelines to align with the evolving landscape of the digital revolution.

Specifically, we prioritize ethical standards outlined in the Code concerning advertising, communication, marketing via digital and telecommunication channels, as well as sponsorships related to our corporate image and organized events. In the years 2021-2022, we allocated €10,064 towards responsible corporate communication, initiatives promoting road safety and awareness, and addressing electronic toll and interoperability communication matters.



11. Appendix

Stakeholders

Stakeholders	Key Issues & Expectations	Communication Methods/Ways	Communication Frequency	Communication outcome
Employees	<ul style="list-style-type: none"> Friendly working environment Incentives and benefits Safety at work Meritocracy Fair and competitive pay Personal and professional development 	<ul style="list-style-type: none"> Official policies and procedures Initiatives enhancing synergies and team working Annual performance evaluation survey Organizational value system Training courses Blogs (technical department) Internal communication 	Daily	<ul style="list-style-type: none"> Employee commitment Job satisfaction Smooth operation and high quality of services Good working environment Team spirit
Users	<ul style="list-style-type: none"> Safe trips Quick trips Toll fees Pricing policy New and innovative services Comfort 	<ul style="list-style-type: none"> Toll personnel Safety patrols and emergency personnel Corporate website Press Releases Advertisements Corporate responsibility programs Customer Service Call center Offers and discount schemes 	Daily	<ul style="list-style-type: none"> Revenue increase Positive publicity Recognizable corporate identity High volume traffic to corporate website Comprehensive knowledge of the customers' needs Understanding the motorway operation method
NGOs and Pressure groups	<ul style="list-style-type: none"> Social and environmental performance beyond laws & regulatory frameworks Consultation and setting common objectives Financial support Support their mission and vision 	<ul style="list-style-type: none"> Synergies for programs and activities Expectation management Financing initiatives Focus groups opinion polls 	Systematically When necessary	<ul style="list-style-type: none"> Joint activities to better achieve common objectives Unbiased and transparent relations Honest cooperation Recommendations for innovative programs
State	<ul style="list-style-type: none"> High standards and safe motorway Compliance with the concession terms Liaison with Ministries and public administration services 	<ul style="list-style-type: none"> Official meetings with representatives e-mails Visits to the Project Personal communication 	On-going	<ul style="list-style-type: none"> Good and reliable relations Observance of the concession agreement
OLYMPIA ODOS OPERATION S.A.	<ul style="list-style-type: none"> Strategic direction, procedures and operation policies Information about the concession agreement Contractual issues 	<ul style="list-style-type: none"> Telephone communication e-mails Personal meetings 	Daily	<ul style="list-style-type: none"> Smooth operation of the motorway
Other motorways	<ul style="list-style-type: none"> Interoperability Common approach to sectorial issues Joint implementation of awareness campaigns Synergies 	<ul style="list-style-type: none"> Through HELLASTRON Printed and electronic material Personal communication e-mails 	Monthly When necessary	<ul style="list-style-type: none"> Memoranda of understanding Synergies at local and national level Awareness videos on Road Safety Awareness leaflets Promotional material
Shareholders and management	<ul style="list-style-type: none"> Sustainability and economic effectiveness Users and employees Health & Safety Optimum environmental management 	<ul style="list-style-type: none"> Integrated Management System Organizational strategy & governance system Annual financial statements Sustainable Development Report Shareholders' general meeting 	Ordinary	<ul style="list-style-type: none"> Project's continuous monitoring Improvement of the financial, social and environmental performance

Construction Joint Venture	<ul style="list-style-type: none"> Support regarding state claims Autonomy Financial performance 	<ul style="list-style-type: none"> Ordinary and extraordinary meetings with representatives Correspondence 	When necessary	<ul style="list-style-type: none"> Smooth completion of project Ensuring high quality of construction
Media	<ul style="list-style-type: none"> Direct contact with representatives of the company Reliable and timely information Exclusivity in news Advertisements 	<ul style="list-style-type: none"> Telephone communication Press Releases Promotional campaigns Corporate website Meetings Press conferences / Events 	Daily	<ul style="list-style-type: none"> Positive corporate image Corporate events coverage Two-way communication Reliable information about the company and the project
Local communities	<ul style="list-style-type: none"> Decreased traffic disturbance Pricing policy Sponsoring Enhance local employment Corrective interventions on infrastructure beyond the motorway boundaries Flood protection 	<ul style="list-style-type: none"> e-mails Focus groups - opinion polls Participation in social programs Sponsoring Local Media Personal meetings Offers and discount schemes 	Daily Weekly	<ul style="list-style-type: none"> Thank you letters Positive feedback Hosting in local media Solutions for local social issues Mitigate any negative impacts caused by the operation of the motorway
Suppliers	<ul style="list-style-type: none"> Communication and cooperation Observance of the agreement terms and time schedules Fair practices in supply chain management Good reputation 	<ul style="list-style-type: none"> Financial Offers Invitations to submit financial offers/tenders After sales support Agreements monitoring Meetings with representatives of various departments 	Per case and per department	<ul style="list-style-type: none"> Local market development Mutually beneficial cooperation Upgrade the services to end users
Community	<ul style="list-style-type: none"> Promotion & accessibility for points of interest Linking services and people Modern and safe infrastructures complying with EU standards 	<ul style="list-style-type: none"> Press Releases Corporate website Toll personnel Sustainable Development Report Awareness campaigns Social, cultural and environmental programs Conferences 	On-going	<ul style="list-style-type: none"> Upgrade national infrastructures Acknowledge the role of Olympia Odos in ensuring safe motorways Contribution to improving driving behavior
Emergency Intervention bodies	<ul style="list-style-type: none"> Enhance Road Safety On-going communication Joint training actions Observance of the legislative framework 	<ul style="list-style-type: none"> Meetings with representatives Telephone communication e-mails 	Systematically	Reduced number of road accidents and their impacts
Banks and Financial Institutions	<ul style="list-style-type: none"> Good governance Risk and opportunity management Observance of financial terms 	<ul style="list-style-type: none"> Meetings with representatives e-mails Sustainable Development Report 	On-going	Smooth operation of the project
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 	<ul style="list-style-type: none"> Personal meetings with representatives Official correspondence Participate in local initiatives Congresses 	On-going	Contribute on the improvement of social prosperity
Educational Institutions	<ul style="list-style-type: none"> Exchange of know-how Visits to the motorway facilities Education 	<ul style="list-style-type: none"> Congresses Academic/scientific conferences Training programs and events 	Systematically	<ul style="list-style-type: none"> Development of technologies Application of best practices Foster a Road Safety mentality

Road Safety and Infrastructure

Road Infrastructure and Equipment Defects (number)

	2022	2021	2020	2019
Signage	144	130	88	477
Fencings	423	437	575	515
Marking	122	108	52	198
Safety barriers	500	424	424	307
Cleaning	14	1	7	59
Buildings	152	144	104	150
Pavements	272	180	111	112
Toll canopies and booths	474	640	667	334
Tunnels and Cut & Cover	12	16	11	14
Drainage	91	100	89	72
Structures	139	160	48	32
Green	0	2	0	17
Slopes - Footpaths	3	15	0	1
Other	4	4	21	29
Noise barriers	5	5	9	2
Flame arresters	4	4	6	1
Traffic management	0	0	2	5
Total	2,329	2,370	2,214	2,325

Road Maintenance Man-hours Allocation

	Man-hours 2022
Education	1,866
Winter maintenance	4,120
Traffic management	30,997
Signage	21,275
Cleaning	9,002
Inspection and Maintenance	39,210
Repairs	4,580
E/M maintenance works	7,509
Various works	7,577
Managerial employment (heads)	6,944
Total	133,081

E/M Maintenance Works Man-hours Allocation

	Man-hours 2022
Education	944.5
Inspection and Maintenance	43,956
Repairs	25,850
Various works	7,621
Traffic management	42.08
Managerial employment (heads)	7,384
Signage	8
Total	85,805

Road Safety Works Man-hours allocation

	2022	2021	2020	2019
Traffic Management Centers	45.447	45.447	9	2
Patrols	73.033	73.033	6	1
Education	257	257	2	5
Total	118.737	118.737	2.214	2.325

Cameras

Open-air CCTV	84
Tunnel CCTV	553
Total	624

SOS Emergency Roadside Telephones

Open road sections	284
Tunnels	371
Total	655

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

Open road sections	35
Tunnels	9
Total	44

Road Infrastructure and Equipment Defects

	2022		2021	
	Defects recording	Defects repair	Defects recording	Defects repair
Defects on the Motorway				
Road infrastructure	2,337	2,146	2,377	2,157
E/M	4,879	4,115	5,082	4,429
Total	7,216	6,261	7,459	6,586
	2020		2019	
Road infrastructure	2,214	2,066	2,325	2,086
E/M	5,325	4,520	5,605	4,622
Total	7,539	6,586	7,930	6,708

The Project's Human Resources

Human Resources per Type of Employment, Employment Contract, and Gender

	OLYMPIA ODOS S.A.				OLYMPIA ODOS OPERATION S.A.			
	Men	Women	Total	Percentage	Men	Women	Total	Percentage
2022								
Total personnel	19	15	34	100%	270	190	460	100%
Collective agreement	-	-	-	-	269	190	459	99.8%
No collective agreement	-	-	-	-	1	-	1	0.2%
open-ended employment contract	16	12	28	82.4%	254	173	427	92.8%
fixed-term employment contract	1	1	2	5.9%	16	17	33	7.2%
Seconded employees	2	2	4	11.8%	-	-	-	-
Full-time employment	19	15	34	100%	246	120	366	79.6%
Part-time employment	-	-	-	-	24	70	94	20.4%
2021								
Total personnel	18	12	30	100%	274	187	461	100%
Collective agreement	-	-	-	-	273	187	460	99.8%
No collective agreement	-	-	-	-	1	-	1	0.2%
open-ended employment contract	15	11	26	86.7%	260	178	438	95%
fixed-term employment contract	1	1	2	6.7%	14	9	23	5%
Seconded employees	2	0	2	6.7%	-	-	-	-
Full-time employment	18	12	30	100%	119	247	366	79.4%
Part-time employment	-	-	-	-	68	27	95	20.6%

Mobility of Employees per Gender and Age

		2022							
		OLYMPIA ODOS S.A.				OLYMPIA ODOS OPERATION S.A.*			
		18-25	26-40	41-50	51+	18-25	26-40	41-50	51+
Recruitments	Men	0	0	1	2	1	8	6	0
	Women	1	2	0	0	1	6	9	3
	Total	1	2	1	2	2	14	15	3
	Incoming	17.6%				7.39%			
Withdrawals	Men	0	0	0	2	0	7	11	0
	Women	0	0	0	0	0	8	8	3
	Total	0	0	0	2	0	15	19	3
	Outcoming	5.8%				8.04%			
		2021							
		OLYMPIA ODOS S.A.				OLYMPIA ODOS OPERATION S.A.*			
		18-25	26-40	41-50	51+	18-25	26-40	41-50	51+
Recruitments	Men	0	0	0	1	1	13	3	0
	Women	0	0	0	0	1	5	3	2
	Total	0	0	0	1	2	18	6	2
	Incoming	0	0	0	1	6.07%			
Withdrawals	Men	0	0	0	1	1	11	7	1
	Women	0	0	0	0	0	5	4	2
	Total	0	0	0	1	1	16	11	3
	Outcoming	3.3%				6.72%			

Turnover Breakdown

	2022		2021	
	OLYMPIA ODOS S.A.	OLYMPIA ODOS OPERATION S.A.	OLYMPIA ODOS S.A.	OLYMPIA ODOS OPERATION S.A.
Dismissals	0	2	0	5
Resignations	0	23	0	20
Agreement termination	1	11	1	3
Retirements	1	0	0	2
Other	0	1	0	1
Total	2	37	1	31

Human Resources Training

	Number of participants per Position/Hierarchy Level	OLYMPIA ODOS SA			OLYMPIA ODOS OPERATION S.A.		
		Men	Women	Total	Men	Women	Total
2022	Senior management	2	-	2	2	1	3
	Managers	9	5	14	8	3	11
	Administrative personnel	4	8	12	48	40	88
	Technical staff	-	-	0	48	8	56
	Base personnel (toll stations/road operation)	-	-	0	170	152	322
	Total	15	13	28	276	204	480
	Subcontractors	-	-	0	-	-	0
2021	Senior management	3	-	3	1	2	3
	Managers	11	5	16	3	2	5
	Administrative personnel	4	6	10	3	4	7
	Technical staff	-	-	0	-	-	0
	Base personnel (toll stations/road operation)	-	-	0	-	-	0
	Total	18	11	29	7	8	15
	Subcontractors	-	-	0	-	-	0
2020	Senior management	4	-	4	-	-	0
	Managers	10	5	15	-	-	0
	Administrative personnel	4	6	10	2	1	3
	Technical staff	-	-	0	-	-	0
	Base personnel (toll stations/road operation)	-	-	0	-	-	0
	Total	18	11	29	2	1	3
	Subcontractors	72	-	72	-	-	0
2019	Senior management	-	-	0	2	1	3
	Managers	1	2	3	6	2	8
	Administrative personnel	4	6	10	50	23	73
	Technical staff	-	-	0	37	-	37
	Base personnel (toll stations/road operation)	-	-	0	192	169	361
	Total	5	8	13	287	195	482
Subcontractors	98	-	98	-	-	-	







Hours of Training per Position/Hierarchy Level







	OLYMPIA ODOS S.A.						
	Hours of training			Average of hours of training			
	Men	Women	Total	Men	Women	Total	
2022	Senior management	32	-	32	8	-	8
	Managers	256	301	557	23.3	50.2	32.8
	Administrative personnel	48	154.5	202.5	12	17.2	15.6
	Technical staff	-	-	0	-	-	0
	Base personnel (toll stations/road operation)	-	-	0	-	-	0
	Total	336	455.5	791.5	17.7	30.4	23.3
	Subcontractors (personnel of all levels)	-	-	0	-	-	-
2021	Senior management	43	-	43	10,8	-	10,8
	Managers	311	308	619	31.1	61.6	41.3
	Administrative personnel	90	206	296	22.5	29.4	26.9
	Technical staff	-	-	0	-	-	0
	Base personnel (toll stations/road operation)	-	-	0	-	-	0
	Total	444	514	958	24.7	42,8	31,9
	Subcontractors (personnel of all levels)	-	-	0	-	-	-
2020	Senior management	32	-	32	8	-	8
	Managers	98	159	257	9.8	31.8	17.1
	Administrative personnel	53	76	129	13.3	10.9	11.7
	Technical staff	-	-	0	-	-	0
	Base personnel (toll stations/road operation)	-	-	0	-	-	0
	Total	183	235	418	10.2	19.6	13.9
	Subcontractors (personnel of all levels)	-	72	-	-	-	-
2019	Senior management	18	0	18	4,5	-	4,5
	Managers	75	45	120	7,5	9	8
	Administrative personnel	36	108	144	12	18	16
	Technical staff	-	-	0	-	-	0
	Base personnel (toll stations/road operation)	-	-	0	-	-	0
	Total	129	153	282	7.6	13.9	10.1
	Subcontractors (personnel of all levels)	-	98	-	-	-	-

Hours of Training per Position/Hierarchy Level

	Hours of training per position/hierarchy level	OLYMPIA ODOS OPERATION S.A.					
		Hours of training			Average of hours of training		
		Men	Women	Total	Men	Women	Total
2022	Senior management	8	4	12	4	4	4
	Managers	44	24	68	6.3	12	7.6
	Administrative personnel	220	284	504	5.1	9.8	7
	Technical staff	192	32	224	4	4	4
	Base personnel (toll stations/road operation)	634	550	1,184	3.7	3.7	3.7
	Total	1,098	894	1,992	4.1	4.7	4.3
2021	Senior management	8	16	24	4	16	8
	Managers	24	16	40	3.4	8	4.4
	Administrative personnel	24	64	88	0.6	2.3	1.3
	Technical staff	-	-	0	-	-	0
	Base personnel (toll stations/road operation)	-	-	0	-	-	0
	Total	56	96	152	0.2	0.5	0.3
2020	Senior management	-	-	0	-	-	0
	Managers	-	-	0	-	-	0
	Administrative personnel	32	8	40	0.7	0.3	0.6
	Technical staff	-	-	0	-	-	0
	Base personnel (toll stations/road operation)	-	-	0	-	-	0
	Total	32	8	40	0.1	0	0.1
2019	Senior management	16	8	24	8	8	8
	Managers	97	29	126	16.2	14.5	15.8
	Administrative personnel	669	329	998	13.7	13.7	13.7
	Technical staff	528	-	528	13.9	-	13.9
	Base personnel (toll stations/road operation)	2,048	1,764	3,812	10.8	10	10.4
	Total	3,358	2,130	5,488	11.8	10.5	11.3

Goals per sustainable development strategy pillar

PILLARS	TOPIC	GOAL 2021-2022	ACTION & IMPLEMENTATION RATE	GOAL 2023-2024	SDGs
Corporate Governance & Structure	Strategy, Corporate Governance and Ethics	Preparation of the issue of the 3rd Sustainable Development Report in 2023	Issue of the 3rd Sustainable Development Report	Preparation of the issue of the 4th Sustainable Development Report in 2023	  
		Evaluation of material topics based on the significance of their impact across all stakeholder groups Reiteration of survey among selected stakeholder groups	Survey was conducted with over 500 individuals	-	
	Social, environmental and economic compliance	Reduction in the number of non-conformities identified during the certification audit process Maximum number: 10	Two non-conformities were identified	Continuation	
		Maintain ISO 9001:2015 certification for the Quality Management System	Re-certification of the Quality Management System according to ISO 9001:2015:	Maintain certification	
Road Safety	Infrastructure Technology & innovation	100% Completion of the inspection and maintenance manual for slopes	Achieved/Completed	Continuous inspection of technical projects and maintenance interventions	  
		Development and costing of a maintenance program for large-scale tunnel works resulting from inspection	36 bridges, 158 culverts, 8 out of 17 tunnels, and 36 out of 152 walls	Continuation of the inspection of technical projects and maintenance interventions	
		Continuous inspection of technical projects and maintenance interventions			
		Completion of the inspection of high masts and large-scale lighting poles	Achieved/Completed	-	
		Infrastructure Monitoring Management Software The pilot operation of the software is moving to the next stage	Under development	The goal is moved to the next stage	
		Optimization of cost/budget for heavy maintenance works No excess on the whole heavy maintenance budget (0%) and actuals > 70% of forecast No excess on the whole heavy maintenance budget (0%) and shifting to next year not more than 10%	Ongoing	Ongoing	
Technology & innovation	Installation of an integrated Smart Tunnel system	Pilot application in the "Girokomeio" tunnel and in the D2 building of the Patras Bypass	Expansion to the second "Girokomeio" tunnel, the "Agia Varvara" tunnels, as well as in all buildings of the Patras Bypass		
	Implementation/development of 1 innovative project each year	Pilot Application of Light-Coloured Pavement Coating in the "Thisseas" Tunnel	Ongoing		
Road safety	Ongoing monitoring and reduction of traffic accidents and incidents	Traffic accidents 2021: 770 2022: 780 Incidents 2021: 15446 2022: 15935	Ongoing monitoring and reduction of traffic accidents and incidents		

PILLARS	TOPIC	GOAL 2021-2022	ACTION & IMPLEMENTATION RATE	GOAL 2023-2024	SDGs
Road Safety	Road Safety	Maintain certification of the Road Safety Management System according to ISO 39001:2012	Re-certification of the Road Safety Management System according to ISO 39001:2012	Maintain certification	  
	Road safety awareness campaigns	2,125 students attended an educational program on road safety Visit of 287 students to the facilities and construction sites	Continuation of educational programs and visits		
Travel experience	Quality of customer service	Implementation of a hybrid toll collection system and communication of the service	€2,980,853 total amount refunded to drivers	Ongoing	  
		Customer Service Goals: Percentage of calls answered > 90% and Average response time < 40 seconds	Percentage of calls answered 2021: 92% 2022: 85.13% Average response time 2021: 42" 2022: 45"	Management and improvement of customer experience	
		Implementation of SSTPA (Safe & Secure Truck Parking Area) projects along the motorway	78% progress on the project at the Akrata Motorist Service Station (MSS)	Commencement of construction works for a Safe & Secure Truck Parking Area (SSTPA) at the Aigio MSS	
		Development of an application for smartphones	Launch of the Olympia Odos App Total sessions in 2022: 524,029	-	
		Further development of the Electric Vehicle (EV) charging network at MSS	Installation of 4 fast chargers per branch for Tesla vehicles 3 charging stations along the motorway in both directions	Ongoing	
		Water from Air	Full Deployment	-	
	Procurement practices	Improvement of environmental criteria for supplier selection	Under development	Achieved/Completed	
Human Resources	Occupational Health and Safety	Health and Safety at Work Olympia Odos S.A.: Zero workplace accidents Olympia Odos Operations S.A.: Zero serious workplace accidents Less than 5 minor workplace accidents	Workplace accidents: Olympia Odos S.A.: 2021: 0 2022: 0 Olympia Odos Operations S.A.: 2021: 10 2022: 8	Ongoing	  
		Transition from OHSAS 18001 to ISO 4500	Achieved/Completed	-	
		Development of an application for monitoring Health and Safety indicators	Achieved/Completed	-	
	Working environment	Internal communication regarding the corporate vision and values	Under development	Ongoing	
	Training and education	Improvement of the average training hours per employee	Training hours Olympia Odos S.A.: 2021: 448 2022: 258 Olympia Odos Operations S.A.: 2021: 0 2022: 1848	Ongoing	
Maintaining and improving the percentage of evaluated employees Collecting evaluation forms for all employees and monitoring their training program		Ongoing	-		

PILLARS	TOPIC	GOAL 2021-2022	ACTION & IMPLEMENTATION RATE	GOAL 2023-2024	SDGs
Environment	Energy & fuels	Meeting all electricity requirements with environmentally friendly energy sources	Achieved/Completed	Ongoing	      
		Calculating the carbon footprint and assessing Scope 3 emissions	Achieved/Completed Scope 1 and Scope 2 were assessed	Maintain	
		Reduction of CO ₂ emissions	Replacement of photometers in the tunnels of the Korinthos-Patras section Approximately 20% energy savings in the tunnels compared to October 2021	Ongoing	
	Air quality	Air pollution limits exceedances fewer than 15 days per year	Achieved/Completed	Ongoing	
		Environmental management	Environmental compliance: Zero environmental fines	Achieved/Completed	
	Noise management	Maintaining certification of Environmental Management System according to ISO 14001:2015	Re-certification of the Environmental Management System according to ISO 14001:2015	Maintain certification	
Conducting a strategic study for traffic noise mapping		Under development	-		
Community	Social contribution	Maintaining and expanding partnerships at local and national levels	Ongoing	-	     
	Volunteering	Reverting community investment levels to pre-pandemic (2019) levels Target: €150,000	Achieved €154,940	Ongoing	
	Customer satisfaction survey	Postponed due to pandemic	Run the survey		
	Strategic enhancement of the Road Safety program Life Has No Undo and returning to 2019 levels	A total of 2,125 students from middle schools and high schools have received training	Ongoing		

12. About the Sustainable Development Report

The 2021 and 2022 Sustainable Development Report of OLYMPIA ODOS SA. Concession Company is the third Report of the company. The Report focuses on all issues that concern and affect the company and its stakeholders.

The Report focuses on the following strategic pylons:

- Environmental protection
- Road Safety
- Travel experience
- Social cohesion and empowerment
- Working environment

REPORTING PERIOD

The Sustainable Development Report of OLYMPIA ODOS S.A. Covers the period from 1/1/2021 to 31/12/2022. Unless otherwise specified, all data presented in the Report pertain to 2021 and 2022. The company has committed to publish a biannual Sustainable Development Report.

STANDARDS AND INITIATIVES

Olympia Odos is up to date with all important developments relevant to Sustainable Development, in line with all major international standards and reference frameworks, in order to more effectively monitor the progress of the initiatives and actions we undertake. The present Report has been drafted taking into consideration:

- The International GRI Standards: with reference to
- The international Social Responsibility ISO 26000:2010 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.

OLYMPIA ODOS

The activity of the company "OLYMPIA ODOS CONCESSION COMPANY S.A. FOR THE ELEFSINA – KORINTHOS – PATRAS – PYRGOS – TSAKONA MOTORWAY" and the distinctive title "OLYMPIA ODOS S.A." (referred to in this Report as Olympia Odos S.A. or Olympia Odos or the Company) started in 2007 having as exclusive scope the design, construction, financing, operation, maintenance and exploitation of Elefsina - Korinthos-Patras-Pyrgos-Tsakona Motorway and all ancillary works and relevant activities. Olympia Odos is one of the most important national strategic projects for the development of the Peloponnese, Western Greece, and Epirus.

CLARIFICATIONS REGARDING THE REPORT

The present report includes all the sectors of activity of Olympia Odos. The Company 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 provided by Olympia Odos Operation S.A. which is a separate corporate entity, responsible for the operation and the daily maintenance of the motorway. The activities of OLYMPIA ODOS OPERATION S.A. are described in the Operation and Maintenance Agreement entered into on 24.7.2007 and forming an appendix of the Concession Agreement 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. The company has not proceeded with external assurance of the data for this Report.

SUSTAINABLE DEVELOPMENT TEAM

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13. GRI Content Index

Statement of use	Olympia Odos has reported the information cited in this GRI content index for the period 1st of January 2021 to 31ST of December 2022 with reference to the GRI Standards.	
GRI 1 used	GRI 1: Foundation 2021	
GRI STANDARDS/ OTHER SOURCES	DISCLOSURE	
General Disclosures		
GRI 2:	2-1 Organizational details	12-15, 18, 19, 136
General Disclosures 2021	2-2 Entities included in the organization's sustainability reporting	12-15, 136
	2-3 Reporting period, frequency and contact point	136 November 2023
	2-4 Restatements of information	None
	2-5 External assurance	136
	2-6 Activities, value chain and other business relationships	12-15, 25, 37, 46-53, 60-69
	2-7 Employees	74
	2-9 Governance structure and composition	20
	2-11 Chair of the highest governance body	20
	2-13 Delegation of responsibility for managing impacts	32, 81
	2-15 Conflicts of interest	18
	2-22 Statement on sustainable development strategy	6-8
	2-23 Policy commitments	18, 22, 23
	2-24 Embedding policy commitments	20, 22-24
	2-26 Mechanisms for seeking advice and raising concerns	46-48
2-27 Compliance with laws and regulations	No fines	
2-28 Membership associations	25	
2-29 Approach to stakeholder engagement	33, 34, 48	
2-30 Collective bargaining agreements	128	
Material Topics		
GRI 3: Material Topics 2021	3-1 Process to determine material topics	33, 34, 124, 125
	3-2 List of material topics	35
	3-3 Management of material topics	21, 22, 40-48, 52, 53, 56-71, 76, 77, 81-87, 92-102, 106-123, 133-135
Economic Performance		
GRI 201: Economics Performance 2016	201-1 Direct economic value generated and distributed	21, 106
	201-4 Financial assistance received from government	14
Indirect Economics Impacts		
GRI 203: Indirect Economics Impacts 2016	203-1 Infrastructure investments and services supported	104-122
	203-2 Significant indirect economic impacts	13, 104-122
Procurement Practices		
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	53
Anti-Corruption		
GRI 205: Anti- Corruption 2016	205-2 Communication and training about anti-corruption policies and procedures	18, 24
	205-3 Confirmed incidents of corruption and actions taken	18 None
		None
Energy		
GRI 302: Energy 2016	302-1 Energy consumption within the organization	93
	302-2 Energy consumption outside of the organization	96
	302-4 Reduction of energy consumption	92, 93, 96
Water and Effluents		
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	43, 101
Biodiversity		

GRI 304: Biodiversity 2016	304-2 Significant impacts of activities, products and services on biodiversity	101
	304-3 Habitats protected or restored	101
Emissions		
GRI 305: Emissions 2016	305-7 305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	98
Waste		
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	100
	306-2 Management of significant waste-related impacts	100
	306-3 Waste generated	100
	306-4 Waste diverted from disposal	100
	306-5 Waste directed to disposal	100
Employment		
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	129
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	77
Occupational Health and Safety		
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	22, 81
	403-2 Hazard identification, risk assessment, and incident investigation	81, 82
	403-3 Occupational health services	81, 82
	403-4 Worker participation, consultation, and communication on occupational health and safety	81-83
	403-5 Worker training on occupational health and safety	86, 87
	403-6 Promotion of worker health	86, 87
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	81, 82, 86, 87
	403-8 Workers covered by an occupational health and safety management system	81-83
	403-9 Work-related injuries	84
Training and Education		
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	86, 130-132
	404-3 Percentage of employees receiving regular performance and career development reviews	80
Diversity and Equal Opportunity		
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	20, 77
Non-discrimination		
GRI 406: Non- discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	76
Local Communities		
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	33, 34, 106-125
Customer Health and Safety		
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	54-71
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	None
Marketing and Labelling		
GRI 417: Marketing and Labelling	417-2 Incidents of non-compliance concerning product and service information and labelling	None
	417-3 Incidents of non-compliance concerning marketing communications	123 None
Customer Privacy		
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	52 None



Certificate

Partner in
climate action



OLYMPIA ODOS S.A.

OLYMPIA ODOS SUSTAINABILITY
REPORT 2021-2022

This certificate confirms the offset
of carbon emissions by additional
carbon offset projects.

CO₂-equivalents

1,500 kg

Supported offset project

Climate project + ocean protection
1 t CO₂ + 10 kg plastic
Worldwide

ClimatePartner-ID

53031-2105-1001

Issued on

29.11.2023

Use the following URL for more
information about the offset and the
supported carbon offset project:

climatepartner.com/53031-2105-1001



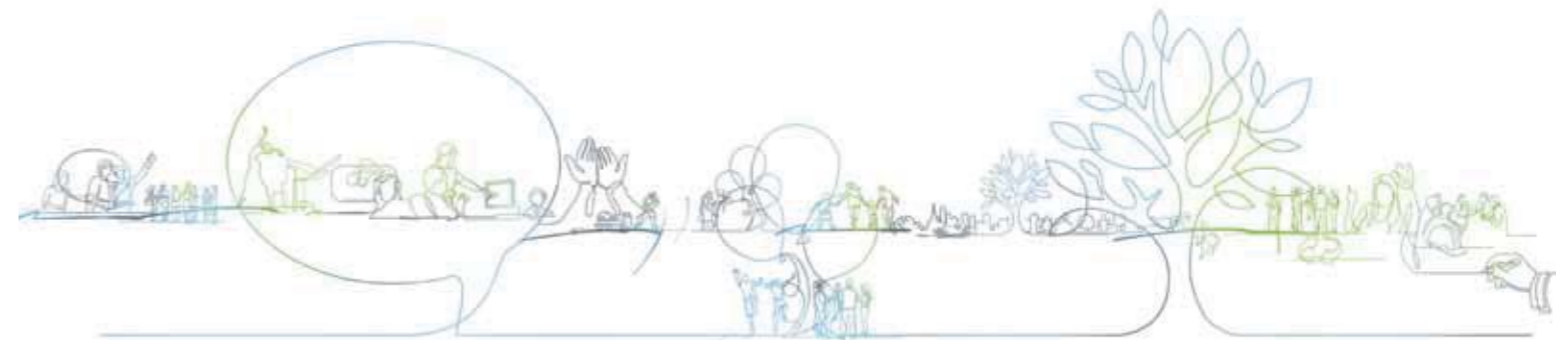
Our values

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



Operational Programme
Improvement of Accessibility

Investing in your future

Co-funded by Greece and the European Union

