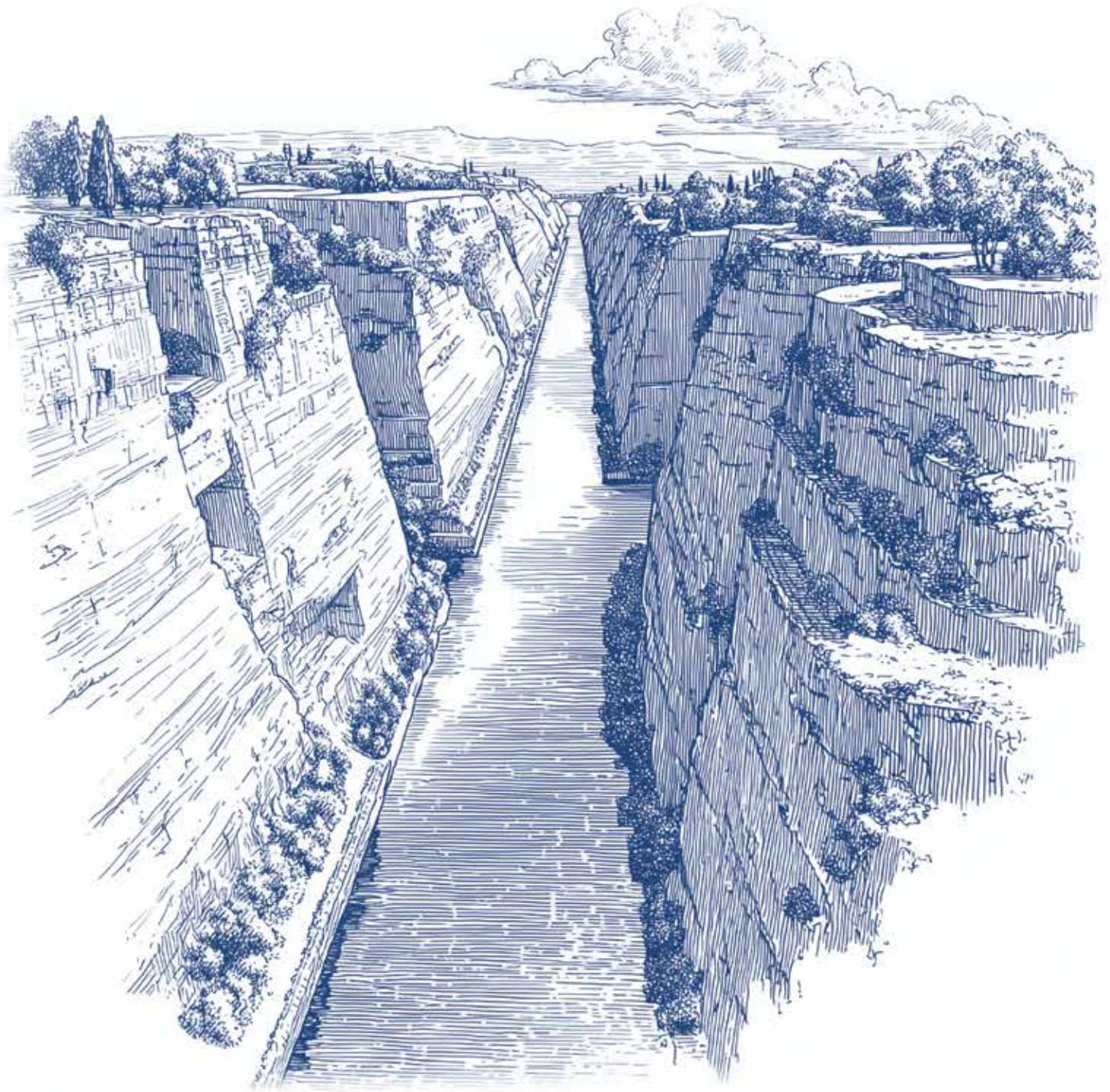


2024

SUSTAINABILITY REPORT 2024





VEESION

Concept & Design by Veesion.gr

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Message from the CEO

Athanasios Bikas

GRI 2-22

2024 was a year of dynamic development and substantial progress for AEDIK, confirming our role as a modern, reliable and responsible maritime transport manager. With a firm focus on Sustainable Development, we continued to strengthen our operational capacity, adopt innovative solutions and systematically invest in people, the environment and governance.

The past year was marked by significant achievements in terms of both technological modernization and sustainable operation. The digital transformation index of AEDIK recorded an impressive rise, reaching 37%. This progress is the result of targeted investments, organizational maturity and the collective effort of all our employees to integrate new technologies and modern practices.

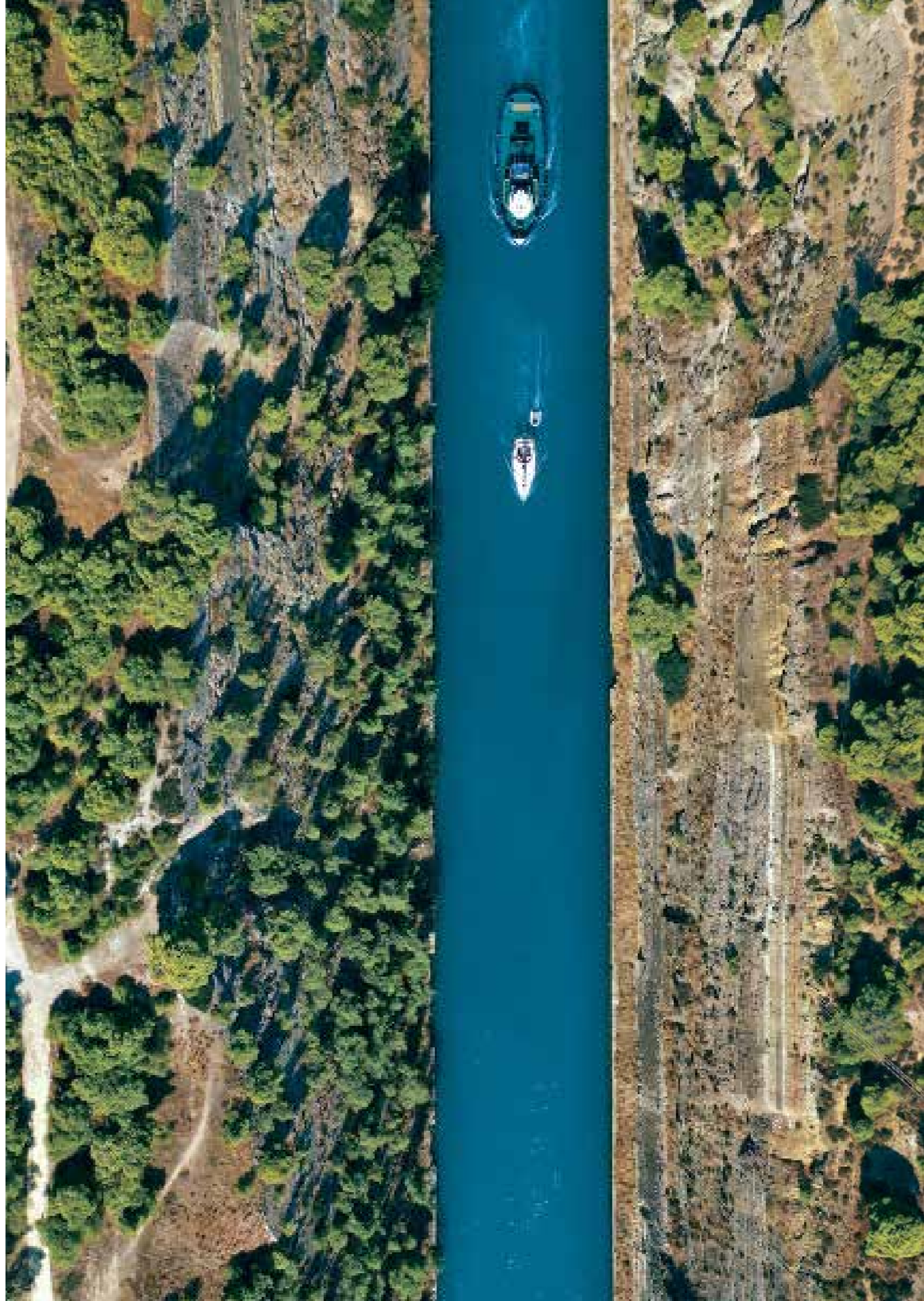
At the same time, we continued to strengthen our environmental responsibility, taking measures for rational use of energy, reduction of emissions and protection of water resources that are the core of our activity. With the same dedication, we supported the local community and vulnerable groups, while

putting people at the center of our strategy: investing in employees, ensuring equal opportunities and creating a safe, decent and inclusive working environment.

In the field of corporate governance, we strengthened the mechanisms of transparency, accountability and ethics, implementing policies that shield the company from corruption and ensure its responsible operation.

With stability and a long-term vision, the Corinth Canal Societe Anonyme continues to evolve, shield its infrastructure and create value for employees, partners, society and the national economy. 2024 lays the groundwork for even more ambitious goals and paves the way for a new era of growth, innovation and sustainability.

With determination, planning and a high sense of responsibility, we continue our work, ensuring that the Corinth Canal will remain a symbol of progress and a stable pillar of sustainability for the next generation.





About the Report

GRI 2-1, GRI 2-2, GRI 2-3, GRI 2-4, GRI 2-5,

This Report is the third Sustainable Development Report of the Corinth Canal Societe Anonyme (hereinafter referred to as AEDIK), is available in electronic form on the Company’s website and covers the period from January 1, 2024 to December 31, 2024, which is identical to the reference period of the financial statements.

The aim is to provide comprehensive information to all stakeholders on the company’s strategy, actions and performance, in order to enhance transparency and trust in the company and to further promote dialogue with its stakeholders on sustainable development.

The principle of double materiality was applied to the formulation of the content,

focusing on issues that are decisive both for the sustainable development of the company and for the impact of our activity on the wider environment and society.

This Report was published on 31/12/2025, includes company-level data, and has been prepared with reference to the Global Reporting Initiative (GRI) Standards, the 10 fundamental Principles of the UN Global Compact and the 17 Sustainable Development Goals (UN SDGs).

For the 2024 Sustainable Development Report, the company has not proceeded with external assurance. Finally, it is noted that there are no substantial reformulations or changes compared to the reports of previous years.

Contact Details of the Sustainable Development Report Representative:

Dimitris Roussis

Strategic Planning Unit for Commercial & Sustainable Development:

T: +30 2741 0 30 880
E-mail: d.roussis@corinthcanal.com

At a Glance



11.500
transits per year



2.500
transits per year of
Commercial Ships



9.000
transits per year of
Professional tourist &
Private yachts



>110.000
Passengers lived
the Canal Crossing
Experience



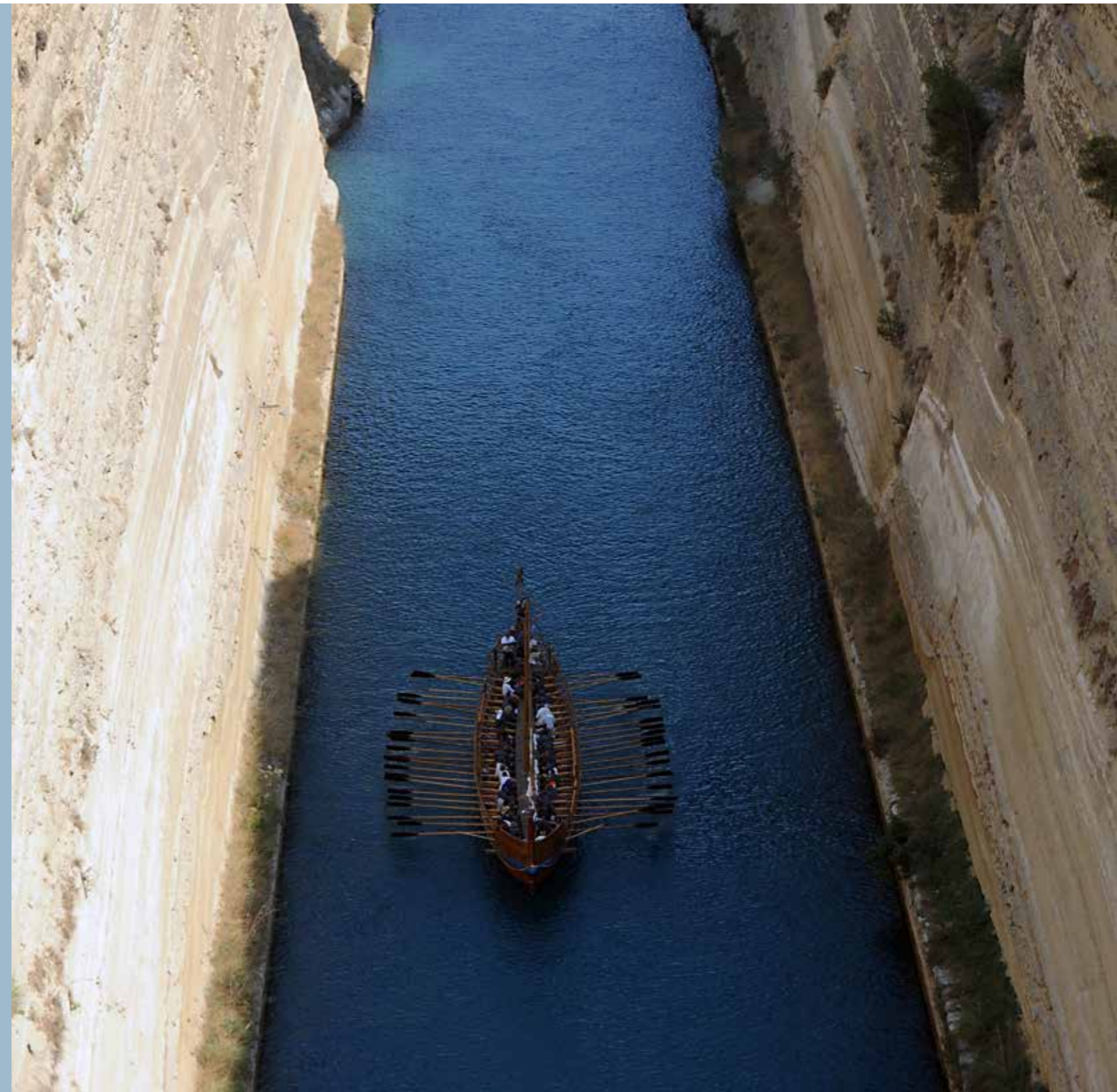
>1.100.000
m.tons
Transit through
the Liquid &
Dry Cargo Canal



> 78%
Transits of private yachts made
an electronic announcement of
arrival and payment through
the digital platform



Awarding the Digital Museum at the
**Best City
Awards 2025**
& Mobile & Connected Awards





Company Profile

GRI 2-1, GRI 2-6

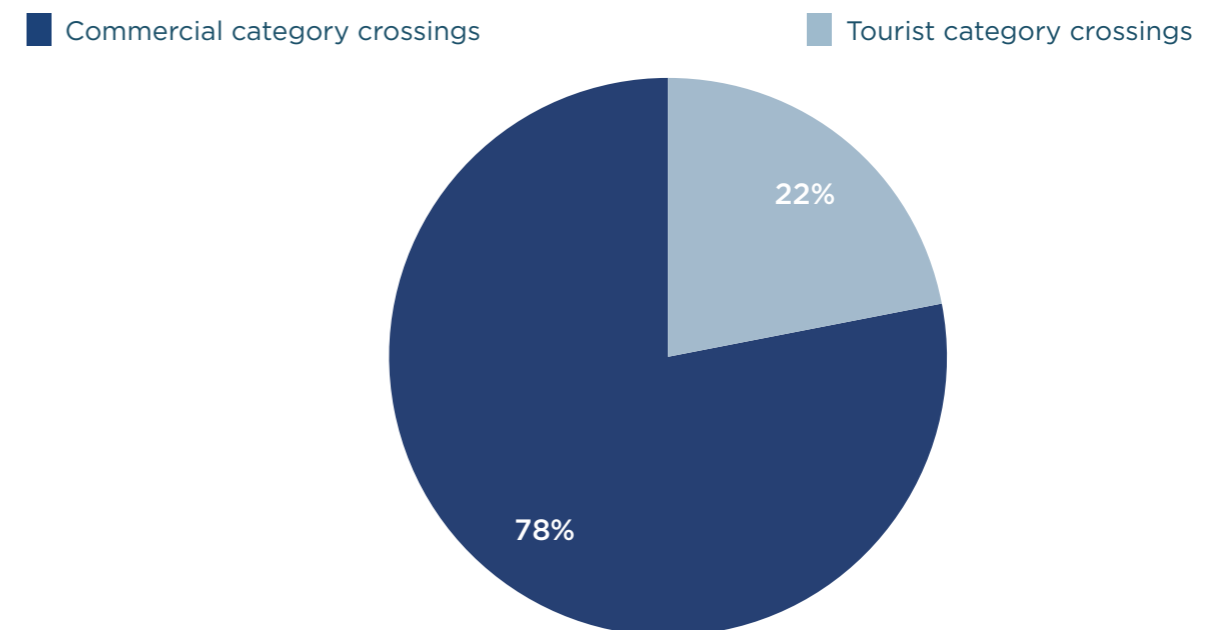
The Corinth Canal Societe Anonyme (AEDIK) is active in the field of maritime transport, undertaking the management of the Corinth Canal, which is an international sea channel, with a substantial contribution to the navigation of the Eastern Mediterranean and Southeastern Europe.

The Canal connects daily commercial and passenger ships coming from areas such as the Ionian, the Adriatic, the Aegean, the Eastern Mediterranean and the Black Sea, offering a short, operationally efficient and safe passage corridor. The high quality of the

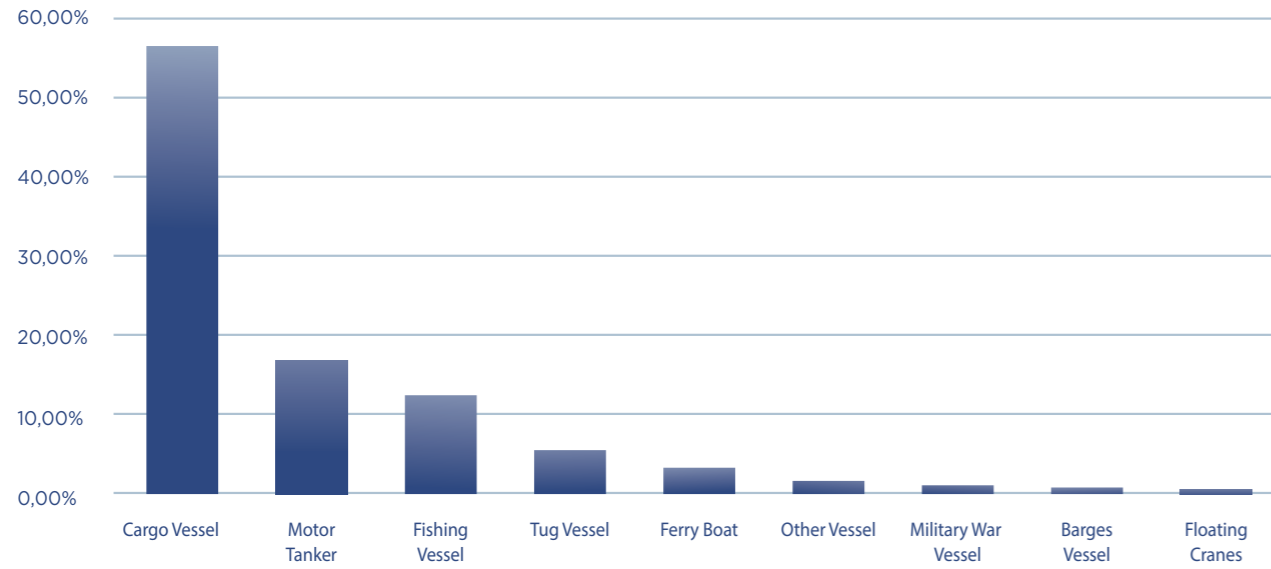
services provided is reflected in the number of ships served annually, which exceeds 11,500 transits, representing at least 75 different nationalities of registered vessels.

The Corinth Canal Societe Anonyme operates consistently on principles that promote respect for the natural environment, ensure the safety of navigation, and adopt a human-centered approach at all levels of its operation, recognizing the importance of social responsibility and sustainable development in modern conditions.

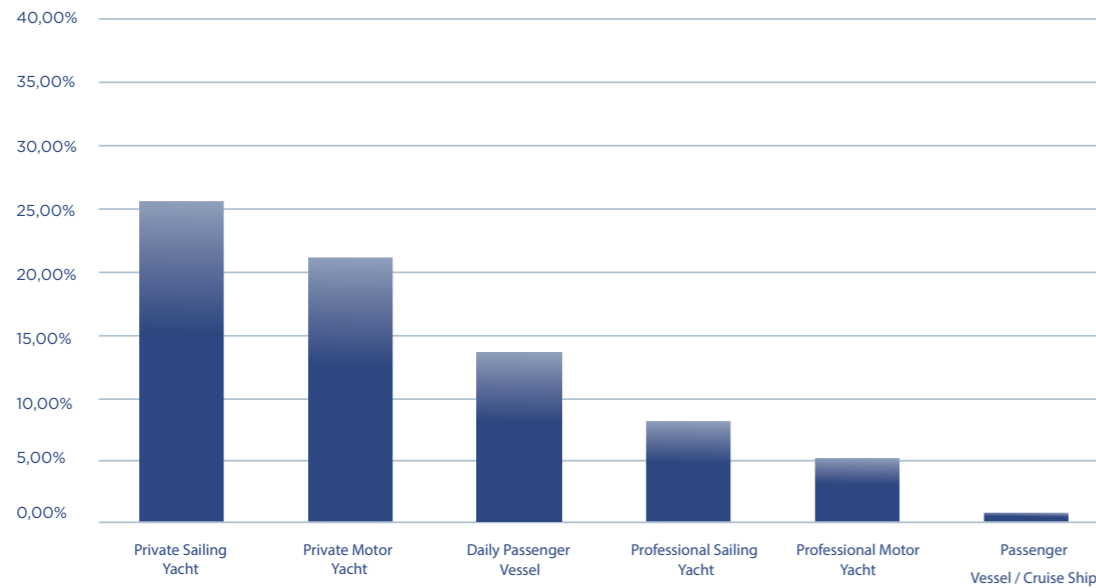
CORINTH CANAL CROSSINGS



Commercial Class Transits by Ship Type



Tourist Class Crossings by Ship Type

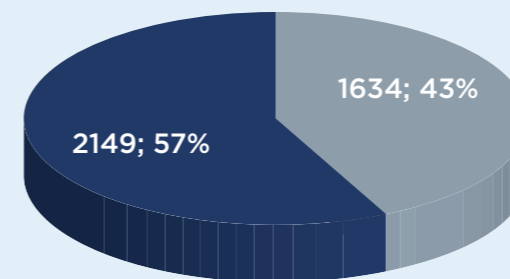


Corinth Canal

• Market Share by Commercial Category (A.B.C) for 2024

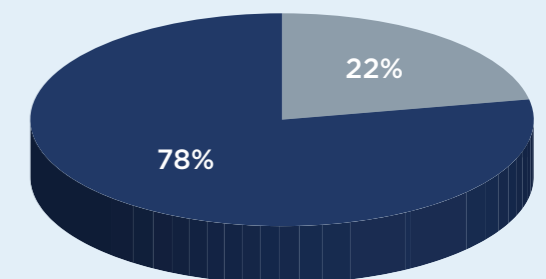
• Category A Transits - Maximum or Significant Comparative Advantage from Circumnavigation

Market Share of Transits (Total Transits 3784)



■ Transits through the Canal
■ Crossings from Peloponnese

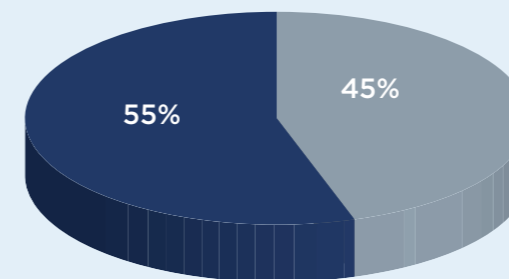
Market Share of Transits Category A



■ Transits through the Canal
■ Crossings from Peloponnese

• Category B Passes - Significant or Satisfactory Comparative Advantage

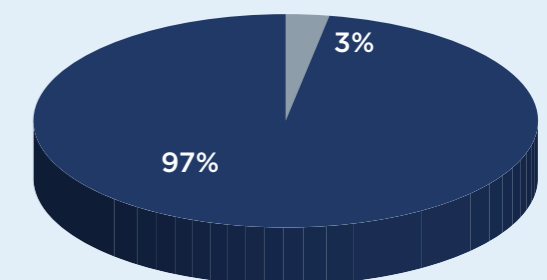
Share of Transits Category B



■ Transits through the Canal
■ Crossings from Peloponnese

• Category Crossings C - Minimum Comparative Advantage

Share of Transits Category C



■ Transits through the Canal
■ Crossings from Peloponnese

Commercial Transits	Tourist Transits
<p>Over 1500 Transits</p> <p>(Tanker Ships, Dry Cargo Trucks, General Cargo Trucks, Ferry Boats, Fishing Vessels, Tugboats)</p>	<p>Over 9,500</p> <p>Passages (Cruise Ships, Day Cruises, Professional Yachts & Sailboats, Private Yachts & Private Boats)</p>
<p>1,100,000</p> <p>Metric Tons of Liquid & Dry Cargo</p>	<p>Over 110,000</p> <p>passengers experienced a Canal cruise</p>

Historical Overview

After the opening of the Suez Canal in 1869, the Zaimis Government in November of the same year decided to cut through the Isthmus and passed the law «on the excavation of the Isthmus of Corinth,» according to which the government had the right to grant a company or individual the privilege to construct and operate it. Following the passage of the above law, the project was assigned to the French engineers E. Piat & M. Chollet. The following significant events ensue:

- 1881: Assignment of the project by the Greek State to General Stefanos Türr (István Türr, 1825-1908) along with the privilege to operate the Canal for 99 years.
- 1882: Establishment of a Joint Stock Company by Tyr with the name «International Company of the Corinth Maritime Canal.» Determination of the Canal's dimensions: 22m width at the bottom, 24m at the sea surface, and 8m depth. Commencement of works and assignment of the study to prominent figures in the field (Béla Gerster - Chief Engineer of the Franciscan Canal in Hungary, engineer Vincent Dausats - Chief Engineer of the Suez Canal, Ferdinand de Lesseps). Among the studies of three routes, the route of Neron was selected with a length of 6300m, characterized as more accurate and economical.
- 1890: First suspension of works due to exhaustion of funds. Continuation of the project by the «Company of the

Corinth Canal» under Andreas Syngros, and assignment of the works to the Contracting Company of A. Matsas, until completion.

- 1893: Completion of the project and inauguration on July 25, 1893, with investments in infrastructure works boosting the region's economy.
- 1906: Start of financial audit of the Canal by the National Bank and establishment of the company «New Anonymous Company of the Corinth Canal» (N.A.E.D.K.).
- 1980: Transfer of management responsibility of the Canal to the Greek State and establishment of the company «Anonymous Company Corinth Canal» (A.E.D.I.K.).
 - 2001: Concession of exploitation rights of A.E.D.I.K. to a private company.
 - 2009: Termination of the contract with the private company
- 2010: Start of management of the Canal by A.E.D.I.K., providing transit, navigation, and towing services.
- 2018: Integration of A.E.D.I.K. into the Hellenic Corporation of Assets and Participations (Hyperfund). Management exercised by the Board of Directors and the Chief Executive Officer, ensuring the smooth operation of the company under the four departments covering the areas of Finance, Maritime and Technical Services..

Nowadays, the company, based at 16 Akadimias Street in Athens, is a Legal Entity

Corinth Canal

of Private Law (LEPL), operating under the supervision of the Ministry of Finance and adhering to the rules of private economy.

Activities

GRI 2-6

The operation of the company, according to the following founding provisions and its articles of association, has the mission of managing and exercising the rights of the Corinth Canal.

According to Article 2 of the founding Law 1067 Government Gazette A'187/18.8.1980, as paragraph d' was added by paragraph 2 of Article 34 Law 2768/1999 Government Gazette A 273, the company is engaged in the study, construction, maintenance, improvement, management, utilization, and tourism development:

- Of the Corinth Canal, as well as the floating-submersible bridges located at the entrances of the Isthmia and Poseidonia openings along with their annexes.
- Of the properties on both sides of the Canal, as described in Article 3 of the present document.
- Of the breakwaters located at the respective entrances of the mouths of Isthmia and Poseidonia.
- Of other properties

The exclusive purpose of the Corinth Canal Societe Anonyme is the exercise and utilization of Canal Rights in order to ensure smooth and uninterrupted operation.

Financial Data

GRI 201-1, GRI 201-4

The Corinth Canal Societe Anonyme consistently emphasizes financial sustainability and continuous growth, dynamically adapting its business model to the modern demands of the market and expanding it into new, strategically important activities. In this way, the company aims to create lasting economic value both for its shareholder and for all stakeholders affected by its operations.



At the same time, the Corinth Canal Societe Anonyme aims at the continuous improvement of its products and services, investing in innovative **digital technologies and solutions** that enhance its **efficiency, transparency, and competitiveness**. Technological advancement is an integral part of the company’s strategy, supporting the transition towards a modern and sustainable business environment.

Finally, the company constantly seeks new growth opportunities, cultivating strong relationships of trust and cooperation with its clients and partners. Simultaneously, it implements targeted practices to optimize operational costs, ensuring more effective and flexible operations, always with a focus on long-term financial resilience and sustainable development.

Selected Financial Statement Items of the Corinth Canal Societe Anonyme	2024	2023	2022
Immediate economic value created: Revenues and other income	5,436,157.82	4,377,831.92	3,002,125.40
Immediate economic value created: Revenues and other income	1,669,393.75	1,476,382.06	1,076,245.15
Distributed economic value (employees): Salaries and employee benefits	2,374,673.68	2,380,765.88	2,458,632.18
Distributed economic value (government): Payments to the Public Sector	264,347.65	671,787.0	233,824,84
Distributed economic value (capital providers): Payments to capital providers	375,406.43	295,448.33	530,504,16

Vision, mission and Values

The Corinth Canal Societe Anonyme’s primary mission is the management, organization, and utilization of the Corinth Canal, a critical maritime channel that connects the Western and Eastern Mediterranean. The company’s operation is governed by the existing institutional framework and is organized according to the principles of private economy, while simultaneously serving the public interest.

Its vision is to shape the Corinth Canal as a model service center for global shipping, providing comprehensive, safe, and reliable transit services in accordance with

international standards and best practices for maritime routes. At the same time, the Company aims to utilize its real estate assets to create a multifunctional high-quality destination that will highlight the historical, cultural, and tourist identity of the wider area.

It is responsible for the smooth and safe operation of the Canal, utilizing the exclusive rights of management, maintenance, administration, and tourism development provided by legislation (Law 1067/1980, as amended). Its mission consists of the continuous improvement of transit services, strengthening logistical connectivity, and promoting sustainable development through responsible investments and local development actions.

Corinth Canal

The Company is under the supervision of the Ministry of Finance and, as of January 1, 2018, is part of the Hellenic Corporation of Assets and Participations (HCAP), maintaining its public character but with operational autonomy and private-sector financial criteria.

The fundamental values of the Company form the basis of its strategy and guide its daily operations and decisions:

- **Respect for the Environment:** The company recognizes the environmental sensitivity of the area and is committed to the preservation and protection of natural resources within the framework of its operations.
- **Faith in Our People:** It places special emphasis on its human resources, investing in the professional development and well-being of its employees.

- **Ethics and Integrity of Decisions:** Decisions are made with transparency, consistency, and adherence to principles of ethical conduct.
- **Responsibility and Respect for the Needs of Customers, Employees, Partners, and Suppliers:** The company operates responsibly towards its customers, partners, employees, and suppliers, recognizing and respecting their needs and expectations.

Participation in Initiatives and Organizations

GRI 2-28

The Corinth Canal became the «gateway» for the Olympic Flame’s journey to France

The «gateway» of the Olympic Flame’s





journey from Greece to France and the **33rd Summer Olympic Games** in Paris was the Corinth Canal, participating in the message of unity, brotherhood, and peace that the Games broadcast worldwide.

On Sunday, April 28, 2024, the French sailing ship m/v Belem, which traveled from France to collect the Olympic Flame after its journey throughout Greece, began its return trip destined for the port of Marseille. The m/v

Corinth Canal

Belem was escorted by a French Warship up to the Eastern Entrance of the Corinth Canal at Isthmia. From there, the three-masted sailing ship traversed the maritime route of the Corinth Canal from the Saronic Gulf to the Corinthian Gulf, a total length of 6,300 meters, accompanied by a Tugboat and a Pilot from the Corinth Canal Corporation (A.E.DI.K) until exiting the Canal into the Corinthian Gulf, at Ancient Diolkos.

The participation of the Corinth Canal Societe Anonyme in seminars, conferences, and exhibitions is a strategic choice stemming from its firm commitment to sustainable development and the continuous enhancement of outward orientation. Through its systematic presence in significant forums and institutions of the maritime and business sector, the company contributes to the promotion of best practices, the exchange of know-how, and the strengthening of innovation as a key axis of sustainable business operation.

The Corinth Canal Societe Anonyme active participation in actions that promote social welfare, environmental responsibility, and the continuous upgrading of the sector reinforces its role as a dynamic and responsible entity in the maritime field.

During **the years 2022, 2023, and 2024**, the Corinth Canal Societe Anonyme participated in a series of important maritime and national exhibitions, confirming its dynamic presence and international recognition. Notably, the company took part in the **International Shipping Exhibition BREAKBULK EUROPE 2024**, where through its exhibition booth it conducted more than 120 business (B2B) meetings, strengthening cooperation with existing and new partners in the sector.

In June, executives from the Administration, invited by a collaborating shipping company, participated in the Bosphorus Shipbroker





Dinner 2024, organized by the Turkish shipbrokers association. All global players in the worldwide shipping industry market participated in the Bosphorus Shipbrokers' Dinner 2024 from 40 different countries

with 2,500 attendees, who are shipping executives, key leaders, and decision-makers in the Shipping Industry.

At the same time, the Corinth Canal Societe Anonyme participated in the **Growth**

to citizens, and best practices in corporate governance and ESG. Additionally, senior management executives took part in the «**2nd Growthfund Summit**» in December 2024 at the Zappeion Hall on the theme «**Investment Partnerships as a Catalyst for National Development,**» where senior government officials, representatives of the private sector, and public enterprises discussed ways to strengthen cooperation between the public and private sectors as a catalyst for the development of the Greek economy.

Through these participations, the Corinth Canal Societe Anonyme demonstrably proves that it operates as an **active** and **dynamic** member of the **international maritime sector**, with a strong professional identity and a focus on **innovation** and **sustainable development**

Supply Chain

GRI 2-6, GRI 408-1, GRI 409-1, ATHEX C-S8, ATHEX A-G1

The responsible selection and management of the supply chain is a critical factor for the overall sustainability of the Corinth Canal Societe Anonyme, as the development of long-term relationships of **trust, transparency, and cooperation** with suppliers and partners significantly enhances its **social, environmental, and economic performance**. The company strictly applies agreement protocols, ensuring that each partner meets the high standards of national and European regulations. At the same time, it ensures the financial robustness of its partners, focusing on **transparency, work ethics, and respect for human rights**. Continuous communication and information exchange with its suppliers allow the **evaluation** of their processes, aiming to ensure **compliance** with the **principles of responsible business conduct**.

The Corinth Canal Societe Anonyme's commitment to the **sustainability** of the supply chain is reflected through the **systematic implementation** of strict **collaboration protocols** and the continuous improvement of its internal processes. Indicatively, until the end of 2024, no incidents of human rights violations were recorded, such as the denial of the right to assembly or collective bargaining, nor were there any cases of forced or child labor within the activities of its suppliers.

The Corinth Canal Societe Anonyme operates as a **comprehensive business ecosystem**, which includes the preparation of studies, the construction and maintenance of projects, as well as the management of activities that enhance **sustainable development** and **tourism** in the wider area. For optimal service delivery, it **collaborates** with leading companies in the fields of **water transportation, fuels**, lubricants, and technical maintenance services. The structure of the value chain remains unchanged compared to 2022 and is presented below.

Downstream

The services offered to customers – commercial and private – include the transit, towing, and navigation of ships through the Canal. At the same time, the Corinth Canal Societe Anonyme is active in **market monitoring, cargo chartering**, as well as in the **tourism sector**, through the analysis and evaluation of transit data.

Commercial customers: Shipping companies, maritime agents, cargo chartering companies, and domestic and international yacht chartering companies.

Private customers: Owners of private recreational boats.

To ensure excellent service, the company implements targeted practices such as:

- **Use of CRM techniques** based on the importance and profile of each customer.
- **Structured meetings** and visits with commercial clients.
- **Reward programs** for frequent use of the Canal's services.
- **Discount packages** and offers tailored to the frequency of passages.
- **Electronic services through B2B and B2C** platforms, mobile applications, and social media.
- **Participation in maritime exhibitions and conferences**, enhancing networking and outward orientation.

Upstream

The Corinth Canal Societe Anonyme supply chain includes an extensive network of product and service suppliers, such as:

- Suppliers of **fuels, lubricants, and maintenance materials for the vessels**.
- **Electricity providers** for the operation of bridges (Poseidonia, Isthmia), channel lighting, and administrative facilities.
- **Suppliers of maintenance services** and equipment for the bridges.
- **Suppliers of information systems** and network management tools.
- **Shipping agents** who handle ships for the passage of the canal.
- **Providers of insurance services (P&I)** for the vessels, facilities, vehicles, and personnel.

Through this structured approach, the **Corinth Canal Societe Anonyme** ensures **transparency, accountability, and compliance** of its supply chain with standards of **sustainable development, ethics, and corporate governance, strengthening** its position as a **model organization of responsible business operation**.

Operational and Investment Plans

GRI 203-1

The Corinth Canal Societe Anonyme, with a steadfast commitment to creating value and promoting sustainable practices, continued throughout 2024 to implement targeted actions that contribute to reducing its energy and carbon footprint. At the same time, it completed initiatives that had been set in motion in previous years, strengthening its transformation towards a more efficient and environmentally responsible business model. Notably, the study for the installation of photovoltaic panels on the Administration buildings is worth mentioning, aiming at energy savings and promoting the use of clean energy forms. This particular initiative reflects the company's commitment to innovation, environmental responsibility, and the creation of economic and social value through sustainable solutions.

During the two-year period 2022–2023, the Corinth Canal Societe Anonyme proceeded with a series of investment plans and projects that enhance the company's sustainability, technological advancement, and operational efficiency. Among these, the following stand out:

- The completion of the **Digital Museum of the Canal project**, which was fully (100%) funded through the **NSRF program**. The project was included in June 2022 with the inclusion decision of the Act "Promotion and Utilization of the History and Cultural Value of the Corinth Canal & Digital Presentation of the Industrial Museum of A.E.D.I.K. S.A." (OPS Code 5093585) in the Operational Program "Competitiveness, Entrepreneurship and Innovation 2014–2020" and under the Priority Axis "Development of mechanisms to support entrepreneurship".

- The **repair and restoration** to operation of the iron grate used for lifting and launching the company's small vessels, carried out by the Technical Service staff. The project was completed in 2023 and allowed six vessel lifts to take place, achieving a saving of €150,000 compared to the corresponding cost at an external shipyard.
- The **provision of space and equipment (aluminum panels and special awnings)** for the expansion of the InfoKiosk in the Isthmus area, on the old road bridge of the Athens–Corinth National Road, in collaboration with the Loutraki Tourism Organization (LTO) and with the support of the Peloponnese Region. This initiative contributed to promoting the Canal and the Isthmus as the Gateway to the Peloponnese and as a point of high tourist value..
- Investment in the **digital transformation of customer services**, through the development of e-business tools that improve speed, transparency, and service experience. With the reopening of the Canal, Canal users now have access to new **electronic services** through the official website www.corinthcanal.com, such as calculating transit fees, electronic arrival notifications, and payments via the secure Pay By Link system. The total investment amounted to €50,000, enhancing digital upgrade and service efficiency.

Through these initiatives, the Corinth Canal Societe Anonyme confirms its active role in **sustainable development, systematically investing in energy efficiency projects**, cultural promotion, and technological modernization, which strengthen its operational resilience and positive contribution to society and the environment.

Sustainable Development





The **Corinth Canal Societe Anonyme** is committed to aligning its business activities with a specific and comprehensive sustainable development strategy, which clearly reflects the company's responsibilities and commitments to the three main pillars of sustainability: **Environment, Society, and Corporate Governance (ESG)**. Through this strategy, the company aims to promote prosperity and growth in the short, **medium, and long term, integrating sustainability as a fundamental principle in its operations and decision-making.**

The Corinth Canal Societe Anonyme's sustainable development strategy focuses on the gradual integration of sustainability principles into every aspect of corporate activity, following internationally recognized best practices in the industry. In this way, the company is not limited to compliance with environmental and social requirements, but aims to create **meaningful and lasting value for stakeholders, human resources, and the broader society.**

Consequently, the Corinth Canal Societe Anonyme aligns its strategy with sustainable development, taking initiatives on environmental, social, and governance issues that enhance the company's transparency, accountability, and resilience in the face of modern challenges.

Sustainable Development Objectives

ATHEX A-G3

The Corinth Canal Societe Anonyme, within the framework of its strategy for sustainable development and responsible operation, has adopted specific sustainability goals in alignment with the ESG framework set by the Hellenic Corporation of Assets and Participations (HCAP).

Through this targeted and coherent strategy, the Corinth Canal Societe Anonyme aims to operate as a model of a responsible public

enterprise, combining operational efficiency with environmental awareness, social contribution, and high-standard corporate governance.

The **Corinth Canal Societe Anonyme** has consistently attached particular importance to financial sustainability and its continuous developmental progress, adapting and **evolving its business model according to the modern needs of the market.** In this context, the **company expands its activities, creating added economic value both for its shareholders and for all stakeholders.**

Guided by innovation and efficiency, the **Corinth Canal Societe Anonyme** aims for the continuous improvement of its products and services, adopting advanced digital technologies that enhance operational effectiveness and customer experience. At the same time, the company is constantly

seeking new development opportunities, fostering relationships of trust and collaboration with its clients and partners.

Finally, within the framework of its strategy for sustainable development, the Corinth Canal

Societe Anonyme focuses on **reducing its operational costs and optimizing its internal processes, aiming to maintain a healthy, efficient, and resilient business model capable of responding to the challenges of the future**

Sustainable Development Objectives

Thematic Axis	Sustainable Development Goals / Response
Society	We support vulnerable groups.
Society	We take measures and ensure the health and safety of our employees.
Society	We continuously invest in the training of our employees.
Society	We provide equal opportunities to all our employees.
Environment	We ensure the rational use of energy, as well as the adoption of technologies aimed at reducing greenhouse gas emissions.
Society	We respect diversity by providing full and productive employment, as well as decent working conditions for everyone.
Environment	We use energy with a rational approach, while simultaneously adopting new technologies aimed at reducing greenhouse gas emissions.
Environment	We take all necessary measures to minimize the impact of our operations on the environment.
Environment	We operate with respect for the seas and water resources.
Governance	We operate with integrity, establishing rules and procedures that enhance transparency, extend sustainable (and) corporate life, and prevent incidents of corruption.

Environment

The Corinth Canal Societe Anonyme operates with a focus on environmental protection and the sustainable management of natural resources, implementing policies and practices that contribute to reducing its environmental footprint and promoting energy efficiency. In this context, the company has adopted targeted actions that align with the principles of the circular economy and environmental responsibility, outlined as followed:

- **Combating marine pollution and saving energy:** The Corinth Canal Societe Anonyme has an approved plan from the Port Authorities to address marine pollution incidents, and has conducted a study for the installation of photovoltaic panels on the Administration's buildings, aiming to reduce the energy footprint and utilize renewable energy sources.
- **Implementation of circular economy practices:** The company has established procedures for the removal, recycling, and

Corinth Canal

management of solid and liquid waste, in cooperation with certified suppliers such as CYTOP and HEC, ensuring compliance with the highest environmental standards.

- **Upgrade of energy infrastructure:** Old energy-intensive mechanisms are gradually being replaced with next-generation technologies, such as inverter systems, which contribute to a significant reduction in energy consumption and improve the efficiency of the facilities.
- **Use of low-sulfur fuels:** The company's

vessels operate on low-sulfur fuels, reducing pollutant emissions and enhancing compliance with international environmental standards for shipping.

Through the above initiatives, the Corinth Canal Societe Anonyme reaffirms its commitment to responsible environmental management, promoting the continuous improvement of its environmental performance and maintaining the balance between development and the protection of the natural environment..

Environment		
Carbon footprint reduction	CO ₂ emissions measurement Alignment with the targets of the European Green Deal for CO ₂ emissions.	2030
Responsible consumption of water and energy in buildings	In alignment with the Paris Agreement by 2030.	2030

Society

The Corinth Canal Societe Anonyme remains firmly committed to creating value **both for its employees and for the broader society in which it operates**. The company has adopted a **human-centric approach**, according to which its **workforce is at the core of success and sustainable development**. Creating ideal working conditions is a constant commitment of the Management, which seeks to ensure an environment of **safety, trust, and professional growth**.

In this context, the Corinth Canal Societe Anonyme has set specific goals and actions to enhance employee well-being and its social contribution.:

- **Safeguarding the health and safety of staff through systematic supervision by a Health and Safety Technician and the presence of an occupational doctor,**

ensuring working conditions that meet all health standards and risk prevention measures.

- **Enhancing continuous training and development of employees, while providing incentives to participate in group sports and wellness programs, promoting their physical and mental health.**
- **Promotion of equal opportunities and respect for diversity, fostering a culture of acceptance, meritocracy, and mutual respect.**
- **Conducting an annual employee satisfaction and engagement survey, in collaboration with the international organization Best Place to Work, aiming at the continuous assessment and improvement of the work environment.**
- **Collaboration with the Loutraki Tourism Organization (LTO) for the tourism and cultural promotion of the area, through**

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the provision of building facilities and infrastructure for hosting cultural and sports events.

Societe Anonyme confirms its **human-centered orientation and its commitment** to ensuring a sustainable and balanced work environment that promotes the **well-being, development, and participation of everyone.**

Through these actions, the **Corinth Canal**

Society		
Employee Health & Safety	Development of new procedures and improvement of existing ones to ensure the health and safety conditions of all employees and external collaborators.	2024
Stakeholder Commitment	Recognizing the necessity for managing the canal with criteria that take into account the development of the local community, the canal's users, and other stakeholders.	2024
Creating Public Value through the utilization of flagship assets	Collaboration with stakeholders and/or consultation with the community for the development and utilization of the canal in order to create both economic and environmental value based on sustainable development principles.	2024
Customer Health & Safety	Implementation of all relevant actions in order to provide a safe environment for customers	2024
Certifications	Obtaining ISO 45001:2018 certification for occupational health and safety	2024
Cultural Heritage	Upgrade and maintenance of the cultural heritage of the historic Corinth Canal, e.g., through the unique collection of artworks (paintings) held by the company.	2024
Building accessibility	Interventions in favor of people with disabilities (PwDs) by providing accessibility to the Canal (e.g., construction of ramps, crossings, special parking spaces, accessible restrooms, etc.)	2024

Governance

In the field of corporate governance, the Corinth Canal Societe Anonyme operates in full alignment with the current legislative and regulatory framework, implementing modern practices of transparency and accountability in decision-making. The company's Management, having established transparency and ethics as fundamental principles, adopts high standards of ethical conduct and demonstrates zero tolerance for any form of fraud, corruption, or market abuse.

With the aim of ensuring a healthy and reliable business environment, the Corinth Canal Societe Anonyme implements mechanisms for the prevention, monitoring, and management of potential risks, strengthening accountability and trust at all levels of its operations.

The **actions** carried out in this direction confirm the company's steadfast commitment to good governance and include:

- **Upgrade of the Board of Directors' Operating Regulations** by incorporating



the Audit Committee's Operating Regulations.

- **Establishment of an Internal Audit Unit in the company's organizational chart**, strengthening oversight and transparency mechanisms.
- **Modification of the role of the Audit Committee** to also include risk management responsibilities, thereby broadening its scope of oversight.
- **Approval of regulatory compliance policies** by the Board of Directors, such as the Code of Ethics and the

Third-Party Due Diligence Policy, which ensure transparency, compliance, and ethical operations across all corporate activities.

Through the above actions, the Corinth Canal Societe Anonyme strengthens its corporate **governance framework**, fostering a culture of **integrity, responsibility, and transparency**, which is of fundamental importance for long-term sustainability and stakeholder trust.

Governance		
New Business Plan	Increase the revenue of the Corinth Canal from international tourism through the implementation of a new business plan that will provide a broader ecosystem of tourism services.	2022 -2024
Risk Management	A crisis management plan must be developed and a materiality analysis conducted with the aim of mitigating risks.	2022 -2024
Adoption of the new Corporate Governance Code for listed companies, to the extent that this is feasible.	Implementation of Circular No. 60 of the Capital Market Commission regarding at least 25% representation of women on the Board of Directors, in the context of aligning as much as possible with the standards of listed companies.	2022 -2024
Independence of the Board of Directors	Application of Law 4706/2020 regarding independence, separation of roles, and responsibilities: Non-executive position of the Board Chairman. All Board Members sign a commitment to the absence of conflicts of interest (and/or a declaration of independence as applicable) in a format provided by the Growthfund.	2022 -2024
Self-assessment of the boards of subsidiaries	Implementation of the guidelines and policy of the Growthfund (support of an external consultant & preparation of a report with findings & next steps). Business Ethics Establishment of an effective ethics and compliance program, new policies and procedures, including the policies provided by the HCAP.	2021 -2024
Third-party audit	Implementation of a process for all partners and suppliers (based on the procedure of the Growthfund). Business Ethics Survey to measure employees' perception of ethics (2022 & 2023). Training on Business Ethics & Regulatory Compliance.	2022 -2024
Monitoring	Quarterly reports of the Compliance Officer to the Board of Directors and establishment of a communication framework with the Growthfund.	2022 -2024

Stakeholder Engagement

GRI 2-29

At the **Corinth Canal Societe Anonyme**, continuous and meaningful communication with **stakeholders** is a fundamental priority and a key pillar of the company's sustainable development strategy. Through systematic consultation and two-way communication, the company seeks to incorporate the opinions, needs, and expectations of stakeholders into the decision-making process, enhancing transparency and trust.

The **Corinth Canal Societe Anonyme** implements a structured stakeholder management framework, which includes **mapping, identifying, and prioritizing stakeholders**, as well as

Corinth Canal

developing a targeted **communication plan**. This approach ensures that corporate initiatives respond to stakeholder expectations and contribute to the continuous improvement of corporate operations.

The stakeholders are divided into **direct** and **indirect**, depending on the degree of their involvement in the company's activities.:

- **Directly interested parties:** Hellenic Corporation of Assets and Participations (Shareholder), Management, Board of Directors, Employees, Customers, and Suppliers.
- **Indirectly interested parties:** Government agencies, Local authorities of first and second degree (Municipalities, Region of Peloponnese, and Regional Directorate of Corinth), Port Authorities, Auditors, Corinth Chamber of Commerce, Banking Institutions, Mass Media, and Local Communities.

The **distinction** between **internal** and **external** stakeholders is summarized in the following table, reflecting the strategic importance of each group and their role in the overall operation and development of the company.

Internal Stakeholders

Internal Stakeholders

1. Growthfund - Shareholder
2. Board of Directors
3. Management
4. Employees



External Stakeholders

External Stakeholders Breakdown
1. Clients (Shipping Companies, Shipping Agents, Yacht Charter Companies, Private Yacht Owners, Fishermen, Greek & foreign warships)
2. Suppliers (Electricity providers, Customer Marine Fuel Supply Company, Shipyards, Information Systems Support, etc.)
3. Government - Government Services (Port Authorities, Ministries, Corinth Police Department)
4. Local Government (Region of Peloponnese, Municipality of Loutraki-Perachora & Agioi Theodoroi, Municipality of Corinth)
5. Corinth Chamber of Commerce
6. Controllers
7. Banking Institutions (Corporate Capital Accounts)
8. Local Communities & Associations
9. Mass Media

Communication with Stakeholders

Through continuous consultation with the different stakeholder groups, the **Corinth Canal Societe Anonyme** substantially enhances its understanding of the important **environmental, social, and governance (ESG)** issues that affect its operations and strategy. This process allows the company to accurately identify priorities and develop targeted actions to address them effectively, while also emphasizing the **maintenance of positive and constructive relationships** with all **stakeholders**.

The **Corinth Canal Societe Anonyme** implements a **comprehensive and institutionalized communication plan**, which clearly defines the **procedures and systems of interaction with stakeholders**, fully aligned with **the founding provisions and the company’s articles of association**. Through this plan, the systematic collection and evaluation of information, the analysis of proposals, and the prevention of potential risks or issues that could affect the company’s operations or reputation are pursued.

In this way, the **Corinth Canal Societe Anonyme** ensures the fulfillment of its commitments to stakeholders, maintaining high standards of quality in the services provided and enhancing the long-term prosperity and trust of all collaborating entities. It is noted that the communication plan with stakeholders remained unchanged compared to 2022 and is implemented in accordance with the following established communication channels and procedures.

Communication Plan (Internal Stakeholders)

Stakeholder Group	Degree of Importance	Method / Communication Channel	Stakeholder Needs	Response / Actions
Growthfund - Shareholder	Directly interested stakeholders	<ul style="list-style-type: none"> By phone Emails Meetings Reports Letters Consultation for Project Planning 	<ul style="list-style-type: none"> Information Management / Sharing Regular Reports Impact on Project Design 	<ul style="list-style-type: none"> Transparency in decision-making Reports, In-person meetings Video conferences
Management - Board of Directors	Directly interested stakeholders	<ul style="list-style-type: none"> Emails Meetings Reports Tactics Sessions Letters Reports Surveys 	<ul style="list-style-type: none"> Information Management / Sharing Regular Reports Impact on Project Design 	<ul style="list-style-type: none"> Transparency in decision-making Reports, In-person meetings Video conferences
Workers	Directly interested stakeholders	<ul style="list-style-type: none"> Meetings with the Union Consultations Meetings Letters, Email Correspondence Reports 	<ul style="list-style-type: none"> Consultation on labor issues Communication regarding Labor Legislation 	<ul style="list-style-type: none"> Personal contact with immediate supervisors Questionnaires and email communication with the responsible staff

Communication Plan (External Stakeholders)

Stakeholder Group	Degree of Importance	Method / Communication Channel	Stakeholder Needs	Response / Actions
Clients	Directly interested stakeholders	<ul style="list-style-type: none"> By phone Emails Meetings E-services Portal Social media Letters B2B coordination 	<ul style="list-style-type: none"> Customer issue management Providing updates Partnership strategy 	<ul style="list-style-type: none"> Customer issue management Participation in exhibitions Providing systems to business clients Informative portals and social media
Suppliers	Directly interested stakeholders	<ul style="list-style-type: none"> By phone Emails Meetings Letters Reports Visits 	<ul style="list-style-type: none"> Collaboration Support Product Quality Assurance 	<ul style="list-style-type: none"> Participation in exhibitions Product quality assurance Partnerships
Government - Government Services	Indirectly interested stakeholders	<ul style="list-style-type: none"> Emails Meetings Reports Letters Press release Visits 	<ul style="list-style-type: none"> Management / Communication Information Regular Reports Strengthening operations with Legislation Proposals for NSRF Programs 	<ul style="list-style-type: none"> Transparency in decision-making Strengthening operations through Legislation Proposals for NSRF Programs Participation in Committees

Stakeholder Group	Degree of Importance	Method / Communication Channel	Stakeholder Needs	Response / Actions
Local government	Indirectly interested stakeholders	<ul style="list-style-type: none"> Emails Meetings Reports Letters Press release Visits 	<ul style="list-style-type: none"> Information Management / Sharing Communication with Company Management 	<ul style="list-style-type: none"> Consultation on company projects & activities Participation in events
Chamber of Commerce of Corinth	Indirectly interested stakeholders	<ul style="list-style-type: none"> Emails Meetings Reports Letters Press release Visits 	<ul style="list-style-type: none"> Information Management / Sharing Communication with Company Management 	<ul style="list-style-type: none"> Consultation on company projects & activities Participation in events
Banking Institutions	Indirectly interested stakeholders	<ul style="list-style-type: none"> Reports Emails Website Accountability report 	<ul style="list-style-type: none"> Information Management / Sharing Communication with Company Management 	<ul style="list-style-type: none"> Two-way communication Information & Updates Participation in events
Mass Media	Indirectly interested stakeholders	<ul style="list-style-type: none"> Newsletter Press Releases Social Media 	<ul style="list-style-type: none"> Communication and Information Provision 	<ul style="list-style-type: none"> Executive interviews Press releases Features about the Canal

Materiality Analysis

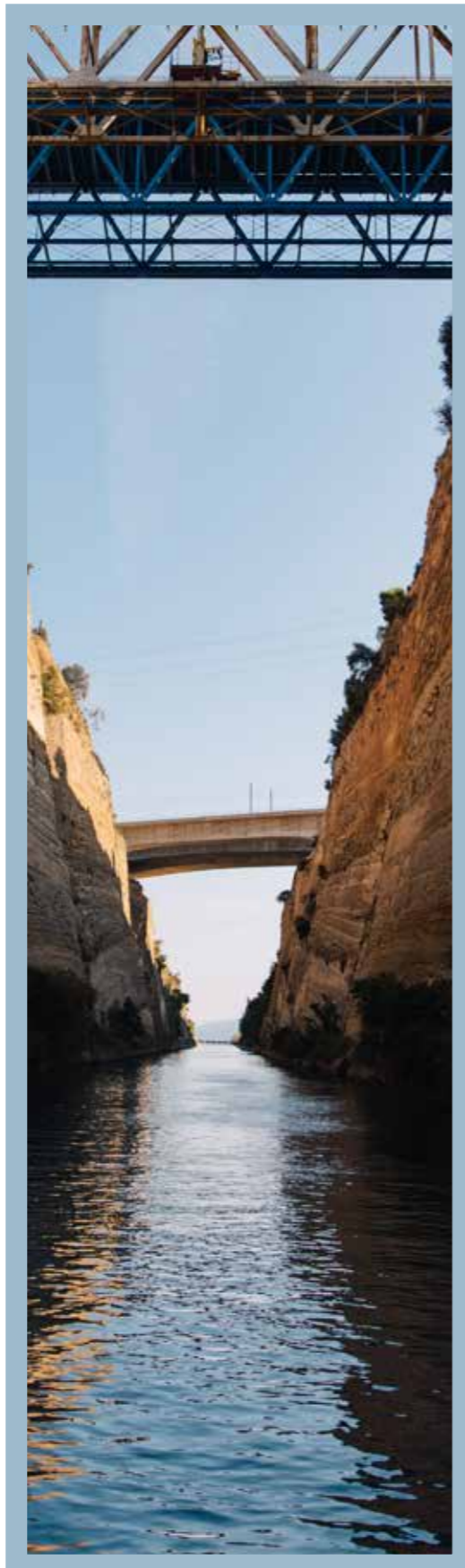
GRI 2-14, GRI 3-1, GRI 3-2, ATHEX C-S1, ATHEX C-G3

Materiality analysis is one of the key pillars on which the integration of Sustainable Development principles in the Corinth Canal Societe Anonyme is based. Through this process, the company examines, identifies, and prioritizes the sustainability issues that are critical both to its own operations and to its stakeholders.

Within the framework of the **2022 Sustainable Development Report**, the **Corinth Canal Societe Anonyme** conducted a detailed study of material issues, which, for the purposes of this report, were updated through a comparative analysis of the material issues of equivalent marine infrastructure management entities. The results of the process confirmed that the previously identified material issues remain highly relevant and continue to guide the company's strategy.

The **methodology** implemented during the **2022 analysis** was based on **four consecutive stages**. Initially, an in-depth **understanding** of the **business model** and **activities** of the **Corinth Canal Societe Anonyme** was conducted, taking into account **internal and external factors that affect its operation**. Next, the analysis focused on the **company's impacts** on the **external environment**, while stakeholders actively participated in evaluating these impacts through an anonymous online **survey**. The process was completed with the **prioritization** and **validation** of the results by the **company's Management**, ensuring their **consistency** and **accuracy**.

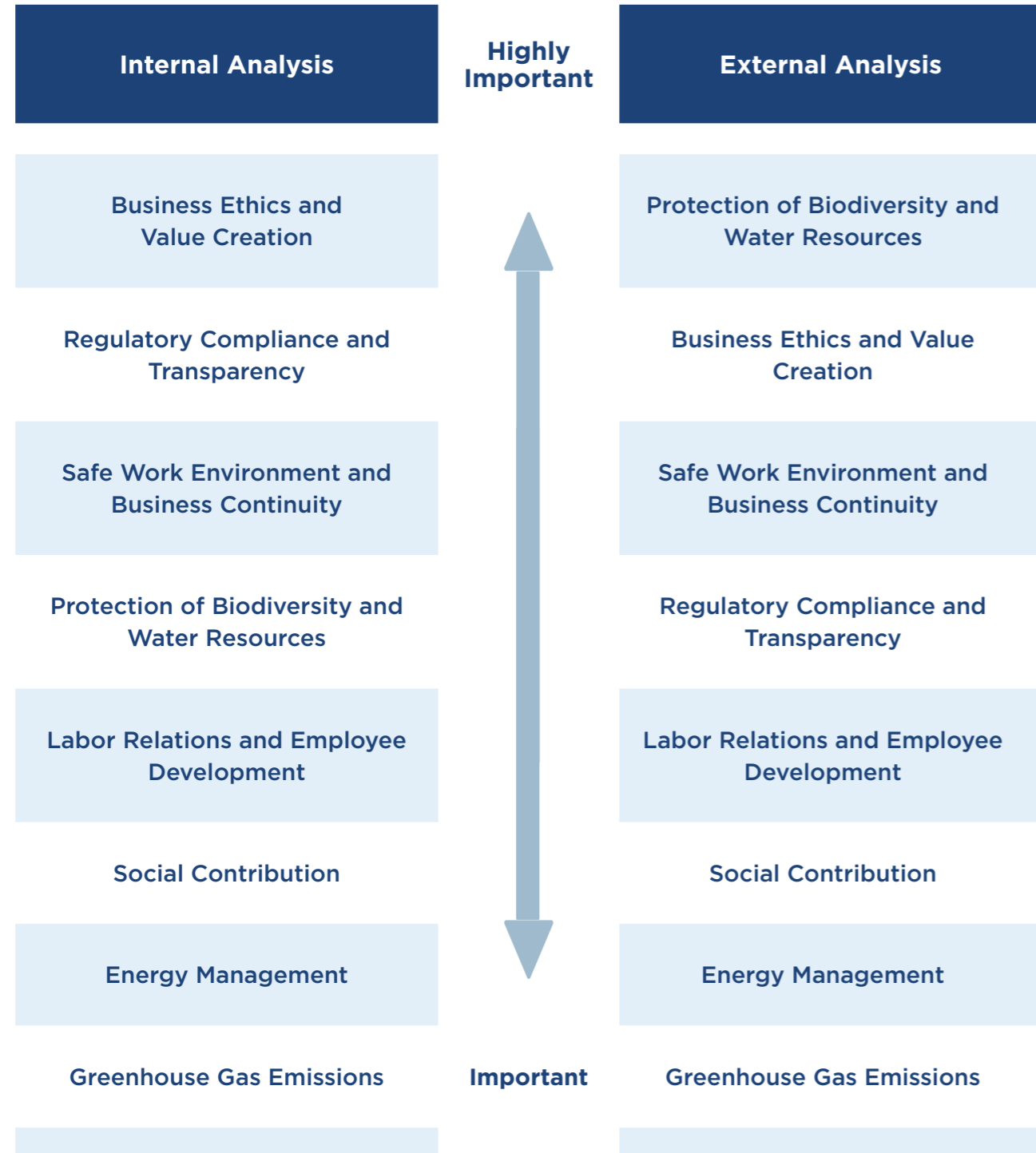
The **key issues** that emerged from the analysis concern **environmental, social, and corporate governance** matters and are presented in detail in the following table. At the same time, for each issue, the relevant **Sustainable Development Goals (SDGs)** are highlighted, demonstrating the Corinth Canal Societe Anonyme's commitment to actively contribute to their achievement through its operational and strategic activities.



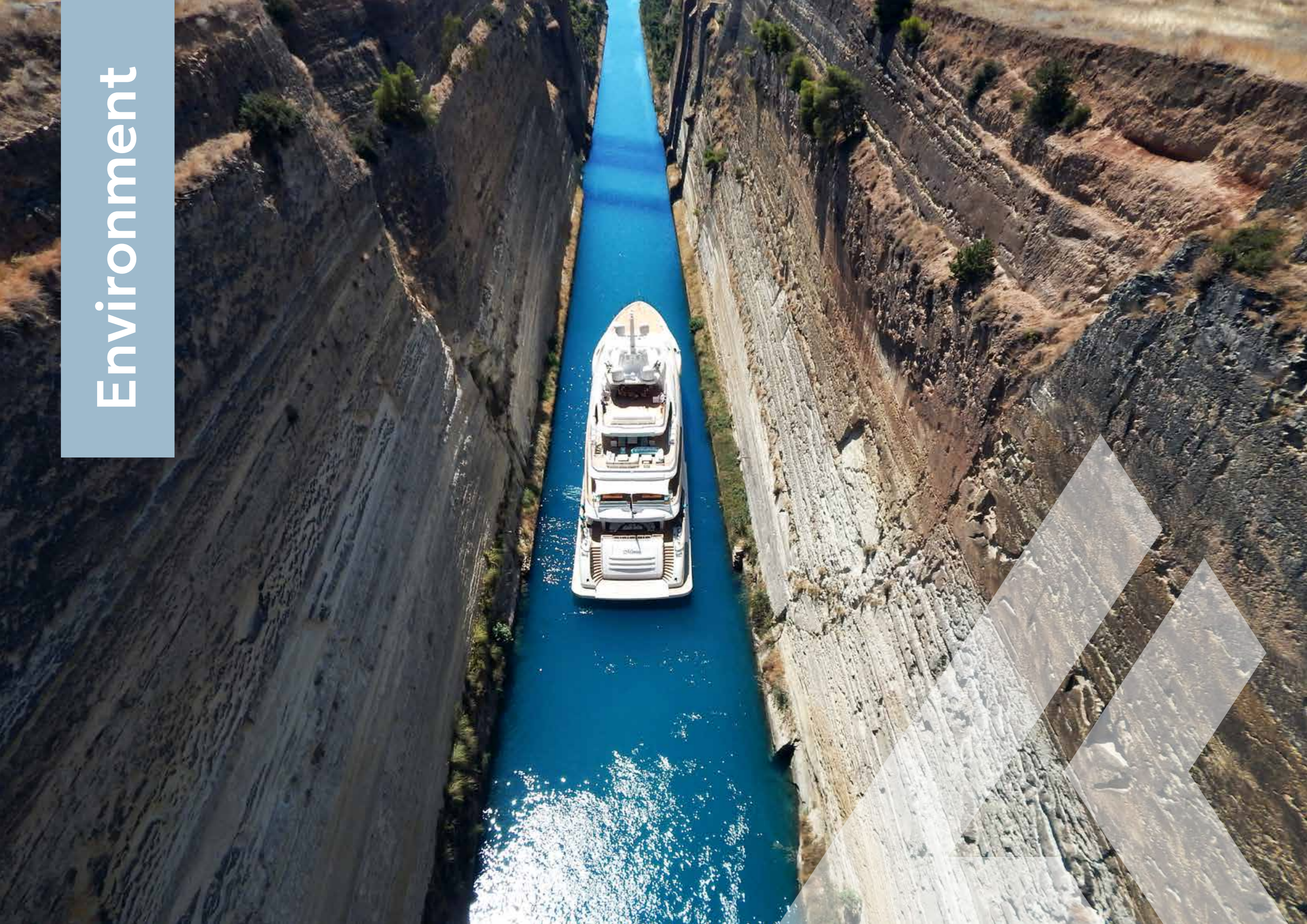
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Key Issue	Objective/es of Sustainable Development
Energy Management	
Greenhouse Gas Emissions	
Protection of Biodiversity and Water Resources	
Labor Relations and Employee Development	
Safe Workplace and Business Continuity	
Social Contribution	
Business Ethics and Value Creation	
Regulatory Compliance and Transparency	

Materiality Assessment



Environment



The **Corinth Canal Societe Anonyme**, within the framework of the Sustainability Strategy it has developed and continuously evolves, focuses on **implementing targeted actions** that contribute significantly to **reducing its environmental footprint and promoting sustainable development**. A central pillar of its environmental policy is the **proper management of energy and the limited emission of greenhouse gases**, recognizing the company's decisive role in addressing climate change.

At the same time, the company implements **comprehensive and effective waste management systems**, prioritizing the **reduction, recycling, and reuse of materials wherever feasible**. The protection of biodiversity and the rational management of water resources are also strategic priorities, with the Corinth Canal Societe Anonyme undertaking initiatives that strengthen the preservation of ecosystems and safeguard natural heritage.

Through the consistent implementation of environmentally responsible practices, the Corinth Canal Societe Anonyme reaffirms its commitment to **sustainability**, aiming for its business growth to be combined with the sustainable use of natural resources, the creation of long-term value, and the enhancement of its positive impacts on society and the environment.

The **Environmental Pillar** is one of the **fundamental pillars** of the Corinth Canal Societe Anonyme's **sustainable development strategy and business activity**, reflecting its commitment to **climate protection and addressing climate change**. In this context, the company focuses on optimal energy management and on reducing greenhouse gas emissions, issues that have been recognized as essential to its operation and strategy.

Through the adoption and implementation of targeted measures and initiatives, the Corinth

Canal Societe Anonyme seeks to develop its activities in a way that combines economic efficiency with full respect for the environment and society. In this way, it reaffirms its commitment to a sustainable business model that promotes long-term balance between development, environmental protection, and social well-being.

Energy

GRI 3-3, GRI 302-1, GRI 302-3, GRI 302-4, ATHEX C-E3

In the field of **energy management**, the Corinth Canal Societe Anonyme has set as a strategic goal the **reduction of energy consumption and the enhancement of energy efficiency** in every aspect of its operations. The company systematically invests in renewable energy technologies and implements targeted conservation practices, thereby contributing to the reduction of dependence on non-renewable resources and limiting its energy footprint.

The company's **environmental strategy**, fully aligned with the **United Nations Sustainable Development Goals**, is based on a combination of innovation, upgrading existing infrastructure, and improving operational processes. Within this framework, the Corinth Canal Societe Anonyme has undertaken a series of strategically significant interventions that make a substantial contribution to sustainable development and energy consumption reduction.:

- **Replacement of existing lamps with LED technology**, achieving up to 50% reduction in electricity consumption for lighting.
- **Application of thermal insulation to the opaque structural elements of buildings**, resulting in a 5% reduction in electricity consumption for cooling and heating.
- **Replacement of frames and glass panes**

with thermal-break type units, leading to a 10% reduction in energy consumption for heating.

- **Integration of inverter systems into operational mechanisms**, significantly contributing to the improvement of **energy efficiency and the substantial reduction of energy consumption**.

The above actions confirm the Corinth Canal Societe Anonyme's **commitment** to

adopting **sustainable and efficient energy practices**, aimed at the overall improvement of the energy performance of its building and operational infrastructure.

The **energy consumption** data for the years **2022-2024** are presented in the following table, reflecting the company's progress in implementing its energy strategy. For the reference year, 3.16 MWh of electrical energy was produced.

Energy Consumption 2022-2024

Section	Consumed quantity			Unit
	2024	2023	2022	
Oil consumption for electricity generation 320 450 500 liters	320	450	500	lt
Fuel consumption in passenger vehicles	5.830	5.466	5.207	lt
Diesel fuel consumption in passenger vehicles	6.489	9.019	15.823	lt
Consumption of diesel fuel in construction machinery (floating vessels)	23.667	17.415	9.154	lt
Diesel fuel consumption in construction machinery (watercraft)	39.220	44.701	32.860	lt
Electricity consumption in company facilities	212.356	210.506	188.485	kWh
Total energy consumption	3,434	3,483	2,922	TJ

Greenhouse Gas Emissions

GRI 305-1, GRI 305-2, ATEX C-E1, ATEX C-E2

The Corinth Canal Societe Anonyme, remaining committed to its pledge for a positive environmental contribution and recognizing its responsibility towards shareholders, customers, and society, systematically collects, monitors, and evaluates data regarding carbon dioxide (CO₂) emissions resulting from its operations. The company treats the management of its carbon footprint as a strategically important priority, aiming for the continuous reduction of its emissions and the enhancement of its environmental performance.

The methodology applied for measuring and monitoring greenhouse gas (GHG) emissions is based on the creation and operation of the GHG Inventory Team, which is composed of staff from various departments of the company. Specifically, the Team includes representatives from the Technical Service Department – Warehouse Manager, the Electrical, Electromechanical, and Maintenance Department, as well as the Accounting Department. The role of Coordinator is assigned to the Head of the Strategic Planning, Commercial, and Sustainable Development Department, who oversees the process and ensures the timely preparation of the Carbon Footprint Report. Before its publication, the Report is mandatorily approved by the CEO and General Manager, ensuring the validity and reliability of the data.

The collection of primary data is carried out by the members of the Team, who have received specialized training in the requirements of the ISO 14064-1:2018 standard, which is renewed annually. The company monitors and records Category 1 (direct emissions) and Category 2 (indirect emissions from electricity consumption) emissions, in accordance with the requirements of ISO 14064-1:2018 and the guidelines of the Ministry of Environment and Energy (YPEN).

For the calculation of the company's GHG emissions for the year 2024, emission factors were used that were taken from the relevant official document of YPEN. The emission sources for this year are presented in the following table, clearly reflecting the distribution of emissions and the company's progress in implementing its environmental strategy.

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Air Emission Sources 2024

Emission category	Emission sources	Sources of NOx emissions for the year 2024
Category 1 / Scope 1: Direct GHG emissions	1.1 Direct emissions from combustion in stationary sources	<ul style="list-style-type: none"> Oil consumption for electricity generation
	1.2 Direct emissions from combustion in mobile sources	<ul style="list-style-type: none"> Gasoline consumption in passenger vehicles Diesel consumption in passenger vehicles Diesel consumption in construction machinery (watercraft) Marine gas oil (MGO 0.1%) consumption in construction machinery (watercraft)
Category 2 / Scope 2: Indirect GHG emissions from purchased energy	2.1 Indirect emissions from imported electricity	<ul style="list-style-type: none"> Electricity consumption in the company's facilities

For yet another year, it is noted that, due to the nature of the Corinth Canal Societe Anonyme's activities, no physical or chemical processes take place within the company's operational boundaries. Therefore, any direct fugitive emissions that may be associated with such processes are zero.

At the same time, the company does not produce biogenic CO₂ emissions, as it does not use biomass to meet its energy needs. This approach confirms the Corinth Canal Societe Anonyme's commitment to responsible energy management, demonstrating that its business activities are fully aligned with the principles of environmental sustainability and the minimization of its carbon footprint.

For the year 2024, the company's total emissions amount to approximately 292,691 tCO₂eq. Of these, 214,464 tCO₂eq concern direct emissions (Scope 1) resulting from the operation of the company's activities, and 78,227 tCO₂eq are related to indirect emissions from imported electricity (Scope 2). The tables below show the greenhouse gas emissions for the years 2024, 2023, and 2022.

SUSTAINABILITY REPORT 2024

2024						
Emission Sources - the Corinth Canal Societe Anonyme	TOTAL (t CO ₂ eq)	t CO ₂	t CH ₄ (t CO ₂ eq)	t N ₂ O (t CO ₂ eq)	t HFCs (t CO ₂ eq)	t SF ₆ (t CO ₂ eq)
Category 1 / Scope 1: Direct GHG emissions	214,464	196,873	0,393	0,476	0,000	0,000
Direct emissions from combustion in stationary sources	0,843	0,840	0,001	0,002	0,000	0,000
Fuel combustion in generators for energy production						
Oil burning for electricity generation	0,843	0,840	0,001	0,002	0,000	0,000
Direct emissions from combustion in mobile sources	213,621	196,033	0,392	0,474	0,000	0,000
Fuel combustion in company-controlled vehicles						
Fuel oil combustion in passenger vehicles (owned or fully leased)	17,217	17,058	0,026	0,132	0,000	0,000
Gasoline combustion in passenger vehicles	13,845	13,658	0,106	0,081	0,000	0,000
Diesel fuel combustion in construction machinery (watercraft)	68,704	62,215	0,098	6,391	0,000	0,000
Combustion of marine gas oil in construction machinery (watercraft)	113,855	103,102	0,162	10,591	0,000	0,000
Category 2/Scope 2: Indirect emissions from purchased energy*	78,227	78,043	0,038	0,146	0,000	0,000
Indirect emissions from imported electricity						
Electricity consumption in company facilities	78,227	78,043	0,038	0,146	0,000	0,000
Total	292,691				0,000	0,000

* The aforementioned prices pertain to emissions from electricity consumption using the Location-based approach.

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2023						
Emission Sources - the Corinth Canal Societe Anonyme	TOTAL (t CO ₂ eq)	t CO ₂	t CH ₄ (t CO ₂ eq)	t N ₂ O (t CO ₂ eq)	t HFCs (t CO ₂ eq)	t SF ₆ (t CO ₂ eq)
Category 1 / Scope 1: Direct GHG emissions	217,95				0,000	0,000
Direct emissions from combustion in stationary sources	1,19	1,18	0,000	0,000	0,000	0,000
Fuel combustion in generators for power generation						
Oil burning for electricity generation	1,19	1,18	0,000	0,000	0,000	0,000
Direct emissions from combustion in mobile sources	216,76	210,57	0,32	5,87	0,000	0,000
Fuel combustion in company-controlled vehicles						
Fuel oil combustion in passenger vehicles (owned or fully leased)		23,71			0,000	0,000
Gasoline combustion in passenger vehicles		12,81			0,000	0,000
Diesel fuel combustion in construction machinery (watercraft)		45,78			0,000	0,000
Combustion of marine gas oil in construction machinery (watercraft)		128,26			0,000	0,000
Category 2/Scope 2: Indirect emissions from purchased energy*	112,43				0,000	0,000
Indirect emissions from imported electricity						
Electricity consumption in company facilities	112,43	112,25	0,04	0,15	0,000	0,000
Total	330,38				0,000	0,000

* The aforementioned prices pertain to emissions from electricity consumption using the Location-based approach.

2022						
Emission Sources – the Corinth Canal Societe Anonyme	TOTAL (t CO ₂ eq)	t CO ₂	t CH ₄ (t CO ₂ eq)	t N ₂ O (t CO ₂ eq)	t HFCs (t CO ₂ eq)	t SF ₆ (t CO ₂ eq)
Category 1 / Scope 1: Direct GHG emissions 2	177,29				0,000	0,000
Direct emissions from combustion in stationary sources	1,32	1,31	0,000	0,000	0,000	0,000
Fuel combustion in generators for power production						
Oil burning for electricity generation	1,32	1,31	0,000	0,000	0,000	0,000
Direct emissions from combustion in mobile sources	175,97	172,16	0,28	3,53	0,000	0,000
Fuel combustion in company-controlled vehicles						
Fuel oil combustion in passenger vehicles (owned or fully leased)		41,60			0,000	0,000
Gasoline combustion in passenger vehicles		12,20			0,000	0,000
Diesel fuel combustion in construction machinery (watercraft)		24,06			0,000	0,000
Combustion of marine gas oil in construction machinery (watercraft)		94,29			0,000	0,000
Category 2/Scope 2: Indirect emissions from purchased energy*	9,87				0,000	0,000
Indirect emissions from imported electricity						
Electricity consumption in company facilities	9,87	9,86	0,000	0,01	0,000	0,000
Total	187,16				0,000	0,000

* The aforementioned prices pertain to emissions from electricity consumption using the Location-based approach.

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As it has already been highlighted in the **2023 Sustainable Development Report** the Corinth Canal Societe Anonyme has submitted **specific commitments** to promote a more **energy-efficient and sustainable business model in the coming years**. The planned actions aim at the continuous improvement of the company’s energy performance and the reduction of its environmental footprint, while simultaneously enhancing its alignment with international standards and national policies on the climate transition.

In this context, the company has launched the following **strategic initiatives**:

- **Recording and evaluating vehicle fuel consumption (fuel management)**, aiming to identify opportunities for improvement and consumption reduction, within the framework of the new Energy Management System.
- **Organizing training seminars for staff on energy-saving and proper energy management issues**, promoting a culture of awareness and responsibility.
- **Installation of smart lighting automations, such as motion and presence detectors, dimming systems, and light sensors**, to minimize energy waste.
- **Implementation of Night / Free Cooling methods for the natural cooling of building facilities**, aiming to reduce electricity consumption during the summer months.
- **Gradual renewal of the vehicle fleet with hybrid and/or electric vehicles, in compliance with the Greek Climate Law (Article 12, Paragraph 2)**, which comes into effect on 1/1/2024.
- **Training of personnel in defensive and eco-friendly driving (Defensive/Eco Driving)**, aiming to improve safety and reduce fuel emissions.

The above actions confirm the **Corinth Canal Societe Anonyme** ‘s commitment to adopting **modern, innovative, and environmentally responsible practices**, strengthening its transition to an **energy-sustainable future**.

Waste Management

GRI 3-3

Waste management is one of the most critical areas of the **Corinth Canal Societe Anonyme** ‘s environmental policy, as it is directly linked to **environmental protection**, the **rational use of natural resources**, and the **promotion of sustainable development**. Through responsible and systematic management of the waste produced, the company aims to **reduce its environmental footprint** while simultaneously **enhancing the efficiency of its operations and compliance with international environmental standards**.

The **Corinth Canal Societe Anonyme** ‘s commitment to the **circular economy** is at the heart of its strategy, representing a key priority in shaping a sustainable future for the coming generations. In this context, the company places special emphasis on **recycling and reusing materials**, adopting practices that promote the **efficient use of resources and minimize waste generation**.

At the core of the company’s environmental management is collaboration with certified suppliers, such as **CYTOP** and **HEQ**, for the proper **disposal and recycling of solid and liquid waste**. Through this process, the Corinth Canal Societe Anonyme ensures **quality and responsible management**, maintaining **transparency** at every stage of its **environmental actions** and reaffirming its commitment to a **modern, sustainable, and responsible business model**.



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Protection of Biodiversity and Water Resources

GRI 3-3, GRI 303-5

The Corinth Canal Societe Anonyme, as the administrator of the Corinth Canal, which is a vital maritime route, recognizes the importance of protecting the biodiversity and water resources of the area as a key component of its sustainability strategy. In this context, the company takes responsibility for managing the petroleum waste generated by its floating engine rooms, implementing advanced procedures for its collection and storage at its facilities.

According to the applicable legislation PD 82/2004 (Government Gazette 64/A/2-3-2004), the company chooses to cooperate

with certified management companies, such as the partnering Used Lubricants & Mineral Oils Management Company, for the regular collection of petroleum waste for processing and their final recovery in the form of alternative products. For example, in 2024, 28,000 liters of petroleum waste were delivered from the engine rooms of A.E.D.I.K.'s vessels and 1,100 liters from mixtures of lubricating oils to the partnering management companies. In particular, with a view to the rational use of water, A.E.D.I.K. undertakes the following actions:

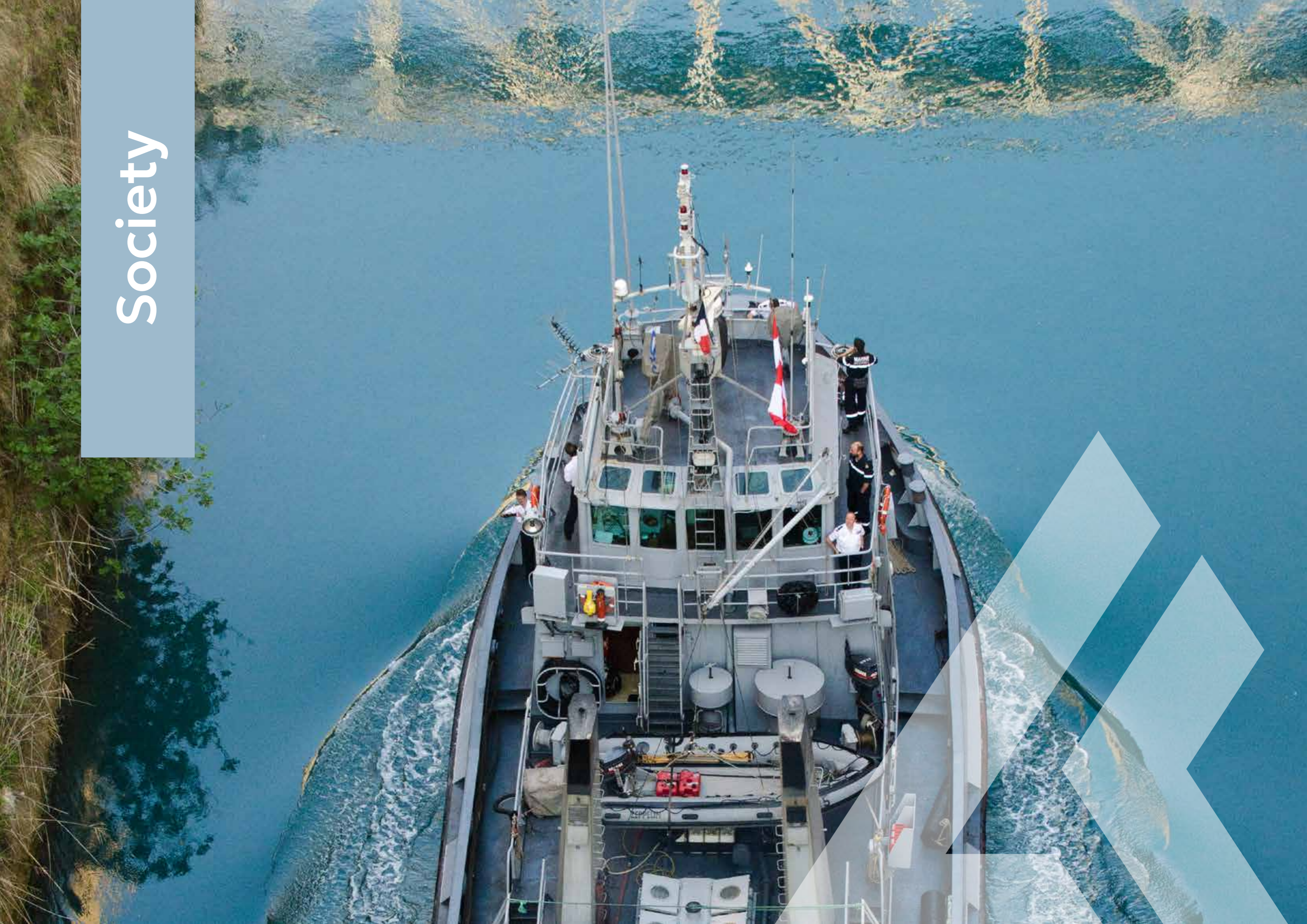
- Implement systematic inspections to identify potential leaks in the water networks of the facilities and tugboats
- Replace pipelines where deemed necessary.

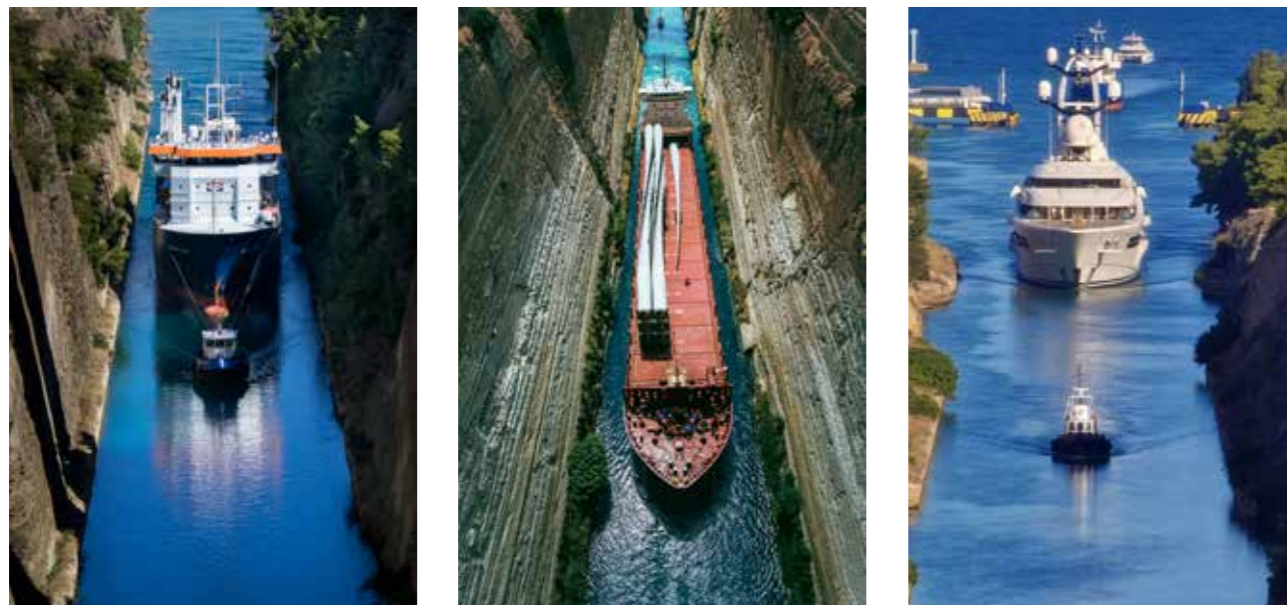
Water consumption				
	Unit	2024	2023	2022
1 st Semester	m ³	419	370	385
2 nd Semester	m ³	3.928	2.650	2.740
3 rd Semester	m ³	1.777	1.717	1.950
Total	m ³	6.124	4.737	5.075

The above table lists the annual water consumption in the organization. In the reference year, an increase is observed compared to the previous year, as a leak was detected within the facilities during the

periodic inspection. Consequently, until the repair work is completed, water consumption increased during the second quarter of the year.

Society





As part of its commitment to socially responsible business activity, the **Corinth Canal Societe Anonyme** places at the center of its **strategy healthy labor relations**, the **professional development of its employees**, and the **creation of a safe and supportive work environment**. The company recognizes that its **human resources** are the most important factor in its success and systematically invests in skill development, the enhancement of well-being, and the assurance of equal opportunities for all.

In this direction, the **Corinth Canal Societe Anonyme** implements actions and programs that promote **workplace health and safety**, focusing on the prevention of **occupational risks** and the **continuous improvement of working conditions**. At the same time, it strengthens its **connection with the local community**, **supporting social initiatives and actions with a positive social impact**, thereby reinforcing **trust relationships** with citizens and local stakeholders.

Finally, the **Corinth Canal Societe Anonyme** places particular emphasis on **cultivating long-term relationships of trust** with both its **clients and all stakeholders**, adopting **principles of transparency, collaboration,**

and **accountability**. Through this philosophy, the company enhances the sustainability of its **social footprint**, contributing to broader **economic and social progress**.

Labor Relationships and Employee Development

GRI 3-3

At the **Corinth Canal Societe Anonyme**, the **human resources** constitute the core of the **company's success and sustainable development**. For this reason, special emphasis is placed on ensuring healthy, transparent, and **fair labor relations**, based on **mutual respect, equality, and collaboration**.

The company implements policies that enhance **employee well-being** and promote their **professional growth**, within an environment that supports open communication and personal development. At the same time, it invests in continuous training and skills development, empowering its people to successfully meet the modern demands of the business environment.



By creating safe and healthy working conditions, the **Corinth Canal Societe Anonyme** aims to ensure not only the **protection of its staff's health and safety** but also to have a positive impact on its employees' quality of life, enhancing their engagement and satisfaction. This **human-centered approach** reflects the company's long-standing position that the well-being of its people is a cornerstone of its long-term sustainable development.

Human Resources

GRI 2-7 (a), GRI 2-16(a), GRI 2-26, GRI 2-30, GRI 405-1, GRI 406-1, ATHEX C-S2, ATHEX C-S3, ATHEX C-S4, ATHEX C-S7

At the **Corinth Canal Societe Anonyme**, human resources are considered a valuable asset and a key factor for the **comprehensive and successful operation** of the company as an **entity managing and developing** the Isthmus of Corinth. Employees actively participate in all business activities, contributing decisively to achieving the company's strategic goals and sustainable development commitments.

In the reference year **2024**, the total number of employees working at the company's headquarters in the Corinth area amounted to **69 people**, of whom **59 were men** and **10 were women**. Of these, **55 employees** were employed under an **indefinite-term private law contract (IDAX)**, while an **additional 14 employees** were employed under a **fixed-term private law contract (IDOX)** — of whom **13 were men** and **1 was a woman**.

The **total number** of employees in positions of responsibility reached **16 people**, with **10 men** and **6 women**, highlighting the increase in female participation in managerial roles. At the same time, during 2024, one employee with a disability was employed, confirming the company's commitment to inclusion, equal treatment, and respect for diversity.

The **Corinth Canal Societe Anonyme** did not employ part-time or non-guaranteed hour employees, while detailed information regarding the structure of the workforce — by department, organizational hierarchy, gender, and age group — is presented in the following tables. This analysis reflects the company's commitment to equal opportunities, professional development, and fair labor practices at all levels of the organization.

Human Resource Allocation				
Employee Category	Unit	2024	2023	2022
Female employees	#	10	10	8
Male employees	#	59	60	59
Employees total	#	69	70	68
Permanent employees	#	55	56	59
Fixed-term employees	#	14	14	9
Non-Guaranteed Hours Employees	#	0	0	0
Full time employees	#	69	70	68
Part time employees	#	**	**	**
Employees in Managerial Positions	#	14	11	13
Employees with Disabilities	#	1	1	1

Workforce by Age Group				
	Unit	2024	2023	2022
<30 years old	#	W:1	W: 1	W: 1
		M:8	M: 8	M: 7
30-50 years old	#	W:7	W: 7	W: 9
		M:47	M: 49	M: 47
> 50 years old	#	W:2	W: 2	W: 0
		M:4	M: 4	M: 3
Women Total	#	10	9	10
Male Total	#	59	61	58
Total	#	69	70	68

By Organizational Level	
Management Executives (up to and including Director/Supervisor level)	Unit
Women	6
Men	10
Remaining Personnel	
Women	4
Men	49
Recruitment	
Women	1
Men	13
Departures	
Women	1
Men	19

During the reference year **2024**, the Corinth Canal Societe Anonyme proceeded with **14 recruitments** of staff under **Fixed-Term Private Law contracts** and recorded a **total of 4 departures**. The company manages its human resources responsibly and consistently, in order to meet its constantly evolving **operational needs**, ensuring the **effective functioning of all its departments**.

- The new hires were made based on strategic criteria, strengthening key operational areas:
- **9** hires in the Technical Service, through the social security organization EFKA, and
- **5** hires in the Maritime Service, through the social security organization NAT. These new employees strengthened the company's workforce, contributing significantly to the achievement of its strategic and operational goals.

Regarding **departures**, these included **retirements** and the expiration of **fixed-term contracts**, while in some cases resignations were noted. In more detail::

- From the **Naval Service**, **4 employees (IDACH)** left, **2** of whom due to **retirement**.
- Additionally, **9 employees (IDOCh)** from the **Technical**



SUSTAINABILITY REPORT 2024

Service (EFKA) and 5 employees (IDCh) from the Naval Service (NAT) left due to the expiration of their contracts.

These actions demonstrate the company's commitment to prudent and organized management of human resources, as a key element of its path towards sustainability.

The employees of the Corinth Canal Societe Anonyme are not covered by Collective Labor Agreements. Employees under Private Law Indefinite-Term Contracts (IDAX) in the Administrative, Financial, and Technical Departments are governed by the provisions of Law 4354/2015 (Government Gazette A' 176/16-12-2015), which relates to the Unified Salary Scale of the public sector.

Similarly, the naval personnel (Pilots, Captains, Engineers, Sailors, etc.) are governed by Article 30 of Law 4354/2015, which defines

the salaries of the naval employees of the Corinth Canal Societe Anonyme. The salaries of the President, the Chief Executive Officer, and the members of the Board of Directors are regulated according to Article 22, Paragraph 3 of the same Law.

The company ensures equal pay for equal work, without differentiation based on gender, in accordance with the Salary Scales of the Unified Pay System and the regulatory framework governing naval personnel.

The Corinth Canal Societe Anonyme encourages employee participation and active communication through structured channels, such as:

- Direct communication with department heads or the HR manager.
- Expressing opinions via email or structured questionnaires.



- Regular meetings of the Workers' Association with the Board of Directors.

Through these processes, transparency, participation, and trust between management and employees are strengthened. At the same time, respect for equality and diversity is promoted, preventing any form of discrimination in the workplace. The successful implementation of these practices demonstrates the Corinth Canal Societe Anonyme's commitment to a fair, healthy, and supportive work environment.

Employee Development

The Corinth Canal Societe Anonyme actively encourages the participation and two-way communication of its employees, implementing structured channels of dialogue that promote collaboration and transparency within the organization. The main communication mechanisms include:

- Direct communication with department heads or the HR manager for the quick

resolution of issues and the exchange of views.

- Submission of suggestions and comments via email or structured questionnaires, allowing the collection of useful feedback from staff.
- Regular meetings of the Workers' Union with the Board of Directors, within the framework of ongoing consultation and participation in the decision-making process.

Through these processes, a culture of transparency, collaboration, and mutual trust between management and employees is strengthened, creating an environment where everyone's opinions are respected and taken into account. At the same time, equal opportunities and respect for diversity are promoted, preventing any form of discrimination in the workplace.

The successful implementation of these practices confirms the company's strong commitment to creating a fair, safe, and supportive work environment that enhances the professional development and well-being of all its employees.





Occupational Health and Safety

GRI 3-3, GRI 403-1, GRI 403-3, GRI 403-5, GRI 403-7, GRI 403-8, GRI 403-9, GRI 403-10

The Corinth Canal Societe Anonyme remains committed to ensuring a **safe, healthy, and supportive** work environment, recognizing that **employee well-being** is a key prerequisite for sustainable development and operational excellence. In this context, the company systematically focuses on critical areas such as the **identification and assessment of professional risks**, the **investigation**

and **prevention of incidents**, as well as the **active participation of employees** in **shaping policies and actions** related to **workplace health and safety**.

Providing comprehensive health services to all employees, combined with their continuous education and awareness, enhances risk prevention and fosters a culture of safety at all levels of the organization. At the same time, the company adopts policies and practices that incorporate international best practices and invests in business continuity mechanisms, ensuring its smooth and uninterrupted operation.

Through these initiatives, the Corinth Canal Societe Anonyme reaffirms its commitment to the continuous development and improvement of everyday working life, creating an environment where safety, trust, and respect are solid foundations of the corporate culture.

The Corinth Canal Societe Anonyme 's primary goal is to **create and maintain a work environment** that ensures the well-being of its employees and the community in general, in a way that makes it an example of responsible and sustainable business practices in its sector.

Through its Occupational Health and Safety (OHS) strategy, the company strictly complies with the applicable legislation, aiming to eliminate risks and ensure a safe working environment for all its employees and partners. This compliance is applied in two main areas:

- **Technical Service**, which is covered by the Labor Legislation of the Ministry of Labor,
- **Maritime Service**, which complies with the guidelines of the **International Maritime Organization (IMO)** and the **Maritime Labor Administration (MLA)** of the **Ministry of Merchant Shipping**.

In this way, the Corinth Canal Societe Anonyme ensures **full compliance** of its activities and the **maintenance of high safety standards** at every level of its operations.

The company's **floating units**, including tugs and **pilot boats**, fully comply with the strict safety regulations of the IMO, while the seafarers — transit pilots, captains, engineers, and other crew members — are trained according to the specifications of the **International Convention on Standards of Training, Certification, and Watchkeeping (STCW - Manila Amendments 2010)**. In addition, the company implements the **International Labour Convention for Seafarers (MLC 2006)**, ensuring the protection, welfare, and rights of seafarers.

At national level, the implementation of international standards is reinforced through **Joint Ministerial Decision 3522.2/08/2013 (JMD)**, which establishes the full **incorporation of the MLC 2006 into Greek legislation**. This regulation constitutes the fundamental legislative framework for the protection of maritime labor, applies to all ships, and concerns every seafarer, regardless of their specialty.

Compliance by the Corinth Canal Societe Anonyme is ensured through regular and extraordinary inspections by port authorities, maritime inspectors, and competent inspections of vessels, ensuring once again a year of zero accident incidents and full adherence to safety standards.

The **entire company staff** is covered by the **Health and Safety system**, which ensures **equal protection and prevention conditions for everyone**. The **Naval Service**, with a **crew of 24**, includes captains, sailors, and 5 pilotage officers, who operate according to **IMO international standards, STCW certificates, and the MLC 2006**. Similarly, the **Technical Service** has integrated the **H&S system** into its daily operations, while the **Administrative Services** demonstrate full compliance with national safety standards.

For the prevention of accidents and the protection of the physical integrity of employees:

- In the **Naval Service**, a personal protection program is implemented that includes appropriate clothing, non-slip footwear, and equipment (helmets, gloves, flashlights, first aid kit, emergency plans).
- In the **Technical Service**, each employee is provided with **Mechanical Personal Protective Equipment (PPE)**, according

to legislation and their specialty, through a process of application, approval, and individual assignment.

The company's **Safety Technician** holds weekly scheduled meetings with the **Technical Services Manager**, as well as emergency inspections when required, providing guidance and ensuring full compliance with the highest safety standards.

The Corinth Canal Societe Anonyme actively invests in the well-being and safety of its workforce, offering a wide range of additional benefits, such as:

- **Occupational health doctor** services for all employees.
- **Group retirement plan for full-time employees**, with a special contribution rate based on contractual terms.
- **Additional monthly meal vouchers**, enhancing employees' income.
- **Internal and external** medical and pharmaceutical care program.
- **Support for individuals with disabilities**, including additional paid days off and leave, in accordance with applicable legislation.

Thanks to this **comprehensive framework**, the Corinth Canal Societe Anonyme continues to be an example of responsible employment, ensuring the physical integrity, mental well-being, and long-term safety of all its employees. During the **year 2024**, **no incidents of injuries, illnesses, or work-related deaths were recorded, confirming the effectiveness of the Health and Safety system implemented by the company at all levels**.

Risk Assessment and Incident Investigation

GRI 403-1

The **Maritime Service** of the **Corinth Canal Societe Anonyme** implements a comprehensive framework for risk assessment and incident investigation, which ensures effective prevention and prompt management of issues related to the safety of seafarers and its vessels. Inspections are conducted regularly and on an ad hoc basis by the Vessel Inspections, the **Classification Society**, and the **Port Authorities**, ensuring continuous monitoring of compliance with national and international safety standards.

The company's vessels undergo dry docking and full inspection every two years to ensure the issuance and renewal of the Safety & Navigation Certificate. At the same time, the investigation of any incident is carried out in cooperation with the local **Port Authorities**, while the crews participate in weekly fire and leak drills, enhancing readiness, familiarity, and effective management of critical situations.

In the field of **the Technical Service**, the **Safety Technician** acts as the primary risk assessor, taking on the responsibility of informing and training personnel on the appropriate methods of prevention and response. The Technical Service Manager is responsible for identifying potential sources of risk and reporting them immediately to the Safety Technician, while department heads contribute decisively to the continuous identification and assessment of risks, ensuring timely communication to all involved departments.

The close collaboration between these three levels — the **Safety Technician**, the **Director of Technical Services**, and the **Department Heads** — creates an effective and transparent risk management system, which enhances operational safety

and significantly contributes to the company's path toward sustainable development.

Employee Participation in Health and Safety Issues at Work

GRI 403-1

At the Corinth Canal Societe Anonyme, we recognize the crucial role played by the active participation of employees in matters concerning **Health and Safety at Work (HSW)**. The company promotes a culture of participation and dialogue, where every employee can make a meaningful contribution to the continuous improvement of working conditions and the prevention of risks.

In the **Naval Service**, the **Captain of each vessel is responsible for monitoring, inspecting, recording, and reporting** any changes or incidents related to safety, in accordance with the guidelines of the **International Maritime Organization (IMO)**. The relevant reports are submitted in writing to the Naval Service Directorate, ensuring complete documentation and the timely implementation of corrective measures.

Similarly, in the **Technical Department**, the **Safety Officer**, in collaboration with the **Director of the Technical Department**, is responsible for the implementation and supervision of safety measures, providing guidance to Department Heads, who in turn ensure the information and training of staff.

At the same time, the company encourages continuous communication and dialogue with its workforce through regular meetings and informational activities, which has significantly contributed to enhancing employee safety and awareness. These initiatives tangibly demonstrate the Corinth Canal Societe Anonyme's commitment to creating a healthy, safe, and supportive work environment for everyone.

Additional Health Benefits

GRI 403-1

The Corinth Canal Societe Anonyme, recognizing that the health and well-being of its employees are the foundation of its sustainable operations, consistently invests in the holistic care of its human resources, implementing **targeted actions** and **support programs**.

In this context, the company carries out specific initiatives to ensure the physical and mental health of its employees, such as:

- **Provision of additional health services to all staff**, aimed at prevention and timely management of health issues.
- **Provision of full medical coverage (100%)**, including preventive check-ups through an insurance policy, for all employees of the Naval Service.
- **Provision of free blood tests to employees of the Technical Service**, enhancing prevention and maintenance of good health.
- **Encouragement and support of voluntary blood donation**, with the granting of a two-day honorary leave to participating employees.

Through these initiatives, the Corinth Canal Societe Anonyme tangibly demonstrates its commitment to promoting the **health, well-being**, and **safety of its people**, fostering a comprehensive and sustainable care model that reflects its human-centered culture.

Community Impact

GRI 3-3

The **Corinth Canal Societe Anonyme**, aiming to create long-term value and strengthen social

cohesion, implements significant **initiatives** that combine development, sustainability, and social contribution. These actions reflect the **company's human-centered orientation** and **values**, substantially contributing to the improvement of citizens' quality of life, both locally and in the wider social context.

As part of its support for the local community, the **Corinth Canal Societe Anonyme** has provided a privately-owned hall, fully equipped with a gym, offering residents of the area the opportunity for free exercise. At the same time, it has a specially designed amphitheater, which is used for learning traditional dances, thus combining the promotion of physical well-being with the showcasing of cultural heritage.

During the temporary operation of the Canal, from **May to October 2024**, the company provided a **50% discount to sailing boats participating in the 34th International Ionian Sailing Week**, strengthening the **Canal's connection with the sailing and maritime community**. In the same year, the **Corinth Canal Societe Anonyme** was honored by the **Isthmia Folklore Association** for its significant contribution to the local community through the provision of the Hall and the Amphitheater for cultural and sports activities.

Furthermore, in **November 2024**, the company was a supporter and sponsor of Ovidio Running in Loutraki, an international sports and cultural event within the framework of the **European ERASMUS+ SPORT - SCORE program**. This initiative, dedicated to the Latin poet Publius Ovidius Naso, promotes sports, culture, and sustainable development, with the participation of the local community through running races, walks, and parallel cultural events.

The above initiatives confirm the active contribution of the **Corinth Canal Societe**

Anonyme to supporting and developing local communities, strengthening the trust relationship with citizens and highlighting its commitment to a business operation model with a social impact and lasting value.

Customer Relations

GRI 3-3

The **Corinth Canal Societe Anonyme**, within the framework of its strategy for **responsible and customer-focused business development**, aims to create and **maintain long-term partnerships with its commercial and private customers** of the Canal, based on quality, transparency, and respect for their needs and expectations. The continuous improvement of **customer experience** and the development of trust-based relationships are fundamental elements of the company's strategy.

During **2024**, the **Corinth Canal Societe Anonyme** implemented a **set of actions and procedures** aimed at strengthening its relationships with customers:

- A **customer satisfaction survey was conducted** in order to capture their opinions and suggestions regarding the quality of the services provided.
- **Promotional reward programs were implemented**, with special discounts and offer packages for regular users of the Canal, enhancing cooperation and long-term commitment.
- **Communication with customers** was strengthened through **email, telephone support, B2B and B2C electronic services, mobile applications, and the company's**

official digital communication channels, offering immediate and transparent information.

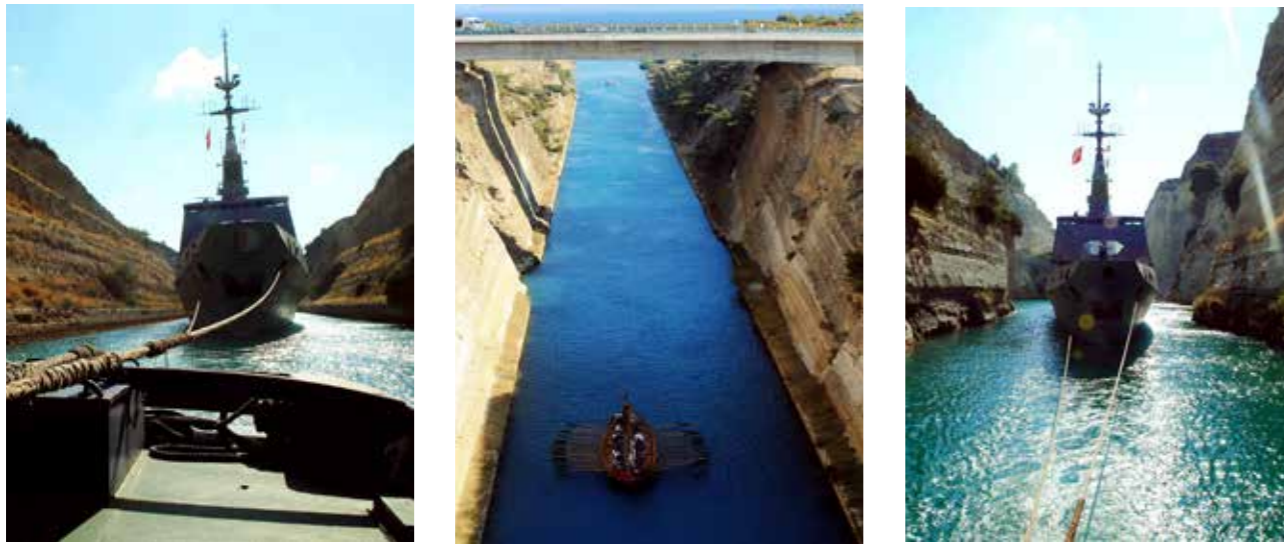
- The participation of the **Corinth Canal Societe Anonyme** in shipping exhibitions and conferences provided the opportunity for direct contact with customers, the exchange of know-how, and the exploration of new collaborations.
- The **Strategic Planning Unit for Commercial & Sustainable Development** conducted a study monitoring the shipping market, analyzing vessel traffic data around the Peloponnese and passages through the **Canal**. This analysis included daily fuel consumption recording, grouping of ships by company, and the development of detailed statistical data to optimize pricing policy.

Through the above actions, the **Corinth Canal Societe Anonyme** strengthened its relationships of trust with its clients, enhancing its competitiveness and establishing its reputation as a reliable and responsible partner in the shipping sector. It is noteworthy that in 2024 no incidents of non-compliance related to the health and safety of clients in the provided transit services were recorded, confirming the company's high level of professionalism and safety.

At the same time, the **Corinth Canal Societe Anonyme** aligns its operations with international and recognized **Corporate Governance standards**, ensuring full compliance with the **Greek and European regulatory framework**. By adopting best practices in transparency, accountability, and ethical corporate behavior, it promotes responsible operation, effective management, and stakeholder trust, further strengthening its sustainable business trajectory.

Corporate Governance





Board of Directors

GRI 2-9 (a, b), GRI 2-10 (a), GRI 2-11, ATHEX C-S3, ATHEX C-G1

The **Corinth Canal Societe Anonyme**, recognizing the importance of effective and responsible management, implements progressive **Corporate Governance** principles, aligned with the current **regulatory framework** and **international best practices**. The Board of Directors plays a central role in shaping and executing the company's strategy, ensuring transparency, accountability, responsibility, and efficiency at all levels of operation.

By actively participating in the decision-making process, the **Board of Directors** approves the **strategic direction**, oversees the implementation of corporate objectives, and monitors the progress of sustainable development. Through this process, it enhances the company's long-term value,

ensuring a balance between business performance and social responsibility.

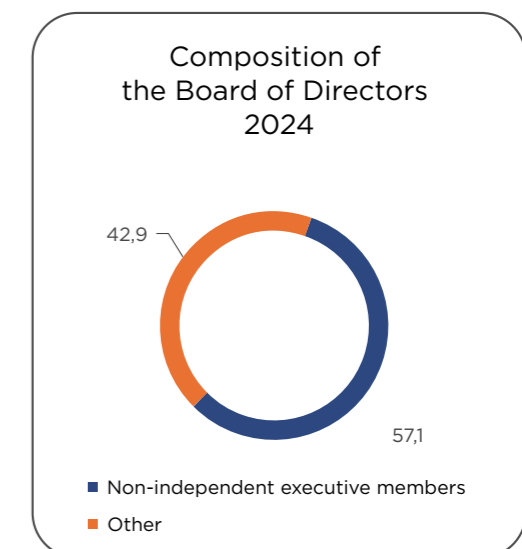
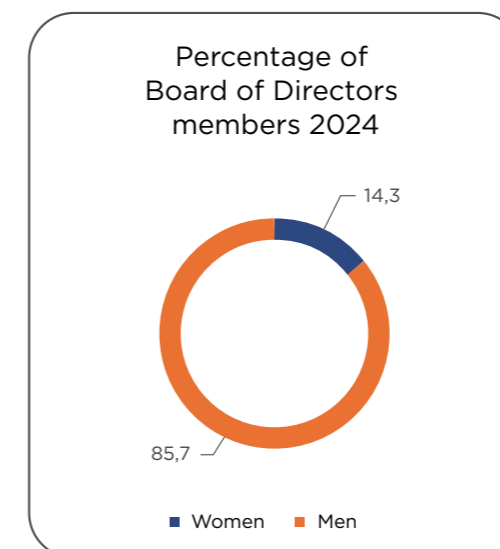
The Board of Directors of the **Corinth Canal Societe Anonyme** consists of the **Chairman**, who plays a key role in shaping the strategic direction and representing the company, the **Chief Executive Officer**, responsible for daily management, operational performance, and the implementation of decisions, as well as executive and independent non-executive members. This composition ensures diversity of opinion, independence of judgment, and effective oversight, enhancing governance and the efficiency of processes.

The structure of the **Board of Directors** and the responsibilities of each member are presented in detail in the following table, reflecting the company's commitment to transparency and institutional consistency in its operations.

Corinth Canal



Board of Directors Structure	
Pantelis Pantelidis	Chairman, Non-Executive Board Member
Vasileios Andrikopoulos	Chief Executive Officer, Executive Board Member
Vasileios Alevizakos	Non-Executive Board Member
Georgios Valettas	Independent Non-Executive Board Member
Efthymios Dritsas	Independent Non-Executive Board Member
Kiriaki -Georgia Avarli	Independent Non-Executive Board Member
Dimitrios Vergados	Independent Non-Executive Board Member



The process of selecting and appointing the members of the Board of Directors of the Corinth Canal Societe Anonyme is carried out with **complete transparency** and institutional consistency, in accordance with the regulatory framework governing the subsidiaries of the **Hellenic Corporation of Assets and Participations (HCAP)**. In particular, the nominations and selection of members of the highest governance body are conducted by HCAP (**Shareholder**) through the Nomination Committee, which - according to HCAP's organizational and governance framework - proposes to the Board of Directors the nominations for appointment to the Boards of Directors of subsidiary companies, where required, as stipulated by **Law 4389/2016**.

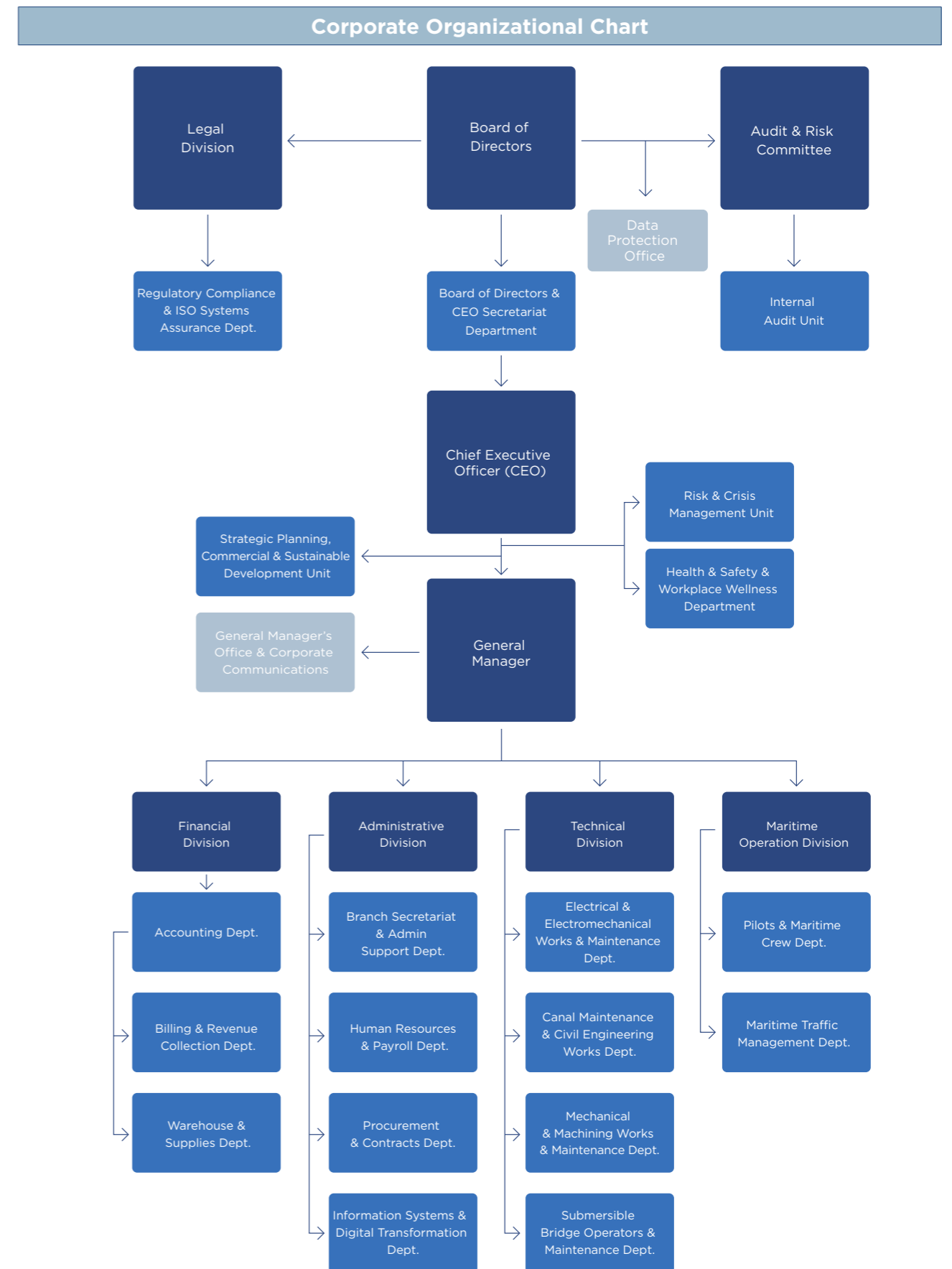
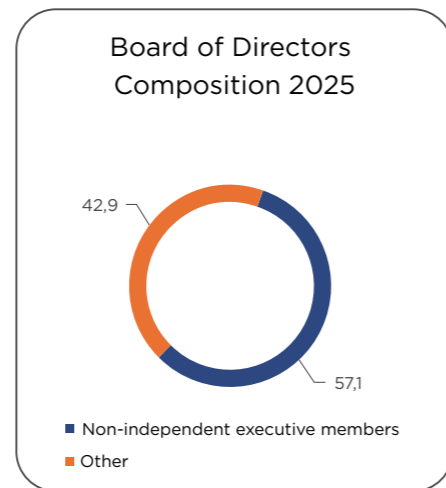
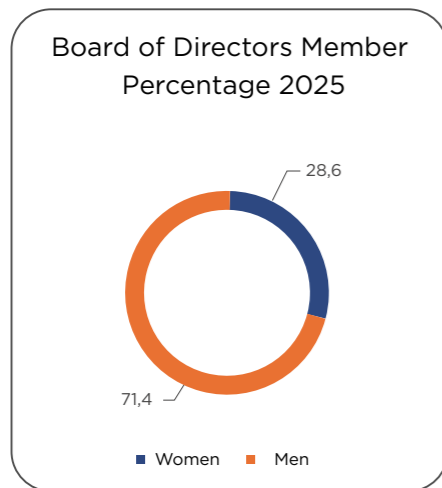
This process ensures that the composition of the **Board of Directors** meets the criteria of independence, experience, professional competence, and ethical integrity, ensuring

the objectivity and effectiveness of corporate governance. At the same time, it enhances transparency, accountability, and institutional continuity, elements that form the foundation of the Corinth Canal Societe Anonyme's operations and contribute significantly to its long-term sustainability.

In September 2025, the **Growthfund (Shareholder)**, through the Nomination Committee, which - according to the organization and governance framework of the Hellenic Corporation of Assets and Participations - proposes to the Board of Directors the nominations for appointment to the Boards of Directors of its subsidiary companies, proceeded with the replacement of the Chairman, the Chief Executive Officer, and an independent non-executive member.

The new structure of the Company's Board of Directors.

Board of Directors Structure	
Vasileios Nanopoulos	Chairman, Non-Executive Board Member
Athanasios Bikas	Chief Executive Officer, Executive Board Member
Vasileios Alevizakos	Non-Executive Board Member
Georgios Valettas	Independent Non-Executive Board Member
Eleftheria Pateraki	Independent Non-Executive Board Member
Avarli Kyriaki-Georgia	Independent Non-Executive Board Member
Dimitrios Vergados	Independent Non-Executive Board Member



Responsibilities of the Board of Directors

GRI 2-9 (a, b)

According to its Articles of Association, the **Corinth Canal Societe Anonyme** maintains the **Board of Directors (B.O.D.)** as the supreme administrative body of the company, which has a central role in determining its strategic direction and overall development. The Board of Directors is responsible for shaping, monitoring, and evaluating strategic goals, as well as overseeing the management of the company's assets, with a focus on transparency, accountability, and sustainable development.

During its meetings, the Board of Directors formulates, approves, and evaluates policies and actions concerning the company's operational functions, financial efficiency, and environmental and social responsibility. Particular emphasis is placed on the systematic **integration of sustainable development principles** into the company's strategy and processes, enhancing long-term value and responsible corporate operation.

The **Chairman of the Board** plays a crucial role in the smooth functioning of the body, being responsible for organizing, coordinating, and ensuring the effective operation of meetings. The Chairman sets the agenda, convenes board members for meetings, approves the inclusion of items upon request of the **Chief Executive Officer**, and directs discussions during meetings. At the same time, the **Chairman** ensures conditions for equal participation and constructive dialogue among members, enhancing the effectiveness and institutional consistency of the body.

The Role of the Board of Directors in Sustainable Development Issues

GRI 2-13, ATHEX C-G2

The role of the **Board of Directors** of the **Corinth Canal Societe Anonyme** extends beyond overseeing the company's operations, including the monitoring, management, and evaluation of **ESG (Environmental, Social, and Corporate Governance)** issues, as well as related risks and opportunities. **The Board, in collaboration with Management, undertakes significant initiatives in every pillar of sustainable development, integrating the principles of responsibility and transparency into the company's strategy and operations.**



Within this framework, and in close collaboration with the **Growthfund**, the **Sustainability Team** of the **Corinth Canal Societe Anonyme** was established in **2022**, with the mission of designing, implementing, and overseeing the company's sustainability strategy. The team includes the **General Manager**, the **Director of Technical Services**, and the **Head of the Strategic Planning, Commercial & Sustainable Development Unit**, who work closely with all departments of the company to horizontally integrate sustainability issues into every operational process.

Monitoring ESG matters is carried out on a regular and ad hoc basis, through monthly reviews and internal updates to the Board of Directors. During 2024, the members of the Sustainability Team actively participated in specialized seminars, workshops, and training programs, enhancing their knowledge and ability to promote sustainable development within the company. Through this structured approach, the **Corinth Canal Societe Anonyme** ensures the continuous improvement of its **ESG performance** and strengthens corporate resilience against the challenges of the modern business environment.

Audit Committee

GRI 2-9

The **Audit and Risk Committee** of the **Corinth Canal Societe Anonyme** represents a fundamental pillar of **corporate governance**, ensuring **transparency, proper management, and sustainable operation of the company**. In **2024**, the Committee continued its work consistently, taking substantial initiatives to improve financial management, risk monitoring, and strengthening the Internal Control System. Through the systematic application of international best practices in oversight and accountability, the Committee supported the Board of Directors in ensuring the reliability of financial reporting and the

effective operation of control and regulatory compliance mechanisms.

The **Audit and Risk Committee** consists of three **(3) non-executive members** of the **Board of Directors**, at least **one (1)** of whom possesses specialized knowledge in accounting and financial matters. **The Chairman of the Committee** has extensive professional experience in auditing, risk management, and financial oversight, ensuring its proper and effective functioning.

Among the Committee's responsibilities are:

- **examination of the correct application of accounting principles** and the monitoring of compliance with the applicable accounting and regulatory framework,
- **evaluation of the adequacy and effectiveness** of the Internal Control System,
- **monitoring the quality and reliability of internal financial reporting**, as well as
- **review of the risk management framework**, contributing to the development of prevention and mitigation strategies.

Through its operation, the **Audit and Risk Committee** strengthens corporate governance, ensures the proper functioning of accountability mechanisms, and contributes to the long-term sustainable development of the **Corinth Canal Societe Anonyme**, acting as a crucial link between the Board of Directors and internal audit structures.

Digital Transformation and Data Security

GRI 3-3

The **Corinth Canal Societe Anonyme** is steadily advancing its **digital transformation**, aiming for the full alignment of its activities with **international best practices** in the **industry** and its **transition** to a more **efficient, transparent, and sustainable business**

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model. Responding to the challenges and opportunities of the modern era, the company adopts innovative technologies, integrates digital monitoring and data analysis tools, and leverages automation solutions that improve operational efficiency and reduce its environmental footprint.

For **yet another year**, the **Corinth Canal Societe Anonyme** remains committed to the principle of continuous improvement and technological advancement, investing in systems and infrastructures that enhance its competitiveness and support **sustainable development**. The **digital transformation** of the company is a key factor in its strategy, ensuring the long-term sustainability of its activities and strengthening the trust relationship with stakeholders.

In this way, the company achieves the connection between technological innovation and environmental and social responsibility, maintaining a balance between economic efficiency and social contribution. Its digital modernization acts as a catalyst for creating value and enhancing the **Corinth Canal Societe Anonyme** 's resilience in the face of future challenges.

Actions and Initiatives for Digital Transformation and Digital Transition

The **Corinth Canal Societe Anonyme**'s commitment to digital transformation and



technological advancement is reflected through targeted initiatives that enhance operational efficiency, transparency, and sustainable development. These initiatives focus on leveraging technology to upgrade services, strengthen corporate agility, and reduce the environmental footprint.

Specifically, the company invests:

- in the **production** and provision of electronic services to customers and partners, promoting real-time service,
- in the automation of internal processes, aiming to optimize workflows and efficiently manage resources,
- in **strengthening the data network** to ensure reliable and secure connectivity,
- as well as in **monitoring and evaluating the Digital Transformation Index**, in order to systematically guide the path towards a comprehensive and sustainable digital transformation.

In this way, the Corinth Canal Societe Anonyme combines technological innovation with the principles of sustainability, creating a model of operation that blends efficiency, environmental awareness, and social responsibility.

Digital Museum of the Corinth Canal

The **Corinth Canal Societe Anonyme**, within the framework of its strategy for **digital transformation, cultural promotion, and sustainable development**, completed the **Digital Museum of the Corinth Canal project**, which was **fully (100%) funded by the NSRF Program**. The project was included in June 2022 in the **Operational Program “Competitiveness,**

Entrepreneurship and Innovation 2014–2020,” under the Priority Axis “Development of mechanisms supporting entrepreneurship” (NSRF Code 5093585).

The aim of the project was to highlight and make use of the history and cultural value of the **Corinth Canal**, one of the most important engineering achievements of modern Greece, which connects the Aegean with the Ionian Sea and serves as a reference point for trade, shipping, and the culture of the Eastern Mediterranean.

The challenge of the project focused on the documentation, digitization, and promotion of the extensive **historical archive of the Canal, which includes over 40,000 pages of documents, 355 construction plans, 120 objects, and 25 works of art**. Through the use of **advanced scanning, 3D modeling, and virtual reality (VR/AR)** technologies, a modern, interactive environment was created that allows visitors to explore:

- **archival and photographic material,**
- **construction plans and technical studies,**
- **artworks and cultural heritage objects,**
- **through a digital browsing and educational experience.**

The implementation of the project was carried out in **two phases**:

- **Phase A:** Digitization and documentation of archival material, 3D scanning of the Canal using drones, and metadata indexing.
- **Phase B:** Development of applications such as the **Digital Museum, the Digital Guide (AR), Virtual Tours (VR)** in the Canal and the exhibition space, the Interactive Map, the Timeline, and an educational game for students and visitors.

The Digital Museum is an innovative cultural management initiative, combining technology, history, and sustainability. Through it, the **Corinth Canal Societe Anonyme** actively contributes to the **preservation and promotion of the cultural heritage of the Canal**, while simultaneously enhancing **tourism development and connecting the local community with its historical identity**.

At the Mobile & Connected Awards, the Digital Museum was recognized in the Smart Everything category. Through the app for smartphones and tablets, users can access and enjoy Greece’s cultural heritage, such as the Corinth Canal, through technology.

The Corinth Canal was honored with the **“Silver Best City Award 2025”** in the category **“Virtual tours of museums, archaeological and historical sites,”** as part of the **Best City Awards 2025 Boussias..** The **Best City Awards**, the unique institution that rewards innovation and quality of life in Greek cities, held this year a particularly bright and dynamic award ceremony, with the participation of government representatives, businesses, members of the Jury, winners, and journalists.





This particular distinction constitutes significant recognition of the coordinated efforts of the Corinth Canal and Wings ICT Solutions, which collaborated to develop innovative applications through the **wi.Live** program. This program offers new ways to access and enjoy Greek cultural heritage, with a notable example being the Digital Museum of the **Corinth Canal**, which highlights the history and significance of the project using modern technological means. The award underscores our commitment to actively contribute to innovation, digital advancement, and overall economic development, while simultaneously promoting cultural heritage and enhancing the visitor experience. The Corinth Canal remains firmly focused on its vision to innovate, enrich the public's cultural experiences, and dynamically contribute to the sustainable development of Greek cities.

Link Digital Museum:
https://www.corinthcanalmuseum.com/s/canal_museum/page/home



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Experience the magical journey through the Corinth Canal with a **360° video** and an immersive **360° panoramic image tour** of the Canal.

360° Video Tour Link:
https://www.corinthcanalmuseum.com/s/canal_museum/page/apps

Using **AI-generated video technology**, historic photographs were brought to life, transformed into animated footage depicting the **construction and excavation of the Corinth Canal**.

Link Animation Video:
https://www.corinthcanalmuseum.com/s/canal_museum/page/videos



Added Value for the Company and by ESG Pillar

The **integration of technological applications in museums** significantly contributes to their modernization and to increasing their number of visitors, offering a more interactive and engaging experience to the public. By utilizing tools such as **virtual reality (VR)** and **augmented reality (AR)**, museums gain the ability to reach a broader range of visitors, enhancing their interest in culture and historical knowledge.

The use of interactive exhibits and digital applications allows visitors to actively engage with the displays, discovering the content in a more experiential and educational way. As a result, the visit experience becomes more enjoyable, appealing, and memorable, while simultaneously strengthening the public's connection to culture. This form of digital storytelling promotes



participation and encourages repeat visits, contributing to the long-term sustainability of museums.

The **introduction of technological applications** does not replace the physical experience of a visit, but **enriches it**, giving it a multisensory and educational character. In this way,

museums become attractions for **all ages and social groups**, combining culture, education, and innovation. The **Digital Museum of the Corinth Canal** is a prime example of **this new approach**, which blends cultural heritage with modern technology, enhancing the developmental potential and outward-looking character of the region.

Electronic Services (E-Commerce)

The digital modernization of the **Corinth Canal Societe Anonyme** represents a comprehensive transformation of its **business activities**, defining new approaches to service

delivery and enhancing the transparency and efficiency of its operations.

In 2024, the company's e-business system became fully operational, turning the transit of vessels through the Canal into a high-level service experience for customers and corporate partners. This system was designed

with a unified architectural structure, covering the full spectrum of **Business-to-Business (B2B) and Business-to-Consumer (B2C) electronic transactions.**

The new electronic services are fully automated and user-friendly, allowing for intelligent completion of the required fields and the submission of shipping documents, in accordance with the requirements of the **International Ship and Port Facility Security (ISPS) Code**, depending on the characteristics of each vessel. Users of the Canal can now utilize, through the official website www.corinthcanal.com, a comprehensive system of electronic services, which includes:

- **Calculation of toll fees,**
- **Electronic arrival notification,**
- **Secure payment through the Pay By Link system with credit or debit cards.**

The adoption of these services led to an increase in users' digital engagement for 2024, with 78% of private pleasure craft arrivals registering electronically and making payments through the new platform.

Through this digital initiative, the Corinth Canal Societe Anonyme enhances the level of service and strengthens the customer experience, while simultaneously improving the efficiency of internal processes and contributing to the reduction of its environmental footprint by decreasing the use of printed documents and physical transactions. The digital transformation of **Canal** represents an important step towards a more sustainable, smart, and **human-centered operation.**

Corinth Canal Data Network (Connectivity & Security Protection)

As part of the digital transformation of the **Corinth Canal Societe Anonyme**, significant

modernization and enhancement initiatives of the company's Data Network were completed in **2024**, aiming to improve operational performance and infrastructure security.

The upgrade included the replacement of all old wireless link antennas with new, high-performance ones, as well as the development of three independent **VLANs** from the **Computer Room to Poseidonia and towards the Technical Department.** At the same time, enhanced security and access control settings were implemented, ensuring the protection of personnel, equipment, and navigation in the Canal.

These interventions facilitate the installation of monitoring systems and security cameras, enhancing overall supervision and operational continuity of the facilities. The completion of the project underscores the Corinth Canal Societe Anonyme's commitment to continuous improvement, technological advancement, and adaptation to the requirements of the modern digital environment, representing another step towards its full transition to a sustainable and 'smart' operational model.

Digital Transformation Index

Since 2022, the **Corinth Canal Societe Anonyme** has implemented mechanisms for systematically monitoring its progress on digital transformation issues, through performance and evaluation indicators. For this purpose, a reference framework has been created that allows continuous monitoring, analysis, and periodic review of the company's performance in the areas of digital development and innovation.

The results of this process provide Management and interested stakeholders with valuable data for making informed decisions, allowing them to recognize

successes but also identify areas with room for improvement.

In this context, the Hellenic Corporation of Assets and Participations developed the **Digital Transformation Index**, which holistically reflects the level of digital maturity of the companies in its portfolio. This Index serves as a strategic assessment and guidance tool, enhancing transparency, comparability, and continuous improvement of Corinth Canal Societe Anonyme 's digital performance.

In 2024, **Corinth Canal** showed an increase in the digital transformation index and adoption of new technologies, ranking it among the top companies in the HCAP portfolio with a rate of **37%**.

Data Protection

GRI 418-1, ATHEX C-G6

The **Corinth Canal Societe Anonyme** demonstrates a strong commitment to protecting the personal data of partners, suppliers, customers, and all citizens who come into contact with the company, fully complying with the General Data Protection Regulation (EU) 679/2016 (GDPR) and relevant national legislation.

The company has adopted high-level organizational and technical measures, ensuring the security, integrity, and validity of data. Additionally, it has posted on its official website the "Privacy Statement - Personal Data Protection," where information is clarified transparently.:

- the type of personal data that is collected,
- the purposes and legal bases of the processing,
- the way it is managed and the duration of retention,

- as well as the measures taken to ensure the confidentiality and protection of the information.

The **Corinth Canal Societe Anonyme** does not transmit personal data to third parties, unless required by law or for a legitimate professional need, always ensuring their secure processing and use. At the same time, it implements mechanisms for assessing and addressing risks that could affect the integrity or confidentiality of the data, limiting their retention to the absolutely necessary time period to achieve the purposes of processing.

For the reference year **2024**, no confirmed incidents of personal data security breaches were recorded, which confirms the consistency and effectiveness of the measures the company implements in the field of data protection and digital compliance.

Business Ethics and Transparency

GRI 3-3, ATHEX C-S6

The **Corinth Canal Societe Anonyme** highlights its commitment to fundamental principles of ethics, transparency, and accountability, which form the cornerstone of its corporate operations. The company adheres to high standards of professional conduct, enhancing the trust of all stakeholders and ensuring integrity at every level of its activities.

Transparency is a key pillar of the Corinth Canal Societe Anonyme 's corporate culture, promoting clear, open, and honest communication, as well as transparent information management. Through this approach, the company seeks the continuous improvement of governance systems and the strengthening of trust with its stakeholders.

At the same time, it emphasizes ethical management and responsible oversight, integrating the principles of accountability,



meritocracy, and integrity into its daily operations. In this way, the Corinth Canal Societe Anonyme builds a strong and reliable corporate environment, which contributes significantly to achieving sustainable development and ensuring long-term value for society and its shareholders.

Regulatory Compliance

GRI 2-23 (c, f), GRI 2-27, ATHEX C-S6, ATHEX C-G5, ATHEX A-G2

The Corinth Canal Societe Anonyme has established a Code of Ethics and Professional Conduct, which is fully aligned with the

company's ethical principles and values, creating the framework for the responsible and ethical behavior of all its employees and partners. The Code includes standards of conduct that promote gender equality, respect for individual rights, as well as acceptance and respect for diversity.

Compliance with the **Code** is a collective responsibility of all employees, while training and the signing of a Personal Commitment ensure understanding and implementation of the principles it entails. At the same time, the Corinth Canal Societe Anonyme implements a high-standard corporate governance framework, which includes the Corporate Governance Code, as well as a series of

policies, procedures, and internal controls to enhance transparency, ethical behavior, and the responsible operation of the company.

Indicatively, the company has established:

- **Third-Party Due Diligence Policy**, which ensures high standards of partnerships and data security.
- **Personal Data Protection Policy**, which aligns with the GDPR and enhances trust with stakeholders.
- **Whistleblowing Policy**, which promotes transparency and encourages the responsible reporting of potential violations.
- **Privacy Policy**, which ensures compliance with the highest standards of confidentiality.

The Corinth Canal Societe Anonyme remains fully committed to compliance with the applicable legal and regulatory framework, as well as its corporate policies. For the reporting year 2024, no incidents of violations of laws or regulations were recorded, nor were any financial or non-financial sanctions imposed, which confirms the company's commitment to transparency, integrity, and accountability.

The policies of the Corinth Canal Societe Anonyme approved by the Board of Directors are presented in the table below.

The policies of the Corinth Canal Societe Anonyme approved by the Board of Directors are presented in the table below.

The Corinth Canal Societe Anonyme Approved Policies	
1	Code of Ethics and Professional Conduct 2
2	Third-Party Due Diligence Policy
3	Privacy Policy
4	Whistleblowing Policy
5	Privacy Policy

Conflict of Interest

GRI 2-15 (a)

The role of the Corinth Canal Societe Anonyme as the administrator of the Corinth Canal entails **special responsibilities** for ensuring integrity, transparency, and trust in every aspect of its operation. The company consistently promotes a **compliance culture**, which serves as the foundation of its corporate reputation and reliability.

For the effective management of compliance issues, the company has established **internal procedures and organizational structures** that ensure the prevention, identification, and handling of risks related to non-compliance, in accordance with international best practices. At the same time, continuous monitoring of the regulatory and legislative framework is carried out to ensure the timely adaptation of the company to the prevailing requirements.

The Corinth Canal Societe Anonyme has established **conflict of interest prevention policies** concerning the Board of Directors, executives, and its associates. All company members are required to promptly and in writing inform the Compliance Officer of any personal or financial interest that could affect the impartial execution of their duties. In cases of doubt, those involved must seek guidance from the Officer to prevent potential conflicts of interest.

The company actively encourages all executives, employees, and associates to **immediately report any incidents** of corruption, bribery, or conflicts of interest, ensuring the confidentiality and independence of investigation procedures. In the case of confirmed violations or illegal practices, the Corinth Canal Societe Anonyme proceeds with the immediate termination of any transactional relationship with the involved parties.

The company's employees, in the performance of their duties as well as in their personal

activities, must avoid any actual or potential conflict of interest, thus contributing to the maintenance of the organization's integrity and credibility. Through this continuous commitment to transparency, accountability, and institutional consistency, the Corinth Canal Societe Anonyme strengthens the trust of stakeholders and ensures its sustainable and ethical operation.

Anti-Corruption and Anti-Bribery Policy

GRI 205-3

A.E.D.I.K. maintains and implements an Anti-Corruption and Anti-Bribery Policy, which confirms its firm **commitment to integrity, transparency, and ethical corporate behavior**. This policy sets clear principles, limits, and obligations, aimed at preventing, detecting, and addressing instances of corruption in every aspect of corporate operations.

The **policy is applied universally** to all employees, executives, and partners of the company, ensuring that every activity, decision, and transaction is governed by **transparency, legality, and professional ethics**. The Corinth Canal Societe Anonyme follows a zero-tolerance policy for any form of corruption, bribery, or inappropriate behavior that violates this policy.

In this context, practices such as the following are **strictly condemned**:

- The **abuse of power** or position for personal gain (monetary or otherwise).
- The **promise, provision, offering, or acceptance** of any benefit with the aim of performing or avoiding the performance of an act in violation of duties.

In cases of violation, the company immediately proceeds to terminate the collaboration or employment relationship,

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while simultaneously taking all necessary legal actions.

The Corinth Canal Societe Anonyme also implements third-party due diligence procedures, aiming to identify and avoid partnerships that could entail risks of corruption or mismanagement.

During **2024**, the company provided specialized training on anti-corruption and ethics topics to its staff, strengthening a culture of transparency and accountability. Additionally, internal auditors, the Compliance Officer, and personnel department executives participated in workshops and webinars organized by the Hellenic Corporation of Assets and Participations (HCAP), acquiring specialized knowledge and skills for the effective management of compliance issues.

Tangible evidence of the effectiveness of these mechanisms is the fact that during the reporting year 2024, no incidents of corruption or bribery were recorded. The Corinth Canal Societe Anonyme continues consistently to strengthen prevention and control processes, ensuring an environment of integrity, trust, and corporate responsibility.

Reporting Policy

GRI 2-23

The **Corinth Canal Societe Anonyme** confirms its commitment to transparency, accountability, and responsible operation through the Board-approved Whistleblowing Policy, which constitutes a fundamental pillar of the company's philosophy and the ethical culture that governs it.

This Policy ensures a safe, confidential, and anonymous communication channel for all employees, partners, and stakeholders who wish to report possible violations, inappropriate practices, or breaches of the company's policies.

The management and evaluation of reports are handled by the Compliance Officer, who ensures the legal, fair, and objective investigation of each complaint, safeguarding anonymity and preventing retaliation against those who submit reports in good faith.

During the reporting year 2024, no reports or complaints were recorded at the Corinth Canal Societe Anonyme. Nevertheless, the company remains fully committed to continuously strengthening transparency mechanisms and effectively managing potential reports in the future, aiming at the ongoing improvement of corporate governance processes and the enhancement of trust among all stakeholders.

Third-Party Due Diligence Policy

GRI 2-23

The Corinth Canal Societe Anonyme, with absolute respect for its partners, suppliers, and other third parties, expects that all collaborations will be governed by transparency, integrity, trust, and professionalism, in full alignment with the principles and values upheld by the company.

To ensure these principles, the Third-Party Due Diligence Policy is implemented, which includes a risk assessment system and a preventive compliance check before the commencement of any business relationship. The process is conducted by the Procurement Officer, with the support of the Compliance Officer, through a standardized questionnaire and the use of publicly available information.

In cases where increased risk indicators are identified, additional due diligence measures are provided for, such as expanding the control, entering into contracts with special clauses, and periodically reviewing the collaboration. At the same time, all partners and suppliers are contractually committed to adhering to the principles of transparency, ethical behavior, and combating corruption and bribery, as defined in the company's Code of Ethics and Professional Conduct.

The Policy also places particular emphasis on the security and protection of personal data, ensuring that every third party complies with the relevant legislative requirements. In high-risk cases, contractual clauses, compliance training activities, and periodic audits are activated, enhancing prevention and transparency across the entire supply chain.

The Corinth Canal Societe Anonyme encourages the reporting of potential violations of the Third-Party Due Diligence Policy and is committed to promptly investigating and taking action, including terminating partnerships in cases of confirmed violations. Through this Policy, the company strengthens its framework of corporate responsibility and regulatory compliance, ensuring that every collaboration aligns with the values, integrity, and reputation that characterize the Corinth Canal Societe Anonyme.



Appendix



GRI Table

Usage Statement	The Corinth Canal Societe Anonyme has published the information included in this GRI table for the period from January 1, 2024, to December 31, 2024, with reference to the GRI standards.		
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	2-3 Reporting period, frequency, and contact details	About the Report	9
	2-4 Rephrasing of information	About the Report	9
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	2-7 Human Resources	Human Resources	59
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	2-28 Participation in associations, international/national organizations, programs, or committees	Participation in Initiatives and Organizations	19
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	2-30 Collective agreements	Human Resources	59
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GRI 409 Forced or Compulsory Labor 2016	409-1 Businesses and suppliers at significant risk for incidents of coercion or forced labor	Supply Chain	23
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GRI 405 Fair Treatment of Employees 2016	405-1 Composition percentages of governance bodies by gender, age group, and other diversity indicators	Human Resources	59
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