

2023

SUSTAINABILITY REPORT



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Message from the CEO



GRI 2-22 «Statement of sustainable development strategy»

Dear Partners,

It is with great satisfaction that we present the second Sustainability Report of Corinth Canal S.A., covering the year 2023. This report highlights our ongoing commitment to promoting sustainability and responsible operations. At Corinth Canal S.A., we work tirelessly to establish the Canal as a landmark in the maritime sector, offering services that meet the highest international standards while supporting the development of the region's tourism and cultural heritage.

The year 2023 marked a period of progress and adaptation to the new demands of sustainability and climate change. We recognize that the success of the Canal is intrinsically linked to our ability to

address contemporary challenges by taking proactive measures for environmental protection and enhancing social responsibility. In this context, we integrate sustainability principles into our practices, investing in solutions that foster environmental responsibility and social solidarity.

Monitoring international and national sustainability targets and aligning with the strategies of the Growthfund, our company's shareholder, remain central priorities for us. The continuous improvement of our service quality serves as the foundation for strengthening our national and international maritime and tourism presence.

We look to the future with optimism and determination. We continue to invest in innovation and sustainability, ensuring that the Canal will remain a pillar of development and sustainability for generations to come.

Vasileios Andrikopoulos
CEO

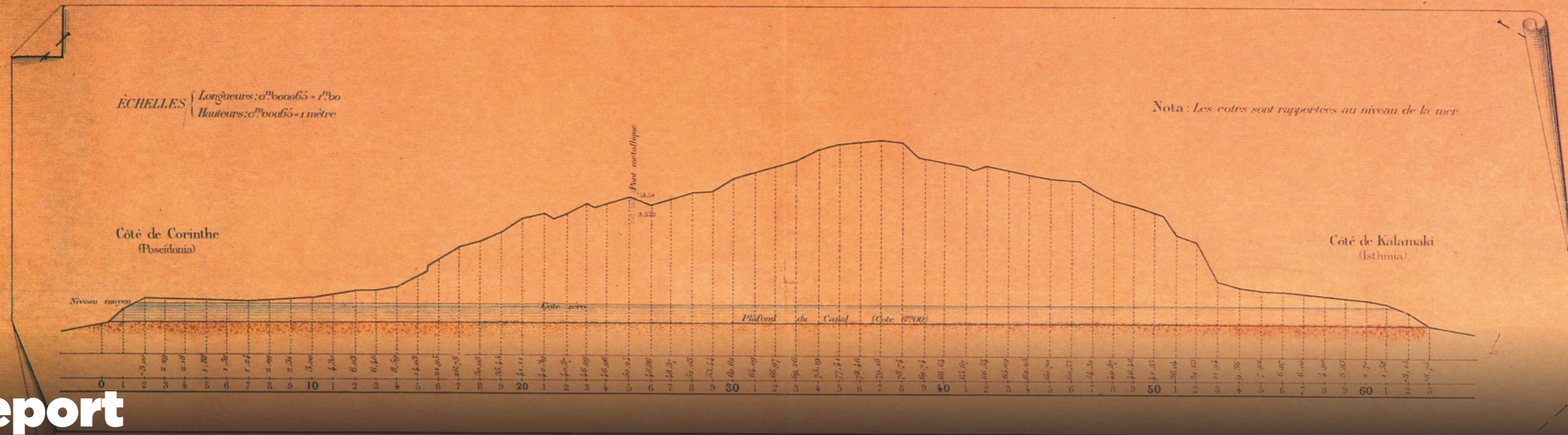


**ABOUT
THIS
REPORT**



CANAL MARITIME DE CORINTHE

PROFIL EN LONG



About this Report

GRI 2-2 «Entities included in the organization's sustainability reporting» | **GRI 2-3** «Reporting period, frequency and contact point» | **GRI 2-4** «Restatements of information» | **GRI 2-5** «External assurance»

This report constitutes the second Sustainability Report of Corinth Canal S.A. (hereinafter A.E.D.I.K.). It is available in electronic format on the company's website and covers the period from January 1 to December 31, 2023, which aligns with the reporting period of the company's financial statements. For the second consecutive year, the company presents its strategy, as well as the full scope of actions and achievements in the areas of environment, society, and corporate governance, thereby reaffirming its overall commitment to sustainability.

The report aims to inform stakeholders about the management of material issues, the analysis of which significantly shaped the content of this report, the company's actions towards sustainability, and its responsible contribution to the United Nations Sustainable Development Goals (SDGs).



This report was published on 20/12/2024, includes data solely at the level of the company, and has been prepared in accordance with the Global Reporting Initiative Standards (GRI Standards 2021), the UN Global Compact, and the 17 Sustainable Development Goals (UN SDGs). For the 2023 Sustainability Report, the company has not sought external assurance. There are no restatements of information compared to the 2022 Sustainability Report.



Contact Information for the Sustainability Report:
Dimitris Roussis

Strategic Planning Unit for Commercial & Sustainability Development
T: +30 2741 0 30 880 / @: d.roussis@corinthcanal.com



At a Glance

Company Profile

- Passage of 11,000+ commercial and private vessels
- Ships from 70+ different nationalities
- 78% of recreational vessel transits utilized the new electronic services for Notification & Electronic Payment
- Slope restoration and maintenance works
- Environmental management of waste lubricating oils and oily residues from floating vessels in compliance with IMO standards
- 2 submersible bridges at Poseidonia and Isthmia to facilitate connectivity between mainland Greece and the Peloponnese
- Online Ticketing & Customer Experience Enhancement through Digital B2B & B2C services

Participation in the “TRIERES” program, the first hydrogen valley in Greece, specifically in the project for hydrogen utilization in the company’s vessels



*GRI 2-1 «Organizational details»
GRI 2-6 «Activities, value chain and other business relationships»*

A.E.D.I.K. plays a leading role in the maritime transportation sector as it manages the Corinth Canal, an international and vital hub for maritime traffic. Daily, it serves vessels arriving from busy ports such as those in the Ionian Sea, the Adriatic, the Aegean, the Eastern Mediterranean, and the Black Sea, offering a short and safe maritime passage. Thanks to the high-quality services provided by the company, the annual vessel transits exceed 11,000, representing at least 75 different nationalities, further enhancing its international character.



History of the Corinth Canal

History of the Company

*Painting by Leonidas Haikalis, copy of the painting by Konstantinos Volanakis
"The inauguration of the canal, July 1893"*

Following the opening of the Suez Canal in 1869, the Zaimis Government decided in November of the same year to cut through the Isthmus and enacted the law "on the Isthmus canalization." This law granted the government the authority to assign the privilege of constructing and operating the canal to a company or individual. Following the passage of this law, the project was assigned to French engineers E. Piat and M. Chollet.

The following significant milestones occurred:

- **1881:** The Greek State assigned the project to General István Türr (1825–1908), granting him the privilege to operate the Corinth Canal for 99 years.
- **1882:** Establishment of a joint-stock company by Türr under the name "International Society of Marine Corinth Canal." The dimensions of the canal were defined as follows: 22 meters wide at the bottom, 24 meters wide at the sea surface, and 8 meters deep. Construction commenced, and the study was entrusted to prominent figures in the field, including Béla Gerster (Chief Engineer of the Franz Canal in Hungary), engineer Vincent Dauzats (Chief Engineer of the Suez Canal), and Ferdinand de Lesseps. Among three proposed routes, the Neronian route was chosen as the most suitable and cost-effective, with a total length of 6,300 meters.
- **1890:** Work was halted for the first time due to a depletion of funds. The project resumed under the "Company of the Corinth Canal" led by Andreas Syngros, with the construction assigned to the contracting company of A. Matsas until completion.
- **1893:** The project was completed, and the inauguration took place on July 25, 1893. Investments in infrastructure significantly boosted the region's economy.

Below is a short presentation of the company's historical timeline since its establishment:

- **1906:** Commencement of financial control of the Corinth Canal by the National Bank of Greece and the creation of the company "New Joint Stock Company of the Corinth Canal" (N.A.E.D.K.).
- **1980:** Transfer of responsibility for managing the Corinth Canal to the Greek State and the establishment of the company "Anonymous Company of the Corinth Canal" (A.E.D.I.K.).
- **2001:** Concession of A.E.D.I.K.'s exploitation rights to a private company.
- **2009:** Termination of the contract with the private company.
- **2010:** Commencement of the Corinth Canal's management by A.E.D.I.K., providing transit, pilotage, and towing services.
- **2018:** Integration of A.E.D.I.K. into the National Fund of Greece (Growthfund). Management is exercised by the Board of Directors and the CEO, ensuring the seamless operation of the company under four directorates covering the areas of Finance, Maritime Services, and Technical Services.

Today, the company, headquartered at 16 Akadimias Street in Athens, operates as a private legal entity, under the supervision of the Ministry of Finance and adhering to private market regulations.



Activities

Our Vision and Values

GRI 2-6 «Activities, value chain and other business relationships»

The operation of the company, in accordance with its founding provisions and articles of association, is tasked with 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 amended by section (d) added under paragraph 2 of Article 34 of Law 2768/1999, Government Gazette A 273, the company is engaged in the study, construction, maintenance, improvement, administration, utilization, and tourism development of:

- The Corinth Canal, as well as the floating-submersible bridges located at the entrances of the Isthmia and Poseidonia ends, including their appendages.
- The properties adjacent to the Corinth Canal, as described in Article 3 of this law.
- The breakwaters located at both entrances of the Isthmia and Poseidonia ends.
- Other properties owned by the company.



The sole purpose of A.E.D.I.K. is the exercise and utilization of the Canal Rights to ensure the smooth and uninterrupted operation of the Corinth Canal.

Our vision is to create a world where business growth coexists harmoniously with environmental protection and social well-being. We envision the Corinth Canal becoming a model service hub for global shipping, providing comprehensive, high-quality, safe, and reliable transit services that comply with high international standards and maritime route norms.

By leveraging our facilities, we aim to contribute to the broader tourism development of the region, showcasing its unique cultural and historical heritage.

Thus, the values that define our overarching philosophy and, consequently, the way we operate and evolve as a company are:

- Respect for the environment.
- Commitment to our people.
- Ethics and integrity in the company's decisions.
- Responsibility and respect for the needs of the company's customers, employees, partners, and suppliers.

Through this approach, the company contributes to promoting sustainability and shaping a socially responsible and environmentally sustainable future.



Participation in Initiatives & Organizations

GRI 2-28 «Membership associations»

The participation of A.E.D.I.K. in seminars and conferences is a strategic choice reflecting its steadfast commitment to sustainability. Through participation in such frameworks, the company fosters the cultivation of best practices in the shipping sector while showcasing its dynamic approach to innovation and sustainable business practices. Active involvement in efforts to promote social well-being and environmental protection, as well as the exchange of knowledge and experiences with other leading stakeholders in the field, significantly contributes to the development of sustainable practices and enhances the company's performance.



During 2023, A.E.D.I.K. participated in major Shipping and National Exhibitions, highlighting its dynamic presence on the international stage. The events in which the company participated during 2023 include:

- International Shipping Exhibition BREAKBULK EUROPE 2023: Through its exhibition booth, A.E.D.I.K. conducted over 80 B2B meetings, engaging directly with clients and industry representatives.

- KORINTHIA 2023: From Thursday, June 15, to Sunday, June 18, 2023, the Corinth Canal participated in the exhibition activity "KORINTHIA – PELOPONNESE 2023," aiming to promote innovation, extroversion, and the vitality of businesses in the Peloponnese, while enhancing commercial competitiveness. The event was held in the Land Zone of the Port of Corinth under the auspices and support of the Ministry of Development, the Ministry of Rural Development and Food, the Ministry of Tourism, the Region of the Peloponnese, the Municipality of Corinth, the Chambers of Commerce of the Peloponnese, the Central Union of Chambers of Greece, and the TIF-HELEXPO.
- Participation in the Growthfund Pavilion at the Thessaloniki International Fair 2023: As a subsidiary of the Growthfund, A.E.D.I.K., along with other group subsidiaries, showcased corporate achievements, upgraded services for citizens, and best practices in corporate governance and ESG.
- 1st Growthfund Conference, "Towards a New Business Model: Bridging Public and Private Sectors": Senior management representatives attended the 1st Growthfund Conference, where distinguished speakers, high-ranking government officials, and executives from the private sector and public enterprises of the Growthfund group discussed how integrating public policies and business practices can substantially contribute to Greece's developmental trajectory.

These activities clearly demonstrate that the company operates as an active member of the international shipping community, playing a prominent professional role and promoting best practices and innovative solutions.



Value Chain

GRI 2-6 «Activities, value chain and other business relationships» | **GRI 408-1** «Operations and suppliers at significant risk for incidents of child labor»
GRI 409-1 «Operations and suppliers at significant risk of incidents of forced or compulsory labor»

The responsible selection of the supply chain is a crucial factor for the overall sustainability of A.E.D.I.K., as developing long-term relationships of trust and transparency with suppliers and partners positively impacts its social, environmental, and economic performance. A.E.D.I.K. relies on strict agreement protocols to ensure that every partner meets high national and European standards. Moreover, the company ensures the financial robustness of its partners, focusing on best practices in labor ethics, maintaining consistent communication with them, and encouraging the collection of information about their operations and procedures to confirm alignment with practices that uphold respect for human rights.

The company's commitment to the sustainability of its supply chain, through the use of rigorous agreement protocols, remains steadfast as it consistently works on improving its processes. This is evidenced by the fact that, up to 2023, there were no identified risks from supplier activities contravening the right to assembly and collective bargaining, nor were there any incidents of forced or child labor.

A.E.D.I.K. constitutes a business ecosystem that focuses on drafting studies for the construction and maintenance of projects, harmoniously coexisting with the natural beauty of the city, ensuring the smooth administrative organization of its operations, and promoting the region's tourism development. To optimize service delivery, A.E.D.I.K. collaborates with a wide range of leading companies in sectors such as maritime transport, fuel, lubricants, and maintenance services. Without any changes compared to 2022, the structure of the company's value chain by activity sector is presented below:

Downstream

The services provided to customers (Commercial and Private) – users of the Corinth Canal, detailed below, include Transit, Tugging, and Piloting. Additionally, A.E.D.I.K. engages in market monitoring, cargo chartering, domestic and international tourism, and recording and analyzing transit data.

1. Commercial Customers: Shipping companies, shipping agents, cargo chartering companies, and domestic and international yacht charter companies.

2. Private Customers: Owners of private recreational boats.

To deliver these services optimally, the company has adopted various practices and initiatives:

- CRM techniques based on customer importance and category.
- Structured meetings and visits with Commercial Customers.
- Customer reward programs for regular use of the Canal's services.
- Discount programs and promotional packages based on usage frequency.
- Web-based B2B or B2C electronic services.
- Mobile applications and social media.
- Participation in maritime exhibitions and conferences.

Upstream

Product and service supplier network:

1. Suppliers of fuels, lubricants, and maintenance services and materials for vessels.
2. Electricity providers for the operation of bridges (Poseidonia, Isthmia), canal lighting, and administrative services.
3. Suppliers of maintenance services and materials for bridges.
4. Providers of IT programs and network maintenance systems.
5. Shipping agents representing vessels for canal transit.
6. Providers of P&I insurance for company vessels, facilities, vehicles, and employees.

Business and Investment Plans

GRI 203-1 «Infrastructure investments and services supported»

A.E.D.I.K., committed to creating value and sustainable practices, took action in 2023 to reduce its energy and carbon footprint, while completing initiatives that had already been underway from the previous year. Notably, the initiative for the installation of photovoltaic panels on the Administration buildings was studied, with the goal of energy savings. This initiative reflects the company's commitment to innovative solutions that contribute to creating economic value and promoting sustainability.

Below are some of the most significant investment plans and actions undertaken by the company during the 2022-2023 period:

- Completion of the Corinth Canal digital museum project, which was fully funded by the ESPA program and integrated into the Canal in June 2022, following the approval of the project "Highlighting and promoting the history and cultural value of the Corinth Canal & the digital presentation of A.E.D.I.K. Industrial Museum" under Code O.P.S. 5093585, as part of the Operational Program "Competitiveness, Entrepreneurship, and Innovation 2014-2020" and in the Priority Axis "Development of support mechanisms for entrepreneurship."
- The Technical Services staff repaired and activated the iron grate for the lifting and lowering of A.E.D.I.K.'s small vessels. After the repair was completed in 2023, 6 vessel lifts were carried out, saving €150,000 compared to the equivalent total cost at an external shipyard.
- The company provided the space and equipment, such as aluminum panels and special tents for booth construction, for the expansion of the existing InfoKiosk at the Isthmus, located at the old road bridge of the Athens-Corinth National Road, in collaboration with the LTO (Loutraki Tourism Organization), alongside the support of the Peloponnese Region. This highlights the Corinth Canal and the Isthmus as the Gateway to the Peloponnese, a point of immense tourist significance.
- Investing in the digital transformation of services to customers, including e-business, whose implementation drastically upgraded business operations to achieve a high level of service for both Customers and Corporate Partners. Specifically, with the reopening of the Canal, users of the Corinth Canal through the official website www.corinthcanal.com can fully utilize the newly available online services, including transit fee calculations, electronic arrival notifications, and the ability to make payments via credit or debit card through the secure Pay By Link system. The expenditure for this specific digital development initiative reached €50,000.



Sustainability

A.E.D.I.K. is committed to aligning its business with a specific sustainability strategy, outlining in this framework the commitments and responsibilities it assumes towards the three pillars of sustainability: Environment, Society, and Corporate Governance (ESG), promoting well-being in the short, medium, and long term. The company's sustainability strategy aims at the gradual integration of sustainable development principles across all its activities and operations, which are based on international best practices in the industry, with the goal of creating value for stakeholders and the broader society.

The company adapts its strategy with a focus on sustainable development and takes initiatives on environmental, social, and governance issues.





Environment

A.E.D.I.K. operates with the aim of protecting the environment and conserving natural resources. To this end, specific recycling and energy-saving practices are implemented, in line with the actions listed below:

- An approved plan by the Port Authorities for addressing marine pollution and a study for the installation of photovoltaic panels to reduce the energy footprint of the Administration buildings.
- Implementation of circular economy processes: removal and recycling of solid and liquid waste in collaboration with certified suppliers, such as CYTOP and HEC.
- Upgrading old energy-consuming mechanisms with new technologies, such as inverters, to reduce energy consumption and the energy footprint.
- Use of low-sulfur fuels for the vessels to reduce the energy footprint of our ships.



Human Resources, Local Community, and Social Responsibility

A.E.D.I.K. is committed to creating value for both its employees and the broader community it serves. A.E.D.I.K. has traditionally adopted a human-centered approach, and creating ideal working conditions is a commitment of the Management. In this context, A.E.D.I.K. sets the following goals:

- Safeguarding the health and safety of employees through supervision by the Safety Engineer and the presence of an occupational physician.
- Promoting continuous education and development of employees and providing incentives for their participation in group sports and wellness programs.
- Supporting equality and respecting diversity.
- An annual employee satisfaction and engagement survey is conducted in collaboration with the international organization Best Place to Work.
- Cooperation with the Loutraki Tourism Organization to promote the tourism and cultural significance of the area through various services, such as providing building facilities to host various cultural and sporting events.

Economic Policy and Corporate Governance

A.E.D.I.K. has consistently emphasized economic sustainability and its continuous development, adapting and evolving its existing business model, expanding into new activities, and creating economic value for shareholders and all stakeholders. It seeks continuous improvement of its products and services by adopting innovative digital solutions. Finally, the company constantly seeks new opportunities, forming strong relationships of cooperation and trust with clients, while also aiming to reduce operational costs for more efficient functioning.

Key Figures of the 2023 A.E.D.I.K. Financial Statement	
Direct economic value created: Revenue and other income	4,377,831.92 €
Distributed economic value (suppliers): Operating costs	1,476,382.06 €
Distributed economic value (employees): Wages and benefits	2,380,765.88 €
Distributed economic value (government): Payments to government	677,187.70 €
Distributed economic value (capital providers): Payments to capital providers	295,448.33 €

Regarding corporate governance, A.E.D.I.K. operates in full compliance with the legislation and recent regulations. The management of A.E.D.I.K., having set transparency in decision making as its compass and adhering to high standards of ethical conduct, demonstrates zero tolerance to incidents of fraud, corruption and market abuse. Furthermore, it applies all necessary measures to monitor, prevent and respond to such incidents throughout its operations, thus creating a healthy business environment. Specific actions that are being implemented and that actively demonstrate the above are:

- Improvement of the Board of Directors' operating regulations with the addition of the Audit Committee's operating regulations.
- Creation of an Internal Audit Unit within the existing organizational chart.
- Modification of the Audit Committee's function by including the functions of risk management.
- Approval of all regulatory compliance policies by the Board of Directors (Code of Conduct, third party due diligence, etc.).

2024 ESG Targets

E - ENVIRONMENT

- ISO 14001:2015 Environmental Management System**
Preparation to obtain ISO certification
- Creation of Electric Vehicle Charging Station**
Installation of chargers according to the relevant studies
- Installation of PV Panels**
Investigation of cost and feasibility study for the installation of a PV station at the Technical Service premises
- Hydrogen Utilization Program in Pilot Tugboats**
Preparation for inclusion in the pilot program "TRIERES" for the implementation of pilot projects utilizing hydrogen in (urban buses, passenger vehicles, shipping, power generation units), co-financed by the Horizon Europe program and the Clean Hydrogen Partnership.

G - GOVERNANCE

- Sustainability**
 - Publication of the second Sustainability Report
 - Appointment of a Board member, responsible for ESG communication to the Management and the Board
- ESG Data Collection Systematization**
Data collection on Environment & Social issues
- Sustainability Reporting**
ESG reporting to the Board of Directors
- Risk Management**
Risk Analysis & Assessment - Risk Action Plan
- Installation of Electronic Document Circulation System & Electronic Protocol**
Installation of Electronic Document Circulation System by digitizing the Protocol and handling of documents digitally reducing the cost of paper & printing supplies

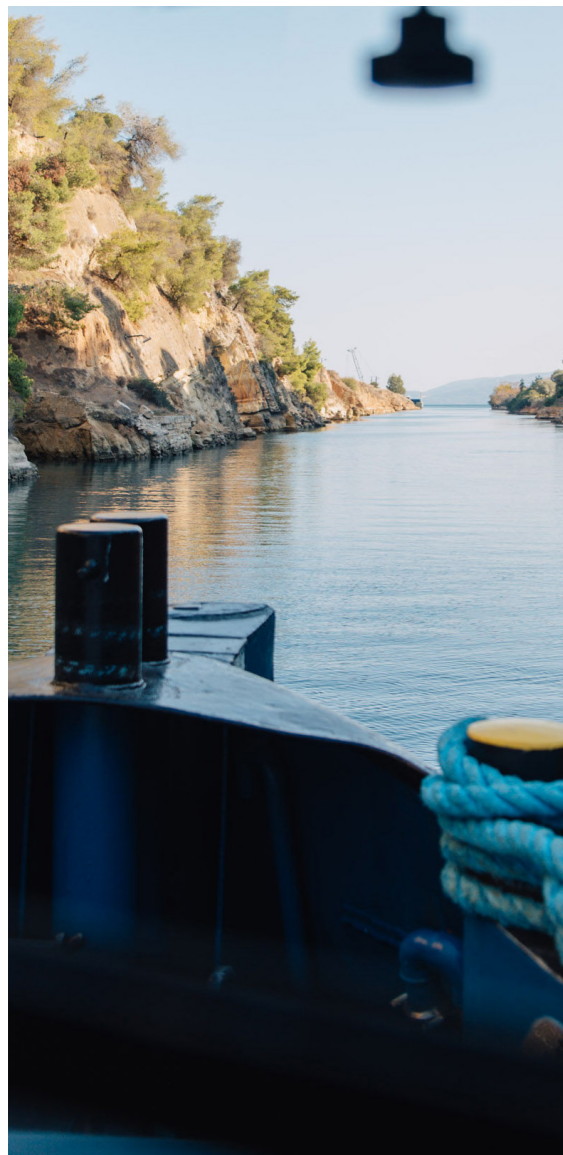
S - SOCIETY

- Rebranding**
Creation of new logo and brand identity
- ISO 9001:2015 Quality Management Systems**
Preparation to obtain ISO certification
- ISO 45001 Health & Safety Management System**
Preparation to obtain ISO certification
- Corinth Canal Digital Museum**
Full operation and promotion of the Corinth Canal Industrial Museum with the aim of the promotion & development of the History and Cultural value of the Canal. Museum website : www.corinthcanalmuseum.com
- Best Place to Work Survey**
Briefing of staff on the results of the 2023 survey and setting of the date of the 2024 survey
- Preparation of the Corinth Canal Museum**
Works for the creation of the Museum of the Canal
- Corinth Canal Kiosk**
Installation of the Corinth Canal Kiosk in the Canal's courtyard providing amenities to visitors, customers and Canal employees.

A.E.DI.K. and the UN Sustainable Development Goals

A.E.DI.K. recognizes the global importance of the Sustainable Development Goals (SDGs), which were adopted in 2015 by all UN member states as part of the 2030 Agenda for the welfare and peace of a sustainable planet. The company understands that supporting these goals is crucial for shaping a sustainable and responsible business model, and as such, they are reflected in its overall

strategy. Through its commitment to the majority of these goals, A.E.DI.K. evolves into a modern company, adapting to the needs of consumers and the local community, while always respecting human rights. The table below presents A.E.DI.K.'s contribution to the United Nations Sustainable Development Goals.



Pillar	Sustainable Development Goal	Our contribution
Society	1 ΜΗΔΕΝΚΗ ΨΙΔΕΙΑ	We support vulnerable groups.
Society	3 ΚΑΜ ΎΓΕΙΑ ΚΑΙ ΕΥΒΕΛΙΑ	We take measures and care for the health and safety of our employees.
Society	4 ΒΙΩΣΙΜΗ ΕΚΠΑΙΔΕΥΣΗ	We continuously invest in the training of our employees.
Society	5 ΙΣΟΤΗΤΑ ΤΩΝ ΨΥΧΩΝ	We provide equal opportunities to all our employees.
Environment	7 ΠΡΩΤΗ ΚΑΙ ΚΑΘΑΡΗ ΕΝΕΡΓΕΙΑ	We ensure the rational use of energy and the adoption of technologies aimed at reducing greenhouse gas emissions.
	9 ΒΙΩΣΙΜΑ ΚΑΙΝΟΤΟΜΙΑ ΚΑΙ ΥΠΟΚΡΕΙ	
Society	8 ΔΙΟΡΓΑΝΩΣΗ ΕΡΓΑΣΙΑΣ ΚΑΙ ΟΙΚΟΝΟΜΙΚΗ ΑΝΑΓΕΝΝΗΣΗ	We respect diversity by providing full and productive employment and decent working conditions for all.
Environment	13 ΑΡΑΧΗ ΓΙΑ ΤΟ ΚΛΙΜΑ	We use energy sensibly, while adopting technologies aimed at reducing greenhouse gas emissions.
Environment	15 ΖΩΗ ΣΤΗ ΓΗ	We take all necessary measures to minimize the environmental impact of our operations.
Environment	14 LIFE BELOW WATER	We operate with respect for the seas and water resources.
Governance	16 ΕΙΡΗΝΗ, ΔΙΚΑΙΟΣΥΝΗ ΚΑΙ ΔΕΣΜΟΙ	We operate with integrity, setting rules and procedures that enhance transparency by protecting the privacy of our customers and preventing incidents of corruption.

Relationships with Stakeholders

GRI 2-29 «Approach to stakeholder engagement»

At A.E.DI.K., regular and seamless consultation is pursued with both internal and external stakeholders through communication channels, with the aim of incorporating their expectations and opinions into the decision-making process. Through continuous, transparent, and two-way dialogue with all stakeholders, the company demonstrates its commitment to responsible business practices, effectively addressing emerging challenges. The company has mapped, recognized, and prioritized its stakeholders, developing a communication plan to understand their expectations on issues related to the company. The company's stakeholders are categorized into direct and indirect stakeholders, based on their level of involvement in the company's operations, as follows:

Direct stakeholders: Growthfund (Shareholder), Management, Board of Directors, Employees, Customers, Suppliers.

Indirect stakeholders: Government - Government Services, First-Level Local Authorities (Municipalities, Community Districts), Second-Level Local Authorities (Peloponnese Region & Corinthia Regional Directorate), Port Authorities, Auditors, Corinthia Chamber of Commerce, Banking Institutions, Media, and Local Communities.

Similarly, the company distinguishes its stakeholders as internal and external, as presented in the following table.

Internal Stakeholders	External Stakeholders
1. Growthfund - Shareholder	1. Customers (Shipping Companies, Shipping Agents, Yacht Charter Companies, Private Yacht Owners, Fishermen, Greek & Foreign Military Vessels)
2. Board of Directors	2. Suppliers (Electricity Provider, Supplier of Marine Fuel for Vessels, Classification Society for Vessel Inspections, IT Support Services, etc.)
3. Management	3. Government - Government Services (Port Authorities (Corinth-Canal-Isthmia, Coast Guard Operations Center), EFKA, Tax Authorities, NAT, Corinthia Police Directorate, Ministries)
4. Employees	4. Local Authorities (Peloponnese Region, Corinthia Regional Directorate, Loutraki-Perachora & Agioi Theodoroi Municipality, Corinth Municipality)
	5. Corinthia Chamber of Commerce
	6. Auditors
	7. Banking Institutions (Corporate Capital Accounts)
	8. Local Communities & Associations
	9. Media

Communication with stakeholders

Through consultation with the various stakeholder groups identified, A.E.D.I.K. enhances its understanding of significant environmental, social, and governance issues, ensuring the correct direction is taken for their prioritization and management. Special attention is given to building positive relationships with stakeholders. A.E.D.I.K. implements a comprehensive communication plan and presents in detail the processes and systems of this plan, in accordance with the principles of its founding provisions and statutes. The goal is to collect information, assess it, receive suggestions, and prevent potential issues that could harm the company. This approach enables the company to meet its commitments to provide high-quality services and maintain the well-being of its stakeholders.

The communication with stakeholders, the plan for which has remained unchanged from 2022, is conducted as follows:

Communication Plan (Internal Stakeholders)				
Ομάδα Ενδιαφερόμενων Μερών	Level of Significance	Communication Method/Channel	Stakeholder Needs	Response/Actions
Growthfund - Shareholder	Direct stakeholders	<ul style="list-style-type: none"> Phone Emails Meetings Reports Letters Consultation on project planning 	<ul style="list-style-type: none"> Management and sharing of information Regular reports Influence on project planning 	<ul style="list-style-type: none"> Transparent decision making Reports In-person meetings Video conferences
Management - Board of Directors	Direct stakeholders	<ul style="list-style-type: none"> Emails Meetings Letters Planned discussions Reports Events Surveys 	<ul style="list-style-type: none"> Management and sharing of information Regular reports Influence on project planning 	<ul style="list-style-type: none"> Transparent decision making Reports In-person meetings Video conferences
Employees	Direct stakeholders	<ul style="list-style-type: none"> Meetings with the Union Consultation Committees Letters Emails Surveys Events 	<ul style="list-style-type: none"> Consultation on employment matters Alignment of Operations with Labour Legislation 	<ul style="list-style-type: none"> Personal contact with the immediate Heads of Department or the Personnel Manager. Questionnaires and Electronic Correspondence through the Administration Secretariat.

Communication Plan (External Stakeholders)				
Stakeholder	Level of Significance	Communication Method/Channel	Stakeholder Needs	Response/Actions
Customers	Direct stakeholders	<ul style="list-style-type: none"> Phone Emails Meetings Portal E-services Letters Social media Customer Service B2B Meetings 	<ul style="list-style-type: none"> Waterway transit management Complaint resolving Forming partnerships Providing Discount Schemes to large corporate customers 	<ul style="list-style-type: none"> Waterway transit management Transparency in resolving complaints Forming partnerships Providing Discount Schemes to large corporate customers Professional Conduct Policies Data Protection Policies Updating the Portal and Social Media
Suppliers	Direct stakeholders	<ul style="list-style-type: none"> Phone Emails Meetings Letters Forming strong partnerships 	<ul style="list-style-type: none"> Collaboration Provision of materials & services based on specifications 	<ul style="list-style-type: none"> Transparency of procurements according to the provisions of Article 4412/2016 regarding the transparency of the procurement of the public sector Contract signing Development of a strong value chain
Government - Government bodies	Indirect stakeholders	<ul style="list-style-type: none"> Emails Meetings Reports Letters Consultation Press releases Structured Visits Company website 	<ul style="list-style-type: none"> Management and sharing of information Regular reports Consultation of company activities and projects Implementation of new legislation Financial results 	<ul style="list-style-type: none"> Transparent decision making Alignment of operations with the Legislation Reports Utilization of NSRF programs Participation in committees
Local Government	Indirect stakeholders	<ul style="list-style-type: none"> Emails Meetings Reports Letters Consultation Press releases Structured visits 	<ul style="list-style-type: none"> Management and sharing of information Regular reports Communication and meetings with company management 	<ul style="list-style-type: none"> Consultation of projects & company activities Company website Participation in events
Chamber of Commerce of Corinthia	Indirect stakeholders	<ul style="list-style-type: none"> Emails Meetings Reports Letters Consultation Press releases Structured visits 	<ul style="list-style-type: none"> Management and sharing of information Reports Communication and meetings with company management 	<ul style="list-style-type: none"> Consultation of projects & company activities Company website Participation in events
Financial institutions	Indirect stakeholders	<ul style="list-style-type: none"> Reports Emails Website Financial statements 	<ul style="list-style-type: none"> Management and sharing of information Reports Communication and meetings with company management 	<ul style="list-style-type: none"> Two-way communication (Information from both sides when needed and integration of information where needed)
Media	Indirect stakeholders	<ul style="list-style-type: none"> Company website Press releases Social Media 		<ul style="list-style-type: none"> Interviews with management executives Tributes to the Canal

Materiality Assessment

GRI 2-14 «Role of the highest governance body in overseeing the management of impacts»
GRI 3-1 «Process to determine material topics» | GRI 3-2 «List of material topics»

The materiality assessment process is one of the main pillars on which the integration of sustainability principles in A.E.D.I.K. is based. Through this process, we examine, identify, and prioritize the sustainability issues that are critical both for the company itself and for our stakeholders. As part of the Sustainability Report 2022, a materiality assessment was conducted, which was also utilized during the preparation of this report, as its results provide up-to-date and useful information.

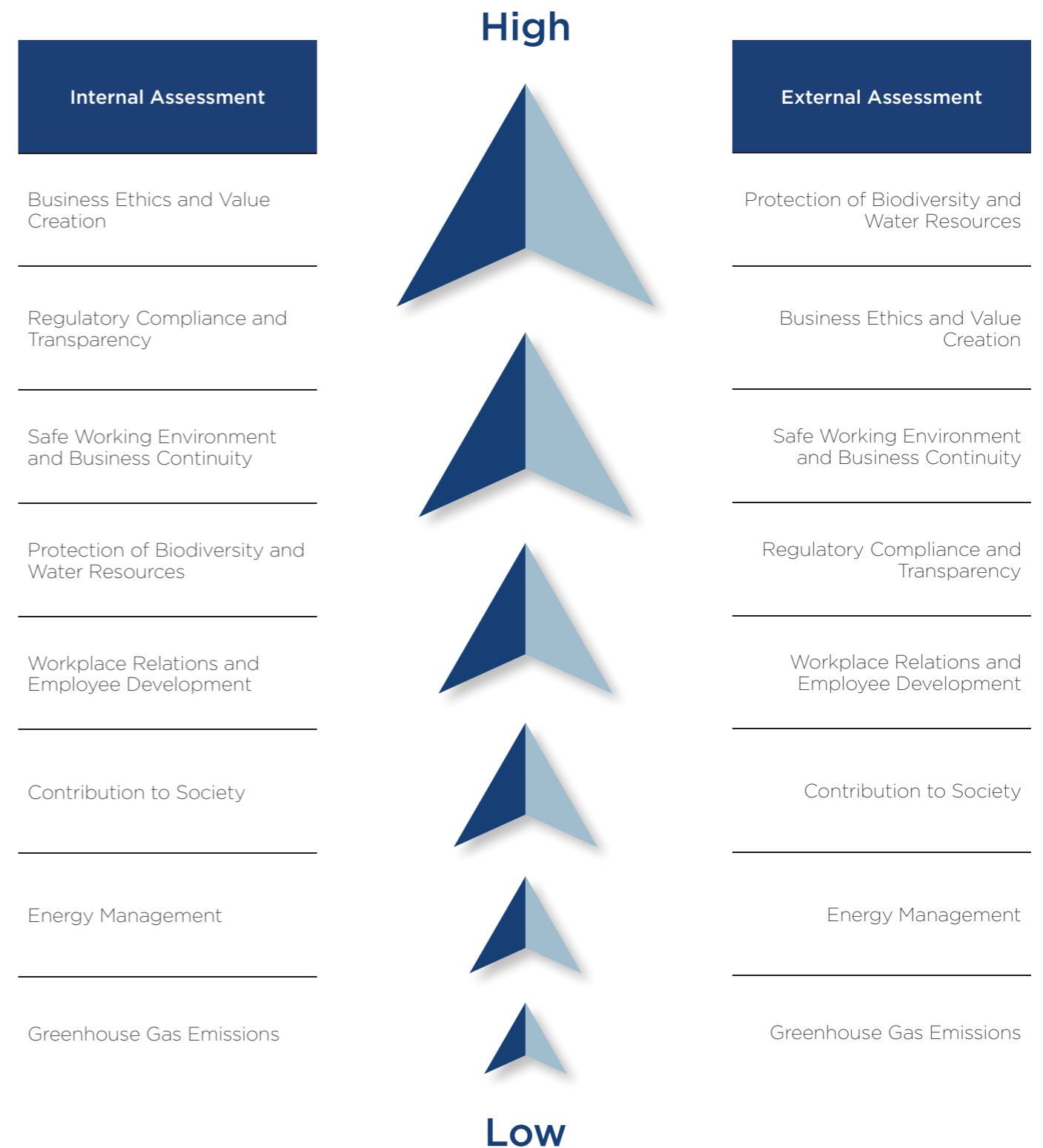
The materiality assessment of 2022 was based on a four-stage methodology. The first stage involved understanding the business model and activities of A.E.D.I.K., during which we studied and leveraged the various internal and external parameters that influence the company.

Based on these, an analysis of the company's impacts on its external environment was carried out. Subsequently, the company's stakeholders evaluated these impacts through an anonymous online survey. The process was completed with the prioritization and validation of the company's impacts by the management of A.E.D.I.K.

The material issues that emerged from the materiality assessment include environmental and social issues, as well as corporate governance matters, and are presented in the following table. For each material issue, the related Sustainable Development Goals are also presented, demonstrating A.E.D.I.K.'s commitment to directly contributing to their achievement.

Material Topic	Sustainable Development Goal(s)
Energy Management	7 ΦΘΙΝΗ ΚΑΙ ΚΑΘΑΡΗ ΕΝΕΡΓΕΙΑ
Greenhouse Gas Emissions	13 ΔΡΑΣΗ ΓΙΑ ΤΟ ΚΛΙΜΑ
Protection of Biodiversity and Water Resources	9 ΒΙΟΜΗΧΑΝΙΑ, ΚΑΙΝΟΤΟΜΙΑ ΚΑΙ ΥΠΟΔΟΜΕΣ 14 ΖΩΗ ΣΤΟ ΝΕΡΟ
Workplace Relations and Employee Development	4 ΠΟΙΟΤΙΚΗ ΕΚΠΑΙΔΕΥΣΗ 5 ΙΣΟΤΗΤΑ ΤΩΝ ΦΥΛΩΝ 8 ΑΞΙΟΠΡΕΠΗΣ ΕΡΓΑΣΙΑ ΚΑΙ ΟΙΚΟΝΟΜΙΚΗ ΑΝΑΠΤΥΞΗ 10 ΛΙΓΟΤΕΡΕΣ ΑΝΙΣΟΤΗΤΕΣ
Safe Working Environment and Business Continuity	3 ΚΑΜΗ ΥΓΕΙΑ ΚΑΙ ΕΥΗΜΕΡΙΑ
Contribution to Society	9 ΒΙΟΜΗΧΑΝΙΑ, ΚΑΙΝΟΤΟΜΙΑ ΚΑΙ ΥΠΟΔΟΜΕΣ 11 ΒΙΩΣΙΜΕΣ ΠΟΛΕΙΣ ΚΑΙ ΚΟΙΝΟΤΗΤΕΣ 17 ΣΥΝΕΡΓΑΣΙΑ ΓΙΑ ΤΟΥΣ ΣΤΟΧΟΥΣ
Business Ethics and Value Creation	9 ΒΙΟΜΗΧΑΝΙΑ, ΚΑΙΝΟΤΟΜΙΑ ΚΑΙ ΥΠΟΔΟΜΕΣ 11 ΒΙΩΣΙΜΕΣ ΠΟΛΕΙΣ ΚΑΙ ΚΟΙΝΟΤΗΤΕΣ 16 ΕΙΡΗΝΗ, ΔΙΚΑΙΟΥΣΙΑ ΚΑΙ ΙΣΧΥΡΟΙ ΘΕΣΜΟΙ
Regulatory Compliance and Transparency	8 ΑΞΙΟΠΡΕΠΗΣ ΕΡΓΑΣΙΑ ΚΑΙ ΟΙΚΟΝΟΜΙΚΗ ΑΝΑΠΤΥΞΗ 16 ΕΙΡΗΝΗ, ΔΙΚΑΙΟΥΣΙΑ ΚΑΙ ΙΣΧΥΡΟΙ ΘΕΣΜΟΙ

The prioritization of the company's material topics as derived from the materiality assessment is presented in the following graph.





ENVIRONMENT 2

ENVIRONMENT

Our company, focused on the Sustainability Strategy it has developed and continually improves, is committed to actions whose implementation contributes to reducing its environmental footprint and promoting sustainability. Energy management and the reduction of greenhouse gas emissions are central goals, as the company recognizes its responsibility in addressing climate change. In addition, effective systems for waste management are in place, aiming to reduce, recycle or reuse where feasible. Biodiversity protection and water resource management are also critical priorities, as the company promotes initiatives that contribute to preserving ecosystems and natural heritage. A.E.D.I.K. is committed to practices that protect the environment, striving to ensure that its development aligns with the sustainable management of natural resources and the creation of long-term benefits for society and the planet.



Energy Management and Greenhouse Gas Emissions

GRI 3-3 «Management of material topics»

The Environmental Pillar is a fundamental axis of the company’s sustainable development strategy and business activity, focusing on energy management and the reduction of greenhouse gas emissions, issues which have been recognized as material by the company for climate protection and addressing climate change. Through the adoption and implementation of measures and initiatives, the company promotes the development of its activities in a way that ensures the combination of economic efficiency with the utmost respect for the environment and society.

Energy Management

Regarding our energy management, the company aims to reduce consumption while already adopting actions toward increasing energy efficiency across all its activities. It invests in renewable energy technologies and implements energy-saving practices, thereby reducing the use of non-renewable resources and its energy footprint. Therefore, the company’s environmental strategy, which contributes to achieving the United Nations Global Sustainable Development Goals, is based on a combination of innovation, improvement of existing infrastructures, and changes in its business processes.

Specifically, the company has already taken strategic actions toward sustainable development:

- Replacement of existing light bulbs with LED technology, resulting in a 50% reduction in electricity consumption for lighting needs.
- Application of thermal insulation to opaque building elements, resulting in a 5% reduction in electricity consumption for cooling/heating needs.
- Replacement of window frames and glass with thermal break type, leading to a 10.0% reduction in energy consumption for heating.
- Integration of inverter mechanisms, aiming for a significant reduction in energy consumption and an enhancement of energy efficiency.

These actions reflect the company’s commitment to adopting sustainable environmental practices aimed at the overall improvement of the energy efficiency of its building infrastructure.

The energy consumption data for the year 2023 is presented in the following table:

	Consumption	Unit
Oil consumption for electricity generation	450	lt
Consumption of gasoline in passenger cars	5,466.96	lt
Consumption of diesel fuel for passenger cars	9,019.76	lt
Consumption of diesel fuel for work machinery (watercraft)	17,415.79	lt
Consumption of marine gas oil (MGO 0,1%) in work machinery (watercraft)	44,701.00	lt
Electricity consumption in the company’s installations	210,506.00	kWh

Greenhouse Gas Emissions

GRI 305-1 «Direct (Scope 1) GHG emissions»

GRI 305-2 «Energy indirect (Scope 2) GHG emissions»

A.E.D.I.K., in line with its commitment and responsibility for a positive environmental contribution to stakeholders, customers, and the wider society, collects information and presents and evaluates its results regarding the carbon dioxide emissions generated by its operations.

The methodology followed by the company for managing its carbon footprint is primarily based on the creation of the Greenhouse Gas Inventory Team. This team consists of representatives from various departments of the company, such as the Technical Services Department – Warehouse Manager, the Electrical, Electromechanical & Maintenance Department, and the Accounting Department. The Head of the Strategic Planning Department for Commercial & Sustainable Development acts as the Coordinator, overseeing the timely preparation of the Carbon Footprint Report. The report’s approval, before publication, is mandatory by the CEO & General Manager. The collection of primary data is carried out by the remaining members of the team, following relevant information and training on the requirements of the ISO 14064-1:2018 standard, which is scheduled annually.

The company monitors and records greenhouse gas emissions of Scopes 1 and 2, in accordance with the requirements of the ISO 14064-1:2018 standard and the guidelines of the Ministry of Environment & Energy.

For the calculation of A.E.D.I.K.’s greenhouse gas emissions for the year 2023, the company used emission factors from the relevant document posted on the Ministry of Environment

&Energy website in September 2024 based on the circular “Submission of carbon footprint report according to Article 20 of the National Climate Law.” For emissions sources not included in the Ministry of Environment & Energy Guidelines, the required factors were obtained from reliable sources, such as organizations, legislative acts, and international standards. Specifically, the sources of greenhouse gas emissions for the year 2023 are compiled in the table below.

Scope	Emission source	GHG emission sources, 2023
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"> Consumption of gasoline in passenger vehicles Consumption of fuel oil consumption in passenger vehicles Consumption of diesel fuel for work machinery (watercraft) Consumption of marine gas oil (MGO 0,1%) for work machinery (watercraft)
Scope 2: Indirect GHG emissions from purchased energy	2.1 Indirect emissions from purchased electricity	<ul style="list-style-type: none"> Electricity consumption in the company's facilities.

It is noted once again that, due to the nature of its activities, there are no physical or chemical processes within the company's boundaries, and therefore, the direct fugitive emissions related to these processes are zero. Additionally, there are no biogenic CO2 emissions, as biomass is not used to meet the company's energy needs.

For the year 2023, the total emissions of the company amount to approximately 330 t CO2 e. Of these, 217.95 t CO2 e are direct emissions (Scope 1) arising from the operation of the company's activities, and 112.43 t CO2 e are related to indirect emissions from imported electricity (Scope 2). The table below summarizes the emissions of A.E.D.I.K. for the year 2023, both in total and by Scope and emission source.

Emission Source	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)
	GWP	1	28	265	1624	23500
Direct emissions from combustion in stationary sources	217.95					
Combustion of fuels in generating sets for power generation	1.19	1.18	0.00	0.00	0.00	0.00
Oil combustion for power generation						
Direct emissions from combustion in mobile sources		1.18	0.00	0.00	0.00	0.00
Fuel combustion in vehicles controlled by the company	216.76	210.57	0.32	5.87	0.00	0.00
Combustion of diesel fuel in passenger vehicles (owned or fully rented)						
Combustion of gasoline in passenger vehicles		23.71				
Fuel oil combustion in work machinery (watercraft)		12.81				
Combustion of marine gas oil in work machinery (watercraft)		45.78				
Scope 2: Indirect emissions from purchased energy		128.26				
Indirect emissions from purchased electricity	112.43					
Electricity consumption in the company's facilities	112.43	112.25	0.04	0.15	0.00	0.00
Direct emissions from combustion in stationary sources		112.25	0.04	0.15	0.00	0.00
Total	330.38					

As mentioned in the Sustainability Report of 2022, the company is committed to implementing specific actions in the coming years to further improve its energy performance. These actions include:

- Implementation of an Energy Management System (EMS) according to ISO 50001:2018.
- Installation of an EMS Platform following the EMS, using an IoT platform - cloud computing for energy recording and monitoring of consumption.
- Recording and evaluating vehicle fuel consumption (fuel management) to assess opportunities for improvement and fuel consumption reduction, following the EMS.
- Organization of training seminars for employees on energy conservation and energy management topics.
- Installation of additional automation in internal and external lighting, such as motion-presence detectors, dimming capabilities, and outdoor light sensors (sunlight).
- Application of Night / Free Cooling methods for cooling buildings.
- Gradual renewal of the vehicle fleet with hybrid and/or electric vehicles, in accordance with the provisions of the climate law (Article 12, Paragraph 2, effective from 1/1/2024).
- Training of employees in defensive, eco-friendly, and efficient driving (Defence/Eco Driving).

Waste Management

GRI 3-3 «Management of material topics»

Waste management is also a critical issue for environmental protection and the promotion of sustainability. A.E.D.I.K., through the proper management of its waste, contributes to reducing its environmental footprint as well as conserving natural resources, which is part of its philosophy. The company's commitment to a circular economy is at the core of its activities, contributing to a sustainable future for future generations. In this context, the company's key practice is recycling, specifically the removal and recycling of solid and liquid waste in collaboration with certified suppliers, such as CYTOP and HEQ, ensuring proper and high-quality waste management, while emphasizing the importance of transparency in its environmental actions.

Protection of Biodiversity and Water Resources

GRI 3-3 «Management of material topics»
GRI 303-5 «Water consumption»

A.E.D.I.K., as the manager of the Corinth Canal, 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 oily waste generated by its floating engine rooms, applying advanced

procedures for its collection and storage at its facilities.

In accordance with the applicable legislation P.D. 82/2004 (Government Gazette 64/A/2-3-2004), it opts to collaborate with certified management companies, such as the cooperating company for the management of Used Lubricants & Mineral Oils, for the regular collection of oily waste for treatment and final recovery in the form of alternative products. In 2023, for example, 30,000 liters of oily waste from A.E.D.I.K.'s floating engine rooms and 1,000 liters of lubricating oil mixtures were delivered to the cooperating management companies. Specifically, with a focus on the rational use of water, A.E.D.I.K. undertakes the following actions:

- Systematic inspections to detect potential leaks in the water systems of the facilities and tugboats.
- Replacement of pipelines where deemed necessary, resulting in a 7% reduction in total water consumption compared to 2022.

These measures, along with the fact that total water consumption in 2023 was recorded at 4,737 m³ (4.737 MI), showing a significant reduction compared to 2022, demonstrate the company's responsible approach toward its commitment to environmental protection and the conservation of natural resources.





SOCIETY **3.**

SOCIETY

As part of the company's commitments to socially responsible business practices, healthy labor relations and employee development are prioritized, with a key requirement being the creation of a safe work environment that aims to foster their professional growth. To this end, the company undertakes actions promoting health and safety, while also strengthening its social contributions to the local community. Finally, A.E.D.I.K. places great importance on building long-term relationships of trust with its customers as well as with all stakeholders.

Workplace Relations and Employee Development

GRI 3-3 «Management of material topics»

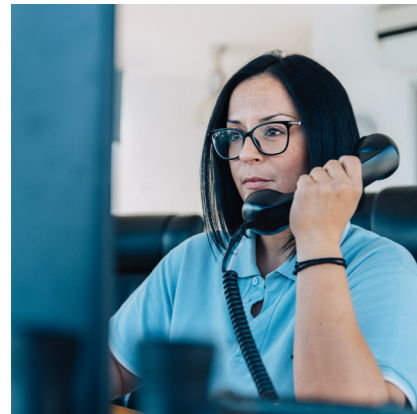
At A.E.D.I.K., we place particular emphasis on healthy and transparent labor relations and on the development of our employees. Furthermore, the working conditions within the company, as well as the policies implemented, promote well-being and unhindered professional growth, in the framework of fairness, equality, and collaboration. In this way, safe and healthy working conditions are provided, making a positive impact on the lives of our employees.



Our People

GRI 2-7 «Employees» | GRI 2-16 «Communication of critical concerns» | GRI 2-26 «Mechanisms for seeking advice and raising concerns»
 GRI 2-30 «Collective bargaining agreements» | GRI 405-1 «Diversity of governance bodies and employees» | GRI 406-1 «Incidents of discrimination and corrective actions taken»

At A.E.D.I.K., we view our human resources as a valuable asset for the successful and effective operation of our company in managing and developing the Corinth Canal. Since our employees are involved in all of our business activities, their contribution to achieving our sustainability goals is essential.



During the reporting year, the total number of employees at the company headquarters in the Corinth area was 58, with 50 men and 8 women. The number of permanent employees under private law was 58, of which 50 were men and 8 women, while the number of temporary private law employees was 12, with 11 men and 1 woman. The total number of employees in managerial positions was 12, with 8 men and 4 women. In 2023, the company employed one man with a disability, while no part-time or non-guaranteed hour employees were hired. Detailed information regarding the employees, covering departments, organizational hierarchy, gender, and age group, is presented in the tables below.

Breakdown of human resources by Directorate 31.12.2023						
Directorate	Total		Males		Females	
Administrative Services	16	27.59%	10	17.24%	6	10.34%
Technical Service	13	22.41%	13	22.41%	0	0.00%
Maritime Service	29	50.00%	27	46.55%	2	3.45%
Total	58	100.00%	50	86.21%	8	13.79%

Allocation of human resources in relation to organizational hierarchy levels and gender 31.12.2023				
Organizational Hierarchy	Males		Females	
Directors	4	6.90%	0	0.00%
Heads of Departments	4	6.90%	4	6.90%
Employees	19	32.76%	3	5.17%
Seafarers	23	39.66%	1	1.72%
Total	50	86.21%	8	13.79%

Allocation of human resources in relation to organizational hierarchy levels and age group 31.12.2023						
Organizational Hierarchy	< 30 years old		30-50 years old		> 50 years old	
Directors	0	0%	1	2%	3	5%
Heads of Departments	0	0%	6	10%	2	4%
Employees	0	0%	8	14%	14	24%
Seafarers	0	0%	21	36%	3	5%
Total	0	0%	36	62%	22	38%

During the 2023 reporting year, the company made 12 new hires on fixed-term contracts, while there were a total of 15 employee departures. The company responsibly manages its human resources to adequately meet its ever-evolving needs.

The new hires were strategically made, with 7 for the Technical Service, covered by the National Social Security Fund (EFKA), and 5 for the Naval Service, covered by the Seamen's Pension Fund (NAT), thus strengthening the workforce for the more effective implementation of the company's operational goals. Regarding the departures, the reasons vary, including retirements and the end of fixed-term contracts. Specifically, the 15 departures included 2 permanent employees from the Naval Service, 1 due to retirement with the NAT social security provider and 1 due to resignation, 1 permanent employee from the Technical Service due to retirement with the EFKA social security provider, 7 temporary employees from the Technical Service covered by EFKA, who left due to the expiration of their fixed-term contracts, and 5 temporary employees from the Naval Service, covered by NAT, who left due to the expiration of their contracts. These actions clearly demonstrate that the company recognizes the importance of effective management of its human resources as a key component in its journey toward sustainability.

A.E.D.I.K. employees are not covered by Collective Labor Agreements. Employees under permanent contracts in the Administrative, Financial, and Technical Departments are governed by the provisions of Law 4354/2015 (Government Gazette A' 176 / 16-12-2015), which concerns issues related to the Unified Salary System. As for the personnel in the Naval Department (seafarers), including Passage Pilots with Captain's diplomas of A', B', or C' class, R/V Captains with Captain's diplomas of A', B', or C' class, R/V Captains with a Captain's diploma, R/V Engineers with Engineering diplomas of A', B', or C' class, Train Drivers A, Pilot Boat Captains (A/K), Sailors, and Seafaring Apprentices, their remuneration is determined according to Article 30 of Law 4354/2015, which regulates the salaries of the seafaring staff of the Corinth Canal S.A. The process for determining the salaries of the Chairman, CEO, and members of the Board of Directors is governed by Law 4354/2015, Paragraph 3, Article 22. For the company's personnel, their remuneration is determined based on Article 30 of Law 4354/2015. According to the salary scales of the unified salary system and the remuneration of the seafaring personnel, there is no differentiation in the basic salary based on gender.

The company strives to align its operations with the views and concerns of its employees. Continuous and open communication with them is achieved through approved mechanisms such as:

- Direct communication with the heads of the respective departments or the personnel manager.
- Expression of opinions via email correspondence and/or structured questionnaires.
- Regular meetings of the Employees' Union with the Board of Directors.

This way, significant employee participation in critical corporate decisions is encouraged, enhancing transparency.



Employee Development

The company supports the implementation of systematic training programs that contribute to the continuous development and growth of its human resources through specialized educational programs. These programs are designed internally with the aim of developing specific skills and providing support, thus ensuring that the staff is equipped with the necessary tools for the smooth and effective execution of their duties, in accordance with the requirements of the company's activities. They include training activities covering a wide range of topics, from acquiring specialized knowledge to developing soft skills, promoting the professional development of the staff.

In addition, the company provides incentives for its people to participate in team sports activities, enhancing interpersonal relationships and ensuring equal opportunities for development.



Safe Working Environment and Business Continuity

GRI 3-3 «Management of material topics»

A.E.D.I.K. is committed to maintaining a safe working environment. Thus, it focuses on critical issues such as hazard identification, incident investigation, and active employee participation in occupational health and safety, as well as the provision of healthcare services to all employees. Policies and practices adopted, along with investments in business continuity, aim at the continuous development and improvement of the working environment for its people.



Occupational Health and Safety Management System

GRI 403-1 «Occupational health and safety management system» | GRI 403-3 «Occupational health services» | GRI 403-5 «Worker training on occupational health and safety» | GRI 403-7 «Prevention and mitigation of occupational health and safety impacts directly linked by business relationships» | GRI 403-8 «Workers covered by an occupational health and safety management system» | GRI 403-9 «Work-related injuries» | GRI 403-10 «Work-related ill health»

The company's primary goal is to create and maintain a work environment that prioritizes the well-being of its employees and the community at large, positioning it as a successful example within its professional sector.

Through its Occupational Health and Safety strategy, the company adheres to applicable legislation to eliminate critical risks for both employees and third parties. In addition, the company promotes actions and initiatives that contribute to health and safety protection. Compliance with existing legislation is managed through two services: the Technical Service, covered by the Labor Legislation of the Ministry of Labor, and the Maritime Service, covered by the guidelines of the IMO (International Maritime Organization) and DNE (Maritime Labor Administration) of the Ministry of Shipping, ensuring full compliance

and safety in its operations.

Our watercraft, including tugs and pilot boats, fully comply with the strict maritime safety rules set by the International Maritime Organization (IMO). Furthermore, our seafarers, including pilots and crew, have been trained according to the standards outlined in the International Convention on Standards of Training, Certification, and Watchkeeping for Seafarers (STCW), as well as the Manila 2010 amendments. Additionally, we adhere to the International Maritime Labor Convention 2006 (MLC 2006) for the protection and welfare of seafarers. In Greece, the application of these standards is supported by Regulation No. 3522.2/08/2013 KYA, strengthening compliance with the requirements of the International Maritime Labor Convention 2006 (MLC 2006).

This Regulation stands out as the primary legislative tool for protecting maritime labor and seafarers from maritime accidents. It is enforced for all seafarers, clearly defining a seafarer as anyone employed on a ship, regardless of their specialty. Regular and ad-hoc inspections are carried out by Floating Vessel Inspections, Maritime Inspectors, and Port Authorities, ensuring the company's absolute compliance. Thus, for another year, A.E.D.I.K. is committed to ensuring the safety and fair treatment of its seafarers, contributing to a sustainable and responsible maritime operation.

The entire workforce of the company is covered by the aforementioned Occupational Health and Safety system. Specifically, employees of the Maritime Service, consisting of 24 crew members, including Floating Captains, Sailors, and 5 Pilot Guides, face the challenges of maritime work with a high level of professionalism and safety, adhering to regulations set by the International Maritime Organization (IMO), STCW certification standards, and the International Maritime Labor Convention 2006 (MLC 2006). In addition, the Technical Service integrates the Health and Safety system within its Administrative and Technical Service sectors, while the administrative services fully comply with safety regulations.

To prevent negative impacts on the health and safety management system and avoid accidents in the Maritime Service, and consequently for the floating crews, particular attention is given to providing appropriate clothing and anti-slip footwear. Furthermore, all floating units are equipped with comprehensive crew protection measures, including safety helmets, protective gloves, flashlights, first-aid kits, as well as emergency response plans and procedures. Similarly, in the Technical Service, every employee is required to use Mechanical Personal Protective Equipment (M.P.P.E.) according to applicable legislation and their specialty. The process for providing M.P.P.E. goes through stages of application, approval, and individual assignment. Both the employee and their supervisor are responsible for the proper maintenance and use of M.P.P.E.

The company's Safety Technician visits the Technical Service Manager during scheduled weekly meetings, and also attends to emergency calls from the manager, providing guidance on any issue the Safety Technician observes or that concerns the Technical Service Manager. Subsequently, the Service is organized according to their instructions, ensuring compliance with the highest safety standards.

Additional high-quality services provided by A.E.D.I.K. include:

- Occupational medical services for all employees.
- A group pension program for full-time employees, with a specific contribution percentage from each enrolled member, based on contractual terms.
- Additional monthly meal vouchers.
- Inpatient & outpatient healthcare program.
- Provisions for additional needs of employees with disabilities who join the company's workforce, such as additional paid leave days, in accordance with applicable legislation.

These actions contribute to maintaining a healthy, balanced, and fair working environment, with zero incidents of injuries or work-related illnesses, considering all services of the company for the reporting year.



Risk Identification and Incident Investigation

GRI 403-1 «Hazard identification, risk assessment, and incident investigation»

The Naval Service of A.E.D.I.K. conducts careful risk identification and incident investigation through regular or ad hoc inspections carried out by the Floating Units Inspections from the Classification Society and Port Authorities. The floating units undergo dry-docking and inspection every two years for the issuance of the Safety & Navigation Certificate. Incident investigations are carried out in cooperation with the Port Authorities, while the crews perform weekly fire and leakage drills for familiarization and inspection.

The Safety Engineer of the Technical Service is the primary risk assessor, presenting risks to employees and demonstrating methods to address them. The role of the Technical Service Director in safety matters is to identify the source of the risk and report it to the Safety Engineer. Finally, department heads contribute to identifying any risks and informing the relevant departments.

The collaboration between these three levels ensures the efficient handling of emerging safety issues within the company, facilitating its path towards sustainable development.

Participation in Occupational Health and Safety

GRI 403-4 «Worker participation, consultation, and communication on occupational health and safety»

At A.E.D.I.K., we believe in the significant role employee participation can play in matters concerning their Health and Safety at work. In the Naval Service, each vessel's Captain is responsible for monitoring, inspecting, recording, and reporting any changes based on the IMO guidelines regarding Health and Safety at Work, informing the Maritime Service Directorate in writing. Similarly, in the Technical Service, the Safety Engineer, in collaboration with the Technical Service Director, is responsible for enforcing safety measures for the Supervisors, who then relay the information to the employees. In addition, the continuous meetings with the staff have contributed to promoting safety and hygiene measures, as well as increasing overall awareness, demonstrating the company's commitment to ensuring a healthy and safe work environment for all.



Πρόσθετες Παροχές Υγείας

GRI 403-6 «Promotion of worker health»

A.E.D.I.K. cares for the overall health of its employees by implementing specific actions, procedures, and initiatives, such as:

- Provision of additional health services for all personnel
- Full coverage of medical and pharmaceutical care at 100%, including check-up exams through a health insurance policy for the Naval Service.
- Provision of free blood tests for employees in the Technical Service, thus enhancing prevention and early detection of health issues.
- Support for blood donation with a two-day paid leave from work.

With these measures, we actively contribute to the health, well-being, and sustainability of our people, promoting a comprehensive care model that reflects our corporate culture.

Contribution to Society

GRI 3-3 «Management of material topics»

A.E.D.I.K., aiming at both profit development and the enhancement of sustainability and social cohesion, implements significant initiatives that reflect its values, creating multiple benefits for the broader community as well as at the local level.

A.E.D.I.K., expanding its contribution to strengthening the local community, has provided local associations with a dedicated room equipped with a gym, offering the



opportunity for free exercise to local residents. In addition, it has a special amphitheater for Traditional Dance lessons, thus combining sports and culture. During the temporary operation of the Corinth Canal from June to October, the company offered a 50% discount to the sailing boats participating in the 33rd INTERNATIONAL IONIAN SAILING WEEK.

In July 2023, the company was honored by the Isthmia Folklore Association at their annual event held at the company's premises for its contribution to culture, specifically for providing the Hall and Amphitheater to the local community of Isthmia. Furthermore, in November 2023, the company supported the Ovidio Running in Loutraki through sponsorship, a unique sports event held in European countries that promotes both sports and culture, dedicated to the Latin poet "Publius Ovidius Naso". The countries where it takes place are significant to the poet's life. The event is part of the European project Score, a collaborative initiative within the ERASMUS+ SPORT program, which aims to develop an organizational model for sports events that are sustainable, digital, inclusive, and connected to the cultural characteristics of the local area. The Ovidio Running includes a 9.7-kilometer road race, a 2-kilometer walk, and a mini race for children up to 15 years old. In addition to the races, a series of cultural activities took place with the participation of local cultural associations from the Municipality of Loutraki-Perachora.

These actions are evidence of our active participation in improving the quality of life and well-being of local communities.

Relationships with Customers

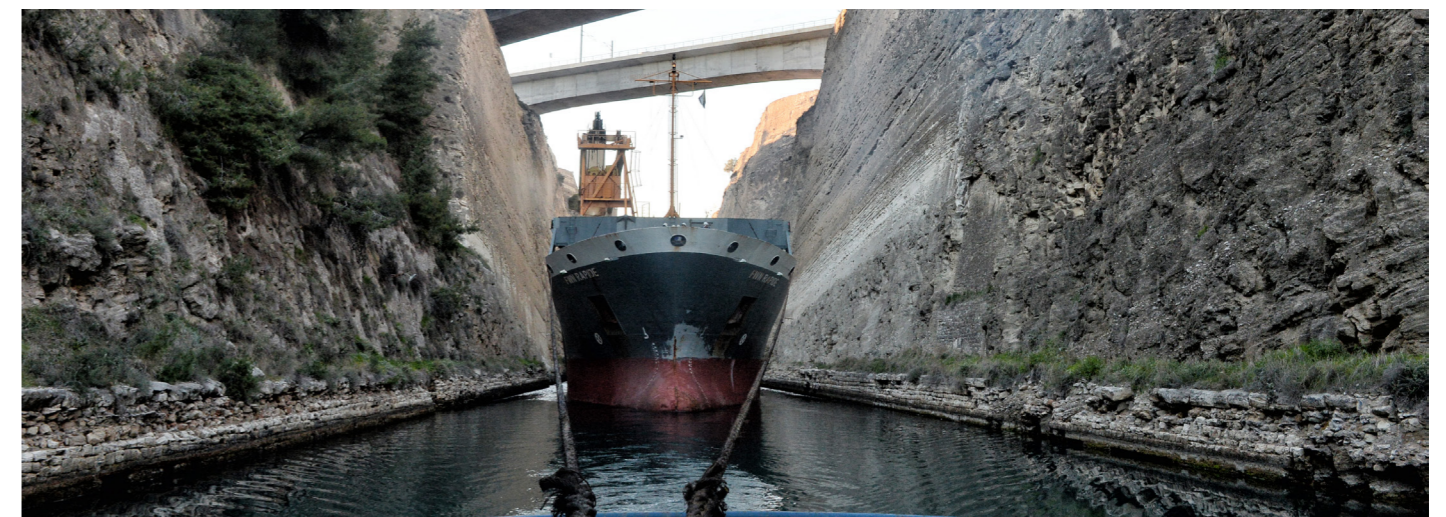
GRI 3-3 «Management of material topics»

A.E.D.I.K. aims to create long-term partnerships with its commercial and private clients of the Corinth Canal, based on quality, transparency, and respect for their needs and expectations. Therefore, throughout 2023, the company followed various processes to improve its relationships with its clients:



- We conducted a survey to measure customer satisfaction.
- We offer promotional reward programs for clients who use the services of the Corinth Canal regularly, aiming for continuous collaboration. Additionally, discount programs and package deals are provided, tailored to the frequency with which customers use the Canal.
- To stay informed about the needs, concerns, and expectations of its clients and the potential improvement of its services, A.E.D.I.K. actively communicates with them via email, phone, B2B or B2C website services, mobile applications, corporate social networks, and its official website.
- A.E.D.I.K.'s participation in Maritime Exhibitions and Maritime Conferences provides an opportunity for its representatives to meet with clients and explore prospects for future collaborations.
- The company monitors the market and meticulously records and analyzes data. The Strategic Commercial & Sustainable Development Planning Unit, as part of its market monitoring activities, has developed an initial plan that includes tracking ship movements around the Peloponnese in relation to their transits through the Canal. Based on this, the company conducts daily recording of fuel consumption, groups ships into company fleets, and develops these data into a detailed analysis of available information, adhering to its pricing policy.

Thus, we strengthen our relationships with our clients and enhance the company's profile, transforming it into a competitive entity within the industry. It is also worth mentioning that during the reporting year, there was no incident of non-compliance with the health and safety of clients related to the Canal services.





GOVERNANCE

4.

A.E.D.I.K. aligns its operations with international and recognized Corporate Governance standards, ensuring compliance with Greek and European legislation regarding its governance and control. By adopting international best practices, it promotes transparency, responsible operation, and strict adherence to policies and procedures, combining consistency with professional ethics.

Board of Directors

GRI 2-9 «Governance structure and composition» | **GRI 2-10** «Nomination and selection of the highest governance body»
GRI 2-11 «Chair of the highest governance body»

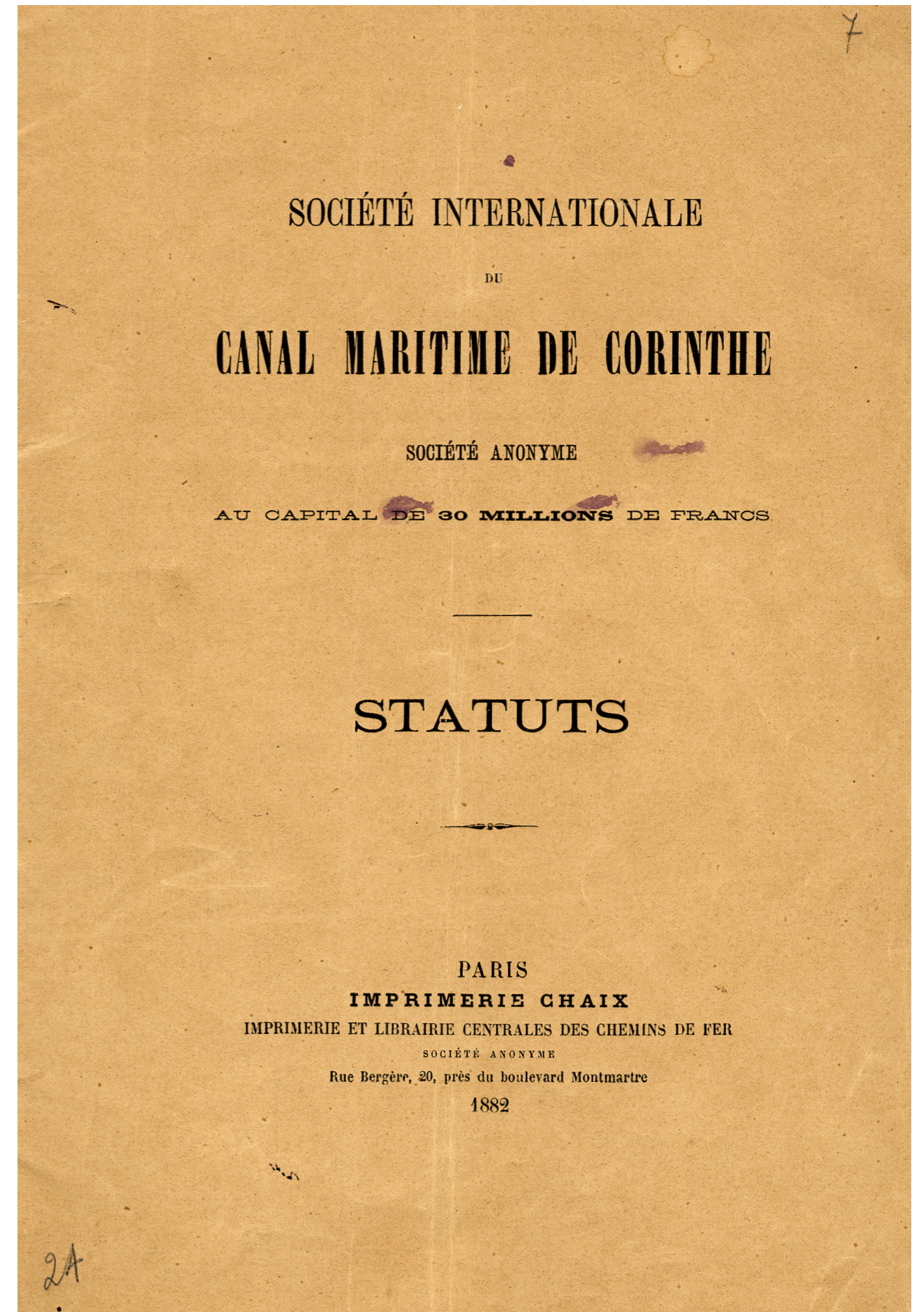
At A.E.D.I.K., the Board of Directors promotes progressive Corporate Governance principles and regulatory compliance with a focus on transparency, accountability, and effectiveness. Actively participating in this process, it achieves strategic goals, makes successful decisions, and oversees procedures, thereby strengthening the company's sustainability.

The Board of Directors consists of the Chairman, whose responsibilities deviate from overseeing the daily operations of the company but play a significant role in shaping strategic decisions, the CEO, who is responsible for the day-to-day management and operation of the company, as well as executive and independent non-executive members, as outlined in the table below.

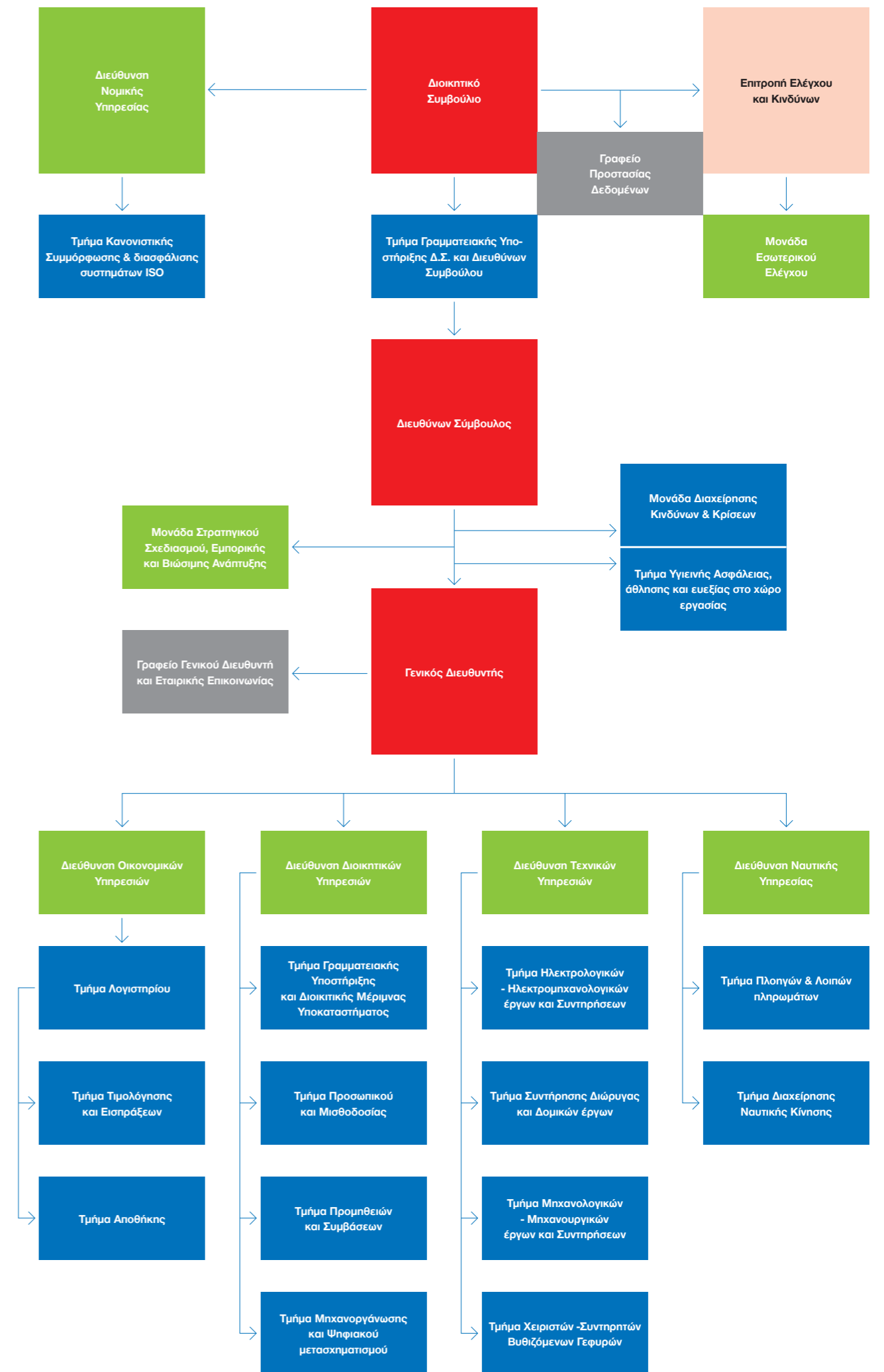
The composition of the company's Board of Directors (December 2023) is as follows:

Board of Directors	
Pantelis Pantelidis	Chairman, Non-Executive Member
Vasileios Andrikopoulos	CEO, Executive Member
Vasileios Alevizakos	Non-Executive Member
Georgios Valettas	Independent Non-Executive Member
Efthimios Dritsas	Independent Non-Executive Member
Anastasios Kontosis	Independent Non-Executive Member
Christoforos Papavasileiou	Independent Non-Executive Member

The nominations and the selection of the highest governance body are carried out by the Growthfund (Shareholder) by the Nomination Committee, which, based on the organization and governance of the Growthfund, proposes to the Board of Directors the nominees for appointment to the Boards of Directors of the other subsidiaries, where required, as defined by Law 4389/2016.



Organizational Structure



Board of Directors Responsibilities

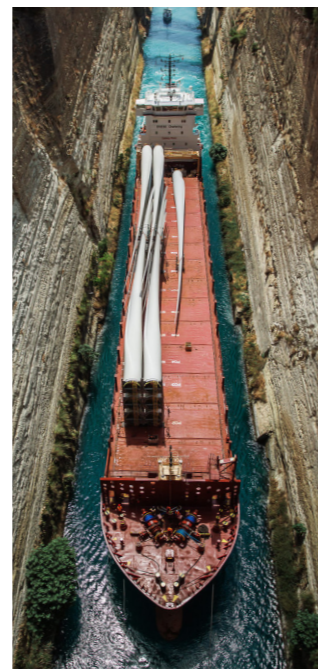
GRI 2-9 «Governance structure and composition»

According to its operating charter, A.E.D.I.K. maintains the Board of Directors as the company's highest governing body, which plays a central role in determining its strategy and overall development. The Board of Directors also plays a critical role in overseeing and supervising the management of the company's assets. During its meetings, the Board shapes, evaluates, and approves strategic goals and actions, particularly focusing on aspects related to the company's sustainability. In this way, the Board ensures both the company's prosperity and the smooth integration of sustainability principles into its business strategy. A crucial role as a member of the organization is played by the Chairman of the Board, who is responsible for organizing and coordinating the Board's activities. The Chairman leads the Board and is responsible for the overall effective and efficient operation and organization of its meetings. Additionally, the Chairman sets the agenda items, convenes meetings of the Board members, records items for the agenda upon request from the CEO, and presides over the meetings.

The Role of the Board of Directors on Sustainability Issues

GRI 2-13 «Delegation of responsibility for managing impacts»

The role of A.E.D.I.K.'s Board of Directors includes overseeing and managing ESG issues, including emerging risks and opportunities, undertaking significant initiatives for each pillar of sustainability. In collaboration with the Growthfund, the Sustainability Team was established in 2022, tasked with designing and supervising the sustainability strategy. The team includes the General Manager, the Director of Technical Services, and the Head of the Strategic Planning Unit for Commercial & Sustainable Development, working together with all departments of the company. ESG issues are monitored both ad hoc and monthly, and throughout 2023, the team participated in seminars and awareness-raising and training events, enhancing its capabilities and contributions to the company's sustainability.

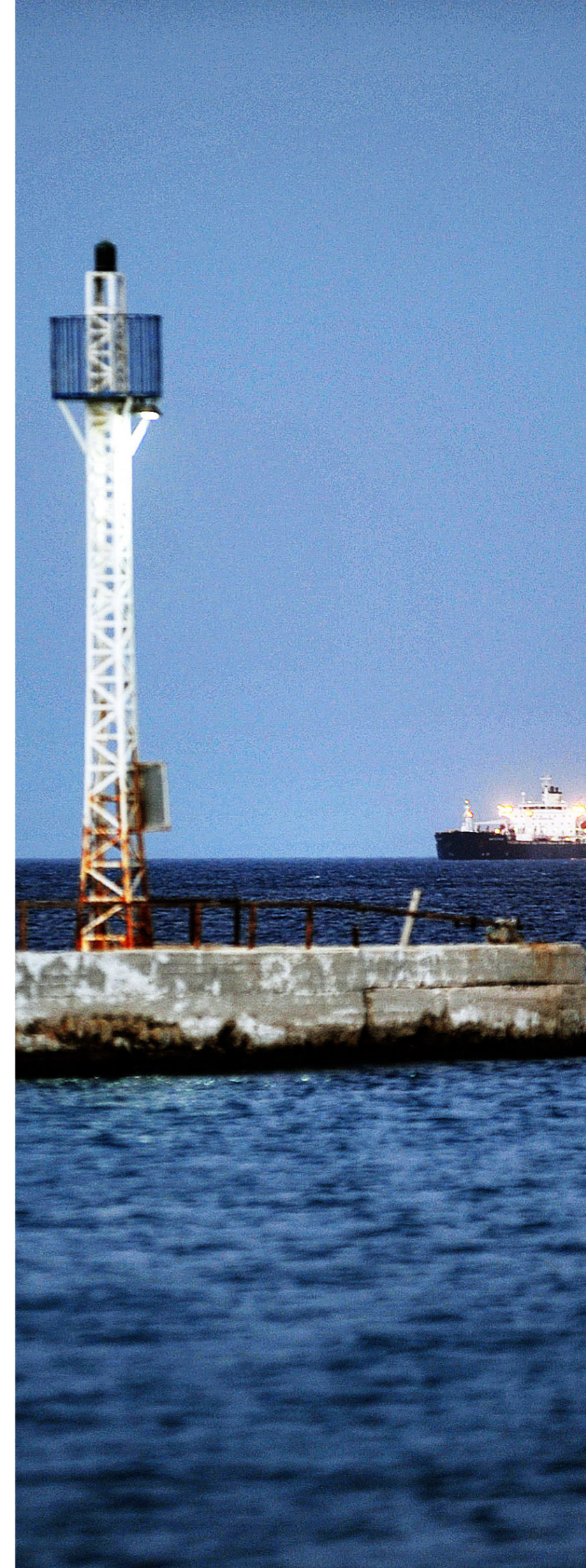


Audit and Risk Committee

GRI 2-9 «Governance structure and composition»

The Audit and Risk Committee of A.E.D.I.K. is a structural pillar in ensuring the proper functioning, risk management, and sustainability of the company. In 2023, the Committee continued its operations, undertaking significant initiatives concerning financial management and risk management, applying best international oversight and transparency practices to support the Board of Directors in reviewing the financial reporting process and the Internal Control System.

The Audit Committee consists of three (3) non-executive members of the Board with expertise in accounting and finance, with the Committee Chair possessing extensive professional experience in auditing and accounting. Additionally, the responsibilities of the Audit and Risk Committee include reviewing the proper application of accounting principles, monitoring compliance with accounting rules and regulations, and overseeing the quality of internal financial reporting.



Digital Transformation and Data Security

GRI 3-3 «Management of material topics»

A.E.D.I.K. is proceeding with digital transformation to align its activities with the best industry practices. Responding to the demands of the future, it adopts innovative practices and utilizes digital tools, contributing to the creation of a sustainable reality.

For yet another year, we remain committed to the principle of continuous improvement and development, incorporating elements of the digital sector that enhance the company's competitiveness. In this way, we ensure the sustainability of our activities while maintaining a balance between financial performance and sensitivity toward the environment and society.

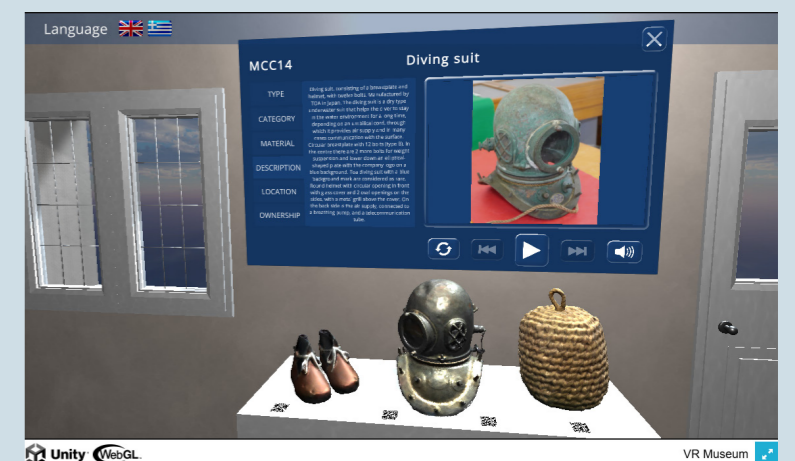
Actions and Initiatives in Digital Transformation and Digital Transition

A.E.D.I.K.'s commitment to digital transformation and digital transition is demonstrated through initiatives that promote sustainable development. These include the creation of electronic services, the development of automated processes for internal efficiency, strengthening the data network for reliable connectivity, and the active monitoring of the digital transformation index to guide the company toward a comprehensive and sustainable digital transformation.

Digital Museum of the Corinth Canal

Completion of the project for the digital museum of the Corinth Canal, which was 100% funded by the NSRF program and included the Canal in June 2022, with the inclusion decision for the project "Promotion and utilization of the history and cultural value of the Corinth Canal & digital exhibition of the Industrial Museum of A.E.D.I.K. S.A." under O.P.S. Code 5093585 in the Operational Program "Competitiveness, Entrepreneurship, and Innovation 2014-2020" and the Priority Axis "Development of support mechanisms for entrepreneurship."

The project, developed by the A.E.D.I.K. team in collaboration with the contractor company, aimed to present the History of the Canal to the public, as it is a significant point of reference for the entire country.



- It is one of the most important construction projects in modern Greece.
- Vital for Trade & Shipping in the Eastern Mediterranean.
- The construction of the Canal was a source of inspiration for centuries and was completed 25 centuries after the original idea by the Tyrant of Corinth, Periander.
- The history of the Canal and the Isthmus of Corinth holds particular cultural significance for the history of the region, its inhabitants, and the development of trade and tourism.

The team's challenge was to document and highlight, using a combination of software and materials, the cultural resources of the Canal's historical archive, which included 40,000 pages of documents, 120 objects, 355 construction plans, and 25 works of art.

In the digital museum of the Corinth Canal, visitors will have the opportunity to explore archival material, such as construction plans of the Canal, correspondence and letters, as well as photographic material.

- In the digital museum of the Corinth Canal, visitors will have the opportunity to explore archival material, such as construction plans of the Canal, correspondence and letters, as well as photographic material.



The exhibits of the digital museum include:

- Plans from 1890, ancient handwritten books from the construction site, ship movement records,
- Old paintings and works of art that decorated the company's offices in the early 20th century,
- Significant photographic material, archival material from studies and works of cultural and industrial interest.

The project structure for its implementation took place in 2 Phases from the approval of funding and was carried out according to the schedule.

Phase 1

- Digitization & Documentation of archival material
- 3D scanning of the Canal using drones
- Enrichment of metadata and indexing of digitized material

Phase 2

- Design and development of applications
- Digital Museum
- Digital guide (AR application)
- Virtual tour of the exhibition space (VR application)
- Virtual tour of the Canal using panoramas (VR application)
- Interactive map, timeline application
- Educational Game



Added value for the company and by ESG pillar



The use of technological applications in museums has a significant impact on their visitor numbers and popularity.



By creating interactive exhibits, museums cater to a broader audience and attract more visitors.



The use of technological applications enhances the visitor experience in the museum, enabling interaction with exhibits and providing opportunities to learn more about the artworks or objects on display.



This makes a museum visit more enjoyable and engaging, potentially encouraging visitors to return in the future.



The introduction of technological applications in museums lays the foundation for their modernization while maintaining the importance of in-person visits and interaction with the museum environment.



The possibilities offered attract individuals across all age groups and social backgrounds. By enriching the visitor experience, museums become more appealing, ultimately enhancing their developmental role and increasing their visitor numbers.

Online Services (E-Commerce)

This digital modernization represents a comprehensive transformation of the company's business operations, establishing new approaches in the delivery of our services. In 2023, during the period of the Corinth Canal's reopening from June to October, the company's e-business was fully operational. The passage of vessels through the Canal became a high-level service experience for customers and corporate partners. The Electronic Services have a unified structure and approach for all processes, covering the spectrum from Business-to-Business (B2B) to Business-to-Consumer (B2C). The completion of fields in the applications is done intelligently, requiring only the necessary information and the submission of maritime documents based on ISPS, according to the characteristics of each vessel.

Users of the Canal had access to a variety of new electronic services through the official website www.corinthcanal.com, utilizing features such as the calculation of transit fees, electronic arrival notification, and secure payment via the Pay By Link system using credit or debit cards.

The new service for Canal users resulted in 68% of Private Recreational Vessels making the electronic arrival notification and secure payment via the Pay By Link system from our electronic services platform.

Corinth Canal Data Network (Connectivity & Security Protection)

As part of the digital transformation, 2023 saw the implementation of significant initiatives in the company's Data Network, combining upgrades and strengthening of its infrastructure.

As part of the upgrade, the company replaced all previous wireless link antennas while simultaneously applying strong configurations and developing 3 VLANs from the Computer Room to Poseidonia and toward the Technical Service. These actions further facilitated the installation of security cameras at the facilities. With the goal of ensuring the safety and operation of navigation in the Canal, access control to protect personnel and equipment has been increased. The upgrade of the Data Network reaffirms the company's commitment to continuous improvement and adaptation to the requirements of the digital environment.

Digital Transformation Index

In 2022, the company began monitoring its progress in digital transformation with progress indicators. For this purpose, a reference framework was created for periodic review and analysis of the company's performance in digital transformation. The results continue to provide the Management and stakeholders with the opportunity to identify successes as well as areas for improvement. The Growthfund designed the Digital Transformation Index, which holistically represents the digital maturity of the companies in its portfolio.

In 2023, the Corinth Canal showed an increase in the digital transformation index and penetration into new technologies, placing it among the top companies of the Growthfund with a percentage of 39%.

Data Security

GRI 418-1 «Substantiated complaints concerning breaches of customer privacy and losses of customer data»

A.E.D.I.K.'s commitment to the protection of personal data of its partners, suppliers, clients, and generally all citizens who come into contact with the company is reflected in its compliance with the General Data Protection Regulation (EU) 679/2016 and other applicable legislation. The company implements all necessary organizational and technical measures to ensure the security and integrity of data and maintains its "Privacy Policy – Personal Data Protection" statement on its website, in order to make clear to stakeholders the types of personal data collected, the reasons for their collection, how they are managed, and their further use. This document includes detailed information on data collection procedures, the purposes of use, the legal bases for processing, as well as the measures taken to ensure the security and confidentiality of personal data.

In addition to the above, the company does not transfer personal data to third parties unless necessary for legitimate business purposes or as required by law, while ensuring the secure processing and protection of the data. Furthermore, it implements technical and organizational measures to address risks that threaten the integrity and confidentiality of personal data, with the retention of the data being limited to the period absolutely necessary to carry out and complete the processing purposes mentioned above. For the reporting year, no confirmed incidents of personal data or confidentiality breaches were recorded.

Regulatory Compliance and Transparency

GRI 3-3 «Management of material topics»

A.E.D.I.K. highlights its commitment to fundamental principles that govern its activities, adhering to high ethical standards and professional values. Transparency is a key pillar, promoting open communication and transparent management of information for sustainability, while the company also focuses on ethical management and responsible oversight, building an organization based on the principles of accountability and transparency.



Regulatory Compliance

GRI 2-23 (c,f) «Policy commitments» | GRI 2-27 «Compliance with laws and regulations»

A.E.D.I.K. has a Code of Ethics and Professional Conduct, which is aligned with its ethical principles and values, as well as internal rules of ethics and conduct that apply to its employees and partners. In this context, the Code includes behavior standards that incorporate the principle of equality, particularly on gender issues, respect for individual rights, and ensuring acceptance and respect for diversity. Compliance with these rules is a collective responsibility, and for adherence to the Code, which is combined with relevant company policies and procedures, employee training and the signing of a Personal Commitment are required. A.E.D.I.K. complies with high corporate transparency standards and meets all legal requirements. Its operational framework includes the Hellenic Corporate Governance Code, and compliance with the law and adherence to corporate policies and procedures is the obligation of all.

A.E.D.I.K. has established codes, principles, policies, internal processes, and controls to ensure the transparency of its internal mechanisms, the ethical and responsible performance of the company, as well as the identification and management of potential risks it may face. Specifically, the Third-Party Due Diligence Policy certifies the company's commitment to high standards of security and data protection, while the Personal Data Protection Policy, Whistleblowing Policy, and Privacy Policy¹ enhance trust with stakeholders.

During the reporting year, no incidents of law or regulation violations were recorded, and no financial penalties or other non-financial sanctions were imposed.

The policies approved by the Board of Directors of A.E.D.I.K. are presented in the table below.

Approved Policies	
1	Code of Ethics and Professional Conduct ²
2	Third-Party Due Diligence Policy
3	Personal Data Protection Policy
4	Whistleblowing Policy
5	Privacy Policy

¹ <https://corinthcanal.com/%ce%b4%ce%ae%ce%bb%cf%89%cf%83%ce%b7-%ce%b1%cf%80%ce%cf%81%cf%81%ce%ae%cf%84%ce%bf%cf%85-%ce%ba%ce%b1%ce%b9-%cf%80%cf%81%ce%bf%cf%83%cf%84%ce%b1%cf%83%ce%af%ce%b1%cf%82-%cf%80%cf%81%ce%bf%cf%83/>

² <https://corinthcanal.com/wp-content/uploads/2023/10/%CE%9A%CE%A9%CE%94%CE%99%CE%9A%CE%91%CE%A3-%CE%94%CE%95%CE%9F%CE%9D%CE%A4%CE%9F%CE%9B%CE%9F%CE%93%CE%99%CE%91%CE%A3-%CE%9A%CE%91%CE%99-%CE%95%CE%A0%CE%91%CE%93%CE%93%CE%95%CE%9B%CE%9C%CE%91%CE%A4%CE%99%CE%9A%CE%97%CE%A3-%CE%A3%CE%A5%CE%9C%CE%A0%CE%95%CE%A1%CE%99%CE%A6%CE%9F%CE%A1%CE%91%CE%A3.pdf>

Conflicts of Interest

GRI 2-15 «Conflicts of interest»

The company's role in managing the Corinth Canal entails special responsibilities for safeguarding the interests of stakeholders and ensuring transparency and integrity in every aspect of its operations. This is ensured through:

- Maintaining a compliance culture among the company's executives, as a model of corporate behavior and a measure for enhancing the company's reputation and credibility.
- Establishing effective internal processes and organizational structures for the prevention, handling, and management of risks related to compliance with the applicable regulatory framework, in accordance with international best practices.
- Ongoing management of regulatory compliance and monitoring the implementation of the regulatory/legal framework.



A.E.D.I.K. prevents conflicts of interest through defined policies for its Board of Directors, executives, and partners. Company members are required to immediately and in writing inform the Compliance Officer about significant personal interests or conflicts of interest that may affect their decisions. In cases of doubt, they must seek guidance from the Compliance Officer.

The company encourages its executives, employees, and partners to immediately report any potential cases of corruption and bribery, conflicts of interest, existing or potential sanctions, and violations. All information provided is taken seriously, confidentiality is ensured, and an investigation is conducted. In cases of violation or illegal practices, A.E.D.I.K. immediately terminates any business relationship with third parties. For inquiries regarding compliance with this Policy, interested parties can contact the Compliance Officer, while for personal data issues, they should contact the Data Protection Officer.

Based on the above, it is the responsibility of all, whether in the course of their duties or when conducting personal activities outside the company, to avoid any potential or actual conflicts of interest. With an emphasis on transparency and continuous improvement of its processes, A.E.D.I.K. ensures the successful handling of conflicts of interest and the sound operation of the company.

Combating Corruption and Bribery

GRI 205-3 «Confirmed incidents of corruption and actions taken»

A.E.D.I.K. has and maintains an Anti-Corruption and Anti-Bribery Policy³, which underscores the company's commitment to addressing these specific issues and confirms its unwavering dedication to high levels of integrity and transparency in the workplace. A tangible proof of this is the fact that no incidents of corruption were observed within the company in 2023.

The policy applies to all employees and partners, ensuring that every aspect of business activity complies with its principles. The company expresses zero tolerance for any actions that do not align with this policy. Therefore, in cases such as the abuse of power, position, or role for personal gain (monetary and/or non-monetary), as well as any form of promise, offer, provision, or acceptance aimed at influencing actions or omissions in violation of duties, A.E.D.I.K. condemns such practices and proceeds with the immediate termination of the employment/partnership relationship, including all necessary legal actions. The company also defines its commitment to monitoring and the due diligence process of third parties.

In this direction, during the reporting year, A.E.D.I.K. provided specialized anti-corruption and anti-bribery training to its staff. Furthermore, the internal auditors, the compliance officer of A.E.D.I.K., and the human resources department managers participated in a training seminar and videoconferences organized by the Growthfund, gaining valuable information and skills for the effective management of compliance and corporate ethics challenges.

Whistleblowing Policy

GRI 2-23 «Policy commitments»

A.E.D.I.K. demonstrates its commitment to transparency and accountability through the Whistleblowing Policy, approved by the Board of Directors, which is a key pillar of the company's corporate philosophy. The Compliance Officer manages the reports, ensuring the legal and ethical operation of the company as well as a secure and anonymous process for investigating complaints.

³ <https://corinthcanal.com/wp-content/uploads/2023/10/%CE%A0%CE%9F%CE%9B%CE%99%CE%A4%CE%99%CE%9A%CE%97-%CE%9A%CE%91%CE%A4%CE%91%CE%A0%CE%9F%CE%9B%CE%95%CE%9C%CE%97%CE%A3%CE%97%CE%A3-%CE%94%CE%A9%CE%A1%CE%9F%CE%94%CE%9F%CE%9A%CE%99%CE%91%CE%A3-%CE%9A%CE%91%CE%99-%CE%94%CE%99%CE%91%CE%A6%CE%98%CE%9F%CE%A1%CE%91%CE%A3.pdf>

Although no reports or complaints were recorded at A.E.D.I.K. during the reporting year, we are committed to effectively addressing any reports or complaints that may arise, aiming for continuous improvement in corporate governance matters.

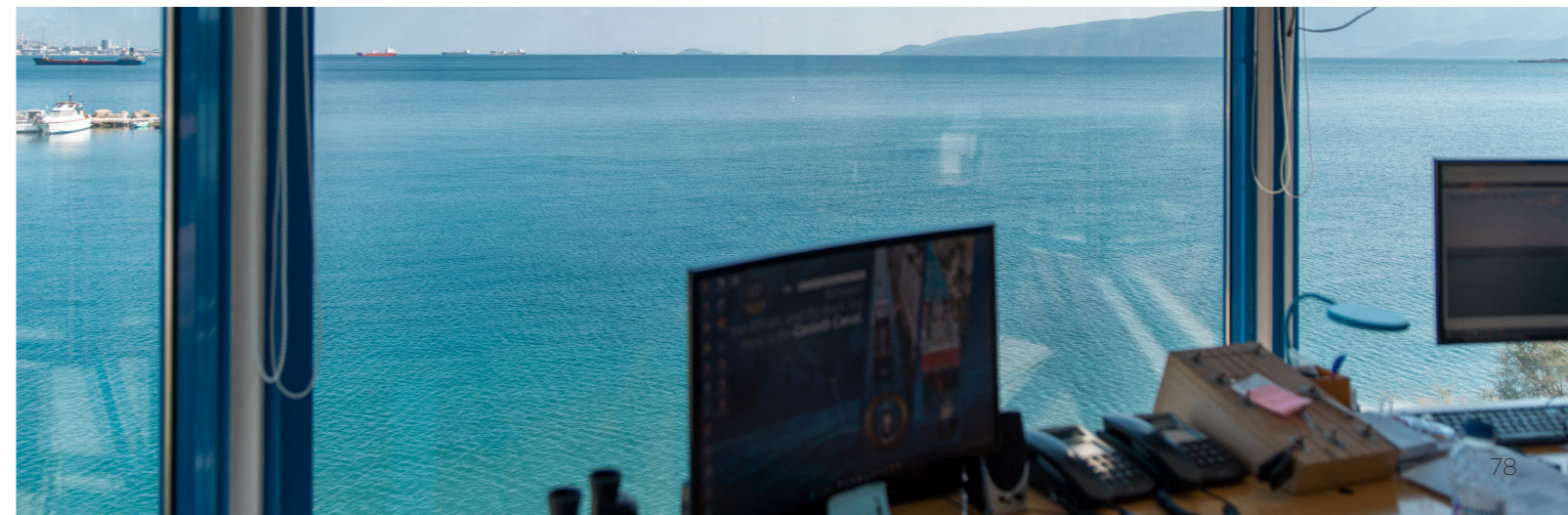
Third-Party Due Diligence Policy

GRI 2-23 «Policy commitments»

A.E.D.I.K., with the utmost respect for its partners, expects that all third parties will always comply with its principles and values, demonstrating the same level of professionalism and ethical conduct.

Specifically, the company's interactions with third parties must be transparent and integral, built on trust, respect, and honesty in their cooperation. Before entering into any business relationship, the relevant due diligence process, as described in the specific Third-Party Due Diligence Policy, is applied. The Third-Party Due Diligence Policy focuses on a straightforward risk assessment system, where the Procurement Officer, supported by the Compliance Officer, evaluates third parties through a questionnaire and publicly available information. It is emphasized that in cases of high risk, additional due diligence measures and contract negotiations are required. The system also highlights the importance of third parties' commitment to the security and protection of personal data, as stated in the questionnaire submitted.

Finally, regardless of the risk level, there is a need for a contractual commitment from third parties to combat corruption and bribery, and in addition, the necessity for compliance with the company's principles and values, as outlined in the Code of Ethics, is emphasized. Especially in cases of high risk, relevant contractual clauses are signed, and periodic audits and training are carried out for compliance. The company encourages the reporting of potential violations and conducts investigations, immediately terminating transactions with those who violate the Third-Party Due Diligence Policy.





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GRI 3 Material Topics 2021	3-2 List of material topics	Materiality Assessment	33
	3-3 Management of material topics	Contribution to Society	58
Digital Transformation and Data Security			
GRI 3 Material Topics 2021	3-2 List of material topics	Materiality Assessment	33
	3-3 Management of material topics	Digital Transformation and Data Security	74
GRI 418 Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Data Security	77
Business Ethics and Value Creation			
GRI 3 Material Topics 2021	3-2 List of material topics	Materiality Assessment	33
	3-3 Management of material topics	Business Ethics and Value Creation	74
GRI 205 Anti-corruption 2016	205-3 Confirmed incidents of corruption and actions taken	Combating Corruption and Bribery	77
Waste Management			
GRI 3 Material Topics 2021	3-2 List of material topics	Materiality Assessment	33
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