

COP - Communication On Progress 2020

I am pleased to confirm ATTIKI ODOΣ S.A. continued support for the UN Global Compact and its Ten Principles in the areas of human rights, labour, environment and anti-corruption.

ATTIKI ODOΣ S.A., is a subsidiary of ELLAKTOR Group, which is a signatory member of UN Global Compact. ATTIKI ODOΣ in itself, is a member of the local Global Compact Network Hellas -GCNH. Information on ATTIKI ODOΣ's Environmental, Social and Governance (ESG) issues is included in ATTIKI ODOΣ Sustainable Development Report for 2020 issued jointly with ATTIKES DIADROMES S.A.

ATTIKI ODOΣ's Sustainable Development Report 2020, describes all actions taken to continually improve the integration of the Global Compact and its principles into the company business strategy, culture and daily operations and is primarily used to establish a communication channel with our key stakeholders.

Regarding UN Global Compact 10 Principles:

- **Principles 1 and 2 (Human Rights):** ATTIKI ODOΣ follows the requirements of ELLAKTOR Group Code of Ethics originally approved by the Group BoD in July 2016 and subsequently revised in 2021, and the Policy for the Prevention and Fight against Harassment and Violence in the Workplace approved by the Group BoD in November 2021, according to which all employees are treated with respect, no form of harassment is tolerated, while the company ensures a healthy and safe working environment for both employees and sub-contractors.

Furthermore, in order to protect one of the most fundamental and important human rights, the one of living a healthy life, while in the COVID-19 pandemic, ATTIKI ODOΣ emphasized on implementing its business plan and carrying out its activities, while taking all the necessary measures to secure the health and safety of its employees, subcontractors' employees, customers users, and respond to urgent societal needs as they arose.

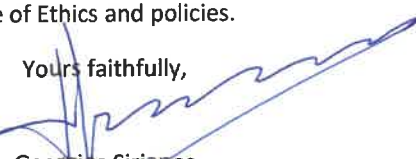
- **Principles 3, 4, 5 and 6 (Labour):** ATTIKI ODOΣ is an equal opportunities employer, freed from any form of discrimination based on either visible characteristics such as age, sex, race, ethnicity and physical ability or non-visible such as culture, religion, marital status, experience and opinion.

Any form of child and forced labor is forbidden, while the company respects freedom of association and recognizes employees' right to collective bargaining.

- **Principles 7, 8 and 9 (Environment):** ATTIKI ODOΣ implements an Environmental and Energy Management System across company operations, certified by ISO 14001:2015 and ISO 50001:2018. The company's primarily objective is to manage resources (water and energy) efficiently as well as waste responsibly, minimizing the quantities that end up in landfills.

- **Principle 10 (Anti-Corruption):** ATTIKI ODOΣ complies with ELLAKTOR Group Code of Ethics, as well as Group's Anti-Bribery Policy approved in January 2020. The Group and all its subsidiaries have approved and adopted the said integrity compliance documents and carry out their activities honestly, ethically, with integrity and in line with applicable laws, regulations, standards, policies and guidelines as well as the Code of Ethics. A whistle-blowing mechanism is available to employees, suppliers, and any other interested party to report any breach with the Group's Code of Ethics and policies.

Yours faithfully,



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Managing Director
ATTIKI ODOΣ S.A.

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