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AKTOR QATAR

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ISSUE 01

Newsletter

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MANAGING DIRECTOR'S MESSAGE

I am delighted to introduce the first issue of AKTOR Qatar's newsletter. AKTOR, the largest Greek construction company, operating for more than 60 years, has undertaken very significant projects in the Middle East and in particular in Kuwait, UAE, Oman and of course the State of Qatar.

Today, the State of Qatar represents our biggest base of operations, outside of our home country, and our commitment remains steadfast. It has already been more than 10 years since the company began operations in Qatar and every year the AKTOR family grows along with our activities. Qatar represents today 33% of the Group's backlog which today stands at QAR 15.3 billion.

We are all proud to have undertaken large construction and facility management projects for top-tier clients the most recent of which are featured in this newsletter. I would like to emphasize that like all great endeavors, AKTOR's success in Qatar is due to the high caliber, hard work and dedication of our staff and workforce, which set AKTOR apart.

I hope you enjoy reading this newsletter.

Dimitrios Kallitsantsis
AKTOR S.A. Managing Director



PROJECTS

Ali Bin Hamad Al Attiya Arena – Al Sadd

DOHA – QATAR

Ali Bin Hamad Al Attiya Arena owned by the Ministry of Youth and Sports, is the sports jewel of Doha, Qatar. It supports all activities, including games and training sessions, related to Handball, Boxing, Ice Hockey, Basketball, Volleyball, Badminton and Rhythmic Gymnastics.

Ali Bin Hamad Al Attiya Arena, of a total site area of about 84,700 m², a gross building area of approximately 54,600 m² and a total capacity of 7,700 spectators, was developed following high quality international sports standards for training, and applying innovative technologies regarding the respective sports.

The design of the arena, an AKTOR gem, is generally applauded for being the first in the world to receive a four stars certification, by the Gulf Organization of Research and Development, in line with GSAS, the Qatar sustainability assessment system. The stunning related metrics refer to 100% Greywater Recycling and Reuse, 30% Lower Energy Consumption and 20% Recycled Content Materials.

The Multipurpose Hall includes the main building of the arena and two training halls, as well as the microwave

tower, intended for the use of media broadcasting.

The Ali Bin Hamad Al Attiya Arena hosts diverse important sports events, ever involving AKTOR's participation.

More specifically, in recent news, the stadium hosted the 24th Men's Handball World Championship Qatar 2015,

"With the completion of Ali Bin Hamad Al Attiya Arena, AKTOR further amplifies its reputation as a stadium contractor. Drawing from our solid Athens 2004 Olympics experience, we are now particularly qualified in achieving definite completion milestones, in regard to world sporting events."

**– Konstantinos Mathiopoulos,
AKTOR S.A. Executive Director**



including Preliminary Round, Eight-Finals, Quarter-Final and Placement Matches, held between January 15th to February 1st. All related Operation and Maintenance activities during the event were assigned to AKTOR and its overall contribution was acknowledged by the Qatar 2015 Organizing Committee with a complimentary letter, appreciative of the company's performance.

Later on, on March 29th, AKTOR completed a body of works regarding Testing and Commissioning of the Ice Rink, according to the international standards of the Ice Hockey Federation. The task included a 48h conversion period – from ice rink to court.

Furthermore, AKTOR was recently engaged in the World Stadium Congress 2015, which took place in Doha on May 18th – 21st. The Ali Bin Hamad Al Attiya Arena was among the final three, out of numerous stadiums, in the Stadium of the Year and Stadium Contractor of the Year categories.

As the AIBA 2015 World Boxing Championship will take place at the Ali Bin Hamad Al Attiya Arena on October 8th – 18th, a test event was organized by Qatar Boxing Federation on May 19th – 24th.

Finally, the stadium was recently awarded the Building Project of the Year MEED 2015 National Winner Award. The ceremony took place on May 27th, in Dubai.

With the construction and operation of Ali Bin Hamad Al Attiya Arena, AKTOR is adding to its impressive Sport Facilities experience, proving to be a valuable partner of all major sports events in Doha, Qatar.

"Following the awards from the last World Stadium Congress and from MEED for the Best Building of the Year, I wish to express my appreciation for the effort and support of all members and staff for such an accomplishment, especially given the extremely tight timeframe."

**– Vasilis Karagkounakis,
Project Manager**

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PROJECTS

Gold Line Underground

DOHA – QATAR

The Doha Metro Gold Line, also known as the Historic Line, is designed to support the underground transportation system in Central Doha, Qatar. More specifically, the Line extends from Ras Bu Abboud Station in the east (near Hamad International Airport), crosses Msheireb Major Station and reaches Sport City in the west (near Aspire Zone). The Gold Line comprises of 10 stations, namely Ras Bu Abboud, Qatar National Museum, Souq Waqif, Bin Mahmoud, Al Sadd, Joaan, Al Sudan, Al Waab, Sport City and Al Aziziyah. The overall Doha Metro Gold Line route length is estimated at about 32 km.

The Gold Line 'Design & Build' (D&B) Contract was assigned by Qatar Rail to the ALYSJ Joint Venture, which is led by AKTOR, and includes L&T, Yapi Merkezi, STFA and Al Jaber Engineering's participation.

All works for the Gold Line Underground Project are conducted, following the highest standards. Top priority is given to Health, Safety and Environment provisions, while sustainable design is further highlighted with the application of the Global Sustainability Assessment System (GSAS), which is about a specialized methodology, just suited for the unique Gulf environment.

What is more, as of this day, the Joint Venture has achieved over 9 million Safe Man Hours, without any Lost Time Injuries (LTI). This quite impressive safety milestone was achieved through consistent efforts, hard work and cooperation of all devoted crew members, dedicated to smooth running of the Project.

The Gold Line Underground Project proved to be quite demanding. As the AKTOR Managing Director, Mr. Dimitrios Kallitsantis, remarked in the February 22nd first Tunnel Boring Machine (TBM) Launch Ceremony, in Airport City North, "In the global infrastructure marketplace very rarely a proj-



"Building on AKTOR's extensive infrastructure and tunneling project experience, the Gold Line Underground brings AKTOR to the next level in its vision to become a leader in the global infrastructure marketplace."

– John Bournazos, AKTOR S.A. General Manager

ect of such magnitude and complexity, across a crowded and busy city like Doha has reached the very challenging and tight target we are witnessing today."

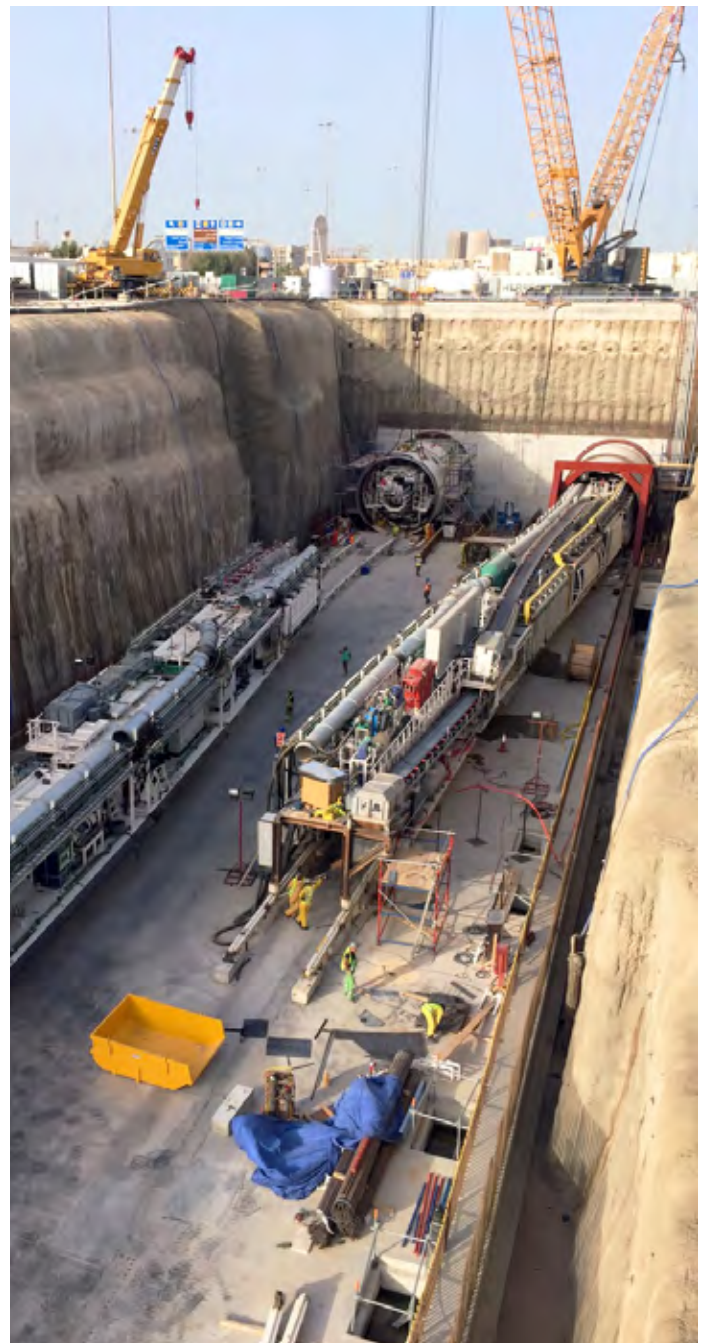
Recently, following the Prime Minister's visit at the Al Qassar site, the Qatar Rail Communications Department held



a press conference, in order to inform all media about the Doha Metro Projects' recent advancements. Therein, the Qatar Rail Managing Director, Mr. Abdulla Abdulaziz T Al Subaie, announced completion of about 20 km, out of 113 km of tunnels, in regard to the first phase of the complete Doha Metro Projects.

As concerns the above disclosed numbers, 150 meters correspond to the Gold Line Underground Project, the last of the packages to be awarded, as 6 Tunnel Boring Machines (TBMs), dubbed Lusail, Sharq, Al Sadd, Al Waab, Al Sailiya and Ras bu Abboud, already operate on the Doha Metro Gold Line, in tunnels with an average depth of 20 m below ground.

Completion of the Doha Metro Gold Line construction activities is expected by August 2018.



“This project is in the Champions League of major international infrastructure projects. As AKTOR, we must step up to the plate and show that we belong in this league. I am confident that with the team in place we will achieve this with the proper approach, planning, and good old fashioned contractor’s determination and application.”

– Carlo Germani, Project Director ALYSJ JV

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PROJECTS

Duhail ISF Camp

DUHAIL – QATAR

AKTOR, as the leader in a Joint Venture with Al Jaber Engineering (AJJV), is responsible for the Duhail Internal Security Forces (ISF) Camp Project in Doha, Qatar.

The Duhail ISF Camp, is the first development in Qatar to be awarded the Qatar Sustainability Assessment System (QSAS) Neighborhood Certification. It comprises of a headquarter, military buildings, several barracks, stores and guardhouses, a stadium of 10,000 spectators, a five-star hotel, a hospital, a detention center, mosques, residential buildings, an equestrian camp, a shooting range and a training police academy, as well as landscaped areas and parking facilities.

The Health, Safety & Environment Department developed and carried out in-house and third party training programs of more than 1,500 hours (such as rescue from tower crane, confined space rescue etc.). Up to May 15th 2015, AJJV achieved more than 8 million free Man Hours without Lost Time Accident (LTA).

The principal design and construction works of the Duhail ISF Camp involve all primary and secondary roads (including parking areas, bus lay-byes, sidewalks, bike paths, traffic signage, pavement marking and the main parade area), the foul sewage system, the storm water sewage system, the potable water storage tanks, as well as pumping and distribution and the optional backup potable water supply system, the irrigation system (including six storm water tanks, part of the rain water harvesting system), the fire water system and the two District cooling plants, with ultimate capacity of 40,000 tons of refrigeration each, soon to do with full-fledged Variable Speed Drives technology, and the chilled water reticulation system. We are also responsible for power distribution, communication and security system containment, street, parking lot and parade area lighting, several tie-in points to existing services, which may be outside the boundary wall and, finally, for the landscaping



area. The above Duhail ISF Camp infrastructure utilities are making use of three dimensional modelling. Infrastructure in 12D enables proper management of all systems, roads and services, securing the best possible design solutions and analysis.

"Over the past 18 months, our operations in Qatar have diversified from the Aviation Industry to other sectors and in particular mainly to Infrastructure and Metro Projects, whilst maintaining our focus and more importantly our presence at NDIA thanks to new minor contracts and of course the FM Projects. We now find ourselves looking forward to the future and targeting future Projects. ISF Duhail Camp provides us with a great opportunity given the substantial and extensive scope both in terms of Project magnitude and value.

The forthcoming Projects range from Buildings, Hospital, to a Hotel. We are now engaged in Tendering for ISF 09 Project and look forward to continued success."
– Constantinos Demetriades, Country Manager



PROJECTS

Banana Island Resort Doha by Anantara

DOHA – QATAR

The long awaited resort, Banana Island Resort Doha by Anantara opened its doors to an elite clientele on January 1st 2015, delivering a genuine expression of pure Arabian elegance. AKTOR proved to be a valuable partner in the infrastructure of Banana Island Resort Doha by Anantara. More specifically, AKTOR was assigned as a subcontractor for all mechanical, electrical, and plumbing installations.

The dream spot is located on the 29.65-acre Banana Island, about 3.5 kilometers east of the new Hamad International Airport.

To access the resort, guests board a luxury 51-passenger catamaran from Shuyoukh Port, the Dhow harbor across from the Souq Waqif, for a 20 minute ride to Banana Island, where they may casually indulge in Middle Eastern amenities. Visitors may also arrange a more exclusive landing, making use of a private helicopter pad.

Banana Island Resort Doha by Anantara features a luxurious hotel, with 24 rooms and 72 family suites, as well as an assortment of villas: 34 two and three-bedroom poolside guest villas and 11 Maldives-style, over water ones.

In a total area of 129,000 m², all guests may benefit from a Private Marina for up to 33 boats, a 100 meter, two-lane Surf Pool, a nine-hole Golf Putting Course, an 8 pin Bowling Alley, a VIP Cinema, an indoor Botanical Garden, 3 grandiose Restaurants, as well as the Anantara Spa, offering 6 types of treatment, and a number of other facilities: e.g. Business, Wellness, Diving and Family & Kids Entertainment Centers. A private 800 meter beach adds up to the resort's ideal vacation place profile.

Our company was responsible for air conditioning and ventilation services, according to the respective sustainable standards, as well as for all Domestic Water provisions

(i.e. regarding both hot and cold water). AKTOR also administered the crucial task of Sewage, Drainage and Irrigation activities. Moreover, we managed Fire Fighting agents, such as Foam and FM200. In addition, we installed Low Current Systems (e.g. BMS and FA). What is more, we handled Lighting and Power Installations, including Landscape Lighting. Finally, the company operated the Telephone & Data System and an 11 KV Distribution System, including the Main 11 KV Switchgear Panel, with 0.425/11 KV Step up Transformers & 11 No. Package Sub Stations.

According to precise guidelines, coming from the Banana Island Resort Doha by Anantara Main Contractor, AKTOR assisted in the above mentioned FM operations until April 10th 2015, ensuring all works were executed following high-level specifications.

“ADIR has demonstrated the ability of AKTOR's MEP Department to undertake and successfully complete demanding MEP contracts in a self-sustained manner. We are confident, it only sets the beginning.”
– Marios Poulimenos, MEP Director

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PROJECTS

Back Up Approach & Training Center

DOHA – QATAR

AKTOR, as the leader of the ADCC Joint Venture, responsible for the airline support facilities in the New Doha International Airport (NDIA), would like to let you know that all Back Up Approach and Training Center (BUATC) concrete and structural steel works are now completed with great success.

As far as Health, Safety and Environment (HSE) goes, we managed to record almost 1.5 million Safe Man Hours, with-

out any Lost Time Injuries (LTI). Moreover, on April 14th, the PM MACE Group Head of Safety and International Director of HSE visited the site, were satisfied with the accomplished results and assessed the BUATC project, in a complimentary manner. In 2015, we did not receive any Safety Non-compliance Reports, and all relevant Safety observations were minor and promptly addressed. Finally, MACE congratulated AKTOR repeatedly for our initiatives, promoting the site's high HSE standards, as for example the April 28th celebration of World Safety Day.

In regard to the overall quality of the BUATC project, rest assured that all NCRs received in 2015 were properly addressed, within the target dates. All submitted monthly reports were appraised as code A and all observation reports from our client, NDIA, are now closed. Last but not least, we were recently verbally informed that the BUATC MACE team received appreciation from MACE International regarding the site. Stay tuned for more details, in our forthcoming newsletter.

"As AKTOR, we are proud to have served our clients at the airport for the last 10 years and hope to continue serving them in the years to come."

– Nikos Rigas, ADCC Projects Director



PROJECTS

Sheraton Doha Resort & Convention Hotel

DOHA – QATAR

As you probably already know, Sheraton Doha, the Arabian-themed, first five-star hotel in Qatar, located on the shores of West Bay, was recently renovated in record time.

Guests may benefit from the Sheraton Health & Recreation Center, an outdoor swimming pool, internal and external

multi-purpose courts, supporting tennis, squash and badminton activities, extensive landscaped gardens and a beautiful beach, for a close experience of the Arabian Gulf.

Sheraton Doha hosts ten first-class restaurants, bars and lounges, including Latino Steakhouse, one of the best South American restaurants in Doha, as well as the original Lebanese Al Shaheen, the authentic Italian La Veranda, the latest seafood restaurant, Al Maskarm, and Irish Harp, the most popular Irish pub in town.

In close proximity to Qatar Exhibition Center and offering 26 convention and meeting spaces for up to 5,000 guests, Sheraton Doha is highly recommended to host important meetings and elite weddings and is also favored as a residence for guests of the State.

AKTOR did have a major part in the renovation of the landmark hotel. The Sheraton Doha renovation was about a fast track project and only consistent efforts could guarantee fast and premium quality results.

AKTOR was responsible for manpower supply and supervision of more than 250 labors and 30 staff. They were all engaged to the project for a total period of four months, and their contribution is considered priceless.

Hamad International Airport

AKTOR is responsible for a series of significant FM Projects. In Hamad International Airport, we manage all FM operations in the Aircraft Maintenance Hangar, the Emiri Hangars, the Duty Free Warehouses, and the Staff Access & Car Rental Facilities. AKTOR FM, as a division of AKTOR Qatar continues to share AKTOR Qatar's central services and works very closely with the construction teams, mainly of the airport, in order to better serve our clients and building users.

Bringing you the latest news from our client, Qatar Airways received early in the year the first couple of A350 XWB aircrafts, a next generation aircraft, faster and more efficient than its predecessors.

To encourage positive and collaborative working, since January AKTOR FM has launched an innovative program – the AKTOR FM Excellence Awards, acknowledging FM Projects employees with an outstanding commitment attitude and performance. Available awards vary in both periodicity and content and include the following categories: Beyond Excellence, Safety Initiative, Sustainability, Quality & Efficiency, Teamwork and Innovation.

Trainings are an integral part of our policy to capture knowledge. Several tailor-made and fixed trainings, regarding BMS, Fire Panel, Air Handling Units, Aviation Security, etc. took place in the previous months. Particularly, a 5-day training session was arranged at the Qatar Civil Defense Department between February 15th – 19th, concerning Inspection, Testing and Maintenance of Water-Based Fire Fighting Systems and Fire Alarm Maintenance. Moreover, a specialized session took place in the UK Shire Offices, about the Procurement Module of Pirana Computerized Maintenance Management System (CMMS), with a view to tracing material from the issue of a Work Order to purchase, and vice versa, on March 3rd – 6th.

In March, the latest audit from the Quality Assessment Team (QAT) on the Group Support Equipment (GSE) maintenance process, resulted in zero findings, while in regards to Health and Safety News, AKTOR FM succeeded in completing more than 1 million Safe Man Hours, without any Lost Time Injuries (LTI).

In the latest news, on April 12th – 19th, during the 13th United Nations Congress on Crime Prevention and Criminal Justice, AKTOR FM provided full support to car security and transport coordination, staged at Staff Access Facility. Finally, on

April 30th, the 1st year Anniversary Celebration was held at the Qatar Duty Free Warehouse, in order to honor the particular day, in kindred spirit.

“It has been an amazing and challenging journey from the award of the first FM contracts to today. The challenges of working in a live airport environment, the thrill of working for an airline, the sensitive security limitations of maintaining the facility of a Duty Free Warehouse as well as meeting stringent KPIs with limited response and repair times were fundamental to our learning incentive.”

– Maria Kourieos, FM Projects Manager



Working Efficiently

In order to deliver a superior product, the answer to balancing the cost-effectiveness equation is not to pay our employees less than the competition, or the use of second-rate materials, it is to ensure that the work we all do is as efficient as possible and that resources are not squandered.

What lessons can we learn from our sites and our experience? Only what we measure and compare, what we track and assess. Efficiency begins with careful planning and ends with the right people doing the right work with the right tools.

Starting this year, our biometric attendance devices and work tracking systems will help us to evaluate bottlenecks and planning errors more quickly and minimize the inefficient use of resources. Our training programmes are also being stepped-up to make our workforce better-equipped with handling more complex tasks with less wastage. This applies to work in both the field and the office.

AKTOR has always been a company that prides itself on delivering quality; only by cultivating a culture of efficiency and effectiveness can we hope to deliver our better product in a market where the work is almost invariably done by the lowest bidder.

"One of the principal challenges that AKTOR, like other leading contractors, has to address, is that not only do we have to build better and faster than our competitors, we also have to do so at a price which keeps us competitive."
– Manolis Zolotas, Commercial Director

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TENDERS

Expansion & Commitment

Even though AKTOR benefits from a significant backlog of more than QAR 5bn, we are ever on the lookout for new projects, focusing not only on government contracts, but also exploring blue chip, private clients' opportunities.

AKTOR draws from a strong local establishment, an extensive portfolio, and what is more, our dexterous in house MEP staff, with a view to further establishing its reputation as a preeminent international contractor in Qatar. Our dedicated tendering teams, assisted by technical teams, may fairly support our company's perspectives and endeavors.

Given the company's extensive experience in fields such as Highway Operation and Maintenance, Waste Management and Solar EPC contracting, AKTOR Qatar is constantly looking for opportunities to utilise these capabilities within Qatar. We are in dialogue with Government Authorities as well as possible local and international partners and remain ready to expand in these sectors at the appropriate time.

Our tendering strategy is based on the following basic principles:

EXISTING CLIENTS

Our tendering policy concerns any existing clients' requirements, no matter the size of the specific project. We firmly believe that continuity makes for a mutual, trusting effect, which upgrades efficiently the overall performance of the company.

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NEW GOVERNMENT CLIENTS

AKTOR is in constant search of new Government Clients, such as the New Port Project, the Supreme Committee for Delivery and Legacy, Ashghal, Lusail, Ministry of Youth and Sports, so as to implement our experience and resources.

PRIVATE COMPANIES

With a great tradition in the service of blue chip, private companies, we are determined to entrench our position, amongst the most solid and cost effective construction companies in Qatar, as AKTOR manages over the top performance in a variety of projects (e.g. hotels, offices, factories, warehouses), always on the appropriate timeframe and budget.

News & Insights

AKTOR is dedicated to finding and hiring the most qualified and promising talent in the industry. We are committed to constantly investing in our regional ventures and utterly enthusiastic about the regular development and continuous education of our staff.

To this end, a number of recruiting trips was organized in the first months of the current year. More specifically, on March 18th – 22nd, there was a recruiting trip in India, where 125 employees were hired by the MEP Department. Likewise, on March 25th – 30th, a trip was scheduled for Philippines, and we managed a total of 146 hires, 101 of them regarding the MEP and 45 the FM Department, respectively. In the beginning of May, two separate recruiting trips, in Thailand and India, were arranged, designed specifically for the Gold Line Underground Project, where 1,000 new employees were recruited for civil works. Finally, there was a recruiting trip to Sri Lanka, on May 11th – 14th, where 9 more new entrees were added to the FM Department.

In this manner, we would also like to grasp the opportunity of the present newsletter, to announce examples of recent joiners to the Qatar Team.

Mr. Konstantinos Ampeliotis, Mr. Richard Hardstaff and Mr. Lawrence McGinn draw from their vast work experience of more than 30 years in the construction industry.



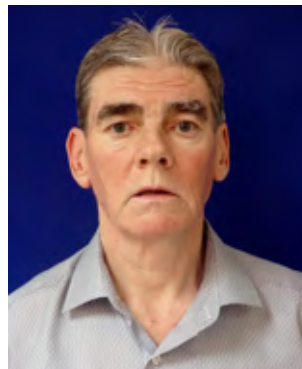
In his capacity as Area Manager, Mr. Ampeliotis, a longtime employee of AKTOR in Greece and abroad is now responsible for the performance and deliverables of all Construction Team, regarding three critical stations of the Gold Line Underground Project in Doha, Qatar. Being the largest singular construction package of the Doha Metro, the Gold Line is designed to traverse Doha

from East to West, covering a distance of 32 km. To this end, there are 6 Tunnel Boring Machines (TBM) operating at the same time, in order to deliver a total of 10 underground stations, by August 2018.



As our new Estimating Manager, Mr. Hardstaff is responsible for the overall performance and any kind of deliverables of the Estimation Team. He manages a total of 15 full-time staff, a number expected to increase to 26 employees, in the near future. The Estimation Team handles tenders for infrastructure, road and drainage works, as well as building and residential tenders up to

USD 200 Mio and may price a great variety of works: i.e. from in-house civil to building, architectural and MEP projects.



plants and Energy Transfer Stations (ETS). The MEP Construction team consists of highly qualified technical staff, which is able to implement all kinds of electromechanical projects, offering a complete innovative experience.



Last but not least, Ms. Ong Fui Fang, who has been working in the construction industry for more than 10 years, was lately appointed as our new Senior Quantity Surveyor. She is in charge of the overall performance and deliverables of the Quantity Surveying team, with regard to the AKTOR, Darwish, Cimolai, Cybarco (ADCC) Joint Venture. Amongst other tasks,

Ms. Ong is accountable for putting together quantity take-offs, based on specific plans, as well as evaluation reports for billing purposes and quantity on variation orders, in defined timeframes.

Feel free to contact Mr. Hardstaff at rhardstaff@aktor.qa, mob. 7446 8568, Mr. Ampeliotis at cambeliotis@goldlinemet-ro.qa, mob. 74468757, Mr. McGinn at lmcginn@ajjv.qa, direct line 44106519 and Ms. Ong at ofuifang@adcc.com.qa, mob. 74468772, and congratulate them on their new assignments.

If you are interested in similar opportunities, please visit our Careers page. It is regularly updated, as the substantial growth of our company calls for ongoing recruitment.

In any case, welcome Mr. Ampeliotis, Mr. Hardstaff, Mr. McGinn and Ms. Ong !

AKTOR's Top Priority

In AKTOR Qatar, workers' welfare is a top priority. Therefore, we are very proud to announce the upcoming AKTOR Workers' Village in Qatar. This accommodation complex represents a significant long term investment of AKTOR in the Qatar market with a value of tens of millions of Qatari Riyals.

In AKTOR Qatar, workers' welfare is a top priority. Therefore, we are very proud to announce the upcoming AKTOR Workers' Village in Qatar. This accommodation complex represents a significant long term investment of AKTOR in the Qatar market with a value of tens of millions of Qatari Riyals. The AKTOR Village will serve the numerous projects from one central location. The facility is in the Shahania area and has numerous amenities: i.e. Mini Market, Wi-Fi Spot, Recreational Areas with Ping Pong Tables and LED TVs with Satellite Channels. There, the residents will still be enjoying their previous benefits, such as Laundry Services, Canteen Food in the Mesh Hall, as well as Basketball and Cricket fields.

AKTOR is confident that all workers are satisfied and fulfilled not only within their work environment, but also in their everyday life. By constantly upgrading and safeguarding workers' living conditions, we make sure that workers flourish and AKTOR prospers, both at the same time.

"Our workers' welfare is one of our outmost priorities. AKTOR, throughout all these years of its presence in Qatar, has not stopped in trying to improve its workers' living and working standards. Construction of the workers' village at Shahania Area, reflects company's commitment and continuous efforts towards this cause."

– Pandelis Aslanides, Director of Civil Works

On this subject, we would also like to bring attention to the request by the Business & Human Rights Resource Centre, where 24 companies, headquartered in Middle East, Europe and Asia were contacted, in order to submit a questionnaire, regarding policies and practices on working conditions in Qatar. As highlighted by the survey, AKTOR is one of the top construction companies with major operations in Qatar that supports and promotes workers' welfare, in a regular and responsible manner.

More specifically, AKTOR secures all workers receive Qatari IDs, resident permits and healthy cards. We also ensure all workers may be able to leave the country, whenever necessary, and get the required exit permits, without haste. What is more, AKTOR guarantees absolute transparency of all recruitment agencies used.

In addition, AKTOR invests in capturing knowledge, through consistent training, and guarantees the employees' participation, in a number of specialized seminars, as demon-



strated below. On January 21st, a field trip was arranged on the Doha Cables factory at Qatar, where basic cables technical data, applications and types were presented to 7 staff members.

Furthermore, on February 23rd, 4 engineers were sent to ABB's technical seminar, regarding latest technologies.

In addition, on February 26th and March 3rd and on March 15th and 21st, there were in-house seminars for the Fire Alarm System and Telephone and Data Systems, respectively, hosted in Ali Bin Hamad Al Attiya Arena – Al Sadd and presented by Nicolas Daskalakis, with a great number of AKTOR participants.

More recently, on May 14th and 23rd, we organized an Audio Visual systems training seminar, presented by Panagiotis Katsikos, in the ADCC offices, to 27 participants.

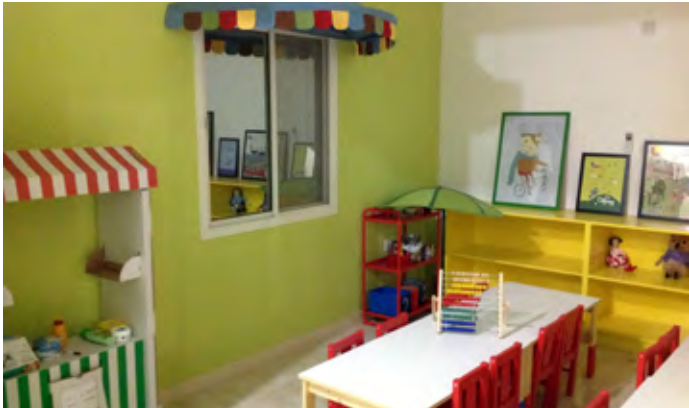
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Latest Issues

As a company headquartered in Greece, AKTOR is actively engaged with the Greek community of Qatar. More specifically, we support a number of Embassy of Greece in Doha initiatives, in order to raise the profile of Greece and Greeks in Qatar.



In the same manner, AKTOR, alongside Greek and Cypriot construction companies Terna, J&P and Archirodon, is responsible for covering basic expenses (i.e. rental costs) of the Greek School of Qatar building. The Greek School of Qatar hosts more than 130 students and promotes a number of cultural activities, such as a lending library, theatre plays and Greek Traditional dancing programs.



In more CSR updates, following the massive earthquake that hit Nepal on April 25th, AKTOR tried to comfort its Nepalese employees, estimated to be more than 400. Our solidarity was expressed by a fundraising campaign, with ad hoc donation boxes in several project sites, with a view to alleviating all colleagues requiring aid and support.

EVENTS

Promoting Greek & Qatari Heritage

Over the recent months, the HR department of AKTOR, corresponding to the principles of employee engagement and satisfaction, as well as of culture appreciation, promoted a series of events, for securing team building and calling attention to the Greek & Qatari heritage and feasts, at the same time.



On February 10th, all company employees were invited to attend the Qatar National Sports Day Celebration. The event was held in the parking area of the majestic Ali Bin Hamad Al Attiya Arena – Al Sadd. The employees, accompanied with their families, were introduced to a fun, relaxing session, where sporting spirit was the medium and enjoyment the ultimate target.



On Sunday April 12th, the annual AKTOR Easter lunch was arranged in the Al Dana Garden of Sharq Village & Spa Hotel. The employees, along with their families, savored the luscious open buffet, and enjoyed each other's company, feeling like typical Easter feast entertainment in Greece, with just a tiny hint of nostalgia for their beloved ones, back at home.

GROUP HIGHLIGHTS

Operating in a worldwide scale

As an internationally acclaimed holding company, ELLAKTOR Group and its subsidiaries are thrilled to share with you intriguing news, from its locations, all over the world.



In the beginning of the year, AKTOR further consolidated its presence in the United Kingdom and embarked on construction works in South America, giving effectively prominence to its global scope. More specifically, in January, new contracts were signed in the United Kingdom for the construction of three Solar Power Stations of total capacity of 24.40, 24.55 and 57.84 MWp each. There was also another contract signed, regarding the construction of a Solar Power Station of total capacity of 3.40 MWp in the Republic of Chile.

In more exciting news, in April, the Operation and Maintenance of the Western and Eastern Sections of Egnatia Motorway and its Vertical Axes in Greece, was awarded to AKTOR. The project involves maintenance activities of the motorway, its tunnels and respective electromechanical installations, the operation of the motorway, as well as emergency and environmental management, and tunnel and motorway traffic control. We are dedicated to developing all works assigned by our contractor, "Egnatia Odos S.A.", in an efficient manner and delivering an excellent outcome, in just 36 months.

Moreover, in May, the opening of "Ikos Olivia Resort" was announced. The former "Gerakina Beach" hotel in Chalkidiki, Greece, was refurbished by AKTOR under tight time constraints. The "Ikos Olivia Resort", of a total built area of 25,000 m², is part of the "Ikos Resorts" group. It comprises of the main building, including spa basement installations, seventeen one-storey and fourteen two-storey bungalows, a restaurant-kitchen building, an entrance security building, a two-storey building for the personnel and canteen, a super market, a taverna, a two-storey building for the personnel and canteen, several shops and offices, a theatre, a playground, a sports center, sixteen heated swimming pools, as well as biological treatment and landscaping works.

Finally, in the middle of May, AKTOR, being the leader of the joint venture "PTAR Expansion del Salitre", which also involves companies Aqualia Infraestructuras, a member of

the group FCC, from Spain, and CASS Constructores, from Colombia, was the selected bidder in the international tender for the Design and Construction of the Expansion Project, for the "El Salitre" Wastewater Treatment Plant, with a bid of USD 490 million. This unit serves Bogotá, the capital of Colombia, and is supported by the World Bank.

Concisely, our company's technological expertise, as acquired by construction, operation and management of large-scale projects in Greece and abroad, in combination with our refined strategic alliances, enables ELLAKTOR to operate more and more vigorously, in a worldwide scale.

"The AKTOR Qatar team is a proud member of the wider AKTOR and ELLAKTOR family and together we strive to be a world class company. We sincerely believe that through a collaborative approach we are creating an innovative company which is valued by clients, employees and communities. Our benchmark is high and we are committed to keep it there heading towards the same direction with uninterrupted alertness and determination."

– Paris Kallitsantsis, Middle East
Operations Coordinator




LOCATIONS

ALBANIA	ITALY	SERBIA
BOSNIA	KUWAIT	SKOPJE
BULGARIA	OMAN	TURKEY
CHILE	QATAR	UAE
CYPRUS	REP. OF PANAMA	UK
ETHIOPIA	ROMANIA	USA
GREECE	RUSSIA	




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