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EDITORIAL

My dear Colleagues, the publication of our second Newsletter coincides with the celebration of the 2nd decade of AKTOR activities in the Arabian Peninsula (United Arab Emirates, Oman, Kuwait, Qatar).

During the first decade, AKTOR enhanced its presence, having delivered remarkable, large scale quality Projects with respect to the requirements and expectations of its distinguished clients.

At the same time, AKTOR continues to improve its internal structure, management procedures, and control systems, to strict terms and specifications that shape the actual competitive environment in Construction.

Moreover, AKTOR enriched its Human Capital with exceptional multi-national Professionals, apt and eager to accomplish arduous and complex Projects.

Today, AKTOR as heir and vector of salient experience in the region, is considered as a key Construction player, efficient, creative, and responsive to every challenge.

Furthermore, AKTOR’s leading role in the design and build of the Gold Line Metro in Doha, unveiled new perspectives in its dynamic presence and activity in Qatar as well as in the entire Gulf Region.

However, our efforts, our dreams, our Projects are not limited to these achievements.

We are, You all are, adroit, confident, resourceful, talented, avid to reach new peaks, and attain noble professional goals.

Today and during our challenging, promising and rewarding future.

Konstantinos Mathiopoulos
AKTOR S.A. Executive Director

AKTOR People: Our Cornerstone

AKTOR is its People, every one and all of them. A Community of skilled, inspired, creative, innovative DO-ers.

Ali Bin Hamad Al-Attiyah Arena, Gold Line Doha Metro, the Hamad International Airport, the brand new Mechanical Biological Treatment (MBT) plant in Bulgaria, are state-of-the-art achievements.

Exceptional know-how, precious experience, hands-on hard-work, commitment to excel, respect to ELLAKTOR, AKTOR SA, & AKTOR Qatar path of successful deliverables, sound aspiration, motivate and galvanize this multinational and multicultural Team.
International acknowledgement is a fact: according to Deloitte’s European Powers of Construction report 2014, ELLAKTOR SA rank 42 among all European counterparts, 3 places higher than 2013.

In addition, ELLAKTOR ranks 140 among 250 International Contractors, according to prestigious ENR 2015 report (156 in 2014).

Our adventurous journey to outstanding results, already count several decades.

For each one of us in AKTOR, every day, every Project, every new assignment is a call to action, a constantly renewed starting line, a peak to conquer.

Συνεχίζουμε!*

*And we go on!
The Gold Line Metro Project is one of AKTOR major Projects, perhaps the most demanding.

Leader of ALYSJ Joint Venture, a unique team of dependable, experienced, devoted professionals, we share our vision of quality deliverables and success, actively participating in the fulfilment of Qatar National Vision 2030.

At the end of August, ALYSJ Joint Venture marked two remarkable achievements:

- TBM S920 entered Joaan Station, the first Gold Line station in Doha.
- Qatar Rail received a Guinness World Record for the simultaneous operation of 21 TBMs in a single Project.

During the 4th Transport Conference in Qatar (14-16/9), Qatar Rail Managing Director Eng. Abdulla Abdulaziz T. al Subaie stated that “the country and the rail company have achieved a major milestone by breaking the Guinness World Record for the largest number of tunnel boring machines (TBMs) operating simultaneously in 21 locations in the same city (...) 50 percent of the 113-kilometer long tunneling works for Doha Metro has been completed”, he said, and concluded “I would like to thank all the concerned parties and stakeholders who continuously seek to overcome the obstacles and difficulties for the success of the Doha Metro project”.

ALYSJ Joint Venture operates 6 of the 21 TBMs and this rare international recognition is a stunning achievement for all Partners. A compelling peak we reached, our next personal and collective *Citius, Altius, Fortius*.

Nevertheless, this Guinness Record is not detached from a canvas of ALYSJ JV achievements.

Due to this tremendous collective effort, TBM S920 entered Joaan Station on the 30th of August.
It was a stirring moment for all and every one of us in AK-TOR: committed to success, respectful to the State and Society of Qatar, we confirmed our competence to design and build on-time.

Within this process, high quality and safety standards are applied to every operation; hence ALYSJ JV has more than 10,000,000 man hours worked without a reportable incident. And this KPI is the most important than any other, underlining ALYSJ JV efforts to guarantee employee safety, re-iterate its duty to offer secure working conditions to the entire workforce, and instill a common safety culture throughout the Project, even under tight deadlines and tough weather conditions.

"What we have achieved during the last months in Gold line is magnificent. But it is just a benchmark attained, due to clear goals, confidence in our human capital, pioneer engineering, solid management, transparent, though consistent, organization, artistry and respect to our contractual responsibilities", says John Tsimekis Tunnel Construction Manager.

"No, I am not an Engineer. I am a mineralogist, a lyrics writer, a composer, a father, a teammate, a comrade in every battle, laborious works, complex Projects, grueling deliverables", he adds.

"...though I never stop, until I fade away. Because life is a dream, and I restart to make new dreams from every beginning" – “don’t commiserate the eagle”,
lyrics by John Tsimekis, 2013

GOLD LINE FACTS  September 2015

25% of the full tunnel length is complete

59.48 m complete mining & ring building in 24h from a single TBM

Monthly output, August 2015: 1843 rings production

“I have spent my entire career in tunnels. Seeking the light at every end, because every tunnel has an end and it’s bright.

But I am not alone when working underground. My people, my team, friends who are more than colleagues, mark world records and remain humble. Those meticulous women and men, coming from different countries and cultures, share the same vision, and deserve appreciation but never ask for it, re-affirm teamwork in every stage and stake of our work, and keep rolling!

And this is what matters; this is what makes me proud of that team; this is my breath in the heart of each tunnel, an inspiration to go deeper. For them. With them.”

Left Image  John Tsimekis, Tunnel Construction Manager with members of the Tunnel dream-Team.
The total plot area for the Project site is approximately 45,000 m². The Project site consists of three buildings, (1) Main Arena Building with two Warm Up Halls, (2) Microwave Tower, and (3) Cooling Tower; two number of storm water tanks, site landscaping (soft and hardscape), internal roads around the building and shell retail outlets.

One of the major challenges in such fast track project was to make sure that the rest of the building construction activities like the masonry and MEP works as well the façade installation will not be affected by the steel structure erection.

The optimum erection sequence was selected for the erection of the main bridge of the steel roof. Specifically, the truss was assembled at ground level and then strand jacked in order to avoid the construction of a working platform at 35m high and this in the purpose to increase the safety of the site workers and to achieve the required construction quality with respect to the construction schedule.

The weight of the main truss is around 500 tons, in order to expedite the erection it was dived into three elements:

- Middle truss of Main Bridge with a weight of 260 tons, assembled on GF inside the arena, lifted in position with the hydraulic jacks, once lifted the main truss was bolted/welded to the supporting structure.
- South and North elements of Main Bridge with a weight of 145 tons each, erected on place with the use of cranes at the fifth floor level of the building, prior of the center truss erection.

The main bridge structure had to be lifted at a height of approximately 35mtr using a set of heavy duty hydraulic jacks mounted over jacking beams supported onto the two set of lifting towers.

During this lifting, the main bridge had to pass through areas where the permanent structure, levels #1 to #3 were partially constructed, where relatively large box outs were left. This resulted to the extensive use of heavy duty back-propping at those slabs to withstand the loss in concrete mass and increase the building structure against the enforced stressing as resulted the main truss erection.

The construction of the remaining concrete slabs commenced as soon as the main bridge was lifted and secured into place.

Secondary steel members' erection activities have sequentially commenced from the moment that bridge truss was secured and locked in place, secondary steel trusses erection, steel purlins and cantilever steel.

The VSL strand lifting jacks are installed on temporary lifting frame on the towers and higher than the final level of the Steel trusses. The truss was lifted from 4 points, 2 per each side. The operator was able to activate all the 4 points simultaneously as well as a single point based on the load distribution and the conditions during the lift-off operation.
Leveling sensors were installed along the truss in order to control the horizontality during entire lifting operation. During the lift off, the truss was initially lifted off from the temporary ground supports by around 20 cm only in order to check the system.

Average lifting speed
5 to 6 m/h

Awards:
Global World Stadium Congress 2015
MEED Construction Building of the Year 2014

The lift was performed within 8 hours on the rainy 19th January, 2015

“It was a real challenge for my team and me”, says Vassilis Karagkounakis, Ali Bin Hamad Al-Attiyah Arena Multipurpose Hall Project Manager.

Having spent most of his career path in the Middle East, he considers Ali Bin Hamad Al-Attiyah Arena as a major integrated Project, designed, built and delivered by AKTOR. As a PADI Certified Open Water Diver, Vassilis knew that Qatari desert would be his unchartered deep waters to discover and tame. Certified with GSAS 4stars, Ali Bin Hamad Al-Attiyah Arena is one of the Projects he is proud of: “the entire range of trades were applied, though many services and works were fully customized, for a demanding and sometimes, unpredictable though respectful, Client. What I want to do next: a hospital”, he says.

“Because medical equipment is very delicate to treat, but mostly, because it is extremely subtle and complex to match Construction to Health, exciting and tough to guarantee a better quality of life to people, men, women, children that suffer pain”.

Top Image  Tania Agiasmati, Procurement Manager / John Kontakiotis, Technical Office Manager / Athanassios Peidis, QA/QC Manager / Vassilis Karagkounakis, Project Manager / Georgia Liakopoulou, MEP Manager / Faidon Vaklavas, Construction Manager
John Neratzis, Chief Foreman – Electrical

He is up everyday at 4. Because he wants to be at “his” site before all. To prepare job allocations and tasks. To check proper functionality, safety, infrastructure of the site. To say good morning to the People of the Site.

John Neratzis, 64, believes that good work needs to be worked, without watching your watch, with respect to every man and woman, regardless of their nationality, age, degrees. “Everything is a matter of respect. If you seek respect, you must show and feel respect in the first place. And respect is not only kind words. Respect is to be on Site before everyone else. To show you care, you control, you are fully aware of every stage of development, every aspect of professional concern. Close enough to support and inspire, to be a paradigm. But distanced to stress the line between personal and professional”.

When he first joined AKTOR, back in 1988, John Neratzis had already acquired a 13-years stormy experience in the Sea. He was aware of difficulties, incompatible characters, and wavy conditions.

Perseverant and hard-working, he was part of AKTOR Projects in Ioannina, Evros, Crete, Pylos, Patras, Thessaloniki, before moving to Qatar 5 years ago.

“I am satisfied”, he says, “because my work is appreciated and I feel respected. From AKTOR, from European colleagues but also, and sometimes mostly, for non-European co-workers: from India, Nepal, Pakistan, Philippines, Sri Lanka. I feel them and treat them like my children, as my three daughters are in Greece!”

Livi Varghese, Senior Administration Officer

Living in the Gulf Region for almost 12 years, Livi is a key person within AKTOR Qatar Administration Department, for the last 6+ years.

Studied and worked as a teacher in his homeland India, Livi joined AKTOR as a personal officer and now he is a Senior Administration Officer.

“AKTOR is rapidly growing in Qatar during the last 2-3 years”, he says, “and I like being part of this evolution”.

What he misses more?

“My family: my wife and two kids that I only see on a computer screen. It is difficult to live without them. I will try to bring them here permanently, as our life is here, in Qatar, as my life is within AKTOR. My second family.”

But can a Company be a second family?

“I spend most of my day at work”, he says, “dealing with practical enquiries and needs from people who live away from home, in a foreign Country of unique Culture, laws and traditions. They need support, they ask for solutions. More-
over, they need to feel that someone cares for their minor or major issues. That’s why some call me Livi भाई.

We are a team who strive to provide solutions. Sometimes it turns out that we also offer the solace that someone is here to assist, to act. And this is not a professional obligation. It is our human responsibility. I am a teacher and I might inspire that feeling. But I believe it is also because AKTOR is an anthropocentric Company, who embraces every employee, and does not let you down.”

What I appreciate in AKTOR?

"The working atmosphere, the team spirit. That you acquire valuable experience, and there are opportunities to go higher".

What I would improve?

"Listen, I believe that we can never offer enough to people working in extreme weather conditions.

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**Working in a Greek company is not an easy task. It is interesting and sometimes complicated and delicate: Greeks are open-hearted but tempered.**

– Livi Varghese, Senior Administration Officer

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Construction is a stony industry, and apart from the onerous work of designers, architects, engineers, project managers, we must also consider those employees who transform a design into a real structure, a building, a metro tunnel, a hangar, a plant. Those who turn an agreement into deliverable. And for those, I strongly believe, that all of us should constantly do more”.

"Working in a Greek company is not an easy task. It is interesting and sometimes complicated and delicate: Greeks are open-hearted but tempered. Sociable but solitary. Eager to ascribe a single eventual mistake for long, hard on praising the effort or numerous positive outcomes. But if you take the time to hark them, you will discover kind, curious, self-confident, edgy, assiduous co-workers”.

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**Dora Mintzia, Civil Engineer**

Dora Mintzia is 28 years old. With an exceptional academic background and excellent grades from National Technical University of Athens and the Imperial College in UK, she joined AKTOR last year, after having worked in a reputed Consulting Company in Athens.

Mathematics amateur, she prefers police fiction novels, loves the Match Point movie, and could play Cluedo for hours, fascinated by the idea of discovering the murderer, the weapon used and the crime scene!

A curious mind, a smiling face, a descent personality, she explains:

“I came to Doha because I wanted to work on my field, in a growing region under construction, excited to start tracing my Civil Engineer path in the Middle East, within AKTOR. It is not easy to get used to Qatar, the way of life, the culture. It is difficult sometimes being a woman in Qatar, the dress code, local customs, and various restrictions are strange to Westerners.

But I like being part of a multi-ethnic mosaic, a blueprint where different cultures mingle, constructing from scratch, a country in the heart of the Gulf region.”

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“I came to Doha because I wanted to work on my field, in a growing region under construction, excited to start tracing my Civil Engineer path in the Middle East, within AKTOR.”

– Dora Mintzia, Civil Engineer

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“I miss the deep blue Greek sea, colorful landscapes, the taste of ingredients. But I know and cherish that life offered me an adventure, a wave to sail in, my career journey within AKTOR and ALYSJ JV.

Yes, I’m here, I stay, I learn, I experience, I work. And I’m moving ahead. Every day.”
"It was (for me at least) a very warm early November day when I landed in Doha to start what was to be today's FM. The company had a 12 month Facilities Maintenance obligation for one of their construction contracts and needed someone to set it up for them and here I was!

I remember seeing the building already imposing and intimidating even with half its roof erected and thinking "you've got to be kidding me". Create an asset data base for that monster and then establish a maintenance regime? Impossible! Well yes it was for the Aircraft Maintenance Hangar, the largest free span Hangar in the world, and yes it was after all possible…

It took a lot of hard work from an amazing group of professionals to get to where we are today both from the construction team as well as others who were eventually brought here to help build this dream. Initially we were looked at with suspicion and doubt: 'What on earth is FM? A radio station?' Then it was … 'ah yes cleaning'!

I think even today our construction colleagues look at us coming to work in office attire or in the red uniform and wonder, what do they do the whole day? Yes, definitely loads of cleaning, and loads of maintenance; preventive, predictive, conditional, corrective, we do studies to find the root cause of faults, we collect temperatures, pressures, monitor power consumption, we analyze data and make reports for our clients on the status of their facilities...and we work WITH our Client to supply a service delivery that offers them value for money. How? We support our Client in their day to day core business which is either to maintain aircraft, or to run the Duty Free Warehouse, to carry out events in a state of the art stadium, we support them through our service delivery in never failing or delaying their operation, and this is on a 24/7/365 basis.

If we have ever had any incidents? It was the 14th of July 2015, around 09:50am. The chilled water main supply header pipe in the mezzanine floor of hangar C ruptured at a grooved coupling joint. As result, 50-70m³ of water was released over the roof floor and managed to seep through the HVAC duct of the foam room and the mechanical room. As a result the Fire Detection, HVAC, PCA systems were all disabled... To lose the cooling systems in the middle of July could grind the airlines operations to a halt, furthermore the fire detection/prevention systems being disabled thus leaving aircraft and equipment worth billions of dollars exposed to great risks.

But, AKTOR Facility Management team worked nonstop without food or water in a very warm and uncomfortable environment to reinstate the cooling in the building, for more than 21 hours in a row, regardless of the Holy Ramadan timings and other personal obligations.

Naturally the story of FM goes hand in hand with the story of AKTOR in Qatar, and we as FM are extremely proud to belong to this great AKTOR family, to share its achievements with our Clients and our potential Clients. AKTOR has a 60 year history in construction and it is upon that history that FM is built. AKTOR is one of the very few companies globally that is able to follow through the life of a building from design stage, to construction, to T&C and finally to FM. Hence the support required to solve technical issues on site that FM receives from Construction is invaluable.

What is our limit? We want to become a leader in FM in the Middle East, we want our staff to remain with us for many years and to grow with us so that the dream will continue…"

Maria Kourieos, FM Projects Manager
New Workers’ Villages

Al Riffa Village

All works for the Gold Line Underground Project are conducted, following the highest standards. Top priority is given to Health, Safety, Environment and Accommodation provisions, while sustainable design is further highlighted with the application of Global Sustainability Assessment System (GSAS), which is about a specialized methodology, just suited for the unique Gulf environment. As JV’s housing strategy, two Workers Villages (MLPA Al Riffa and MLPA South) have been built in order to serve the needs of the project while providing people staying within the best possible living conditions.

Following the above both villages have been constructed according to the highest workmen accommodation standards which are recognized by the state of Qatar and which are Qatar Foundation Standards. The particular standards combines Qatari Labour Law with international best practice and is based upon a holistic and principled approach that looks to safeguard the rights of workers from the moment they are recruited until they return to their home countries. Key element of Qatar Foundation Standards plans to enhance its migrant workers’ quality of life by launching a new welfare initiative that has been designed to curb unfair employment practices.

AKTOR SA as a leader of the particular JV is the pioneer of this effort and very proud to present the opening of such a great Workers Village in Al Riffa an area which is based 15km after Villagio shopping mall. A village which will be managed by a very experienced team, a welfare manager and several senior welfare officers. Many services will be provided like communal recreational facilities, outdoor sports facilities, retail services including grocery, barber and bike repair. Satellite channels in all the apartments and internet room will be also available. In addition to these services you can find in an equipped gymnasium with ventilation and cooling in accordance with ASHRAE Codes and Standards.

We should not forget our medical care facilities which are extremely important for our people so in the village a designated doctor and a medical isolation unit will be provided together with the resident nurses. Last but not least we have to mention the provision of laundry services and off course the mosque. The first impressions of our client (Qatar Rail) are extremely good and we are sure that they are also proud of the particular facilities.

Outdoor facilities include Cricket Pitch, Basketball & Volleyball courts. Furthermore, laundry services are provided on weekly basis.

Respectful to the Laws of the State of Qatar, as well as to Religious Faith, a Mosque is available in the Village for all Muslims. We sincerely believe that we have created excellent living conditions for our employees and as we have already transferred 950 employees to MLPA Al Riffa anyone can recognize it from the smile on their faces!

Shahaniya Village

Our long-awaited Workers’ Village has finally opened its doors for AKTOR Employees. First reactions have been positive. Thankfully, everything went smoothly during the moving of the Employees, and they all started living in a modern, green, spacious Village offering various facilities.

Among them, a new mini-market where they can buy fresh fruits, snacks and beverages, personal hygiene items, clothes and shoes.

The all-new cafeteria has been equipped with latest technology LED television sets offering to the Employees the opportunity to relish movies, TV shows and documentaries in their native language, and relax while having lunch, dinner or just spending their free time. Moreover, photos of Works constructed by AKTOR employees, as well as landscapes and landmarks from their home Countries ornament the cafeteria walls, as a Corporate appreciation and respect to the hard-working Men that give life to AKTOR designs and Projects.

Last but not least, it is just a matter of weeks for a dedicated telecommunication station to be placed in the new Shahaniya Village. After its installation, all Employees will be enjoying ultra-fast internet speeds in their smartphones or at the specially designated computer areas, giving them the privilege to communicate with their families and friends and navigate the web.
GROUP HIGHLIGHTS

Mechanical Biological Treatment Plant of Sofia Municipality

AKTOR – HELECTOR, both members of ELLAKTOR group, delivered the biggest and most advanced Waste Management facility in the Balkan region and one of the most advanced in Europe, being compliant with the strictest specifications of the European environmental legislation.

Implementation of the Project has been a very significant achievement, since Design, obtaining building permits, construction-installations and commissioning of the Plant has been completed at a period of only 20 months!

The MBT plant is constructed on a site of 106,204 m² and the total built-up area of the buildings reaches 29,700 m².

The plant has the capacity to treat municipal solid waste (MSW), received as mixed waste at an annual rate of 410,000 t/a., which is approximately 1,300 t/day. The reception area is designed in such a way to receive maximum of 1,500 t/day.

The treatment process is based on the reputed Biodrying - Herhof technology (Herhof is a German subsidiary of HEL-LECTOR group) and consists of the following steps:

- Reception and pre-sorting: separation of hazardous and large-sized materials suitable either for disposal or recycling;
- Mechanical treatment: for the recovery of recyclable materials (up to approx. 40,000 tons/annum) and for the production of high quality secondary fuel - RDF (up to approx. 180,000 tons/annum);
- Biological treatment: for the production of dry material (end up as high quality RDF) applying patented biological drying process and for stabilization and production of CLO.

Air emissions are absolutely controlled by integrated dusting and anti odour systems. Waste water is treated in separate waste water reclaim plant.

The modern equipment delivered by the leading European producers incorporated in the plant allows treatment of the waste in compliance with the best available waste treatment techniques.
ENR (Engineering News Record) is a weekly magazine that provides news analysis data and opinion for the construction industry worldwide, issued in the USA.

As one of the most reputable global publications for the construction industry, ENR annually ranks the construction and design firms internationally.

ELLAKTOR is being ranked for the last six years and been gaining competitive placements.

There are two rankings for contractors:

- The Top 250 'International' Contractors list ranks the largest construction contractors based on their revenue derived from construction contracts performed outside their home countries.
- The Top 250 'Global' Contractors list ranks contractors by total construction contracting revenue.

In 2015 ELLAKTOR was ranked as 140th in the International Contractors’ List and 139th in the Global Contractors’ List. The corresponding rankings for 2014 were 156th in the International Contractors’ List and 157th in the Global Contractors’ List.

The group will continue participating in prestigious international surveys and rankings such as the ENR, aiming at higher scores and international accreditation, that reflects the group’s overall efforts in all relative fields of the group’s activities.

Furthermore, according to the prestigious Deloitte’s European Powers of Construction report 2014, ELLAKTOR SA rank 42 among all European counterparts, 3 places higher than 2013.

In 2015 ELLAKTOR was ranked 140th in the International Contractors’ List and 139th in the Global Contractors’ List. The corresponding rankings for 2014 were 156th in the International Contractors’ List and 157th in the Global Contractors’ List.
Egnatia Odos Motorway serves Thesprotia, Ioannina, Grevena, Kozani, Imathia, Thessaloniki, Kavala, Xanthi and Rodopi. It connects the port of Igoumenitsa (where there is regular ferry connection to Italy), to Kipi in Evros, the Greek-Turkish border. Pan-European Transport Corridors IV (Berlin - Sofia - Thessaloniki), IX (Helsinki, ending at Alexandroupoli), X (Vienna - Belgrade – Thessaloniki) all end at Egnatia Odos Motorway. What is more, this road has been used since Roman times. More specifically, via Egnatia was one of the two most important streets ending at Rome, the great capital of the Roman Empire. It is then about a project that connects diverse areas in space and time, adding a flourish of the past to one of the most modern motorways in Europe today.

AKTOR focused primarily to achieving the highest possible speed records, making sure at the same time that the motorway complies with the most advanced safety measures. To that purpose, there were utilized, as a rule, only high quality materials. Once the motorway was finished, the traffic accidents percentage decreased by 70%, comparable only to the greatest European Motorways. In addition, sophisticated systems, are applied to ensure that there is not only quick response but also prevention of such incidents.

Furthermore, the overall effectiveness of the motorway is not a mere result of its modern construction but especially of all regular maintenance and operation works. AKTOR employees facilitate the travelers’ journey and make the experience most enjoyable, making sure the road is always clear, the signs are visible without tags, there are no advertising signs, there is full vertical and horizontal signing (road marking), the drainage system works properly, as well as daily maintenance of green spaces, buildings and bridges and all Electrical and Electromechanical equipment.

Last but not least, specialized and trained AKTOR employees are on the road 24/7, ready to intervene or assist Traffic Police, Fire Services, National First Aid Centre, Roadside Assistance, etc. whenever appropriate. The overall quality of their work is what makes AKTOR proud of our people, as this was also praised by our contractor, Egnatia Odos SA.