


Leading the Future

***Goldair cargo
group***

magazine | January 2022



When our History
is Guiding
to the Future

Global supply chain changes lead the logistics industry to digital upheavals, enforcing the company to invest in the future. The crisis of covid 19 created global upheavals, but also gave the impetus for reconstruction and development through technology and experience. The guide was extroversion and adaptation to each new challenge.

With impressive resilience to both this and the previous economic crisis that lasted for almost 10 years. We have remained, despite the difficulties, stable and committed to our investment program.

It would not be an exaggeration to say, that our company has not stopped growing and growing in its areas of activity, but also in new business sectors throughout the economic crisis, but also the pandemic. Our development does not only concern Greece. In recent years we have increased our presence to more European level while we have expanded into new areas of activity, such as rail transport, creating the first private rail transport company in 2017, after market liberalization.

Therefore, we can say that despite the objective difficulties, the sign for Goldair cargo always remains positive. Greece not only can... but must become a transport hub of Europe, as it connects three continents and has all the necessary basic infrastructure to succeed. Therefore, the emerging high mobility reflects the opportunities presented in the industry. I must emphasize here that this sector requires high long-term investments, such as manufacturing, but shows much higher resilience to competition and to emergencies such as the pandemic crisis we are experiencing.



Kallinikos Kallinikos
Executive Vice President



**CHALLENGES IN OUR
CHANGING WORLD**



**THRIASIO
THE VISION THAT BECAME A REALITY**



**MIGRATION KNOCKING
THE DOOR OF EUROPE**



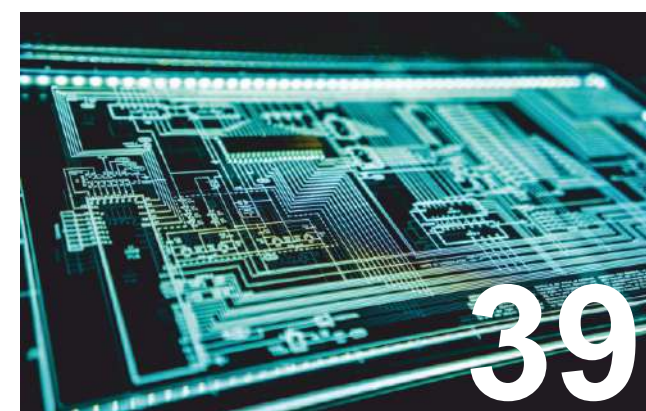
**THE FUTURE OF BUSINESS
IS GREEN**



**RAILWAY CONNECTION TO EUROPE
AND THE WORLD MARKET**



**INTERNATIONAL PARTNERS
AND COOPERATIONS
OPENING GREAT
DEVELOPMENT PROSPECTS**



DIGITAL TRANSFORMATION



CORPORATE RESPONSIBILITY



**NEW INVESTMENT PROSPECTS
IN PRIVATIZATION OF
GREEK SEA PORTS**



**PEOPLE ARE AMAZINGLY
GOOD TEAM PLAYERS**



**THE COVID -19 PANDEMIC
LEADS TO A NEW REALITY**



**REBUILD OUR SOCIETY
IS THE ONLY WAY**



**GOLDAIR CARGO
GROUP**

Goldair cargo s.a

Freight Forwarding & Logistics Services

HELLASLogistics
WORLD-CLASS TRANSPORTS & LOGISTICS

Freight Forwarding Services

MEDLOG s.a.
MEDITERRANEAN LOGISTICS

Logistics Services

Rail Cargo Logistics Goldair
Member of OBB

Logistics Services

**THRIASIO
LOGISTICS
CENTRE®**

ΘΕΚΑΕ



**connect places and people
by carrying goods,
ideas,
dreams,
culture
and opportunities**



Goldair cargo group

Goldair Group is one of the largest and most reliable in the fields of logistics, international forwarding, airport handling and tourism in Greece. It was founded in 1925 and was established through its many years of continuous development.

Goldair cargo sa

Goldair Cargo was founded in 1987 and is currently one of the leading national and international freight forwarding and logistics companies in Greece.

The company specializes in international road, sea, rail and air transport and warehousing. It features cutting edge technology and transport equipment, widely dispersed storage facilities and a network of correspondents covering destinations worldwide.



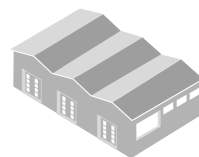
190.000
international shipments



4.060
customers in Greece



8.000
partners around the world



122.500 m²
storage facilities in Greece



376 employees



1.250 trucks



232.000.000 kgr
cargo transported per year

We are proud that we have succeeded the establishment of our company among the tops of the transport and logistics sector.



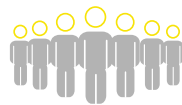


Hellas Logistics is a full-service international freight forwarding and logistics company, which specializes in providing road, air, sea, transport services & Logistics services.

Choosing to cooperate with us you gain access to a worldwide network of transport & Logistics, which covers over 150 countries, connecting the five (5) continents and offers fast and reliable transport services adapted to the unique needs of each customer.



Worldwide network
of partners



40 people staff



1.400 shipments annually
airfreight



38.000 shipments annually
roadfreight



3 branches in Greece



MEDLOG s.a.

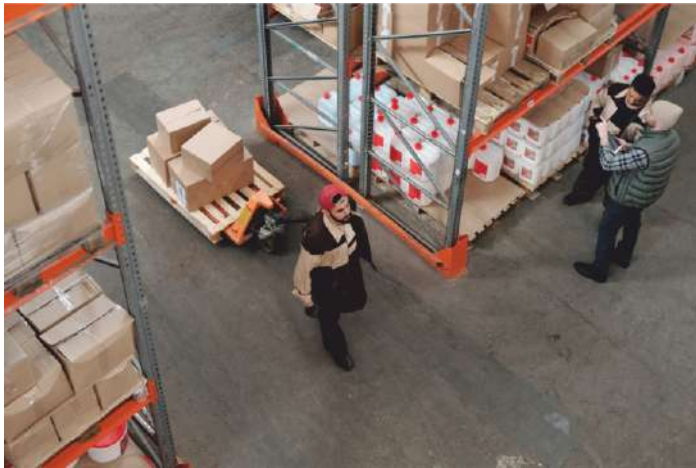
MEDITERRANEAN LOGISTICS

Mediterranean Logistics (MEDLOG) was established in 2009 with the objective of providing specialized logistics services mainly for sports goods.

The company has a type A customs warehouse which in combination with the company’s know how in customs procedures, render it a valuable partner for companies that require reliability and experience in managing large volumes of product codes and completing customs clearance.

Furthermore, the company provides the option for storing merchandise in (uncleared) originating from countries outside the European Union, customs clearance and release services.

Reliability and speed are non-negotiable principles established company that follows the corporate philosophy of Goldair Cargo on flawless customer services.
The company aims to grow in the freight sector by providing top specialized services, primarily to major customers with whom enters into exclusive agreements.



14.122.328 Picking pieces



424.878 transports



22.000 m²
customs warehousing

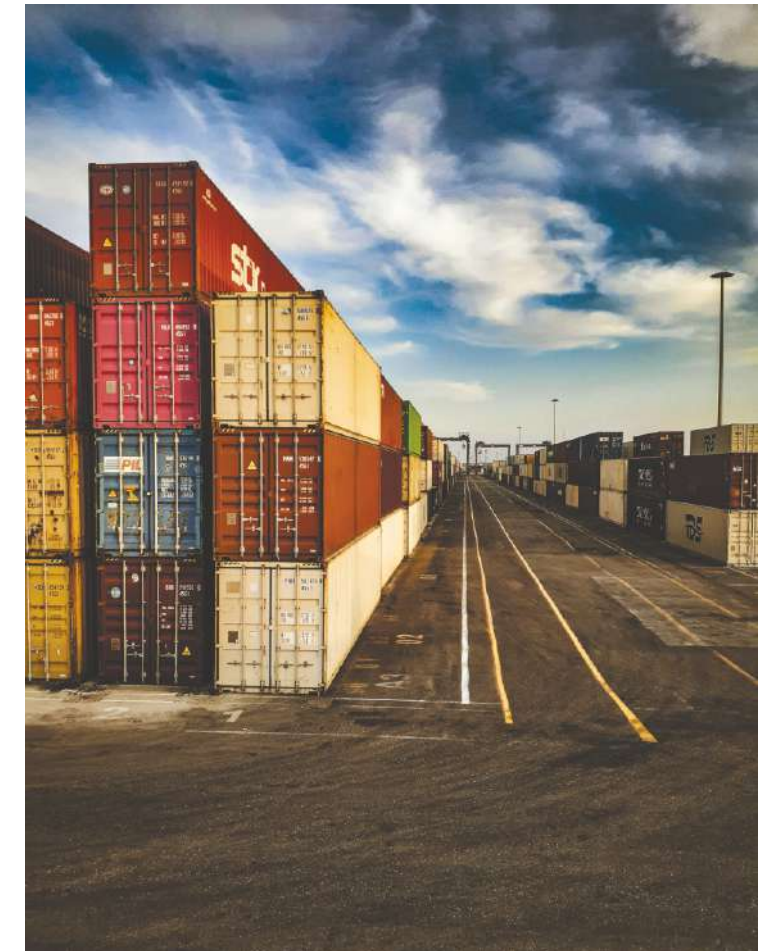
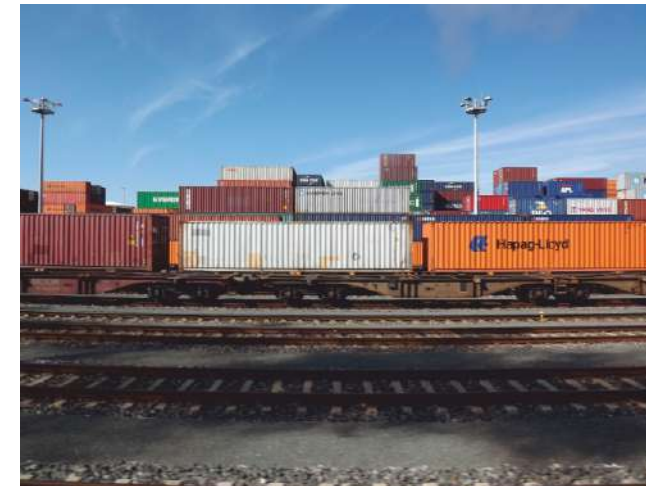
1.680 customs savings



6.652 exporting declarations



Rail Cargo Logistics - Goldair SA is one of the leading rail forwarding and logistics companies in Greece. This joint venture with Rail Cargo Logistics - Austria is the successful logistics partner for customized end-to-end logistics solutions on the Greek market, thanks to a seamless network throughout Europe and far beyond, all the way to Asia. As an environmentally friendly mode of transport, the railway takes center stage.



Challenges in our Changing World

The transportation and logistics companies have a crucial role in keeping the global economy going. Just imagine what would happen to manufacturers, retailers, service providers, and farmers if there were no one to transport their goods to customers! changing customer preferences have only been accelerated by the COVID-19 pandemic—which only makes adapting to the new landscape more urgent for logistics providers.

Ensuring flexibility—while investing in processes, people, and technology—can help logistics companies

From strained global freight networks to rapid e-commerce growth, the logistics industry and its service providers around the world have demonstrated how flexible and systemically relevant they are as they keep the global supply chain flowing, to survive, and even thrive, during this period of change.





Thriasio The vision become a reality

Goldair, being a pioneer company in innovative actions and aiming at the best service of cargoes and customs procedures, intends to present new service services during its operation in Thriasio.

This freight center will become a pole of attraction for foreign companies, which see our country as a hub of Southeastern Europe and the Mediterranean.

The logistics sector is evolving into a "star-sector" of the Greek economy, mainly due to the geopolitical position of the country and especially the two ports of Piraeus and Thessaloniki. The development of the Thriasio Freight Center is a strategic investment for the Greek economy.

It is the first freight center in the country which has the full character of combined transport, connected to the Port of Piraeus but also to the trans-European network of rail and road transport.



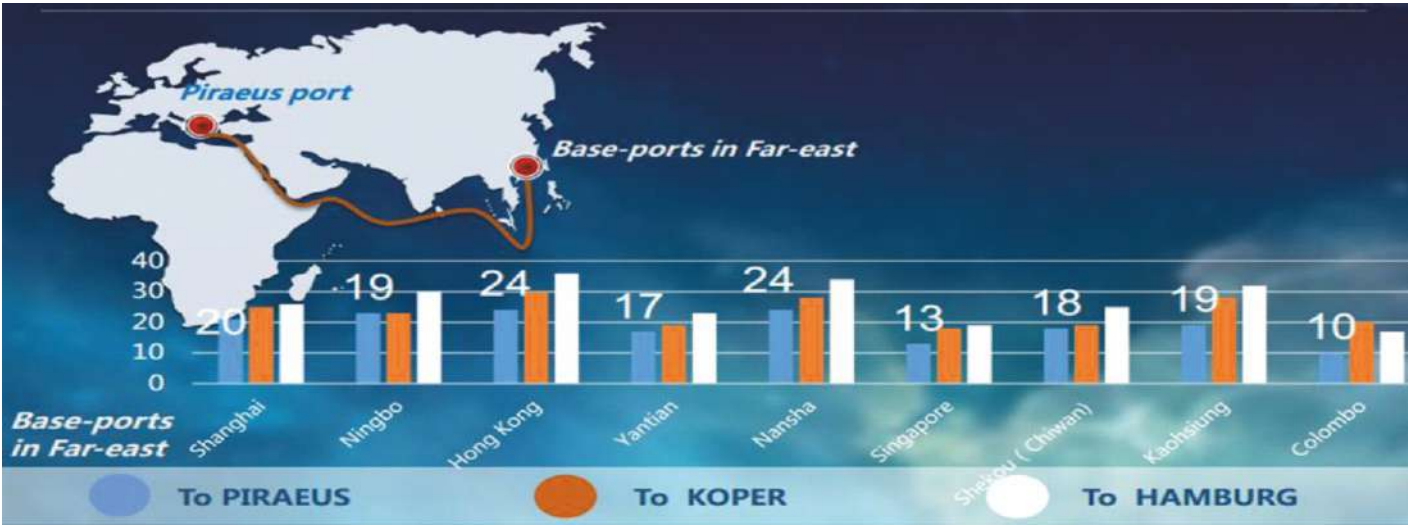
Awarded Joint Venture ETVA (Piraeus Bank) – Goldair Cargo

From Asia, Middle East & Africa to Europe:

This route is of particular importance due to the large volume of freight transport, stock intensity and significant stock rotation.

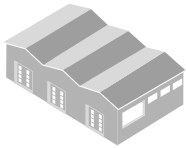
From Europe to Asia, Middle East & Africa:

The opposite route is also very important because usually the value of the cargo that flows to this route is significantly higher than the cargo that departs from Asia.



Area of plot approx. 600 acres, owned by the public-sector company GAIAOSE S.A.
In return, GAIAOSE receives upfront fee and annual share from TLC operational profits.

- Engineering and Construction of logistics buildings that cover a total area of 240.000 sq.m.
- Engineering and Construction of all infrastructure networks (electricity, telecommunication, water, sewage, etc.).
- Engineering and Construction of railway junctions inside TLC and connection to the national / international railway network through European rail corridors 7 & 10.
- Operation and Exploitation of the center for 40 years.



235.000m²

building facilities



250.000

pallet seats
on 210.000 m²
storage facilities



4.000

car parking
places



120

(average)
truck parking places



Railway connection to Europe and World Market



Goldair actively participates in the utilizations of TAIPED.
International collaborations will turn THRIASIO into the largest HUB in Southern Europe.

The freight center, which has been undertaken to develop the GOLDAIR-ETVA INDUSTRY scheme, will allow the hosting of all freight rail activities under the same roof.
When the TRIASIO area will be fully operational, it is expected to help reduce product transportation costs and lead to the transition of road transport from roads to railways.

The transport sector seems to be in a favorable situation. As a country, we have upgraded roads, ports, airports.
At the same time, in Europe the return of the railway is being sought in every way. We are after 200 years again at the gate of a new era of railway mania in Europe.

This opportunity must be seized so that the country can develop a large rail network connecting the whole of Europe with the Balkans and Asia.
The EU's green transition agenda includes the development of the rail network as a friendly, modern, and sustainable transport perspective
Along with the development of the hub, the processing of many goods that will enter from the country's ports can be developed.
But also, technology product assembly units, saving large funds for companies.



When GOLDAIR partnered with Austrian state-owned railways, founded the company RAIL CARGO LOGISTICS GOLDAIR.

In 2020, the share in the Rail cargo Logistics Goldair freight market increased by 50%, from 15% -20% nationwide.

In his statements, the CEO Mr. Kallinikos said that the development of RAIL CARGO LOGISTICS GOLDAIR will be done by transporting the cargo with its own rolling stock. implementation started on 1/1/2020.

According to Mr. Kallinikos, 2019 was a year of great developments and growth for Rail Cargo Logistics Goldair, based on the tonnage that was transferred.

The company, from the first year of its activity achieved its goal to be the largest railway transporter of oil and liquid fuels and petroleum products, in general in Greece, with more than 160,000 tons transported - including - oil and pet.coke.

The quantities of sugar and cereals that were transported at very competitive prices and in combination with very fast delivery times (Croatia - Greece in two days) are also important, according to him.

In 2023, the 5-year investment plan, amounting to 20 million euros, is expected to be completed.
The investment moves in three axes. Staff training, infrastructure expansion and supply of the mechanical equipment.





The vision is on the road

Globalization has created huge growth in the world of commerce, which has opened the need for direct, efficient and reliable service providers in the international logistics, that understand the details of integrated freight forwarding, customs clearance and to provide integrated logistics solutions to their customers through higher level of service standards.

Goldair group freight transport system will ensure security. Safe efficient and reliable handling of goods and aid economy of the country, while improving the quality of the environment. All materials will move safely, securely, and efficiently by air and railways, seas, waterways and highways, to reach their destination according to the program.

When we say that the vision is on the road, we integrate into our efforts to keep our high goals on vigilance.

International Partners and Cooperations Opening Great Development Prospects

In a global framework, no organization can act efficiently alone. Cooperation is needed with other relevant companies that can provide additional assistance or knowledge. For this purpose, we have established strong relationships with a wide variety of international partners who share our fields of interest.

Despite the difficulties the journey may will have, we will reach the destination if we keep pressing ahead. Pursuing sustainable development is an endless process. If we join hands together to deepen the global development partnership. Open up new prospects in development cooperation and build a community with a shared future for all.

In the last 20 years, Goldair has engaged in several collaborations with major Greek and foreign organizations and companies. In fact, the business side of the company favors extroversion. Both transport and infrastructure, such as logistics and manufacturing, have given rise to strategic investments.



NEW INVESTMENT PROSPECTS IN PRIVATIZATION OF GREEK SEA PORTS

The investment interest for the development of the ports, both for the possibilities and their future potential point up their investment profile. In the "first line" for the utilization through the sale of a majority stake, are the ports of Alexandroupolis and Kavala, where the tender is already in phase B.



PORT OF ALEXANDROUPOLIS

The qualification of the consortium CAMERON S.A. - GOLDAIR CARGO AE - BOLLORE AFRICA LOGISTICS. The privatization of the port of Alexandroupolis is also related to the large investment of FSRU of the floating liquefied natural gas storage station, which is expected to make the city and the port an energy hub.

The investor who will take over the Alexandroupolis Port Authority will serve the needs of the energy infrastructure and any other project and installation related to the operation of the port that is a source of alternative supply of natural gas to the Balkans. The interconnection of the port of Alexandroupolis with the EgnatiaOdos and the construction of the railway line to the port of Kavala is in progress.

PORT OF KAVALA

For the project of Kavalasport the ΤΑΙΠΕΔ is in phase B of the competition. For the rights of use, maintenance, and operation of a multipurpose station in part of the port Filippou II in Kavala the scheme IMERYIS GREECE SA, GOLDAIR CARGO AE & INDUSTRIAL MINERALS OF GREECE ABEE, WAS qualified to phase C.

VOLOS PORT

The call for expressions of interest for the sale of 67% of Volos Port Authority is expected for 2022 and GOLDAIR will declare its presence again by participating in the Tender.

The railway line connection with Port of Volos is the key drive for development.



The privatization of ports has been facilitated by European laws on market liberalization, aimed at stimulating national economies.

It is worth noting that the dominance of the private sector and in this sector of the economy is also attributed to the penetration of new technologies.

The need to modernize ports requires huge funds, which could not be covered by the public sector, resulting in the transfer of responsibilities to private investment schemes.

The willingness of national governments to reduce government spending, which is considered too high for the port industry, is also important. However, the effort to privatize port facilities and services was based on the successful operation of privatization in other economic sectors, resulting in the promotion of an investment policy and the creation of new jobs.

Based on these data, it is understood that the most important incentives for the privatization of ports are:

- Upgrading of labor relations, with the aim of retraining the workforce in new technologies based on safety and human asset specificity.
- Enhancing investment interest and improving the operation of ports.
- Upgraded cargo management. Increased government revenue.
- Reduction of public expenditures.
- Upgraded transport chain operation.



Great prospects bring great expectations

Each port serves great strategic prospects in both economic and geostrategic orientation.
The infrastructure that constitutes and supports the optimal functions of a port is the most important.
The country, despite the difficulties of recent years, has invested in infrastructure and extroverted development.
Roads and railways and modern building and engineering facilities open up transport routes from Asia to Central and Northern Europe.
The smooth passage of goods ensures the economic and cultural prosperity of countries and therefore their great development.





PEOPLE ARE AMAZINGLY GOOD TEAM PLAYERS

When we think of reliability, we think of the people, things, and mechanisms we can count on. history shows us that overall, people are amazingly good team players.

"Remember, teamwork begins by building trust. And the only way to do that is to overcome our need for invulnerability."

– Patrick Lencioni

Coming together is a beginning. Keeping together is progress. Working together is success."

– Henry Ford

Alone we can do so little. Together we can do so much."

– Helen Keller

It is the long history of humankind that those who learned to collaborate and improvise most effectively have prevailed."

– Charles Darwin

Great things in business are never done by one person. They're done by a team of people.

– Steve Jobs

Talent wins' games, but teamwork and intelligence win championships."

– Michael Jordan

MOTIVATING YOUNG PEOPLE...

to Pursue the Professions of the Future

The future workplace is fascinating to consider. Things are changing more rapidly than ever, with automation.

Globalization affecting an increasing number of professions.

The skills gap is a significant concern, as the mismatch between the skills employers need and the skills that prospective workers possess is expanding. Only one thing is certain: today's young people will be entering an economy and workforce much different than what older generations have experienced.

GOLDAIR CARGO GROUP, aware of market's new needs cooperates with the universities of the country by hiring young people who have completed their studies to do their internship in our companies.

Many postgraduate students after completing their internship remain in our corporate family and are distinguished members of it.

CONTINUING EDUCATION

GOLDAIR CARGO GROUP continuing education is required for workers to stay current with the latest developments, skills, and new technologies required for their fields. ... overall, continuing education is considered a way for professionals to keep abreast of their fields, so they don't lag.

Many careers require continuing education.

In most people's life, there is a time that one sometimes ponders if continuing education is worth the time and money.

GOLDAIR CARGO GROUP understanding the need for continuous training of its staff, participates in financing the development of skills

Funding for both skills and language learning to meet the needs of our clients. is usually a value of a European union. where understanding the co-operatives is most necessary.



MIGRATION KNOCKING THE DOOR OF EUROPE

Migration flows can affect the overall supply and productivity of each country as they lead to changes in the workforce. In this, the composition of migratory flows plays a catalytic role, who chooses to migrate.

Higher-skilled migrants now account for almost 40% of all migration, which exceeds the proportion of workers with higher education in their countries of origin and therefore leads to significant changes in the workforce structure.

Consensus must be reached on EU views, as the changing work climate can make it difficult to absorb migration flows in both the labor and social sectors.

The methodical and close absorption of migrants can help countries to develop, but also to coexist peacefully and civilized with integrated settlement programs, education and understanding of culture from both sides.

The EU is now under pressure at its borders and must maintain a tight front in its decisions

Political instability in the Middle East is signaling large waves of migration.

The current Covid-19 pandemic economic crisis is reviving the immigration debate. Some analysts point out that immigration is a key factor in restarting economies after the end of the pandemic. On the other hand, the impact of the pandemic on the labor market may increase discrimination against migrants. In this context, a better understanding of the overall and distributive impact of migration is particularly important in designing effective policies.

The Greek immigration policy for the last 20 years on the one hand tries to put obstacles in the illegal influx of immigrants Citizens outside the EU and on the other hand afterwards and from time to time legitimizes their existence and work in Greek society. In recent years, albeit belatedly, significant steps have been taken to adapt the residence status of many foreigners and their socio-political integration.



ACTIVATED WARECO N E S SENSITIVITY

What is an ecological footprint and why should we care about it? All of us have stumbled across the term “ecological footprint” at one point or another and heard the question, how many earths does it take to support your lifestyle? Which sounds exaggerated at first, but unfortunately, it is the truth.

The future of business is green



In recent years, events from around the world have inspired people to be more ecologically aware.

This mindset has crossed over into the business world, and now customers prefer companies that have a strong sense of ecological conservation and environmental friendliness.

Indeed, “going green” is not only a fad, but it has also become a business necessity. But beyond the positive environmental implications, the propagation of a healthy corporate culture, and the reduction of unnecessary waste, green businesses also pioneer social change.

Because of this, many advantages now exist for companies that are thinking of becoming more environmentally friendly:

The choice between economic development and sustainability is often considered to be irreconcilable.

However, viewing the elements of ecosystems as resources that provide services puts a price on nature, helping, through green investing, to shape the future of investments made by companies.



DIGITAL TRANSFORMATION



Sustainability and digitalization are not mutually exclusive. On the contrary, they are complementarily synergetic and positively influence value creation.

Digitization and digitalization are often confused and used indistinguishably, though they are fundamentally different concepts.

Digitization is simply the transformation of data into a digital format that can be processed by a computer.

Digitalization, however, is the process of changing a business model, creating new revenue and value producing opportunities. It's a fundamentally different process of delivering value, which is paramount in the quest for going green.

In a crisis such as the lockdowns of today, a differentiated, digitalized workspace could go a long way in keeping employees safe and ensuring business productivity. The flexibility allowed for by such a model is vital to adapt to any situation.

GOLDAIR CARGO GROUP enabled by automation and data exchange that use the minimum number of resources and labor while maximizing output and also reducing harmful by-products.

GOLDAIR CARGO GROUP in 2019 proceeded with the process of companies' digitalization.

The pandemic accelerated the pace and established the importance of the venture.

Necessity led to the adoption of a new way of working.





RECYCLING

Some of the most recycled materials come from warehouse and distribution center recovery efforts. When packaging its products, warehouses and distribution centers produce scrap materials consisting of plastic, cardboard, and mixed metals.

Naturally, these scrap materials can easily build up if there is no appropriate waste management system. As the sustainability movement expands, more warehouse and distribution center recycling methods have become available to meet the industry's needs.

GOLDAIR CARGO GROUP systematically recycles and methodologically manages the materials resulting from packaging.

Culture in relation to recycling in our company has developed in the last 20 years. This action has joined other green practices to implement.



SOLAR ENERGY

Solar energy which is naturally replenished in a short period of time is the ultimate source of energy and for this reason it is called "renewable energy" or "sustainable energy" source. To take advantages of solar energy a variety of technologies is used to convert it to heat and electricity.

The use of solar energy involves 'energy conservation' because it is the way to use energy source that comes from the nature and uses it more wisely and efficiently.

GOLDAIR CARGO GROUP utilized the large surfaces of its building facilities and developed a system of photovoltaic panels producing electricity that ensures its energy sufficiency's

The project is developing in parallel with the extension of our building facilities.

Giving great value not only to the financial stage but also to the ecological footprint of the company.



CORPORATE RESPONSIBILITY

BY *Goldair cargo*

Responsible Business is about going beyond 'doing good', it is part of our core business strategy. It is about our people's everyday work, not just when they volunteer.

Being a responsible business starts with managing our business with ethics and integrity, guided by our purpose and values.

It also means recognizing that our responsibilities, and opportunity to influence for positive change, extend into our value chain through the services we provide and the suppliers we choose.

Means building trust and ensuring high standards of ethical behavior to everything we do through our Quality & Ethics program and our Code of Conduct.

We also have responsibility to the society in which we operate. Driven by our Purpose, to build trust in society and help solve important problems, our work contributes to the sustainable development of the private sector as well as the public administration in Greece.

VOLUNTEERING SCHEMES.

HR teams often lead community-based schemes such as employer-supported volunteering programs.

Research has argued that these can make important contributions to learning and development as well as employee benefits and engagement.

Beyond the remit of people management practices, people professionals are ideally placed to gauge, understand, and help change organizational culture. This critical aspect of corporate responsibility is often summed up as 'how we do things around here' and runs through all aspects of an organization.

The Covid-19 Pandemic Leads To A New Reality



Embracing a new reality, organizations that can adapt themselves quickly to the new normal will come out stronger. Ensuring the health and safety of employees remains the priority, while introducing or adapting workforce strategies to manage the impact of the crisis and prepare for the future.

We futureproof our organization. The COVID-19 crisis is like a time machine to the future. Changes that many of us predicted would happen over decades have taken place in the span of weeks. We have seen rapid shifts to virtual and remote work as well as education, new levels of partnerships within and across ecosystems, and unprecedented levels of flexibility, teaming, and adaptability.

This acceleration offers us the unique opportunity to make sure that we keep some of the good that has come from this crisis, when we go back to a hybrid or semi-normal situation. And even beyond that, to grasp the opportunity to fundamentally rethink the future of our work and what this means for our organizations.



Rebuild Our Society Is The Only Way

Global disruptions, whether man-made or natural, will become more common. Nations, communities, and individuals must be prepared to endure them and bounce back. That means ensuring that everyone has the requisite levels of health and economic as we move toward the rebuilding stage of COVID-19. Let's ignore the instinct to go back to the way things were. Around the world, hundreds of millions of people have been living in poverty or

stuck without a path up the socio-economic ladder. Instead, let's listen to individuals and leaders closer to the ground, support and scale their best ideas, and rebuild our society stronger than before. Let's demand that national, corporate and civil society leader, re-examine the way they work individually and collectively, in order to empower people .who know their communities best and can create sustained progress toward greater opportunity for all.

Let's learn important lessons from COVID-19 and be better prepared for what comes next. Security to avoid dependency, control their fate and re-emerge stronger.



GOLDAIR CARGO GROUP

is always by the side of the actions
and supports its people with its sponsorships



Goldair cargo group
is always supported
by its people
in all charitable
activities



The idea of corporate responsibility directed many actions of our employees. The establishment in 2013 of the team hearts for hope signed a rich charitable action. Mobilizing customers, suppliers, volunteers, has managed to gather in its first action 25 tons of necessity goods and to offer them in 7 charitable institutions.

- LIRIO CHILDREN'S INSTITUTION
- MEDICINS DU MONDE GREECE
- PIKPA PENTELIS INSTITUTION
- PIKPA VOULAS INSTITUTION
- DROMOKAITEIO INSTITUTION
- CHATZIKIRIAKEIO CHILDCARE INSTITUTION
- PRIMARY SCHOOL ACHARNON



2014 - Earthquake victims of Kefalonia



2015 - Food Collection and Hygiene products in our company for Sos Villages

2016 - Lyreio Children's Institution Orthodox Village

2017 - Flood victims of Mandra

2017 - Donation of physiotherapy products as well as stationery and books for the renewal of the library of PIKPA Voulas



2018 - Stationery for Aspropyrgos primary schools

2019 - Full Set Desktops for the primary schools of Aspropyrgos

2019 - Food Collection for Charity Super Market of the Municipality of Paleo Faliro



2019 - 3 SUVs to the Greek police



2019 - Donation for The Ark of the World





2020 - Charity of 10 I.C.U for the covid-19 pandemic battle



2021 -Collection of food and basic necessities for the Fire Victims of North Evia in collaboration with the Municipality of Paleo Faliro



2021 - Donation of a patrol car to the Aspropyrgos police station



2021- sponsorship for children in the Autism Spectrum for the BASKETBALL 4 ALL PROJECT.



2021- Blood donation of the Municipality of Kea

Goldair cargo group

PASSION LED US HERE