

Sustainability Report 2024

AVIS[®]

01

Management
Commitment

02

About The Report

03

Avis at a Glance

04

Corporate Profile

11

Sustainable
Development Strategy

14

Environment

23

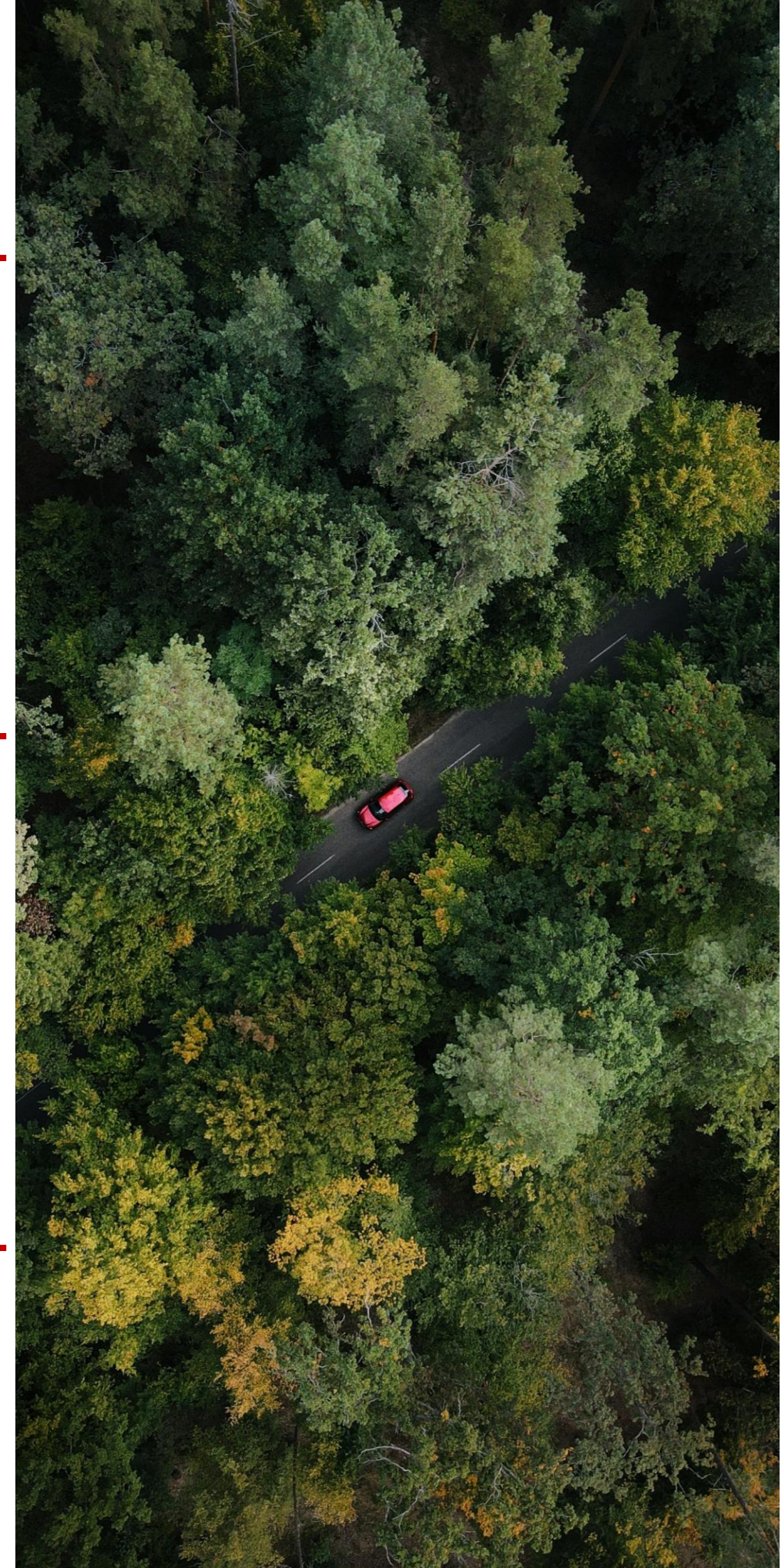
Society

34

Governance

47

Alignment Tables



Management Commitment



Andreas Taprantzis,
Chief Executive Officer

Avis, as the leading mobility company in Greece, plays an active role in addressing the climate crisis, remaining at the forefront of fleet electrification and the reduction of its energy footprint—shaping its own “green” horizon. We do not simply provide high-quality services; we continuously evolve our strategy with consistency and an innovative mindset in order to respond effectively to modern sustainability challenges.

Acknowledging our responsibility to drive progress, we are making significant investments in the expansion of our electric and hybrid vehicle fleet. Our goal is to offer integrated solutions that also enable our customers to reduce their own environmental footprint.

At the same time, as part of our commitment to sustainable development, we implement a comprehensive circular economy strategy that runs through all areas of our operations. With vision and responsibility, we develop programs and initiatives that go beyond profitability, ensuring a long-term positive impact on both society and the environment.

About the report

The Avis Sustainability Report marks a significant milestone in our ongoing commitment to transparency, accountability, and responsible business practices. As sustainability becomes an integral part of corporate strategy, this report underscores our dedication to Environmental, Social, and Governance (ESG) principles, serving as both a performance benchmark and a roadmap for future progress.

Avis initiated its sustainability reporting journey last year, demonstrating our commitment to structured ESG disclosures and responsible business practices. Building on this foundation, we remain steadfast in our mission to refine, expand, and enhance our sustainability initiatives, ensuring that our actions align with evolving industry standards and stakeholder expectations.

Developed in alignment with the Global Reporting Initiative (GRI) standards, this report ensures that our disclosures are consistent, reliable, and relevant to our stakeholders. By adhering to this globally recognized framework, we reinforce our pledge to continuous improvement, ethical responsibility, and meaningful stakeholder engagement.

At Avis, sustainability is more than a compliance requirement—it is a guiding principle shaping our long-term resilience and business growth. This report reflects our strategic approach to reducing environmental impact, fostering social responsibility, and strengthening governance, ensuring that we remain at the forefront of sustainable mobility.

We invite our stakeholders to explore this report as a transparent and valuable resource to assess our progress and join us in shaping a more sustainable future.

This report contains no revisions or alterations to previously disclosed data. The figures presented in last year's report remain intact and have not been corrected or updated.

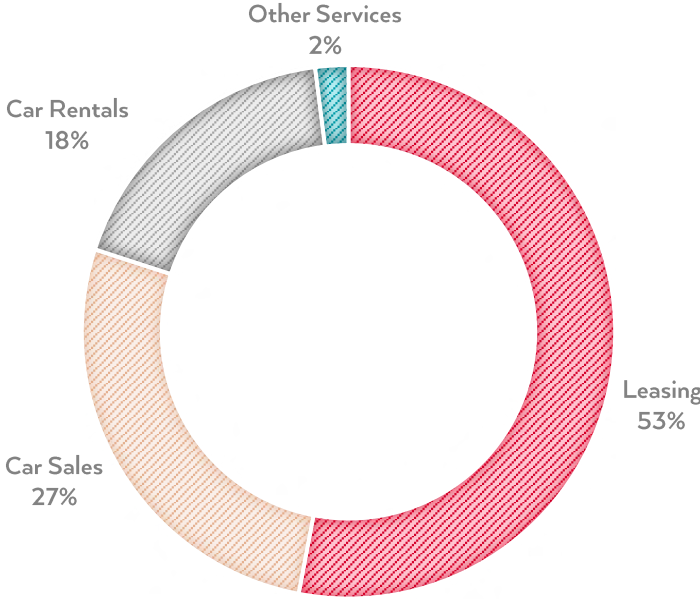


Avis at a glance

Avis has established itself as a leader in car leasing, rentals, and fleet management within the Greek market, distinguished by its commitment to reliability, innovation, and customer-centric service. Leveraging the strong global reputation of the Avis brand, the company effectively adapts its offerings to meet the unique demands of the local market, providing flexible, accessible, and tailored mobility solutions for both corporate and individual customers.

Recognizing the growing importance of sustainable mobility, Avis actively integrates environmentally responsible solutions into its operations. By expanding its fleet to include hybrid and electric vehicle options, the company not only aligns with evolving regulatory and market expectations but also meets the demands of environmentally conscious consumers and businesses. This approach underscores Avis' commitment to sustainability, innovation, and long-term value creation, reinforcing its role as a forward-thinking mobility provider in an increasingly dynamic transportation landscape.

With a strong focus on enhancing the customer experience, Avis continuously invests in digital innovation to streamline leasing and fleet management processes. Through user-friendly platforms, real-time lease tracking, and responsive support services, the company ensures a seamless and efficient experience for its clients.



60 Stations

across the country,
including major
airports



>500

Employees

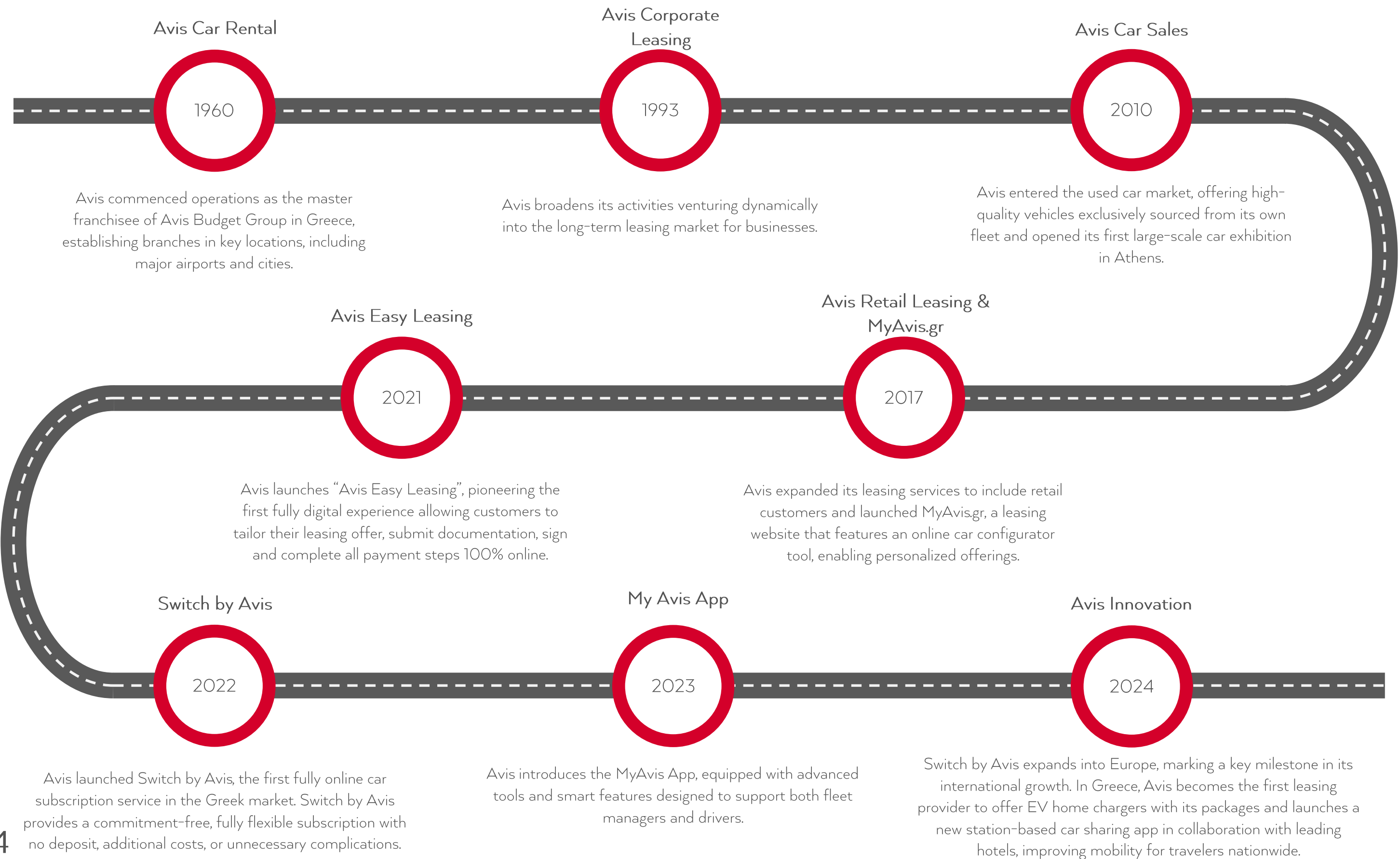


**60.000
Vehicles**

SUVs, Luxury cars,
City cars,
Commercial Vans

Corporate Profile

Historical Review & Milestones



Services

Avis Leasing

Avis is the leading mobility provider in the country, setting the standard for innovation and excellence in vehicle leasing. With a diverse fleet exceeding 60,000 vehicles, Avis offers a comprehensive range of mobility solutions designed to meet the evolving needs of individuals and businesses alike. With a diverse fleet exceeding 60,000 vehicles, Avis offers a comprehensive range of mobility solutions designed to meet the evolving needs of individuals and businesses alike.

By combining advanced technology with seamless, customer-centric processes, Avis delivers flexible and tailored leasing options that prioritize convenience, efficiency, and value. By combining advanced technology with seamless, customer-centric processes, Avis delivers flexible and tailored leasing options that prioritize convenience, efficiency, and value. The company's commitment to innovation ensures that every customer benefits from a premium experience, whether through personalized service, cost-effective solutions, or cutting-edge digital tools that enhance the leasing journey.

With a strong focus on adaptability and continuous improvement, Avis remains dedicated to redefining mobility, providing smarter, more sustainable transportation solutions that empower customers to move with confidence.

Avis Car Sales

Avis' used car marketplace provides a trusted selection of single-owner vehicles with verified mileage, ensuring complete transparency and peace of mind for buyers. Committed to delivering an exceptional customer experience, Avis offers a diverse range of high-quality cars across multiple models and categories. With a focus on reliability and value, each vehicle undergoes thorough inspections to meet the highest standards. Whether customers are looking for a compact city car, a spacious SUV, or a luxury sedan, Avis ensures a seamless purchasing process backed by expert support and trusted service.



Avis Car Rental

With a network of 60 locations across the country, including key airports, Avis offers a comprehensive range of mobility solutions tailored to diverse customer needs. From automatic cars and SUVs to commercial and luxury models, the extensive fleet ensures the perfect vehicle for every journey. Recognizing the growing importance of sustainability and environmental responsibility, Avis has expanded its offerings to include electric and hybrid vehicles. Whether for daily commutes, business trips, or high-profile events, Avis provides reliable, eco-friendly, and flexible transportation options, combining convenience with a commitment to a greener future.

Switch by Avis

Switch by Avis transformed the Greek market by launching the first fully online, subscription-based car service, redefining flexibility and convenience in mobility. Offering ready-to-drive vehicles with no long-term commitments or upfront costs, it provides a seamless and hassle-free experience. Subscribers have the unique advantage of switching car categories with each monthly renewal, ensuring their vehicle always aligns with their evolving lifestyle and needs. Designed as a cost-effective and adaptable solution, Switch by Avis makes modern mobility effortless, catering to individuals seeking convenience, variety, and financial flexibility.

Avis Car Sharing

In 2024, Avis took a significant step in redefining mobility services by launching a station-based car sharing app in collaboration with selected hotels across the country. This innovative service offers travelers enhanced flexibility and convenience, allowing them to rent vehicles directly from hotel locations and return them at the same station, seamlessly integrating mobility with their stay. With a 100% electric fleet, Avis Car Sharing promotes a smarter, more sustainable transportation model, actively contributing to the future of eco-friendly urban mobility.



Our Vision

Driven to be the best
sustainable mobility company

Our Mission

To deliver best-in class mobility
experiences to our customers by
innovative platforms and
sustainable operations

Avis Values



Innovation

We create by innovating

We always look for the different and the best



Passion

This is how they recognize us

We enjoy every moment of the journey



Integrity

We operate with integrity & professionalism

We are the best version of ourselves every moment



Ownership

The satisfaction of our customers is our business

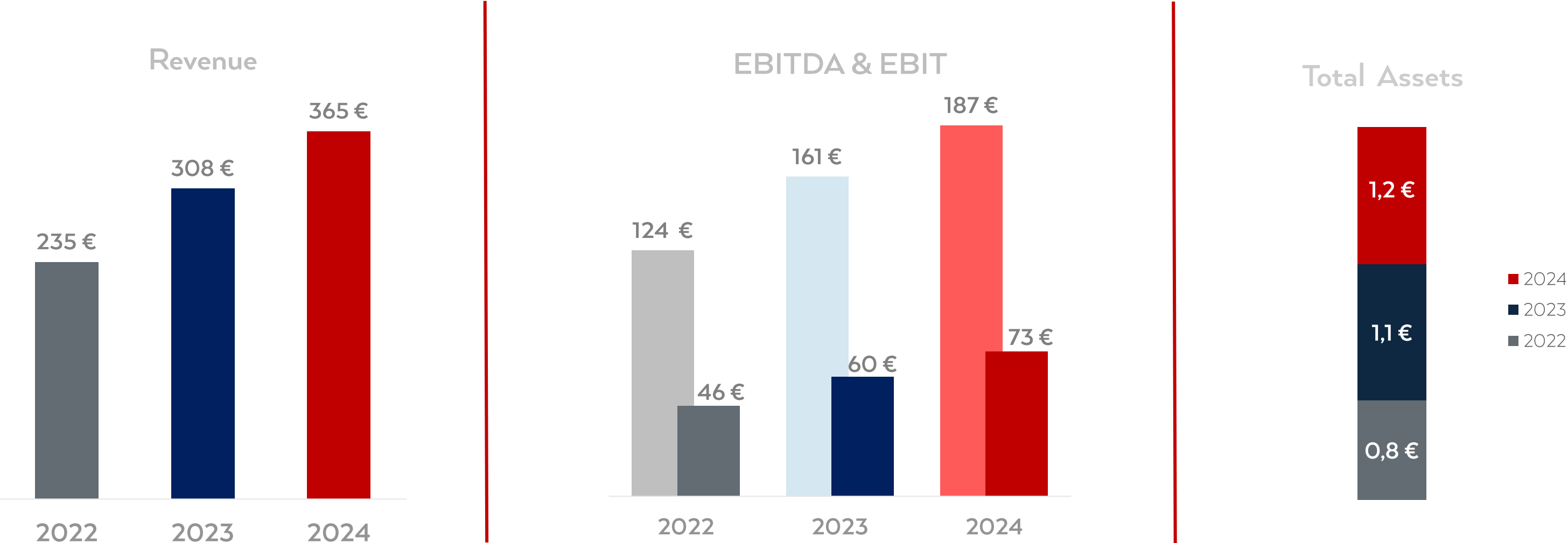


Customer focus

This is always our priority

We always go the extra mile for our customers

Financial Performance



18%

Increase in
Revenues

26 mil €

Increase in
EBITDA

13 mil €

Increase in
EBIT

1,2 bil €

Total Asset
Valuation

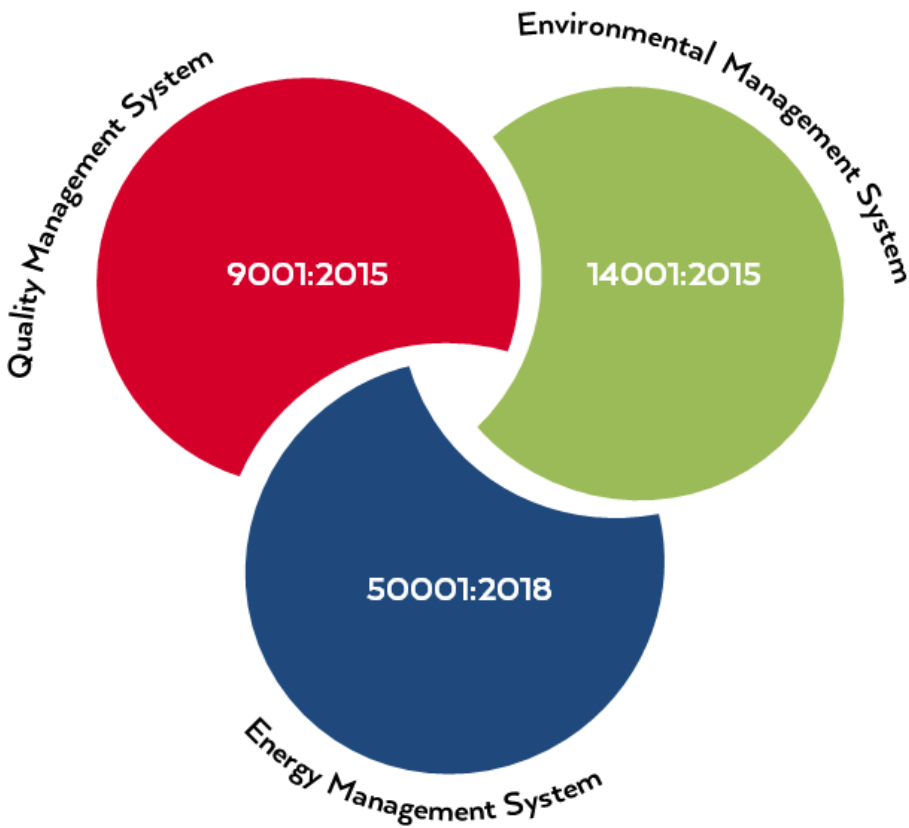
Sustainability Certifications & Awards

At Avis, a strong commitment to operational excellence, environmental stewardship, and corporate responsibility is upheld. Dedication to sustainability is demonstrated through the achievement of globally recognized certifications, reflecting a focus on continuous improvement, regulatory compliance, and stakeholder transparency. These certifications serve as validation that best-in-class practices are being integrated into all aspects of operations, ensuring responsible conduct while creating long-term value.

At Avis, sustainability is not only a commitment but is also embedded within the organizational culture and day-to-day operations. These certifications and recognitions reaffirm adherence to international best practices, alignment with investor expectations, and responsiveness to evolving regulatory landscapes. As sustainability principles continue to be integrated throughout the business, emphasis remains on innovation, efficiency, and collaboration to drive improvements in environmental, social, and governance (ESG) performance. Through continuous enhancement and strategic initiatives, a responsible and resilient future is being shaped for the company, its stakeholders, and the communities served.

Quality, Environmental, and Energy Management Systems

ISO 9001:2015 certification has been obtained, confirming that high-quality products and services are consistently delivered through robust process controls and a customer-centric approach. In support of environmental sustainability, ISO 14001:2015 certification has also been achieved, reinforcing efforts in responsible resource management, pollution prevention, and adherence to regulatory requirements. **As part of this environmental responsibility, this year Avis proceeded with extending the implementation of the standard to include our service sites.** Furthermore, ISO 50001:2018 certification has been secured, highlighting a strategic emphasis on energy efficiency. This demonstrates a commitment to optimizing energy use, reducing the carbon footprint, and continuously enhancing energy performance through structured policies and measurable targets.



Workplace Excellence and Performance Management

In addition to operational and environmental excellence, the cultivation of a thriving and inclusive workplace culture is prioritized. Recognition through the Great Place to Work Certification reflects a strong commitment to employee engagement, diversity, and well-being—supported by comprehensive workforce feedback and alignment with industry benchmarks. To further align sustainability with business objectives, Dialogue OKRs (Objectives and Key Results) have been adopted. This framework ensures the integration of sustainability goals into strategic decision-making and operational execution. By leveraging this performance management approach, accountability, transparency, and measurable progress are driven across all levels of the organization.



Sustainability Development Strategy

Stakeholder engagement

Avis is committed to fostering **ongoing, meaningful engagement** with a diverse network of stakeholders, ensuring their perspectives are carefully considered in the company’s **decision-making process**. By aligning these interactions with its core values and strategic vision, Avis creates a collaborative environment that strengthens relationships and drives innovation.

The **Management**, in collaboration with the **Management Systems Officer** and the **General Directorates**, identifies the company’s internal and external stakeholders along with their respective needs and expectations, documented in the **Operational Framework Analysis Report**. The report outlines critical issues, requirements, and expectations arising from both **external factors** (such as regulatory changes, technological advancements, market trends, and competition) and **internal factors** (such as corporate values, culture, expertise, and performance). Additionally, it includes the communication channels established with each stakeholder group to ensure effective engagement and responsiveness.

This **dynamic exchange** plays a crucial role in shaping both **day-to-day operations and long-term strategies**, reinforcing **trust, transparency, and mutual growth** between the company and its partners. Through open communication and a proactive approach, Avis continues to build a solid foundation for sustainable success.

Avis places a strong emphasis on **open communication and the productive exchange of ideas**, fostering a transparent and collaborative environment. The company is committed to providing **clear, comprehensive information** to all stakeholders affected by its actions, ensuring informed decision-making and mutual understanding. Through this approach, Avis strengthens **trust, accountability, and engagement**, reinforcing its dedication to responsible and customer-focused operations.



Stakeholders	Communication Channels	Communication Frequency
Management	Management Reviews	Regularly
	Audits Analyses	Annually
	Regular Departmental Meetings	Weekly
	One-on-One Feedback Sessions	Periodically
Shareholders	Management Reviews	Periodically
	Audits Analyses	Annually
	Regular Departmental Meetings	Regularly
Employees	Employee meetings	Periodically
	Interviews (one-on-one feedback sessions with supervisors)	Quarterly
	Questionnaires	Regularly
	Communication via Email and Intranet	Daily
Customers	Direct Contact/Communication	Daily
	Newsletters, questionnaires	Periodically
	Email Correspondence	Regularly
	Customer Satisfaction Surveys and Results Analysis	Periodically
	Social Media	Regularly
	Customer Complaint Recording	Monthly
	Partnership Agreements	Periodically
Suppliers/Partners	Newsletters, questionnaires	Periodically
	Contract Agreements with Suppliers	Regularly
	Email Correspondence	Regularly

Double Materiality Analysis

A **Double Materiality Analysis** is a strategic tool to systematically identify, assess, and prioritize environmental, social, and governance (ESG) issues, evaluating both the financial materiality (how sustainability issues impact a company’s financial performance) and impact materiality (how a company’s operations affect society and the environment). This dual perspective ensures a comprehensive understanding of risks and opportunities, aligning with regulatory standards such as the Corporate Sustainability Reporting Directive (CSRD).

Impact Materiality: This considers the company’s positive or negative effects on people and the environment over the short, medium, and long term. It takes into account the company’s operations, value chain, and business relationships to provide a comprehensive view of its sustainability impact.

Financial Materiality: This focuses on how ESG factors create financial risks or opportunities that affect the company’s economic performance and long-term viability. By analyzing financial materiality, businesses can better anticipate and manage sustainability-related challenges while identifying growth opportunities aligned with their strategic objectives.



Material Issues Prioritization

Stakeholders evaluated each material issue by providing feedback on its actual potential **positive and negative impacts** on both the company and society. This assessment considered multiple factors, including the **scale and scope of the impact, associated risks, and the likelihood of occurrence**. Through this structured evaluation, we were able to identify and prioritize the most **critical material issues**, ensuring alignment with stakeholder expectations and business strategy. This process not only enhances our ability to **address key sustainability challenges** but also strengthens risk management, regulatory compliance, and long-term value creation.



Contribution to the Sustainability Development Goals (SDGs)

Avis is committed to advancing the core principles of sustainable development, corporate governance, and responsible business practices. At the forefront of sustainability initiatives, we continuously strive to enhance our sustainability performance while minimizing the environmental impact of our operations. Our future objectives at Avis, aligned with the Sustainable Development Goals (SDGs), are designed to guide us toward a future that is not only safe and sustainable but also equitable for all.



Safety

Health and safety are integral to our operations and are a top priority for Avis. We firmly believe that ensuring a safe environment for our employees, customers, stakeholders, and the communities where we operate is a shared responsibility. This commitment extends throughout our organization, with a strong focus on maintaining the highest safety standards and promoting well-being in every aspect of our business.

Sustainability

As part of our dedication to a low-carbon future, Avis is focused on providing sustainable transportation solutions. We are committed to leveraging technology and investing in a fleet of fuel-efficient, hybrid, and electric vehicles to reduce emissions. In addition, we integrate sustainability practices across our operations, including reducing energy and water consumption and enhancing waste management to increase recycling and diversion. These efforts aim to minimize our environmental footprint while supporting the global transition toward a greener, more sustainable future.

Equitability

At Avis, we believe that embracing and promoting diversity is crucial to our long-term success. We are committed to creating a safe, supportive, and inclusive work environment where all individuals, regardless of background, feel valued and respected. By enhancing diversity within our workforce, we aim to foster a culture of equity, ensuring that everyone has equal opportunities to contribute and thrive within our organization. This focus on inclusivity is key to driving both our business success and our contributions to a more equitable society.

Through these actions, Avis is taking significant steps to contribute to the Sustainable Development Goals, ensuring that we are a responsible, forward-thinking company that makes a positive impact on **both society and environment.**



Environment

Avis is committed to the sustainability of its operations, investing in innovative solutions that reduce our carbon footprint, protect natural resources, and foster a healthier, more resilient environment for future generations.

12 RESPONSIBLE CONSUMPTION AND PRODUCTION



13 CLIMATE ACTION



Environmental Highlights



247,89 m³

Water consumption



125,000 kg

Non-hazardous waste generated



-9.01%

total waste generation compared to 2023



-14.01%

Total Intensity reduction compared to 2023



2,313,909 kWh

Electricity consumption

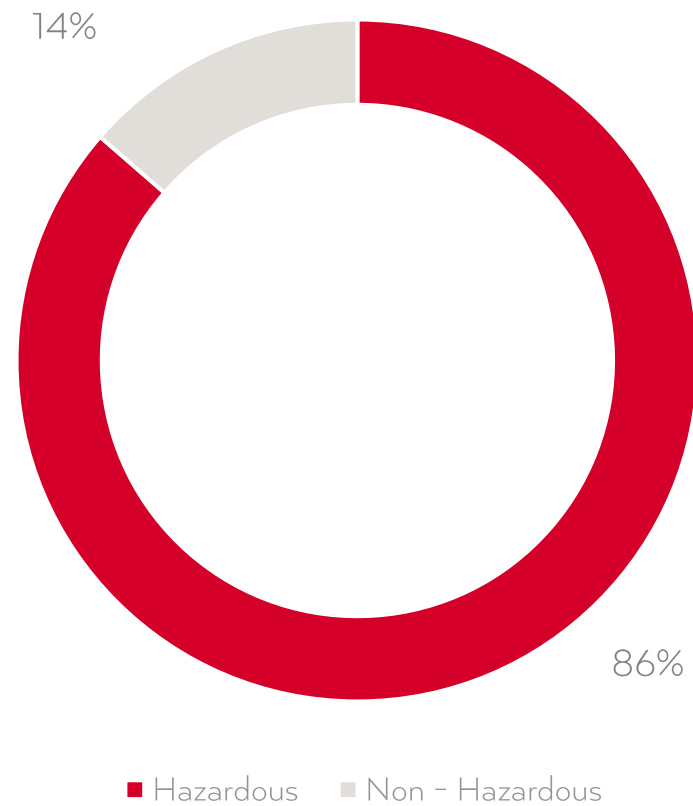


490,765 tn

Total CO_{2,eq} emissions

Waste Management

Waste produced 2024 (kg)



793,365 kg

Hazardous Waste



125,000 kg

Non - Hazardous Waste

In line with its commitment to sustainable operations, Avis places strong emphasis on responsible waste management to minimize environmental impact and promote positive change. The company has adopted structured practices aimed at handling waste effectively, with a focus on maximizing recycling and reducing landfill disposal. In 2024, these initiatives led to significant recycling outcomes in both hazardous and non-hazardous waste streams, highlighting the company’s dedication to resource efficiency and environmental responsibility. Specifically, the company handled approximately 793,365 kg of hazardous waste and 125,000 kg of non-hazardous waste, reinforcing its concerted efforts to optimize the recovery and repurposing of valuable materials. **As a result of these efforts, Avis achieved a -12.5% reduction in total waste generation compared to 2023**, underscoring the company’s ongoing commitment to responsible resource management.

Avis has maintained a robust approach toward managing both hazardous and non-hazardous waste in alignment with our sustainable operations strategy. Out of the total of 793,365 kg of hazardous waste generated, a significant portion was effectively managed and processed, ensuring that hazardous materials were handled in accordance with safety and environmental regulations. In parallel, the company generated 125,000 kg of non-hazardous waste, which was subjected to systematic collection and treatment procedures. These initiatives demonstrate our ongoing commitment to minimizing environmental risks and reducing the volume of waste that ultimately reaches landfill sites, thereby advancing our broader objectives of resource efficiency and environmental stewardship.

Our recycling initiatives have yielded significant results, illustrating the effectiveness of our integrated waste management strategy. Almost all hazardous waste was successfully recycled or reused, reflecting our firm commitment to the safe and sustainable treatment of materials that require special care and compliance with strict environmental standards. In addition, detailed recycling efforts include the repurpose of 91,244 liters of used motor oil, the recycling or repurposing of 64,964 tires, and 6,323 car batteries. Moreover, we have successfully diverted 100 kg of used toners and 10 kg of electrical appliances from landfill disposal. These outcomes not only contribute to significant waste reduction but also reinforce our commitment to the circular economy by maximizing the recovery of valuable resources and minimizing the environmental impact of our operations.



91,244

Liters of used motor oil recycled or repurposed



64,964 pieces

Tires recycled or repurposed



6,323 pieces

Recycled car batteries



110 kg

Toners & Electrical appliances

3,154 kg

Non-hazardous waste
diverted from disposal
for recycling



Energy Management

At Avis, environmental responsibility is deeply embedded in the way we operate. We follow a holistic approach to environmental management, implementing and promoting practices that minimize our environmental footprint and support long-term sustainability. In 2024, the total electricity consumption at our facilities amounts to 2,313,909 kWh.



Avis Environmental Policy

Pollution Prevention



We implement environmentally friendly technologies and green practices across our facilities and operations to prevent pollution.

Energy Efficiency



We strive to reduce energy consumption in our offices and maintenance facilities by utilizing LED lighting and green technologies.

Recycling and Waste Reduction



We actively promote material recycling and reduce the use of consumables, encouraging reuse and waste minimization.

Employee Education



We invest in awareness trainings for our employees, emphasizing the importance of environmental protection and encouraging their active participation in our environmental initiatives.

Compliance with Environmental Legislation



We ensure full compliance with current environmental laws and maintain ISO 14001 certification, which highlights our commitment to high standards in environmental management.

Measurement and Monitoring



We set clear environmental goals, which are regularly monitored and evaluated to ensure progress and alignment with our policy.

Sustainable Supplier Selection



We prioritize collaborations with suppliers who adhere to sustainable practices and environmental responsibility.

CO2 Emissions Reduction



We are committed to reducing carbon dioxide (CO₂) emissions and optimizing the use of natural resources

Greenhouse Gas Emissions

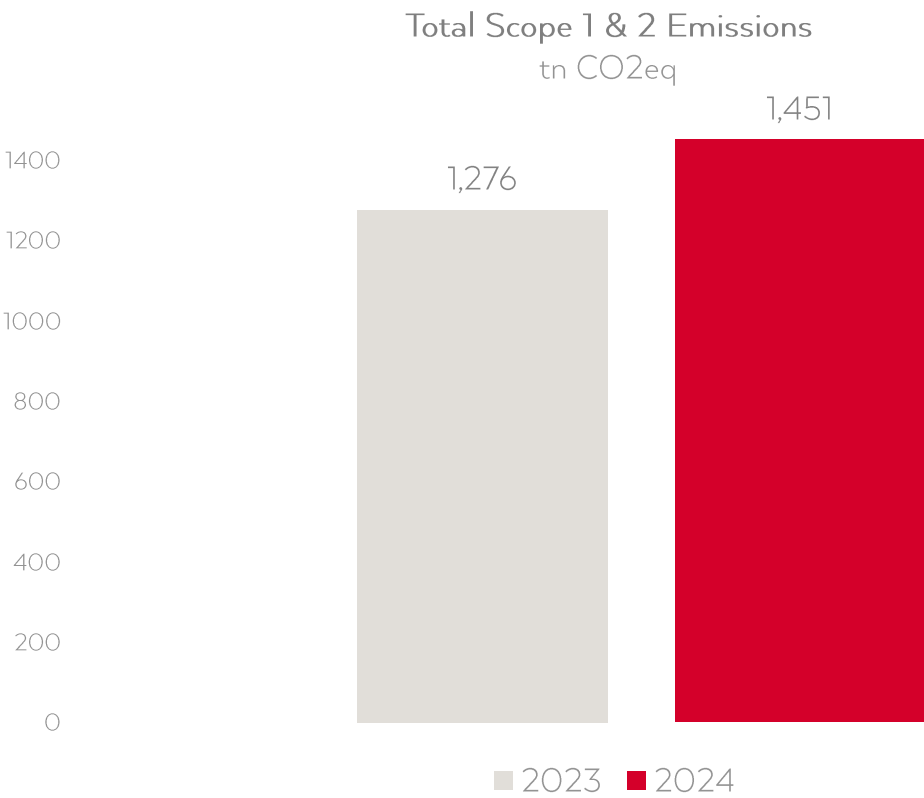
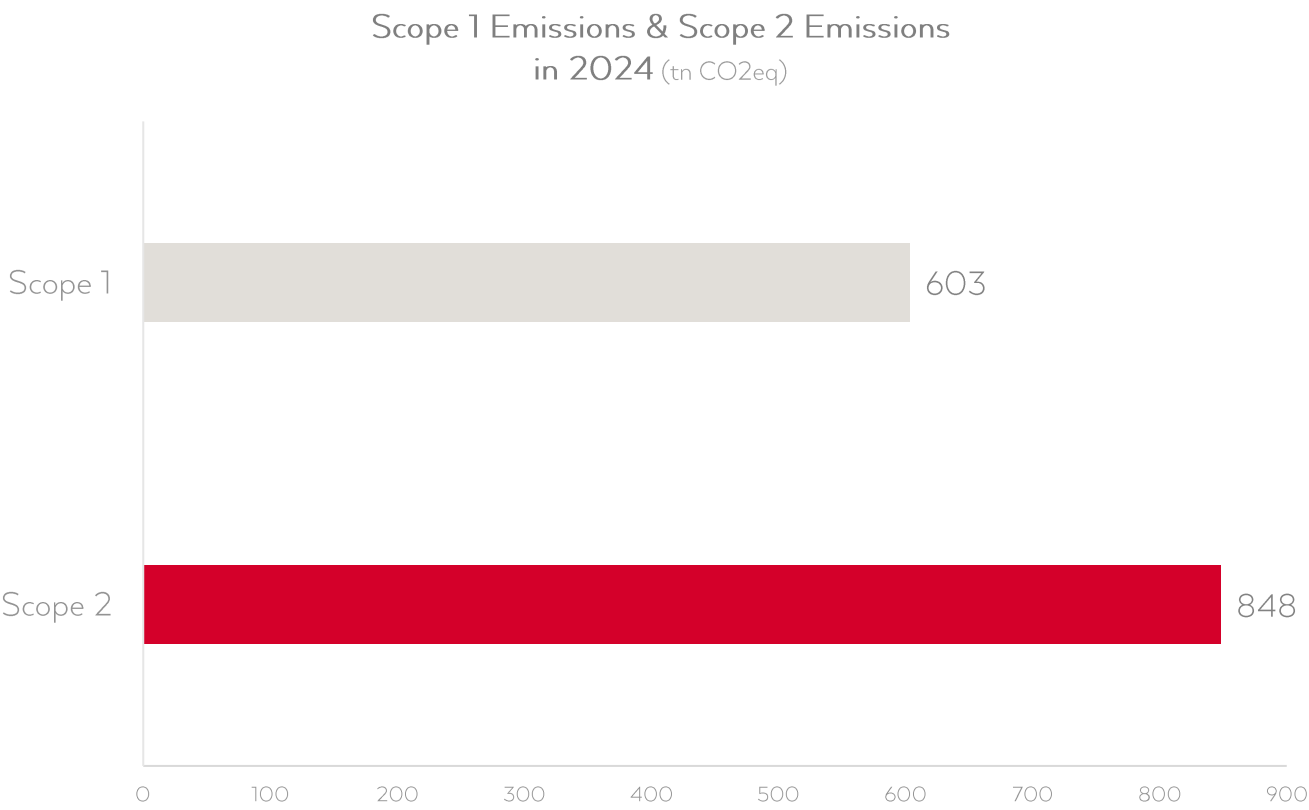
Over the past year, Avis has meticulously tracked its greenhouse gas emissions across Scopes 1, 2, and 3, leveraging a standardized KPI—tons of CO₂ equivalent per million euros—to achieve precise measurements. Overall emissions increased by 1.5%, rising from 483,626 tn CO₂eq in 2023 to 490,765 tn CO₂eq in 2024. This overall increase is predominantly driven by substantial surges in Scope 1 and Scope 2 emissions, which increased by 27.8% and 5.5%, respectively. In contrast, Scope 3—the largest component of our carbon footprint—experienced a modest rise of 1.4%. Although this indicates an increase in indirect emissions, its proportional impact is considerably lower than that observed in Scopes 1 and 2. Moving forward, our primary focus will be on enhancing our monitoring efforts across all three Scopes, refining our strategies to boost energy efficiency, and implementing targeted initiatives designed to reduce our overall carbon footprint. Further analysis reveals that, when evaluated using our standardized KPI - Intensity (tnCO₂eq/m.euros), direct Scope 1 emissions increased by 7.8% compared to 2023, reflecting the heightened level of operations, while **Scope 2 emissions intensity saw a noteworthy reduction of 10.7%**. Notably, **Scope 3 emissions intensity demonstrated a significant improvement, with a 14.1% reduction** contributing to an **overall decline of 14.01%** in total emissions compared to 2023. This outcome underscores the effectiveness of our targeted measures in curbing indirect emissions.

- 14.01 %

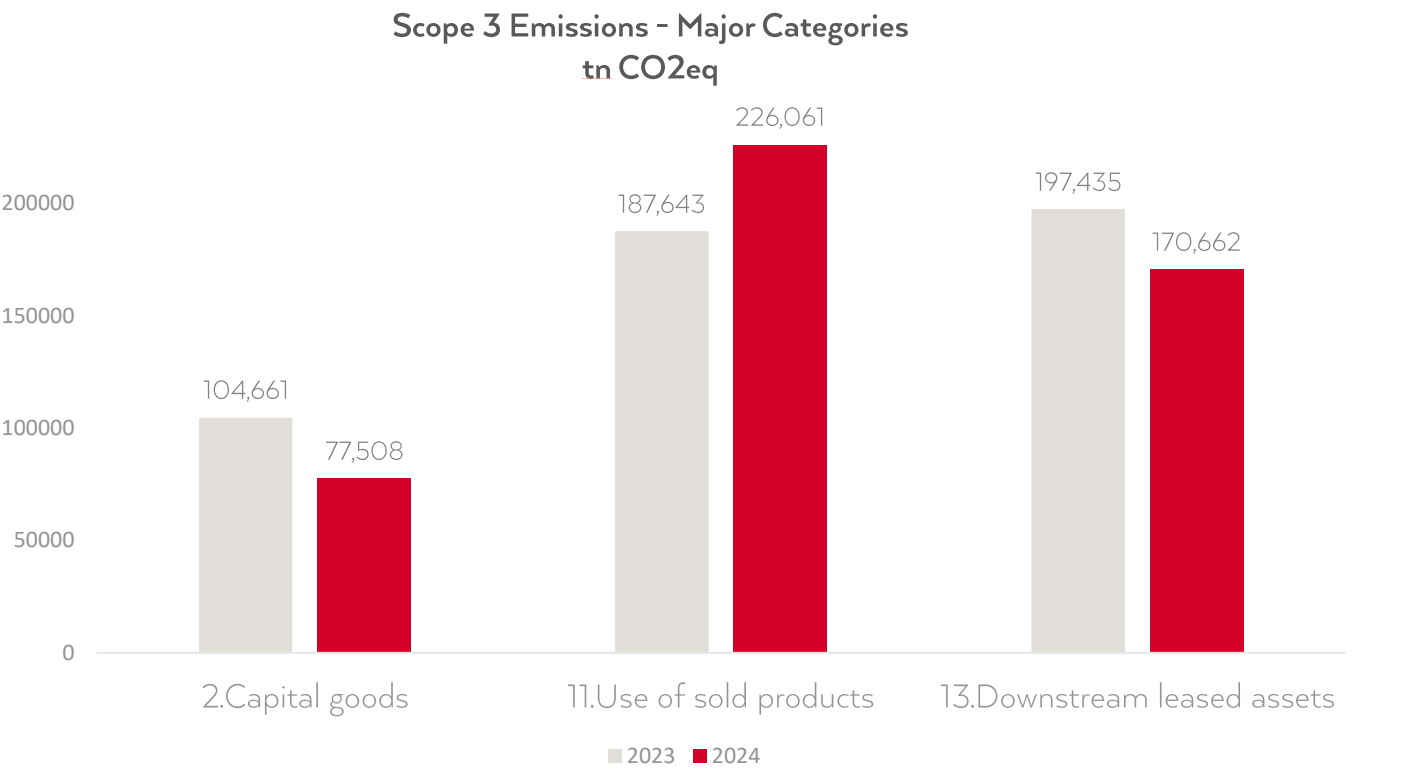
Total Emissions Intensity reduction
compared to 2023**

*CO_{2eq} : is a metric used to compare the emissions of various greenhouse gases based on their global warming potential (GWP). It allows for a common unit to express the impact of different gases on climate change.

** “Intensity” tn CO_{2eq} /m.euros : Provides a normalized measure of the emissions as it relates them with the annual turnover which is representative of the organization’s annual activities.



Avis, having thoroughly analyzed all Scope 3 categories, places particular emphasis on three that carry the greatest weight in the overall evolution of its carbon footprint. Firstly, capital goods account for 15.8% of total emissions and recorded a noteworthy 37.4% reduction in emissions intensity compared to 2023. Secondly, the use of sold products, which accounts for 46.2% of total emissions, shows an 1.3% improvement in average emissions per vehicle. Thirdly, downstream leased assets, representing 34.9% of Scope 3 emissions, reported a 5.5% reduction in emissions intensity, underscoring effective fleet management and improvements in energy efficiency. Although these three categories make up the largest share of emissions, the company remains fully committed to further analyzing and improving all Scope 3 categories, aiming to achieve a comprehensive reduction of its carbon footprint and to foster sustainable practices at every operational level.



	Scope (tn CO2eq)		Intensity (tn CO2eq/m. euros)	
	2023	2024	2023	2024
Scope 1	472	603	1.53	1.65
Scope 2	804	848	2.61	2.33
Scope 3	482,350	489,314	1.56	1.34
Total	483,626	490,765	1.57	1.35



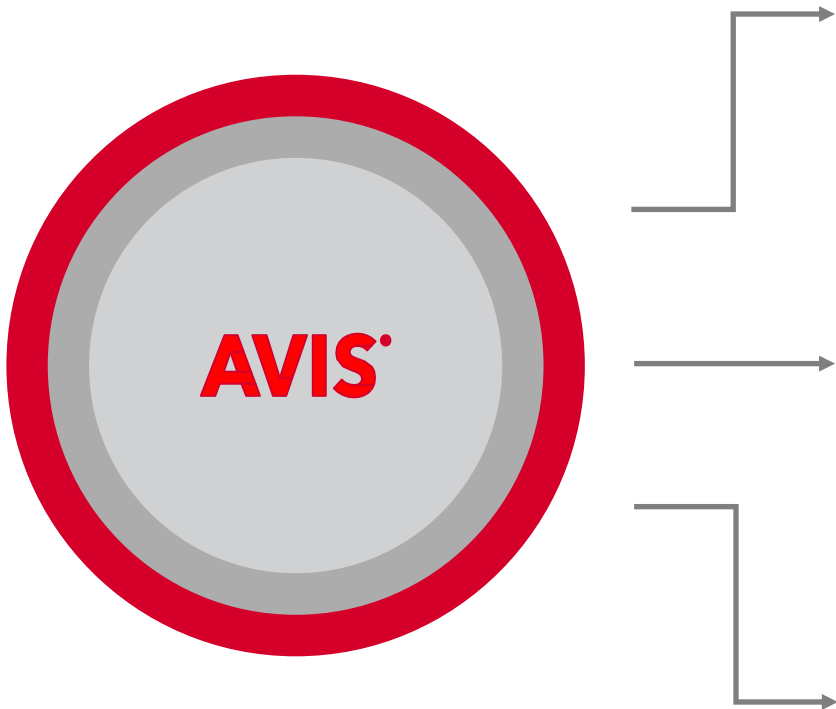
Avis Green Fleet

Operating a safer, greener and smarter fleet

Avis recognizes the growing necessity for sustainable mobility and has adopted the “Green Mobility” initiative to address increasing environmental challenges. Through this initiative, the company seeks to provide lower-emission vehicle options, facilitate an effortless transition to greener choices, and offer continuous guidance to customers who wish to minimize their ecological footprint. In 2024, we successfully **increased the number of our electric vehicles by 75%**, reflecting our ongoing commitment to innovation, environmental responsibility, and reliable mobility services.

Integrating electric vehicles

In line with the transition to electrification, Avis is steadily increasing the number of hybrid and electric vehicles in its fleet. Throughout 2024, Avis has made significant investments to expand its EV fleet, addressing the growing demand for cleaner mobility options. Our strategy is based on **three key pillars** focusing on customer experience, infrastructure, and technology:



Customer Experience

We prioritize dependable, low-emission vehicles that address both individual and business needs. Our personnel, particularly in sales and customer support, receive training on the advantages and operation of electric vehicles (EVs), ensuring that customers can easily adapt to newer technologies and enjoy the full scope of benefits.

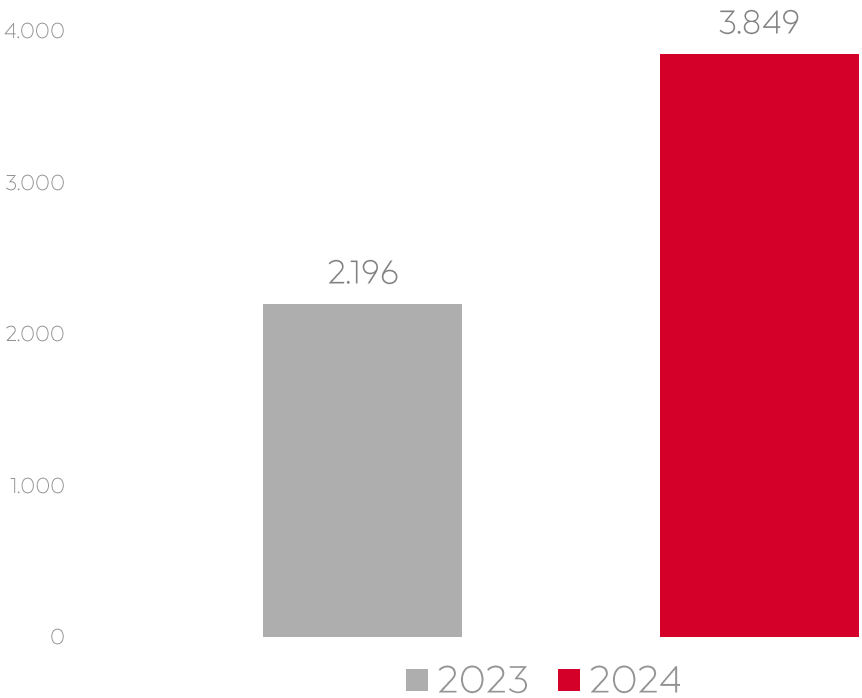
Infrastructure

Sufficient charging points play a critical role in maintaining a viable and convenient fleet of electric vehicles. Avis collaborates with external charging providers to expand infrastructure in high-demand areas. This approach, which includes directions for home charging in the case of long-term rentals, is designed to make EV usage accessible and manageable for all clients.

Technology

The availability of adequate charging infrastructure is a key enabler for the sustainable transition of the vehicle fleet. In this context, Avis continues to expand its network of electric vehicle (EV) charging points across its operational sites, with a strategic focus on high-demand locations. This initiative enhances the accessibility and convenience of EV usage, supporting a smoother customer experience and broader adoption of sustainable mobility solutions.

Active electric vehicles fleet



Avis Green Fleet – A Glance at the Future

Avis aspires to broaden its eco-friendly approach, focusing on both private users and corporate customers who seek advanced, lower-emission solutions.

➤ Promoting Low-Emission and Accessible Mobility

Avis signals a clear intention to increase the availability of hybrid and electric vehicles across Greece. By exploring successful car-sharing concepts implemented by Avis internationally, there is potential to introduce similar models in the domestic market, aiding in alleviating urban congestion and encouraging responsible vehicle usage.

➤ Supporting Corporate Customers in Reducing Carbon Emissions

As part of our Environmental, Social, and Governance (ESG) strategies, Avis supports corporate clients in minimizing their environmental footprint through responsible mobility solutions. The company focuses on expanding the availability of lower-emission vehicle options and promoting efficient fleet usage. By offering guidance on vehicle selection and usage patterns, Avis helps customers align their travel practices with sustainability targets, while continuing to explore additional services that address environmental performance.

Award by the Ministry for Climate Crisis and Civil Protection

Avis was honored for its contribution to the 2024 wildfire prevention program during an official event held by the **Ministry for Climate Crisis and Civil Protection**. Avis was honored for the company’s contribution to the 2024 wildfire prevention program during an official event held by the **Ministry for Climate Crisis and Civil Protection**. Avis was honored for its contribution to the 2024 wildfire prevention program during an official event held by the **Ministry for Climate Crisis and Civil Protection**.

As part of its commitment to corporate social responsibility, Avis supported the Ministry’s initiative by providing leased operational centers for drone surveillance, significantly enhancing the country’s forest fire monitoring and prevention capabilities.





Electric mobility

Electromobility stands out as a contemporary and environmentally responsible option for everyday transportation, offering extensive benefits while dispelling many of the common doubts associated with electric vehicles (EVs). Although the initial investment in an EV may appear higher compared to traditional cars, the availability of tax incentives, government grants, and lower electricity costs often make it a more economical choice in the long term. Avis further enhances this accessibility through its Green Leasing program, enabling customers to benefit from advanced EV technology without long-term commitments or the resale concerns typically associated with vehicle ownership.

In terms of charging, the efficiency of modern fast chargers greatly reduces the time needed for a full recharge, contradicting the notion that EVs are inconvenient or slow to refuel. Moreover, the ongoing expansion of public charging infrastructure supports worry-free travel, including longer routes. Rapid developments in battery technology have also pushed potential ranges beyond 400 kilometers per charge, effectively covering both daily and professional transportation needs. Through its **Green Leasing** service, Avis facilitates this transition to cleaner mobility, supplying a safe, up-to-date transport solution that prioritizes sustainability and curbs environmental impact. By leasing a cutting-edge EV, drivers can fully embrace electromobility while actively contributing to a more sustainable future.

Green Leasing Service

Avis actively supports the move toward greener transportation through comprehensive electromobility offerings, combining convenience with ecological responsibility. Electric vehicles (EVs) are pivotal in lessening both emissions and air pollution—particularly within urban areas—thereby promoting public health and addressing climate change. By introducing its innovative Green Leasing concept, Avis allows individuals and businesses to enjoy the benefits of electric mobility without the financial or logistical hurdles of ownership. This model not only simplifies access to modern, eco-friendly driving but also offers tangible financial advantages over time, primarily due to lower charging and maintenance expenses. As a result, customers can adopt electric mobility with minimal investment and contribute to healthier, more sustainable cities.

Avis Charging Solutions

Building upon its dedication to electric mobility, Avis integrates a range of supportive features designed to streamline the day-to-day usage of EVs. The MyAvis App enhances user convenience by granting exclusive privileges such as a 5% discount on the PPC blue network, which encompasses more than 2,400 charging stations across the country. This wide coverage eases concerns about charging availability and facilitates longer journeys. At the same time, corporate clients can benefit from adaptable charging solutions that accommodate the needs of their workforce, thus nurturing a forward-thinking workplace culture with an environmental focus. By uniting advanced charging services, targeted user assistance, and transparent cost structures, Avis promotes sustainable transportation practices while setting a benchmark for responsibly minded mobility services.

Society

The social pillar of Environmental, Social, and Governance (ESG) frameworks plays a crucial role in shaping Avis’ long-term sustainability and impact as it highlights the company’s efforts to create meaningful contributions to society, enhance workplace culture, and promote inclusive growth, reinforcing its role as a responsible corporate citizen.

- 3

GOOD HEALTH AND WELL-BEING


- 4

QUALITY EDUCATION


- 5

GENDER EQUALITY


- 8

DECENT WORK AND ECONOMIC GROWTH


- 10

REDUCED INEQUALITIES


- 12

RESPONSIBLE CONSUMPTION AND PRODUCTION


- 16

PEACE, JUSTICE AND STRONG INSTITUTIONS





Social Highlights



514
Employees



34% Women



Over 3.900
hours of training



Zero accidents of
severe consequences

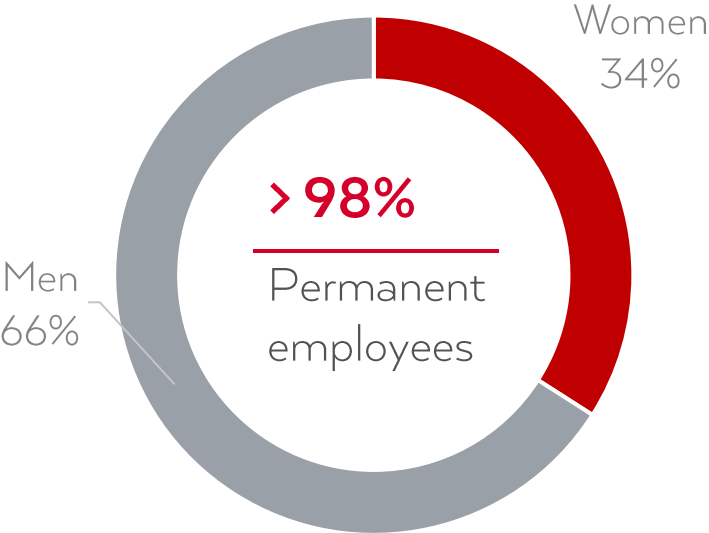


Zero discrimination
incidents

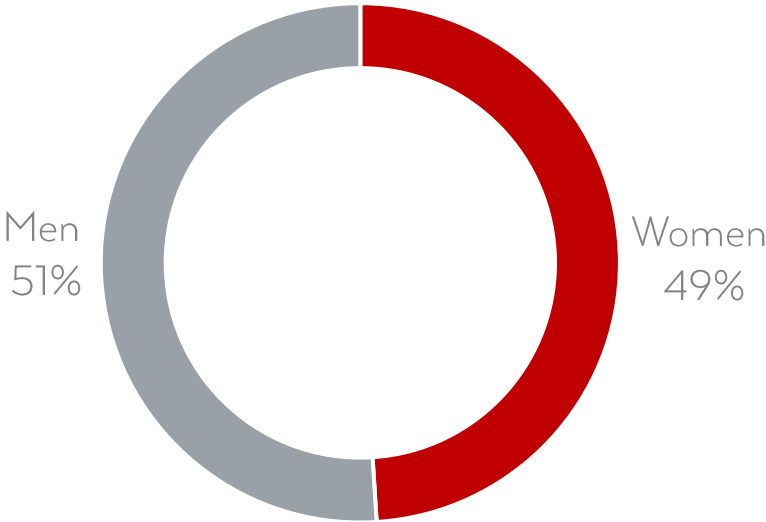
Our People

In 2024, Avis proudly employed a dedicated team of more than 500 professionals located throughout the country. These individuals represent the foundation of the company’s operations and are regarded as its most valuable asset. At Avis, our people are placed at the center of our sustainability strategy, forming one of its core pillars. Recognizing their critical role in the company’s long-term success, we are deeply committed to fostering a work environment grounded in fairness, respect, and equal opportunity. By cultivating a supportive and empowering culture, Avis constantly seeks to invest in the personal and professional growth of its workforce, paving the way for long-term development, employee satisfaction, and organizational resilience.

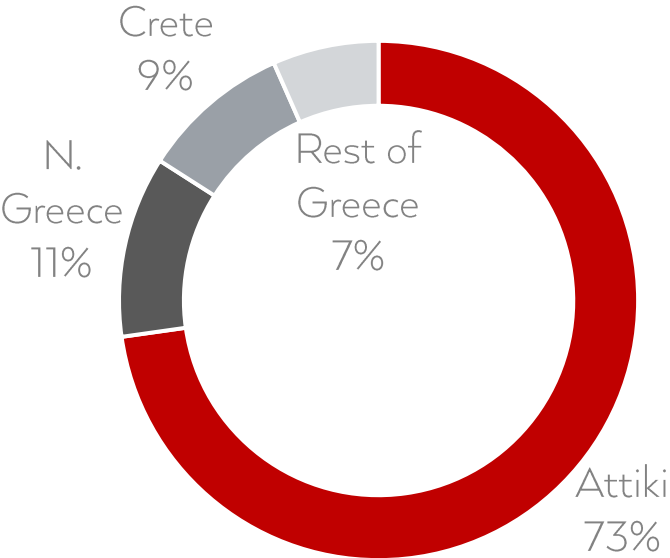
Gender Diversity



Gender Diversity HQ



Employee Allocation



514

Employees

100%

Covered by individual employment contracts

100%

Full-time employment terms

>978.000

Contributed manhours

>80

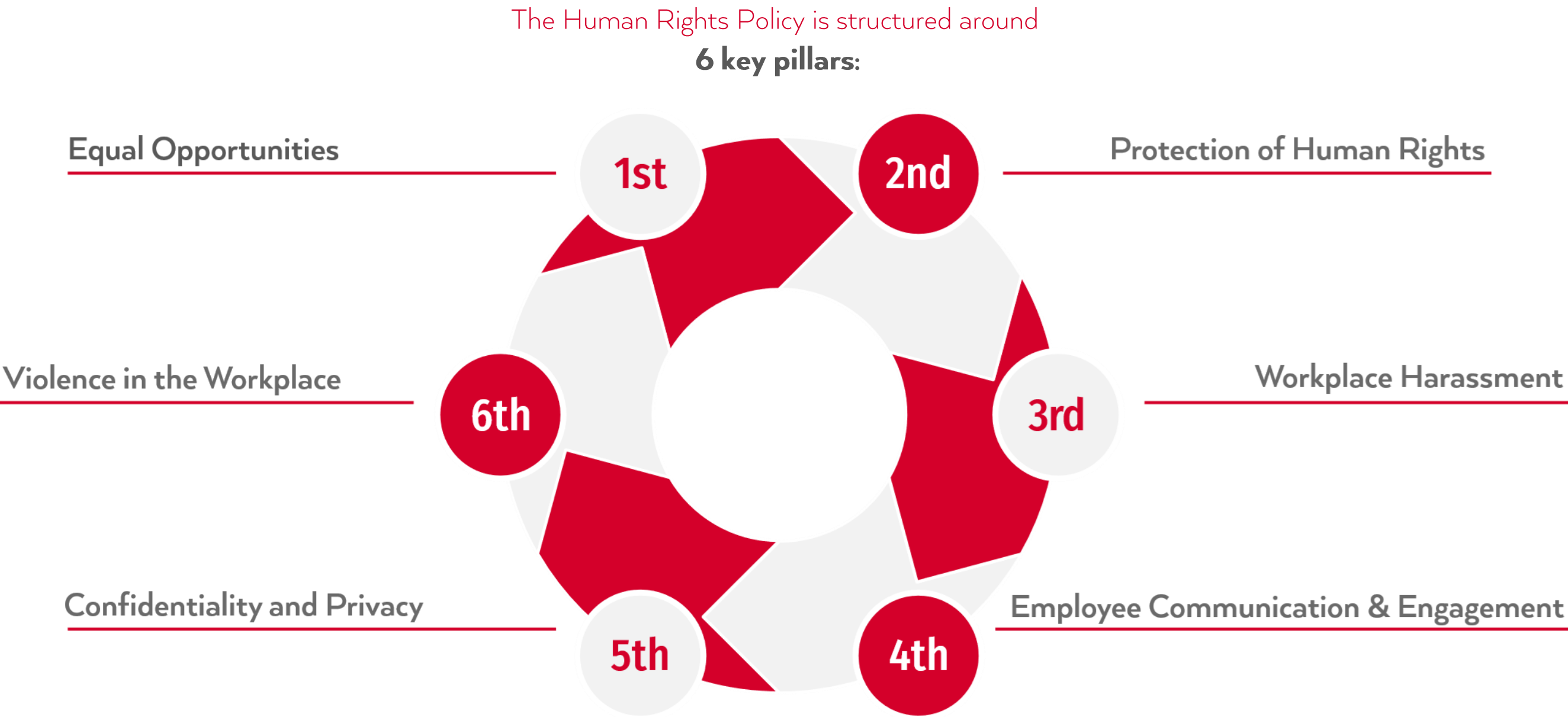
New hires

Protection of Human Rights

At Avis, our values and ethical principles are deeply rooted in the fundamental responsibility to protect and uphold human rights. We recognize and respect the inherent dignity and rights of all individuals, irrespective of race, gender, nationality, ethnicity, language, religion, or any other defining characteristic.

In alignment with this commitment, Avis has established a Human Rights Policy that reflects both Greek legal frameworks and the company’s core values while integrating globally recognized best practices, including the United Nations Sustainable Development Goals (SDGs). This policy is designed to ensure ethical business conduct, strict legal compliance, and the safeguarding of human rights across all areas of our operations and throughout our supply chain.

Our Human Rights Policy applies to all employees, officers and directors. Beyond internal implementation, we actively seek to inspire and encourage other organizations, business partners, and stakeholders to embrace and promote the principles of human rights, fostering a culture of inclusivity, fairness, and respect within the broader community. Through these efforts, we aim to drive positive change and contribute to a more just and equitable society.



Equal Opportunities

Avis has taken meaningful and targeted steps to strengthen the recruitment, retention, and professional development of women within the organization. Through the implementation of specific initiatives, we have aimed to create a more inclusive and supportive workplace that empowers women at every stage of their career. By placing a strong emphasis on employee well-being, motivation and active engagement, Avis has fostered an environment where female talent can thrive. These sustained efforts have contributed to a notable female representation across the company. As a result, in 2024, women accounted for **34%** of our total workforce—a significant milestone that reflects our ongoing commitment to gender diversity and equality in the workplace. We remain dedicated to further enhancing these efforts, ensuring that all employees have equal opportunities to succeed and grow within the organization.

As a fundamental principle of our recruitment process, Avis upholds a firm and unwavering commitment to maintaining **a zero-tolerance policy toward all forms of discrimination and harassment**. This commitment is deeply embedded in our organizational values and is reflected in every stage of candidate evaluation and selection. We are dedicated to ensuring that all individuals are treated with dignity and respect, and that every applicant is given a fair and equal opportunity, regardless of race, gender, nationality, ethnicity, language, religion, or any other personal characteristic or status. By fostering a recruitment environment rooted in fairness, transparency, and impartiality, Avis aims to attract diverse talents and promote an inclusive workplace culture where merit is the only criterion. This approach not only strengthens our team but also reinforces our broader mission to cultivate equity and integrity across all aspects of our operations.

Avis is monitoring gender distribution across employment levels, aiming to promote female empowerment	We actively engage women to take on new challenges	Empowerment, development, and information for all women in the company
20% women representation in the Board of Directors	+39% women completed Avis training programs compared to 2023	Avis Women Forward Program developed with the participation of the employees themselves

Diversity

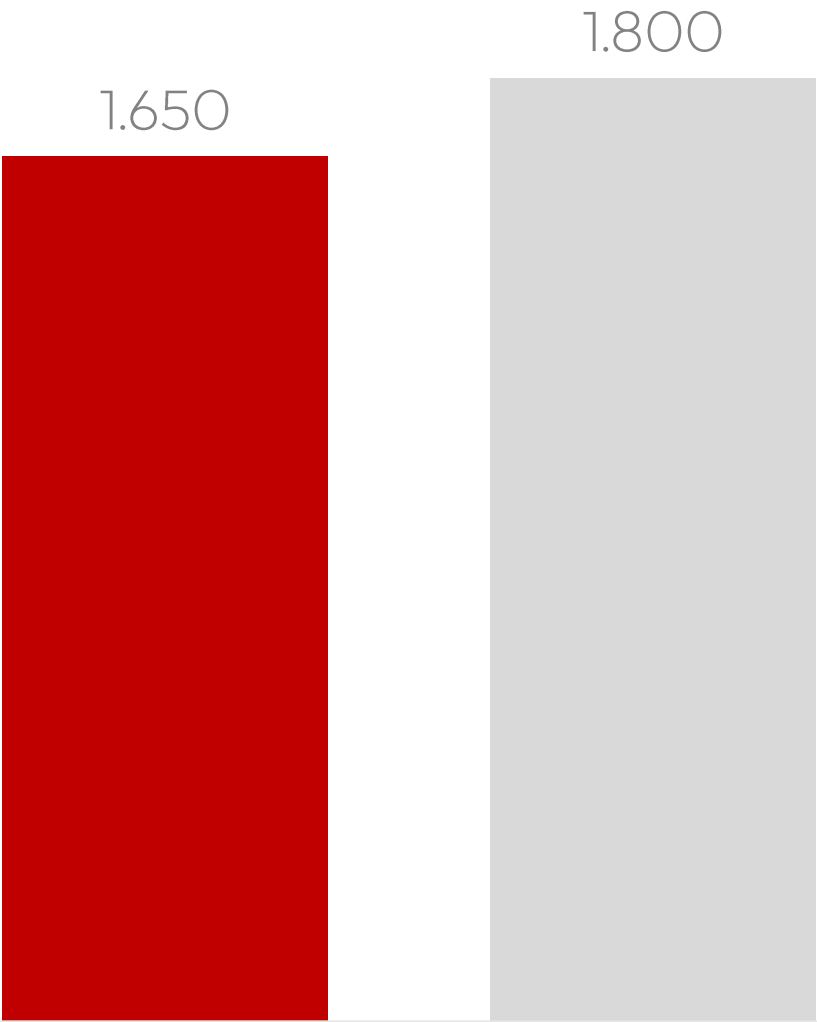
Diversity is a core element of our sustainability framework and a key driver of long-term organizational success. We believe that embracing a wide range of identities, perspectives, and experiences fosters innovation and creativity, enriches collaboration, and enhances our ability to respond to a rapidly evolving global landscape. Our commitment goes beyond fulfilling legal requirements; we actively strive to create a workplace culture rooted in inclusivity, equity, and mutual respect. This includes initiatives to promote gender balance, support minority representation, and ensure equal opportunities for growth and development across all roles and levels. We continuously monitor our progress through data-driven insights on workforce demographics, inclusive practices, and employee engagement. By integrating diversity into our business strategy, we not only uphold our ethical responsibilities but also reinforce our resilience and adaptability as a sustainable enterprise. For us, diversity is both a social value and a strategic asset essential to shaping a better future.

Avis has implemented a robust workplace policy to prevent and address all forms of violence and harassment. Applicable to all employees, it ensures a safe, respectful environment through clear reporting channels, thorough investigations, and strong protections against retaliation. The policy promotes prevention, supports affected individuals, and upholds every employee’s right to withdraw from unsafe situations without fear.

Zero
discrimination
incidents



Employee Compensation (€)



Employee Development

At Avis, we firmly believe that the continuous development of our employees is essential not only to their individual success but also to the long-term growth and competitiveness of the company. Our people are at the core of everything we do, and we are committed to nurturing their potential through a holistic approach that prioritizes both professional skill-building and personal development. Understanding that a knowledgeable, motivated, and empowered workforce drives innovation and excellence, we have established a wide array of development opportunities tailored to diverse roles and career paths.

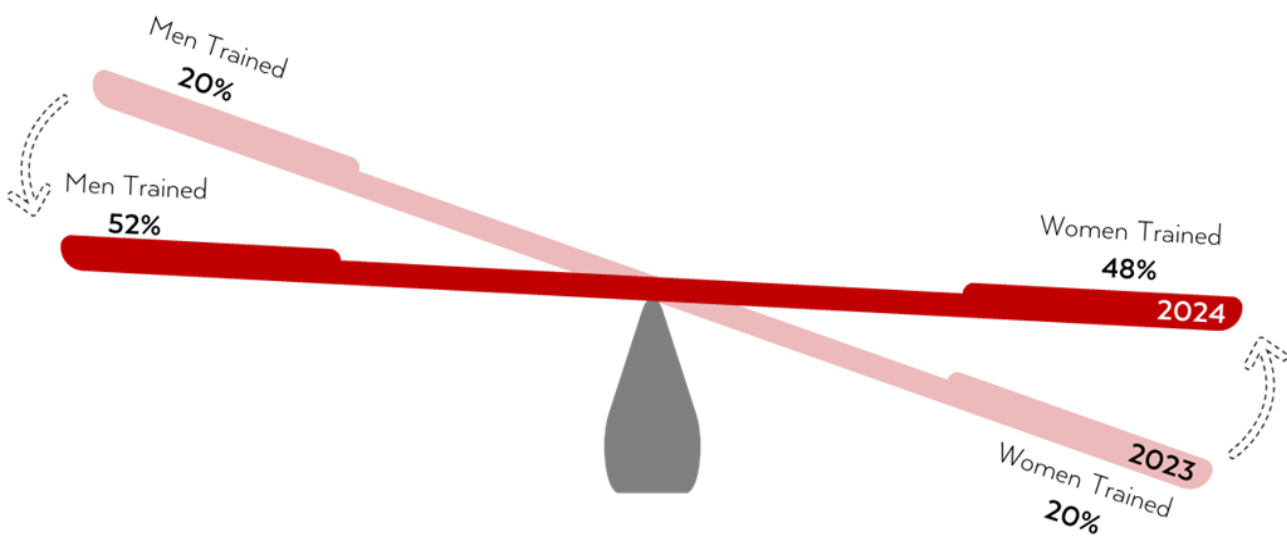
These include:

- structured training programs
- hands-on workshops
- leadership development initiatives
- digital learning platforms,
- access to learning tools that enhance technical, managerial, and interpersonal skills.

Beyond formal training, we also encourage a culture of continuous learning by promoting knowledge sharing, cross-functional collaboration, mentoring, and on-the-job learning experiences. Our goal is to create an environment where employees feel supported in their aspirations, are inspired to reach their full potential, and are equipped to adapt and excel in a rapidly evolving business landscape. Through these ongoing investments in learning and development, Avis reinforces its dedication to building a future-ready workforce, fostering long-term employee engagement, and contributing to a high-performance organizational culture.

Our company is committed to ensuring equal access to training programs by balancing the participation of men and women. We aim to create an inclusive learning environment that supports growth for all employees.

3.945
Training hours to employees



Avis E-Learning Hub

Digital training platform for employees, partners and newly hired employees easily accessible at any time and from any electronic device, offering courses on:

- Avis Code of Conduct
- Health & Safety
- Cyber Security
- Anti-harassment
- Sustainability Awareness
- GDPR

New

Upgrading employee skills



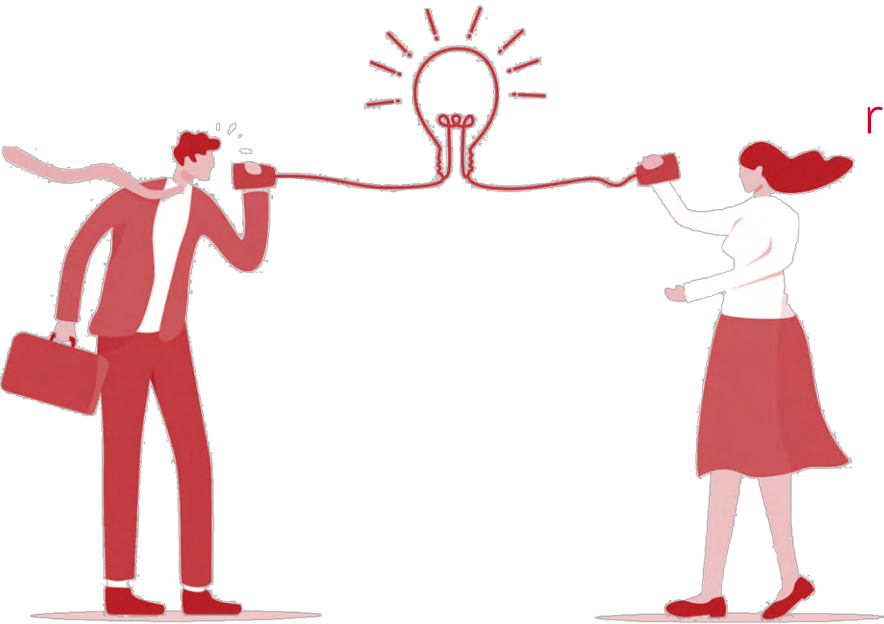
Training Program	Manhours
Technical & Digital Skills	164
Finance & Accounting	369
Human Resources & HR Tools	873
Management & Strategy	436
Product Development & Product Management	63
Soft Skills / Communication	96
Compliance Trainings (GDPR, Health & Safety, Code of Ethics, Antiharassment etc)	819
ESG & Sustainability	288

Feedback is part of the development process

At Avis, providing consistent and meaningful feedback on employee development and performance is regarded as a critical component of our people strategy. We view feedback not merely as an evaluative tool, but as a key driver of continuous improvement, personal growth, and a culture of accountability. Regular, constructive feedback empowers our employees to clearly understand their individual strengths, identify areas for development, and take proactive steps toward enhancing their capabilities.

By fostering open and ongoing communication between employees and their managers, we create an environment where individuals feel supported, motivated, and aligned with both their personal goals and the broader objectives of the organization. This process not only contributes to skill development and career progression, but also significantly boosts employee engagement, satisfaction, and morale—making team members feel seen, valued, and recognized for their contributions.

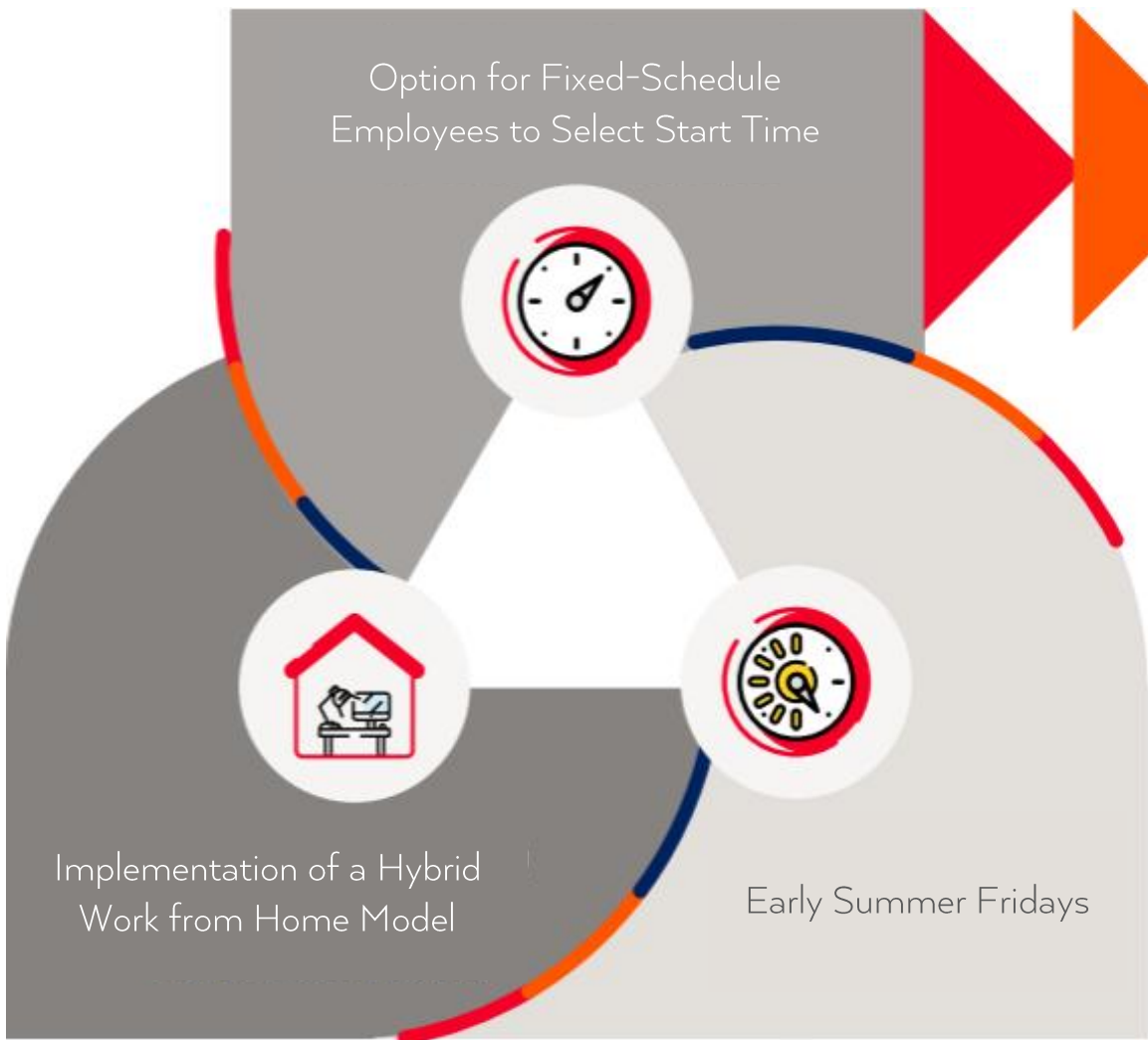
In line with our commitment to nurturing talent and supporting career growth, in 2024, a total of 374 employees—comprising 144 women and 230 men—participated in regular performance reviews and career development discussions. These evaluations play a vital role in shaping personalized development plans and fostering a high-performance culture across the organization.



374
Employees
received annual
feedback



Employee Well-being



Avis remains deeply committed to fostering a supportive and engaging work environment by actively listening to the authentic needs and concerns of its employees. One of the key tools in this ongoing effort is the annual **Employee Engagement Survey**, which consistently receives remarkable participation. This high level of engagement reflects the trust employees place in the process and their willingness to contribute to the company’s continuous improvement.

The survey results have been overwhelmingly positive, indicating a strong sense of satisfaction and alignment with the company’s values and culture.

A significant **84% of employees report feeling a strong sense of commitment and satisfaction** in their roles at Avis. This high level of engagement highlights a culture where employees feel valued, supported, and motivated to contribute meaningfully to the organization’s success.

Notably, **84% of employees expressed favorable opinions about Avis**, underscoring their confidence in the organization’s direction, leadership and workplace practices.

Furthermore, the Employee Net Promoter Score stands at an impressive **83%**, highlighting a workforce that not only feels valued but is also likely to **recommend the company as a great place to work**.

Building on this positive momentum, Avis has continued to invest in initiatives designed to enhance employee well-being across multiple dimensions—physical, mental, emotional, and professional. These initiatives range from wellness programs and mental health support to professional development opportunities and team-building activities, all carefully tailored to meet the evolving needs of the workforce. By maintaining an open dialogue with employees and responding proactively to their feedback, Avis ensures a resilient, motivated, and high-performing team that drives the company’s success forward.

Avis Benefits

New

	Company-sponsored lunch		Avis Staff Care Health Plan		Coverage of the cost for staff using public transportation		Employee Assistance Program: 24/7 Support & Crisis Line
	Activities for Small Groups (self-defense, photography lessons)		Avis Staff Sales		Group Life & Health Insurance Program		Pension Program
	Collaboration with well known Gym Chain		5 additional days of leave for each new father				



Employee Learning & Development

- Over 3,900 training hours delivered
- Specialized driver training sessions
- Avis E-Learning Hub courses

Celebrating Special Moments with our people...

- Christmas Week
- Easter Week
- Summer@Avis
- Free tickets to cultural events and performances

...and their families

- Avis Family Day
- Discounts on school supplies at the start of the academic year
- Avis Blood Bank for employees and their families
- Celebrating children of employees entering university

We shared gifts and smiles

- Christmas Gifts
- International Women’s Day
- Easter Gifts
- Mother’s Day
- Father’s Day

Recognition and Support

- Recognizing and rewarding our team’s achievements
- Avis Women Forward
- Acknowledgement Award recognizing 30, 25, 20 and 15 years of continuous service
- Participation in the 1st Women’s Forum “I AM HERE FOR YOU”

Health & Welfare

- Avis Healthy Week
- Participation in Corporate Sports Games

Corporate Social Responsibility

No finish line



Avis is a distinguished supporter of No Finish Line.

ΕΜΕΙΣ



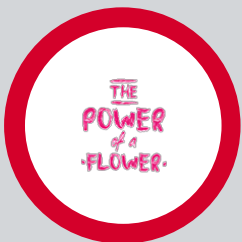
Avis proudly supports the Hellenic Breast Cancer Society by sponsoring health outreach missions that promote preventive breast cancer screenings. In honor of International Women’s Day, we hosted awareness sessions with medical experts to educate our staff. These initiatives highlight the vital role of early detection in saving lives.

Eliza



Avis actively supports the important work of the organization dedicated to the prevention of child abuse and the effective management of child maltreatment cases, contributing to efforts that protect and advocate for the well-being of children.

The power of a flower



Avis proudly sponsors the initiative “The Power of a Flower,” which empowers individuals with disabilities through creative engagement and flower cultivation, promoting social inclusion and self-esteem.



Health and Safety

Proactive Risk Management

At Avis, safeguarding the health, safety, and well-being of employees, partners, and third parties is a core priority. The active Health & Safety system is fully aligned with Greek legislation (Law 3850/2010) and is jointly managed by Compliance and HR departments, in collaboration with certified Safety Technicians and Occupational Health Doctors.

Each facility operates under a tailored occupational risk assessment and is supported by a dedicated Safety Technician. Occupational doctors perform regular on-site visits, monitor employee well-being, and issue medical fitness certifications. Avis also manages workplace accidents and occupational illnesses with care and efficiency.

Continuous Training

Ongoing training plays a key role in Avis’ preventive approach. In-person Fire Safety and First Aid sessions are conducted every six months, while all company drivers receive training in Safe Driving practices. In 2024, Avis began offering First Aid training program aimed at the children of the employees, aged 10-17, further reinforcing Avis’ commitment to safety beyond the workplace.

Emergency preparedness is also a strong focus. In 2024, evacuation drills were held across all Avis locations to ensure staff is well-versed in emergency procedures.



Avis remains committed to maintaining a safe and supportive environment for everyone involved in our operations.

9

Work-related minor accidents

Zero

severe work-related accidents

Zero

fatal injuries due to work-related accidents

-30,8%

in work-related accidents compared to 2023

Governance

Governance is a critical pillar of Environmental, Social, and Governance (ESG) frameworks, as it ensures ethical business practices, transparency, and accountability. Strong governance structures foster investor confidence, mitigate risks, and promote long-term sustainability by enforcing compliance with regulations, safeguarding stakeholder interests, and upholding corporate integrity.

In sustainability reporting, governance plays a vital role in demonstrating responsible leadership, ethical decision-making, and adherence to regulatory standards, all of which contribute to a resilient and trustworthy organization.

8

DECENT WORK AND ECONOMIC GROWTH



9

INDUSTRY, INNOVATION AND INFRASTRUCTURE



10

REDUCED INEQUALITIES



11

SUSTAINABLE CITIES AND COMMUNITIES



16

PEACE, JUSTICE AND STRONG INSTITUTIONS



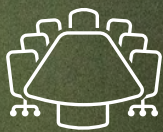
17

PARTNERSHIPS FOR THE GOALS





Governance Highlights



8
BoD Members



Zero
Incidents of corruption



Zero
Fines for data security & confidentiality breaches



84%
Customer Satisfaction

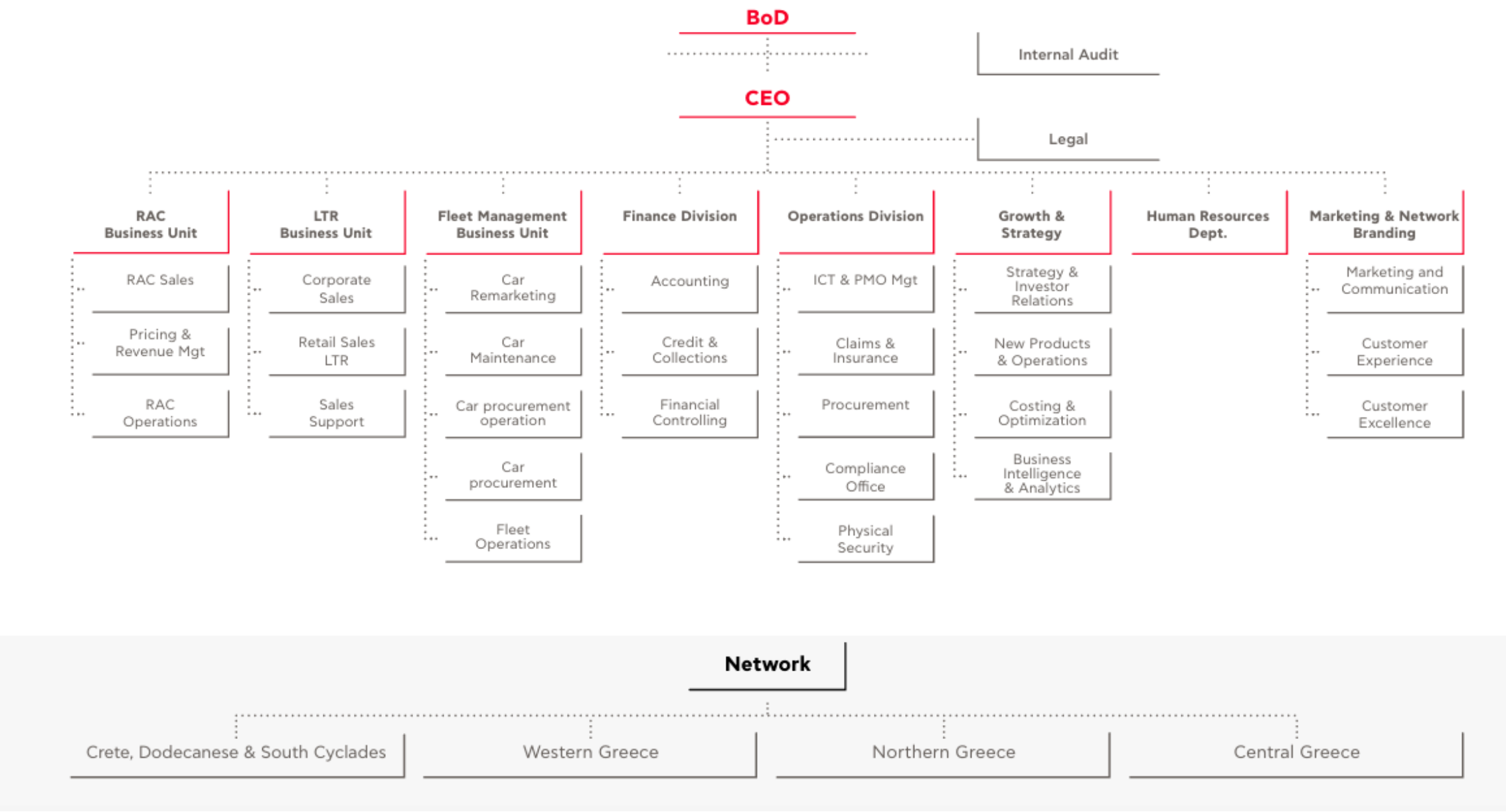
Organizational Structure & Management



Avis Structure

An effective organizational structure is essential for any company, as it provides clear role definitions, enhances operational efficiency, and fosters specialization within teams. By establishing a structured framework, organizations can streamline workflows, improve accountability, and optimize decision-making at all levels. Additionally, a well-defined structure promotes seamless communication between departments, ensuring smooth collaboration while facilitating performance evaluation and continuous improvement.

At Avis, we have adopted a functional organizational structure with multiple management levels, designed to support the complexity of our operations while ensuring efficient oversight and execution. This structure enables us to clearly delineate responsibilities, improve coordination across business functions, and enhance operational agility. By maintaining a systematic approach to management, we ensure that every team operates effectively within their designated areas while contributing to the company's overarching strategic goals. Our structured approach allows us to adapt to evolving business challenges, drive innovation, and maintain high standards of service excellence, reinforcing our commitment to operational efficiency and sustainable growth.





Board Of Directors

An effective corporate governance framework is essential for ensuring strategic oversight, transparency, and accountability within a company. It provides a structured approach to monitoring the company's direction, ensuring that decision-making aligns with long-term value creation and sustainable growth. At the core of this framework is the Board of Directors (BoD), the highest governing body, responsible for safeguarding the company's interests and overseeing executive management to ensure responsible and ethical leadership.

At Avis, our Board of Directors consists of eight members, including both executive and non-executive directors, serving a five-year term. The CEO, who also holds the position of Vice President of the Board, is the sole executive member, while the remaining seven members represent 100% of the shareholders. The majority of the Board comprises non-executive members, whose primary role is to provide independent oversight and ensure that Executive Management acts in the best interests of the company and its stakeholders. By maintaining a balanced and independent governance structure, Avis reinforces its commitment to corporate integrity, strategic growth, and sustainable value creation, ensuring that all business decisions are aligned with regulatory requirements, ethical standards, and shareholder expectations.



Committees

Committees play a vital role in corporate governance by providing specialized expertise, enhancing decision-making processes, and ensuring accountability and oversight across the organization. They serve as key advisory bodies, enabling more informed and strategic discussions, while also improving coordination and communication among executives on critical business matters.

At Avis, committees are structured to support the Board of Directors by addressing key governance, operational, and strategic issues, ensuring that management decisions are aligned with the company's long-term objectives. By fostering transparency, efficiency, and collaboration, these committees contribute to effective governance, sustainable growth, and the fulfillment of stakeholder expectations.



Identification and Management of Risks

Avis proactively manages environmental, social, and ethical risks through a structured approach that enhances sustainability.

An annual operational framework analysis is conducted, incorporating a SWOT (Strengths, Weaknesses, Opportunities, Threats) assessment. Avis evaluates key external and internal factors that may influence compliance, including regulatory changes, technological advancements, market trends, corporate values, culture, and expertise. This analysis enables management and governing bodies to identify the company’s key strengths and weaknesses, as well as potential opportunities and threats that may impact its operations and strategic direction.

Additionally, a comprehensive risk management process is in place, with risk assessments conducted for each department to evaluate potential threats. Governance and supervisory bodies oversee the company’s progress toward achieving its objectives, while key roles such as the Chief Risk Officer (CRO), Data Protection Officer (DPO), IT Security Administrator and Internal Audit Director ensure effective risk management across various domains.

This process aims to:

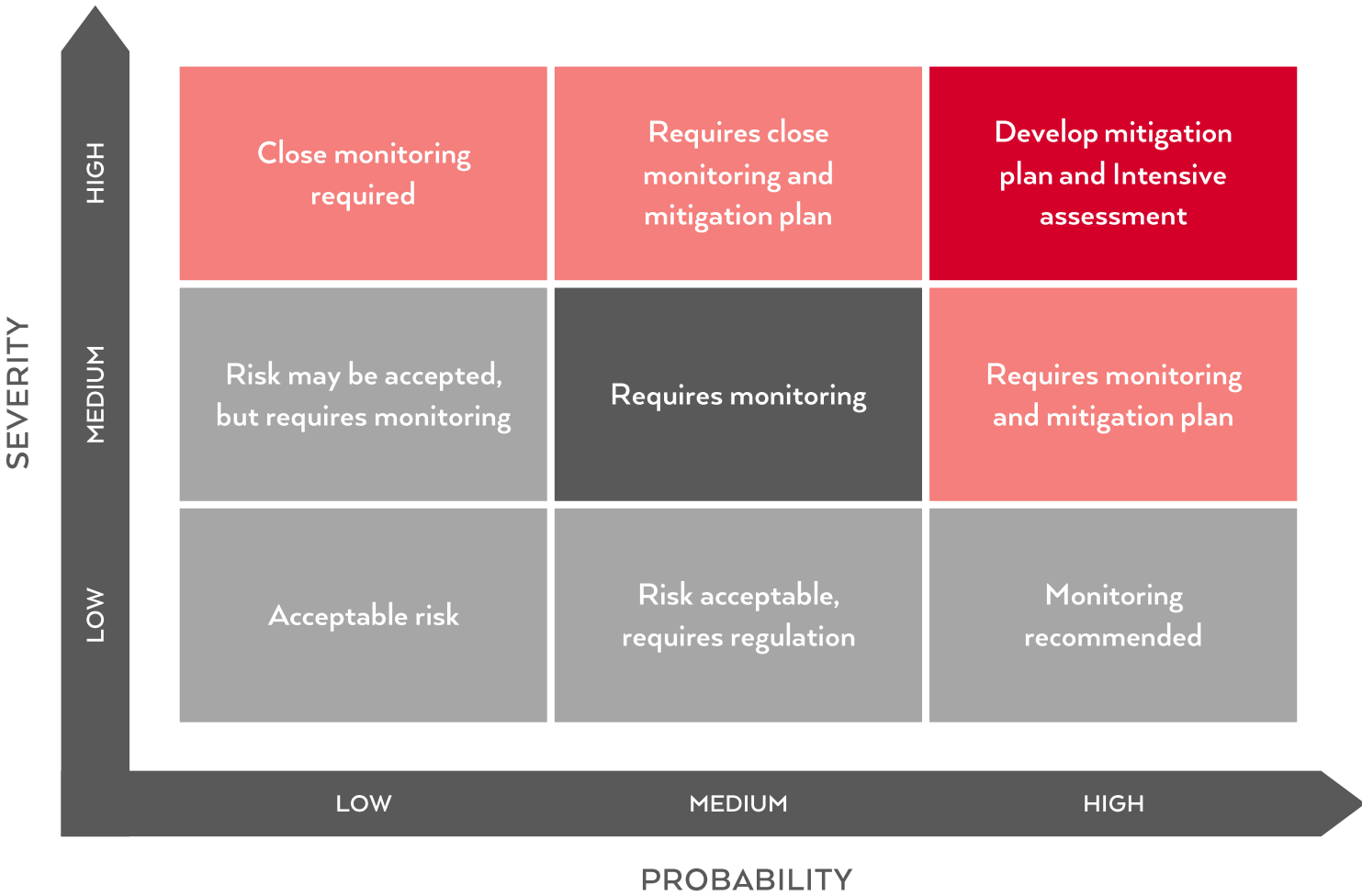


The **Compliance Department**, in collaboration with department heads and relevant stakeholders, systematically evaluates potential risks to determine their significance and potential impact on the company’s operations. This assessment follows a structured methodology that quantifies risk by analyzing two key factors:

- **Probability:** The likelihood of the risk occurring.
- **Severity:** The potential impact of the risk on company operations.

By evaluating these factors, risks are prioritized based on their criticality, allowing the company to allocate resources effectively and implement appropriate **preventive or corrective measures**. This structured approach ensures proactive risk management, helping to minimize disruption and strengthen the company’s resilience.

On a quarterly basis, the Audit & Risk Committee evaluates critical financial, administrative, environmental, and social risks, reporting to the Board of Directors, while the ESG Committee oversees sustainability-related risks and initiatives.





Sustainable Development Management Approach

At Avis, our vision of sustainability is deeply ingrained throughout the organization, particularly within our leadership team, where it serves as a fundamental foundation for adopting and integrating practices that promote long-term sustainable development. The company's senior management and top executives, in close collaboration with the ESG Committee, are responsible for overseeing and approving the creation, review, and continuous update of all sustainability-related values, mission statements, strategies, policies, and objectives. This leadership group is dedicated to nurturing a corporate culture where every business decision incorporates a thorough evaluation of its economic, environmental, and social impacts, ensuring that our operations are driven by ethical principles and full transparency.

To continuously elevate our commitment to sustainable development, Avis prioritizes the enhancement of the collective expertise of both senior management and all employees. Regular evaluations are conducted to assess and identify areas for training and improvement, ensuring that the entire organization remains well-equipped to contribute to our sustainability goals. Furthermore, Avis actively collaborates with external consultants who provide valuable insights and guidance on best practices in sustainability, further strengthening our approach and fostering a culture of continuous improvement in every aspect of our business operations. Through these combined efforts, Avis is committed to building a future where sustainability is not only a core value but a driving force in shaping our strategies and achieving long-term success.

Business Ethics & Integrity

At Avis, our commitment to responsible business conduct is built on a strong foundation of ethical principles, exemplified by the **Code of Ethics** for our workforce and the **Third Parties Code of Ethics** for our suppliers and partners. These Codes establish a clear set of rules and expectations for the conduct of both employees and external collaborators, embedding our core values, principles, and regulations into every facet of our operations. Each employee and partner are not only required to be aware of these Codes but also to fully comply with them in order to prevent any potential violations or breaches of conduct.

To uphold these standards, Avis has implemented robust procedures, such as our **Whistleblowing Policy**, which provides a secure and confidential channel for reporting any observed deviations or unethical behavior. This ensures that all employees and partners have the opportunity to raise concerns without fear of retaliation, maintaining a culture of integrity and accountability.

Avis is firmly dedicated to responsible business practices at every level of our organization, ensuring that these values shape both our internal decision-making and our external partnerships. We extend our commitment to ethical conduct by selecting business partners and suppliers who share our principles of sustainability, transparency, and fair competition. By aligning with like-minded collaborators, Avis aims to foster a business environment that is not only legally compliant but also socially responsible, ensuring that our operations and relationships reflect our core values.

At Avis, the responsibility for promoting ethical business practices is shared across all management levels, ensuring that these principles are embedded throughout the organization. We are deeply committed to fostering a culture of responsible conduct, and to support this, Avis provides comprehensive **employee training programs** aimed at reinforcing our commitment to **ethical behavior**. These training initiatives emphasize the importance of adhering to the Code of Ethics, as well as raising awareness about critical issues such as anti-corruption and anti-harassment policies. Through regular updates and targeted educational efforts, we ensure that all employees are equipped with the knowledge and understanding necessary to uphold the company's high standards of conduct. By instilling these values throughout the workforce, Avis strengthens its ongoing dedication to ethical business practices at every level of the organization.

Whistleblowing Policy

A robust Whistleblowing Policy is an essential component of our commitment to transparency, accountability, and ethical business conduct. We have established clear and confidential channels that empower employees, contractors, and stakeholders to report any concerns related to misconduct, regulatory breaches, unethical behavior, or violations of company policy—without fear of retaliation. The policy is designed to protect whistleblowers, encourage early detection of issues, and ensure that all reports are thoroughly investigated with impartiality and discretion. By fostering a culture of openness and integrity, we strengthen our governance framework and uphold the trust placed in us by our employees, partners, and the wider community. Regular reviews of our whistleblowing procedures, coupled with awareness and training initiatives, ensure that the system remains effective, accessible, and aligned with international best practices. This commitment not only reinforces our ethical standards but also supports our broader sustainability goals by promoting a safe and principled working environment.

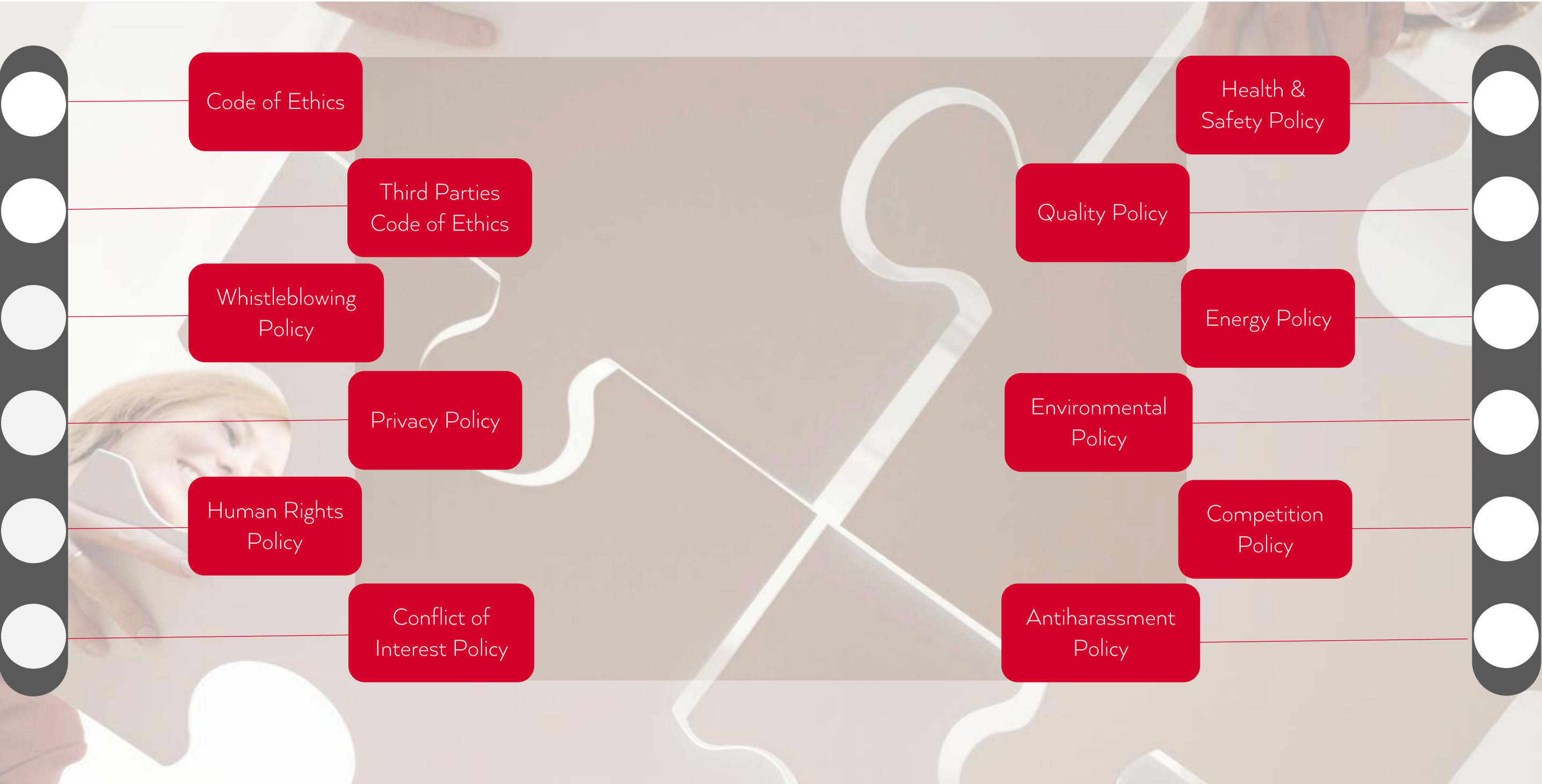


Policies

Policies play a crucial role in shaping the organization’s decision-making process, ensuring consistency, and promoting fairness and transparency across all operations. These policies serve as a foundational framework that aligns with the company’s strategic goals and core values, guiding the organization towards its long-term objectives. Avis is committed to establishing and implementing a comprehensive and robust system of policies that not only protect the company, its employees, and stakeholders from potential challenges but also set the standard for best practices in daily operations.

These policies are seamlessly integrated into our daily activities and business relationships, with upper management overseeing their implementation. To ensure consistent adherence, Avis provides regular staff training, enforces strict compliance procedures, and partners with organizations that share our commitment to the same values. Through this proactive approach, Avis ensures that its policies are not only understood but also effectively applied, fostering a culture of responsibility and integrity within the company and its broader business network.

At Avis, the company’s policies and management commitments are communicated through multiple channels to ensure broad accessibility and transparency. These key documents are prominently displayed on our website, posted in Avis office spaces, and made available through our internal network, i-Avis. In addition, to further enhance accessibility, these policies can be requested and will be promptly sent via email to both partners and employees. This approach ensures that all stakeholders are well-informed and aligned with the company’s values and commitments, reinforcing our dedication to transparency and effective communication.



Anti-corruption Principles

At **Avis**, we place a strong emphasis on **integrity** and **transparency** in all our business operations. To uphold these values, our Conduct of Ethics and our Whistleblowing Policy contain **strict anti-bribery and anti-corruption principles** that apply to both our **employees** and **partners**. We are fully committed to preventing any actions that could compromise our ethical standards, particularly in areas such as **business entertainment, gifts, conflicts of interest, recruitment practices, and donations**. All employees, including **directors** and **managers**, are expressly prohibited from engaging, directly or indirectly, in any corrupt activities or actions that could give the appearance of corruption.

Furthermore, **Avis** does not condone or tolerate **bribery** or **corruption** by any third parties, including **service providers, agents, partners, or consultants**. Through this unwavering commitment, we aim to maintain a workplace and business environment built on the highest standards of ethical conduct.

Bribery Risk in Relations with Other Public and/or Private Entities

The risk of bribery or unethical financial exchanges in our interactions with both public and private sector organizations

Conflict of Interest Risk

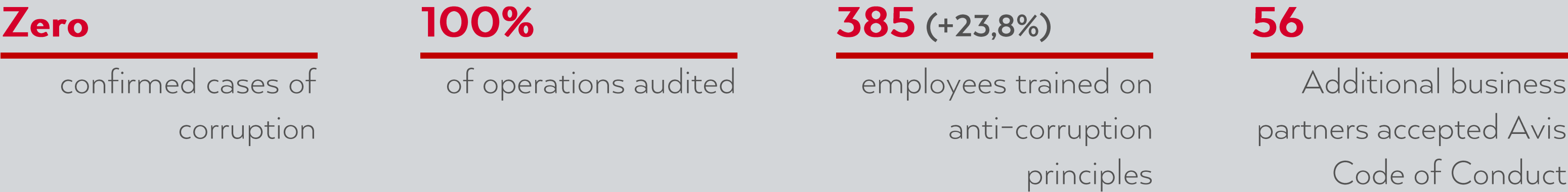
Situations where personal interests may conflict with professional duties, potentially influencing decision-making.

Risk of Improper Influence in the Recruitment Process

The risk of unfair practices or undue influence affecting hiring decisions

Risk of Non-Compliance with Anti-Corruption Legislation

The potential for failing to adhere to legal requirements related to anti-corruption laws



Privacy & Data Protection

In the course of our operations, Avis regularly handles confidential, personal, and proprietary information, which must be kept secure and never disclosed to external parties. We are fully committed to upholding the highest standards of confidentiality regarding information related to our business, customers, trade secrets, suppliers, pricing, methodologies, and other proprietary assets. We recognize the vital importance of protecting personal data and ensuring that it is processed in a lawful and responsible manner. As part of our commitment, we strictly adhere to the fundamental principles of personal data processing, respect individuals' rights, and comply with all relevant Data Protection laws. We take our responsibility to safeguard the privacy and confidentiality of personal information seriously. Consequently, the unauthorized disclosure of personal data, images, or any other sensitive information, particularly on online platforms or social media, is strictly prohibited.

Avis remains steadfast in its commitment to ongoing monitoring and full compliance with regulatory and legal requirements. Additionally, we continuously enhance the effectiveness of our Personal Data Management System and Information Security System, ensuring alignment with:

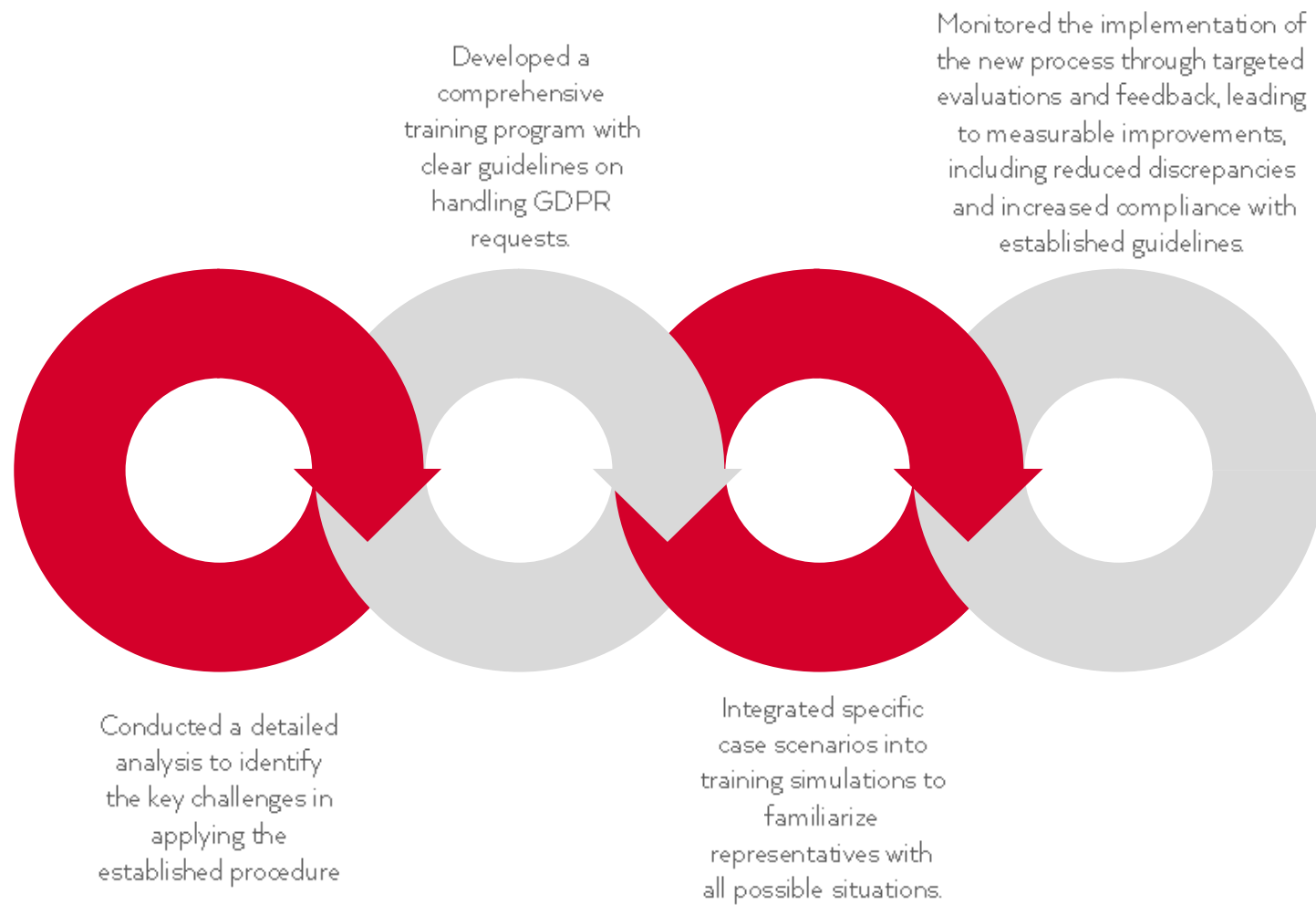
- Regulation (EU) 2016/679 (GDPR)
- Law 4624/2019

Through these practices, we ensure that trust and security remain central to our business operations, resulting to Zero fines for data security and confidentiality breeches in 2024.



Case Study

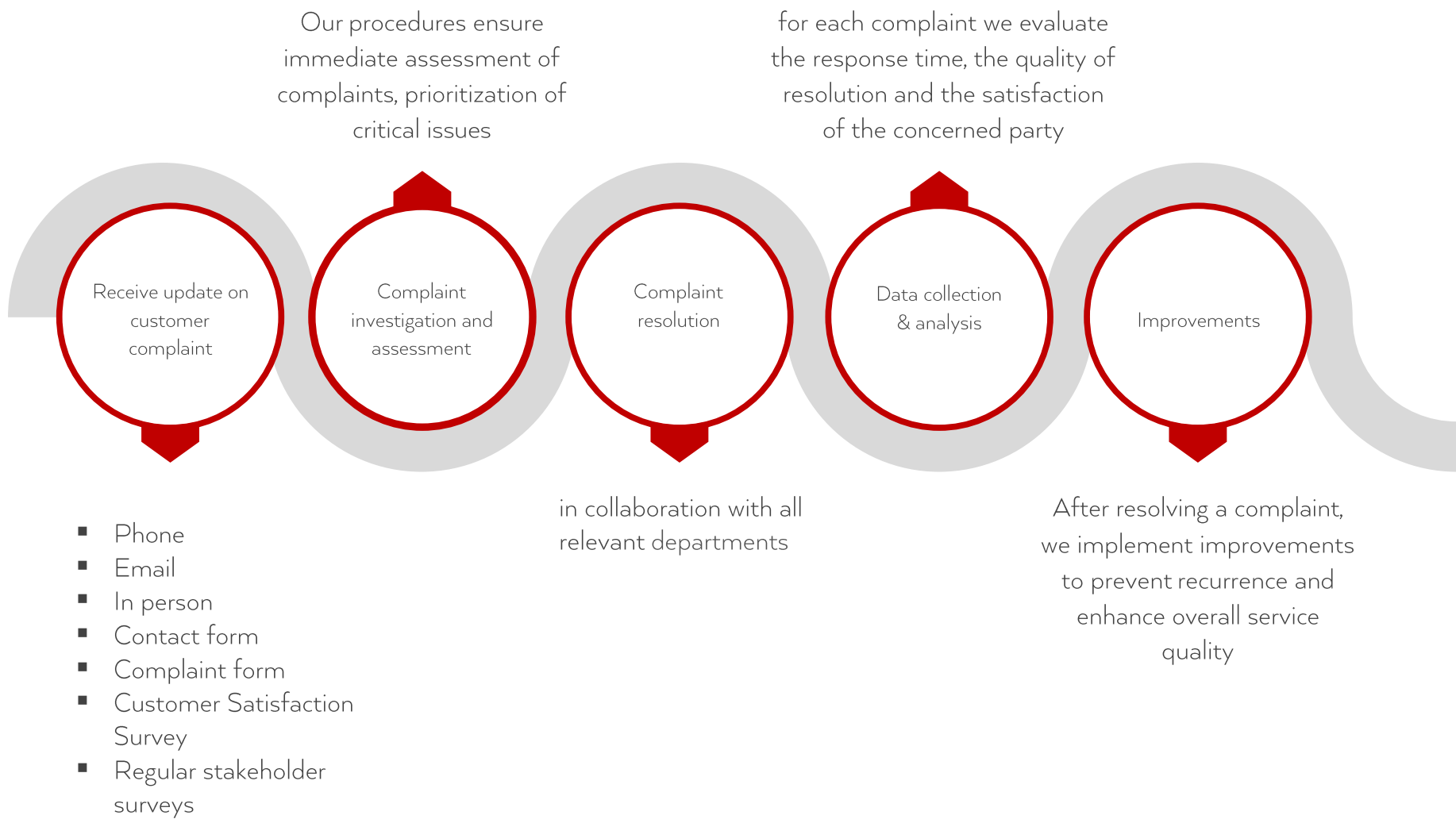
A notable example is the management of GDPR-related cases. Analysis revealed inconsistencies in how customer service representatives handled requests concerning personal data protection. To address these inconsistencies, Avis implemented the following measures:



This structured approach is now being progressively applied to other categories of customer requests.

Complaint Management

In designing its customer complaint management systems, Avis integrates feedback from key stakeholders, including customers and employees. This feedback is collected through satisfaction surveys, questionnaires, and direct consultations. By conducting periodic surveys and maintaining open communication channels, customers, employees, and other partners can share their opinions on service operations and related matters. This continuous input supports the ongoing evaluation and refinement of the system. To ensure accessibility to the complaint mechanisms, Avis facilitates multiple communication channels, such as telephone, email, dedicated forms, and Google Reviews. Frontline employees, who interact directly with customers, are trained to streamline the complaint submission process and provide appropriate guidance. Avis systematically collects and analyzes data related to every complaint received, evaluating response times, resolution quality, and stakeholder satisfaction. This data is assessed alongside stakeholder feedback gathered through satisfaction questionnaires or direct communication (via phone, in person, or email).



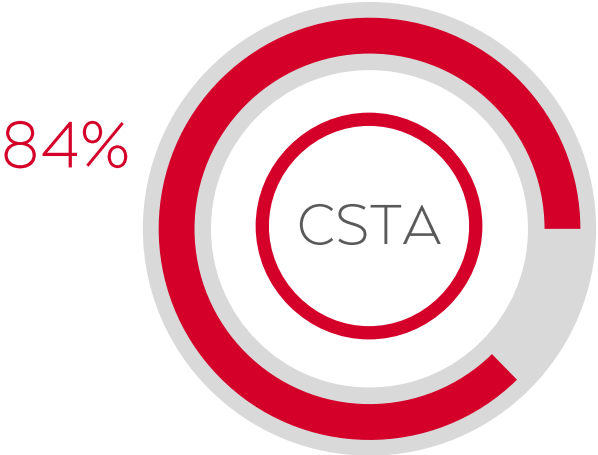
Customer Service Metrics

Delivering exceptional customer experience and maintaining high service standards are fundamental to building a sustainable business. Committed to our core principle of exceeding expectations, we prioritize open and transparent communication, promote environmentally responsible solutions, and implement socially conscious policies to enhance customer satisfaction

At Avis, we are dedicated to continuously assessing our performance in customer satisfaction and service excellence. To achieve this, we systematically track customer feedback through a range of **Key Performance Indicators (KPIs)** on an operational level.



Heraklion Airport Station was recognized in the Excellent Service Awards '24 by our partner, DiscoverCars, for *outstanding customer service*.



CSTA (Customer Satisfaction Score)

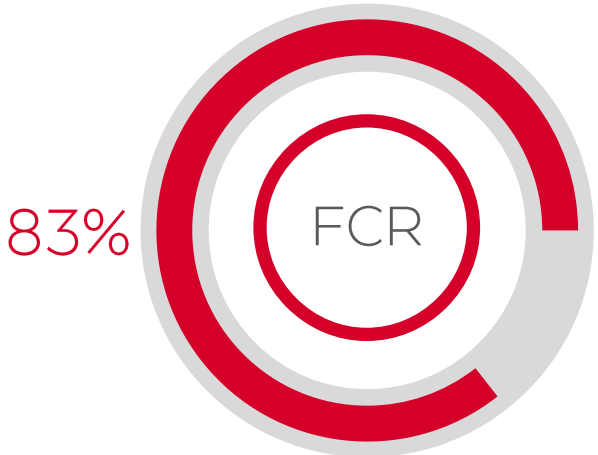
Key measurement of customer loyalty, as it directly measures customer satisfaction with a product, service, or experience. It's typically gauged through a simple survey question like, "How satisfied were you with your experience?"

NPS (Net Promoter Score)

Measures the likelihood of customers recommending a company, product, or service to others. It's a broad indicator of customer loyalty and long-term satisfaction, often asking, "How likely are you to recommend us to a friend or colleague?"



75%



FCR (First Contact Resolution)

Evaluates the ability to resolve customer issues on the first interaction, reducing the need for follow-ups. Higher FCR typically leads to greater satisfaction, as it minimizes effort for the customer.

CES (Customer Effort Score)

Assesses the ease of a customer's experience by asking how much effort was required to resolve their issue or complete a task. Lower effort is correlated with higher satisfaction and loyalty, as customers prefer seamless and hassle-free interactions.



6,3 / 7

Responsible Supply Chain

Responsible supply chain management is a key aspect of sustainability for Avis, focusing on ethical practices, transparency, and minimizing the environmental impact throughout our entire supply chain. Avis has carefully selected its suppliers based on their adherence to environmental standards, fair labor practices, and the protection of human rights. Avis aims to create a responsible supply chain that reduces waste, conserves resources, and minimizes carbon emissions through efficient logistics processes.

The relationship Avis maintains with its suppliers is dynamic and ongoing, with regular re-evaluations (at least annually), through **Promena**, a digital platform that serves as the core solution for supplier management, covering the entire process from the initial request for a product or service to final approval and documentation, based on the following **criteria**:



484 mil. €

supplier expenditure

5

new suppliers screened
using environmental
criteria

20

suppliers assessed for
environmental impacts

99,8%

of trade balance
directed towards Greek
suppliers

Innovation and Digital Transformation

Avis is deeply committed to fostering innovation and leveraging digital transformation as fundamental drivers of its strategic expansion. The company continuously invests in state-of-the-art technologies and advanced digital solutions to enhance operational efficiency, elevate the customer experience, and optimize service delivery

Sustainability Reporting – ESGenius!

Recognizing the complexity and significant resource demands involved in the comprehensive collection and management of sustainability data, along with Avis' commitment to transparent sustainability reporting in line with international standards and directives, Avis has taken another significant step toward digital transformation.

The company has integrated the ESGenius! platform—The Sustainability OS—into its digital toolkit. This advanced, automated, cloud-based ESG management platform (SaaS) enables Avis to establish baselines, develop key performance indicators (KPIs), track progress, and share actionable ESG ratings with stakeholders and investors in full transparency.

Thanks to the capabilities of ESGenius, Avis has collected all necessary sustainability data for 2024, which has been incorporated into this Sustainability Report. The platform empowers Avis to address all aspects of sustainability and compliance, track historical sustainability metrics, evaluate both quantitative and qualitative KPIs, and set specific goals that align with the company's culture of continuous and sustainable development.



Avis Procurement Department was recognized at the **Procurement Excellence Awards 2024** receiving a total of **4 awards**. This initiative honored outstanding performance in procurement, highlighting the most innovative and effective initiatives.

Alignment Tables

Alignment Tables

Statement of use	OLYMPIC ΕΜΠΟΡΙΚΕΣ & ΤΟΥΡΙΣΤΙΚΕΣ ΕΠΙΧΕΙΡΗΣΕΙΣ ΜΟΝΟΠΡΟΣΩΠΗ Α.Ε. has reported in accordance with the GRI Standards for the period 01/01/2024-31/12/2024.
GRI 1 used	GRI 1: Foundation 2021
Applicable GRI Sector Standard(s)	-

GRI STANDARD / OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION			GRI SECTOR STANDARD REF. NO.
			REQUIREMENT(S) OMITTED	REASON	EXPLA-NATION	
General disclosures						
GRI 2: General Disclosures 2021	2-1 Organizational details	p. 03	A gray cell indicates that reasons for omission are not permitted for the disclosure or that a GRI Sector Standard reference number is not available.			
	2-2 Entities included in the organization’s sustainability reporting	p. 02				
	2-3 Reporting period, frequency and contact point	p. 02				
	2-4 Restatements of information	In the current report, no restatements or changes have been made to previously disclosed information. The data from last year's report remains unchanged, with no corrections or modifications to the already published figures.				
	2-5 External assurance	Until the publication of the Sustainability Report, no verification by an external body will be carried out.				
	2-6 Activities, value chain and other business relationships	p. 05 -06				
	2-7 Employees	p. 24				
	2-8 Workers who are not employees	2 workers				
	2-9 Governance structure and composition	p. 35				
	2-10 Nomination and selection of the highest governance body	p. 36				
	2-11 Chair of the highest governance body	p. 36				
	2-12 Role of the highest governance body in overseeing the	p. 35				

GRI STANDARD / OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION			GRI SECTOR STANDARD REF. NO.
			REQUIREMENT(S) OMITTED	REASON	EXPLA-NATION	
	management of impacts					
	2-13 Delegation of responsibility for managing impacts	p. 36				
	2-14 Role of the highest governance body in sustainability reporting	p. 35				
	2-15 Conflicts of interest	p. 41				
	2-16 Communication of critical concerns	p. 43				
	2-17 Collective knowledge of the highest governance body	p. 35				
	2-18 Evaluation of the performance of the highest governance body	Omitted from the report due to confidentiality considerations.				
	2-19 Remuneration policies	Omitted from the report due to confidentiality considerations.				
	2-20 Process to determine remuneration	Omitted from the report due to confidentiality considerations.				
	2-21 Annual total compensation ratio	175,500 euros				
	2-22 Statement on sustainable development strategy	p. 11-13				
	2-23 Policy commitments	p. 40				
	2-24 Embedding policy commitments	p. 40				
	2-25 Processes to remediate negative impacts	p. 37				
	2-26 Mechanisms for seeking advice and raising concerns	p. 39				

GRI STANDARD / OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION			GRI SECTOR STANDARD REF. NO.
			REQUIREMENT(S) OMITTED	REASON	EXPLA-NATION	
	2-27 Compliance with laws and regulations	p. 39				
	2-28 Membership associations	Omitted from the report due to confidentiality considerations.				
	2-29 Approach to stakeholder engagement	p. 11				
	2-30 Collective bargaining agreements	p. 24				
Material topics						
GRI 3: Material Topics 2021	3-1 Process to determine material topics	p. 12	A gray cell indicates that reasons for omission are not permitted for the disclosure or that a GRI Sector Standard reference number is not available.			
	3-2 List of material topics	p. 12				
Economic performance						
GRI 3: Material Topics 2021	3-3 Management of material topics	p. 12				
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	p. 09				
	201-2 Financial implications and other risks and opportunities due to climate change	Opportunities from climate change include the shift towards electric vehicles and innovation in more efficient technologies. Risks include the financial impact of regulations, as well as the need for the business to adapt to new environmental requirements.				
	201-3 Defined benefit plan obligations and other retirement plans	p. 29				
	201-4 Financial assistance received from government	p. 30				
Anti-corruption						
GRI 3: Material Topics 2021	3-3 Management of material topics	p. 12				

GRI STANDARD / OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION			GRI SECTOR STANDARD REF. NO.
			REQUIREMENT(S) OMITTED	REASON	EXPLA-NATION	
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	p. 41				
	205-2 Communication and training about anti-corruption policies and procedures	p. 41				
	205-3 Confirmed incidents of corruption and actions taken	p. 41				
Energy						
GRI 3: Material Topics 2021	3-3 Management of material topics	p. 12				
GRI 302: Energy 2016	302-1 Energy consumption within the organization	p. 17				
	302-2 Energy consumption outside of the organization	p.17				
	302-3 Energy intensity	Omitted from the report due to confidentiality considerations.				
	302-4 Reduction of energy consumption	p. 17				
	302-5 Reductions in energy requirements of products and services	p.17				
Water and effluents						
GRI 3: Material Topics 2021	3-3 Management of material topics	p. 12				
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	At the facilities – garages where we operate vehicle washing stations, there is a sludge separator for wastewater, and in three of the above-mentioned facilities, water recycling is also carried out.				

GRI STANDARD / OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION			GRI SECTOR STANDARD REF. NO.
			REQUIREMENT(S) OMITTED	REASON	EXPLA-NATION	
	303-2 Management of water discharge-related impacts	In the relevant document of the 14001 system implemented by the company, all monitored environmental parameters are recorded, along with the area where the environmental risk may occur, the category (severity) of each risk, the responsible monitoring personnel, the monitoring (inspection) frequency, the verification measurement, the limits/tolerances (where applicable), and the QEMS documents (procedures, instructions) describing the control methods. Water consumption is one of the monitored parameters, and each year Avis sets a target for its reduction and for maintaining its facilities in good condition to prevent leaks. At the same time, Avis has already implemented water recycling systems at many of its facilities where car wash stations operate.				
	303-3 Water withdrawal	82939 m3				
	303-5 Water consumption	247.89 m3				
Emissions						
GRI 3: Material Topics 2021	3-3 Management of material topics	p. 12				
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	p. 18				
	305-2 Energy indirect (Scope 2) GHG emissions	p. 18				
	305-3 Other indirect (Scope 3) GHG emissions	p. 19				
	305-4 GHG emissions intensity	p. 19				
	305-5 Reduction of GHG emissions	p. 18-19				
	305-6 Emissions of ozone-depleting substances (ODS)	0				
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	0				
Waste						

GRI STANDARD / OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION			GRI SECTOR STANDARD REF. NO.
			REQUIREMENT(S) OMITTED	REASON	EXPLA-NATION	
GRI 3: Material Topics 2021	3-3 Management of material topics	p. 12				
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	p. 15				
	306-2 Management of significant waste-related impacts	p. 16				
	306-3 Waste generated	p. 15				
	306-4 Waste diverted from disposal	p. 16				
	306-5 Waste directed to disposal	p. 16				
Supplier environmental assessment						
GRI 3: Material Topics 2021	3-3 Management of material topics	p. 12				
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	p. 45				
	308-2 Negative environmental impacts in the supply chain and actions taken	p. 45				
Employment						
GRI 3: Material Topics 2021	3-3 Management of material topics	p. 12				
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	p. 24				
	401-2 Benefits provided to full-time employees that are not provided to	p. 30				

GRI STANDARD / OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION			GRI SECTOR STANDARD REF. NO.
			REQUIREMENT(S) OMITTED	REASON	EXPLA-NATION	
	temporary or part-time employees					
	401-3 Parental leave	44 employees				
Occupational health and safety						
GRI 3: Material Topics 2021	3-3 Management of material topics	p. 12				
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	p. 33				
	403-2 Hazard identification, risk assessment, and incident investigation	p. 43				
	403-3 Occupational health services	p. 33				
	403-4 Worker participation, consultation, and communication on occupational health and safety	p. 33				
	403-5 Worker training on occupational health and safety	p. 33				
	403-6 Promotion of worker health	p. 30				
	403-8 Workers covered by an occupational health and safety management system	p. 33				
	403-9 Work-related injuries	p.33				
	403-10 Work-related ill health	p.33				
Training and education						
GRI 3: Material Topics 2021	3-3 Management of material topics	p. 12				

GRI STANDARD / OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION			GRI SECTOR STANDARD REF. NO.
			REQUIREMENT(S) OMITTED	REASON	EXPLA-NATION	
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	p.28				
	404-2 Programs for upgrading employee skills and transition assistance programs	p. 28				
	404-3 Percentage of employees receiving regular performance and career development reviews	p. 29				
Diversity and equal opportunity						
GRI 3: Material Topics 2021	3-3 Management of material topics	p. 12				
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	p. 27				
	405-2 Ratio of basic salary and remuneration of women to men	p. 27				
Non-discrimination						
GRI 3: Material Topics 2021	3-3 Management of material topics	p. 12				
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	p. 27				
Customer health and safety						
GRI 3: Material Topics 2021	3-3 Management of material topics	p. 12				
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	35 services for which health and safety impacts are assessed for improvement				
	416-2 Incidents of non-compliance concerning the health and safety	0 incidents				

GRI STANDARD / OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION			GRI SECTOR STANDARD REF. NO.
			REQUIREMENT(S) OMITTED	REASON	EXPLA-NATION	
	impacts of products and services					
Marketing and labeling						
GRI 3: Material Topics 2021	3-3 Management of material topics	p. 12				
	417-3 Incidents of non-compliance concerning marketing communications	0 incidents				
Customer privacy						
GRI 3: Material Topics 2021	3-3 Management of material topics	p. 12				
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	p. 42				



Alignment Tables

ATHEX				
	Sub-Category	ID	Description	Location
ENVIRONMENT	Core	C-E1	Gross Scope 1 GHG emissions	p. 18
		C-E2	Gross location-based Scope 2 greenhouse gas emissions	p. 18
	Advance	A-E1	Gross Scope 3 greenhouse gas emissions	p. 19
		A-E3	Hazardous waste generated	p. 15
		A-E3	Non-hazardous waste generated	p. 15
		A-E3	Hazardous waste diverted from disposal for recycling	p. 16
SOCIAL	Core	C-S2	Total number of female employees	p. 24
		C-S2	Total number of employees by region	p. 24
		C-S3	Senior management in total	p. 26
		C-S4	Employee turnover	p. 26
		C-S5	Training hours to employees	p. 28
		C-S6	Respect human rights policy	p. 25
		C-S7	Employees covered by collective bargaining agreements	p. 24
		C-S8	Number of suppliers assessed for environmental impacts	p. 45
	Advance	A-S2	Programs to upgrade employee skills	p. 30
		A-S3	Full-time male employees	p. 24
		A-S3	Full-time female employees	p. 24
		A-S4	Annual compensation of the organization's highest paid-individual	158,500 euros
		A-S4	Median annual compensation for organization's employees	p. 27
	Sector Specific	SS-S1	Services for which health and safety impacts are assessed for improvement	p. 05 -06
		SS-S1	Product and service categories for which health and safety impacts are assessed for improvement	35 services
		SS-S2	Leaks, thefts or losses of customer data	p. 42
		SS-S3	Complaints from regulatory bodies concerning breaches of customer privacy	p. 42
		SS-S4	Monetary value of fines for instances of non-compliance with laws and regulations that occurred in the current reporting period	p. 41
		SS-S5	Data security and privacy fines	p. 42
		SS-S6	High-consequence work-related injuries for all employees	p. 33
		SS-S6	Fatalities as a result of work-related injury for all employees	p. 33
		SS-S6	Number of work days lost due to work-related accidents	87 workdays

ATHEX				
	Sub-Category	ID	Description	Location
		SS-S8	Customer satisfaction	p. 43
		SS-S9	Grievance mechanisms	p. 43
		SS-S10	Embedding policy commitments	p. 40
GOVERNANCE	Core	C-G1	Senior executive Chair of the highest governance body	p.35
		C-G1	Governance structure	p. 35
		C-G1	Number of members of the highest governance body	p. 36
		C-G1	Women members of the highest governance body	0 women
		C-G1	Number of executive members	p. 36
		C-G2	Role of the highest governance body and of senior executives related to sustainable development	p. 36
		C-G4	Statement on sustainable development strategy	p.11-13
		C-G5	Responsible business code of conduct policy	p. 39
	Advance	A-G1	Organization's activities	p. 05 -06



Alignment Tables

ESRS			
	ID	Metric Description	Location/Value
GENERAL DISCLOSURES	BP-1-5bii	Entities included	p. 02
	BP-1-5bi	Scope of consolidation of consolidated sustainability statement is same as for financial statements	Avis is not required to prepare consolidated financial statements or consolidated sustainability reports, as there are no subsidiaries or other entities.
	BP-1-3	Approach used for consolidating the information	There are no additional or affiliated entities.
	BP-2-13 a	Explanation of changes in preparation and presentation of sustainability information and reasons for them	During the current year, the only change implemented in the preparation of sustainability information concerns the integration of ESRS data into Avis’s data list. This addition aims to support the company’s gradual alignment with the requirements of the CSRD, given that in the coming years the submission of a sustainability report under this directive will be mandatory. Furthermore, the measurement indicators remain unchanged compared to last year’s report.
	BP-2-13 b	Disclosure of revised comparative figures	<p>During the current reporting period, one change has occurred concerning the preparation of sustainability information, specifically the integration of ESRS data. This change was implemented as part of the company’s gradual alignment with the requirements of the CSRD Directive for future reporting obligations.</p> <p>However, this change is limited to the data collection and management process and does not affect the content of the disclosed information, the measurement indicators themselves, or the methods used for calculation or presentation of results. As a result, there was no need to revise the comparative figures of the previous period, nor were there any instances where the restatement of comparative information was not feasible. The comparison with the previous period remains accurate and continuous, without requiring any specific adjustment or justification for non-adjustment.</p>
	BP-2-13 c	Disclosure of difference between figures disclosed in preceding period and revised comparative figures	<p>During the current reporting period, the only change that occurred concerns the administrative integration of ESRS data into the data collection process, without affecting the measurement indicators or the disclosed information.</p> <p>Therefore:</p> <p>There is no difference between the information disclosed in the previous period and the comparative information disclosed in the current period. No disclosure of differences between previous and revised comparative information is required. The completeness and comparability of the data remain unchanged.</p>
	BP-2-AR 2 ii	Information about the assurance process	Until the publication of the Sustainability Report, no verification by an external body will be carried out.
	BP-2-17 c	Responsible business code of conduct policy	p. 39
	BP-2-17 c	Respect human rights policy	p. 25

ESRS			
	ID	Metric Description	Location/Value
	GOV-1-21 a ii	Number of members of the highest governance body	p. 36
	GOV-1-21 a i	Number of executive members	p. 36
	GOV-1-21 e	Percentage of independent board members	p. 36
	GOV-1-21 c	Information about member's experience relevant to sectors, products and geographic locations of undertaking	p. 36
	GOV-1-22	Role of the highest governance body and of senior executives related to sustainable development	p. 36
	GOV-1-22	Role of the administrative, management and supervisory bodies to identify and manage the organization's impacts	p. 36
	GOV-1-22	Role of the highest governance body in reviewing the effectiveness of the organization's processes	p. 36
	GOV-2-26 a	Impact management policy	p. 37
	GOV-2-26 a	Grievance mechanisms to communicate critical concerns to the highest governance body	p. 43
	GOV-3-29 e	Process to determine remuneration	Omitted from the report due to confidentiality considerations.
	SBM-1-42 c	Description of main features of upstream and downstream value chain and undertakings position in value chain	Omitted from the report.
	SBM-1-40 a iii B	Total number of employees by region	p. 24
	SBM-1-40 g	Statement on sustainable development strategy	p. 11-13
	SBM-1-42	Description of business model and value chain	Omitted from the report.
	SBM-2-45 a	Description of stakeholder engagement	p. 11
	SBM-2-45 a i	Description of key stakeholders	p. 11
	SBM-2-45 a ii	Description of categories of stakeholders for which engagement occurs	p. 11
	SBM-2-45 a iii	Description of how stakeholder engagement is organised	p. 11
	SBM-2-45 a iv	Description of purpose of stakeholder engagement	p. 11
	SBM-2-45 a v	Description of how outcome of stakeholder engagement is taken into account	p. 11
	SBM-3-48 d	Disclosure of current financial effects of material risks and opportunities on financial position, financial performance and cash flows and material risks and opportunities for which there is significant risk of material adjustment within next annual repo	p. 37
	IRO-1-53 a	Description of methodologies and assumptions applied in process to identify impacts, risks and opportunities	p. 37
	IRO-1-53 b	Description of process to identify, assess, prioritise and monitor potential and actual impacts on people and environment, informed by due diligence process	p. 37
	IRO-1-53 b i	Description of how process focuses on specific activities, business relationships, geographies or other factors that give rise to heightened risk of adverse impacts	p. 37

ESRS			
	ID	Metric Description	Location/Value
	IRO-1-53 b ii	Description of how process considers impacts with which undertaking is involved through own operations or as result of business relationships	p. 37
	MDR-P-65 c	Description of most senior level in organisation that is accountable for implementation of policy	p. 40
	MDR-P-65 b	Description of scope of policy or of its exclusions	p. 40
	IRO-1-53 c	Description of process used to identify, assess, prioritise and monitor risks and opportunities that have or may have financial effects	p. 37
	SBM-1-40 b i	Total revenue	p. 09
	GOV-1-21 d ii	Board's gender diversity ratio	0
	GOV-1-22 d	Disclosure of how administrative, management and supervisory bodies and senior executive management oversee setting of targets related to material impacts, risks and opportunities and how progress towards them is monitored	p. 38
	GOV-2-26 b	Disclosure of how administrative, management and supervisory bodies consider impacts, risks and opportunities when overseeing strategy, decisions on major transactions and risk management process	p. 38
	GOV-5-36 b	Description of risk assessment approach followed	p. 37
	GOV-5-36 c	Description of main risks identified and their mitigation strategies	p. 12
	SBM-1-40 e	Description of sustainability-related goals in terms of significant groups of products and services, customer categories, geographical areas and relationships with stakeholders	p. 12
ENVIRONMENT	E1-5-37ci	Fuel consumption from renewable sources	0 MWh
	E1-5-37a	Electricity consumption	p. 17
	E1-5-37a	Heating consumption	0 MWh
	E1-5-37a	Cooling consumption	0 MWh
	E1-6-48 a	Gross Scope 1 GHG emissions	p. 18
	E1-6 -AR 41	Direct (Scope 1) GHG emissions by business unit	p. 18
	E1-6 -AR 41	Direct (Scope 1) GHG emissions by country	p. 18
	E1-6 -AR 41	Direct (Scope 1) GHG emissions by type of source	p. 18
	E1-6 -AR 41	Direct (Scope 1) GHG emissions by type of activity	p. 18
	E1-6-49 a	Gross location-based Scope 2 greenhouse gas emissions	p. 18
	E1-6-49 b	Gross market-based Scope 2 greenhouse gas emissions	798 tnCO2eq
	E1-6 -AR 41	Indirect (Scope 2) GHG emissions by business unit	p. 18
	E1-6 -AR 41	Indirect (Scope 2) GHG emissions by country	p. 18
	E1-6 -AR 41	Indirect (Scope 2) GHG emissions by type of source	p. 18
	E1-6 -AR 41	Indirect (Scope 2) GHG emissions by type of activity	p. 18

ESRS			
	ID	Metric Description	Location/Value
	E1-6-51	Gross Scope 3 greenhouse gas emissions	p. 19
	E3-4-AR 32 i	Surface water withdrawal	0 m3
	E3-4-AR 32 i	Groundwater withdrawal	0 m3
	E3-4-AR 32 i	Seawater withdrawal	0 m3
	E3-4-AR 32 i	Produced water withdrawal	0 m3
	E3-4-AR 32 i	Third party water withdrawal	82,939 m3
	E3-4-28 a	Water consumption	247.89 m3
	E3-4-28 b	Water consumption from all areas with water stress	0 m3
	E5-1-AR 9 b	Actions taken to prevent waste generation. Description of whether and how policy addresses prioritisation of strategies to avoid or minimise waste over waste treatment strategies	p. 16
	E5-5-39 i	Hazardous waste generated	p. 15
	E5-5-37 a	Non-hazardous waste generated	p. 15
SOCIAL	S1-17-103 a	Incidents of discrimination	p. 27
	S1-14-88e	Number of work days lost due to work-related accidents	87 workdays
	S1-6-50 d (i)	Employees numbers are reported in head count or full-time equivalent	p. 24
GOVERNANCE	G1-1 10a	Description of the mechanisms for identifying, reporting and investigating concerns about unlawful behaviour or behaviour in contradiction of its code of conduct or similar internal rules	p. 43
	G1-1 10 b i	No policies on anti-corruption or anti-bribery consistent with United Nations Convention against Corruption are in place	p. 41
	G1-1 10 b ii	Timetable for implementation of policies on anti-corruption or anti-bribery consistent with United Nations Convention against Corruption	p. 41
	G1-1 10 c	Disclosure of safeguards for reporting irregularities including whistleblowing protection	p. 39
	G1-1 10 d i	No policies on protection of whistle-blowers are in place	p. 39
	G1-1 10 e	Undertaking is committed to investigate business conduct incidents promptly, independently and objectively	p. 39
	G1-3 18 a	Information about procedures in place to prevent, detect, and address allegations or incidents of corruption or bribery	p. 41
	G1-3 AR 8	Prevention and detection of corruption or bribery - anti-corruption and bribery training table	p. 41



Alignment Tables

SASB		
Metric	Description	Value
TR-CR-410a.2	Total number of available rental days	2.737.696
TR-CR-410a.2	Total number of rental days	1.755.793



Sustainability Report 2024

AVIS®