Business Model

The Company's business model is at the core of its operation. It is the system that converts the available resources used by the Company, through its Business Units, to products, services, by-products and waste, which it produces, sells and manages with positive or negative impacts, in order to fulfil its strategic goals and create sustainable value for its shareholders, employees, customers, the natural environment and the wider society. The relevant key performance indicators, together with descriptions of the interrelationships between the resources the Company utilises in the context of its Business Model, are available at: scorecard.mytilineos.gr.

INPUTS



Financial

Our business activities require significant resources, drawn from cash flows from our business activity, investments, own capital and loans. We manage our financial resources efficiently, supporting our growth in Greece and abroad.

Industrial

Our 10 industrial plants and 18 RES plants in full operation in Greece, and our 45 work sites in Greece and abroad, together with our supply chain, enable us to manufacture and offer products and services that meet the needs of customers and consumers.

Human

Our more than 4,800 direct and indirect employees add value with their knowledge, talent and skills across the entire range of our activities, from enhancing efficiency and developing innovation in production activities, to maintaining relationships of mutual trust and cooperation with our local communities and customers.

Natural

Bauxite, natural gas, water and land use are the key natural resources we use in our activities, and we manage them responsibly and efficiently.

Intangible

Our intellectual property covers a wide range of subjects, from research and development for new products, bauxite residues utilisation, energy efficiency and know-how in the optimal processing of aluminium scrap, to excellent skills and advanced know-how in the management of construction projects that allow the Company to implement complex and demanding projects to the strictest technological standards.

Social

The social acceptance of our activity is based on our reputation, the strengthening of transparency in everything we do, our social investments, and the open dialogue with and the trust of the local communities where we operate, as well as our people, our customers, our suppliers and our other Stakeholder groups.



Vision - Mission - Corporate Values

Governance	Central Functions & Support Services
 Corporate Governance System Risk Management System Code of Business Conduct Corporate Policies and Procedures Established Stakeholder Engagement Process 	 Finance Treasury Strategy, Mergers & Acquisitions Human Resources Management Corporate Governance & Sustainable Development Legal & Regulatory Affairs Corporate Communication & Marketing Strategy
Metallurgy Power & Ga	s Renewables & Storage Development Solutions

financial performance and enhance its business development tandem with its commitment to the UN 2030 Agenda. in

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We make **sustainability** We implement a new strategy for the **net** a key pillar of our strategy, decision-making zero footprint of our and operations. activities, with ambitious targets for 2030 and 2050.

О We aim to continuously improve our performance. creating value in all three Sustainable **Development pillars.**

Key Stages of Our Value Chain





Environment

Value generated by our 3 business activities

Economic V	Value
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4,823	direct and indirect employees.
€114.1 m.	employee wages and benefits.
€75.9 m.	taxes paid.
€1.6 bn	total payments to Greek suppliers.
€379 m.	total investments.
€1.2 m.	total exports.
10.7%	share of the domestic electric power production.
334,000	electricity and gas customers.

Environmental Value

12.4%	reduction in total CO $_{\rm 2}$ (Scope 1 & 2) emissions compared
Zero	incidents affecting the natural environment as a result of i
€82.8 m.	total expenditure for the protection of the natural environ
91%	of total water consumption from renewable sources (lo naturally renewed).
43.9%	increase in electricity production from RES , compared to
97.4%	increase in the production of secondary aluminium as a s compared to 2019 levels.
-34.3%	reduction in the total amount of solid (non-hazardous) wa 2019 levels.
53.7%	increase in the quantity of the total waste recycled, reused compared to 2019 levels.
~€2 .5 m.	invested in research and development.
84.3%	of the total land area used in mining operations was rehal

Societal Value

242	new jobs in Greece and over 430 in total in Greece and abroad in 2021.
~€9.2 m.	of total social investment in 2021, with over €4 million representing expenditures to deal with the COVID-19 pandemic.
105,750	citizens as direct beneficiaries of the Company's targeted social programs since 2019.
0.8	total recorded accidents / 200,000 work hours (direct employees).
41,879	man-hours of training to develop the skills of direct employees.
92	traineeships.
-19%	percentage of women in direct employment and over 21% of women hold management positions.
	n of ZERO TOLERANCE of human rights violations and of incidents of corruption and bribery our activities.

28

to 2019 levels.
industrial accidents.
iment.
ow-depth sources where freshwater is
) 2019 levels.
share of total aluminium production,
aste directed to landfills, compared to
d or recovered by third parties,
bilitated.

Sustainable Development Goals





CONTRIBUTING TO THE SUSTAINABLE DEVELOPMENT GOALS

