

ESG Performance Statement¹

The purpose of this statement is to provide MYTILINEOS' Stakeholders with an up-to-date overview of Environmental, Social and Governance (ESG) issues of interest to them, also summarizing the Company's ESG performance in 2021.

In 2021, Sustainalytics, one of the world's leading ESG rating agencies, included MYTILINEOS in its list of **"Industry Top Rated Companies"**, which features companies that during 2021 showed "Strong ESG performance in the industry group in which they are classified". In addition, one more leading European agency specializing in the evaluation of corporate performance in sustainable development, **Ecovadis, awarded to MYTILINEOS the gold award** for its business practices and its commitment to sustainable development. Finally, MYTILINEOS **received the maximum ISS Quality Score in the "Environment" category by the ESG rating organization ISS**, while in 2021 it also maintained its top top-level performance in the "Society" category.

These distinctions represent the culmination of the systematic efforts that MYTILINEOS has been making for over 10 years now in the areas of responsible entrepreneurship and Sustainable Development, yet at the same time the Company has already set itself the ambitious target of further improving its performance in these areas by 2025.

The table below presents in detail the ESG rating schemes in which MYTILINEOS participates and their results for 2021. **The Company has managed to improve or maintain its performance levels in almost all of the ratings it has participated in. Based on this performance, it ranks among the top 15% of the companies with the best performance in 9 of the 11 ESG Raters it participates in.**



	Rating scale (High/Low)	2020	2021	
ESG Raters				
	0/100	30	22.4	▲
	1/10	2.3	1.3	▲
	D-/A+	B+	A	▲
	100/0	38	48	▲
	100/0	62.4	66.2	▲
	100/0	62.8	66.5	▲
	5/0	4.1	3.9	▼
	300/0	265	275	▲
Thematic Raters				
	A/D		C	
	A/D	B	B	
	100/0	71	71	

Performance data as of 31 December 2021

1. The acronym "ESG" refers to environmental, social and governance-related issues.
 2. According to the results of the 2021 Materiality process (p. 40-41)

ESG Performance

E Climate Change: • We are disclosing for the first time our indirect Scope 3 emissions from our upstream and downstream activities. • We have disclosed for the first-time data on our adaptation to climate change through the CDP international organization for Sustainable Development. • We are consistently supporting the production of clean energy with investments in RES, which in 2021 rose to 9.7% of our total production, increased by 12.8% relative to 2020. • The absolute direct and indirect (Scope 1 & Scope 2) CO₂ emissions decreased by nearly 12.4% relative to their 2019 levels.

Air quality: We further reduced by 2% the total quantity of our NO_x/SO_x emissions and the quantity of particulate emissions by **48.3%** relative to 2020.

Environmental management: • We implement an ISO 14001:2015 certified environmental management system and we also promote the systematic application of Best Available Techniques in all our Business Units. • Our expenditures for the protection of the environment in 2021 amounted to **€82.8 million**. • In 2021 there were no incidents of any form of pollution of the natural environment from our production activity.

Circular economy: • We increased the production of secondary aluminium using aluminium scrap as raw material, which in 2021 represented around **20%** of the Company's total production, significantly contributing to the reduction of energy consumption and air emissions. • The percentage of solid waste that was recycled and reused during 2021 increased to **25%**. • The percentage of solid

waste directed to landfills was limited to **2.0%**. • We have reduced the total amount of hazardous waste by almost 19% from 2020.

Research & Development: • We continued to invest in research and innovation, through the participation of the Metallurgy Business Unit in **24 European programs** for the development of new technologies for the utilization of bauxite residues, while MYTILINEOS' total R&D investments amounted to **€2.5 million**.

Ecological Impacts: • During 2021 there have been no incidents of degradation of biodiversity as a result of the Company's activities. • We continued our mining activity in a responsible and sustainable manner, increasing to **84%** the rehabilitation rate of the total exploitable land area used in mining operations, without earmarking new land areas for mining purposes.

Water: • We withdraw water from renewable sources, while our activity does not limit or threaten the adequacy of the water quantity available in the aquifer. • In 2021, total freshwater withdrawal stood at 5.6 thousand ML, slightly increased by 2.1% relative to 2020. • The amount of water reused in other Company plants, thus preventing an equivalent volume of water withdrawals, amounted to **7.5 ML**, increased by **10.7%** from 2020.

Environmental compliance: • There have been no incidents of non-compliance with environmental laws and regulations, as a result of which the Company avoided direct financial risks (e.g., fines) as well as indirect ones related to its image and reputation.

S Occupational Health and Safety: • No fatalities or occupational diseases were recorded among direct employees. Despite the efforts made on an ongoing basis, there was one fatality involving a contractor employee. • Injury rates (with interruption of work for 3 or more days) per 200,000 work hours of direct and indirect employees were kept at low levels (0.37 & 0.22 respectively). • The overall injury rates for direct and indirect employees were slightly higher than in 2020, at **0.85 and 0.29** injuries per 200,000 work hours respectively.

Employment: • As an industrial Company, we increased by **25%** our percentage share of total employment (direct & indirect), while at the same time we kept the percentages of part-time and fixed-term employees to low levels. • We continued to invest in the development of technical and personal skills, covering **54%** of our human resources with targeted professional training programs. • **More than 4 out of 10 employees** are covered by business collective bargaining agreements.

Human Rights: • We have implemented for the 5th consecutive year the self-assessment process regarding the protection of Human Rights, in all our Business Units. According to the results of the self-assessment process, no areas were identified in which the deficiencies observed could jeopardize the protection of Human Rights in the Company's activities. • We also implemented a special e-learning training program **for 730 of our Executives** on Human Rights topics.

G Corporate conduct: • We continued the implementation of a custom training programme on the Company's Code of Business Conduct for Company employees. • We applied our "Zero Tolerance" approach in connection with incidents of corruption and bribery in all our activities, both domestically and internationally. • There were no financial sanctions arising from violations of our Code of Business Conduct. • We have strictly complied with the legislation in force regarding our activity, as a result, there were no incidents of non-compliance involving any environmental, social and economic aspects of our activity. • We successfully continued the dialogue with our Stakeholders at the local level, implementing a special thematic Consultation in the Metallurgy Business Unit, which was entitled:

"Covid-19: Measures and actions for the effective management of the pandemic - Health protection and business continuity".

Corporate Governance: • We continue our voluntary adaptation to the UK Corporate Governance Code - 2018, and have already aligned ourselves with approximately 75% of the relevant requirements. • We have strengthened the supervision mechanism by which the Board of Directors oversees sustainable development issues, by creating the Sustainability Committee of the Board of Directors. • We incorporate ESG KPIs in the variable fees of the Board members' remuneration. • We increased the percentage of women on the Board of Directors to **27.3%**.