

# Sustainable Development Strategy

Sustainable Development is an integral part of the MYTILINEOS long-term business strategy. It is the driving force through which the Company aspires to remain competitive in the long term, to meet contemporary challenges and, by developing appropriate partnerships, to contribute to a new and efficient model of socially inclusive growth, as this is reflected in the Sustainable Development Goals.

The Company's Sustainable Development Strategy is aimed at creating long-term and sustainable value for shareholders and other Stakeholder groups, through a holistic approach that combines economic stability with social and environmental sustainability. It is implemented on three basic levels that are inseparable from one another, and is governed by specific Principles that ensure completeness (Materiality Principle), quality (Stakeholder Inclusiveness Principle) and transparency (Accountability Principle) across all its activities.

“We create long-term and sustainable value for all our Stakeholders, contributing to the Sustainable Development Goals and the respective national priorities.”

New Sustainable Development strategic framework

Climate Change	<b>We participate effectively in the efforts to tackle climate change and in the national effort for a transition to a low-emissions economy, with:</b>			
	Decarbonization strategy and practices in all areas of our business activity.	Ambitious emissions reduction targets for 2030 and 2050.	The development of new business units in Sustainable Development projects.	
ESG Approach	<b>We enhance the valuation of our corporate value by:</b>			
	Identifying & managing significant ESG risks and development opportunities.	Constantly improving our already solid ESG performance and publications.	Fully integrating the ESG criteria in our investment decision-making.	
Corporate Responsibility (CSR)	<b>We operate responsibly towards:</b>			
	Our people	The Environment	The Society	The Market
<b>The Principle of Materiality:</b> The Material topics that reflect our significant economic, environmental and social impacts or substantively influence the assessments and decisions of our Stakeholders, are the fundamentals of our Sustainable Development strategy implementation.		<b>The Principle of Stakeholder Inclusiveness:</b> Through an open and systematic consultation process, we seek to build quality and trusted relationships and to improve our collaboration with our Stakeholders, to jointly contribute to Sustainable Development.		<b>The Principle of Accountability:</b> We implement our commitment to transparency and to the regular provision of information to our Stakeholders, by publishing annually, for more than 12 years, the Sustainable Development Report which contains valuable information about our Non-Financial performance.



More specifically:

**The first level expresses the Company's commitment to tackling climate change and its contribution to a low-emissions economy.** MYTILINEOS is fully aware that climate change is one of the most urgent issues facing the planet. Moreover, the Company, considering the high CO<sub>2</sub> emission intensity in its production processes, has highlighted the adaptation of its activities to the consequences of climate change and the implementation of initiatives to address it, as key elements for its sustainable operation. In this respect, it has designed a local strategy to address climate change, which serves to guide its initiatives to reduce carbon dioxide emissions as defined by the Kyoto Protocol, the Paris Agreement on Climate Change (COP21) and the corresponding National Plan of Greece, which sets out its contribution to the European Green Deal (EU Green Deal).

**Strategic priorities**

- To further adapt its activity to the consequences of climate change by analyzing the risks involved, while also taking advantage of the opportunities arising.
- To implement, control and review the initiatives and the corresponding CO<sub>2</sub> emission reduction and net zero targets for 2030 and 2050.
- To integrate climate targets into the Company's strategic planning and decision-making processes.
- To implement an investment plan in >2.5 GW of RES assets by 2030.
- To develop strategic partnerships for the application of new technologies to production activities, with the aim of reducing the CO<sub>2</sub> emission intensity.
- To further develop the activities of its new Business Units in Renewables & Storage development projects.

**The second level focuses on MYTILINEOS' systematic approach to the recording, optimal management and disclosure of information about the ESG risks and opportunities that may affect its performance, as well as its efforts to implement its strategy.** Through the ESG approach, MYTILINEOS strengthens its ability to create long-term value and manage significant changes in the environment in which it operates. In this way, it responds to the current sustainability requirements of investors, capital markets and financial institutions, as well as to society's expectations of commitment and transparency regarding these issues, which keep increasing.

**Strategic priorities**

- To determine Material ESG topics and link them to the Company's financial performance.
- To optimally manage of ESG risks and opportunities to create long-term value.
- To enhance the trust and facilitate the flow of information between the Company and the investor community.
- To responsibly disclose Non-Financial Information in accordance with the international standards.
- To constantly improve / maintain ESG performance levels.
- To integrate ESG criteria into the Company's investment decisions and into main operating procedures.

**The third level focuses on the responsible operation of MYTILINEOS, which has been systematically cultivated, since 2008, through the implementation of Responsible**

**Entrepreneurship and the Company's commitment to the 10 Principles of the UN Global Compact.** For MYTILINEOS, Responsible Entrepreneurship is an ongoing self-improvement and incessant learning process, while it also serves as a key mechanism for renewing its "social license to operate", while at the same time it helps improve its competitiveness at national and international level.

**Strategic priorities**

- To remain committed to its target of ensuring a healthy and safe work environment without accidents, adopting a prevention-oriented approach.
- To constantly mitigate the environmental impacts of its activity.
- To develop, manage and retain a dedicated human capital, with practices that promote an inclusive working environment, with equal opportunities and respect for Human Rights.
- To continue to treat its people with responsibility and consistency, remaining their first choice of employer during their entire career paths, while at the same time investing in their training and in the development of their skills.
- To implement actions of high social value, including through the development of employee volunteering.
- To engage in a systematic and honest dialogue with its key Stakeholder groups, seeking to maintain mutual trust and as well as a fuller understanding by the Company of the impacts of its operation.
- To contribute to the development of local infrastructure and, overall, to the prosperity and the respect of the rights of the citizens of the local communities adjacent to the Company's industrial units.
- To develop responsible procurement / purchases by expanding the commitment of the Company's key suppliers and business partners to sustainable development.
- To place emphasis on the quality and safety standards of the Company's products as well as on the continuous support, service and satisfaction of customers.

## MYTILINEOS' contribution to the achievement of the Sustainable Development Goals (Agenda 2030)

The adoption of the 17 Sustainable Development Goals (SDGs) by all UN member states in 2015 is a milestone for the international community. These are universal goals, to the achievement of which not only all developed and developing countries, but also businesses, the academic community, NGOs and citizens' organizations, are invited to contribute, by joining forces. For Greece, the SDGs represent a major opportunity for its recovery and transition to a new growth model, with an emphasis on all three main pillars, the environment, society and the economy, as they focus on "leaving no one behind" and on eliminating inequalities of all kinds.

Since 2016, MYTILINEOS, applying the UN "SDG Compass Tool", has specified their relevance to its business activity and has identified ways to contribute to their achievement, acknowledging its share of the responsibility to do so. Since then, it has consistently contributed to the achievement of 40 specific SDG Targets (sub-targets), based on the overall approach outlined below:

### 1. TACKLING CLIMATE CHANGE (SDGs: 7 & 13)

MYTILINEOS believes that the recovery of the economy and of employment, especially in the post COVID-19 era, can only take place through the transition to a new socio-economic model that will be climate-neutral, resilient, sustainable and inclusive. In this respect, and in line with its activity, the Company has highlighted SDG 7 (Affordable and Clean Energy) and SDG 13 (Climate Action) as its key strategic priorities, carrying out an ambitious RES investment plan and taking concrete initiatives to reduce CO<sub>2</sub> emissions by 30% until 2030 and achieve a net zero footprint, by 2050.

### 2. SUPPORTING INNOVATION AND SUSTAINABLE INDUSTRIALIZATION (SDGs: 9 & 12)

As a leading international industrial and energy company, MYTILINEOS invests in the circular economy, in the development of innovative waste recovery methods and in the application of "clean" industrial methods, through its participation in 24 european research projects.

At the same time, it steadily enhances employability in the domestic industrial sector and creates the conditions for a responsible supply chain, in all areas of its business activity. In this way, it acknowledges its share of the relevant responsibility and is actively contributing to SDG 9 (Industry Innovation & Infrastructure) and SDG 12 (Responsible Consumption and Production).

### 3. PROMOTION OF SAFE & PRODUCTIVE EMPLOYMENT (SDGs: 3 & 8)

In terms of its contribution to SDG 3 (Good Health and Well-being) and SDG 8 (Decent work and economic growth), MYTILINEOS promotes and ensures safe and healthy work conditions for its human resources, adopting a prevention oriented approach.

Almost all of its production units have in place ISO 45001:2018 certified Occupational Health & Safety management systems, while at the same time since the COVID-19 threat was first identified, MYTILINEOS has implemented a multifaceted action plan that focuses on protecting its employees and their families, ensuring its uninterrupted operation.

The Company, in parallel to its financial growth, continues the integration of policies and practices to enhance full and productive employment, through the creation of decent jobs for all.

### 4. PROMOTING THE REDUCTION OF INEQUALITIES (SDGs: 5 & 10)

MYTILINEOS, as it develops, strengthens the culture in its work environment with policies and practices that enhance equal opportunities, the respect for Human Rights, and the promotion of gender equality. In this way, the Company enhances the participation of women at all levels of the Company's hierarchy, the inclusion of young workers, <30 years, in its workforce as well as its effort to integrate people with disabilities into the labor market, contributing directly to SDG 5 (Gender Equality) and 10 (Reduced Inequalities).

### 5. COMMITMENT TO PROTECTING THE NATURAL ENVIRONMENT (SDGs: 6, 14 & 15)

As part of the Company's commitment to further reduce its environmental footprint, Best Available Techniques for the proper management and reduction of environmental impacts are implemented at each Business Unit.

Investments are being made in order to upgrade the production process utilizing new technologies, while almost all Company production units have in place ISO 14001:2015 certified integrated environmental management systems as well as individual environmental rehabilitation plans for exploitable land areas, where necessary, thus contributing directly to SDG 6 (Clean Water and Sanitation), SDG 14 (Life below Water) and SDG 15 (Life on Land).

### 6. CONSISTENCY IN SOCIAL RESPONSIBILITY (SDGs: 1, 2, 4 & 11)

MYTILINEOS indirectly contributes to the other SDGs, by consistently implementing its social policy through actions and initiatives that enhance its harmonious coexistence with its local communities as well as with society at large.

Targeting 250,000 beneficiaries of our social policy for the five-year period 2020-2025, we continue to invest in the development of the local employment and economy through the creation of jobs (SDG 1) and the strengthening of local suppliers and local infrastructure (SDG 11), in the reduction of food insecurity for vulnerable social groups (SDG 2), and in the implementation of training programs in new technologies at schools, together with programs for the development of the professional skills of the young generation (SDG 4).

## Detailed presentation of MYTILINEOS' contribution to the achievement of the Sustainable Development Goals and the respective national priorities (for the period 2016-2021)

Sustainable Development Goals & Targets directly or indirectly related to the activity of MYTILINEOS	The contribution of MYTILINEOS (Cumulative data 2016-2021)
 <p>(1.2) We contribute to the reduction of the percentage of men, women and children living in poverty in all its forms.</p> <p>(1.5) We contribute to the reduction of the exposure and vulnerability of the poor and of those in vulnerable situations, to economic and social problems.</p>	<ul style="list-style-type: none"> <li>Considering the reduction of unemployment to be a key factor for alleviating poverty, <b>we have created 1,044 new jobs in the framework of our activity.</b></li> <li>We support and <b>cover the daily needs, on an annual basis, of 806 families</b> facing serious economic and health problems, in our local communities.</li> <li>We have <b>provided access to the labor market to 99 young unemployed</b> engineers, through the implementation of custom-developed vocational training and skills development programs.</li> <li>Moreover, through six core social programs and initiatives we implemented, we have alleviated the consequences of poverty for more than <b>482 individuals (adults and children)</b> in financial difficulty and social exclusion, ruling out all forms of discrimination.</li> </ul>
 <p>(2.2) We contribute to ensuring access to sufficient and nutritious food throughout the year, for children in vulnerable situations.</p> <p>(2.2) We contribute to the reduction of all forms of malnutrition, and we address the nutritional needs of children and adolescents.</p>	<ul style="list-style-type: none"> <li>We have reduced the food insecurity indicators <b>in 63 schools</b> in the prefectures of Attica, Viotia, Kavala, Trikala and Fokida, offering <b>150,486 hot and nutritious school meals to 1,487 students.</b></li> <li>We secured breakfast for <b>3,784 children in 25 soup kitchens in Athens</b>, offering <b>61,338 glasses of milk with cereals.</b></li> <li>We helped alleviate the consequences of the COVID-19 pandemic, securing feeding arrangements for <b>80 vulnerable individuals</b> (adults and children) in the Prefecture of Attica.</li> <li>We secured feeding arrangements, on an annual basis, for <b>411 children</b> living in extreme poverty, <b>by building a new dining hall and upgrading the restaurant equipment</b> of St. Nicolas Preparatory School in Ghana, as well as by distributing food to the children's homes during the COVID-19 pandemic.</li> </ul>
 <p>(3.2) We contribute to the reduction of the number of deaths of newborns and children under 5 years of age.</p> <p>(3.6) We contribute to the reduction of the number of deaths from injuries caused by road traffic accidents.</p> <p>(3.7) We help avoid deaths and illnesses caused by hazardous chemicals and air, water and soil pollution and contamination.</p>	<ul style="list-style-type: none"> <li>We have completed the upgrade / creation of <b>13 Emergency Departments</b> in the country's Public Hospitals and Health Centers, offering <b>168 medical devices</b> for treating child injuries, directly benefiting more than <b>108,000 children</b> annually.</li> <li>We upgraded the medical equipment of a University Hospital to cover the hospitalization needs of <b>700 newborns.</b></li> <li>We support in practice information campaigns at schools and Local Health Units across Greece, having informed <b>from 2018 to this day 10,264 children, parents &amp; teachers, by publishing specialized brochures annually</b> ("Trauma prevention at School"; "Trauma prevention at Home"; "Sports &amp; Safety"; "Beware of Burns!" and "Beware when choosing Games"). In particular, 86,340 leaflets have been distributed to this day in hospitals and schools.</li> <li>We covered the hospital costs of <b>6 surgeries for children</b> from financially vulnerable families <b>in urgent need of cardiac surgery.</b></li> <li>We contributed to alleviating the consequences of the COVID-19 pandemic, by offering <b>3,400 masks, 30,000 gloves and 60 liters of antiseptic solution to 156 senior citizens in 3 Homes for the Elderly.</b></li> <li>We performed <b>1,201 dental checks to 450 children</b> from vulnerable social groups, of which 388 also required dental treatment.</li> <li>We fulfilled the <b>wishes of 2 vulnerable children</b>, seeking to help them regain the physical and emotional strength to address health problems.</li> <li>We implemented specialized Safe Driving training programs with over <b>700 direct beneficiaries</b> (employees, professional drivers and school students in our local communities).</li> <li>We recorded <b>zero incidents of degradation of the natural environment and, as a result, zero incidents of occupational diseases</b> from our production activity.</li> </ul>
 <p>(4.1) We contribute to ensuring that all boys and girls complete equitable and quality primary education.</p> <p>(4.3) We contribute to ensuring equal access for all to quality technical and vocational training as well as access to tertiary education.</p> <p>(4.4) We contribute to the increase of the number of young people who have the appropriate vocational and technical skills, providing them with access to employment and decent jobs.</p> <p>(4.b) We contribute to the increase of the number of scholarships, thus encouraging school students to enroll in higher education and to participate in vocational training programs in various fields.</p>	<ul style="list-style-type: none"> <li>We created <b>251</b> new, quality vocational training and internship positions.</li> <li>We equipped <b>54</b> schools in regional Greece with modern technological equipment upgrading the educational process for more than <b>2,000 students and teachers.</b></li> <li>We offered to <b>4,004 school students from 45 schools</b> around Greece the opportunity to participate, using suitable technologies and with the assistance of <b>115 teachers, in 340 live online group mentoring sessions</b>, during which they communicated with successful professionals (355 mentors) and obtained answers to questions about their future.</li> <li>We offered <b>75</b> scholarships to the Youth Entrepreneurship Summer School of the Athens University of Economics and Business (AUEB) and to the Scholarships Program of the University of Piraeus.</li> <li>We supported S.T.E.M. Education programs, offering <b>89 Educational Robotics kits and "Renewable Energy Sources" educational kits</b> to an equal number of schools that cannot afford to buy them.</li> <li>With the implementation of three core social programs, #skills4engineers, #HoMellon and #Mellonabilities, we strengthened the professional skills of <b>378</b> individuals.</li> <li>We offered <b>100 tablets to 21 Secondary education schools in the Prefecture of Aitolokarnania</b>, helping alleviate the consequences of the COVID-19 pandemic.</li> <li>We created <b>15 school libraries</b> in an equal number of Primary and Secondary schools in the Prefectures of Viotia, Magnesia and Preveza, benefiting <b>2,198 school students and 251 teachers.</b></li> <li>We supported for <b>three years 56 students</b> from vulnerable social groups, helping them improve their prospects of completing their basic education through their participation in program "IM IN", designed to tackle school dropout.</li> <li>We provided <b>2 robots and 18 robot kits</b> to the Centre for Educational Robotics and Sciences of Crete, to be used for holding more than <b>100</b> educational workshops covering the entire range of S.T.E.M. subject areas, in the framework of the 3<sup>rd</sup> Educational Robotics and S.T.E.M. Festival of Crete, benefiting over 1,000 children and adults.</li> <li>We completed <b>the construction of a secondary school in Nigeria</b> and the supply of <b>modern classroom equipment</b> to a primary school in <b>Uganda</b>, offering access to education to <b>more than 1,000 children annually.</b></li> </ul>
 <p>(5.1) We support the efforts to end of all forms of discrimination against women everywhere.</p>	<p>We are opposed to all forms of discrimination against women and we demonstrate this with our performance as expressed by specific indicators:</p> <ul style="list-style-type: none"> <li><b>Percentage of women in the Company's Board of Directors:</b> 2016: 14% - <b>2021: 27%</b></li> <li><b>Percentage of women in direct employment:</b> 2016: 13% - <b>2021: 18.7%</b></li> <li><b>Percentage of women in management positions:</b> 2016: 18% - <b>2021: 21.1%</b></li> <li><b>Percentage of women still at work 12 months after returning from maternal leave: 65%</b></li> <li><b>Lost time injury rate for women (with 3 days lost) per 200,000 hours worked:</b> 2016: 0.0 - <b>2021: 0.0</b></li> </ul>

Sustainable Development Goals & Targets directly or indirectly related to the activity of MYTILINEOS	The contribution of MYTILINEOS (Cumulative data 2016-2021)
<p><b>6 CLEAN WATER AND SANITATION</b></p> <p>(6.1) We contribute to the efforts to achieve universal and equitable access to safe drinking water for all.</p> <p>(6.2) We contribute to the efforts to achieve adequate and equitable access to sanitary facilities for all.</p> <p>(6.3) We contribute to the protection of water resources as well as to a substantial increase in water recycling and reuse.</p> <p>(6.4) We contribute to the efficient use of water and to ensuring sustainable water abstraction.</p>	<ul style="list-style-type: none"> <li>• <b>We protect</b> the water resources that we use in our activity <b>against any identified risk</b> of pollution.</li> <li>• Through our responsible practices, the main sources which we use to withdraw water from (the sea, groundwater, public water supply companies) <b>are not affected</b> by factors such as water depletion in the aquifer, shortage of water, limitation of the capacity of water-related ecosystems to perform their functions, and reduction of drinking water availability.</li> <li>• We are managing responsibly <b>a controlled network of low-depth wells (boreholes)</b> which allows water to be <b>replenished naturally after withdrawal (renewable sources)</b>.</li> <li>• We ensure the availability and the sustainable management of water, as well as sanitary facilities, for <b>nearly 2,000 citizens</b> of the local settlements of Aspra Spitia, Antikyra and Ag. Nikolaos, in the Prefecture of Viotia, supplying them with over <b>1 million m<sup>3</sup></b> of drinking water annually.</li> <li>• By recycling water discharges for reuse in our power plants in the Energy Center of Ag. Nikolaos (Viotia), <b>we avoid, on an annual basis, the withdrawal of an additional volume of over 7 million m<sup>3</sup> of seawater</b>, which would otherwise be required.</li> <li>• A specific programme to reduce the consumption of industrial use and drinking water is implemented in the Metallurgy Business Unit, with very positive first results.</li> </ul>
<p><b>7 AFFORDABLE AND CLEAN ENERGY</b></p> <p>(7.1) We contribute to ensuring universal access to affordable, reliable and modern energy services.</p> <p>(7.2) We contribute to increasing the share of renewable energy in the energy mix.</p> <p>(7.3) We aim to improve energy efficiency.</p> <p>(7.a) We enhance access to "clean" energy research and technology, by promoting renewable forms of energy and investments in energy infrastructure and cleaner energy technology.</p>	<ul style="list-style-type: none"> <li>• <b>Market share of the retail market for electric power:</b> 2016: 2.69% - <b>2021: 6.91% (increased by 157%)</b></li> <li>• MYTILINEOS' Power &amp; Gas Business Unit, steadily focused on creating added value for its customers, follows closely the developments in the global energy market, strategically opting to participate in international initiatives that develop new energy services. In 2021, the Business Unit participated over 10 research projects.</li> <li>• <b>Portfolio of RES projects in operation:</b> 2016: 130 MW - <b>2021: 222 MW (increased by 71%)</b></li> <li>• Electric power generated from RES projects: 2016: 175,530 MWh - <b>2021: 544,360 MWh (increased by 210%), thus avoiding the release to the atmosphere of nearly 250,100 tons of CO<sub>2</sub> emissions in 2021.</b></li> </ul>
<p><b>8 DECENT WORK AND ECONOMIC GROWTH</b></p> <p>(8.1) We contribute to the economic development of the country.</p> <p>(8.4) We decouple our economic growth from environmental degradation and we promote sustainable production and consumption.</p> <p>(8.5) We contribute to full and productive employment and decent jobs for all women and men and for young people.</p> <p>(8.7) We contribute to the elimination of forced and child labor.</p> <p>(8.8) We protect labor rights and we promote safe working conditions for all employees without discrimination.</p>	<ul style="list-style-type: none"> <li>• Through our overall business activity, <b>we create an added value of €2.16 billion equal to 1.21% of the country's GDP</b> (GDP 2021: €178,900 m. - Source: Eurostat).</li> <li>• <b>Zero incidents of degradation of the natural environment from our production activity</b> - Implementation of responsible and sustainable practices in the mining activity.</li> <li>• Our labor practices comply as a minimum with all the provisions of the legislation force and respect the fundamental principles laid down in the International Labour Organisation's (ILO's) Declaration on Fundamental Principles and Rights at Work.</li> <li>• We created <b>502 new jobs for young people &lt;30 years of age</b>.</li> <li>• <b>We further reduced the exceptionally low percentage of part-time employees.</b> 2016: 1.2% - <b>2021: 0.6% (reduced by 49%)</b></li> <li>• Our full compliance with the national laws in each country where we operate and the fulfilment of the commitments that we have taken in the context of our participation in international Sustainable Development Initiatives (UN Global Compact). <b>result in the avoidance of incidents of child and forced labor.</b></li> <li>• <b>Lost Time Injury rate (direct employees)</b> 2016: 0.21 - <b>2021: 0.37</b></li> <li>• <b>Lost Time Injury rate (indirect employees)</b> 2016: 0.49 - <b>2021: 0.22</b></li> <li>• <b>Zero fatalities &amp; Occupational diseases for direct employees.</b></li> </ul>
<p><b>9 INDUSTRY, INNOVATION AND INFRASTRUCTURE</b></p> <p>(9.2) We contribute to sustainable industrialization and to increasing employability rates in the industrial sector.</p> <p>(9.4) We contribute to the upgrading of the industry by adopting more "clean" and environmentally sound technologies and industrial processes.</p> <p>(9.5) We help enhance scientific research for upgrading the technological capabilities of the industrial sector.</p>	<ul style="list-style-type: none"> <li>• <b>Total number of direct employees:</b> 2016: 1,888 - <b>2021: 2,889 (increased by 53%)</b></li> <li>• Implementation of the salaried employment (internship) program <b>"ENGINEERS IN ACTION". A model "School for Engineers" of a high standard</b>, which has been consistently providing Greek industry and entrepreneurship with talented and competent executives.</li> <li>• In the Metallurgy Business Unit, the <b>€15 million</b> investment in the new modern alumina calcination plant, to replace outdated technology and high thermal consumption units, was successfully completed.</li> <li>• Innovative 11-year collaboration of the MYTILINEOS Metallurgy Business Unit with General Electric (GE) for the implementation of <b>the world's first Digital Smelter, an innovative digital solution in the electrolysis process</b>, designed to optimize productivity and reduce energy costs.</li> </ul>
<p><b>10 REDUCED INEQUALITIES</b></p> <p>(10.2) We contribute to empowerment and to the promotion of universal social, economic and political integration, regardless of age, gender, disability, race, nationality, origin, religion or economic or other status.</p>	<ul style="list-style-type: none"> <li>• We have supported the development of the professional skills and special personal gifts of <b>25 individuals with disabilities</b> (mobility / visual / hearing impairments), to assist them in their integration and development in the labor market.</li> </ul>

Sustainable Development Goals & Targets directly or indirectly related to the activity of MYTILINEOS	The contribution of MYTILINEOS (Cumulative data 2016-2021)
<p><b>11 SUSTAINABLE CITIES AND COMMUNITIES</b></p> <p>(11.1) We contribute to strengthening local infrastructure.</p> <p>(11.4) We contribute to the effort to protect and safeguard the cultural and natural heritage.</p> <p>(11.5) We contribute to the reduction of the number of people affected by natural disasters.</p>	<ul style="list-style-type: none"> <li>• <b>Investments worth over €9.6 million</b> for meeting needs related to local infrastructure &amp; services of direct public benefit. (Supply of vehicles to municipalities, renovation of access infrastructure to playgrounds / churches / municipal libraries, paving and maintenance of central and rural roads, repairs to school buildings, financing of studies for the modernization of a biological treatment plant / the supply of water to a settlement / the construction of a local community public transport hub etc.)</li> <li>• We have supported studies for Cultural Routes &amp; Archaeological Park projects, which are gradually extending to almost all the regions of the country.</li> <li>• We upgraded the energy efficiency of the Gymnasium-Lyceum school complex and nearby indoor gym of the Municipality of Rafina-Pikermi, <b>where the educational and sports activities of 1,700 children from the fire-stricken areas of the Municipality and the adjacent Municipalities take place.</b></li> <li>• <b>We donated six autonomous fire trucks</b> to the Hellenic Fire Service Headquarters, reinforcing the operational readiness of the service.</li> <li>• As part of the national effort to extinguish the fires that hit the country in the summer of 2021, we strengthened the air fleet by offering to the Greek State <b>4 top-quality BELL 214BI helicopters</b> for 60 days.</li> </ul>
<p><b>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</b></p> <p>(12.4) We contribute to the sound management of all waste in accordance with internationally agreed frameworks.</p> <p>(12.5) We contribute to the reduction of waste generation through prevention, reduction, recycling and reuse.</p>	<ul style="list-style-type: none"> <li>• We participate, through the Metallurgy Business Unit, in <b>24 European research projects</b>, some of which concern the development of technologies that will allow the holistic utilization of bauxite residues.</li> <li>• We drastically increased the amount of waste from our activity that was recycled, reused and/or utilized in other industrial uses: 2016: 36,000 tons - <b>2021: 233,000 tons (increased by 547%)</b></li> <li>• We achieved a 97% increase in the amount of recycled aluminum (compared to 2019).</li> </ul>
<p><b>13 CLIMATE ACTION</b></p> <p>(13.1) We strengthen the adaptive capacity of our activity to natural disasters and climate-related hazards.</p> <p>(13.3) We contribute to the improvement of education and awareness-raising on climate change mitigation, adaptation, impact reduction and early warning in the event of natural disasters.</p>	<ul style="list-style-type: none"> <li>• <b>We have set ambitious targets for the reduction of our carbon footprint by 30% and the decarbonization of 50% (relative to the 2019 levels) of our Business Units by 2030.</b></li> <li>• We participate in the <b>International Aluminium Stewardship Initiative (ASI)</b> as a Production &amp; Manufacturing member. We have obtained the relevant certification by integrating our Sustainable Development commitments into the value chain of the Metallurgy Business Unit.</li> <li>• We participated for the first time in the <b>"CDP Climate Change"</b> Sustainable Development Index, disclosing to our Stakeholders extensive information about our approach to adapting to and tackling climate change.</li> <li>• We implemented the special program <b>"Information and awareness-raising of the school community on forest fire prevention and response, forest protection policies and practices"</b> in <b>42 primary and secondary schools</b> from all over Greece, directly benefiting <b>1,250 students and 76 teachers.</b></li> </ul>
<p><b>14 LIFE BELOW WATER</b></p> <p>(14.1) We contribute to the prevention of all forms of marine pollution, especially from industrial activities.</p>	<ul style="list-style-type: none"> <li>• Regarding the use and discharge of seawater in our activities and in particular in the cooling process of the cogeneration (Combined Heat &amp; Power) plant of the Metallurgy Business Unit, the relevant legislative provisions defining the framework for avoiding any environmental impact are strictly adhered to. In addition, in collaboration with the authoritative organization Hellenic Marine Research Centre (HMRC), we have already carried out <b>5 research studies</b> to monitor the status of living organisms on the seabed of Antikyra Bay. The studies are carried out in accordance with the applicable Environmental Terms and their results are communicated every year, in accordance with the applicable provisions, to the competent authorities (the Ministry of Environment, Energy and Climate Change and the Water Management Directorate of the Decentralized Regional Administration). The findings of the recent studies (2019-2021), show a stable ecological status, with improvement trends at several observation stations. <b>These studies will be continued for at least five more years.</b></li> </ul>
<p><b>15 LIFE ON LAND</b></p> <p>(15.1) We contribute to the protection of natural habitats and the prevention of loss in biodiversity.</p>	<ul style="list-style-type: none"> <li>• <b>There have been no incidents of biodiversity degradation from the Company's activities, while the planned environmental rehabilitation activities</b> for land areas used in mining operations are implemented annually.</li> <li>• So far, we have rehabilitated <b>84.34%</b> of the total land area used for our mining activity, <b>increased by 4.3% since 2016.</b></li> <li>• We have reforested a total area of <b>707,000 m<sup>2</sup></b> as part of the construction and operation of RES units. At the same time, we carry out annual bird fauna monitoring studies, while the movement of animals is not hindered as there is no fencing and the disturbance to birds is also negligible. Technical systems for their protection are installed where this is necessary.</li> </ul>
<p><b>16 PEACE, JUSTICE AND STRONG INSTITUTIONS</b></p> <p>(16.2) We contribute to the fight against all forms of corruption and bribery.</p> <p>(16.5) We contribute to the efforts to end child abuse and exploitation.</p>	<ul style="list-style-type: none"> <li>• We follow a policy of <b>ZERO TOLERANCE</b> of all forms of corruption and bribery across all our activities.</li> <li>• We implemented two training programs for the Company's personnel, which covered training in <b>personal data protection (GDPR)</b> and in the <b>MYTILINEOS Code of Business Conduct</b>. Since 2019, 693 employees have completed training at the GDPR.</li> <li>• We organized <b>12</b> information seminars in 10 Greek cities on the subject of children and cybercrime, titled <b>"Protect Your Child from Cybercrime", which directly benefited 3,166 parents &amp; children.</b></li> <li>• We supported in Greece the Council of Europe's <b>"ONE IN FIVE"</b> campaign to stop sexual violence against children. We have undertaken to produce <b>20,000 DVDs</b> with the campaign's information material. The campaign visited over <b>85</b> municipalities and 50 cities in Greece and was hosted on <b>164</b> television shows.</li> </ul>
<p><b>17 PARTNERSHIPS FOR THE GOALS</b></p> <p>(17.17) We focus on corporate partnerships and on effective public-private sector partnerships, as well as on partnerships with the civil society.</p>	<ul style="list-style-type: none"> <li>• <b>We have held 7 thematic consultations</b> with our Stakeholders, at local and central level, as well as <b>2 consultations</b> with NGOs, in the context with our activities related to the Sustainable Development Goals.</li> <li>• We participate in <b>11 major Sustainable Development initiatives</b> and we establish selective partnerships with academic institutions in the context of our research and development activities.</li> <li>• We have long-standing partnerships with more than <b>20 voluntary and non-governmental organizations for the implementation of our social policy.</b></li> <li>• We participate in <b>11 international ESG indicators</b>, aiming to participate in assessments and draw on best practices for our continuous improvement.</li> <li>• <b>We implemented a 3-year community service program</b> in partnership with the Municipality of Levadia (2016-2018), under which we provided specific materials and financial resources for the renovation of public infrastructures, while at the same time <b>promoting the employment of nearly 90 unemployed citizens.</b></li> </ul>