

UN Global Compact Communication Progress (Advanced level)

The United Nations Global Compact is a commitment platform and a practical framework for businesses which voluntarily declare their pledge to serve the Sustainable Development agenda and promote responsible business practices.

MYTILINEOS has declared in writing, since 2008, its commitment to uphold the ten principles of the Global Compact,

disclosing on an annual basis its relevant performance in the context of its broader activity. The table below presents the company's response to the 10 Principles of the Global Compact, while its independent report about the fulfilment of the 21 criteria under the UNGC Advanced COP Self-Assessment 2020 (Updated 19 August 2016) is available at the address: mytilineos.gr/sustainability/reports/.



The 10 Principles of the UN Global Compact		Reference (Sustainable Development Report 2021)
1st	Businesses should support and respect the protection of internationally proclaimed human rights.	Society <ul style="list-style-type: none"> Occupational Health & Safety (p. 80-85) Employment (p. 86-89) Human Rights (p. 90-93) Equal Opportunities (p. 94-95) Business Continuity (p. 104-105) Sustainability of local communities (p. 96-100) Responsible Supply chain (p. 101-103) Regulatory Compliance (p. 118-119) Other significant Social topics (p. 106-109)
2nd	Businesses should make sure that they are not complicit in human rights abuses.	
3rd	Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.	
4th	Businesses should uphold the elimination of all forms of forced and compulsory labour.	
5th	Businesses should uphold the effective abolition of child labour.	
6th	Businesses should uphold the elimination of discrimination in respect of employment and occupation.	
7th	Businesses should support a precautionary approach to environmental challenges.	Environment <ul style="list-style-type: none"> Environmental Policy Adaptation to Climate Change (p. 48-53) Energy & Air emissions (p. 54-59) Ecological Impacts (p. 69-72) Circular Economy (p. 64-66) Water Management (p. 60-63) Pollution Prevention (p. 67-68) Corporate Governance (p. 118-119) Other significant Environmental topics (p. 73-75)
8th	Businesses should undertake initiatives to promote greater environmental responsibility.	
9th	Businesses should encourage the development and diffusion of environmentally friendly technologies.	
10th	Businesses should work against corruption in all its forms, including extortion and bribery.	Governance <ul style="list-style-type: none"> Corporate Governance (p. 114-117) Business Ethics (p. 120-121) Regulatory Compliance (p. 118-119)



The Greek Sustainability Code

The Greek Sustainability Code constitutes a structured system regarding the transparency and self-commitment tool of Greek Organizations / Enterprises and has been developed in the framework of the "Sustainable Greece 2020" initiative. It addresses the need for measuring the economic, environmental and social performance of Organizations / Businesses with the goal of strengthening their competitiveness in terms of incorporating the

principles of Sustainable Development and Corporate Responsibility in their operation and of their compliance requirements with the EU Non-financial Reporting Directive. The table below presents MYTILINEOS' response to the Greek Sustainability Code criteria (**LEVEL A**), which are based on the following international standards: GRI, GLOBAL COMPACT, EFFAS, ISO & EMAS.



Pillar	Criteria	References (Sustainable Development Report 2021)
Strategy	Strategic Analysis & Action	<ul style="list-style-type: none"> ESG Performance Statement (p. 6-7) Discussion with the Chairman & CEO on Sustainable Development topics (p. 12-15) Strategic Priorities (p. 22-23) Sustainable Development Strategy (p. 32-37) Tackling Climate Change (p. 38-39) Materiality Process (p. 40-41)
	Materiality	<ul style="list-style-type: none"> Materiality Process (p. 40-41)
	Objectives	<ul style="list-style-type: none"> Sustainable Development Strategy (p. 32-37) Key ESG Targets (p. 8-9)
	Supply Chain Management	<ul style="list-style-type: none"> Responsible Supply Chain (p. 101-103) Stakeholder Engagement (p. 42-45)
Management Procedure	Responsibility & Accountability	Governance <ul style="list-style-type: none"> Business Ethics (p. 120-121) Corporate Governance (p. 118-119)
	Rules & Processes	<ul style="list-style-type: none"> Sustainable Development Strategy (p. 32-37) Materiality Process (p. 40-41) Corporate Governance (p. 114-117)
	Monitoring	<ul style="list-style-type: none"> ESG KPIs (p. 76-77, 110-111, 124-25) Sustainable Development Strategy (p.32-37) Participation in Socially Responsible Investment indexes Sustainable Development commitments ESG Ratings ESG Scorecard Integrated Value Creation Scorecard Parameters of the Sustainable Development Report (p. 10-11)
	Remuneration policies & incentives for Sustainable Development	<ul style="list-style-type: none"> Annual Report 2021 (Remuneration Policy and Remuneration of Board Members) (p. 158-164)
Environment	Stakeholder Engagement	<ul style="list-style-type: none"> Stakeholder Engagement (p. 42-45)
	Product responsibility and innovation	Society <ul style="list-style-type: none"> Other significant Social topics (p. 106-109)
	Natural resource use	Environment <ul style="list-style-type: none"> Environmental Policy Adaptation to Climate Change (p. 48-53) Energy & Air emissions (p. 54-59) Ecological Impacts (p. 69-72) Circular Economy (p. 64-66) Water Management (p. 60-63) Pollution Prevention (p. 67-68) Other significant Environmental topics (p. 73-75)
	Resource Management	
Society	Air emissions & Climate Change	Society <ul style="list-style-type: none"> Occupational Health and Safety (p. 80-85) Employment (p. 86-89) Human Rights (p. 90-93) Equal Opportunities (p. 94-95) Business Continuity (p. 104-105) Sustainability of local communities (p. 96-100) Responsible Supply Chain (p. 101-103) Other significant Social topics (p. 106-109)
	Labor rights	