



Alumil



SUSTAINABILITY REPORT
2019

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2019



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MESSAGE FROM THE CHAIRMAN

ALUMIL has always held the belief that a sustainable future requires the integration of sustainable practices across the entire production process. Being a vertically integrated company, this is particularly true in our case, and sustainability is of paramount importance. As early as 2007, we initiated the "Green ALUMIL" programme to develop a "green" business philosophy that would include environmental protection as a key parameter of our business operations. Approximately five years ago, it was this philosophy that drove Google to choose our company to install 3,500 windows in its New York offices. This project had been preceded by a thorough analysis of the environmental footprint and thermal insulation performance of our window production, since the US technology giant intended to obtain certification for its office building according to internationally acknowledged sustainable building

standards, where the environmental footprint of materials used and their energy performance play a decisive role.

Sustainable development requires sustainable buildings. And sustainable buildings require "green" materials with high energy performance. Sustainable building is one of the most important, aspect of sustainable development and can have a decisive contribution to the international effort to save resources and energy, since buildings are generally assumed to account for approximately 40% of total energy consumption worldwide. In this context, it is essential that buildings consist of non-toxic and recyclable materials, with efficient construction processes that minimise fossil fuel and energy consumption. We need buildings with a long service life and low maintenance costs that promote people's health and well-being. This philosophy is reflected in all our prod-

ucts and we are proud that their high added value enjoys widespread acceptance both in Greece and abroad, in more than 60 countries in 5 continents.

Moreover, the constant extraction of natural resources and the manufacturing of products, without the necessary provisions on how to avoid environmental pollution during their disposal at the end of their life cycle, poses an increasing threat in a world with a population soon to exceed 10 billion. For this reason, we were among the first companies in Greece to support the promotion of the "circular economy" model, a new production model based on the use of materials and products in such a way as to maximize their lifetime, while minimizing the extraction of natural resources. "Circular economy" is the transition from the current linear model of "production, consumption and disposal" to a circular model, where each product is processed at the end of its life cycle with minimal energy consumption, so that it can be used again, possibly in another form. Huge amounts of energy and natural resources can be saved through "circular economy". And this is precisely where our main raw material, aluminium, stands out as one of the most environmentally friendly materials. Besides the fact that it is found in great abundance in nature, aluminium is one of the few materials that can be literally recycled forever, maintaining their value intact.

Our company is today a pioneer in aluminium recycling, having invested largely in this direction. Our integrated aluminium recycling line enables us to use raw material that is roughly 50% recycled aluminium, saving huge amounts of energy. It is noteworthy that aluminium recycling requires only 5% of the energy needed to produce primary aluminium. Therefore, recycling of aluminium achieves energy savings of 95%, sharply reducing the environmental footprint of raw material extraction.

The high risk of climate change demands more and more practices in this direction. Our love for the environment and for human beings, which are an integral part of it, requires for our commitment to the protection of the environment and the prevention of unpleasant developments. Having already taken important steps, our company will continue to work hard for a sustainable future with the goal to always be a model-company in the industry. ALUMIL is an integral part of society and will act responsibly, take initiatives, and pursue innovation in paving the way for better buildings, a higher standard of living and an environment that will allow future generations to be happy.



George Milonas

Chairman & Chief Executive Officer



THE COMPANY



THE COMPANY

At ALUMIL, we build excellence every day.

ALUMIL Group is currently one of the leading aluminium architectural system production Groups, employing 2,100 people worldwide. With a strong production base, international orientation, and a wide range of certified products, ALUMIL Group has established itself as a leader in Greece and Southeast Europe.

ALUMIL S.A. is the Group's parent company, which was founded in 1988. Today, 30 years later, ALUMIL is one of the largest and most technologically advanced aluminium extrusion industries in Europe. Within these three decades, the company grew, expanded across the entire world, and dynamically faced the major challenges of international markets.

Through modern production facilities and strict quality controls along the entire production line, we ensure the creation of superior high value-added products. Continuous research and development is a key element of our business culture and leads to unique



offerings with many innovative features. Manufacturing excellence, through sustainable production processes and a customer-focused approach, is our constant goal.



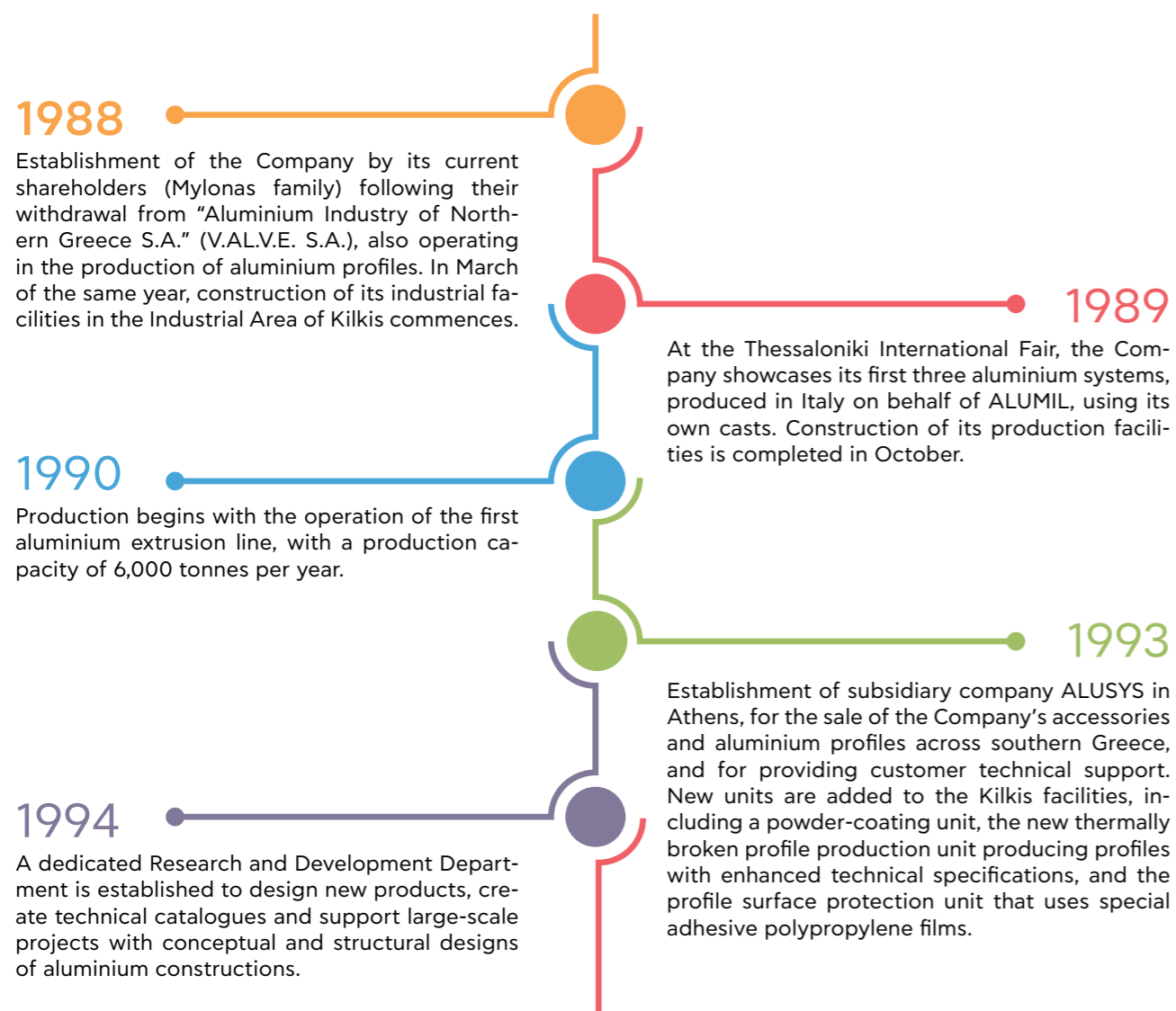
The Company's registered office and factory are located in the **Industrial Area of Kilkis**, and the Management and Commercial headquarters at 8 Iatrou Gogousi str., **Efkarpia Thessaloniki**.

A Journey of Innovation, Starting in 1988

It has only been only be 30 years since its establishment, but ALUMIL has managed to leave its mark internationally, making strides in the field of aluminium architectural systems. Although for many consumers it is not entirely clear “what it actually produces”, since many think that it undertakes the installation of aluminium frames, in fact ALUMIL is the pioneer and leading Greek

Company in the design, development and production of aluminium architectural systems, such as doors and windows, or many and various other architectural applications such as pergolas, railings, fences, glazed curtain walls, aluminium composite panels and many more. Our products clad houses, workplaces, hotels and in general many different building projects, ensuring their protection from all external factors, with exquisite aesthetics and countless design options to cater for every need.

The Company’s main milestones are:



1995

Start of installation of a new aluminium extrusion line with a production capacity of 10,000 tonnes per year, as well as three new ageing furnaces. This new line more than doubles ALUMIL’s production capacity, to cater for the increased demand for its products on the domestic market, and its systematic expansion to markets abroad.

1997

Installation of a vertical, 12,000-ton per year powder-coating line. Construction commences on the building facilities and equipment is purchased for the foundry. The Company establishes a subsidiary in Romania called ALUMIL ROM. In December it is listed on the Main Market of the Athens Stock Exchange.

1999

The Company enters into an agreement in principle with the major shareholder of an Egyptian aluminium extrusion company to acquire a majority stake, in order to expand in Arab world markets. Furthermore, the Company also establishes a company that distributes accessories and aluminium profiles in Egypt.

2001

The construction of a 28,000 sq.m. Logistics Centre in Kilkis is completed, as well as the installation of a new horizontal powder-coating unit. Two subsidiaries are established in Serbia to market ALUMIL’s products locally and establish a vertically integrated production unit.

2004-2006

During this three-year period, the Group becomes a leader in the southeast European markets. Exports are growing rapidly in Middle Eastern and African markets. Emphasis is also placed on Western European and US markets.

1996

Production begins with the operation of the second aluminium extrusion line, with a production capacity of 12,000 tonnes per year. In November, the Company concludes an agreement to produce profiles for aluminium frame systems designed by Porsche Design. ALUMIL is the first Greek company to conclude such an agreement with Porsche Design.

1998

The Company establishes a subsidiary in Albania, ALUMIL ALBANIA SH.P.K., to penetrate the local market, as well as a new subsidiary in Bulgaria, ALUMIL BULGARIA.

2000

The third 8,000-ton extrusion line starts operating at the Kilkis plant. Subsidiaries ALUMIL INDUSTRY, ALUMIL MISR, ALUMIL DEUTSCHLAND, ALUMIL SKOPJE and ALUMIL MILONAS CYPRUS are established.

2003

Two new subsidiaries are established at the Kilkis Industrial Area, “G.A. Plastics Industry S.A.” for the production of polycarbonate sheets and “ALOIFYL S.A.” for the production of aluminium composite panels, the so-called j-bonds.

2007

Implementation of Green ALUMIL environmental design for awareness raising and for taking measures to protect the environment. A new, state-of-the-art anodizing line is installed at the Kilikis Industrial Area; a total investment of €15 million. ALUMIL GULF is established in the United Arab Emirates.

2008

The new anodizing line starts operating with a total annual capacity of 5,000 tonnes. Affiliated company ALUFONT S.A. is established, operating in aluminium homogenisation, with a state-of-the-art foundry, which allows the further vertical integration of ALUMIL's production process.

2014

Aluminium systems are designed and manufactured exclusively for the refurbishment of GOOGLE's offices in New York City. The high-end SUPREME series is created, featuring unmatched architectural systems. In the same year, a network of SUPREME system fabricators is created made up of certified aluminium fabricators with very high technical training.

2015

Subsidiaries are established in India and Australia and Egypt's subsidiary is reorganised with improved infrastructure. State-of-the-art 3D printers are installed to design innovative products at the Commercial Department's new premises in Efkarpia, Thessaloniki.

2016

Rebranding of the Company and classification of all architectural systems under three sub-brands: SUPREME, SMARTIA, COMFORT. Exports now account for about 80% of total turnover.

2018

Application of pioneering methods in the production process, respecting the environment and adhering to the principles of circular economy. Subsidiary ALUMIL Croatia is established.

2019

30 years of pioneering! The company celebrates its 30th anniversary and continues its dynamic growth with new innovations such as the unique WOODALUX product and the minimal sliding SMARTIA M630 PHOS. Furthermore, ALUMIL East Africa is established in Kenya and the company decides to merge affiliated company ALUFONT through absorption by ALUMIL.



Products

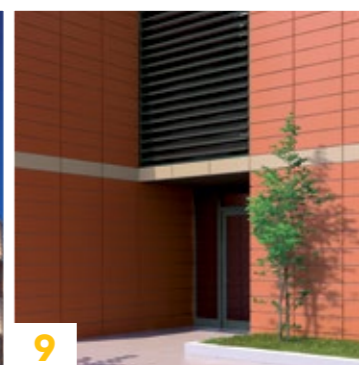
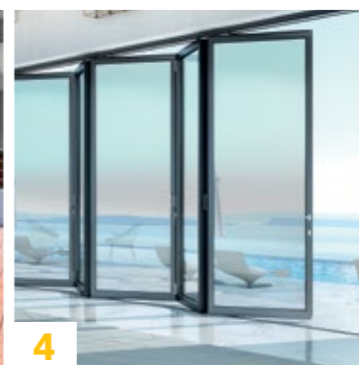
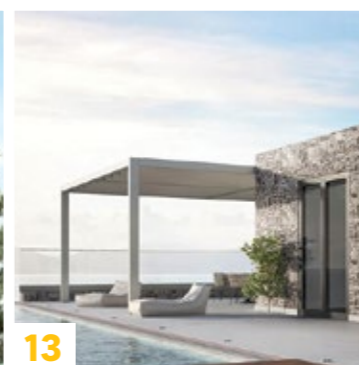
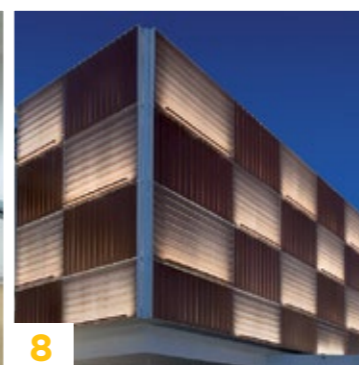
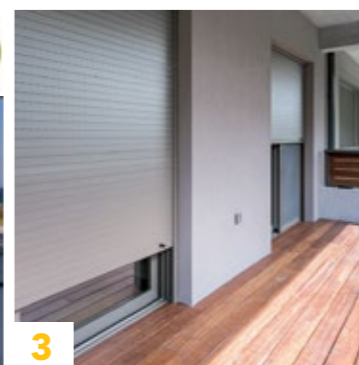
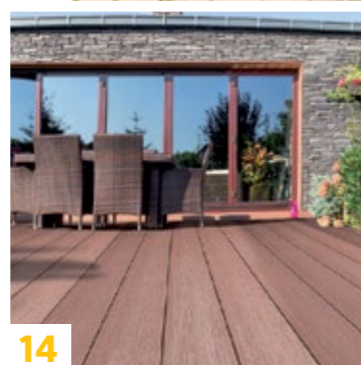
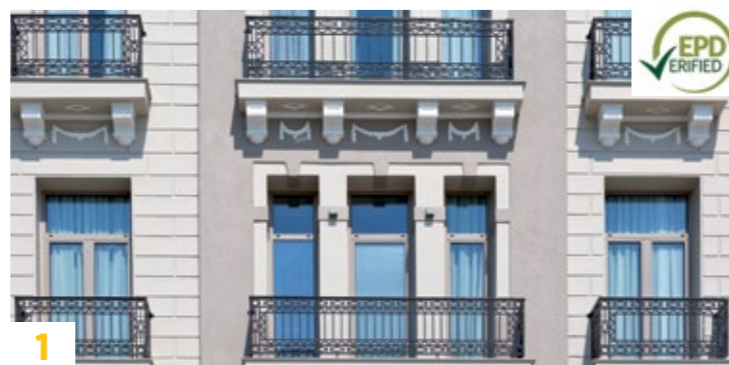
The world is changing rapidly and new requirements emerge every day. Modern buildings require the design and construction of architectural systems with high sustainability and energy efficiency standards. Aware of the growing needs in the market, we have created a product portfolio that incorporates innovative, high-performance products.

Our products are divided into three sub-brands:

- SUPREME
- SMARTIA
- COMFORT

Each of our products has been designed with a single thought in mind: How to offer the best possible solution and maximize value for our customers. Our products include systems for:

- 1 Hinged windows and doors
- 2 Sliding windows and doors
- 3 Shutters
- 4 Folding doors
- 5 Heavy duty and fire doors
- 6 Curtain walls and building facades
- 7 Interior partitions
- 8 Solar shading
- 9 Wall cladding
- 10 Atriums and Conservatories
- 11 Polycarbonate sheets
- 12 Railings
- 13 Pergolas
- 14 Decking
- 15 Building-integrated photovoltaics (BIPV)
- 16 Photovoltaic panel mounting
- 17 Noise barriers



Aluminium is a highly environmentally friendly material. Apart from the fact that it is found in great abundance on earth, being the third most common element in the planet's crust, it is a material that can be recycled forever, maintaining its original value intact. Aiming at a sustainable future and the development of environmentally friendly products, Environmental Product Declarations (EDP) have been created for our products. EDP certificates are official declarations of a product's environmental impact. The EDP generation process ensures objective measurement of important environmental indicators through the **Life Cycle Assessment** of a product.

ALUMIL is the first Greek Company to receive an EPD for integrated aluminium architectural systems and in particular for:

- Hinged Systems
- Sliding Systems
- Curtain walls

ALUMIL products are the ideal choice for the implementation of projects in accordance with the principles of Sustainable Building and Bioclimatic Architecture, for buildings made from environmentally friendly materials and characterised by their high energy ef-

ficiency. Numerous projects around the world where our company's products were selected, have received internationally recognised certifications for «green» buildings, such as LEED, BREEAM etc.



International Operations

The strong international sales network in more than 60 countries, with 32 subsidiaries worldwide, across all continents, demonstrates that ALUMIL is one of the leading suppliers of aluminium architectural systems, with products that meet the highest standards and cover an impressively wide range of architectural needs.

Our accumulated experience from international operations leads to solutions that incorporate state-of-the-art products, unique

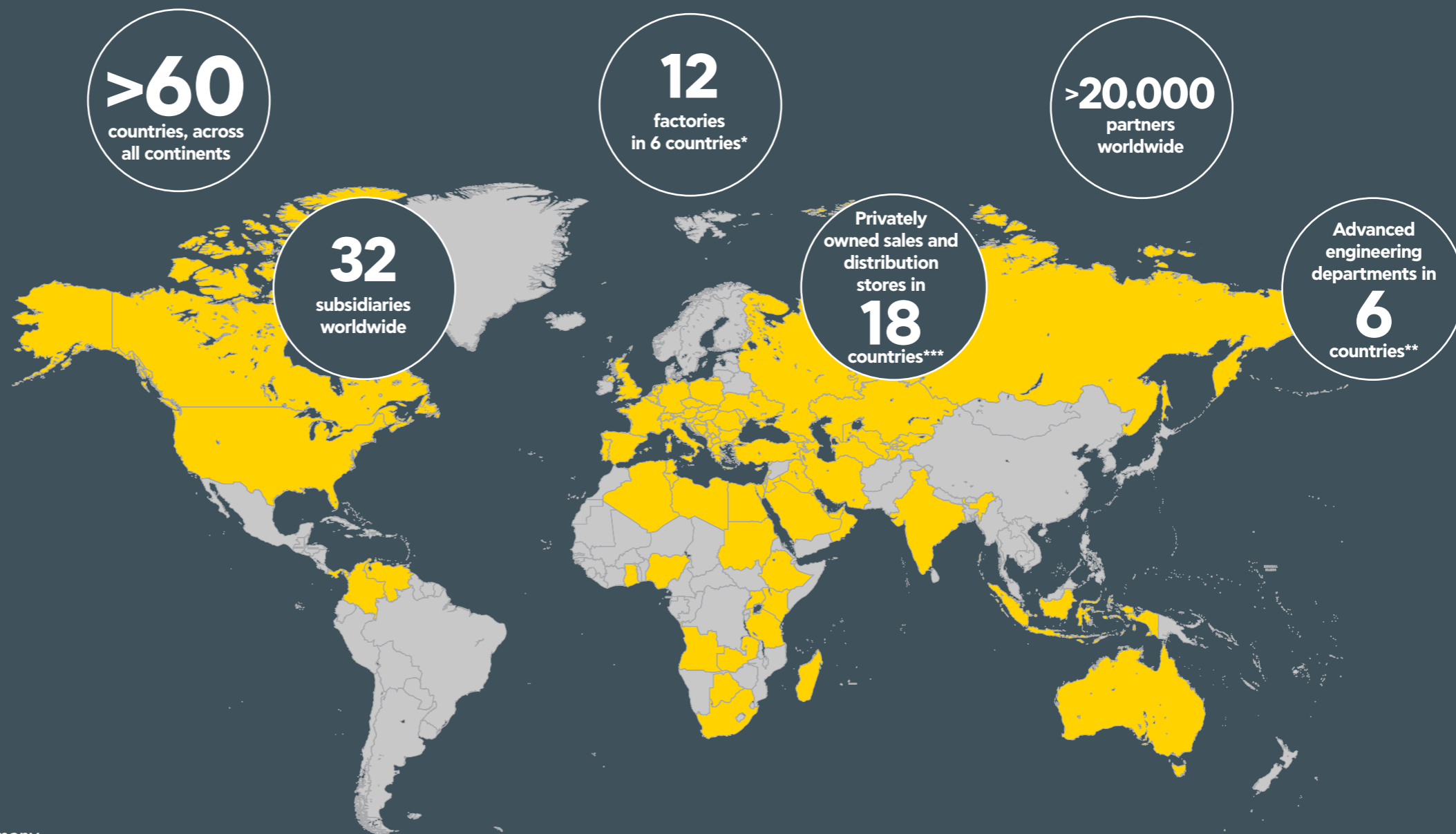
in their kind. In recent years, ALUMIL's exports have consistently accounted for about 80% of total turnover, consolidating the Company as a Greek export manufacturing industry, oriented towards international markets.

Our extended network of subsidiaries around the world, the large number of privately owned factories and our numerous distribution centres ensure effective customer service internationally.

Global Presence

At its core, our business strategy focuses on the continuous expansion into foreign markets with the establishment of local subsidiaries, to ensure direct contact with local markets and provide high levels of service.

THINK GLOBALLY,
ACT LOCALLY



*Factories: Greece, Romania, Albania, Serbia, France, Bosnia and Herzegovina and Egypt.

** Engineering departments for project support: Greece, USA, Romania, Serbia, Dubai, India.

*** Privately owned sales and distribution stores: Greece, Romania, Serbia, Albania, Bosnia and Herzegovina, Montenegro Northern Macedonia, Albania, Croatia, Bulgaria, Kosovo, Cyprus, Turkey, Egypt, Kenya, Australia, Russia, India.



OUR COMPASS

Vision

Our vision is to be a leader in the development and production of aluminium systems for architectural applications.

Mission

Our mission is to improve the quality of people's lives by enhancing the performance of their buildings with high quality products, technology and aesthetics. We offer our customers products that provide:

- ▶ High aesthetics according to the latest architectural trends;
- ▶ Energy efficiency through advanced thermal insulation aluminium systems and shading systems;
- ▶ High level of security against burglaries, vandalism, fire, smoke and earthquake;
- ▶ Protection even in extreme weather conditions;
- ▶ Various solutions for people with disabilities;
- ▶ Solutions for renewable energy sources, such as integration of photovoltaic systems into structural components and photovoltaic panel mounts.

Values

Our values are the essence of our overall business philosophy and reflect the way we reach our customers and all our partners.

Integrity: Our actions are characterised by openness, honesty, and consistency. We respect commitments and keep our promises. We conduct our business honestly and impartially, without being influenced by external factors or by personal sympathies and views.

Team Spirit: We create open and positive relationships to promote co-operation and achieve better results. We believe that a group can always achieve greater results than each individual making up the group. We encourage and emphasize interactive communication and constructive dialogue.

Initiative: We use every resource, human or other, aiming for continuous personal and corporate growth that stems from everyone's ideas.

Loyalty: The Company and its employees demonstrate their loyalty both to each other and to customers.

"Meraki": "Meraki" is a word that describes the way we carry out our daily tasks, always with eagerness, creativity and passion, for the best possible result.



Vision, Mission And Values

Guided by our industrial excellence and our vision to be leaders in aluminium architectural systems internationally, we remain faithful to our mission to fully satisfy our customers and shape our philosophy according to the values we have set.

"Meraki", namely putting something of yourself in whatever you do, is a word that describes the way we carry out our daily tasks.

Economic Performance

The Group's turnover rose to €241.5 million compared to €240.7 million in the previous year, increased by 0.35%. The gross profit amounted to €58.1 million, i.e. 24.05% of sales, compared to €49.2 million in the previous year, i.e. 20.44% of the previous year's sales.

Financials	Increase %
Turnover €241.5 million	+0.3
Operating profit (EBITDA) €23.0 million	+60.6
Gross profit before taxes €58.1 million	+18.1
Net results after taxes	Increase %
Profit €3.3 million	+666.1

More information on ALUMIL's financial figures is available in the Company's Annual Financial Report, which is posted on the corporate website.



For the year 2019, the Company received financial support of €107,901.31 from the Centre for Research and Technological Hellas (EKETA), under the EU Project «H2020 PLUG-N-HARVEST-Plug-n-play passive and active». The aim of the project is to create special structures for buildings with integrated photovoltaics, so that the buildings themselves can generate energy and be largely self-sufficient.

Awards

Our reputation, credibility and innovative character are recognised through the awards and distinctions we receive. In return, this gives us strength and motivation to further improve and develop our business processes.



Manufacturing Excellence Awards: In the 2019 Manufacturing Excellence Awards, the company received two gold awards, in the 'Investment and Strategy' and the 'Innovation and New Technologies' categories. ALUMIL was the only extrusion company that received 2 gold awards in this event.



Superbrands Greece: For three years (2016, 2018, 2019) we were designated a SUPERBRAND in the construction materials category. The criteria on the basis of which companies are voted and designated include brand recognition, reputation, credibility, long-term consistency and corporate responsibility in the following areas: Market (quality and price of product or service), Industrial relations (lawful and transparent operation, work climate and practices), Society (sponsorships, cultural and social initiatives) and Environment (protection and reduction of negative environmental impacts).



Archiproducts Design Awards: Our advanced and innovative SMARTIA M630 PHOS system earned us an award in 2019 at the Archiproducts Design Awards. It is one of the most prominent architectural websites in the world, hosting major projects, leading companies and products, with distinguished members of the architectural community among its daily visitors.

Memberships with Associations

Given that we see our Company as an integral part of society, we fully embrace the concept of “corporate citizenship” and support or cooperate with national agencies, networks

and associations, thus contributing to the development of our industry and aiming at the continuous improvement of our products and services. ALUMIL is a member of the following bodies:



European Aluminium Association



Greek Exporters' Association (SEVE)



Aluminium Association of Greece



Hellenic Passive Building Institute (EIPAK)



Alexander Innovation Zone S.A.



CSR HELLAS



Federation of Industries of Greece (SBE)



UN GLOBAL COMPACT



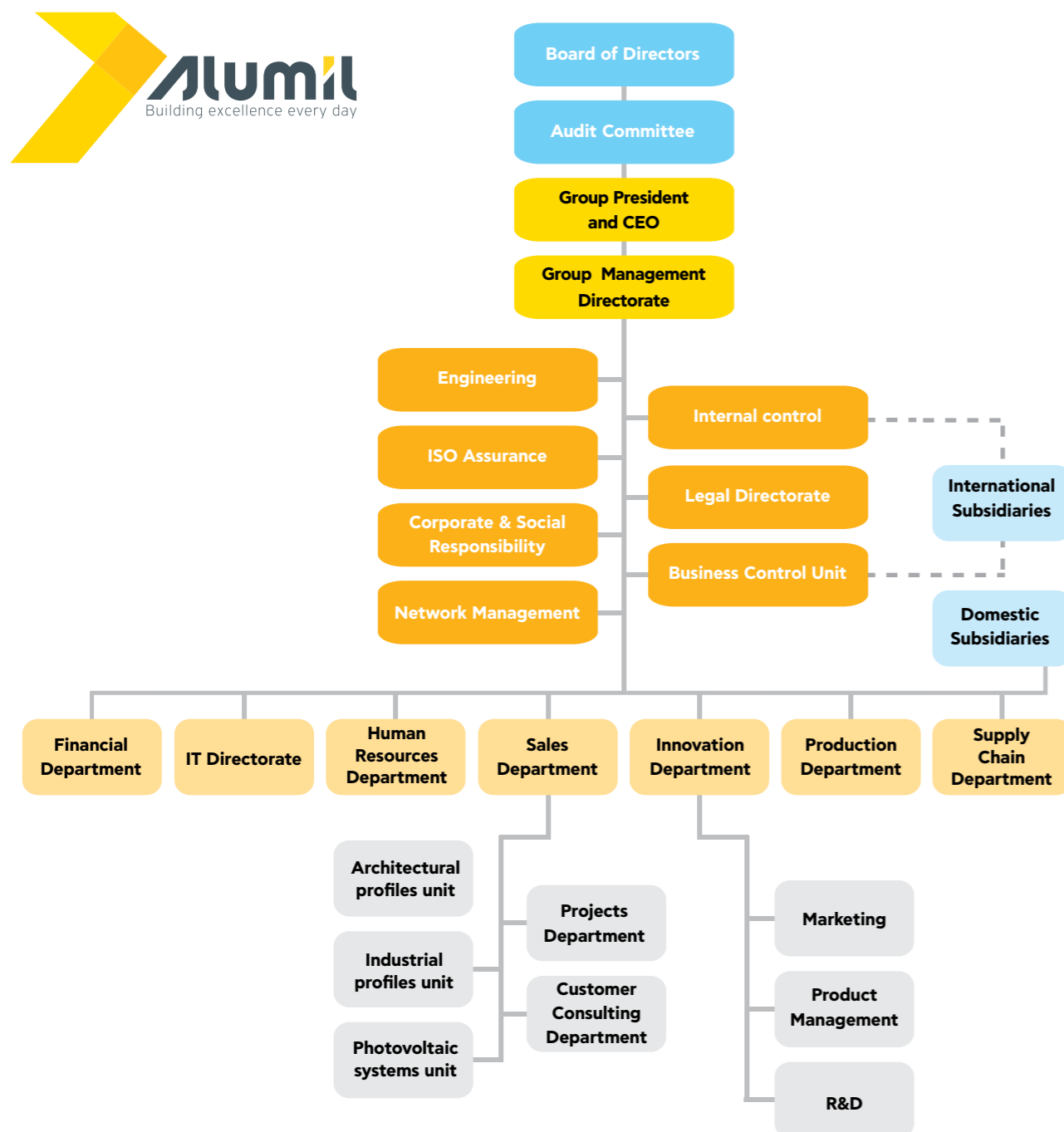
Corporate Governance

Effective Corporate Governance is a critical success factor and is therefore at the heart of all strategic decisions. Our Company applies modern corporate governance methods, aiming to serve corporate interests, as well as the interests of all stakeholders. Our governance strategy focuses on promoting

flexibility, quality, innovation, and top of the line customer service.

Organisation chart

The Company's organisation chart offers a simplified representation of its structure and business functions, as shown below:



Statement of Principles and Intentions

Following the clear direction set by Senior Management, our Company pursues an integrated policy on Quality Management, Environmental Protection, and the protection of employees' Health and Safety. Our main objective is to continuously develop, implement, and improve these three management systems, which are the cornerstone of our success.

To ensure effective implementation of the above, our Company takes the necessary measures so that this policy:

- Is suitable for the purpose of the organisation, the nature, scope, environmental impact, and risk of the Company's activities, products, and services.
- Includes a commitment to comply with customer requirements and to ensure that business operations are in line with the relevant environmental legislation, regulatory/legal provisions, and the Greek occupational health and safety legislation, as well as a commitment to continuously improve the effectiveness of the three management systems.
- Encompasses a commitment to continuously improving the factory's environmental and pollution prevention performance.
- Offers the means necessary to effectively address occupational health and safety issues related to the factory's operations, as well as prevention of occupational accidents and diseases.

- Provides the framework for establishing and reviewing objectives and targets for quality, environmental management, and occupational health & safety.
- Is documented, communicated, and understood within the organisation and known to all employees of the undertaking.
- Is available to the public, services, stakeholders, etc.
- Is under constant review to ensure continuing relevance.

Transparency

The procedures followed both internally and in the Company's relations with its Stakeholders are fully transparent. At ALUMIL we also want our suppliers to act responsibly, with integrity, honesty, and transparency. In addition, we believe that business as a whole should be guided by the respect for and compliance with applicable laws and regulations, both local and European. We have, after all, proven that we are seen as an absolutely "reliable interlocutor" in the business world.

Stakeholders

At ALUMIL we acknowledge that communication with our Stakeholders is at the heart of our strategy for sustainable development and business success. We recognise the diversity and needs of each Stakeholder Group, and aim to foster an open dialogue with all, as well as identify common solutions to their everyday challenges.

STAKE-HOLDERS	KEY REQUIREMENTS	COMMUNICATION AND FREQUENCY	OUR RESPONSE
Customers - Fabricators & Dealers	<p>Product safety.</p> <p>Innovation.</p> <p>Information.</p> <p>Continuous communication and response.</p> <p>Provision of certificates for systems.</p> <p>Training on system fabrication.</p>	<p>Daily communication through the Sales department and the website www.alumil.com that enables contact with the Company on any matter using the contact form.</p> <p>Strong presence in the construction industry printed and electronic press (magazines and websites), where the Company regularly publishes its news (new products, services, etc.).</p> <p>Monthly newsletter with our most important news.</p> <p>Participation in industry exhibitions and conferences. Roadshows all over Greece and information on new products and services.</p> <p>Visits to the Company's showrooms.</p>	<p>Fabricators, as our Company's direct customers, are a key source of information for product improvements and new solutions.</p> <p>Continuous technical support, training, promotional material.</p> <p>We provide certificates for our systems so that our partner fabricators can issue the CE certificate for the products they deliver to end consumers.</p>
Customers - Architects	<p>Product safety.</p> <p>Innovation.</p> <p>Information.</p> <p>Constant communication and response.</p> <p>Training on technical matters.</p>	<p>Daily communication through our team of Consultant Architects and Engineers (visits to the architectural offices, telephone communication, email) and the website www.alumil.com.</p> <p>Strong presence in the architectural industry printed and electronic press (magazines and websites), where the Company regularly publishes its news (new products, services, etc.).</p> <p>Monthly newsletter with our most important news.</p> <p>Training on technical matters through "ALUMIL Academy".</p> <p>Participation in the most influential architectural events in the country, with key sponsorships.</p> <p>Presence in exhibitions that attract the architectural audience both in Greece and abroad.</p> <p>Information campaigns on our innovative products.</p> <p>Organising the international architectural competition "Arxellence".</p> <p>Visits to the Company's showrooms.</p>	<p>For our Company, the needs of architects are always at the forefront. In terms of design, the information we receive is translated into products that meet their design needs.</p> <p>Advisory and support on technical matters, especially in projects with specific requirements.</p>

STAKE-HOLDERS	KEY REQUIREMENTS	COMMUNICATION AND FREQUENCY	OUR RESPONSE
End Consumers	<p>Product safety.</p> <p>Innovation.</p> <p>Information.</p> <p>Continuous communication and response.</p>	<p>Intensive communication campaigns with nationwide reach throughout the year.</p> <p>Communication through the website www.alumil.com.</p> <p>Daily communication through Social Media (Facebook, Instagram, LinkedIn) and response to consumer questions.</p> <p>Visits to the Company's showrooms, where our consultants are at the consumers' disposal.</p> <p>Participation as sponsors in major social events-happenings.</p>	<p>We make sure that with the products we design, end consumers enjoy safety, thermal insulation, sound insulation, protection from extreme weather events, shading, and aesthetic enhancement. Our goal is to ensure that, by choosing ALUMIL aluminium systems, consumers enjoy multiple benefits with a significant improvement in their standard of living.</p>
Employees	<p>Occupational health and safety.</p> <p>Training and advancement.</p> <p>Meritocracy.</p> <p>Stability.</p> <p>Benefits.</p>	<p>Daily contact (email, phone).</p> <p>Newsletter.</p> <p>Events.</p> <p>Intranet.</p>	<p>In matters relating to the Health and Safety of our employees, the Company's Management always listens attentively to concerns and suggestions for improvement, constantly optimizing the work environment.</p> <p>As a result of our employees' and the local community's environmental sensitivity, we rapidly adopted environmental protection measures and developed production processes with the smallest possible environmental footprint.</p>
Local communities	<p>Jobs.</p> <p>Local suppliers.</p> <p>Environmental performance monitoring.</p>	<p>Events.</p> <p>Social Media.</p> <p>Website.</p>	<p>As a result of our employees' and the local community's environmental sensitivity, we rapidly adopted environmental protection measures and developed production processes with the smallest possible environmental footprint.</p>
Suppliers	<p>Consistency in payments.</p> <p>Observance of agreed terms.</p> <p>Smooth co-operation.</p> <p>Supporting local suppliers.</p>	<p>Email.</p> <p>Telephone.</p> <p>Reports.</p>	<p>We see our suppliers as strategic partners and foster long-term relationships with them to maximize the added value stemming from our good co-operation.</p>

STAKE-HOLDERS	KEY REQUI-REMENTS	COMMUNICATION AND FREQUENCY	OUR RESPONSE
Shareholders/ Investors	Return on investment.	Shareholders' meeting.	As a company listed on the Athens Stock Exchange, our shareholders are the people who believe in our Company and its growth. We make sure that we always timely provide them with important information about its investment decisions, financial performance, and everything else related to its operation.
	Attracting new investors.	Email.	
	Development of new products and penetrating new markets.	Corporate Website.	
	Competitiveness.		
	Transparency.		
	Risk Management.		
Banks/Financial institutions	Valid information on financial results.	Telephone.	We maintain stable partnerships with the banks and consider them strategic partners covering our Company's financing needs.
	Safeguarding sustainability.	Email.	
		Meetings.	

Material Topics for ALUMIL

To identify and analyse the material topics of concern for ALUMIL that have a major impact on our Stakeholders, we applied a specific methodology based on the guidelines of the GRI Standards. We developed a questionnaire, which was communicated to our Stakeholders to clarify their views on the importance of material topics.

Materiality assessment:

Step 1: Identify and prioritise key Stakeholders to be included in the process of identifying material topics.

Step 2: Identify and prioritise key sustainable development indicators using the guidelines of the Global Reporting Initiative (GRI)

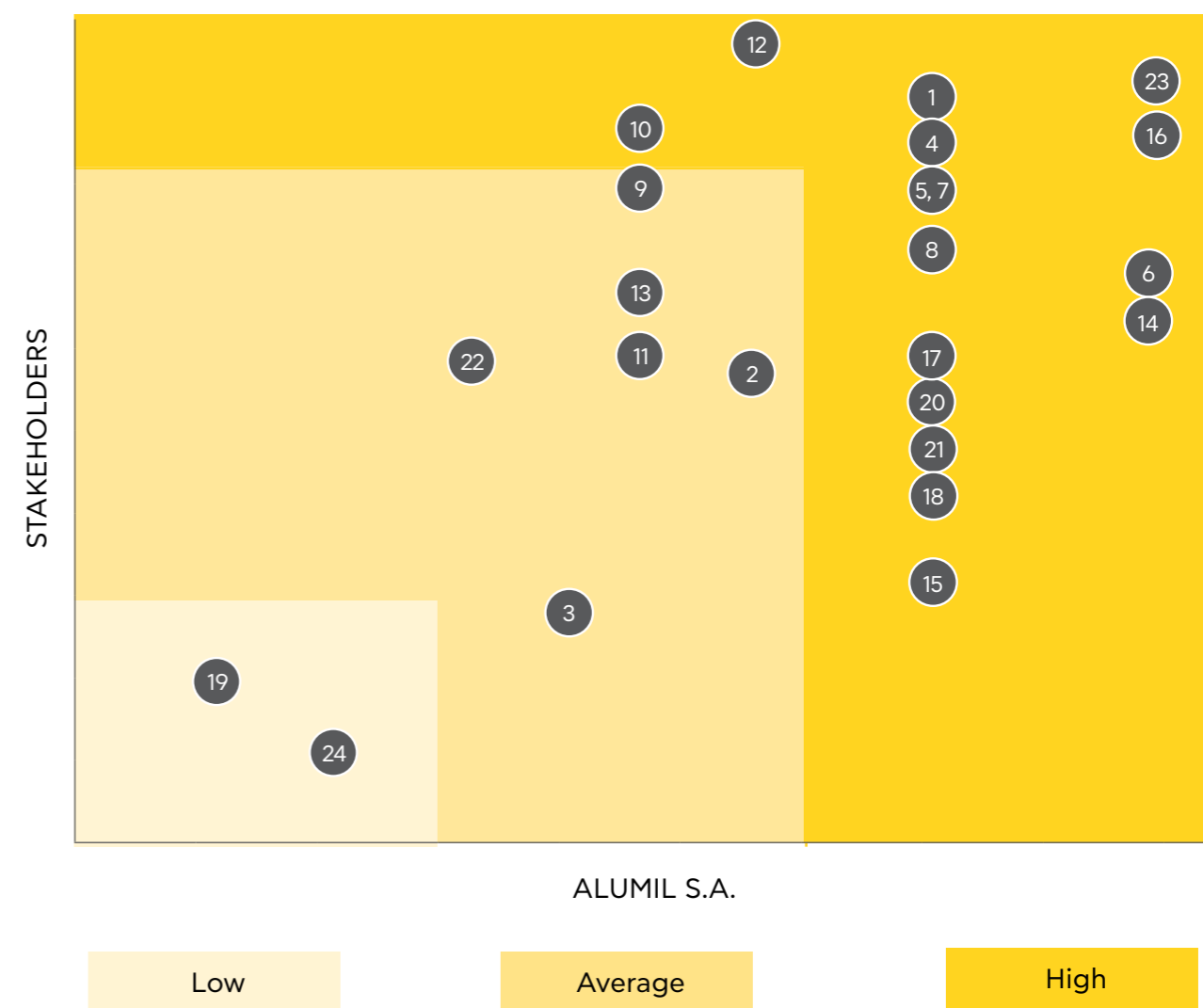
Step 3: Conduct a survey, using a quality questionnaire, to identify the material topics as seen by the Stakeholders and by Management

Step 4: Create a matrix to represent material topics.

Following the completion of the consultation process with the Company's Stakeholders, as well as with the Management Team, the following material topics emerged:

- Consumer Health and Safety
- Occupational Health and Safety
- Environmental Compliance
- Market Presence
- Anti- Corruption
- Waste Management
- Anti-Competitive Behaviour
- Raw Materials
- Energy Consumption
- Economic Performance
- Employment
- Employee Training
- Non-discrimination
- Local Communities
- Diversity
- Labour/ Management relations

The following table shows the material topics that are of great importance to both our Company and our Stakeholders.



Material Topics for ALUMIL	
1 Market Presence	13 Supplier Assessment/ Environmental practices
2 Indirect Social Impacts	14 Employment
3 Procurement Practices	15 Labour/ Management relations
4 Anti-corruption	16 Occupational Health and Safety
5 Anti-Competitive Behaviour	17 Employee Training
6 Economic Performance	18 Diversity
7 Raw Materials	19 Freedom of Associations
8 Energy Consumption	20 Non-discrimination
9 Emissions	21 Local Communities
10 Waste Management	22 Supplier Assessment/ Labour Practices
11 Water Consumption	23 Consumer Health and Safety
12 Environmental Compliance	24 Penalties and Fines



EMPLOYEES

EMPLOYEES: THE SOURCE OF OUR SUCCESS

Our main priority is to care for and support our people who are the driving force of ALUMIL and are always at the heart of our operations.

At ALUMIL, we have created a work environment where our people contribute to realising the Company's vision, through their professional and personal development. We invest in the professional advancement of our people, while creating the right conditions enabling them to continuously improve their performance. We give our employees the opportunity to grow and advance within the Company, both in Greece and abroad.

In 2019, ALUMIL S.A. employed 835 people from Kilkis, Thessaloniki, Athens, Xanthi and Komotini.

All the Company's employees work under full-time, indefinite term employment contracts, while there are no collective agreements.





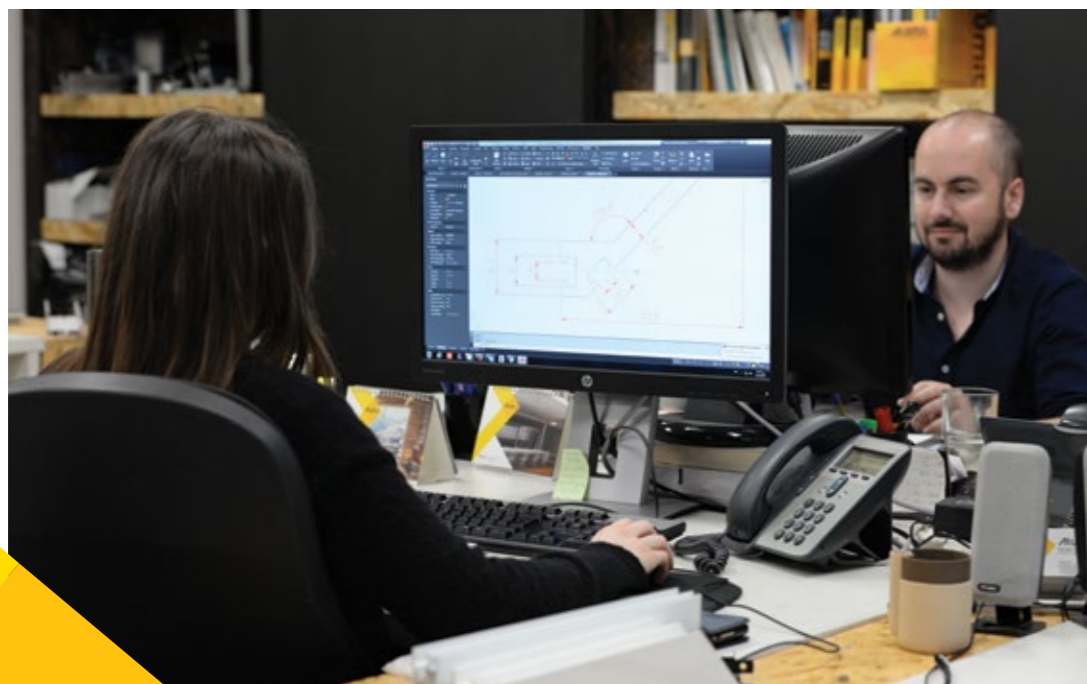
Region	Men	Women	TOTAL
Kilkis	593	80	673
Thessaloniki	104	39	143
Athens	12	5	17
Xanthi	0	1	1
Komotini	1	0	1
TOTAL	710	125	835

All the Company's employees work under full-time, indefinite term employment contracts, while there are no collective agreements.

Levels	Men	Women	<30 years old	30-50 years old	>50 years old	Minority group*
Governance Body	80%	20%	0%	0%	100%	0%
Senior Management	94%	6%	0%	76%	24%	0%
Middle Management	81%	19%	0%	81%	19%	1,6%
Lower Management	85%	15%	18%	62%	20%	7%
Operational Functions	91%	9%	17%	60%	23%	8,4%
Administrative Functions	71%	29%	14%	75%	11%	0,9%

*Minority group refers to a percentage of employees who have nationality other than Greek.

The percentage of employees in the Management Team and in the greater Kilkis area where the factory is located was 23%.



Recruitments 2019	
Number of recruitments	142
Recruitment rate*	81%
Men	89%
Women	11%
<30	43%
30-50	53%
>50	4%
Kilkis	68%
Thessaloniki	28%
Athens	4%

*The recruitment rate was calculated by dividing the total number of recruitments that remained active until the end of 2019 by the total number of recruitments in 2019.

Employee turnover 2019	
Number of employee exits	125
Employee turnover rate*	15%
Men	93%
Women	7%
<30	26%
30-50	64%
>50	10%
Kilkis	87%
Thessaloniki	11%
Athens	2%

*The annual employee turnover rate was calculated by dividing the total number of exits for 2019 by the number resulting from the addition of active employees at the beginning of the year until the end of the year, and dividing this number by 2.

Human Resources Development and Management

People are ALUMIL's most valuable asset. They are the ones who, with their persistence and commitment, have led the Company to the top. At ALUMIL we constantly invest in our people, as reflected in the following benefits offered:

- Group Private Life and Health Insurance for all our employees.
- Pension plan for all middle and senior management executives. At ALUMIL we provide a cost-free retirement plan, in the form of a systematic savings plan.
- Innovative distance learning platform "ALUMIL e-learning" with electronic courses, educational programs for all our functions, and interactive games.
- A company lending library with various categories of books for our employees.
- A dynamic Health and Safety department with many actions and responsibilities (volunteer team, blood donation team, training seminars on safety and security at work, first aid seminars).
- Reviewing and strengthening the Performance Management System for all our employees.
- Special emphasis is placed on optimizing working relations, so the company hired a psychologist specialising in industrial psychology.
- Increased investments in employee training and development through specialised training seminars for all departments.
- Events organised outside the workplace for our employees and their families ("Family day", "Pitsiriki day", hikes, etc.).

Our Company strictly observes the country's labour legislation, and therefore no employee receives pay below the statutory minimum wage, the amount of which depends on an employee's years of service in the company.

In 2019, the remuneration of 73% of all our staff was above the minimum wage. 27% of our employees received the minimum wage, of which 9% were women and 91% men with positions in the Company's production operations.

Ratio* of Women's to Men's salaries in each category

Senior Management	0,87 : 1
Middle Management	0,87 : 1
Lower Management	1,03 : 1
Operational Functions	0,97 : 1
Administrative Functions	0,69 : 1

*The ratio was calculated by dividing the average salary of women by the average salary of men in each category, by 1.

2019 Maternity/Paternity leave

All our employees are entitled to the statutory maternity/paternity leave. 27 employees took such leave in 2019 and then returned to work as normal.



2019 Maternity/Paternity leave			
Total number of employees on maternity/paternity leave	27	0	27
Total number of employees who returned to work after maternity/paternity leave	27	0	27
Total number of employees who returned to work after expiry of maternity/paternity leave and remained for 12 months	24	0	24
Employee return rate	100%		
Employee retention rate	89%		

ADDRESSING DISCRIMINATION

In the event of possible incidents of discrimination occurring within the Company, the Human Resources Department has a very important role to play. Informing staff on discrimination issues, for raising awareness, training, and properly addressing such phenomena, is of paramount importance in order to make it clear to all employees that such behaviours will not be tolerated by the Company and should be disclosed so that the competent persons can take suitable action to address them, always with absolute secrecy, discretion and promptness.

INFORMING EMPLOYEES

A key point for our Company is timely informing employees on issues that concern them directly. The time of advance notice depends on the issue. On issues relating to summer leave, staff may be informed up to 20 weeks in advance. On other issues involving changes of a more short-term nature that may affect the way they work, employees are usually given a reasonable notice period ranging from one to three weeks.

Occupational Health and Safety

By setting the Health and Safety of our employees as a strategic priority, ALUMIL implements specific policies around these issues, meeting the requirements of international standards, but also conducting regular workplace training. The Company also keeps annual records of Key Performance Indicators (KPIs) on injuries and accidents in order to reliably collect data and initiate appropriate corrective actions, if necessary.

HEALTH AND SAFETY POLICY

At ALUMIL, ensuring the conditions for the protection of employees' Health and Safety is our constant goal and daily pursuit. The Company's Management is committed vis-à-vis employees and society for the responsible and safe operation of its facilities, in ac-

cordance with the rules of law and ethics.

In practice, the Company addresses Occupational Health and Safety issues through the implementation of a Management System aimed at raising awareness and actively involving all its employees. The Company's Management System meets the requirements of international standard BS OHSAS 18001:2007 on Occupational Health and Safety.

Risks at work are identified and evaluated in order to take appropriate measures to address them. Due consideration is given to near-miss accidents which can reveal unidentified risks and/or cause the reassessment of those already identified. Appropriate software installed on all corporate tablets and phone devices is used to properly manage these issues.



WORKPLACE SAFETY TRAINING

At ALUMIL we believe that training our employees on Health and Safety issues is of paramount importance. In 2019, we organised training sessions for all our employees on the following:

- "Evacuation Plan" and "Use of Fire Extinguishing Means", performed by the Safety Engineer and the Fire Service;
- "Basic Life Support" and "Use of Defibrillator", performed by ALUMIL's accredited rescuer-employee;
- Training of forklift operators in the safe operation of forklifts, performed by TOYOTA;
- Training of forklift operators in the safe operation of forklifts at ALUMIL, performed by the Safety Engineer;
- Training of the Special Packaging Department in the safe use of cutting machines (saws), performed by the Safety Engineer;
- "Basic Safety Standards" training for all newly recruited employees.

ACCIDENT POLICY

The Company's goal is to have zero accidents and it takes all necessary measures to achieve this goal. Apart from the number of fatal accidents, which was zero, the Company also measures two important indica-

tors related to the Health and Safety of our employees in order to ensure a data-driven approach. The first is the Lost Time Case rate (LTC) and the second the Severity rate.



Number of fatal accidents in 2019	0
LTC Rate	1.61
Severity Rate	11.23

The low values of the above Key Performance Indicators reveal that our safety training programs are adequate, that our machinery is updated and functioning properly, and that the Company has designated an adequate number of safety employees.



Employee Training

For the development of our employees, but also in support of our general philosophy of placing each employee in a position of responsibility for effective quality control of our products and services, we strive to continuously provide training on a variety of issues recognised as crucial.

EMPLOYEES IN PRODUCTION

By placing special emphasis on the importance of the human factor in achieving high quality, we set specific quality control guidelines for each post, which must be diligently observed. In addition, there are regular training seminars on new products, as well as re-training for existing ones.

In addition, we use a digital information system through which experience gained during production can be digitally recalled whenever a particular product is produced. Finally, with their continuous presence at the various stages of production, specialised quality control staff train and retrain our employees continuously.

EMPLOYEES IN THE COMMERCIAL DEPARTMENT

During 2019, a kind of performance review was conducted on 100% of the Company's staff that had completed 6 months of employment in the Company.

Furthermore, training sessions were organised by many different departments for various employee categories. Training concerned health and safety, management, IT, human resources management, legal, customer management, logistics, marketing, foreign languages, production issues, finance, procurement, and management systems.

Another training dimension was the induction training received by employees recruited in 2019, in order to gain a complete picture of the way the Company operates and of its culture. The purpose of these training sessions, also depending on the type of training, is to offer an in-depth understanding of certain tools, concepts, and programs, or to learn new skills in order to upgrade the qual-

ity of work, and to add to the skills that each trainee possesses or has acquired along the way, with a view to performing their work optimally.

FEW EXAMPLES OF TRAININGS PERFORMED:

- Project Management for All
- Risk Management
- English
- Economics for Non-economists
- Metallurgy seminars
- Autocad
- First aid
- Negotiating
- Safe Freight Transport by Road



Average training hours in 2019	
Men	8.5
Women	9.4
Administrative Function	10.5
Operational Function	8.5
Senior Management	20
Middle Management	7.9
Lower Management	9.1
General Average	9.8

Training hours relate to all the training conducted in 2019, including the induction training and some online training.





SOCIETY

CLOSE TO OUR PEOPLE AND SOCIETY

By expressing our social sensitivity, both as a Company and as a community, we strive to organise actions for our employees and partners, but also for their families, while supporting many organisations through donations and sponsorships.

Actions for our People

We want to support our people, both our employees as well as our business partners, and for this reason we have put into place initiatives that are created through our desire to offer a high quality working environment, as well as provide strong career opportunities. In addition, we want to ensure their good health and to interact with their families, while we also express our social sensitivity through the organization of voluntary blood donations.



ALUMIL Academy

HIGH LEVEL LIFELONG LEARNING FOR OUR PARTNER FABRICATORS

The new "ALUMIL Academy" opened its doors to fabricators to help our partners offer their customers upgraded products and services, giving them a considerable competitive edge.

The "ALUMIL Academy" curriculum was designed to enable lifelong training on all the Company's products, new and existing ones. In addition, an equally important objective of the Academy is the quick and effective entry of new partners into the ALUMIL family.



The curriculum was prepared on the basis of an internationally accepted academic method. The objectives of training courses and of each theme are classified according to the dominant trends in internation-

al literature and practice, on three levels: knowledge, capabilities, and attitudes and behaviours. Based on the above, "ALUMIL Academy" offers technical training in all architectural systems, both theoretical and

practical, but also includes a series of learning modules to complement the technical training of systems fabrication, such as glazing, framing, introduction to aluminium, quality problems and how to address them, glass panes, organisation, production, costing, "green" skills, and many more.

Training courses last between 4 and 80 hours and are intended for all ALUMIL's

partner fabricators, in Greece and abroad. Courses have been designed so as to enable learners to raise their knowledge level, according to their learning needs, through active participation.

ALUMIL's constant pursuit and top priority is to work together with its partners towards growth, sharing the common vision for manufacturing excellence.



Job Satisfaction Survey

The annual employee satisfaction survey was carried out within the framework of measuring job satisfaction in the Company, in order to identify the strong points and, more importantly, areas in need of improvement that concern Human Resources management and development.

The questionnaire was, as always, anonymous and the replies confidential, in order to ensure objectivity and honesty of views. The goal was to apply statistical processing, so as to identify the most crucial points to improve the work environment offered to our employees. The survey was based on an extensive questionnaire with a 5-step response scale, divided into 14 general organisational behavioural factors that impact job satisfaction. In addition, the questionnaire also consisted of 11 open-ended questions, where employees could freely express their views on a variety of issues. Note that the Company takes seriously the suggestions resulting from these open-ended questions, and has already acted on some of them.



THE 14 FACTORS ARE:

- 1  Business and Management Policy
- 2  Mode of Supervision
- 3  Interpersonal Relations
- 4  Safety - Security
- 5  Working Conditions
- 6  Position
- 7  Achievements
- 8  Recognition
- 9  Development Possibilities
- 10  Promotion Possibilities
- 11  Work Appeal
- 12  Responsibility - Freedom to take Initiative
- 13  Communication
- 14  Evaluation

The participation rate in the survey is high with 84% of all employees participating. The numeric overall satisfaction average for 2019 remained high, with a score of 4.1 out of 5.



Vocational Guidance Day

The 2nd Vocational Guidance Day, was successfully organised at the Efkarpia facilities, with the participation of approximately 90 children, aged 14-17, parents, and colleagues, who were informed about:

- Higher education schools
- Labour market
- How to choose which School to go to
- School courses
- Professional Rights associated with each School
- Employment options depending on the School
- Answers to questions from parents and children

The aim of this workshop was to motivate children and encourage them to pursue their goals and dreams, as well as to broaden their thoughts on the final choice of a higher education school. This workshop is considered one of the best of its kind and the information that children, and parents received, will help them make the crucial decisions for their studies.

ALUMIL Family Day

Alumil Family Day, at Domaine Liknos, in Lefkohori, Thessaloniki. Colleagues either with their families, friends or alone, had the opportunity to relax in a beautiful setting and enjoy coffee and lunch. Children had loads of fun, engaged either with the available activi-



ties, or played with the entertainers. This year, there was a balloon which stirred up a lot of enthusiasm and children could take a short ride in it at a certain height. For the first time, colleagues from the Serres plant participated in the event as well, bringing the total turnout to more than 1000 people, once again showing the size of ALUMIL's large family.

First Aid Training

Every year, our Company organises special seminars for all employees on First Aid. In addition, a pocket manual has been distributed to all employees, with all the information one might need to know about basic First Aid, which, if administered timely and correctly, can save lives.

Voluntary Blood Donations

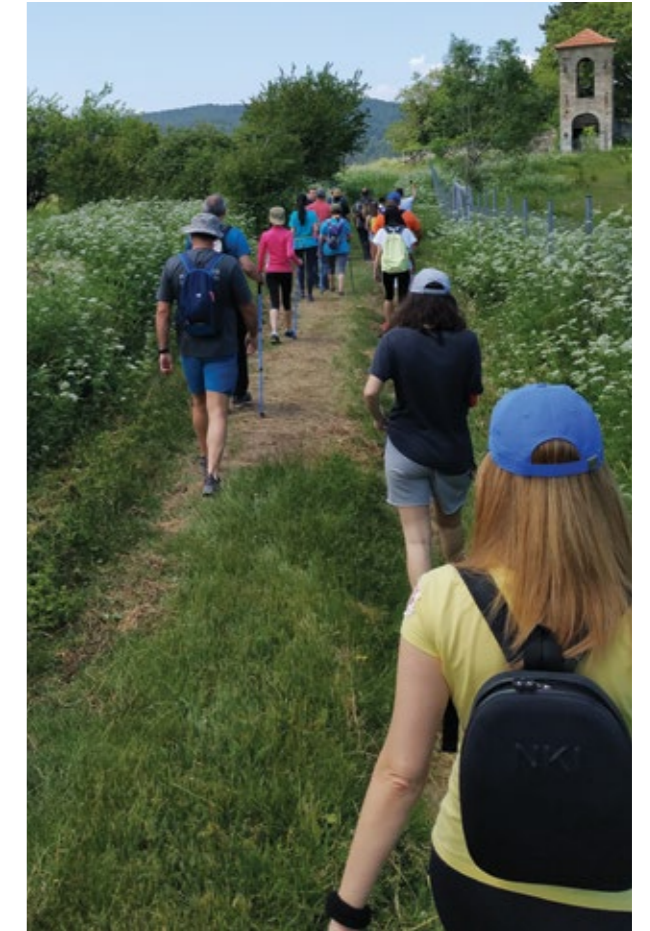
In 2019, four voluntary blood donation days were organised at our facilities in Kilkis and Efkarpia. The turnout was high, creating quite a considerable blood stock, which will help unfortunate fellow human beings cope with the deadly consequences of excessive blood loss.

Activities for Employees

For relaxation through contact with nature, in 2019 we organised hiking trips to areas known for their natural beauty and unique trails. Many people participated in these outings, a fact that reveals their true value.

HIKING TRIP TO PELION

A record number of people participated in the mountain hiking event organised by the Company in Mount Pelion. More than 150 of our employees participated in hikes along trails chosen carefully by our experienced moun-



tain guide. Hikers wondered at the beauty of nature and the traditional villages of Pelion, rode the famous quaint train along the Milies – Ano Lechonia route, enjoyed lunch in Agios Ioannis and took an evening stroll in Volos.

HIKING TRIP TO VELVENTOS, KOZANI

Another mountain hiking trip was organised, this time to Velventos in Kozani and the surrounding area, with the participation of around 85 employees, who marvelled at the natural beauty of the landscape. After taking in the unique view of Polyfytos Lake, about 50 people went down the "Kangelia" trail, while the rest crossed the "Ennia Pieridon Mousson" or "Skepasmeno Canyon".

Our Contribution to Local Communities

In support of the communities in which we operate, we make sponsorships and donations to major institutions that support research, culture, and entrepreneurship.

SUPPORTING SOCIETY, RESEARCH AND CULTURE

At ALUMIL, we strive to be close to society, supporting initiatives that promote solidarity, academic research, and culture. For this reason, we made donations and sponsorships, in support of significant endeavours that focus on these values.

ARISTOTELOUS SQUARE SPONSORSHIP - CHRISTMAS VILLAGE
THE SMILE OF THE CHILD / SPONSORSHIP
MAKE A WISH DONATION
FIRE SERVICE DONATION
FIRE SERVICE SPONSORSHIP
UNIVERSITY OF THESSALY / RESEARCH FOR REUSE OF BUILDINGS AND SETS
ARISTOTELION UNIVERSITY OF THESSALONIKI RESEARCH FUND/ AUTH SPONSORSHIP FOR PROJECTS WITH TEXAS UNIVERSITY
HELLENIC PASSIVE BUILDING INSTITUTE (EIPAK) / SPONSORSHIP
OPEN HOUSE GREECE / SPONSORSHIP
MUSEUM OF THE MACEDONIAN STRUGGLE FOUNDATION / DONATION
PARTICIPATION IN THE INTERNATIONAL MARATHON ALEXANDER THE GREAT / THESSALONIKI NIGHT HALF-MARATHON
THE CULTURAL SOCIETY OF NORTHERN GREECE ENTREPRENEURS / ANNUAL MEMBERSHIP FEE
THE CULTURAL SOCIETY OF NORTHERN GREECE ENTREPRENEURS / SPONSORSHIP OF THESSALONIKEON POLIS QUARTERLY PUBLICATION
KILKIS CUSTOMS OFFICE SPONSORSHIP

TOTAL €39.000

SUPPORTING INSTITUTIONAL BODIES

We stand by major local actors, who, through their actions, ensure the advancement and development of entrepreneurship in Greece, as we firmly believe that entrepre-

neurship “unlocks” progress opportunities for society as a whole and contributes to improving the standard of living of all of us.

GREEK EXPORTERS' ASSOCIATION (SEVE) / SPONSORSHIP
FEDERATION OF INDUSTRIES OF NORTHERN GREECE / SPONSORSHIP
GERMAN-HELLENIC CHAMBER OF COMMERCE AND INDUSTRY / SPONSORSHIP TO THE GERMAN-HELLENIC CHAMBER
ALEXANDER INNOVATION ZONE S.A.

TOTAL €36.200





ENVIRONMENT

RESPECT FOR THE ENVIRONMENT










ALUMIL, being a constantly growing aluminium systems company, recognises that economic growth can and must go hand in hand with a healthy and safe environment. Therefore, an important part of our goals has always been to combine our dynamic activity with the necessary respect for the environment, protecting and improving it. That is why, since 2002, we have been implementing a certified environmental management system in accordance with EN ISO 14001.

In this context, we fully comply with the country's environmental legislation and apply some additional principles for environmental improvement.



Continuous Environmental Improvement Principles

To meet the above objective, ALUMIL's Management Team commits to provide the necessary financial and human resources in order to achieve:

-  Integrating environmental thinking into its day-to-day decision-making.
-  More rational use of natural resources and energy.
-  Minimising negative environmental impacts.
-  Preventing and responding to emergencies that could have an impact on the environment.
-  Monitoring the development of new cleaner technologies with a view to adopting them.
-  Complying with and, where possible, exceeding the requirements of environmental legislation.
-  Constantly improving environmental performance.
-  Environmental awareness of its staff, customers, and suppliers.
-  Disclosure of this policy to the staff and ensuring its availability to all stakeholders.
-  Actions for rational management of energy resources in the production and distribution of products.

To protect the environment in practice and not only in theory, we take the following measures:





-  We establish clear and measurable targets, where possible, to assess our environmental performance.
-  We conduct environmental inspections on a regular basis and introduce energy-saving measures.
-  We offer appropriate environmental training to our employees and especially to staff with significant environmental responsibilities.
-  We implement strategies to minimise and recycle our waste.
-  We take into account the environmental performance of our suppliers.
-  New expansion or development activities are also based on environmental criteria.
-  We establish procedures for the neutralisation and proper disposal of waste.
-  We finance all the above measures to achieve our environmental objectives.

Raw Materials




In the context of controlling our impact on the environment, we carry out a systematic inventory of the materials we use, since this is the only way we can have a complete picture of the current situation at all times, and of the further corrective actions we need to implement for the optimum strategy.

The following tables detail all the quantities of materials used for the Company's operation, distinguished into recyclable and non-recyclable.





MATERIALS USED BY WEIGHT OR VOLUME

 RECYCLABLE/ NON-RECYCLABLE	 MATERIAL	 QTY	 UNITS
EXTRUSION			
NON-RECYCLABLE	NON-RECYCLABLE LUBRICANTS	1,768	Kg
RECYCLABLE	RECYCLABLE LUBRICANTS	30,368	L
	ALUMINIUM RAW MATERIAL	26,505,272	Kg
PACKAGING			
NON-RECYCLABLE	NON-RECYCLABLE LUBRICANTS	540	L
RECYCLABLE	PACKAGING PAPER VARIOUS TYPES	604,741	Kg
	3-PLY CARDBOARD 3.400 X 1.000	68,903	Pieces
	IMPORTED CARDBOARD 30 X 810	1.73	Package
	IMPORTED CARDBOARD 30 X 540	15.59	Package
	45mm X 45mm X 4mm brown PAPER ANGLE BOARD 6 m long	91,824	m
	CARDBOARD BC 24002 FANFOLD GERILLT 160 X 160 X 6100 NEW LOGO	8,541	Pieces
	PROTECTION FILM	725,749	m ²
	POLYETHYLENE SHEET	55,220	Kg
	TIMBER	1,080	m ³
	EUROPALLET 1.20 m X 0.80 m white	1,176	Pieces
THERMAL INSULATING MATERIAL			
RECYCLABLE	POLYAMIDES	7,976,730	m
POWDER-COATING UNIT			
NON-RECYCLABLE	POWDER	410,664	Kg
	BATH CHEMICALS	240,783	Kg
ANODIZING			
NON-RECYCLABLE	BATH CHEMICALS	677,666	Kg
	POLISHING PASTE	1,200	Kg
	STEEL BLASTING PELLETS	3,000	Kg
	LIME POWDER (FOR BIOLOGICAL TREATMENT)	9,280	Kg

PERCENTAGE OF RECYCLED INPUT MATERIALS

 MATERIAL	 QTY	 PER CENT
Primary Aluminium	11,878,033 kg	44.81%
Recycled Aluminium	14,627,239 kg	55.19%
Total	26,505,272 kg	

RECYCLED INPUT MATERIALS

 RECYCLABLE	 MATERIAL	 QTY	 UNITS
EXTRUSION			
RECYCLABLE	EXTRUSION RETURN SCRAP	3,309,704	Kg
PACKAGING			
RECYCLABLE	ALUMINIUM SCRAP	248,275	Kg
THERMAL INSULATING MATERIAL			
RECYCLABLE	ALUMINIUM SCRAP	284,786	Kg
POWDER-COATING UNIT			
RECYCLABLE	ALUMINIUM SCRAP	142,107	Kg
ANODIZING			
RECYCLABLE	ALUMINIUM SCRAP	4,276	Kg
OTHER PRODUCTION DEPARTMENTS			
RECYCLABLE	ALUMINIUM SCRAP	158,078	Kg
TOTAL		4,147,226	Kg
OTHER RECYCLED INPUT MATERIALS			
RECYCLABLE	PAPER	11,000	Kg
RECYCLABLE	NYLON	5,000	Kg

Environmental Management System

As mentioned above, our Environmental Management System (EMS) has been designed in accordance with international standard ISO 14001, which can be evaluated and certified by internationally recognised certification bodies.

This certificate ensures the harmonious coexistence of ALUMIL's activities with the natural environment. Since 2002, the Company has established and implements this Environmental Management System in aluminium extrusion, powder-coating, wood imitating surface treatment, and the production of thermal insulation profiles, i.e. in the most important production processes.

Based on the most significant environmental impacts from the factory's operation, and the environmental legislation and regulations, the Company sets targets -quantified where possible- leading to a reduction of the environmental impact, and defines the necessary procedures that need to be continuously applied in order to ensure that targets are met. The procedures applied will be monitored to ensure satisfactory application and, if necessary, appropriate corrective action will be taken. Meanwhile, the responsibilities and competences of appropriately trained staff carrying out these procedures are recorded.


Our Company's Environmental Management System includes a process to identify the environmental aspects of the factory's operation and evaluate them in order to determine the most important environmental impacts. The objectives set by the Company to achieve continuous improvement of its environmental performance are based on measurable data directly linked to the environmental impact of our production processes.


Furthermore, this process is triggered at least every time there are changes in the factory's operation (e.g. adding processes/departments, changes in processes or in materials used, etc.).


RECYCLING, WASTE REDUCTION AND ENERGY SAVING

The year 2007 marked the start of the "Green ALUMIL" sustainable environmental optimisation programme. In the same year, with the transition from LPG to natural gas, carbon dioxide (CO₂) emissions dropped by 65%.

We are committed to supporting environmentally friendly production processes, aiming to avoid and reduce environmental pollution, and the rational use of energy resources and raw materials. We focus on research and development of alternative and renewable energy sources and seek to have the least possible adverse impact on the environment. Therefore, since 2007 we have undertaken a series of upgrading, recycling, and saving actions:

 **2007:** We launched water recycling in all production process stages. With concrete actions, we managed to reduce water consumption by more than 80% in the extrusion and anodizing lines, and by 40% in the powder-coating lines.

 **2007:** We implemented an electricity saving programme leading to reduced electricity consumption by 12%.

 **2008:** We now use entirely TGIC-free surface treatments. In addition, through the environmental upgrading of the powder-coating lines, we have reduced the use of chemicals in the liquid waste disposal process and generally improved the quality of our liquid waste.

2009: We installed special collection and recycling/reuse equipment for excess powder paint that does not stick to the aluminium surface.

2010: We enhanced our aluminium recycling with an advanced aluminium foundry. Using high-quality recycled aluminium, 95% less electricity is required compared to the alumina electrolysis process. In addition, our foundry is one of the few in the world, partially powered by solar energy.

2014: We have applied a holistic recycling approach across the entire production process and are trying to recycle all types of waste. Specifically, in 2014 we recycled about 1,000 tonnes of non-metal waste (such as paper, plastic, wood).

2017: We replaced all HPS lamps in our production facilities with new, environmentally friendly LED lamps, achieving an 80% reduction in electricity consumption for lighting!

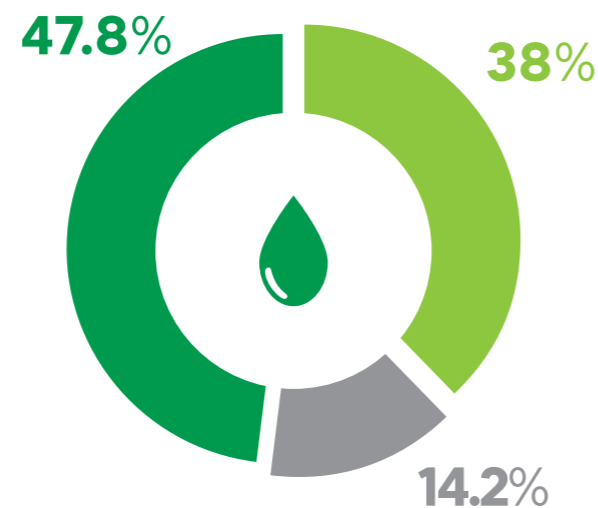


Water Use

Water is a key natural resource that we hope to preserve and leave unaffected by our operation, recognizing that it is a fundamental source of life.

In 2019, ALUMIL's facility in the industrial area of Kilkis consumed 176,961 m3 of water.

Of that:



38% was discharged through the powder-coating unit's wastewater treatment plant to the biological treatment plant of the Kilkis Industrial Area.

14.2% was discharged as municipal waste to the Industrial Area's biological treatment plant.

47.8% was recycled in the cooling and processing systems of the extrusion, powder coating, and anodizing processes.

The wastewater treatment method used at the facility is the neutralisation method by mixing acidic and basic flows, since the powder-coating unit's waste water does not contain any hazardous substance requiring special treatment.

Energy Consumption

To reduce our environmental footprint, it is necessary to make continuous measurements and checks. For this reason, we

record our Company's fuel, electrical power, and total energy consumption.

The results are presented in the table below:

2019 ENERGY CONSUMPTION		QTY	UNITS
DIESEL		236,500	L
PETROL		4,400	L
ELECTRICITY		19,194,260	kWh
NATURAL GAS		30,819,851	kWh
TOTAL ENERGY CONSUMPTION		50,014,111	kWh

* The above information has been obtained by the Company's provider measurements.

With accurate measurements we can carry out targeted actions to reduce our environmental footprint, making more efficient use

of the above energy resources, through machinery upgrades or production process optimisation.





MARKET

HOLISTIC MARKET SERVICE

Aiming for optimum performance and industrial production excellence, we have adopted a strategic plan for our complex supply chain, while being very thorough with audit and certification procedures according to international standards. By producing products of excellent quality and high added value, we are pioneers in our industry and always stand by our partners and customers to ensure they are fully satisfied.

The Complex ALUMIL Supply Chain

Our warehouses are managed through a modern warehouse management system, which is connected to the Company's central IT system and coordinates all the Group's warehouses worldwide.

Our advanced International Logistics Centre and our various warehouses around the world can serve global markets, anywhere and anytime. The strategic location of our production facilities in the heart of the Mediterranean and at the crossroads where West meets East offers an important strategic advantage that increases the effectiveness of all our distribution processes.

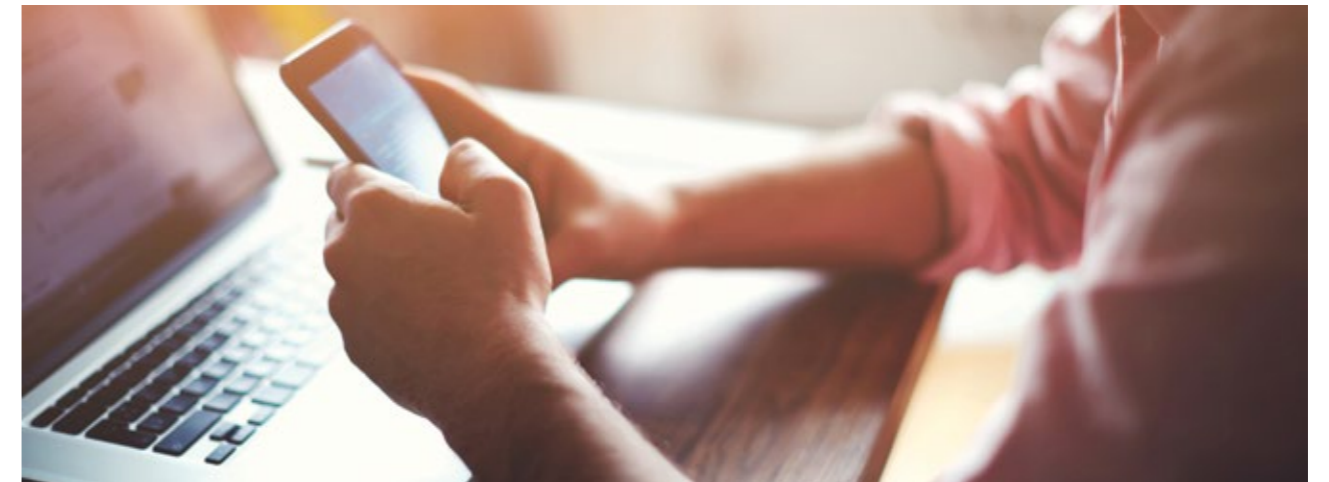


Our quick access to international ports ensures fast shipments and excellent maritime transport. In addition, we carefully select distribution partners and seek the best possible logistics solutions for our customers to ensure timely deliveries. Our advanced IT system handles the systematic monitoring of all processes, from raw material imports to finished product pricing.

Each year, the Company procures more than 6,500 different SKUs (raw and auxiliary materials and tradeable goods) from over 800 different suppliers. By processing them, it delivers over 34,000 different product SKUs annually through its subsidiaries' network. The subsidiaries then distribute the products through their 40 warehouses to thousands of customers in more than 60 countries. It is clear that managing such a complex supply chain is a daily challenge. Below are some of the most important projects that have been implemented to maximise the Supply Chain's effectiveness:

- In house development of MRP/TMS/BAR-CODE scanners/MES applications that meet ALUMIL's needs and improve supply chain management.

- Supply chain integration with common stock building/management and order fulfilment rules.
- Shared inventories with subsidiaries for optimum inventory management and node to node shipments.
- Order management automation with B2B circuit ("My ALUMIL").
- Autobook (Automated policies/pricing/credit checks).
- Automated order confirmations.
- Automated sharing of inventories/production proposals/purchases.
- Automated allocation of orders in shipping routes.
- All of the above are performed with no human intervention up to 80%.
- Completion of the Group's IT systems (B2B online ordering My ALUMIL, ERP, APS, MRP, WMS, APF etc.) for more effective coordination of the Group's subsidiaries and production factories (parent company and foreign subsidiaries).



LIFE IS EASIER WITH "MY ALUMIL"

With the innovative and award-winning B2B platform "MY ALUMIL" for online orders, our partners enjoy a comfortable and pleasant experience thanks to its intuitive user interface.

Always aiming at providing prompt and comprehensive information, the platform has a home page where users can learn the latest ALUMIL news, ordering policies and new product launches, as well as current product offers and promotions.

In addition, the ordering process has become as quick and easy as possible, with users being able to check the available stock of the products they choose, as well as oversee their entire order.

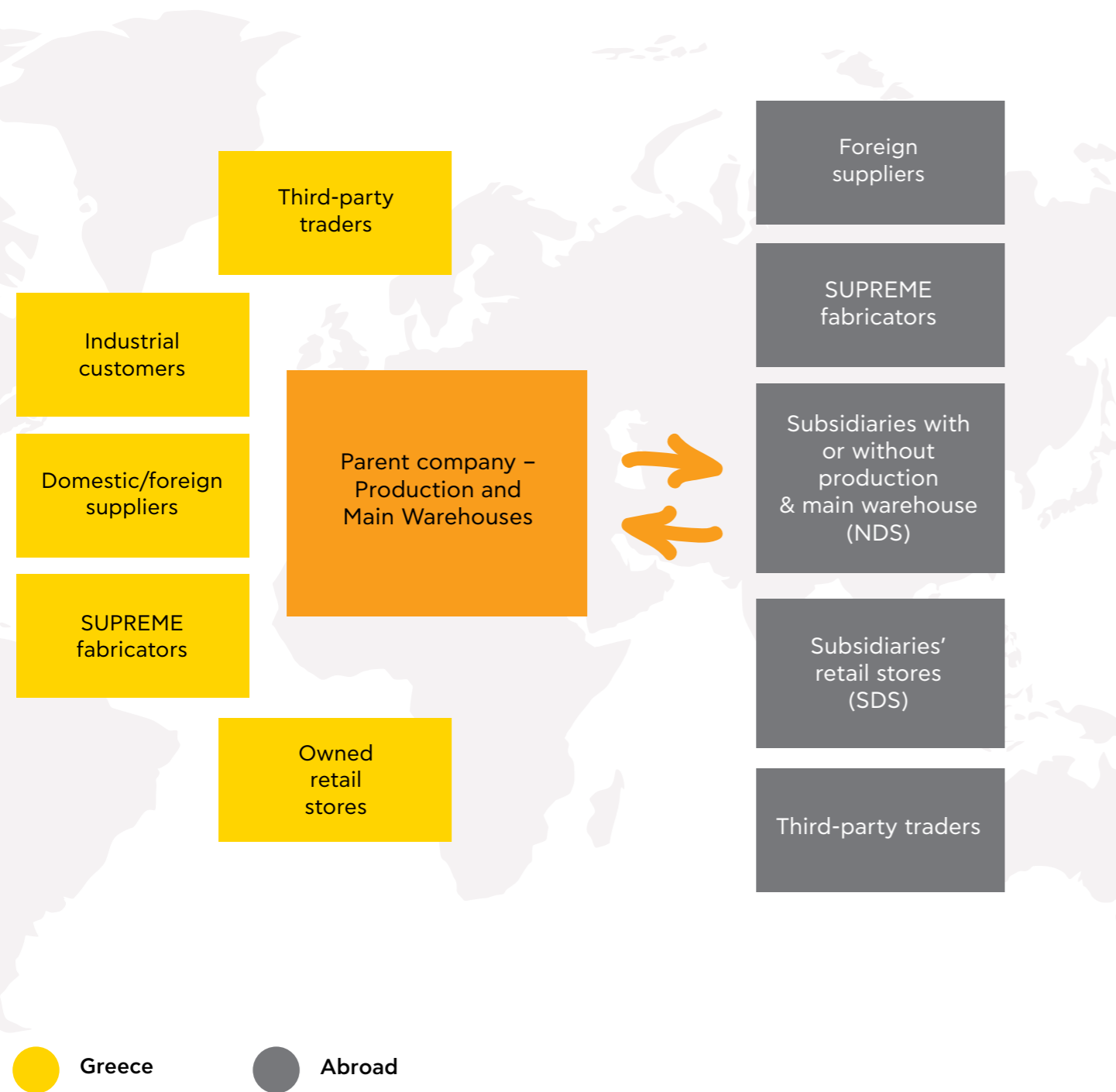
The contact form and notifications provide a very effective two-way communication, enabling the Company to be in constant contact with its partners and customers.

ALUMIL SUPPLY CHAIN

The process of ALUMIL's supply chain integration is based on information shared with all supply chain nodes, but also among the Company's internal departments/processes.

All orders and future requirements are collected by the parent Company, where proposed purchase requests are forwarded to Procurement, while proposed production orders are broken down into various needs for raw material. Raw materials play a very important role in the production of aluminium profiles and of various aluminium system components. For the needs in raw materials, a cycle of checks for existing purchase orders is repeated and possible new requirements are proposed, which are subsequently forwarded back to Procurement.

Due to the multiple and complex purchase and sale cycles, it is easy to see the complexity of ALUMIL's supply chain and the difficulty of correctly predicting production, ordering needs, and the correct inventory, both for process optimisation and for proper and prompt customer service. The following diagram shows how many parts of the Supply Chain the Company must coordinate to ensure its effective and efficient operation:



Both the subsidiaries and the extensive network of suppliers and customers are directly interdependent with the parent Company. Firstly, in the procurement cycle, we find hundreds of ALUMIL suppliers, supplying approximately 8,000 product SKUs (raw materials, semi-finished, finished products). Following, in the production cycle, there is a direct link with the subsidiaries,

which essentially play the role of main distributor in each country, supplying products to the various retail stores, whether owned or not. In addition, in the case of the special category of certified fabricators (SUPREME fabricators), the parent company and its subsidiaries sell directly to aluminium fabricators, without the mediation of a distributor or retailer.

Industrial Excellence

ALUMIL's excellence in industrial production is ensured by a set of strategic policies and the operation of advanced industrial facilities capable of carrying out all production processes for optimum results. Through high vertical integration, continuous quality controls, and the application of international standards in every aspect of our production process, we ensure the production of excellent products.

HIGH VERTICAL INTEGRATION

ALUMIL's main strategic option has always been the continuous improvement and expansion of its production capabilities. Thus, today it is one of the largest producers of architectural aluminium systems in Europe, with a production capacity in excess of 100,000 tonnes per year, ensuring effective quality control across the entire production process.

One of the Company's key competitive advantages is its high vertical integration. From the foundry to the various surface treatments, our ability to control the entire production process, from beginning to end, ensures excellent quality control, flexibility, and rapid response to our customers' needs and wishes.

EVERYTHING FROM ONE SINGLE POINT, IN EXCELLENT QUALITY

We love what we do and that is why we want to be excellent in every aspect. Today, ALUMIL has 12 factories in 6 countries. To understand the very high degree of our vertical integration, one can take into account that our industrial facilities include:

- 11 extrusion lines with a capacity of 100,000 tonnes
- 8 powder-coating lines (7 horizontal, 1 vertical)
- 3 sublimation lines for wood imitation and special effects
- 3 anodizing units

- 2 aluminium billet foundries with a capacity of 80,000 tonnes
- 8 thermal insulation profile assembly lines
- 1 roll forming line for aluminium slats
- 3 production units for the production, processing, and assembly of components
- 1 aluminium composite panel production unit with a capacity of 950,000 m²
- 1 polycarbonate sheet production unit

In addition, the following operate in our industrial facilities:

- Multiple CNC lines, bending machines, cutting saws, drilling machines
- Component assembly lines
- Automated packaging lines
- Polyamide and PVC extrusion lines
- Assembly line for photovoltaic systems' mounts
- Polishing machines and sandblasting lines
- Noise barriers manufacturing machinery
- Window and door manufacturing unit

TRACEABILITY: QUALITY ASSURANCE

The main reason ALUMIL has made a huge effort to develop a fully autonomous production plant, capable of producing almost anything, regarding architectural aluminium systems, is traceability.

Thanks to our advanced materials management system and innovative ERP system, we know every aspect of our production process and we can make continuous improvements. In addition, we can timely prevent potential problems and adopt an accurate monitoring system for any element, from the beginning of production or supply of materials, to the final delivery of the product. This way, every day we ensure guaranteed quality to our customers.

<p>Management Systems</p> <ul style="list-style-type: none">  EN ISO 9001:2008 Quality Management System  EN ISO 14004:2004 Environmental Management System  ELOT 1801:2008 Health and Safety management system  EN 15088:2006 FPC - Factory Production Control with full trace ability Systems  CE marking In aluminium profiles for use in load-bearing structures 	<p>Product Quality</p> <ul style="list-style-type: none">  QUALICOAT Quality Certification of Electrostatic Paint Aluminium Profiles  GSB Quality Certification of Electrostatic Paint Aluminium Profiles  QUALANOD Quality Certification of Anodized Aluminium Profiles  QB Quality Certification from the CSTB for thermally Insulated Profiles  atq Architectural systems & Quality Certification of Insulated Profiles 	<p>Architectural Systems</p> <ul style="list-style-type: none">  ift  CSTB le futur en construction  NCTB NATIONAL CERTIFIED TESTING LABORATORIES  TAA MA American Architectural Manufacturers Association  ISTITUTO GIORDANO Qualità al Plurale  EKANAM  ETC New York  PYRKAL
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Quality in the Foreground

ALUMIL is committed to making products of excellent quality and high added value, while constantly developing and improving quality control management for full customer satisfaction. We apply international production management and quality control systems and certify all our architectural systems in world-renowned institutes.

As a leading European company in our industry, it is necessary to certify every aspect of our production process in accordance with strict European and international rules. Quality and respect for the environment, as well as health and safety at work, are fundamental priorities for ALUMIL Group.

INTERNATIONAL CERTIFICATION STANDARDS

To ensure the above, we adhere to very strict international standards of certification:

■ QUALITY MANAGEMENT SYSTEM

According to international standard ISO 9001 by TÜV NORD CERT.

With the application of an advanced Quality Management System, we ensure the high quality of our products and services to ensure customer satisfaction and loyalty. Specifically, ALUMIL applies the Quality Management System in the design, production, and distribution of aluminium profiles, as well as in the purchase, production, and distribution of aluminium components.

■ FPC – FACTORY PRODUCTION CONTROL

According to international standard EN ISO 15088 by TÜV NORD CERT.

ALUMIL applies production controls in accordance with international standard EN ISO 15088 to ensure that all quality controls are as reliable as possible. At the

end of each production phase, a sample is thoroughly checked for various quality characteristics (e.g. surface, geometry).

■ QUALICOAT

Powder-coating certification for aluminium profiles.

At European level, the quality control and certification of powder-coated aluminium products is determined by the specifications of the QUALICOAT standard. ALUMIL holds the QUALICOAT and SEASIDE CLASS certificates since 1999, certified by the Hellenic Aluminium Association, which is a member of the European Aluminium Association.

■ GSB INTERNATIONAL

Aluminium profiles powder-coating quality certification.

Since July 2003, ALUMIL's powder-coating processes have also been certified according to the German GSB International standard. GSB International carries out a wider range of audits than QUALICOAT. This further ensures the high powder-coating quality of ALUMIL's products.

■ QUALANOD

Anodizing process quality certification.

ALUMIL's anodizing unit has been certified since 2008 by the Hellenic Aluminium Association, a member of the European Aluminium Association, according to QUALANOD, a European standard that ensures high quality in anodized aluminium profiles.

■ NFCERTIFICATION - THERMAL INSULATION PROFILES BY THE FRENCH CSTB

Certificate for thermal insulation aluminium profiles.

In 2008, the Company conducted a process to ensure compliance of its thermal insulation aluminium profiles production and quality controls in accordance with

standard NF 252 of the French Building Materials Scientific and Technical Centre (CSTB). This is a certification of compliance with the required technical specifications and other production and quality controls requirements regarding intermediate and finished products, as well as controls related to the application of polyamides to aluminium profiles.

PERFORMANCE THROUGH CONTINUOUS CONTROLS

The exceptional value of our products, both those produced by us and those admitted to the Company, is the result of continuous testing performed in laboratories and according to recognised criteria.

QUALITY CONTROL LABORATORIES

To ensure top quality, we test our products across the entire production process through multiple internal Quality Control Laboratories:

- 1) Fully equipped extrusion laboratory
- 2) Fully equipped powder-coating laboratory
- 3) Fully equipped anodizing laboratory
- 4) Polyamide assembly laboratory: Q-Test, T test, programmable furnace (20-2000C), laser machine for traceability
- 5) Material analysis spectrometer in aluminium foundry
- 6) New product testing laboratory

INCOMING PRODUCTS

Products not produced by the Company are strictly controlled before entering our warehouses. They are available for sale, if only they meet the AQL 2.5 criteria.

Innovation, Design, Performance

With innovation at the core of all our processes, we place particular emphasis on Research and Development, while applying strict testing procedures. Special attention is paid to design, technical support and project management, and we always strive to provide personalised solutions and integrated technical services with the help of our team of engineers.

AT ALUMIL, RESEARCH & DEVELOPMENT IS PART OF OUR DNA

ALUMIL produces high quality aluminium systems, designed and developed by the Group's innovative Research & Development Department, and have subsequently been tested and certified by internationally recognised institutes and certification laboratories, such as ift Rosenheim (Germany), AMMA (USA), Istituto Giordano (Italy), CSTB (France), ATG (Belgium), EXOVA (United Kingdom) and many more.

Our experienced and specially trained engineers constantly design new systems and devise new technical solutions.

RESEARCH IN CUTTING-EDGE TECHNOLOGIES

The Company's advanced laboratories conduct continuous research on systems that incorporate unique design, top performance, and excellent energy efficiency. Using state-of-the-art equipment (e.g. 3D printers, CNC machines) and thanks to our advanced Test Centre, we are always at the forefront of technological developments, always one step ahead.

In addition, we maintain partnerships with leading European Universities and Research Centres and are in direct contact with the Research and Development departments of internationally recognised aluminium component producers. Therefore, it is no coincidence that our products are certified by the most recognised institutes worldwide.

MATERIALISING OUR CUSTOMERS' VISION

The **International Projects Department (IPD)**, which is exclusively dedicated to large-scale projects that require special attention to design, technical support and project management, offers personalised solutions for projects where special design systems or typologies are applied. The extensive experience of our engineers, as well as the flexibility of our production processes - thanks to the high vertical integration of our production units - lead to excellent results, especially when it comes to personalised solutions. In fact, we recently developed one of the most sophisticated high-tech window systems on behalf of technology giant Google, Inc. in New York City. The highly advanced technological level coupled with our ability to offer personalised solutions, makes us one of the most competitive companies in the industry worldwide.

BRIDGING TECHNOLOGY WITH ARCHITECTURE

By being present in more than 60 countries worldwide, our know-how knows no borders. We support the important role of architects in the successful completion of modern buildings around the world, bridging our know-how with architecture. Having participated in some of the most impressive projects worldwide, designed by world-renowned architectural offices, from the "Vancouver House" in Canada by the Bjarke Ingels Group, to the "Nine Bridges Country Club" in South Korea by architects Shigeru Ban and the "Crown Hotel Sydney" in Australia by Wilkinson Eyre, our systems and services are designed to serve architectural excellence.

ADVANCED TEST CENTRE

To ensure top results, we intensively apply strict testing procedures.

ALUMIL audits and certifies the performance of its products in modern testing facilities, in close collaboration with the internationally recognised German Certification Institute ift Rosenheim. By using advanced equipment certified by ift Rosenheim, we can measure and certify performance of various features:

- Water tightness - EN 1027
- Air permeability - EN 1026
- Resistance to wind load - EN 12211
- Burglary resistance - EN 1627:2011
- Soft and heavy body impact - EN 13049
- Operating forces - EN 12046-1:2003 and - EN 12046-2:2003
- Determination of resistance to racking - EN 14608:2004-06
- Determination of resistance to static torsion - EN 14609:2004-06
- Building hardware - Requirements and test methods for windows and doors height window - EN 13126-8:2006-02

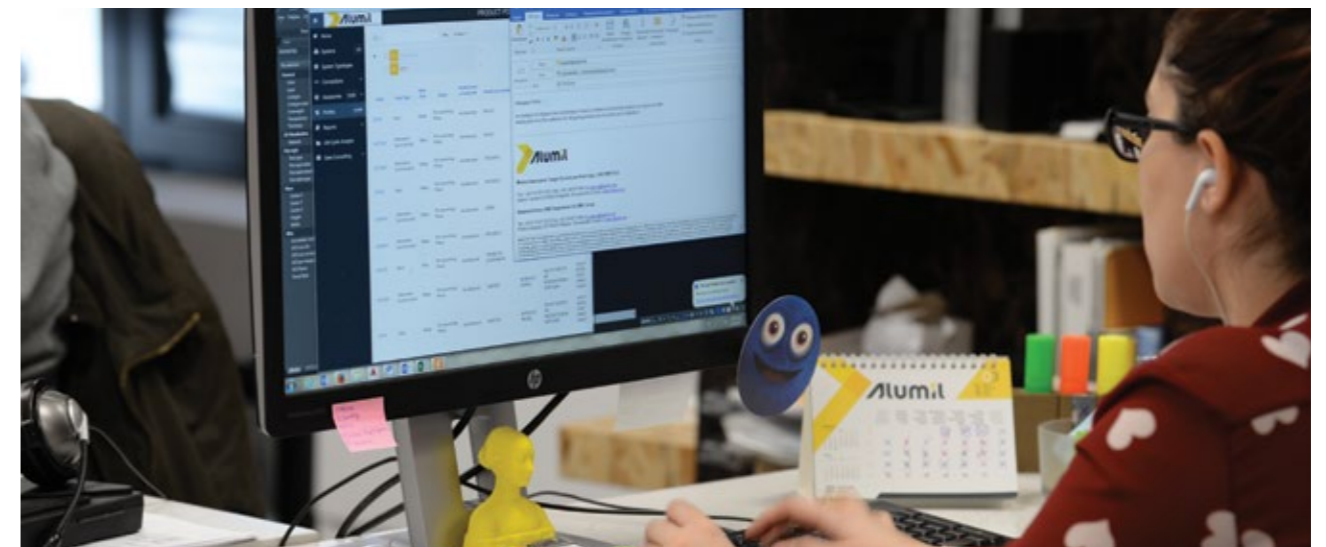
CUSTOMER SUPPORT EVERY STEP OF THE WAY

ALUMIL has an international engineering team with more than 100 engineers from 20 different countries. We work effectively with

contractors, from the initial design phase of the project, offering solutions that minimize costs and fully meet building requirements and specifications.

Our team of engineers offers integrated technical services to major construction projects around the globe, always in close collaboration with architects, design offices, construction companies and aluminium fabricators. Our support includes:

1. Providing integrated solutions and detailed technical drawings to architects, construction companies, and fabricators, through state-of-the-art software (e.g. ALUMILCAL).
2. Preparing complete project files with detailed technical solutions and proposed system specifications and typologies, certifications, cost, project design, etc.
3. Making suggestions for new aluminium systems, in collaboration with ALUMIL's advanced R&D department, to enrich the Company's product range and fully meet the needs of our customers.
4. Monitoring the development of major construction projects and supporting project management to ensure that aluminium fabricators follow ALUMIL's specifications and instructions.



Reverse Supply Chain – Circular Economy

Reverse Supply Chain is a process of recovering the residual value of products and materials whose life cycle has reached its end. It usually involves repairing, redistributing, or recovering value through recycling and essentially constitutes the operational application of **circular economy** principles.

It is noteworthy that when aluminium is recycled, the value recovered reaches 100%. In addition, aluminium retains its primary value no matter how many times it is recycled, which makes it a highly environmentally friendly material.

RECYCLING AT THE FOREFRONT OF OUR ACTIVITIES

Our intensive aluminium recycling is carried out through our co-operation with the affiliated company ALUFONT SA, which is under absorption by the ALUMIL Group. ALUFONT was founded in 2008 and its activity focuses on the production of raw material for ALUMIL through aluminium recycling with an advanced aluminium scrap smelter. Specifically, recycling involves aluminium scrap from the Company's production process, or scrap collected at our industrial facilities in Kilkis from various other sources (e.g. old aluminium frames, aluminium cables, etc.).

REVERSE SUPPLY CHAIN BENEFITS

- ✓ It is estimated that the energy spent on aluminium re-casting accounts for **only 5%** of the total energy needed to produce primary aluminium by electrolysis of alumina.
- ✓ High traceability through highly vertically integrated production that leads up to raw material generation.
- ✓ The collection and reuse of scrap contributes to the Group's overall reduction of waste generated and the greater community in which it operates.
- ✓ Aluminium scrap reuse in the production process through value recovery is fully in line with the principles of circular economy and sustainability, contributing significantly to environmental protection.

THERE ARE FOUR STAGES TO THE PROCESS:





2019 SUSTAINABILITY REPORT

The objective of ALUMIL's 2019 Sustainability Report is to capture our annual actions and activities on Corporate Responsibility, as well as to provide complete and comprehensive information on them to all our Stakeholders.

This is our first attempt to reflect our performance regarding our Corporate Responsibility strategy and annual commitments (reporting period 1.1.2019 – 31.12.2019).

This Sustainability Report is based on the guidelines of the Global Reporting Initiative (GRI) and, more specifically, on the Standards version (In Accordance – Core), the most acknowledged and demanding guidelines of their kind, globally.

For any clarifications regarding the Sustainability Report, please contact the Company at: 8 Iatrou Gogousi str., Efkarpia, Thessaloniki 56429. Tel.: +30 2313 011 000.



**FUTURE
TARGETS
FOR 2020**

FUTURE TARGETS FOR 2020

In the framework of Corporate Responsibility, ALUMIL is committed to the following targets, which are based on the design of

our strategy on issues regarding our employees, society, the environment, and our products.



SECTION	2020 TARGETS
ENVIRONMENT	<ul style="list-style-type: none"> / Further develop the Reverse Supply Chain - Increase the percentage of recycled aluminium: <ol style="list-style-type: none"> 1. Increase the use of recycled aluminium by 5%. 2. Launch the new aluminium scrap sorting line to further increase aluminium recycling. 3. Over 3 years, our goal is the recycled aluminium to constitute 70% of the aluminium that enters the production process. / Maintain a high water recycling rate. / Apply ISO 50001 to optimise energy management. / Reduce energy consumption in production facilities. / Develop energy performance indicators in relation to energy footprint, emissions reduction, and resources savings. / Install photovoltaic panels at the commercial department's offices in Thessaloniki to power the premises with "green" electricity.
EMPLOYEES	<ul style="list-style-type: none"> / Increase recycling at the company's offices (paper, plastic, electrical/electronic devices, batteries). Designate "green ambassadors" to promote good practices and increase staff engagement in recycling. / Increase employees' social actions on sustainability, such as tree planting or beach cleaning. / Upgrade and promote lifelong learning through an e-learning platform with access to 3,500 courses, providing flexible forms of lifelong learning and development. / Establish a well-being programme to improve the health and well-being of staff. / Continuous employee safety training: <ol style="list-style-type: none"> 1. Safe use of saw 2. Manual handling of cargo 3. Fire-protection team duties 4. Evacuating workspaces / Reduce the LTC indicator by 30% compared to 2019, while reducing the SR indicator.

SECTION	2020 TARGETS
SOCIETY	<ul style="list-style-type: none"> / Establish a Corporate Social Responsibility department to develop actions to protect the environment, support society as a whole and ensure good corporate governance (ESG criteria). / Upgrade the "ALUMIL Academy" with an integrated three-pillar learning program that will enable the company's partner fabricators to evolve by acquiring new knowledge and skills.
MARKET	<ul style="list-style-type: none"> / Consolidate co-operation with innovative and local suppliers and strengthen the local economy. / Increase trainees at the "ALUMIL Academy".





**UN
SUSTAINABLE
DEVELOPMENT
GOALS**







UN SUSTAINABLE DEVELOPMENT GOALS





ALUMIL has adopted the United Nations 2030 Agenda, as expressed by the Sustainable Development Goals (SDGs). Management has decided that the Company should actively contribute to their achievement, by promoting the population's well-being and security, protecting at the same time, the environment the health and progress of our employees.



Our priority is to achieve the goals directly linked to the activities and challenges specific to our sector, and to all material topics arising from this report. The table below describes in detail how our programmes and actions are associated with the Sustainable Development Goals (SDGs).



Sustainable Development Goal	Material Topics Related to Sustainable Development Goals	GRI STANDARD Indicators	Our Response - Reference in the Report
	Occupational Health and Safety	GRI 403	By setting the Health and Safety of our employees as a strategic priority, ALUMIL implements specific policies on this issue, meeting the requirements of international standards, but also conducting regular workplace training. The Company's Management is committed to employees and society for the responsible and safe operation of its facilities, in accordance with the rules of law and ethics. In practice, the Company addresses Occupational Health and Safety issues through the implementation of a Management System aimed at raising awareness and actively involving all its employees. The Company's Management System meets the requirements of international standard BS OHSAS 18001:2007 on Occupational Health and Safety.
	Employee training	GRI 404	For the development of our employees, while supporting our general philosophy of placing each employee in a position of responsibility for effective quality control of our products and services, we strive to continuously provide training on a variety of issues identified as crucial.
	Occupational Health and Safety	GRI 403	At ALUMIL we believe that training our employees on Health and Safety issues is of paramount importance.
	Diversity	GRI 405	At ALUMIL we have created a work environment where our people contribute to the achievement of the Company's vision, through their professional and personal development. The selection of our employees is based exclusively on their skills and the value they can add to the Company.
	Water Usage		Water is a key natural resource that we hope to preserve and leave unaffected by our operation. In 2019, at ALUMIL's facility in the industrial area of Kilis, 47.8% of the water we used was recycled in the cooling and processing systems of the extrusion, powder coating, and anodizing processes.
	Employment	GRI 401	People are ALUMIL's most important asset. They are the ones who, with their persistence and commitment, have led the Company to the top. At ALUMIL we constantly invest in our people, as reflected in the offered benefits.
	Quality Across the Board		ALUMIL is committed to producing products of excellent quality and high added value, while constantly developing and improving quality control management, always aiming at full customer satisfaction. We apply international production management and quality control systems and certify all our architectural systems in world-renowned institutes.

Sustainable Development Goal	Material Topics Related to Sustainable Development Goals	GRI STANDARD Indicators	Our Response - Reference in the Report
	Diversity	GRI 405	At ALUMIL we have created a work environment where our people contribute to realising the Company's vision, through their professional and personal development.
	Reverse Supply Chain		Reverse Supply Chain is a process of recovering the residual value of products and materials whose life cycle has reached its end. It is noteworthy that when aluminium is recycled, the value recovered reaches 100%. In addition, aluminium retains its primary value no matter how many times it is recycled, which makes it a highly environmentally friendly material. At ALUMIL, recycling involves aluminium scrap from production process, or scrap collected at our industrial facilities in Kilis from various other sources.
	Energy Consumption	GRI 302	To reduce our environmental footprint, firstly it is necessary to take measurements so as to control it. Thus, we record our Company's fuel and total energy consumption.
	UN Global Compact membership		ALUMIL has been a member of the UN Global Compact since 2011.





MATERIAL TOPICS BOUNDARIES AND LIMITATIONS TABLE

The company's key material topics are impacted both by ALUMIL, as well as its internal and external Stakeholders.

MATERIAL TOPICS BOUNDARIES AND LIMITATIONS TABLE

MATERIAL TOPIC	BOUNDARY WITHIN THE COMPANY	BOUNDARY OUTSIDE THE COMPANY	LIMITATIONS WITHIN/ OUTSIDE OF THE COMPANY
Consumer Health and Safety	ALUMIL	Customers- Fabricators and Dealers Customers- Architects End customers	This report and the information describing our performance in the material topics cover all activities of the company ALUMIL
Occupational Health and Safety	ALUMIL Employees	Local communities	
Environmental Compliance	ALUMIL	Customers- Fabricators and Dealers Customers- Architects End customers	
Local Economy	ALUMIL Employees	Local communities	
Anti-corruption	ALUMIL		
Waste management	ALUMIL Employees	Local communities	
Anti-competitive behaviour	ALUMIL	Customers- Fabricators and Dealers Customers- Architects End customers	
Raw Materials	ALUMIL Employees	Local communities Customers- Fabricators and Dealers Customers- Architects End customers	
Energy Consumption	ALUMIL	Local communities	
Economic Performance	ALUMIL	Shareholders/ Investors Banks/ Financial Institutions	
Employment	ALUMIL Employees	Local communities	
Employee Training	ALUMIL Employees	Local communities	
Non-discrimination	ALUMIL Employees	Local communities	
Local Communities	ALUMIL Employees	Local communities	
Diversity	ALUMIL	Suppliers	
Labor/Management relations	ALUMIL Employees		

GRI TABLE

The present Sustainability Report is the Company's first attempt to communicate its sustainability performance and all activities that took place during 2019. It was evaluated by the Centre for Sustainability and Excellence (CSE) according to the reporting guidance of GRI STANDARDS and was verified as an "in-accordance core" GRI Standards Report.

Disclosure	Description	Reference
General Disclosures		
Organizational Profile		
GRI 102-1	Name of the organization	ALUMIL S.A.
GRI 102-2	Activities, brands, products and services	P. 16-19
GRI 102-3	Location of the headquarters	P. 11
GRI 102-4	Location of operations	P. 19-21
GRI 102-5	Ownership and legal form	Societe Anonyme (S.A.), listed on the Athens Stock Exchange
GRI 102-6	Markets served	P. 20-21
GRI 102-7	Scale of the organization	P. 19-21, 24, 38
GRI 102-8	Information on employees and other workers	P. 38
GRI 102-9	Supply chain	P. 71-74
GRI 102-10	Significant changes to the organization and its supply chain	During the reporting period there were no significant changes in the Company and in its supply chain
GRI 102-11	Precautionary Principles or approach	P. 29
GRI 102-12	External initiatives	P. 56
GRI 102-13	Membership of associations	P. 26
Strategy		
GRI 102-14	Statement from senior decision-maker	P. 6-7
Ethics and Integrity		
GRI 102-16	Values, principles, standards and norms of behaviour	P. 22-23
Governance		
GRI 102-18	Governance Structure	P. 28
Stakeholder engagement		
GRI 102-40	List of stakeholder groups	P. 30-32
GRI 102-41	Collective bargaining agreement	P. 38
GRI 102-42	Identifying and selecting stakeholders	P. 29
GRI 102-43	Approach to stakeholder engagement	P. 30-32
GRI 102-44	Key topics and concerns raised by stakeholders	P. 30-32

Disclosure	Description	Reference
Reporting practice		
GRI 102-45	Entities included in the consolidated financial statement	P. 24
GRI 102-46	Defining report content and topic Boundaries	P. 32
GRI 102-47	List of material topics	P. 32-33
GRI 102-48	Restatement of information	There is no revised information in relation to previous reports, as this is the first Sustainability Report of ALUMIL S.A.
GRI 102-49	Changes in reporting	There are no significant changes compared to previous reports, as this is the first Sustainability Report of ALUMIL S.A.
GRI 102-50	Reporting period	1/1/2019-31/12/2019
GRI 102-51	Date of most recent report	This is the first Sustainability Report of ALUMIL S.A.
GRI 102-52	Reporting cycle	Annual
GRI 102-53	Contact point for questions regarding the report	P. 83
GRI 102-54	Claims of reporting in accordance with the GRI Standards	P. 97
GRI 102-55	GRI content index	P. 97-101
GRI 102-56	External assurance	We have not sought external assurance for this Sustainability Report
Specific Disclosures		
Economic		
GRI 201	Economic Performance	P. 24
GRI 103	Management Approach	P. 24
GRI 201-3	Defined benefit plan obligations and other retirement plans	P. 24 P. 24
GRI 201-4	Financial assistance received from government	
GRI 202	Market presence	
GRI 103	Management Approach	P. 36
GRI 202-1	Ratios of standard entry level wage by gender compared to local minimum wage	P. 40
GRI 202-2	Proportion of senior management hired from the local community	P. 38
GRI 205	Anti-Corruption	
GRI 103	Management Approach	P. 41
GRI 205-1	Operations assessed for risk related to corruption	P. 41
GRI 206	Anti-Competitive Behaviour	
GRI 103	Management Approach	P. 75
GRI 206-1	Legal actions for anti-competitive behaviour, anti-trust and monopoly practices	During the reporting period there were no such incidents

Disclosure	Description	Reference
Environment		
GRI 301	Raw materials	
GRI 103	Management Approach	P. 62
GRI 301-1	Materials used by weight and volume	P. 63
GRI 301-2	Recycled input materials used	P. 64
GRI 301-3	Reclaimed products and their packaging materials	P. 64
GRI 302	Energy Consumption	
GRI 103	Management Approach	P. 67
GRI 302-1	Energy consumption within the organization	P. 67
GRI 306	Waste Management	
GRI 103	Management Approach	P. 65
GRI 306-1	Water discharge by quality and destination	P. 66
GRI 306-2	Waste by type and disposal method	P. 64
GRI 307	Environmental compliance	
GRI 103	Management Approach	P. 65
GRI 307-1	Non-compliance with environmental laws and regulations	During the reporting period there were no such incidents
Society		
GRI 401	Employment	
GRI 103	Management Approach	P. 39
GRI 401-1	New employees hires and employee turnover	P. 39
GRI 401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	P. 39
GRI 401-3	Parental leave	P. 40
GRI 402	Labour/ management relations	
GRI 103	Management Approach	P. 41
GRI 402-1	Minimum notice periods reporting operational changes	P. 41
GRI 403	Occupational health and safety	
GRI 103	Management Approach	P. 42
GRI 403-1	Occupational health and safety management system	P. 42
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GRI 405-2	Ratio of basic salary and remuneration of women to men	P. 40
GRI 406	Non-discrimination	
GRI 103	Management Approach	P. 41
GRI 406-1	Incidents of discrimination and corrective actions taken	During the reporting period there were no such incidents
GRI 413	Local Communities	
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