



ESG REPORT 2021





ESG REPORT

2021

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ABOUT THE REPORT

The ESG Report 2021 is our third attempt to capture our company's performance in terms of strategy and our annual commitments regarding Corporate Responsibility and Sustainable Development for the period 1.1.2021 - 31.12.2021.

The ESG Report is based on the guidelines of the Global Reporting Initiative (GRI) and more specifically the Standards (In Accordance-Core), which are the most recognized and demanding guidelines of their kind internationally. The aim of the Report is to record our annual actions and activities related to ESG (Environment, Social, Governance) issues, as well as to inform our stakeholders fully and comprehensively about them.

In 2021, the CSR page on our website was updated in order to provide direct information to our directly, as well as anyone else who wishes to learn about our actions for our society, the environment, and our people.

In 2021, we also created the Code of Ethics and Conduct in cooperation with an external partner. Its purpose is to provide information on the values of ALUMIL, to describe the principles of business ethics and conduct under which the company operates, and to guide the daily professional behavior of our employees and direct partners. The Code has been developed on the basis of the Organization for Economic Cooperation and

Development (OECD) Guidelines for Multinational Enterprises and the ISO 26000 Guidance on Social Responsibility, and is in line with the principles of the United Nations Global Compact.

For any clarification regarding this ESG Report, you can contact our company at 8 Gogousi St, Efkarpia, Thessaloniki 56429 or alternatively by telephone at 2313011000 and by email at csr@alumil.com.

This report is also available in electronic form on our website. (<https://www.alumil.com/>).



MESSAGE FROM THE CHAIRMAN

*By reducing our environmental footprint,
we are trying to ensure a better
future for the generations to come.*

2021 was the year when we realized the fragility of both human and environmental health, two concepts that are inherently interlinked. After two years of living in conditions of a health crisis, we know for sure that the degradation of the natural environment increases the risk of pandemics and enhances their escalation and spread. The effects of environmental degradation and climate change are no longer something that refers to the future, but something that we are experiencing and have to face today. The greenhouse effect is intensifying year by year and extreme weather events are increasing in frequency as well as severity, causing catastrophic floods and forest fires. Let us not forget that last year alone, the fires in our country burned 1,300 km² of forest land.

Faced with this situation, our only solution and hope is action. This is why we are strengthening our actions to tackle the climate crisis, making concerted efforts to reduce our carbon footprint, designing and implementing a business strategy based on the values of sustainability and the circular economy and promoting in our people a culture of responsibility towards the environment.

"Green" actions were, are and will always be our top priority. By perusing our company's ESG Report, you can find detailed information on everything we have achieved to date, and learn about our future goals. However, it is worth concentrating on three actions - milestones on our journey to sustainability.

The first concerns our strategically planned and coordinated steps to reduce the waste resulting from our production process, through initiatives that are in line with the principles of the circular economy. We are very proud that these initiatives, which have been combined with many others, led to the inclusion of our company in Athex ESG, the new Athens Stock Exchange Index, which monitors and records the performance of companies regarding environmental, social, and corporate governance issues. ALUMIL is one of 35 companies that qualify for the Athex ESG, a fact that reflects our ability to create value and build effective strategies in the long term.

The second milestone for our company is related to the "green" recycled aluminium, in which we invested through the new aluminium scrap sorting and processing plant that we created in our facilities in the Industrial Area of Kilkis. This investment has already brought us valuable results, as ALUMIL's advanced architectural systems consist of 90% recycled aluminium, offering up to 50% energy savings for heating a home. These figures reward our strategic choice and give us the strength to continue in this direction.

Finally, particular mention should be made of digital transformation, a key priority for the European Union to achieve the goal of climate neutrality by 2050 and an area in which we have been making huge progress. Over the last three years, our IT workforce has been tripled, while digital integration with

specialized data management and analysis platforms, as well as customer and partner support systems, beyond the ERP, CRM, WMS and e-Commerce systems already available to the company, help to optimize our procedures, reduce emissions and waste and strengthen our position and competitiveness in international markets.



Georgios Mylonas
ALUMIL Chairman and CEO

In conclusion, I would like to express my pride in the company's progress to date and my thanks to all the people of ALUMIL and to our partners for their valuable contribution to this journey of ours. We will continue to work hard and do everything in our power to ensure for the coming generations a place where they can live and create, making their dreams come true.

I wish you a pleasant reading.





The Company

THE COMPANY

For the past 33 years, we have been improving people's daily life with certified products of high quality and advanced technology.

1 of 35
companies included
in the new
ESG index of the
Athens Stock Exchange

Earnings
before interest, tax, and
depreciation (EBITDA)
increased by
80.9%
compared to 2020

12
new
thermal insulation
certifications

ALUMIL is currently one of the leading architectural aluminium system production groups, employing 2,662 people worldwide. As a publicly traded company with a strong production base, international orientation

and a wide range of certified products, ALUMIL has established itself as a leading force in the industry in Greece and Southeast Europe. ALUMIL S.A., which was established in 1988, is the parent company of the Group.

Today, more than 30 years since its establishment, it is one of the largest and most technologically advanced aluminium extrusion manufacturers in Europe. Within these three decades, our company has grown, expanded around the world, and successfully addressed the major challenges of international markets.

Through modern facilities and strict quality controls along the entire production line, we ensure the creation of superior products of high-added value. Continuous research and development is a key element of our business culture and leads to unique solutions with many innovative features. Manufacturing excellence through sustainable production processes and a purely customer-centric approach is our permanent goal.

A journey of innovation, starting in the year 1988






















Although only 30 years have passed since its establishment, ALUMIL has managed to

distinguish itself on a global level by making strides in the field of architectural aluminium systems. It is a pioneering and leading Greek company in the design, development, and production of aluminium architectural systems, such as frames like doors and windows, as well as other architectural applications such as pergolas, railings, fences, curtain walls, aluminium composite sheets and many more. Our products equip houses, workplaces, hotels and a wide range of building projects, ensuring their protection from all external factors, while offering high aesthetics and countless design options that cover every need.

The company's registered office and factory are located in the Industrial Area of Kilkis, while its headquarters are located in Efkarpia, Thessaloniki, on 8 Gogousi Street.



Timeline of the main events in the course of the company:

 1988 Establishment of the company and construction of industrial facilities.	 1990 Start of operation of the first extrusion line with a capacity of 6,000 tons of profiles per year.	 1993 Establishment of Alusys for the sale of accessories and profiles in Southern Greece. Creation of a powder coating unit.	 1994 Establishment of the Research & Development Department (R & D).	 1996 Start of operation of the 2nd aluminium extrusion line with a production capacity of 12,000 tons per year.	 1997 Installation of vertical powder coating. Establishment of a subsidiary in Romania. Listing on the Athens Stock Exchange.	 1998 Establishment of subsidiaries in Albania and Bulgaria.	 2000 Start of operation of the third extrusion line. Establishment of subsidiaries in North Macedonia, Egypt and Germany.
 2015 Establishment of subsidiaries in India and Australia.	 2014 Design of aluminium systems for Google in New York. Creation of the SUPREME series.	 2013 Establishment of a subsidiary in the United States	 2009 Establishment of a subsidiary in Kosovo.	 2008 Establishment of the affiliated company Alufond, featuring a state-of-the-art foundry.	 2007 Green Alumin environmental planning implementation. New anodizing line, an investment of 15M Euro. Establishment of Alumin Gulf.	 2003 Establishment of G.A. Plastics SA and ALUFIL for j-bond.	 2001 Completion of the Logistics Centre of 28,000 sq.m. Installation of a new horizontal powder coating treatment unit. Establishment of subsidiaries in Serbia.
 2016 Rebranding of the company. Creation of system categories: SMARTIA and COMFORT.	 2018 30 years of Alumin. Establishment of Alumin Croatia.	 2019 Establishment of subsidiaries in the United Kingdom and Kenya.	 2020 A 4.6m-Euro investment for an aluminium scrap sorting and processing plant. Completion of Alufond absorption.	 2021 Inclusion in the Athens Stock Exchange ESG Index that records and evaluates company performance in terms of environmental, social, and corporate governance issues.			



Innovative, High Quality Products

The world is changing rapidly and new demands emerge every day. Modern buildings require the design and construction of architectural systems with high sustainability and energy efficiency standards. Taking into consideration the growing needs of the market, we have created a product portfolio that incorporates innovative high-performance products. Since 2020, our portfolio has been enriched with new innovative solutions that have substantially contributed to the effort to protect against the COVID-19 pandemic.

ALUMIL products are divided into three categories (sub-brands):

- SUPREME
- SMARTIA
- COMFORT

Each product has been designed with only one thing in mind: How to offer the best possible solution and to maximize the value for our customers. In the following pictures you can see in detail our range of products and their different applications.



➤ Hinged windows and doors



➤ Fire-resistant systems



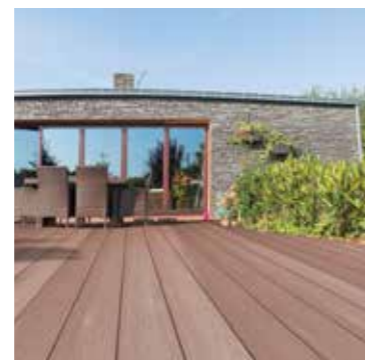
➤ Curtain walls and building façades



➤ Atriums and conservatories



➤ Polycarbonate sheets



➤ Decking



➤ Building integrated photovoltaic (BIPV)



➤ Sliding windows and doors



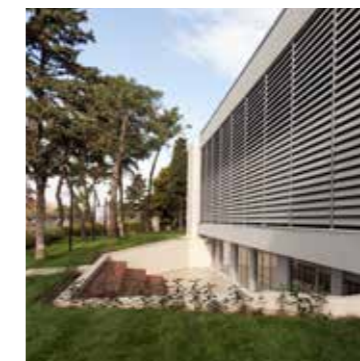
➤ Shutters and blinds



➤ Folding doors



➤ Interior partitions



➤ Shading



➤ Wall cladding



➤ Railings



➤ Pergolas



➤ Fences



➤ Photovoltaic panel mounts



➤ Noise barriers



EPD CERTIFICATES - Environmental Product Declarations

ALUMIL is the first Greek company to receive EPD certificates for integrated architectural aluminium systems and specifically for:

- Hinged systems
- Sliding Systems
- Curtain walls



Aluminium is a highly environmentally friendly material. In addition to being abundant on earth and being the third most common element in our planet's crust, it is also a material that can be recycled forever, while maintaining its primary value in full. Aiming at a sustainable future and the development of environmentally friendly products, Environmental Product Declarations (EPD) have been created for our products. These EPD certificates are official declarations of a product's environmental impact. The EPD generation process ensures objective measurement of

important environmental indicators through the Life Cycle Assessment of a product.

ALUMIL products are the ideal choice for implementing projects in accordance with the principles of Sustainable Construction and Bioclimatic Architecture, for buildings made of environmentally friendly materials and characterized by their high energy efficiency. Numerous projects around the world, in which our products were selected, have received internationally recognized certifications as "green" buildings, such as LEED, BREEAM etc.

In 2021, ALUMIL obtained 12 thermal insulation certifications, which relate to:

- 5 hinged systems in which the thermal transmittance coefficient is improved depending on the system version.
- 2 sliding systems in which the thermal transmittance coefficient is improved depending on the system version.
- 2 product codes in the "Curtain walls" category.

- 1 product code in the "Blinds" category.
- 2 certifications by the AAMA (American Architectural Manufacturers Association) for a hinged and a sliding system related to their thermal stress.

Extroversion and International Operations

Our powerful international sales network in over 60 countries around the world, with 32 subsidiaries across all continents, proves that ALUMIL is one of the leading suppliers of architectural aluminium systems, with products that meet the highest requirements and cover an impressively wide range of architectural needs.

Our accumulated experience through our company's international operations leads to solutions that incorporate state-of-the-art products, which are unique in their kind. In recent years, our exports have consistently accounted for about 80% of total turnover, consolidating the Company as a purely Greek manufacturing industry, oriented towards international markets.

Our extensive network of subsidiaries around the world, the large number of privately owned factories and our numerous distribution centers ensure direct contact with each local market as well as efficient service internationally.

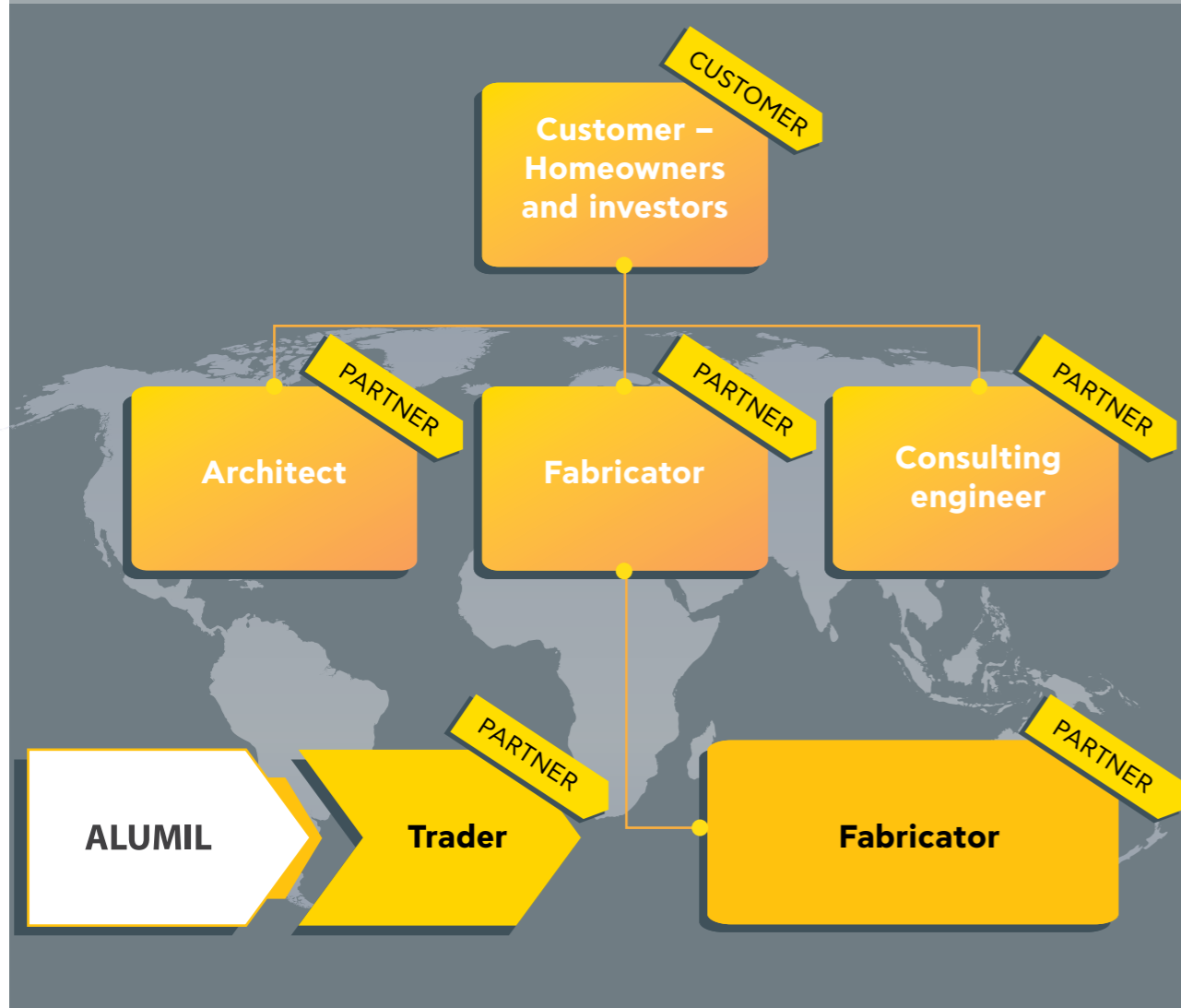
The company has subsidiaries in the following countries: Romania, Albania, Bulgaria, N. Macedonia, Egypt, Ukraine, Germany, Moldova, Bosnia, Serbia, Cyprus, Kosovo, Russia, USA, Dubai, Switzerland, Turkey, India, Australia, Croatia, Kenya, United Kingdom. The company is present in 60 countries across all continents.



In addition to producing aluminium architectural systems, ALUMIL cooperates with a number of companies around the world, which are active in different applications of industrial production, providing advice from the design phase to the production, packaging and delivery stages, based on the actual needs of each company. Our goal is to be a reliable partner of various industries, providing them with quality materials and the right support for their products.

Regarding the aluminium architectural systems produced by the company, our aim is to improve the quality of people's lives and enhance the performance of their buildings using high-quality products of advanced technology and aesthetics.

STRUCTURE OF THE CONSTRUCTION INDUSTRY:



Crown, Sydney, Australia



THINK GLOBALLY, ACT LOCALLY

Presence



in **60** countries
worldwide



>20.000
partners
worldwide



32 subsidiaries
worldwide



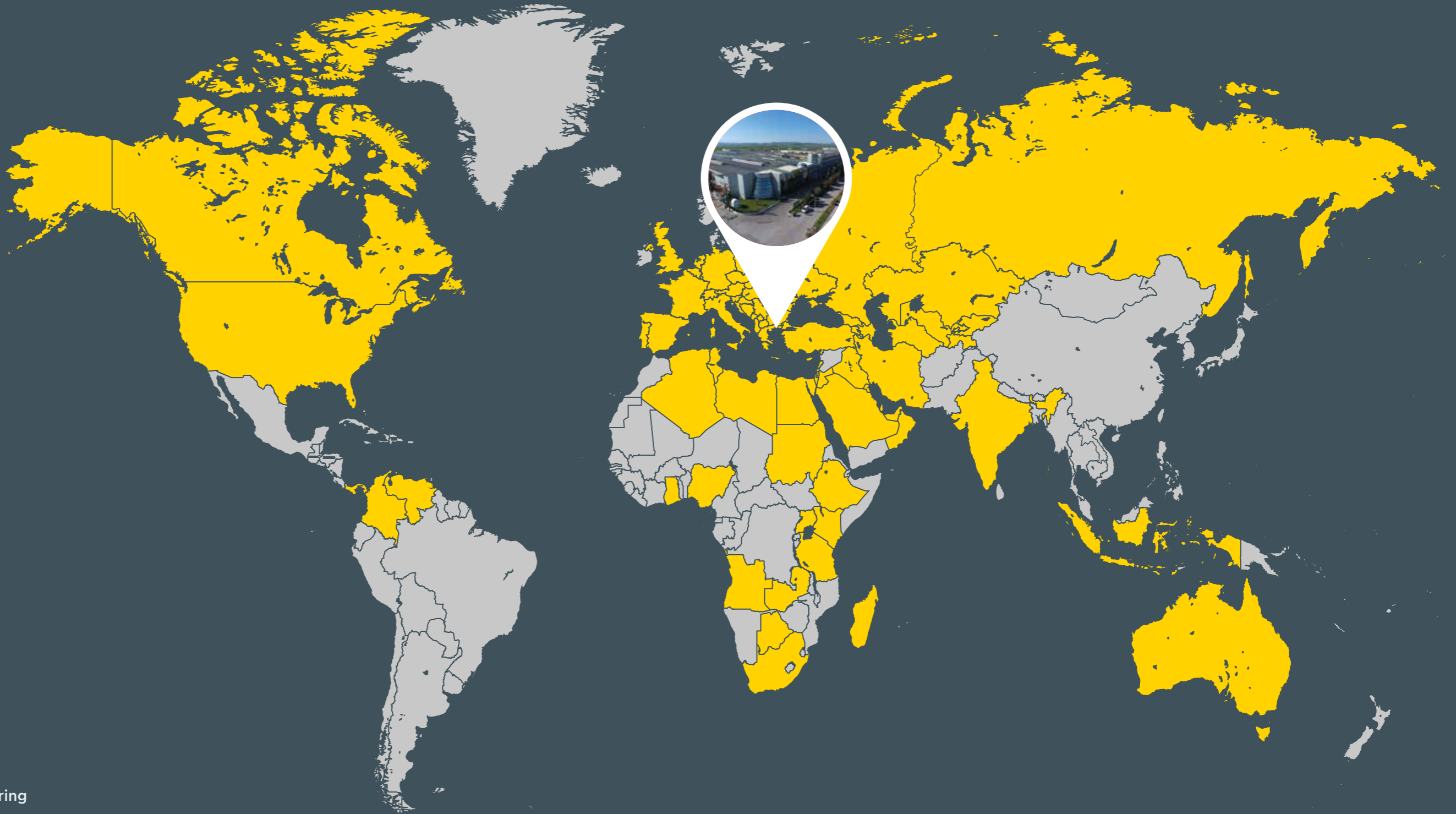
10 showrooms
in nine
countries



12 factories in
six countries



6 Countries with
strong engineering
departments**

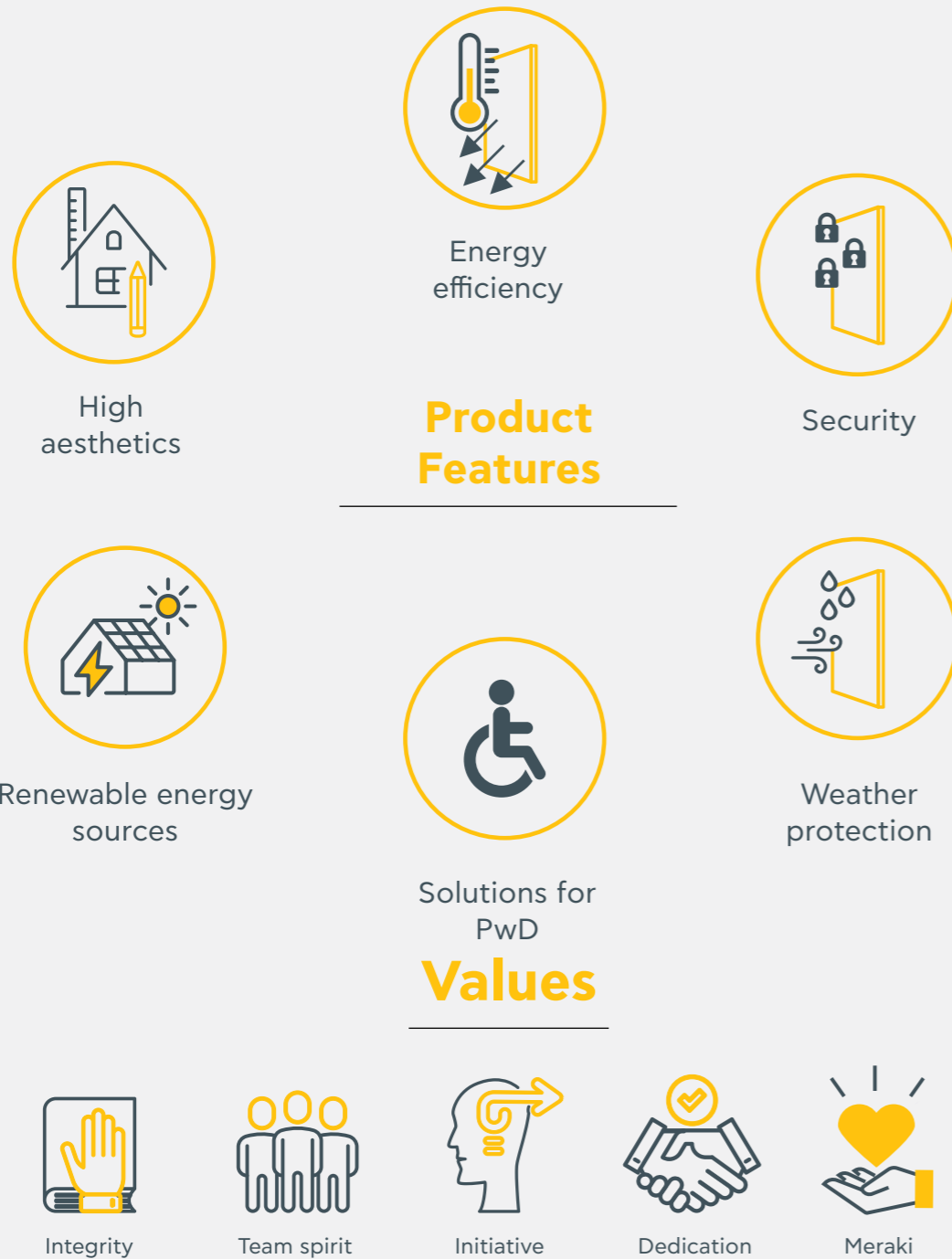


*Factories: Greece, Romania, Albania, Serbia, Bosnia and Herzegovina, Egypt.
** Engineering Departments for project support: Greece, USA, Romania, Serbia, Dubai, India.

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

VISION, MISSION AND VALUES

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



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 of advanced technology and aesthetics. We offer to 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 burglary, vandalism, fire, smoke and earthquakes.
- Protection even in extreme weather conditions.
- Solutions for people with disabilities.
- Renewable energy solutions through integration of photovoltaic systems into structural elements.

Values

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

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

- **Team spirit:** We establish open and positive relationships to promote cooperation and achieve better results. We believe that the results of a team are always greater than the individual results of the people who compose the team. We encourage and focus on interactive communication and constructive dialog.
- **Initiative:** We use every resource, human or other, aiming for continuous personal and corporate growth that stems from everyone's ideas.
- **Dedication:** The company and its employees demonstrate their loyalty both to each other as well as to the customers with whom they work.
- **Meraki:** Meraki is a word that modern Greeks use to describe something done with soul, creativity or passion – that is, when we “put a part of ourselves” into what we do.

In 2021, our company drew up the Code of Conduct, which describes the principles of business ethics and conduct under which we operate. Our Code of Conduct guides the daily professional conduct of our employees and direct partners and is available on our website.

ECONOMIC PERFORMANCE

Financial Information

For the year 2021, the Group's turnover, despite the impact of the pandemic, recorded an increase of 30.7% and reached €315.2 million, compared to €241.1 million in 2020.

Adjusted operating profit before tax, interest and depreciation (Adjusted EBITDA) amounted to €53.3 million compared to €29.6 million in 2020, increased by 80.1%.

Operating profit before tax, interest and depreciation (EBITDA) amounted to €45.2 million compared to €25.0 million in 2020, increased by 80.9%.

Gross profit amounted to €89.3 million compared to €60.2 million in the corresponding period last year, increased by 48.3%.

In 2021, the Group's profit before tax was €28.1 million compared to a profit of €11.0 million in the corresponding period last year, increased by 154.9%. Profit after tax also improved, reaching €20.3 million versus €9.3 million in the same period last year, therefore increased by 119.1%.

Inclusion in Athex ESG, the new Athens Stock Exchange Index

ALUMIL is among the 35 companies that meet the inclusion criteria of the Athex ESG, which entered into force on August 2, 2021. The new index of the Athens Stock Exchange tracks and evaluates company performance in terms of environmental, social and corporate governance issues. These data have been extensively analyzed by the National and Kapodistrian University of Athens (NKUA) and evaluated for their accuracy.

INDIRECT ECONOMIC EFFECTS

Recognizing that we are an integral part of the society in which we operate, we seek to support the economy through the various responsible initiatives we undertake.

Support to the Economy through Social Security

ALUMIL's employer contribution for 2021 reached a total of €5,924,483.

New Investments

Investments at Group level amounted to €11,412,863. Among the most important investments made in 2021 is the upgrading of the quality control system of the aluminium profile production process, with the aim of reducing the aluminium scrap produced in order to save energy.

	% Change from 2020
Turnover €315.2M	+30.7%
Operating profit (EBITDA) €45.2M	+80.9 %
Gross profit before tax €89.3M	+48.3%
Net profit after tax	Increase %
Profit €20.3M	119.1%

Table 1: Financial Information 2021

For further details on ALUMIL's financial information, there are data in the company's Annual Financial Report 2021, which has been posted on our website www.alumil.com.

OUR DISTINCTIONS

We are particularly proud of the important awards and distinctions we received in 2021, which recognize our reputation, credibility and innovation, but also of the fact that these occurred during a difficult year due to the pandemic. This gives us strength and motivation to further improve and evolve our business processes.

GSB International - Top-level certification as Premium Coater for the company's Powder Coating Units.

ALUMIL became the first aluminium system manufacturer in Greece that received a Premium Coater & Sea Proof Plus certification from GSB International, and was also the first Greek company that received the GSB paint quality certification as early as 2003.



Diamonds of Greek Economy Awards

The company received an award at the Diamonds of the Greek Economy 2021 business excellence event, which marked the culmination of its actions on its administrative and digital transformation, its extensive investments in R&D, its innovative initiatives such as ArXellence and Architectural Aluminium Academy, as well as its ever-increasing presence in international markets.



Distinction at Superbrands 2021.

For the third year in a row, ALUMIL was distinguished in the Superbrands Awards, in the "Raw materials and construction materials" category.



HRIMA Business Awards.

The company won the second prize in the "Best Company for International Action 2021" category at the HRIMA Business Awards, which were hosted for the 19th consecutive year by "HRIMA" magazine. The awards aim to give prominence to companies that support the Greek economy and contribute to the development of the stock exchange institution.



Inclusion in "The Most Sustainable Companies" list.

For the second consecutive year, ALUMIL has been included in the list of the country's top companies in the field of sustainable development, demonstrating its commitment to the values of sustainability with a focus on the circular production model, digital transformation and corporate social responsibility strategy.



Distinction for Mr. Georgios Milonas in the competition of EY, Greek "Entrepreneur of the Year" 2021.

The Company's Chairman and CEO Mr. Georgios Milonas received a distinction in the "Internationally Growing Entrepreneur" category. The competition, organized by EY in Greece for the eighth time, aims to recognize entrepreneurial excellence and honor entrepreneurs who innovate, create long-term value for all and contribute to the creation of a better world.



We stood out in Bravo! Sustainability dialogue & awards 2021.

In the context of the Bravo Governance axis, we received an award for our Employee Relations Discussions initiative.





Mayia Hotel, Rhodes, Greece

Participation in Networks and 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 and international

organizations, networks and associations, thus contributing to the development of the industry in which we operate 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 Innovations Zone



Association of Industries of Rodopi Prefecture



Federation of Industries of Greece (SBE)



UN GLOBAL COMPACT



Arab-Hellenic Chamber of Commerce and Development



American - Hellenic Chamber of Commerce



Hellenic-Italian Chamber of Commerce



Hellenic Institute of Internal Auditors



German-Hellenic Chamber of Commerce and Industry



Corporate
Governance

Alumil SMARTIA PG120F

SMARTIA PG120P

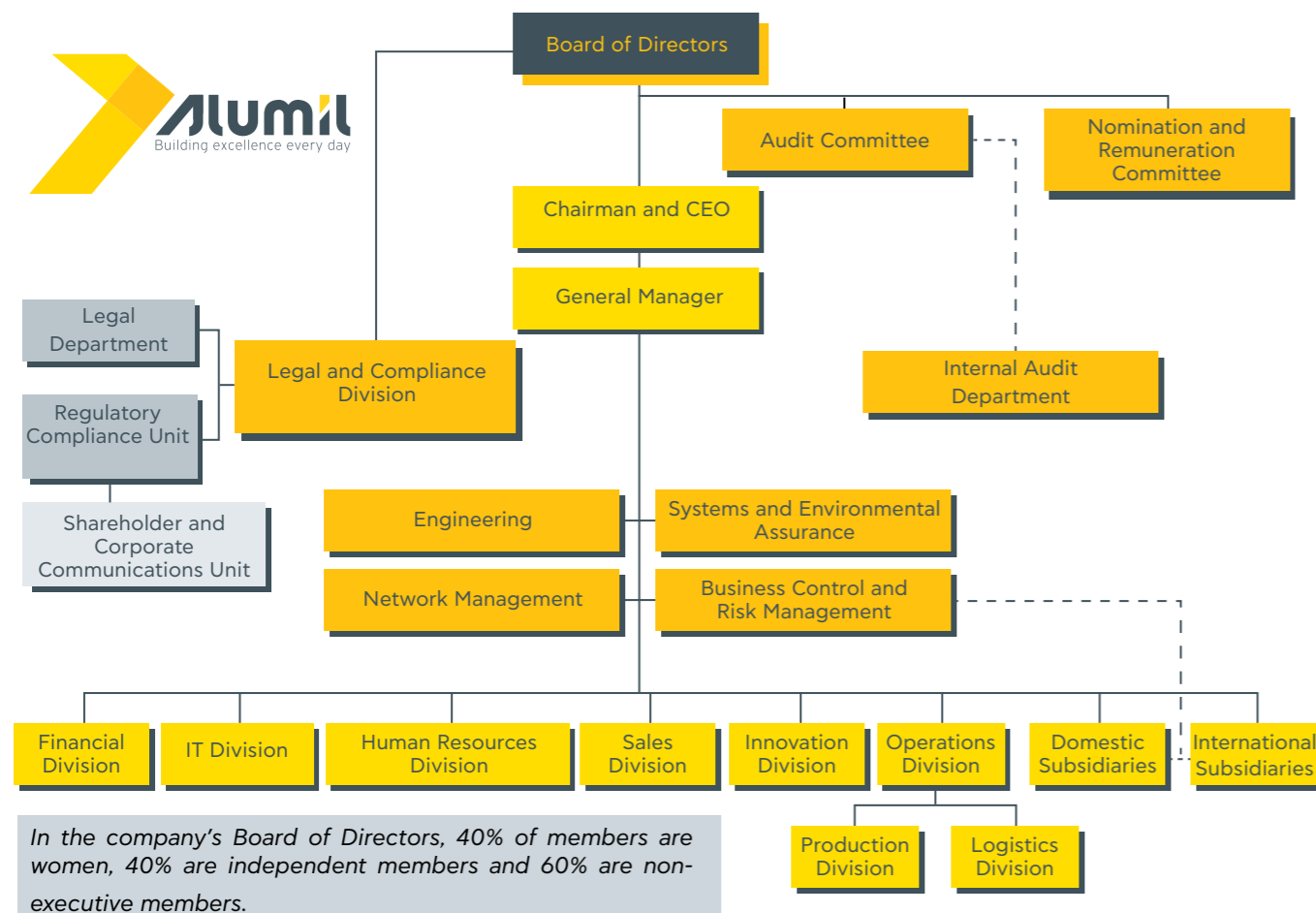
CORPORATE GOVERNANCE

Effective governance is a critical success factor and is therefore at the heart of all strategic decisions we make.

ALUMIL applies modern corporate governance methods, aiming to serve corporate interests as well as the interests of all individuals associated with it. Our governance strategy focuses on promoting flexibility, quality, innovation and a high level of customer service.

Organization chart

As can be seen below, the company's organization chart offers a simplified and easily understood representation of its organizational structure and business operations:



In the company's Board of Directors, 40% of members are women, 40% are independent members and 60% are non-executive members.





- Provides a framework for establishing and reviewing objectives and targets for quality, environmental management and occupational health and safety.
- Is documented, communicated and understood within the organization and to all employees of the company.
- Is available to the public, state services, institutions and all stakeholders.
- Is under constant review to ensure continuous relevance.

- Through our policies and procedures we take a clear stand against corruption.
- We fully comply with applicable local and European laws.
- Employee handbook (all employees are aware of its application and the penalties for non-compliance).
- Discipline regulation.
- External partner management process.
- The main purpose of the company's Internal Audit Department is to thoroughly check compliance with all rules, measures and procedures of the applicable Internal Audit System, to implement the decisions and instructions of the General Management, as well as to propose corrections or improvements to the system.

Commitment to Transparency

Sustainable development requires business ethics. At ALUMIL we work hard to prevent incidents and practices that are not in line with the company's culture, a culture in which honesty, transparency and integrity are prominent in all intra-company processes but also in the company's transactions with its external environment. We show zero tolerance towards any form of corruption, as we acknowledge that this ensures the company's reputation and the trust of our partners.

Statement of Principles and Intentions

Environmental protection, the protection of employees' health and safety, and quality assurance at all stages of the production process are directly linked to the achievement of the company's objectives. Therefore, our main concern is the proper implementation of the policy linked to the above principles, while we take all necessary measures to ensure that this policy:

- Is suitable for the purpose of the organization, the nature, scope, environmental impact, and risk of the company's activities, products and services.
- Includes a commitment to comply with customer requirements, relevant environmental legislation, relevant regulatory/legislative provisions and Greek legislation

on occupational health and safety, as well as a commitment to continuously improve the effectiveness of the three management systems.

- Includes a commitment to continuously improve the environmental performance and the factory's environmental pollution performance.
- Provides the means to effectively address occupational health and safety issues related to the factory's operations, as well as the prevention of occupational accidents and diseases.





Stakeholders



OUR STAKEHOLDERS




At ALUMIL, we recognize that communicating with our stakeholders lies at the heart of our strategy for sustainable development and success.




In 2021, we continued to have active dialog and communication with all of our stakeholders. We recognize the influence of our stakeholders, both in our business strategy and in the overall development of our company, and aim to have an open dialog with them beyond discrimination and exclusion. The aim of our

two-way communication is to identify and promptly respond to the daily challenges and needs of our stakeholders, while strengthening their trust towards us.



STAKEHOLDER	ESSENTIAL REQUIREMENTS	COMMUNICATION AND FREQUENCY	OUR RESPONSE
 Customers - Fabricators & Traders	<ul style="list-style-type: none"> Product safety Innovation Information Constant communication and response Provision of certificates for systems Training on systems manufacturing. 	<ul style="list-style-type: none"> Daily communication through the Sales department and the www.alumil.com website that enables contact with the company on any matter using the contact form. Strong presence in the construction industry printed and electronic press, where the company's news (new products, services etc.) is regularly published. Monthly newsletter with the company's most important news. Participation in industry exhibitions and conferences. Roadshows throughout Greece and information on new products and services. Visits to the company's showrooms. 	<ul style="list-style-type: none"> Fabricators, as direct customers of our company, are a key source of information for improving our products and creating new solutions. Continuous technical support, training and provision of promotional material. Provision of certificates for our systems so that our partner fabricators can issue the CE certificate for the products they deliver to the end consumers.
 Customers - Architects	<ul style="list-style-type: none"> Product safety Innovation Information Constant communication and response Training on technical issues. 	<ul style="list-style-type: none"> Daily communication through the team of Architectural and Engineering Consultants (visits to architectural offices, telephone calls, email) and the website www.alumil.com. Strong presence in the architectural industry printed and electronic press, where the company's news (new products, services etc.) is regularly published. Monthly newsletter with the company's most important news. Technical training through the Architectural Aluminium Academy. Participation in the most important architectural events of the country along with key sponsorships. Presence at exhibitions that attract architectural audiences both in Greece and abroad. Information campaigns on our innovative products. Organizing the international architectural competition "Arxellence". Visits to the company's showrooms. 	<ul style="list-style-type: none"> The needs of architects are always a priority for our company. In terms of design, the information we receive is translated into products that meet their needs. Consulting and support on technical issues, particularly in projects with special requirements.

STAKEHOLDER	ESSENTIAL REQUIREMENTS	COMMUNICATION AND FREQUENCY	OUR RESPONSE
 End Consumers	<ul style="list-style-type: none"> Product safety Innovation Information Constant communication and response 	<ul style="list-style-type: none"> Intensive advertising campaigns with a nationwide reach throughout the year. Communication through the website www.alumil.com. Daily communication through Social Media (Facebook, Instagram, LinkedIn) and direct response to consumer questions. Visits to the company's showrooms, where our consultants are always at the consumers' disposal. Participation as sponsors in important social events and activities. 	We aim to design products that provide end consumers with safety, thermal and sound insulation, protection from extreme weather conditions, shading and aesthetic enhancement. Our goal is to ensure that consumers who choose ALUMIL aluminium systems enjoy multiple benefits and significantly improve their standard of living.
 Employees	<ul style="list-style-type: none"> Health and safety at work Training and development Meritocracy Stability Benefits 	<ul style="list-style-type: none"> Daily communication (email, phone) Newsletter Events Intranet 	<ul style="list-style-type: none"> When it comes to the health and safety of our employees, the company's management always listens carefully to concerns and suggestions for improvement, constantly upgrading the working environment. The environmental sensitivity of our employees contributes to the rapid adoption of environmental protection measures and to the development of production processes with the smallest possible environmental footprint.
 Local communities	<ul style="list-style-type: none"> Jobs Selection of local suppliers Environmental performance monitoring 	<ul style="list-style-type: none"> Events Social Media Website www.alumil.com 	The environmental sensitivity of our employees contributes to the rapid adoption of environmental protection measures and the development of production processes with the smallest possible environmental footprint.

STAKEHOLDER	ESSENTIAL REQUIREMENTS	COMMUNICATION AND FREQUENCY	OUR RESPONSE
 Suppliers	<ul style="list-style-type: none"> Consistency in payments Compliance with agreements Smooth cooperation Supporting local suppliers 	<ul style="list-style-type: none"> Email Telephone Reports 	We see our suppliers as strategic partners and together we cultivate long-term relationships with the aim of maximizing the added value that comes from our excellent cooperation.
 Shareholders/Investors	<ul style="list-style-type: none"> Return on investment Attracting new investors Development of new products and markets Competitiveness Transparency Risk management 	<ul style="list-style-type: none"> Shareholders' meeting Email Corporate website 	As a company listed on the Athens Stock Exchange, our shareholders are the people who believe in us and in our evolution. We ensure that we provide them with timely and important information about investment decisions, financial performance and everything else related to our company's progress.
 Banks/Financial Institutions	<ul style="list-style-type: none"> Valid information on financial results. Ensuring sustainability 	<ul style="list-style-type: none"> Telephone Email Meetings 	We maintain stable partnerships with the banks that constitute our strategic partners, covering our company's financing needs.



Material Topics for ALUMIL in 2021

Our sustainable development strategy is inextricably linked to the priorities and needs of our stakeholders. Through continuous dialog, we recognize the challenges they face on a daily basis and seek to resolve them effectively. In order to identify and analyze the material topics of our company in 2021 and have the greatest impact on our stakeholders, we have used a specific methodology based on the guidelines of the GRI Standards. Through a specially designed questionnaire, we contacted our stakeholders to clarify their views on the importance of the material topics, and to identify changes since 2020.

The materiality assessment procedure is described below:

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

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

Step 3: Conduct a significance survey, through a qualitative questionnaire, in order to identify the material topics, as seen by stakeholders and Management.

Step 4: Create a matrix to represent material topics.

Upon completion of the process of collecting views from the company's stakeholders and Management, the following 13 important/material topics emerged:

Material Topics for ALUMIL in 2021:

- 1) Employee education and further training
- 2) Environmental legislation
- 3) Employee benefits
- 4) Anti-corruption
- 5) Employee health and safety

- 6) Presence in the local economy
- 7) Water consumption
- 8) Energy
- 9) Use of sustainable raw materials
- 10) Diversity and equal opportunities
- 11) Non-discrimination
- 12) Profitability
- 13) COVID-19 response

In relation to 2020 and the corresponding materiality process that had been implemented, the new material topics are:

- 1) Diversity and equal opportunities
- 2) Presence in the local market
- 3) Employee benefits

In relation to the 2020 results, the following issues did not emerge as material topics:

- 1) Waste management
- 2) Consumer health and safety
- 3) Greenhouse gas emissions
- 4) Indirect social effects
- 5) Anti-competitive behavior



- 1 Presence in the local economy
- 2 Indirect Social Effects
- 3 Procurement Practices
- 4 Anti-corruption
- 5 Anti-competitive behavior
- 6 Profitability
- 7 Taxation
- 8 Use Of Sustainable Raw Materials
- 9 Energy
- 10 Greenhouse Gas Emissions
- 11 Waste Management
- 12 Water Consumption
- 13 Environmental Legislation
- 14 Employee Benefits

- 15 Communication between Employees and Management
- 16 Employee Health and Safety
- 17 Employee Education and Further Training
- 18 Diversity and Equal Opportunities
- 19 Freedom of association
- 20 Non-Discrimination
- 21 Supporting Local Communities
- 22 Consumer Health and Safety
- 23 Socio-Economic Compliance
- 24 COVID-19 Response



Responsibly for
our People

RESPONSIBLY FOR OUR PEOPLE

Our people are our driving force.



+16%

employee growth in Greece (from 1.044 in 2020 to 1.211)



+72%

more women at the company in Greece (from 166 in 2020 to 286)

Our people play a primary role in the achievement of our goals and in the sustainable development of our company. We invest in their progress and the strengthening of their capabilities, by creating the appropriate conditions for the continuous improvement of their performance.

We seek to be an employer of choice both for our existing employees and also for talents who wish to start or continue their careers in our company. Our people play a key role in the growth of the company, which is why we invest in them and their skills, cultivating a work environment that respects diversity, without exclusion, but instead with equal opportunities for development, within and across borders.

We constantly strive to understand the needs of employees, which is why every year we carry out a job satisfaction survey in the company, with closed and open-ended questions. For us, two-way communication with our

people is very important, because this is the only way we can hear their concerns and potential worries.

The company's employees are also involved in the search for new talent. They are able to propose candidates to fill jobs in the company and, if their proposed candidates are selected, they are rewarded with a monetary amount (part of the amount is paid upon the start of the cooperation and the rest is paid upon completion of the newly hired employee's first semester in the company).

EMPLOYEE DATA

Information for the Staff* of Alumil S.A. Greece	2020	2021
Total Number of Employees in Greece	1044	1211
Women	166	286
Men	878	925
Total Number of Employees in Kilkis	843	1001
Women	105	214
Men	738	787
Total Number of Employees in Thessaloniki	181	182
Women	54	64
Men	127	118
Total Number of Employees in Athens	18	21
Women	6	7
Men	12	14
Total Number of Employees in Komotini	1	0
Men	1	0
Total Number of Employees in Xanthi	1	7
Women	1	1
Men	0	6

Table 2: ALUMIL S.A. Employees by Region and Gender 2020-2021

*All company employees work under full-time permanent employment contracts. There are no seasonal employees. The rate of increase for women compared to 2020 is 72.28%, while the corresponding rate for men is 5.35%.



	2020	2021
Senior Management		
Women	6%	12.5%
Men	94%	87.5%
<30 years old	0%	0%
30-50 years old	74%	75%
>50 years old	26%	25%
* Minority group	0%	0%
Middle Management		
Women	27%	30%
Men	73%	70%
<30 years old	3%	0%
30-50 years old	81%	82%
>50 years old	16%	18%
* Minority group	1.40%	0%
Lower Management		
Women	15%	24%
Men	85%	76%
<30 years old	20%	17%
30-50 years old	61%	61%
>50 years old	19%	22%
* Minority group	7.5%	11%

Table 3: ALUMIL S.A. staff by hierarchical level 2020-2021

	2020	2021
Operational Functions		
Women	9%	20%
Men	91%	80%
<30 years old	20%	16%
30-50 years old	59%	59%
>50 years old	21%	25%
* Minority group	9%	13%
Administrative Functions		
Women	32%	36%
Men	68%	64%
<30 years old	15%	14%
30-50 years old	73%	74%
>50 years old	12%	12%
* Minority group	1.30%	0.70%

Table 4: ALUMIL S.A. staff by functions 2020-2021

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

	2020	2021
Women	20%	40%
Men	80%	60%
<30 years old	0%	0%
30-50 years old	0%	20%
>50 years old	100%	80%

Table 5: ALUMIL S.A. Governance Bodies 2020 - 2021

	2020	2021
Recruitments	293	404
New hire retention rate*	85%	72%
Men	85%	64%
Women	15%	36%
<30 years old	39%	27%
30-50 years old	53%	59%
>50 years old	8%	14%
Kilkis	82%	89%
Thessaloniki	17%	8%
Athens	1%	3%

Table 6: Employee Recruitment 2020-2021

	2020	2021
Number of employee departures	119	229
Percentage of employee turnover	11%	20%
Men	97%	91%
Women	3%	9%
<30 years old	32%	34%
30-50 years old	57%	48%
>50 years old	11%	18%
Kilkis	86%	80%
Thessaloniki	11%	16%
Athens	3%	4%

Table 7: Employee Turnover 2020-2021

	2020	2021
Senior Management	0.8 : 1	0.86 : 1
Middle Management	0.87 : 1	0.87 : 1
Lower Management	1.05 : 1	0.99 : 1
Operational Functions	0.97 : 1	0.93 : 1
Administrative Functions	0.7 : 1	0.74 : 1

Table 8: Ratio of Women's to Men's Wages in each category 2020-2021

At ALUMIL, we are committed to constantly creating the proper working conditions so that all our people can have the same development opportunities and fully realize their potential.

At the same time, we respect diversity and do not accept any discrimination based on a person's ethnicity, religion, political beliefs, gender and personal characteristics.



Human Resources Development and Management

The people of ALUMIL are the company's most important asset. Their determination and zeal have helped the company reach the top. At ALUMIL we consistently invest in our people, as it is also reflected on the additional benefits we offer, namely:

- Group private life and health insurance for all our employees.
- Free-of-charge pension plan for all middle and senior management, which is essentially a systematic savings scheme.
- Innovative distance learning platform "ALUMIL e-learning" with online courses, educational programs for all our functions and interactive games.
- Corporate lending library with various categories of books for our employees.
- A dynamic Health and Safety Department with more responsibilities and activities (volunteers' team, blood donation team, training seminars on protection and safety at work, first aid seminars).
- Increased investment in employee training and development through specialized seminars for all departments.
- Investment in Health & Wellness, with Pilates courses offered in the Efkarpia, Thessaloniki facilities.
- Twice a week, the company's employees had the opportunity to participate in Pilates courses under the guidance of a

qualified trainer. For a long time, the lessons were conducted online due to the COVID-19 prevention measures.

- At the beginning of the year, Gyrokinesis® fitness classes were conducted online to enhance employees' wellness and improve their fitness levels.
- Fresh fruit is provided to all staff on a weekly basis. Once a week, fresh seasonal fruits are offered to our employees in Efkarpia, Kilkis and Athens.
- Subsidized breakfast for all employees of our company in Kilkis. Since the end of 2021, the breakfast of staff working in production has been subsidized. Specifically, employees obtain through vending machines a combo that includes a juice and a sandwich of their choice.
- As part of the measures taken to protect the health of our employees, we conduct rapid tests for Covid-19 in our facilities in Kilkis.
- Wedding gift to all employees.
- Free transportation to and from our facilities in the Industrial area of Kilkis for the convenience of our employees.

	2020		2021	
	WOMEN	MEN	WOMEN	MEN
Total number of employees granted maternity/paternity leave, by gender	35	46	8	38
Total number of employees who returned to work after the end of their leave*	33	40	2	38**
Total number of employees who returned after the end of their leave and remained for 12 months	33	35	0	35
Return to work and retention rates of employees on parental leave, by gender	35/100%	36 / 78.26%	1/12.5 %	35 / 92.10%

Table 9: Maternity/Paternity Leave 2020-2021

*Maternity leave starting in 2021 will expire in 2022. **All employees of the company have a contract of indefinite duration and are entitled to all types of leave provided by law.



Actions for our People

Information Days/ Webinars:

- For the fourth consecutive year we held a career guidance workshop for employees' children. The aim was to inform parents and children of the criteria for university selection, the completion of the computerized form for entry in Greek universities, the current status of the labor market and the career opportunities provided by each educational institution.
- On the International Day of Women and Girls in Science, our company organized a workshop with the participation

of three women who followed the path of science. They shared their own experiences in order to encourage younger generations to follow their dreams.

- We have held a webinar and a number of online sessions related to the practice of Mindfulness, in cooperation with One Breath. This practice contributes to the development of skills that allow us to maintain our mental balance even when we face difficulties, thus approaching everyday challenges with greater calm and effectiveness.



Investing in Digitization in the Workplace

We proceeded with a significant digitalization of the company's processes, aiming to improve internal communication and strengthen corporate culture. Specifically, the following procedures were digitized in 2021:

- **Expense Claim:** This procedure is used for submitting expense claims from travel, as well as fees or other expenses made using personal funds, an advance payment from the company, or an Alumil credit card.
- **Employee Off Boarding:** Procedure used by superiors to indicate the intention of their subordinates to leave the company (resignation or retirement).
- **Philoxenia Hosting Request:** Procedure used to submit a customer hosting request.

Avoiding and Handling Discrimination

Our priority is to have trust and respect in our relations with our people, ensuring that decisions on issues such as recruitment, remuneration and career development are not linked to any form of discrimination. We seek to keep our people informed on issues related to discrimination and build a working environment where every person is treated with respect and dignity. The above commitment is explicitly stated in the employee handbook, which all employees receive on their first day of work in the company. They can also download it at any time from the company's internal information network. In case of discrimination incidents, the Human Resources Division is responsible for taking all necessary measures to ensure confidentiality, discretion and promptness. In 2021, as in 2020, no cases of discrimination have been reported.

Health and Safety at Work

At Alumil, having a safe working environment is our top priority. We are constantly taking initiatives aimed at reducing risks at work, because for us, nothing is more valuable than human life. We apply strict protective

measures and we seek to actively involve our people in their observance, without accepting behaviors and practices that do not comply with the relevant health and safety regulations.

Health and safety policy

Our health and safety policies are fully in line with the requirements of international standards. In addition, key performance indicators related to injuries and accidents per year are systematically recorded, in order to ensure reliable data collection that enables corrective action to be taken where necessary.

Health and Safety Management System

Our Health and Safety Management System aims to maintain our corporate culture, according to which the safety of employees is considered a priority. 2021 marked the completion of the successful transition to the new Standard ISO 45001:2018, meeting all system as well as all legal requirements.



Risk Identification and Management System

Risks are identified using specialized Health and Safety software that is installed on corporate mobile phones and tablets and is available at all hierarchical levels of ALUMIL. Furthermore, we apply the following to contain and address the risks in the company's workplaces:

- Safety and Health inspection schedule.
- Daily Safety Walks from the department in charge.
- The emergence of dangerous situations is a key component of the annual target-setting of persons responsible for shifts.

Avoidance of dangerous situations: We believe that no task should be carried out if the employee has not responded to the 3 "What" questions:

1. What are the risks to be faced
2. What will be done to handle such risks
3. What will be done if something goes wrong

The investigation of accidents is implemented through an on-site inspection by an investigation team that requires the participation of the employees involved, their immediate superiors, the Safety Technician and the Head of

the Maintenance Department. The procedure also applies to near misses. Other members (e.g. Production Director, Operation Director) may also participate in the investigation team under certain conditions and at the discretion of the Safety Technician.

Occupational health services:

- Presence of an insurance consultant once a week, who offers information regarding the company's group insurance plan.
- Presence of an occupational physician in Kilkis once a week and at our headquarters in Efkarpiya once a month. In addition, in the Kilkis Industrial Area there is a physician present every day.
- There is a pharmacy and defibrillator in every building of the company, as well as in every department in the production facilities.
- Employees can contact the Employee Relations Consultant for work related issues (such as relationship management, problem solving), and for any other issue that concerns them and may affect their performance.

Safety Training for Employees

The total safety training for 2021 amounted to 55 hours in the following training modules:

1. Earthing and lightning protection
2. Fire Safety Drill
3. The foreman's role in occupational safety

Accident prevention and response policy

Our company's goal is to have a zero number of accidents and we take all necessary measures to achieve this. Beyond the number of fatal accidents, which was zero also in 2020, the company has also established two important indicators related to the Health and Safety of our employees in order to ensure a data-driven approach. The first one is related to the use of PPE (Personal Protective Equipment) - Workspace Order, namely Lost Time Case Rate (LTC), while the second one is the Severity Rate.

At the same time, the company provides the following with regard to accident prevention and response:

	2020	2021
Number of Fatal Accidents	0	0
Number of Accidents at Work	23	31
LTC accident index	2.7	3.07
Severity Rate (SR)	7.71	17.45

Table 10: Accidents at work 2020-2021

- Occupational physician
- Certificates of suitability
- Update of certificates following an accident/sickness
- Preventive medical tests based on risk assessment
- Physician in the Industrial Area

PPE Usage - Workspace Order

During the execution of tasks, we use all necessary Personal Protective Equipment:

- 1) Helmet, headphones, safety shoes
- 2) Glasses, mask, electrical welder's apron
- 3) Glasses - gloves, if chemicals are used
- 4) Glasses for grinding machines, leather gloves





EMPLOYEE EDUCATION AND FURTHER TRAINING

We are well aware that the development of our people is a decisive factor in the success of the company. Therefore, we provide educational programs aimed at strengthening the skills of our personnel, in order to help them fully utilize their potential. To ensure the effectiveness of training programs, we have adopted their mandatory evaluation after implementation, as we consider this to be a reliable tool for designing and improving existing and future training programs and methods.

Training for New Employees

Induction training, the initial training that every new employee receives to form a complete picture of the company's operation and culture, is essential. The training can last from one day to several months, depending on the requirements of the respective position, and includes guided tours to the company's production facilities.

In the context of the Basic Induction Training, new employees who join the Personnel (Administrative) are trained in the following subjects:

- Historical data of the Group.
- Group values, mission and vision.
- Group Organization Chart.
- Employee handbook.
- Discipline regulation.

- Philosophy of the Remuneration System.
- Performance Management System and Job Descriptions.
- Educational potential and opportunities.
- Group HR policies (leave, travel and travel expenses, remuneration etc.).
- Health and safety issues.
- Philosophy of continuous improvement of the Group's environmental and energy performance.
- Means of communication.
- Procedures related to Information Technology (IT) , Cyber Security and the General Personal Data Regulation (GDPR).
- BPM, Company Intranet, e-learning), Library, HR Self Service.
- Industrial Tour.
- Familiarization with the divisions, depending on each specific job.

An integral part of Basic as well as Extended Induction Training is the familiarization with the production process, which is conducted, whenever possible, by the Technical Training Officer of the Quality Control department, either in person or remotely, through the e-learning (Moodle) platform, with videos, comprehensive courses and a factory tour. In fact, if the specific job requires it, meetings are scheduled with the Heads of all Production Departments (Extended Training).

As in any form of education, at the end of the induction training, the trainee evaluates the training program so that the process can be improved.

Training Programs for all Employees

- Effective communication for sales people
- Complex negotiation skills
- Business English
- Geometric Dimensioning & Tolerancing (GD&T) seminars
- Getting Things Done
- ITIL Foundation 4
- Incoterms
- Leadership: New Manager Training for Technical Professionals
- 7 Habits of Highly Effective People
- Stress management
- Cash flow management, Financial & Business reporting, Financial & Business targets, KPI settings

	2020	2021
Men	17	10.1
Women	17	8.8
Administrative Function	18	8.7
Operational Function	12	8.9
Senior Management	16	5.6
Middle Management	16	6.5
Lower Management	18	10.1
General Average	17	9.7
Total Training Hours	4647	11027
Total Number Of Trainees	266	1134

Table 12: Training Hours 2020-2021

Evaluating and Informing Employees

100% of the company's employees received regular performance and career development assessments during the reporting period.

2021

Fabricators' training



TECHNICAL SUPPORT

932
training hours



SEMINARS - WORKSHOPS

45



Responsibly
for Society

RESPONSIBLY FOR SOCIETY

Caring for People and Society



Enhancing health organizations or buildings to address the spread of

COVID -19



Donation of frames to organizations and associations caring for

CHILDREN AND ADULTS

HELPING TO TACKLE THE SPREAD OF COVID-19

The company constitutes a living cell of the local communities in which it operates. In an effort to function positively in society, ALUMIL takes initiatives and implements actions by listening to peoples' needs, always guided by the principles and values that govern its operation and with the intention to create a positive impact.

Product Donations

As a company active in the field of architectural aluminium systems, we donate frames to schools, childcare associations, hospitals and, in general, wherever there is an urgent need for such interventions. In this way, we enhance the building structures and improve the daily lives of those who live and work in them. In 2021 we supported:

- The action "Point of Love" of the Municipality of Thessaloniki and the Association of Family & Friends of KETHEA (Therapy Center for Dependent Individuals) Ithaca. Specifically, the Municipality of Thessa-

loniki has provided free of charge two spaces in a private building in the center of Thessaloniki, aiming to create a distribution point of household items for beneficiaries of independent living programs for recovered addicts. Our company has donated doors and frames for the specific building.

- The 2nd Kindergarten of Kalochori, Thessaloniki through a donation of aluminium frames, installation of a sliding insect screen in 14 windows and placement of a fixed insect screen in 4 skylights. As part of the educational process, students of the Architectural Aluminium Academy visited the site where the frames were installed.
- The orphanage "Melissa" in Thessaloniki, where 4 new doors were installed. As part of the educational process, students of the Architectural Aluminium Academy visited the site where the frames were installed.

- "G. Gennimatas" General Hospital in Thessaloniki, with internal partition systems, for the creation of waiting rooms in COVID-19 wings.
- The Microbiological Unit of AHEPA hospital, providing with one door and two windows. This project was also realized in the presence of the Academy students.

Other Actions/Donations

- Due to the emergency situation last year because of the pandemic, we responded to the request for Tyvek and type 5-6B full-body protective uniforms for use during the transportation of COVID-19 patients to the National Center for Emergency Assistance (EKAV) of Thessaloniki - Kilkis Sector.
- At the request of the Municipality of Thessaloniki, we proceeded to purchase two containers for the temporary housing of people affected by the fires of August 2021 in Evia.
- By supporting the employees' initiative to raise money in order to help people affected by the fires of August 2021, the company doubled the amount collected

by the employees and the total amount was deposited in the special account opened by the Ministry of Finance for this purpose.

- As the preservation of the cultural heritage of our country is a priority and its promotion is a matter of strategic investment for us, we supported the anniversary exhibition held at the Municipal Gallery of Thessaloniki, on the occasion of the 120 years since the death of the great painter Nikolaos Gyzis. Specifically, we covered the cost of transportation and security of the works of the great Greek painter from private collections.
- We supported the 1st Conference that the European Civil Engineering Education and Training (EUCEET) and the Association of European Schools of Civil Engineers co-organized, on the "The role of education for Civil Engineers in the implementation of Sustainable Development Goals", which was held at the Aristotle University's Research Dissemination Center.

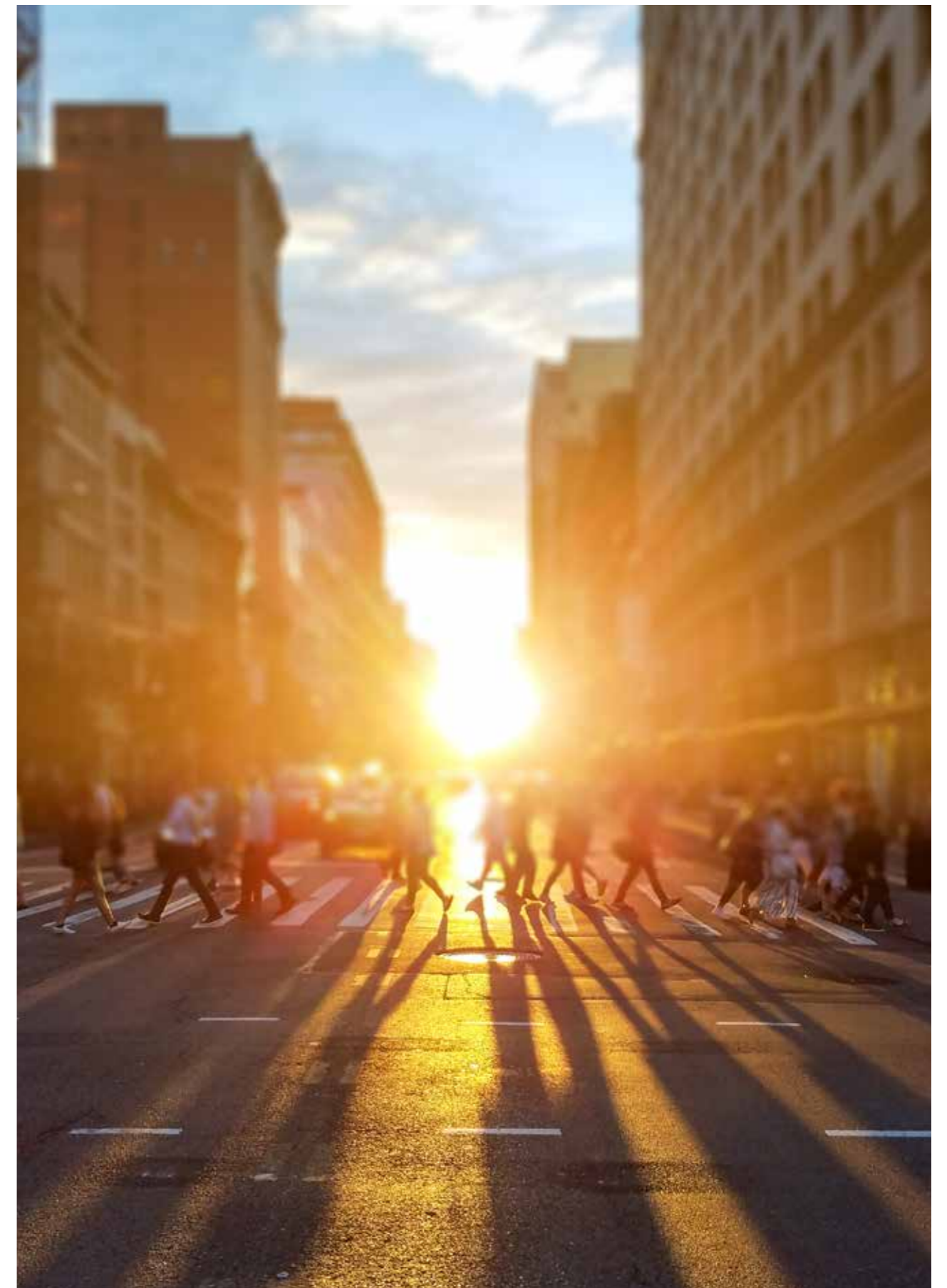




- Once again, we supported the youth entrepreneurship educational program "e-Thes SummerSchool", organized by the University of Macedonia for 14- to 18-year-old students. During the course of the program, interesting lectures were held by professionals from various disciplines, while students had the opportunity to work together and exchange views with people of their age who have similar dreams and concerns. As a company, we are always standing by the country's youth, contributing at every opportunity to actions that develop their education.
- We organized an Open Career Day in the Municipal Park "Garden" of Kilkis, in which executives of our company's HR Division participated. We had the opportunity to talk with 70 people of different age groups and specialties about the available jobs in the company, while we also provided useful advice on the correct drafting of a CV.
- We were a Grand Sponsor of Open House Thessaloniki held on 23 and 24 October, supporting once again an institution that brings the citizens of Thessaloniki close

to the rich architectural heritage of their city. This particular Open House invited the people of Thessaloniki to walk and discover the history of the city, through the footsteps that its building fabric has left over the centuries.

- On the occasion of the International Women's Day, our company's Personnel Selection Department organized a free webinar for members of the Greek Women's Engineering Association regarding the drafting of a CV and the preparation for an interview process.
- We assisted in the purchase of a nine-seater vehicle for the Municipal Utility (K.E.DI.) of Serres, thus facilitating the transportation of people with disabilities, adolescents and adults to the facilities of the Creative Activities Center.





Responsibly for
the Environment

RESPONSIBLY FOR THE ENVIRONMENT

We are reducing our energy footprint, contributing to the creation of a sustainable future.



Membership in the **Alumil Green Ambassadors** team has increased by **80%** since its establishment in 2020

63% increase of the **recycled aluminium** contained in the produced billets of our foundry, thanks to the new aluminium scrap unit.

We combine our dynamic commercial operations with practices and commitments that will make the company environmentally friendly and sustainable.

We take initiatives that aim at the proper management of natural resources and the adoption of environmentally friendly practices in order to reduce our energy footprint. The ultimate goal of the processes we develop and the commitments we make is to ensure a sustainable future.

Principles of Continuous Environmental Improvement

In order to achieve the above objective, ALUMIL's Management is committed to providing the necessary resources, both financial and human, in order to achieve the following:

- Integrating environmental thinking in its everyday decisions.
- Making a more rational use of natural resources and energy.

- Minimizing negative environmental impacts.
- Preventing and managing emergencies that could have negative impacts on the environment.
- Monitoring the development of new cleaner technologies in order to adopt them.
- Complying with and, where possible, exceeding the requirements of environmental legislation.
- Continuously improving its environmental performance.
- Environmental awareness of the company's employees, customers and suppliers.
- Disclosing the company's present policy to employees, but also making it available to all stakeholders.
- Actions for the rational management of energy resources during the product's production and distribution stage.

In order to protect the environment, we take the following measures:

- We establish clear and measurable targets, where possible, to assess our performance in terms of environmental protection.
- 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 who have significant environmental responsibilities.
- We implement strategies to minimize 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 neutralization and proper disposal of waste.
- We finance all of the above measures in order to achieve our environmental objectives.

Important Actions for the Environment

- Complete installation of a photovoltaic system in the company's headquarters in Efkarpia, of a total power of 50kw. Through this action we manage to reduce our carbon footprint (CO₂) by approximately 35 tons per year.
- For two months in 2021, the company continued to finance the anti-pollution vessel

"Alkippi", which works to collect floating waste, helping to clean the sea from phytoplankton.

- We proceeded to purchase 10,000MWh of electricity from renewable energy sources.
- Employees of the company and members of the ALUMIL Green Ambassadors employee volunteer team participated in a tree planting event held in Triadi, in the Municipality of Themi, under the supervision of the Macedonia - Thrace Reforestation Directorate and contributed to the planting of 480 samplings.
- We participated in the cleaning of the coastal and lakeside zone. Specifically, we participated in a clean-up in the area of the Epanomi River in the Prefecture of Thessaloniki. In the context of the annual "European Maritime Day" event, the Municipality of Thermaikos sent an open invitation to volunteer groups in Thessaloniki that are active in urban intervention sectors. ALUMIL responded immediately and in turn issued an open invitation to all company employees in Thessaloniki and Kilkis. This resulted in 182 bags of waste and recyclable materials. Regarding Doirani, we responded to the call of the General Tourism Office of the Kilkis Regional Unit on the occasion of the World Environment Day, during which approximately 6000 liters of waste were collected.



- The ALUMIL Green Ambassadors team has launched initiatives aiming to motivate an increasing number of the company's employees to adopt more sustainable practices in their everyday lives. Thus, campaigns were created to raise awareness among employees on issues such as recycling, plastic use reduction and energy saving. In addition, information events have been held with the aim of enhancing the knowledge of the company's people regarding green practices.

ENVIRONMENTAL LEGISLATION AND COMPLIANCE

For us, environmental protection is a priority. We undertake initiatives for the proper management of natural resources and the adoption of environmentally friendly practices, mainly aiming to reduce our energy footprint. We adhere strictly to the country's environmental legislation and, since 2002, we have implemented a certified environmental management system in accordance with EN ISO 14001. ALUMIL's activities in 2021 were in full compliance with the country's environmental legislation. There are no instances of non-compliance with environmental laws and regulations.

Environmental Management System

Our Environmental Management System (EMS) is designed, as mentioned above, in accordance with the international standard ISO 14001, which can be evaluated and certified by internationally recognized certification bodies. This certificate ensures the harmonious coexistence of ALUMIL's activities with the natural environment. Since 2002, the company has established and applies the Environmental Management System in aluminium extrusion, powder coating, composite wood surface treatment, and the production of thermally insulated profiles, i.e. the most important production processes.

The Environmental Management System of our company includes a procedure to identify the environmental issues of the factory's operation and to evaluate them, in order to determine the most important environmental

impacts. The objectives set by the company in order to achieve the continuous improvement of its environmental performance are based on measurable data directly linked to the environmental impact of our production processes, as well as environmental legislation and regulations.

The applied procedure is then checked to ensure its satisfactory implementation and, if necessary, appropriate corrective actions are taken. At the same time, the responsibilities and authorities of the employees, who carry out this process and are properly trained, are recorded. In addition, it is noted that this procedure is activated at least whenever there are changes in the operation of the factory (e.g. adding processes/parts, changes in processes or materials used, etc.).

SUSTAINABLE RAW MATERIALS

Raw Materials

Having as our main concern the least possible impact of the environmental burden during the production process, we carry out detailed recording and proper management of the materials entering the company. The quantities of recyclable or non-recyclable materials used are detailed in the following table.

RECYCLABLE/ NON-RECYCLABLE	MATERIAL	QUANTITY 2020	QUANTITY 2021	UNITS OF MEASURE- MENT
EXTRUSION				
X	NON RECYCLABLE LUBRICANTS	1,000	3,278	Kg
	RECYCLABLE LUBRICANTS	37,856	47,216	L
	ALUMINIUM RAW MATERIAL	30,784,848	34,336,356	Kg
PACKAGING				
X	NON RECYCLABLE LUBRICANTS	900	1,056	L
	PACKAGING PAPER VARIOUS TYPES	680,138.5	1,480,460	Kg
	3-PLY CARDBOARD	70,121	146,400	PIECE
	GREYBOARD BOTH SIDES LAMINATED -ONE SIDE BROWN & ONE SIDE WHITE KRAFTPAPER PE-Foil 20mm	-*	518,846	PIECE
	IMPORTED CARDBOARD 30x540	3.08	56.76	PACKAGE
	PAPER CORNER brown	181,428	260,868	m
	BC 24002 FANFOLD GERILLT NEW LOGO	6,975	3,958	PIECE
	PROTECTION FILM	700,732.5	1,229,815	m ²
	POLYETHYLENE SHEET	50,373	141,474	Kg
	TIMBER	1,165.5	2,704.88	m ³
	EUROPALLET 1.20m x 0.80m WHITE	1,974	4,346	PIECE
THERMAL INSULATION MATERIALS				
	POLYAMIDES	9,092,123	11,380,324.34	m
PAINTHOUSE				
X	POWDER	424,079	473,647.7	Kg
	BATH CHEMICALS	282,387	328,412.3	Kg
ANODIZATION				
	BATH CHEMICALS	523,858	744,187	Kg
	POLISHING PASTE	1,500	250	Kg
X	STEEL BLASTING PELLETS	3,500	2,650	Kg
	LIME POWDER (FOR BIOLOGICAL TREATMENT)	5,500	5,000	Kg
FOUNDRY*				
	RECYCLABLE LUBRICANTS	-*	2,148	Kg
	NON RECYCLABLE LUBRICANTS	-*	1,590	Kg
	ALUMINIUM RAW MATERIAL	13,077,519	39,071,429	Kg
X	CHEMICALS FOR PRODUCTION DD	21,030	21,755	Kg
	LIME POWDER	48,500	44,324	Kg

Table 13: Recyclable/ Non-recyclable Waste 2020-2021

* Note regarding the Foundry: The differences in the quantities for 2021 compared to 2020 are due to the fact that the quantities for 2020 cover 5 months (from the merger onwards, while the quantities for 2021 cover a full year).

** Quantities are not available as the foundry merged with ALUMIL around the end of 2020

Percentage of recycled input materials

We aim for the effective use of all materials entering our company at all stages of our pro-

duction process, applying as much as possible the principles of the circular economy.



MATERIAL	QUANTITY 2020	QUANTITY 2021	PERCENT 2020	PERCENT 2021
Primary Aluminium	10,136,552 Kg	8,340,514 Kg	32.92 %	24.2%
Recycled Aluminium	20,648,296 Kg	25,995,867 Kg	67.02%	75.7%
Grand Total	30,784,848 Kg	34,336,381 Kg		

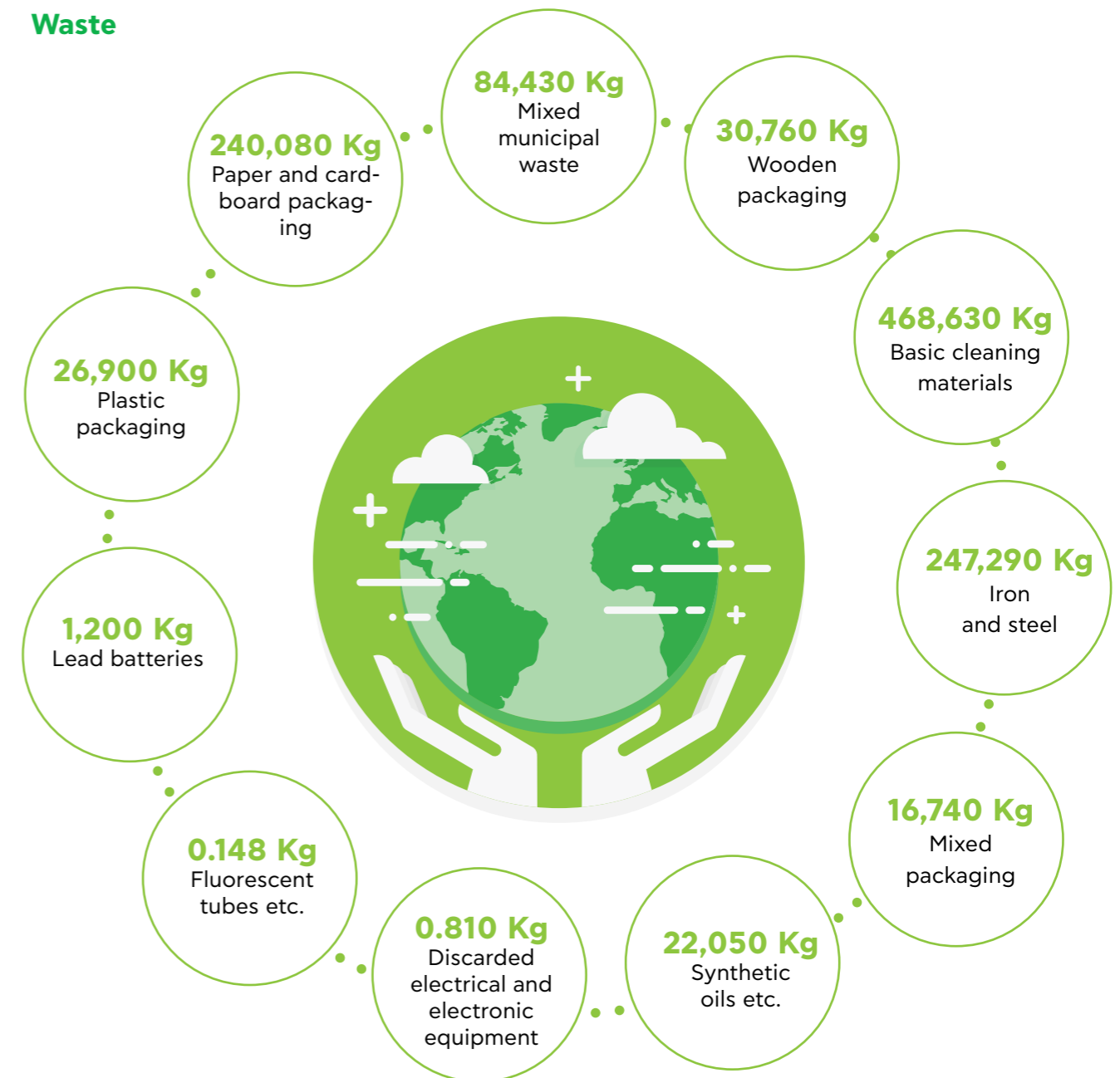
Table 14: Recycled input materials 2020-2021



RECYCLABLE	MATERIAL	2020	2021	UNIT OF MEASUREMENT
EXTRUSION				
✓	EXTRUSION RETURN SCRAP	3,835,523	3,881,206	Kg
PACKAGING				
✓	PACKAGING RETURN SCRAP	700,159	745,499	Kg
THERMAL INSULATION MATERIALS				
✓	THERMAL INSULATION RETURN SCRAP	303,937	60,685	Kg
POWDER COATING UNIT				
✓	POWDER COATING RETURN SCRAP	229,669	166,017	Kg
ANODIZATION				
✓	ANODIZATION RETURN SCRAP	79,254	82,080	Kg
OTHER PRODUCTION DEPARTMENTS CNC-DRILLING-SPECIAL PACKAGING-SAWS				
✓	ALUMINIUM RETURN SCRAP	252,936	18,269	Kg

Table 15: Recyclable Materials 2020-2021

Waste



ALUMIL Green Ambassadors team

The voluntary employees' team, ALUMIL Green Ambassadors, is continuing its work to promote green practices, raise awareness of environmental issues among our colleagues and fellow human beings and encourage them to adopt ecological habits.

A year later, the Green Ambassadors team has grown and has achieved a plenty of activities and a variety of interesting actions. The team has participated in actions for the protection of the environment, such as beach cleaning and tree planting. Moreover, during the team's online meetings held once every two months, Green Ambassadors addressed the issues that the company should focus on, defined the action plan for the coming months and – at times – organized discussions with other groups or bodies that are active with the environment and its protection. Finally, with the team's encouragement, the company proceeded to abolish plastic cups in all its facilities, while through videos and internal campaigns, the company's people are encouraged to operate according to the values of circular economy and sustainability.



RESPONSIBLE USE OF WATER

Water is a key resource for the operation of the company, as its use is necessary in our production facilities. We place great emphasis on accurate water management and take initiatives to keep its recycling rates at a high level.

	ALUMIL (MEASUREMENT OF CONSUMPTION)	ALUMIL (NEEDS OF THE PRODUCTION PROCESS)	RECYCLING RATE
2020	219,034 m ³	302,157.6 m ³	38%
2021	257,157 m ³	346,358.7 m ³	35%

Table 16: Water consumption 2021

The fall in the recycling rate, compared with last year, is mainly due to:

1. The construction of the new sorting line and the damage (leakage) found there.
2. The overall increase in water needs.

In 2021, changes were made to the horizontal powder coating unit at the stage of chemical pre-treatment of aluminium. Before 2021, both alkaline and acidic solutions were used for the chemical pre-treatment of aluminium, and a total of 12 baths were needed to complete the process. In 2021, the line was switched to full acid, resulting in 6.59% higher water savings (corresponding to 1,849 m³) and 9 baths required to complete the process.

In total, in the horizontal powder coating unit 46.8% of the water used in the circuit is saved due to the closed demineralized water system.

A closed system is also used in the vertical powder coating unit, resulting in the recycling of 43.85% of the water used.

In addition, in 2021, the reuse of slightly burdened demineralized water from aging baths in secondary wash baths during the anodization process optimized. This resulted in a 3.3% saving in clean water.

The waste water treatment method used at the facility is the neutralization method by mixing acidic and basic flows, since the powder coating unit's wastewater does not contain any hazardous substance requiring special treatment. Water consumption and recycling in the factory are only recorded in the powder coating and the anodizing unit.

Waste treatments occur only in the powder coating and the anodizing unit.

For all other departments, there are water consumption flow meters without separating which water amount is used for production and which for general use. No recycling is done in any other department.



ENERGY CONSUMPTION

The use of energy is essential for the operation of the company and the achievement of our goals. We are constantly looking for ways to make rational use of energy resources, reducing carbon dioxide emissions.

Actions to Reduce Energy Consumption

As part of the continuous upgrading of lamps to less energy-consuming ones, in 2021 about 1,000 lamps were replaced, immediately reducing the power more than 50% (old lamp 250W - new lamp 100W). The estimated minimum energy savings from lamps alone is 45,360 kWh per year.

As part of the upgrade of existing energy saving systems, mainly through offsets, the first new machines were installed in December 2021 at two locations of the production facilities (2,500 - Powder Coating Unit), with the

aim of saving energy but also improving the supplied power (voltage, current, harmonics).

According to the initial data, energy has been reduced by 11.96% in the Powder Coating Unit and 11.58% in the Cutting Works Department respectively, while the amount of energy reduction for the first three months was 74,941 kWh and 153,263 kWh for the Powder Coating Unit and the Cutting Works Department respectively. The data is collected by ALUMIL's energy measurement system.







		QUANTITIES 2020	QUANTITIES 2021	UNITS OF MEASUREMENT
DIESEL		199,639	148,043	L
PETROL		53,268	355,475*	L
ELECTRICITY		28,642,000	33,836,003	kWh
NATURAL GAS		81,793,000	96,677,000	kWh

Table 17: Energy Consumption 2020-2021

* The 2020 figures only concern Diesel for internal movement of products in the Industrial Area of Kilis, while the 2021 figures concern all Alumil vehicles.





GREENHOUSE GAS EMISSIONS

Unfortunately, greenhouse gas emissions play a key role in global warming and climate change, and most of such emissions are caused by the productive functions of industries. That's why at ALUMIL we seek to align our business activities with initiatives that aim to reduce our environmental footprint. Our new aluminium scrap sorting unit contributes substantially to this, since aluminium recycling achieves 95% energy savings.

The total CO₂ emissions at the primary energy level are calculated based on the emission factors from the total consumption from all sources. For 2021, greenhouse gas emissions in our facilities amounted to 85,125 tn, where 65,103 tn resulted from the use of electricity. Our constant goal is power quality improvement and energy saving interventions in the foundry and the anodization facilities. We have proceeded to purchase 10,000 MWh of electricity in order to reduce our environmental footprint, however this year's increase in our emissions is due to the increased production.



A night cityscape featuring a prominent skyscraper with a grid-like facade and a highway interchange with light trails. The scene is overlaid with a large white geometric shape that contains the text. The background shows a city at night with lights from buildings and streets, and a highway interchange with light trails from cars. The sky is a deep blue with some clouds. The text is in a clean, sans-serif font.

Responsibly
for the Market

RESPONSIBLY FOR THE MARKET

Innovation, quality and transparency for customers and partners.



Creation of the **Alumilia** loyalty program for our partners



Optimizations in the **Warehouse Management System** to reduce the time required for product collection and stock management

Innovation, quality and transparency are the three principles that characterize the relationship we cultivate with our customers and partners.

We are consciously investing in building a mutual relationship of trust that will ensure us loyal customers and devoted partners, as well as a corporate reputation that will differentiate us from the competition, both today and in the future.

ANTI-CORRUPTION

Honesty, transparency and integrity are behind every business transaction we make. We show zero tolerance for incidents of corruption and our associates are required to behave in an ethical and fully legitimate manner. By following this approach, we limit the company's exposure to risks that can damage its reputation and undermine the trust of our partners.

Through our policies and procedures we take a clear stand against corruption.

- Compliance with applicable local and European laws
- Employee handbook
- Discipline regulation
- External partner management process

The main purpose of the company's Internal Audit Department is to thoroughly check compliance with all rules, measures and procedures of the applicable Internal Audit System, as well as to check the implementation of the decisions and instructions of General Management and propose any corrections or improvements to the system. No cases of corruption were recorded in 2021.

ALUMIL's Complex Supply Chain

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

Our sophisticated International Logistics Center and our various warehouses around the world can serve global markets anywhere and anytime. The strategic location of our production facilities at the heart of the Mediterranean region and at the crossroads of western and eastern countries is an important competitive advantage that increases the efficiency of all our distribution procedures. Our quick access to international ports ensures fast shipments and excellent maritime transport.

In addition, we carefully select our distribution partners and search for the best logistics solutions for our customers to ensure timely deliveries. Our advanced IT system manages

the systematic monitoring of all procedures, from the import of raw materials to the pricing of the final product. Our company procures more than 6,500 different codes (raw materials, auxiliary materials and tradeable products) annually from at least 1,000 different suppliers. By processing them, it delivers over 34,000 different product codes annually through its network of subsidiaries.

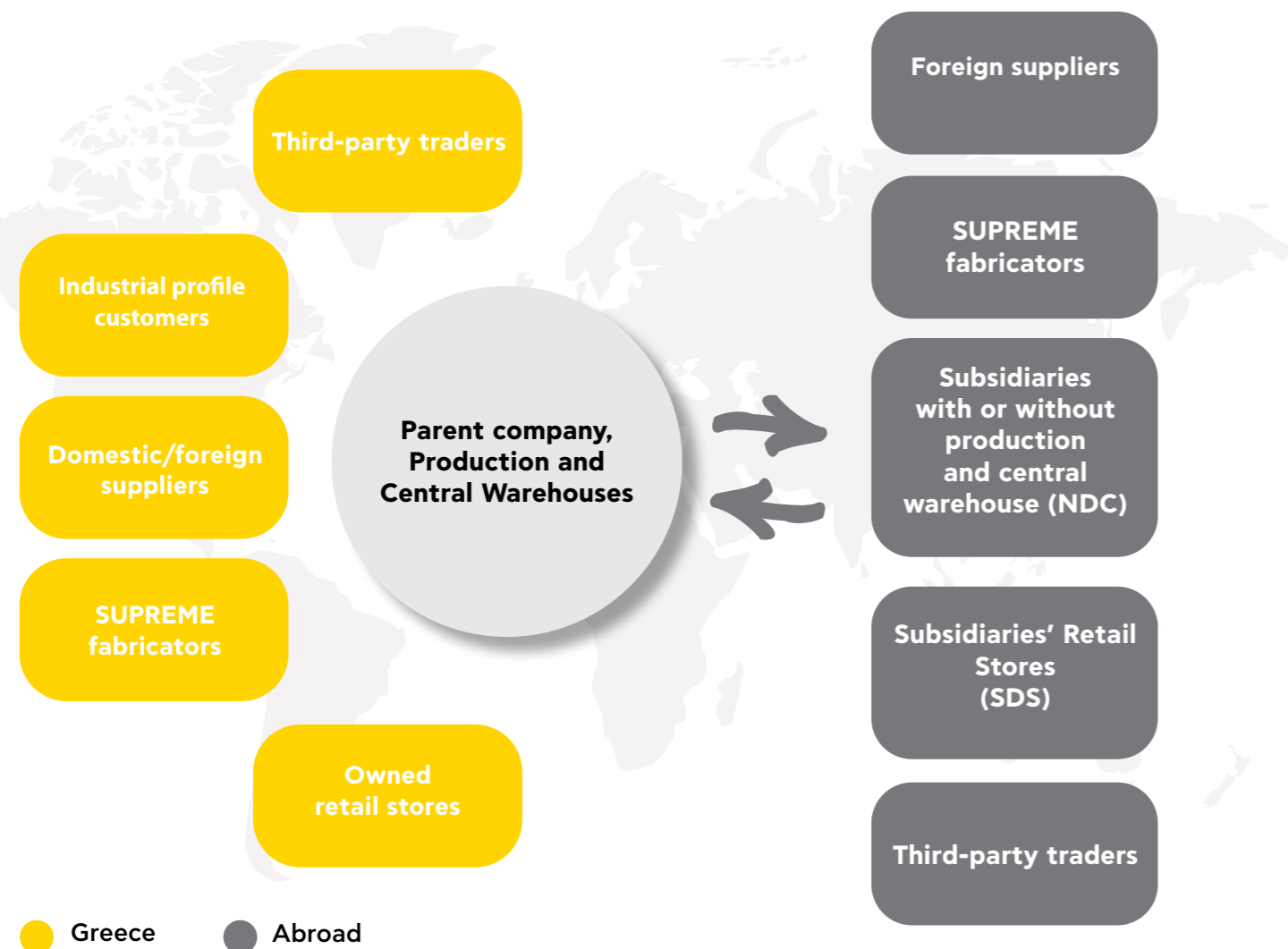
The products from the subsidiaries are transported through their 40 warehouses, to thousands of customers and to more than 60 countries. As it can be seen, the management of such a supply chain is a daily challenge.



Responsible Supply Chain

The process of ALUMIL's supply chain integration is based on the sharing of information across all supply chain nodes, but also between the company's internal departments/procedures. All orders and future requirements are collected by the parent company, where the proposed purchase requests are forwarded to Procurement, while the proposed production orders are broken down into various Raw Material needs. Raw Materials play a very important role in the company's production of aluminium profiles, as well as of various accessories for aluminium systems. For the Raw Material needs, a cycle of checks for existing purchase orders is re-

peated and possible new requirements are proposed, which are subsequently forwarded back to Procurement. Due to the multiple and complex sales and purchase cycles, it is easy to understand the complexity of ALUMIL's supply chain and the difficulty of correctly forecasting production, the ordering needs and the right inventory, both for the optimization of procedures as well as for proper and prompt customer service. The following chart shows how many parts of the Supply Chain the company has to coordinate in order 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's suppliers that supply the company with around 8,000 product codes (raw materials, semi-finished products, finished products). Then, in the production cycle, there is a direct connection with the subsidiaries, which essentially have the role of the central distributor in each country, channeling the products to the various retail stores, privately 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 the aluminium fabricators, without the mediation of a distributor or retailer.

Changes in the company's supply chain

Two man up lifting platforms were rebuilt for use on Cantilever shelves. This resulted in a reduction in the time required for parcel transport and placement on the shelves of the central warehouse, while at the same time the time of execution of picking lists was reduced, thus improving the overall productivity of the warehouse. An Order Picker lift was acquired through leasing, with the aim to reduce accessories' collection time and improve the coordination of operations. Optimizations were made in the Warehouse Management System, resulting in a reduction of the time required for product collection and stock management. The corporate fleet was strengthened by buying a new truck for internal transport, increasing the level of safety for both the transport of products as well as the employees involved. The warehouse lighting system was replaced, improving visibility and safety at work, while reducing the operating costs. A platform machine for loading containers and trucks was purchased, offering as key advantage the ability to load long parcels in closed containers/trucks, therefore achieving reduced loading times.



Alumilia Loyalty Program for Our Supply Chain

ALUMILIA is a rewarding program designed exclusively for ALUMIL's partners. It is essentially a point system where each partner collects points according to the purchases made. The points collected can be redeemed for gifts of the partner's choice. Participants can select from a large variety for gifts. The program runs through the "My ALUMIL" B2B platform and has a rewarding logic: Through their purchases, partners gain points they can redeem directly in gifts or by participating in prize draws.

The first cycle of the ALUMILIA program was a confirmation of ALUMIL's strong belief about the value of rewarding its long-term partners. The traders and fabricators of the ALUMIL network embraced the initiative. Specifically, during the first cycle, more than 2,200 gifts, with a total value of over €150,000, were distributed to more than 450 partners (fabricators and traders), while the total points collected by those who participated in the program exceeded 50 million! At the end of the cycle a grand prize draw was held, which resulted in a total of 7 winners. Two of them (one trader and one fabricator) each won a Mercedes-A-Class Hatchback A160, while 5 more fabricators received a gift voucher worth €2,000 for purchases from a chain of technology stores. The 2nd cycle of the program will start in 2022.

**Traceability:
Quality Assurance**

The main reason ALUMIL has made such a huge effort to develop a fully autonomous production plant, which is able to produce almost everything in terms of 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 are able to make continuous improvements. In addition, we can prevent potential problems on time and adopt an accurate monitoring system of any item, from the starting point of production or supply of materials to the final delivery of the product. In this way, we ensure daily guaranteed quality to our customers.

**Perfection through
Constant Control**

The value of our products, both those produced by us and those that enter the company, is due to the constant testing that we carry out in the laboratory based on recognized criteria.

Quality Control Laboratories

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

- Fully equipped extrusion laboratory
- Fully equipped powder-coating laboratory
- Fully equipped anodization laboratory
- Polyamide assembly laboratory: Q-Test, T test, programmed furnace (20-200°C), laser machine for traceability
- Material analysis spectrometer in aluminium foundry
- New product testing laboratory

Incoming Products

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

Reverse Supply Chain - Circular Economy

The Reverse Supply Chain is a process for recovering the residual value of products and materials whose life cycle has come to an end.

This usually involves the repair, redistribution, or recovery of value through recycling and is essentially the operational implementation of the principles of circular economy. It is worth noting that during the aluminium recycling process, the value recovered is almost 100%. Moreover, aluminium retains its original value no matter how many times it is recycled, which makes it a highly environmentally friendly material.

Recycling is at the Center of our Activities

Our intensive aluminium recycling is implemented through ALUFOND, which was absorbed by ALUMIL in 2020. ALUFOND's activity focuses on the production of raw materials for ALUMIL through aluminium recycling, using an advanced foundry for the homogenization of aluminium scrap. Specifically, recycling is carried out through the use of aluminium scrap created in our company during the production process or collected at our industrial facilities in Kilkis from various other sources (e.g. old aluminium frames, aluminium cables etc.).

The stages of the procedure are as follows:

1. Collection and transport of aluminium scrap
2. Receipt and quality control
3. Sorting and processing
4. Casting and forwarding of new aluminium billets to the production process

Benefits of Developing a Reverse Supply Chain

- It is estimated that the energy spent on aluminium recasting accounts for only 5% of the total energy required to produce primary aluminium by electrolysis of alumina.
- High traceability through highly vertically integrated production that even includes the creation of raw material.
- The collection and reuse of scrap contributes to the overall reduction of the Group's waste.
- The use of aluminium scrap and its reuse in the production process by recovering its value is fully in line with the principles of circular economy and sustainability, contributing significantly to environmental protection.



A photograph of a paved road winding through a lush green forest. The sun is shining brightly from the end of the road, creating a lens flare effect. The road has the year '2022' and a large white arrow painted on it, pointing towards the horizon. A semi-transparent white diagonal shape is overlaid on the right side of the image.

Goals for 2022

FUTURE GOALS FOR 2022

In the context of our Corporate Responsibility, we are committed to achieving the following targets that derive from our strategy planning with regard to issues related to our employees, society, environment and products.

Goals 2021	Results 2021	Goals 2022
ENVIRONMENT		
1. Energy savings: Continuation of the project of replacing the lamps in extrusion, anodization and foundry. Entering of all production data in the Logging & Analysis platform.	The project was completed in 2021.	1. Implementation of a project that involved target setting for the company's environmental, social and corporate governance issues in cooperation with an external consultant, with a view to achieving those targets in 2025.
2. Upgrading of the Energy Management System procedures.	Successfully upgraded.	2. Implementation of actions by the Alumil Green Ambassadors volunteers' team.
3. Entering of all production data in the Logging & Analysis platform.	Production data have not been fully imported, the project is 70% complete.	3. Increase in the number of Alumil Green Ambassadors team members.
4. Iron, plastic, aluminium, and paper recycling project in cooperation with suppliers.	It should be clarified that waste has always been recycled. Due to the constantly increasing production, there has also been an increase in waste. We therefore optimized the existing waste management process regarding the waste resulting from our production process.	4. Funding of an educational program on tree planting for primary school pupils in cooperation with an environmental non-profit organization.
5. Over a 3-year period, recycled aluminium should account for 70% of the aluminium entering the production process. This goal was set in 2020.	This refers to the percentage of recycled aluminium contained in a billet produced by our foundry. With the help of the new aluminium scrap unit, we have already managed to reach a rate of 63%.	

Goals 2021	Results 2021	Goals 2022
SOCIETY		
1. Actions to empower social groups.	Achieved.	1. Support for public benefit bodies and institutions that need to replace their frames, in cooperation with the Architectural Aluminium Academy.
2. Support for public benefit bodies and institutions that need to replace the frames in their facilities.	We launched the frame replacement program which, in some cases, was implemented with the support of the Architectural Aluminium Academy. In 2021, 5 projects were carried out.	2. Financial support for social actions.
3. Financial support for actions of social groups.	We have supported actions of a social and cultural nature.	3. Reopening of the extrusion line in Xanthi. This is a major development decision that will strengthen our business footprint, create hundreds of new jobs and contribute to the regional development of Thrace.
4. Upgrading of the Architectural Aluminium Academy: For the development of the organization, in 2021 there is a provision for the following jobs to be included: 2 technicians in Thessaloniki 3 technicians in Athens 1 consultant in Thessaloniki 1 consultant in Athens 1 engineer in Thessaloniki	All of the above hires were made in order to strengthen the Architectural Aluminium Academy.	4. Creation of a paid training program for young engineers with experience up to 3 years, with a 10-month employment duration.



Goals 2021	Results 2021	Goals 2022
EMPLOYEES		
1. Implementation of social actions of employees, such as beach cleaning (it was also a goal in 2020 but not carried out, given the protection measures against the pandemic outbreak).	Actions were carried out such as beach cleaning, lakeside area cleaning, tree planting	1. Changes in our premises in order to make it even easier for our people to work. Specifically, 3 more kitchens will be built in the company's premises (Kilkis-Efkarpia), as well as additional toilets.
2. Implementation of actions by the Alumil Green Ambassadors team and increase of the number of its members by at least 20%.	In November 2020, when the group was created, there were 25 members, while in November 2021 there were 41 members, i.e. an increase of 64%. All social actions of the company were coordinated by the team. In addition, the team produced information aimed at raising awareness of green practices among employees, and also organized information events between members as well as in cooperation with non-profit organizations.	2. Implementation of social actions, such as tree-planting and cleaning outdoor public spaces, by the company's employees in cooperation with the Green Ambassadors volunteers' team.
3. Employee training: - Corporate governance and regulatory compliance - Basic principles of a single management system ISO9001:2015/ISO14001:2015/ ISO45001:2018 - Earthing and lightning protection.	The above training programs were held in 2021.	Training programs: 1. First Aid, in order to have trained staff available per building and per shift and designate internal trainers who can spread knowledge internally. 2. Order Forecasting and Stock Control, attended by Finance Division executives. 3. Human-Centric Communication and Emotion Management for Sales and Customer Service Executives, attended by Logistics Division executives. 4. AutoCAD 2D, attended by a Sales Division executive 5. Advanced Business English, attended by Innovation Division executives. 6. Hebrew Language Learning, attended by Sales Division executives. 7. Proper Operation of Clark Machines, attended by Production Division and Logistics Division executives.

Goals 2021	Results 2021	Goals 2022
EMPLOYEES		
		8. Programming Training - Kawasaki Robotics, attended by a Production Division executive. 9. New Manager: The Basics and more of being a great leader, attended by Finance Division executives. 10. Internal Education Negotiations, attended by Sales Division and Finance Division executives. 11. Lean Manufacturing, attended by Production Division executives. 12. Pricing Conference, attended by Sales Division and Innovation Division executives. 13. Operational Excellence and Lean Management KPIs. 14. Basic Corporate Finance.
4. We are going to extend for one more year the 23 licenses of the Udey educational platform, since we have seen that it has been popular with our people and it has been used quite a lot, as due to the pandemic it has not been possible to carry out live training programs.	Achieved.	
5. Regarding our corporate library, we will move to a more modern digital environment in our new intranet and we will enrich the range of books.	The library was moved to the company's intranet and new books were added.	



Goals 2021	Results 2021	Goals 2022
MARKET		
<p>1. Digitize the purchase request to the Procurement department.</p> <p>Result:</p> <ul style="list-style-type: none"> Electronic archiving, thus reducing physical file storage space and minimizing printing. Complete tracing of documents and harmonization with the control rules, without spending time on archiving and retrieving the documents we want. 	<p>The mobile phone purchase request was digitized, as well as the laptop purchase or replacement request.</p>	<p>1. Operation of "Alumil-MyWindows" platform designed to bring fabricators and customers into direct contact. Specifically, customers will be able to easily register the general specifications of the aluminium frames they need, while also requesting corresponding offers from fabricators of the company's network.</p>
<p>2. Increase the number of Architectural Aluminium Academy trainees.</p> <p>Start of a 20-person class in Athens (Q1 2021). Formation of a 20-person class in Thessaloniki (Q4 2021). Formation of a second 20-person class in Athens (Q4 2021).</p>	<p>The class started in Athens in Q1 2021. However, in Q2 2021 classes in Athens and Thessaloniki were not held due to the COVID-19 pandemic and the goal is for them to be held by May 2022.</p>	<p>2. Design of a robotic storage system for profiles and accessories that yields multiple benefits, such as reduced collection time, faster supply of production departments, easy adjustment to market needs and fewer quality problems. The new system will become the starting point for the company's further technological evolution.</p>
<p>3. Alignment with the new corporate governance code in cooperation with an external partner, implementation and drafting of a code of conduct and ethics, as well as sustainability policy.</p>	<p>In 2021, the company adopted the new corporate governance code and proceeded with the drafting of the code of conduct and ethics as well as the sustainability policy in cooperation with an external partner.</p>	<p>3. Development of an application that facilitates the product receipt procedure. By scanning through the application, the user will be able to see for each received parcel/palette the contents and the packing list, as well as the characteristics of the products (photo/drawing, minimum quantity, etc.).</p> <p>4. Project completion for the new production planning system: The project started in early 2020 and will be delivered in the beginning of 2022. The system will upgrade the way the supply chain is managed. More specifically, the expected benefits are: improved delivery times, greater accuracy in deliveries, improved visibility of order status and progress, better mapping of rules on the production execution and management of the shop-floor, lower production costs.</p>

Goals 2021	Results 2021	Goals 2022
MARKET		
<p>4. Technical Support 2021 Training Hours Target: 696 fabricators' Trainings: 45, up from 32 in 2020.</p>	<p>We reached 932 training hours, exceeding our target by approximately 34%. Furthermore, while our goal was to hold 45 constructor trainings of fabricators in 2021, the number eventually reached 147.</p>	<p>1. Continued digitization:</p> <ol style="list-style-type: none"> Purchase request: procedure to register and approve purchase requests end to end training: a procedure for organizing and managing the training process.
<p>5. Seminars-Workshops 2021. The aim is to hold 24 seminars addressed to fabricators and engineers, with participation reaching 2000 people. If the lockdown is lifted, seminars are planned.</p>	<p>35 seminars were held, with 1579 participants. Although there was no lifting of the lockdown for several months in 2021, a number of seminars were held also outside Thessaloniki and Athens.</p>	






UN Sustainable Development Goals






UN SUSTAINABLE DEVELOPMENT GOALS





In ALUMIL we have adopted the United Nations 2030 agenda, as expressed by the Sustainable Development Goals (SDGs).

The decision of the Management is to actively contribute to the achievement of these goals through the promotion of the prosperity and safety of the population, the protection of the environment, but also the good health and progress of our employees. Our priority is to achieve the goals that are directly linked

to the activities and challenges of our industry, as well as to the material topics arising from this report. The link between our programs and actions and the Sustainable Development Goals (SDGs) is detailed below.

Sustainable Development Goal	Material Topics related to the Sustainable Development Goals	Related indicators of GRI STANDARDS	Our Response - Reference to the Report
	Health and Safety at Work	GRI 403 GRI 416	At ALUMIL, by setting the Health and Safety of our employees as our strategic priority, we implement planned policies on this issue, satisfying the requirements of international standards, as well as conducting regular training in the workplace. The Company's Management is committed towards the employees and society with regard to the responsible and safe operation of its facilities, in accordance with the rules of law and ethics. The Company practically addresses the issues of Health and Safety at work by implementing a Management System that aims to raise awareness and actively involve all company employees. The Company's Management System meets the requirements of the international standard BS OHSAS 18001:2007 for Occupational Safety and Health.

Sustainable Development Goal	Material Topics related to the Sustainable Development Goals	Related indicators of GRI STANDARDS	Our Response - Reference to the Report
	Employee Training Health and Safety at Work	GRI 404 GRI 403	In order to help the development of our employees, but also to support our general philosophy of placing each employee in a position of responsibility for effective quality control of our products and services, we aim to continuously provide training on issues that we identify as material topics. At ALUMIL we consider the training of our employees in Health and Safety issues to be of utmost importance.
	Diversity	GRI 416	At ALUMIL, we create a work environment where our people contribute to achieving the company's vision through their professional and personal development. The selection of our employees is solely made on the basis of their skills and the value they can offer to the company.
	Water Usage	GRI 303	Water is a key natural resource which we wish to preserve and not affect in the course of our operations. In 2020, at ALUMIL's facility in the Kilikis Industrial Area, 38 % of the water we used was recycled in the cooling and processing systems of extrusion, powder coating and anodizing.
	Employment		The people of ALUMIL are the company's most important asset. They are the ones who, with perseverance and zeal, have led the company to the top. At ALUMIL we invest steadily in our people, as reflected in the benefits offered.
	Quality at the Forefront		ALUMIL is committed to producing products of exceptional quality and high added value, while constantly developing and improving quality control management, always aiming at the absolute satisfaction of its customers. We implement international production management and quality control systems and all of our architectural systems are certified by world-renowned institutes.

Sustainable Development Goal	Material Topics related to the Sustainable Development Goals	Related indicators of GRI STANDARDS	Our Response - Reference to the Report
 <p>5 GENDER EQUALITY</p>	Diversity	GRI 405	At ALUMIL, we create a work environment where our people contribute to achieving the company's vision through their professional and personal development.
 <p>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</p>	Reverse Supply Chain	GRI 306	The Reverse Supply Chain is a process of recovering the residual value of products and materials whose life cycle has come to an end. It is worth noting that during the aluminium recycling process, the value recovered is almost 100%. Moreover, aluminium retains its original value no matter how many times it is recycled, which makes it a highly environmentally friendly material. At ALUMIL, recycling is carried out through the use of aluminium scrap created during our production process or collected from other sources, at our industrial facilities in Killis.
 <p>13 CLIMATE ACTION</p>	Energy Consumption	GRI 302 GRI 305	In order to reduce our environmental footprint, it is first necessary to take measurements in order to control it. Thus, we record the consumption of our fuel in the company, as well as the total energy consumption.
 <p>17 PARTNERSHIPS FOR THE GOALS</p>	Member of the UN Global Compact		ALUMIL has been a member of the UN Global Compact since 2011.



UN GLOBAL COMPACT

At ALUMIL, we support the 10 principles of the UN Global Compact regarding human rights, working conditions, environmental protection and anti-corruption.

Our intention is our active support and commitment to the implementation of the UN Global Compact and its principles in our strategy and our day-to-day operation.

Principle	GRI Indicators	Reference
Human Rights		
Principle 1 Businesses must respect and support the protection of internationally proclaimed human rights.	205-1	During the period of the 2021 Report, there have been no recorded complaints regarding violations of ALUMIL employees' human rights.
Principle 2 Businesses must ensure that they do not engage in human rights violations.	205-1	At ALUMIL, our main priorities are transparency, responsible business behavior of the company and its suppliers, as well as the safety of its employees and society.
Employment		
Principle 3 Businesses must safeguard freedom of association and effective recognition of the right to collective bargaining.	102-41	ALUMIL ensures freedom of association and collective bargaining.
Principle 4 Businesses must advocate for the elimination of all forms of forced and compulsory labor.		At ALUMIL, our main priorities are transparency, responsible business behavior of the company and its suppliers, as well as the safety of its employees and society.
Principle 5 Businesses must advocate for the effective abolition of child labor.		At ALUMIL, our main priorities are transparency, responsible business behavior of the company and its suppliers, as well as the safety of its employees and society.

Principle	GRI Indicators	Reference
Principle 6 Businesses must advocate for the elimination of discrimination in employment and recruitment	406-1	From the first day of its operation, ALUMIL has been developing relationships of trust and respect with its people and ensures that decisions related to issues such as recruitment, remuneration and professional development are not linked to any form of discrimination. That is why informing employees about discrimination issues is of paramount importance in the company, so that it is clear that behaviors not aligned with equality and meritocracy are unacceptable. In addition, our commitment to a non-discriminatory work environment is also reflected in the employee handbook, which all employees receive on their first day of work at the company and can also download at any time from the company's intranet. In case of discrimination incidents, the Human Resources Division is responsible for taking all necessary measures to ensure confidentiality, discretion and promptness. In 2021, as in 2020, no cases of discrimination have been reported in the company.
Environment		
Principle 7 Businesses must take a proactive approach to environmental challenges.	301-2, 303-3, 305-1, 305-2, 306-1, 306-2, 306-3	In order to be able to effectively implement the company's company policies, ALUMIL takes the necessary measures to ensure that these policies are appropriate for the purpose of the organization, its nature, scope, and environmental impact, as well as the risk related to the company's activities, products and services.
Principle 8 Businesses must take initiatives in order to strengthen environmental responsibility.	301-2, 303-3, 305-1, 305-2, 306-1, 306-2, 306-3	Our policy includes a commitment to continuous improvement of the environmental performance and our factory's performance regarding issues of environmental pollution prevention.
Principle 9 Businesses must encourage growth and dissemination of environmentally friendly technologies.	301-2, 301 4	In 2021, ALUMIL created a new aluminium scrap unit and launched the installation of photovoltaic systems at the company's headquarters in Kilkis.
Principle 10 Businesses must oppose all forms of corruption, including blackmail and bribery.	205-1	We recognize that our suppliers play an important role in achieving our mission. We seek stability in our relationship, which is based on mutual trust. In 2021, no incidents of corruption occurred.



ESG Data Scorecard

Boundaries & Restrictions
of Material Topics

GRI Table

ESG DATA SCORECARD

TOPIC	2020	2021	REFERENCE
Corporate Governance			
Positions of responsibility	Men: 94% Women: 6%	Men: 87.5% Women: 12.5%	Page 48
Administrative Bodies of the Company	Board of Directors Audit Committee	<ul style="list-style-type: none"> Board of Directors Audit Committee Nomination and Remuneration Committee 	Page 32
Internal Management Systems	<ul style="list-style-type: none"> Internal Audit Quality Assurance Health, Safety and Environment Assurance Business Control Engineering Network Management Legal Department 	<ul style="list-style-type: none"> Internal Audit Internal Audit Department Legal and Compliance Division Engineering Systems and Environmental Assurance Network Management Business Control and Risk Management 	Page 32
Employee Details			
Total number of employees by region and gender			
Greece Total	Men: 878 Women: 166	Men: 925 Women: 286	Page 47
Kilkis	Men: 738 Women: 105	Men: 787 Women: 105	Page 47
Thessaloniki	Men: 127 Women: 54	Men: 188 Women: 64	Page 47
Athens	Men: 12 Women: 6	Men: 14 Women: 7	Page 47
Xanthi	Men: 0 Women: 1	Men: 6 Women: 1	Page 47
Komotini	Men: 1 Women: 0	Men: 1 Women: 0	Page 47
Recruitments			
Recruitments	293	404	Page 49
New hire retention rate	85%	72%	Page 49
Men	85%	64%	Page 49
Women	15%	36%	Page 49
<30 years old	39%	27%	Page 49

TOPIC	2020	2021	REFERENCE
30-50 years old	53%	59%	Page 49
>50 years old	8%	14%	Page 49
Kilkis	82%	89%	Page 49
Thessaloniki	17%	8%	Page 49
Athens	1%	3%	Page 49
Employee turnover			
Number of employee departures	119	229	Page 49
Percentage of turn-over	11%	20%	Page 49
Men	97%	91%	Page 49
Women	3%	9%	Page 49
<30 years old	32%	34%	Page 49
30-50 years old	57%	48%	Page 49
>50 years old	11%	18%	Page 49
Kilkis	86%	80%	Page 49
Thessaloniki	11%	16%	Page 49
Athens	3%	4%	Page 49
Ratio of Women's to Men's Wages in each category			
Senior Management	0.80 : 1	0.86 : 1	Page 50
Middle Management	0.87 : 1	0.87 : 1	Page 50
Lower Management	1.05 : 1	0.99 : 1	Page 50
Operational Functions	0.97 : 1	0.93 : 1	Page 50
Administrative Functions	0.70 : 1	0.74 : 1	Page 50
ALUMIL staff by hierarchical level and age distribution			
Senior Management	>30 years old: 0% 30-50 years old: 74% <50 years old: 26% Minority group: 0%	>30 years old: 0% 30-50 years old: 75% <50 years old: 25% Minority group: 0%	Page 48
Middle Management	>30 years old: 0% 30-50 years old: 81% <50 years old: 16% Minority group: 1.4%	>30 years old: 0% 30-50 years old: 82% <50 years old: 18% Minority group: 0%	Page 48
Lower Management	>30 years old: 20% 30-50 years old: 61% <50 years old: 19% Minority group: 7.5%	>30 years old: 17% 30-50 years old: 61% <50 years old: 22% Minority group: 11%	Page 48

TOPIC	2020	2021	REFERENCE
Operational Functions	>30 years old: 20% 30-50 years old: 59% <50 years: 21% Minority group: 9%	>30 years old: 16% 30-50 years old: 59% <50 years old: 25% Minority group: 13%	Page 48
Administrative Functions	>30 years old: 15% 30-50 years old: 73% <50 years old: 12% Minority group: 1.3%	>30 years old: 14% 30-50 years old: 74% <50 years old: 12% Minority group: 0.70%	Page 48
ALUMIL staff by hierarchical level and gender			
Senior Management	Men: 94% Women: 6%	Men: 87.5% Women: 12.5%	Page 48
Middle Management	Men: 73% Women: 27%	Men: 70% Women: 30%	Page 48
Lower Management	Men: 85% Women: 15%	Men: 76% Women: 24%	Page 48
Operational Functions	Men: 91% Women: 9%	Men: 80% Women: 20%	Page 48
Administrative Functions	Men: 68% Women: 32%	Men: 64% Women: 36%	Page 48
Maternity / Paternity Leave			
Total number of employees who made use of maternity / paternity leave	Men: 35 Women: 2	Men: 38 Women: 8	Page 51
Total number of employees who returned to work after the end of maternity/paternity leave* <i>*Maternity leave starting in 2021 will end in 2022</i>	Men: 33 Women: 0	Men: 38 Women: 2	Page 51
Total number of employees who returned to work after the end of maternity/paternity leave and remained for 12 months	Men: 33 Women: 0	Men: 35 Women: 0	Page 51
Percentage of employees who returned to work	100%	78.26%	Page 51

TOPIC	2020	2021	REFERENCE
Average training hours			
Men	17	10.1	Page 57
Women	17	8.8	Page 57
Administrative Function	18	8.7	Page 57
Operational Function	12	8.9	Page 57
Senior Management	16	5.6	Page 57
Middle Management	16	6.5	Page 57
Lower Management	18	10.1	Page 57
General Average	17	9.7	Page 57
Technical Support Training			
Training Hours	622	932	Page 57
Accidents			
Number of fatal accidents for the year	0	0	Page 55
Number of accidents at work	23	31	Page 55
LTC Rate	2.7	3.07	Page 55
Severity Rate (SR)	7.71	17.45	Page 55
Social Data			
Employer contributions	€4,385,834.19	€5,924,483	Page 25
Environmental Data			
Energy Consumption			
Diesel (L)	199,639	148,043	Page 75
Petrol (L)*	53,268	355,475	Page 75
Electricity (kWh)	28,642,000	33,836,003	Page 75
Natural gas (kWh)	81,793,000	96,677,000	Page 75

* The 2020 figures only concern Diesel for internal movement of products in the Industrial Area of Kilkis, while the 2021 figures concern all Alumil vehicles.

TOPIC	2020	2021	REFERENCE
Greenhouse gas emissions (CO₂)			
Facilities	81,481 tn	85,125 tn	Page 76
Raw Materials			
Extrusion			
Non-Recyclable	Lubricants: 1,000 kg	Lubricants: 3,278 kg	Page 69
Recyclable	<ul style="list-style-type: none"> Recyclable Lubricants: 37,856 L Aluminium raw material: 30,784,848 kg 	<ul style="list-style-type: none"> Recyclable Lubricants: 47,216 L Aluminium raw material: 34,336,356 kg 	Page 69
Packaging			
Recyclable Lubricants	900 L	1,056 L	Page 69
Packaging	<ul style="list-style-type: none"> Packaging paper of various types: 680,138.5 kg 3-ply Cardboard: 70,121 pcs Greyboard both sides laminated Foil 20mm: quantities are not available as the foundry merged with ALUMIL around the end of 2020 Imported cardboard 30x540 3.08 packages Paper corner brown: 181,428 m BC 24002 Fanfold Gerillt new logo: 6,975 pcs Protective film: 700,732.5 m² Polyethylene sheet: 50.373 Kg Timber: 1,165.5 m³ Europallet MTX 1.20m x 0.80m white: 1,974 pcs 	<ul style="list-style-type: none"> Packaging paper of various types: 1,480.460 kg 3-ply Cardboard: 146,400 pcs Greyboard both sides laminated Foil 20mm: 518,846 pcs Imported Cardbord 30x540: 56.76 packages Paper corner brown: 260,868 m BC 24002 Fanfold Gerillt new logo: 3,958 pcs Protective film: 1,229,815 m² Polyethylene sheet: 141.474 Kg Timber: 2,704.88 m³ Europallet MTX 1.20m x 0.80m white: 1,974 pcs 	Page 69
Thermal Insulation			
Recyclable	Polyamides: 9,092,123 m	Polyamides: 11,380,324 m	Page 69
Powder Coating Unit			
Non-Recyclable	<ul style="list-style-type: none"> Powder: 424,079 Kg Bath chemicals: 282,387 Kg 	<ul style="list-style-type: none"> Powder: 473,647.7 Kg Bath chemicals: 282,387 Kg 	Page 69

TOPIC	2020	2021	REFERENCE
Anodization			
Non-Recyclable	<ul style="list-style-type: none"> Bath chemicals: 523,858 Kg Polishing paste: 1,500 Kg Steel blasting pellets: 3,500 Kg Lime powder (for biological treatment): 5,500 Kg 	<ul style="list-style-type: none"> Bath chemicals: 523,858 Kg Polishing paste: 250 Kg Steel blasting pellets: 2,650 Kg Lime powder (For biological treatment): 5,000 Kg 	Page 69
Foundry			
Recyclable	Lubricants: quantities are not available as the foundry merged with ALUMIL around the end of 2020	Lubricants: 2,148 Kg	Page 69
Non-Recyclable	Lubricants: Quantities are not available as the foundry merged with ALUMIL around the end of 2020	Lubricants: 1,590 Kg	Page 69
Aluminium raw material	13,077,519 Kg	39,071,429 Kg	Page 69
Chemicals for production DD	21,030 Kg	21,755 Kg	Page 69
Lime powder	48,500 Kg	44,324 Kg	Page 69
Waste Management			
Wooden packaging	148.16 t	30.76 t	Page 71
Basic cleaning materials	103.56 t	468.63 t	Page 71
Iron and steel	37.58 t	247.29 t	Page 71
Mixed packaging	4.14 t	16.74 t	Page 71
Synthetic engine, gearbox and lubrication oils	12.83 t	22.05 t	Page 71
Discarded electrical and electronic equipment	0.281 t	0.810 t	Page 71
Fluorescent tubes and other wastes containing mercury	0.125 t	0.148 t	Page 71

TOPIC	2020	2021	REFERENCE
Waste Management			
Mixed municipal waste	177.36 t	84.43 t	Page 71
Plastic packaging	13.29 t	26.29 t	Page 71
Paper and cardboard packaging	199.55 t	240 t	Page 71
Water Consumption			
Facilities	219,034 m ³	257,157 m ³	Page 72
Market Data			
Product Codes	>34,000	>34,000	Page 81
Suppliers	>1,000	>1,000	Page 81
Raw Material Codes	>6,500	>6,500	Page 81
Product Certifications	21	112 new thermal insulation certifications	Page 16-17
Subsidiaries (worldwide)	32	32	Page 17
Countries of operation	>60	>60	Page 17
Factories	12 (in 6 countries)	12 (in 6 countries)	Page 20
Showrooms	9 (in 8 countries)	10 (in 9 countries)	Page 20
Partners (worldwide)	>20,000	>20,000	Page 20
Investments			
Investment on an Aluminium Scrap Sorting and Processing Plant	€4.6M	€11.4M Among the most important investments made in 2021 is the upgrading of the quality control system of the aluminium profile production process, with the aim of reducing the aluminium scrap produced in order to save energy.	Page 25

BOUNDARIES AND RESTRICTIONS OF MATERIAL TOPICS

MATERIAL TOPIC	BOUNDARY WITHIN THE COMPANY	BOUNDARY OUTSIDE THE COMPANY	RESTRICTIONS
1) Employee education and further training	ALUMIL Employees	Local communities	This Report and the data describing our performance on material topics cover all ALUMIL activities.
2) Environmental legislation	ALUMIL	Customers – Fabricators & Traders Customers - Architects End Consumers	
3) Employee benefits	ALUMIL Employees	Local communities	
4) Anti-corruption	ALUMIL	Suppliers	
5) Health and safety	ALUMIL Employees	Local communities	
6) Presence in the local economy	ALUMIL	Local communities	
7) Water consumption	ALUMIL Employees	Local Communities Customers – Fabricators Customers - Architects End Consumers Suppliers	
8) Energy	ALUMIL	Local communities	
9) Use of sustainable raw materials	ALUMIL	Shareholders/Investors Banks/ Financial Institutions	
10) Diversity and equal opportunities	ALUMIL Employees	Suppliers	
11) Non-discrimination	ALUMIL Employees	Local communities	
12) Profitability	ALUMIL Shareholders/Investors	Banks/ Financial Institutions	
13) Covid-19 response	ALUMIL Employees	Local communities	

GRI TABLE

This ESG Report is ALUMIL's third publication and includes actions and activities implemented during 2021. Following an assessment by the Center for Sustainability and Excellence (CSE), based on the guidelines of the most widely recognized international GRI STANDARDS, it is certified that the company's compliance level is "In accordance - Core".

GRI STANDARDS indicator	Description	Reference
General Information		
Company Profile		
GRI 102-1	Company Name	ALUMIL S.A.
GRI 102-2	Main brands, products and services	Page 14-15
GRI 102-3	Location of company's headquarters	Page 11
GRI 102-4	Countries in which the company operates	Page 17, 20-21
GRI 102-5	Ownership and legal form	Société Anonyme (S.A.), listed on the Athens Stock Exchange
GRI 102-6	Markets served	Page 20-21
GRI 102-7	Figures of the company issuing the Report	Page 20-21, 25, 47
GRI 102-8	Labor force data by category, gender, age group, mobility and other indicators of differentiation	Page 47-50
GRI 102-9	Description of the company's supply chain	Page 81
GRI 102-10	Significant changes in the company and supply chain	Page 25, 72-73, 83
GRI 102-11	Explanations for the application of the precautionary principle	Page 34-35
GRI 102-12	External voluntary initiatives for sustainable development in which the company participates	Page 60-62
GRI 102-13	Membership of associations/organizations	Page 28-29

GRI STANDARDS index	Description	Reference
Strategy		
GRI 102-14	Statement by Management	Page 6-7
Ethics and Integrity		
GRI 102-16	Statements of mission and values and corporate policies on sustainable development strategy	Page 22-23
Governance		
GRI 102-18	Corporate governance structure	Page 32
Consultation with stakeholders		
GRI 102-40	List of stakeholders	Page 39-41
GRI 102-41	Percentage of employees covered by collective agreements	Page 47
GRI 102-42	Identification and selection of stakeholders	Page 38
GRI 102-43	Approach to stakeholder engagement	Page 39-41
GRI 102-44	Key topics and concerns raised by stakeholders	Page 39-41
Reporting Practices		
GRI 102-45	Entities included in the consolidated financial statements	Page 25
GRI 102-46	Defining Report's content	Page 42-43
GRI 102-47	Material Topics	Page 42
GRI 102-48	Restatements regarding the impact of revised information	No revised information
GRI 102-49	Significant changes compared to previous Reports	No significant changes
GRI 102-50	Reporting Period	01.01.2021-31.12.2021
GRI 102-51	Previous Report	2020
GRI 102-52	Reporting Cycle	Annual
GRI 102-53	Query contact point	Page 4
GRI 102-54	Claims of reporting in accordance with the GRI Standards	Page 112 This report has been prepared in accordance with the GRI Standards: Core option.
GRI 102-55	GRI Table	Page 112-116
GRI 102-56	External certification	This Report has not been externally certified

GRI STANDARDS index	Description	Reference
Specific Disclosures		
Economy		
GRI 201	Economic Performance (Profitability)	
GRI 103	Management approach	Page 25
GRI 201-1	Direct economic value generated and distributed	Page 25
GRI 202	Local economy	
GRI 103	Management approach	Page 25
GRI 202-1	Ratios of standard entry level wage by gender compared to local minimum wage	Page 47
GRI 205	Anti-corruption	
GRI 103	Management approach	Page 80
GRI 205-2	Communication and training on anti-corruption procedures and policies	Page 80
GRI 205-3	Confirmed incidents of corruption	Page 81
Environment		
GRI 301	Sustainable Raw Materials	
GRI 103	Management approach	Page 68
GRI 301-1	Raw materials used	Page 69
GRI 301-2	Percentage of recycled raw materials used	Page 70
GRI 302	Energy Consumption	
GRI 103	Management approach	Page 74
GRI 302-1	Energy consumption within the organization	Page 75
GRI 303	Water Consumption	
GRI 103	Management approach	Page 72-73

GRI STANDARDS index	Description	Reference
GRI 303-2	Management of impacts associated with water discharge	Page 72-73
GRI 303-5	Water consumption	Page 72
GRI 307	Environmental legislation	
GRI 103	Management approach	Page 68
GRI 307-1	Incidents of non-compliance	Page 68
Employees - Society		
GRI 401	Social benefits for employees	
GRI 103	Management approach	Page 51
GRI 401-1	Benefits provided to full-time employees and not to part-time or seasonal employees	Page 51
GRI 403	Employee health and safety	
GRI 103	Management approach	Page 53
GRI 403-1	Management system for employees' health and safety	Page 53
GRI 403-2	Hazard identification, risk assessment, investigation of incidents	Page 54
GRI 403-3	Occupational Health Services	Page 54
GRI 403-4	Employee participation, consultation and communication on health and safety at work	Page 54-55
GRI 403-5	Employee training on health and safety at the workplace	Page 55
GRI 403-6	Promotion of employees' health	Page 55
GRI 403-7	Prevention and reduction of impacts related to health and safety at the workplace, which are directly linked to business relationships	Page 54-55
GRI 403-9	Type and rate of accidents at the workplace, diseases, absences, lost days, deaths	Page 55

GRI STANDARDS index	Description	Reference
GRI 404	Employee education and further training	
GRI 103	Management approach	Page 56
GRI 404-1	Average training hours per year and per employee.	Page 57
GRI 404-2	Training Programs	Page 57
GRI 405	Diversity and Equal Opportunities	
GRI 103	Management approach	Page 46
GRI 103	Diversity of management and employees	Page 48-50
GRI 406	Avoiding Discrimination	
GRI 103	Management approach	Page 53
GRI 406	Incidents of Discrimination	Page 53
Non-GRI	Contribution against COVID- 19	
GRI 103	Management approach	Page 60-61

This Corporate Responsibility and Sustainability Report has been implemented in collaboration with the Center for Sustainability and Excellence.





Alumil

Building excellence every day

**HEADQUARTERS
& SHOWROOM - THESSALONIKI**

8 Gogousi St, Efkarpia
Thessaloniki - 564 29
Tel.: 2313 011000
Fax: 2310 692473
E-mail: info@alumil.com

SHOWROOM & OFFICES - ATHENS

67 Tatoiou Ave., Acharnes
Athens - 136 77
Tel.: 210 6298100
Fax: 210 8003801
E-mail: athina@alumil.com

Registered Office

Industrial Area of Kilkis
Kilkis - 611 00
Tel.: 23410 79300
Fax: 23410 71988
E-mail: info@alumil.com

www.alumil.com