



ESG REPORT 2022



ESG REPORT

2022

MESSAGE FROM THE PRESIDENT AND CEO

At ALUMIL, sustainability and social well-being lie at the heart of our business strategy.

With a vision to leave behind a better world for future generations, we steadfastly tread the path of sustainability and corporate responsibility. We make systematic investments in initiatives that contribute to environmental preservation, foster the development of our people and local communities, and enhance the daily lives of our valued customers and partners.

In 2022, one of our most notable environmental achievements was securing international Cradle to Cradle Certified® Silver certification for 34 of our architectural systems. ALUMIL proudly stands as the first Greek company in our industry to attain this certification, globally recognised as the gold standard for safe and sustainable products created in accordance with the principles of the circular economy.

Furthermore, 2022 marked a significant milestone in our presence in Thrace. After nearly a decade, we made the strategic decision to reopen our production unit in Xanthi. This choice contributes to the economic well-being of the region by generating hundreds of new employment opportunities. We view these new jobs as not just roles but as responsibilities towards the

individuals we welcome into our workforce. This responsibility extends to ensuring their health and safety and fostering their continuous development, two areas that have been, are, and will remain top priorities for our company. We invest in specialised training programmes to fulfil these commitments.

Innovation was the hallmark of 2022 for us. We made a concentrated effort to enhance our customers' digital experience by introducing innovative applications such as MyWindows. This company platform empowers consumers to request quotes for new windows and doors from manufacturers within our network with greater ease and speed than ever before.

We take immense pride in our accomplishments thus far and remain resolutely focused on the future. We continue to prioritise the key pillars of Environment, Society, and Corporate Governance, with ambitious goals set for implementation by 2025. These goals include reducing carbon emissions by 12%, increasing the use of renewable energy in our facilities by 38%, and achieving the production of all architectural profiles using 60% recycled aluminium through our scrap sorting and processing unit located at our

Georgios Mylonas
President and CEO of ALUMIL



foundry in the Kilkis Industrial Area.

United and tireless in our collective efforts, we pave the way for a more sustainable future. Our values and ethical principles guide us as our compass, and our ultimate destination is

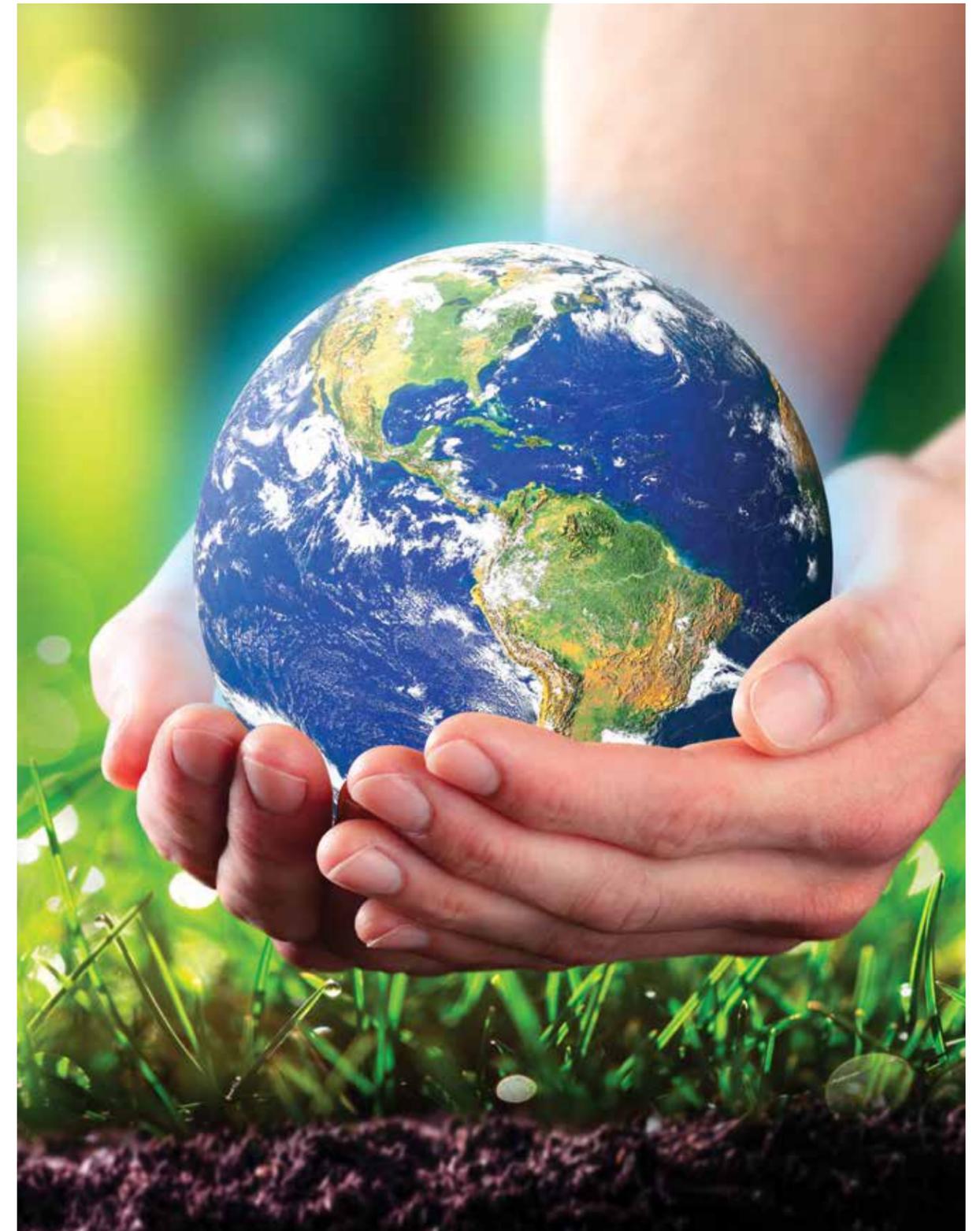
to create a positive impact for the generations to come. Together, we forge ahead towards this noble goal.



ESG REPORT

The ESG Report 2022 marks ALUMIL S.A.'s fourth effort to document its performance in alignment with its Corporate Responsibility and Sustainable Development strategy and annual commitments, spanning from January 1, 2022, to December 31, 2022.

Our ESG Report adheres to the Global Reporting Initiative (GRI) Standards, widely recognised as the most rigorous and globally respected guidelines in this field. The primary purpose of this Report is to document our annual initiatives and endeavours in the realm of ESG (Environmental, Social, and Governance) issues. Furthermore, we are dedicated to providing all our stakeholders with an exhaustive overview of these matters. Should you require any clarifications or additional information pertaining to this ESG Report, we invite you to get in touch with our company via the following contact details: 8 Gogousi, 56429, Efkarpia, Thessaloniki, Greece; or alternatively, you can reach us by phone at 2313 011 000 or via email at csr@alumil.com.





The Company

THE COMPANY

For the past 34 years, we have dedicated ourselves to improving the quality of life for people through our certified aluminium systems, which consistently deliver top energy performance.

ALUMIL stands as a prominent leader in the global architectural aluminium systems industry, boasting a workforce of 2.689 professionals across the globe. As a publicly listed company, we have fortified our position with a robust production infrastructure, an international orientation, and a diverse portfolio of certified products. We have firmly entrenched ourselves as a dominant force not only within Greece but also across

Southeastern Europe.

Founded in 1988, ALUMIL S.A. is the parent company of our Group. Over the past three decades, we have evolved into one of Europe's largest and most technologically advanced aluminium extrusion industries. Throughout this journey, we have expanded our footprint globally and adeptly navigated the complexities of international markets. Leveraging state-of-the-art production facilities and quality controls

spanning the entire production process, we consistently deliver top-quality products imbued with high added value.

Central to our culture is our commitment to continuous research and development. This commitment propels us to develop and offer innovative solutions marked by unique features. Concurrently, our steadfast pursuit of manufacturing excellence, achieved through sustainable production processes and an unyielding customer-centric approach, remains our enduring objective.

Legal Name: ALUMIL S.A.

Legal Form: Incorporated (INC.)

Headquarters: Industrial Area of Kilkis, 61100, Kilkis

A JOURNEY OF INNOVATION, STARTING IN 1988

Though 34 years have passed since its inception, ALUMIL has consistently distinguished itself on the global stage, forging a remarkable path in the realm of architectural aluminium systems. ALUMIL proudly stands as both the pioneer and preeminent Greek company in the design, development, and production of architectural aluminium systems, encompassing not only doors and windows but also a diverse array of architectural applications such as pergolas, railings, fences, curtain walls, and composite aluminium sheets. Our products equip homes, workplaces, hotels, and a wide spectrum of construction projects, serving as a shield against external elements while bestowing upon structures an elevated aesthetic appeal. With an extensive range of design options tailored to diverse needs, ALUMIL seamlessly combines functionality, protection, and elegance to enhance architectural landscapes worldwide.



INNOVATIVE HIGH-QUALITY PRODUCTS

The world is undergoing rapid transformations, and with each passing day, new demands emerge. Modern construction projects demand architectural systems that uphold the highest standards of sustainability and energy efficiency. Recognising the evolving needs of the market, we have curated a product portfolio that integrates cutting-edge, high-performance solutions.

Our product range is categorised into three distinct sub-brands:

- SUPREME (our flagship system)
- SMARTIA (for a minimalist aesthetic)
- COMFORT (for economically efficient solutions)

Every product within our portfolio is conceived with a singular focus: to provide the most optimal solutions while maximising value for our customers. Our product offerings encompass a wide spectrum of applications, including but not limited to:



➤ Hinged windows and doors*



➤ Fire-Rated and heavy-duty doors



➤ Curtain walls and building façades



➤ Atriums and conservatories



➤ Polycarbonate sheets



➤ Decking

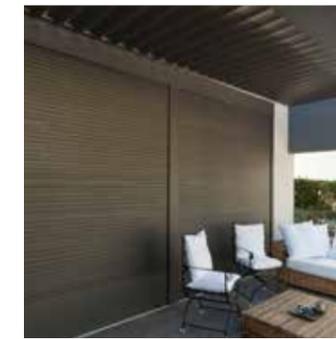


➤ Building integrated photovoltaics (BIPV)

(Products marked with an asterisk also hold an Environmental Product Declaration-EPD)



➤ Sliding windows and doors*



➤ Shutters and blinds



➤ Folding doors*



➤ Interior partitions



➤ Shading



➤ Wall cladding



➤ Railings*



➤ Pergolas*



➤ Fences*



➤ Photovoltaic panel mounts



➤ Noise barriers



EXTROVERSION AND INTERNATIONALISATION

Our robust global sales network, spanning across more than 60 countries worldwide and bolstered by 32 subsidiaries on every continent, firmly attests to ALUMIL's standing as a leading provider of architectural aluminium systems. Our product range, designed to meet the most exacting standards, addresses an impressively wide spectrum of architectural requirements.

With decades of experience garnered from active engagement in international markets, we consistently deliver innovative solutions featuring state-of-the-art products. Over recent years, our exports have consistently accounted for approximately 80% of our total turnover, solidifying our identity as a Greek industry primarily focused on exports and

possessing a resolute international orientation.

Our extensive network of subsidiaries, coupled with our numerous privately owned factories and multiple distribution centres, assures direct engagement with local markets and the provision of effective, internationally oriented service.

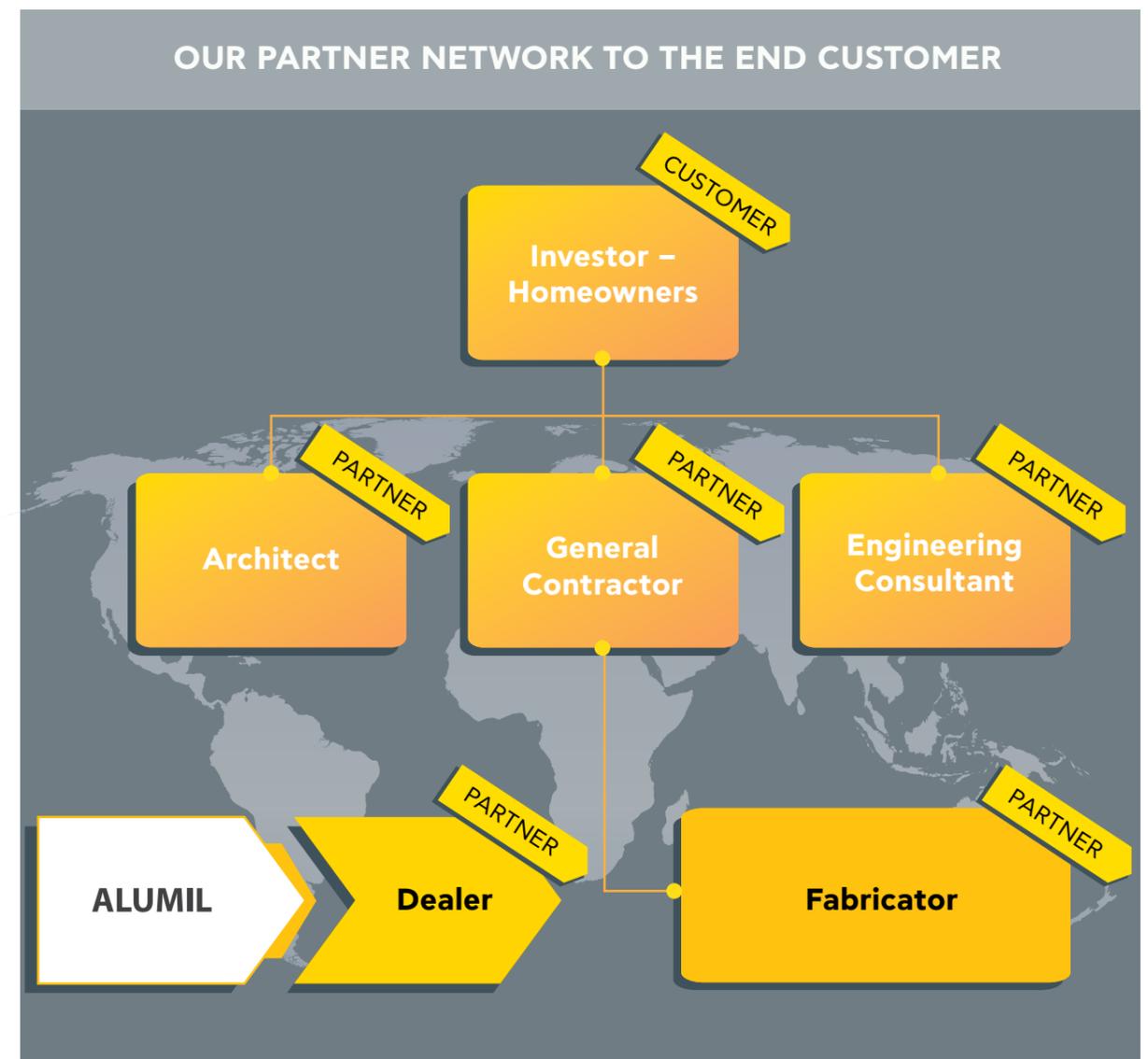
ALUMIL's presence extends to a multitude of countries, including:

Romania, Albania, Bulgaria, N. Macedonia, Egypt, Ukraine, Germany, Moldova, Bosnia, Serbia, Cyprus, Kosovo, USA, Dubai, Switzerland, Turkey, India, Australia, Croatia, Kenya, United Kingdom.

In addition to our core expertise in developing architectural aluminium systems, ALUMIL collaborates with a diverse array of companies worldwide, engaged in various industrial production applications. We extend our support from the initial design phase through to production optimisation, packaging, and delivery, all tailored to the specific needs of our valued customers. Our overarching objective is to establish ourselves as a dependable partner across a multitude of industries, provid-

ing them with top-quality materials and the precise support necessary to enhance their product offerings.

When it comes to the aluminium architectural systems we produce, our primary mission is to improve people's quality of life by enhancing the performance of buildings with products characterised by exceptional quality, cutting-edge technology, and captivating aesthetics.



Presence



in **60** countries

THINKING GLOBALLY, ACTING LOCALLY



>20.000
partners



32 subsidiaries



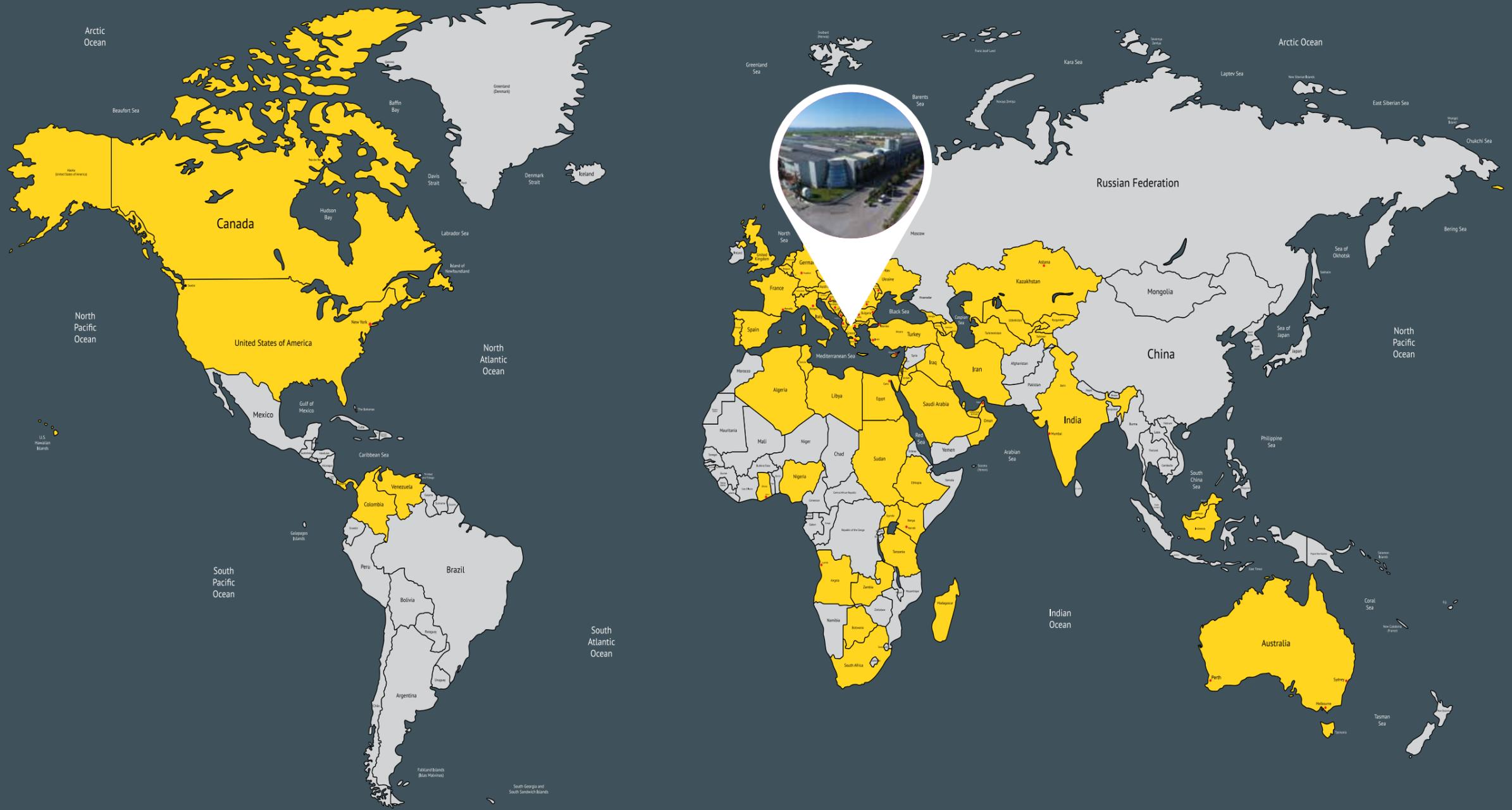
18 showrooms



12 factories*



6 centers with robust
engineering departments**



* Greece, Romania, Albania, Serbia, Bosnia and Herzegovina, Egypt.

** Engineering departments for projects' support: Greece, U.S.A., 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 compass of industrial excellence and driven by our vision to lead the international aluminium architectural systems industry, we remain steadfast in our commitment to achieving complete customer satisfaction. Our philosophy is intricately woven with the values we hold dear.



High aesthetics



Energy efficiency



Security

Product characteristics



Renewable energy sources



Solutions for people with disabilities



Protection against weather phenomena

Values



Integrity



Team Spirit



Initiative



Dedication



Meraki

Vision

We aspire to be at the forefront of the development and production of aluminium systems for architectural applications, setting new standards and pushing the boundaries of innovation.

Mission

Our mission is rooted in the improvement of people's quality of life by enhancing the energy efficiency of their buildings through the delivery of products characterised by superior quality, advanced technology, and captivating aesthetics. We offer our customers:

- Striking aesthetics in harmony with the latest architectural trends.
- Exceptional energy performance achieved through cutting-edge thermally insulated aluminium systems and shading solutions.
- Robust security measures, protecting against burglary, vandalism, fire, smoke, earthquakes, and extreme weather conditions.
- Solutions for individuals with disabilities.
- Renewable energy solutions, seamlessly integrating photovoltaic systems into building elements.

Values

Our values form the very core of our business philosophy and dictate how we engage with our customers and partners:

- **Integrity:** Our actions are guided by transparency, honesty, and consistency. We honour our commitments and uphold our promises with impartiality, devoid of external influences or personal biases.
- **Team spirit:** We foster open and positive relationships to promote cooperation, believing that the collective effort of a team surpasses the individual contributions of its members. We encourage interactive communication and constructive dialogue to achieve superior results.
- **Initiative:** We harness all available resources, both human and otherwise, to drive continuous personal and corporate growth, fuelled by the ideas and contributions of all involved.
- **Dedication:** We actively demonstrate loyalty, not only within our company but also towards our customers and partners, forging enduring relationships built on trust and commitment.
- **Meraki:** We embrace the Greek concept of "Meraki," signifying the infusion of soul, creativity, and passion into everything we do. We pour a piece of ourselves into our work, ensuring that our efforts are marked by genuine zeal and dedication.



DISTINCTIONS

We take immense pride in the prestigious awards and distinctions bestowed upon us in 2022. These honours serve as a testament to our reputation, reliability, and commitment to innovation. Such recognition bolsters our resolve and fuels our motivation to continually refine and advance our business processes.

SUPERBRAND

This recognition holds a special place in our achievements. Companies are evaluated and singled out based on a range of criteria, including brand recognition, reputation, reliability and corporate responsibility in the following domains:

- Market (quality and competitiveness of product or service)
- Labour relations (legal and transparent operation, climate and ethical practices)
- Society (sponsorships, cultural and social initiatives)
- Environment (environmental protection and proactive measures to mitigate negative impacts)



Bravo Sustainability Awards 2022

My Windows, our innovative online platform, received the prestigious Sustainability Award during the Bravo! Sustainability Dialogue & Awards in June 2022. This recognition was specifically awarded in the "Customer Service" category under the "Marketplace" pillar.



Most Sustainable Company in Greece 2022

For the third consecutive year, our company has maintained its position among the nation's foremost sustainable development leaders. This steadfast presence underscores our commitment to sustainability values, with a particular emphasis on advancing the circular production model, driving digital transformation, and executing a comprehensive corporate responsibility strategy.



Cradle to Cradle Certified® (C2C) Silver Certification

Our investments in the production of "green" recycled aluminium and Environmental Product Declarations (EPDs) for our architectural systems signify our dedication to sustainable development. As a testament to our commitment, ALUMIL proudly emerged as the first Greek company specialising in architectural aluminium systems to achieve the esteemed

international Cradle to Cradle Certified® (C2C) Silver certification for an extensive range of products, affirming their sustainability. This recognition encompasses a total of 34 systems, including curtain wall systems, hinged and sliding systems, as well as a folding door system, all bearing the C2C Certified certification.



PARTICIPATION IN NETWORKS AND ASSOCIATIONS



Mayia Hotel, Rhodes, Greece

Driven by the belief that our company holds an integral role within society, we wholeheartedly embrace the concept of "corporate citizenship." In doing so, we actively endorse and collaborate with both national and international organisations,

networks, and associations. Our objective is to play an active role in advancing the industry's development and to continually enhance the quality of our products and services. ALUMIL is an active participant in the following organisations:



European Aluminium Association



Greek Exporters' Association (SEVE)



Aluminium Association of Greece



Hellenic Passive House Institute (HPHI)

The Company



Alexander Innovation 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



Financial Performance - Profitability

FINANCIAL PERFORMANCE - PROFITABILITY

FINANCIAL DATA

In 2022, the Group's financial performance witnessed remarkable growth, with a 27.70% increase in turnover, reaching EUR 402.5 million, compared to EUR 315.2 million in 2021. This boost in sales was primarily attributed to price adjustments necessitated by rising raw material costs. The Group's gross profit stood at EUR 104.9 million, equivalent to 26.09% of total sales, as opposed to EUR 89.3 million, which accounted for 28.33% of sales in the preceding fiscal year.

Earnings before interest, taxes, depreciation, and amortisation (EBITDA) for the Group amounted to EUR 56.5 million, marking a 25% increase from EUR 45.2 million in FY 2021. Similarly, earnings before taxes (EBIT) reached approximately EUR 34.6 million, compared to approximately EUR 28.1 million in the previous fiscal year. Notably, it's important to mention that the Group's EBITDA and pre-tax profit were negatively impacted by exchange rate fluctuations stemming from a subsidiary in Egypt, where the local currency devalued by EUR 3.2 million.

The Group's net profit after taxes for the year totalled approximately EUR 27.7 million, a significant rise from approximately EUR 20.3 million in the 2021 financial year.

Furthermore, the Parent Company experienced a remarkable upswing in its financial performance, with a 28.90% surge in turnover, reaching EUR 258.7 million in contrast to EUR 200.7 million in FY 2021.

The Company's EBITDA amounted to approximately EUR 30.4 million, demonstrating a 41.40% increase from the previous fiscal year's earnings of EUR 21.5 million. Likewise, earnings before taxes reached approximately EUR 19.6 million, compared to approximately EUR 16.3 million in FY 2021, reflecting a 20.25% increase.

The Company's net profit after taxes for the fiscal year amounted to approximately EUR 15.6 million, a substantial improvement from approximately EUR 11.3 million in FY 2021.

It is worth noting that both the Group and the Company diligently monitor the "earnings before interest, taxes, financial results, depreciation, and amortisation (EBITDA)" ratio, and its calculation is disclosed in the financial statements' notes, as it is not precisely defined in IFRS as adopted by the European Union.

The figures presented below pertain to the Parent Company and are reported in accordance with International Financial Reporting Standards (IFRS).

Category	2021 (€ thousand)	2022 (€ thousand)
Turnover	200.665	258.678
Other income	7.038	10.963
Financial income	5.928	3.990
Direct economic value generated	213.630	273.631
Operating costs	166.453	220.203
Wages and employee benefits (including employer's contributions)	30.797	33.705
Loan payments	3.588	5.671
Payments to government (taxes*)	755	2.784
Social contributions (donations and sponsorships)	146	172
Direct economic value distributed	201.739	262.534

Table 1: Financial data for the years 2021 and 2022

*Note: "Taxes" refer exclusively to income tax, excluding other taxes.

For a more detailed understanding of ALUMIL's financial performance and data, please refer to the company's Annual Report for the year 2022. The complete report is accessible on the company's official website.

In terms of subsidies received, during the year 2022, the company benefited from:

- A grant of EUR 46 thousand from the Account for Employment and Vocational Training (ACET).
- A grant of EUR 7 thousand from the Special Account for Research Funds (SRA).

Lastly, it's important to emphasise that the Greek Government does not hold any shares in our company.



OPPORTUNITIES AND RISKS FOR CLIMATE CHANGE

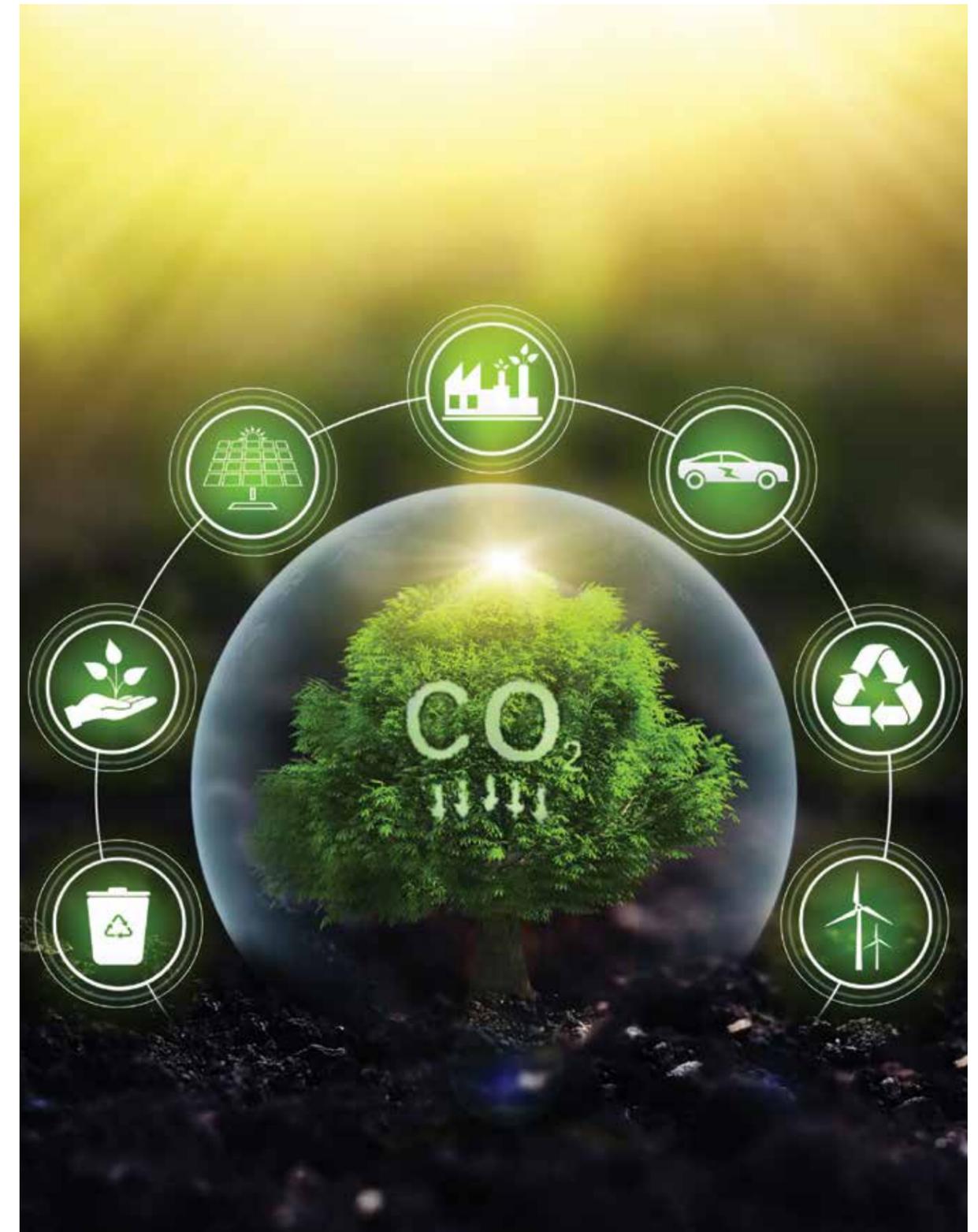
In recognition of the potential impacts of climate change on our operations, revenues, and expenses, we maintain an ongoing assessment of the conditions. Through this evaluation, we've identified both opportunities and risks associated with our activities in the context of climate change:

Opportunities:

- Emission reduction and carbon neutrality.
- Transition to renewable energy.
- Development of innovative, circular, and energy-efficient products.
- Increased sales turnover by aligning with government incentives for improved insulation in infrastructure and ecosystem projects.
- Enhanced employee well-being.
- Lean, energy-efficient processes in areas with high energy consumption.
- Investing in employee development, offering training on sustainability, ESG, health and safety, reinforcing our commitment to a zero-accident vision.

Risks:

- The challenge of meeting ESG Key Performance Indicators (KPIs) by 2025.
- Health and safety concerns due to increasing instances of extreme weather events and related incidents.
- Productivity impact due to climate change and outdated infrastructure/machinery.
- Increased cost impacting short-term profitability to realise our vision.
- Varying levels of government commitment to green practices and investments, causing uncertainty.



INDIRECT ECONOMIC IMPACTS

We firmly acknowledge our integral role within the society where we operate and are committed to fostering economic well-being through our responsible initiatives.

SUPPORTING THE ECONOMY THROUGH SOCIAL SECURITY

In 2022, our company demonstrated its dedication to societal progress through significant financial contributions. Employer contributions amounted to an impressive €5.707.583,61 EUR, while we allocated €25.820,00 EUR to the Special Account for Children's Camps.

NEW INVESTMENTS

As part of our continuous commitment to industry leadership and innovation, the Group executed strategic investments aimed at expanding operations, extending facilities, and upgrading mechanical equipment.

Specifically, the Group's additions to property, plant, and equipment reached approximately €10 million for the fiscal year ending December 31, 2022 (compared to approximately €11 million in 2021).

Similarly, within ALUMIL, investments in 2022 targeted the expansion of building facilities and the procurement of mechanical equipment, totalling around €6 million (similar to 2021).

Furthermore, we channelled investments into research, business promotion, and energy efficiency:

Innovation Investment Projects

Within the framework of the research project

"PREcognition - Intelligent Platform for Maintenance of Production Equipment in the Factory of the Future", the parent company invested approximately €30 thousand in human resources (payroll) and an additional €6000 in overheads. Further expenditures of €60000 for manpower and equipment (consumables, etc.) are planned until the project's completion in 2023, with a total investment budget of €90000.

Skills Centre

In 2022, ALUMIL invested in the establishment of the Architectural Aluminium Academy, in which it holds a 40% stake. This innovative Skills Centre is dedicated to promoting innovation, entrepreneurship, and technical excellence, primarily within small and medium-sized enterprises in the architectural aluminium systems sector.

Energy Saving Initiatives

Throughout 2022, the Company undertook a series of energy-saving measures following recommendations from the Energy Management Team outlined in the 2021 Annual Energy Efficiency Report. These initiatives included the upgrade of the cosine capacitor system in two extrusion plants, resulting in a €70000 investment with anticipated annual energy savings of €38000. Additionally, we invested €40000 in upgrading the dye house capacitor system, yielding estimated annual savings of €18000. Furthermore, the replacement of foundry lamps, costing €12000, is projected to generate annual savings of €4000.

Moreover, our subsidiaries echoed our commitment to investments and sustainability through various actions:

- ALUMIL YU INDUSTRY S.A. and its subsidiary ALPRO AD invested approximately €2 million, primarily directed towards additional building facilities and the acquisition of mechanical equipment (2021: approximately €600.000).
- MPI EM PI PLASTIKA ELLADOS S.A. invested approximately €500.000, largely centered on machinery and equipment procurement (2021: approximately €450.000).
- ALUMIL ALBANIA Sh.P.K. invested approximately €300.000, with a focus on mechanical equipment and additional building facilities (2021: approximately €200.000).
- ALUMIL MISR FOR TRADING invested around €200.000, primarily allocated

for additional building facilities and mechanical equipment (2021: approximately €2 million).

INTRODUCTION TO THE ESG INDICATOR

ALUMIL stands among the select group of 35 Greek companies that satisfy the criteria for inclusion in the Athex ESG index. Launched on August 2, 2021, the Athex ESG index serves as a vigilant guardian, overseeing and evaluating companies' performance in the realms of environmental, social, and corporate governance (ESG). To ensure the utmost accuracy and reliability of the data, submitted information from participating companies undergoes meticulous analysis conducted by the esteemed National and Kapodistrian University of Athens.





Corporate
Governance

alumil SMARTIA PG120F

SMARTIA PG120P

CORPORATE GOVERNANCE

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

Our entire business endeavour is predicated on respect for and adherence to the laws and regulations that govern our operations, both at the local and European levels. In this light, our company places utmost importance on abiding by the legal framework that underpins our activities. We hold all our employees to the same high standard, requiring their commitment to adherence, while bearing responsibility for compliance with the law and our internal compliance procedures.

Compliance with the law is of paramount importance to ALUMIL and, during 2022, there were no violations or fines in relation to legal compliance and observance. However, our success is intertwined with effective governance, which is at the heart of all strategic decisions we make.

ALUMIL embraces contemporary corporate governance methods designed to serve the best interests of the company and all stakeholders involved. Our governance strategy is finely tuned to champion flexibility, quality, innovation, and the highest standards of customer service.

In pursuit of optimal corporate governance, we have implemented an array of policies and regulations, including but not limited to: Compliance Policy, Code of Conduct, Anti-Corruption Policy, Conflict of Interest Policy & Procedure, Training Policy & Procedure, Malfunction Reporting Policy, Discipline Policy and Internal Working Rules.



The Butterfly, Vancouver, Canada



COMPLIANCE POLICY

Transparent, responsible and effective management lies at the core of maximising the value of our business. At ALUMIL, we view good corporate governance as not just a necessity, but a conscious choice ingrained in our corporate culture, driven by our respect for our shareholders. This commitment is embodied in our corporate governance framework (Compliance Policy), which includes regulations and practices to comply with applicable domestic legislation, while combining international codes, best practices, and company culture, even beyond legal requirements or obligations.

ALUMIL's Compliance Policy defines the principles and sets the rules of ethics and compliance with the institutional, legal, and regulatory framework and the Company's Statutory Purpose, internal policies, regulations and procedures.

The Policy is intended to mitigate risks arising from possible deviation from or non-compliance with the applicable legal and regulatory framework. The ultimate objective of the Company is, on the one hand, to achieve timely and continuous compliance with the applicable regulatory framework and, on the other hand, to have a complete picture at all times of the extent to which this objective has been achieved.

ALUMIL's goal is to link corporate governance principles with its broader corporate culture, as good governance is not limited to formal

compliance with the law but requires personal credibility and accountability.

CODE OF CONDUCT

Since 2021, our company has established a Code of Conduct, which serves as a guiding document outlining our commitment to professional ethics and the principles that govern our operations. This Code of Conduct acts as a compass for the daily professional behaviour of both our employees and direct associates.

We've crafted this Code of Conduct by drawing inspiration from esteemed sources, including the Organisation for Economic Co-operation and Development (OECD) Guidelines for Multinational Enterprises and the International Standard ISO 26000 for Social Responsibility. It's also in alignment with the UN Global Compact Principles, which aim to harmonise business practices with ten globally recognised principles spanning human rights, working conditions, environmental responsibility, and anti-corruption efforts.

For your convenience, you can access the complete Code of Conduct on our company's website.

ANTI-CORRUPTION POLICY

Honesty, transparency, and integrity serve as the bedrock of every business transaction. Our commitment to these values is non-negotiable. We maintain a steadfast zero-tolerance stance towards any form of corruption, and we hold our partners to the

highest standards of moral rectitude and legal compliance. This principled approach safeguards our company against risks that could tarnish our reputation and erode the trust of our valued partners.

Our resolute anti-corruption measures are embedded within our corporate policies and procedures, including our employee handbook and disciplinary regulations. These internal mechanisms ensure that any instances of corruption are addressed promptly and decisively within ALUMIL. We also have established protocols for managing potential corruption issues with our external partners and we are fully committed to adhering to all relevant local and European laws pertaining to corruption and bribery.

Our dedication to combating corruption is further bolstered by the oversight of ALUMIL's Internal Audit Department. This department plays a crucial role in assessing compliance with our internal control system, the implementation of management decisions, and adherence to prescribed procedures. Their mandate includes offering recommendations for system enhancements and corrections to preempt any involvement in corruption or bribery.

We are pleased to report that thanks to the stringent procedures and proactive measures we have in place, there were no recorded incidents of corruption within the ALUMIL Group in 2022.

CONFLICT OF INTEREST POLICY & PROCEDURE

ALUMIL places a significant emphasis on proactively addressing and preventing conflicts of interest. To this end, we have a dedicated policy in place for managing such conflicts among our Board of Directors, executives, and employees. This policy serves as a comprehensive framework aligning with the company's legal obligations. It outlines the principles and procedures that guide our commitment to establishing effective administrative controls. Our primary objective is to prevent, identify, and skillfully manage both existing and potential situations that could lead to conflicts of interest within our business environment. Furthermore, we've integrated specific conditions and commitments into our Internal Operating Regulations. These guidelines are intended for all Board members and directors involved in the company's management. Their purpose is twofold: to proactively mitigate conflicts of interest and, more importantly, to uphold the fundamental tenets of transparency.

Should a conflict-of-interest scenario arise, we maintain a clear protocol for reporting. Individuals directly involved in such situations are expected to promptly notify our Human Resources Department. We are pleased to note that, up to this point, we have not encountered any reported cases of conflict of interest during our company's operations.





TRAINING POLICY & PROCEDURE

The objective of this policy is to provide an overview of the company's training function, encompassing various training programmes, as well as learning and development initiatives made available to our employees. A more comprehensive understanding of this process can be found in the "Responsible for our people" section.

COMMITMENT TO TRANSPARENCY

Sustainable development is intrinsically linked to business ethics. At ALUMIL, we are deeply committed to upholding a corporate culture where honesty, transparency, and integrity are fundamental in every facet of our internal processes and interactions with the external world. We maintain an unwavering stance against corruption, recognising its corrosive impact on both our company's reputation and the trust we share with our partners. To

this end, we have implemented a strategy that encompasses several key components:

- We take a clear stand against corruption through policies and procedures.
- We ensure that there is compliance with applicable local and European laws.
- We have drawn up an employee handbook/work rules so that all procedures are known to everyone.
- We have implemented a set of Work Rules that encompass a comprehensive anti-violence and anti-harassment policy, alongside a clear framework of disciplinary measures.
- We follow a specific procedure for managing our external partners.

ALUMIL's Internal Audit Department plays a pivotal role in monitoring and assessing compliance with our rules, measures, and procedures, as delineated in our Internal

Control System. This department also oversees the implementation of management decisions and instructions, while providing recommendations for system enhancements and improvements.

RISK MANAGEMENT

ALUMIL maintains mechanisms to monitor, assess and manage potential risks, based on fundamental data regarding its activity and the current economic environment. ALUMIL's risk management procedures are implemented to identify and analyse the risks faced by the company, to set risk acceptance limits and to carry out controls in relation to them. The risk management procedures and related systems are periodically reviewed to incorporate changes identified in market conditions and in the company's activities.

ALUMIL's Board of Directors monitors and controls the issues related to the company's Sustainable Development, as well as the risk management procedures.

STATEMENT OF PRINCIPLES AND INTENTIONS

Safeguarding the environment, ensuring the well-being and safety of our employees, and upholding quality standards throughout every phase of our production process are inherently intertwined with our company's overarching goals. Consequently, our foremost priority lies in the diligent execution of policies aligned with these core principles. We are steadfast in our commitment to take every essential measure to ensure that this policy:

- Is appropriate to the purpose of the organisation, the nature, scope, environmental impact and risk of the company's activities, products and services.
- It includes a commitment to comply with

customer requirements and to ensure that the operation of the business complies with relevant environmental legislation, relevant regulatory/legislative provisions and Greek occupational health and safety legislation, and a commitment to continuously improve the effectiveness of the three management systems.

- It includes a commitment to continually improve the environmental performance and performance of the plant in terms of environmental pollution prevention.
- Provides the means to effectively address health and safety issues, safety at work related to the plant's activities, as well as the prevention of occupational accidents and diseases.
- It serves as the foundation for formulating and periodically evaluating the specific objectives and targets related to quality, environmental management, and workplace health and safety.
- It is meticulously documented, effectively communicated, and well-understood by all members within our organisation, including every employee.
- It is made accessible to the public, various company departments, stakeholders, and relevant parties.
- It undergoes regular reviews to ensure its ongoing relevance.

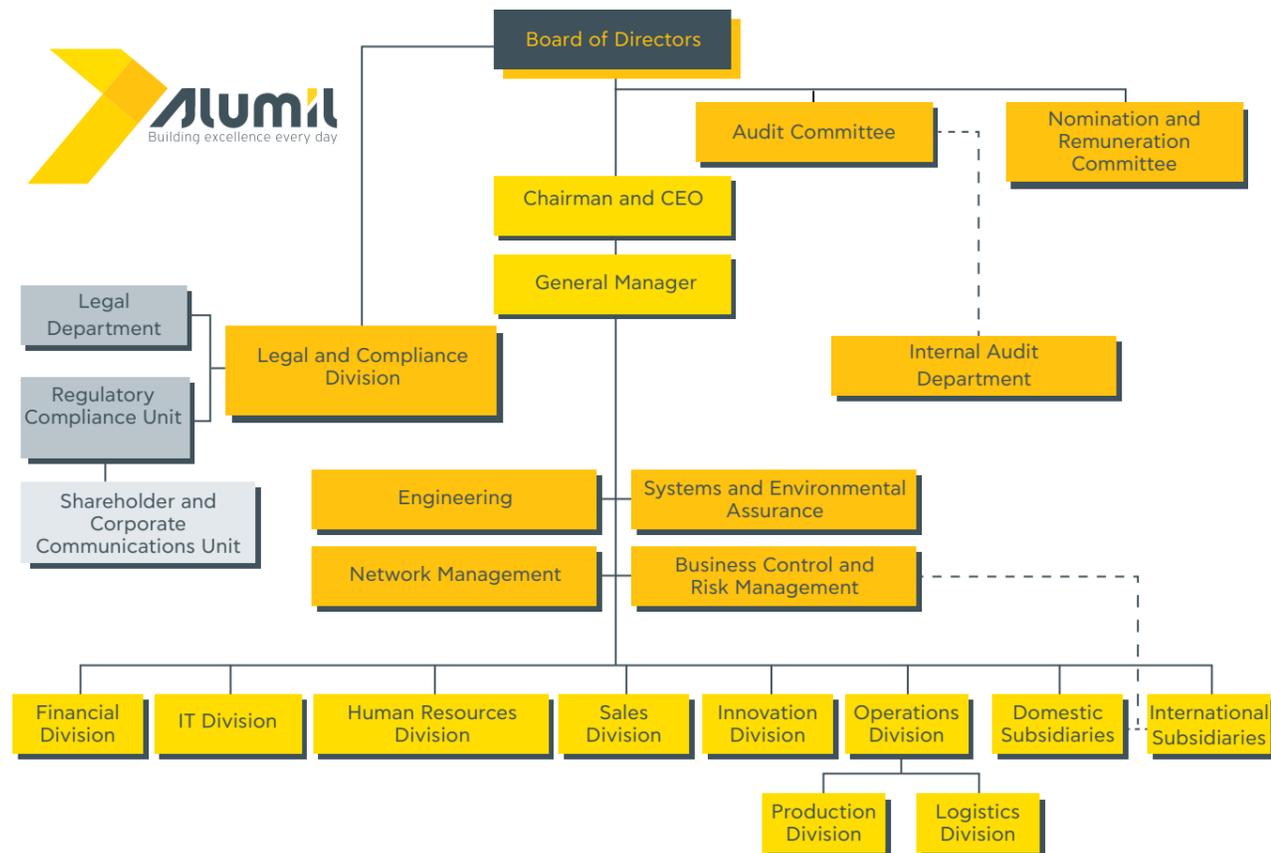
WHISTLEBLOWING POLICY

We have implemented a whistleblowing mechanism that enables all employees, partners, or suppliers to report any violations related to the Company's privacy, bribery and corruption, human rights, or code of conduct policies. This reporting process can be done either anonymously or with full disclosure, and all complaints will be directed to the Company's Director of Compliance.

COMPANY STRUCTURE

ORGANISATIONAL CHART

The company's organisational chart aims to provide a simplified illustration of the company's organisational structure and business functions as depicted below:



BOARD OF DIRECTORS

In 2022, the Company's Board of Directors consisted of the following members, along with their respective dates of assumption of office and term expiration:

Name	Position on the Board of Directors/ Responsibility	Date of Assumption of Office	Term of Office
George Mylonas	Chairman and Chief Executive Officer, Executive Member	12.07.2021	11.07.2026
George Dukidis	Vice-Chairman, Non-Executive Director	12.07.2021	11.07.2026
Evangelia Mylonas	Executive Member	12.07.2021	11.07.2026
Athanasios Savvakis	Independent Non-Executive Member	12.07.2021	11.07.2026
Lucia Sarantis	Independent Non-Executive Member	12.07.2021	11.07.2026

Table 2: Composition of the Board of Directors for the year 2022 (Note: George Mylonas is only Chairman and CEO).





Crown, Sydney, Australia

The current composition of the company's Board of Directors is in accordance with the provisions of articles 3 and 5 of Law No. 4706/2020 regarding gender representation and the proportion of members, as well as with the provisions of political suitability.

The Annual General Meeting of the company's shareholders on 12 July 2021 determined that the proposed composition of the new

Board of Directors of the company meets the independence requirements of article 4 par. 1 of the law. 3016/2002 and Article 9 of Law 3016/2002. The Board of Directors was elected by the decision of the General Meeting of the Company under number 66/12.07.2021 for a term of five (5) years and was constituted at its meeting under number 1821/12.07.2021.

The Board of Directors is entrusted with a set of foundational responsibilities, as outlined in the following indicative, yet not exhaustive, list:

- Making decisions on all matters concerning the Company within the scope of its corporate purpose, except those exclusively reserved for the General Assembly by law or these Articles of Association.
- Convening the General Assembly.
- Overseeing the management and disposal of corporate assets.
- Representing the Company.
- Setting the strategic direction of the Company.
- Approving the implementation plan for the Company's strategy.
- Continuously assessing and reevaluating risks.
- Furnishing critical market information.
- Ensuring alignment of the strategy with the Company's culture.
- Enforcing the Company's Corporate Governance System, in accordance with Articles 1 to 24 of Law No. 4706/2020. The Board of Directors is responsible for defining and supervising the implementation of the corporate governance system, periodically evaluating its effectiveness at least every three (3) financial years and addressing deficiencies as per the approved evaluation procedure of the Hellenic Exchanges Shareholders Association (SED).
- Ensuring the efficient operation of the Company's Internal Control System, evaluated through the sanctioned SED evaluation process.

- Guaranteeing that the three (3) components of the Internal Control System (Internal Audit, Risk Management, Compliance) operate independently from the Business Areas, equipped with the requisite financial resources, human capital, and authority to perform their roles effectively.
- Clarifying reporting lines and delineating responsibilities across these three (3) functions with precision and documentation.
- Defining the responsibilities of the CEO.
- Assessing the performance of senior and top management.
- Providing approval for company investments.
- Pursuing legal remedies for the benefit of the Company.
- Delegating the exercise of their powers, in whole or in part, to one or more individuals, with specific terms of delegation. These individuals may or may not be Board members.

The Board of Directors convenes at least once a month to ensure prompt communication of vital matters. Additionally, Board members receive education on Sustainability and ESG issues through online training programmes or by participating in conferences and events.

In addition to the Board of Directors, the Company has established and operates an Audit Committee and a Nomination and Remuneration Committee.



AUDIT COMMITTEE

The composition of the Audit Committee was decided on 12.07.2021 and consists of the following members:

Name	Responsibility
Nikolaos Klitou	Chairman of the Committee, Third person, non-member of the Board
George Dukidis	Member of the Committee Non-Executive Member of the Board
Athanasios Savvakis	Member of the Committee Independent Non-Executive Member of the Board

Table 3: Composition of the Audit Committee for 2022

The term of office for the Committee aligns with the term of office for the Company's Board of Directors, which is five years. In accordance with the Audit Committee Rules of Procedure, the Audit Committee convenes regularly, with a minimum of four (4) meetings per year. In the fiscal year 2022, the Committee held nine (9) meetings, with full attendance by all members, achieving a 100% attendance rate.

The Audit Committee strictly adheres to its Rules of Procedure, which are accessible on the Company's website (<https://static.alumil.com/userfiles/docs/default-source/ir/updated-content/kanonismos-leitourgias-epitropis-elegxou.pdf?>).

NOMINATION AND REMUNERATION COMMITTEE

The company has established a unified Remuneration and Nomination Committee tasked with deliberating and addressing matters encompassing: (a) Compensation packages for members of the Board of Directors, senior executives, and other key personnel. (b) Assessing the suitability of both current and prospective Board of Directors members, staying within its purview as delineated in its Operating Regulations.

Below, we provide information concerning the composition, meetings, and activities of the Remuneration and Nomination Committee for the year 2022:

Name	Responsibility
Athanasios Savvakis	Chairman of the Committee Independent Non-Executive Member of the Board of Directors
George Dukidis	Member of the Committee Non-Executive Member of the Board of Directors
Lucia Sarantis	Member of the Committee Independent Non-Executive Member of the Board of Directors

Table 4: Composition of the Nomination and Remuneration Committee for 2022

The term of office for the Committee mirrors that of the Board of Directors, aligning with the five-year tenure of the Company's Board of Directors. The Nomination and Remuneration Committee maintains a regular meeting cadence, convening at least twice a year. Over the course of the fiscal year, the Committee held three (3) meetings, with full attendance by all members, achieving a 100% attendance rate.

The Nomination and Remuneration Committee adheres strictly to its Rules of Procedure, which are available for reference on the Company's website (<https://static.alumil.com/userfiles/docs/default-source/ir/updated-content/kanonismos-leitourgias-ep-upop-kai-apodoxon.pdf?>).

ELIGIBILITY CRITERIA FOR BOARD MEMBERS

ALUMIL has implemented a succession plan for Board members, ensuring that individuals elected or appointed as new Board members meet specific criteria in terms of both individual and collective suitability.

Individual Suitability

The assessment of individual suitability for members of the Board of Directors is conducted with specific consideration of the criteria outlined below. These criteria are designed to be comprehensive and are applicable to all Board members, regardless of their status as executive, non-executive, or independent non-executive directors. It's important to note that certain disqualifications, obligations, and conditions, as specified in various legal provisions such as Act No. 4706/2020 and Law No. 4449/2017, remain in force independently of these eligibility criteria.

- Adequacy of Knowledge and Skills**

Board members are expected to possess the requisite knowledge, skills, and experience

necessary to effectively fulfill their roles and responsibilities. This experience should encompass both practical and professional expertise, as well as theoretical knowledge acquired through education and training.

- Ethics and Reputation**

Ethical conduct is a cornerstone attribute for Board members, characterised by qualities such as honesty and integrity. A paramount consideration is the individual's impeccable reputation. Unless compelling, verifiable reasons suggest otherwise, a Board member should be presumed to uphold high standards of honesty, integrity, and ethical behavior.

- Conflict of Interest**

In adherence to paragraph 3(g) of Article 4706/2020, the company has instituted and adheres to a Conflict-of-Interest Policy. This policy is designed to include procedures specifically tailored to address conflicts of interest among members of the Board of Directors. It encompasses measures for conflict prevention, disclosure, and effective management. Additionally, it outlines the exceptional cases and conditions under which it may be deemed acceptable for a Board member to have conflicting interests, provided that such interests are substantially constrained or appropriately managed.

- Independence of Judgement**

It is imperative that each Board member exercises independent judgment. Merely lacking a conflict of interest does not necessarily signify independent judgment. "Independence of mind" or "independence of judgement" represents a standard of behaviour during deliberations and decision-making within the Board. This standard applies to every member of the Board, regardless of whether they meet the

specific criteria for being "independent" as defined in Article 9 of the Act. Every member of the Board of Directors is expected to actively engage in meetings and make well-informed, objective, and independent decisions and judgements while discharging their duties.

- **Allocation of Adequate Time**

Board members are required to allocate sufficient time and attention to their positions, roles, and responsibilities to effectively carry out their duties. This commitment ensures that they can contribute meaningfully to the governance and oversight of the company.

COLLECTIVE SUITABILITY

General

The Board is required to possess collective fitness to effectively discharge its responsibilities, and its composition should contribute to balanced decision-making, thereby facilitating the efficient management of the company. Collectively, Board members must possess the ability to make sound decisions that align with the company's business model, risk appetite, strategic direction, and the markets in which it operates. Additionally, as a collective body, the Board is tasked with the effective oversight and critical assessment of decisions made by the Chief Executive Officers.

The primary responsibility for identifying gaps in terms of the company's collective fitness rests with the Board itself. To this end, the Board conducts self-evaluations. Additionally, it is beneficial for the Board to undergo assessments by third-party consultants. In accordance with the provisions of Law 4706/2020 on Corporate Governance, Circular No. 60/18-09-2020 issued by the Hellenic Capital Market Commission, and the Greek Corporate Governance Code 2021,

the annual self-assessment of the Board of Directors and the Board Committees of ALUMIL, evaluating both individual and collective suitability of their members for the year 2022, was conducted. This evaluation process commenced on November 23, 2022, and concluded on December 7, 2022.

DIVERSITY CRITERIA

The company has implemented and enforces a diversity policy with the objective of fostering an appropriate level of diversity within the Board, comprising a diverse array of members. The Board recognises that by incorporating a wide spectrum of qualifications and skills in its selection process, it can harness differing perspectives and experiences, ultimately leading to more informed decision-making.

To this end, in the appointment of new Board members, deliberate consideration is given to achieving a minimum gender representation of at least twenty-five percent (25%) of the total number of Board members. Additionally, the company is steadfast in its commitment to non-discrimination based on factors such as gender, race, color, ethnic or social origin, religion or belief, property, birth, disability, age, or sexual orientation.

REMUNERATION POLICY

The company has established, maintains, and adheres to fundamental principles and regulations concerning the remuneration of Board members, known as the "Remuneration Policy". This policy is designed to align with the business strategy, long-term interests, and sustainability objectives of the Company.

The current Remuneration Policy gained approval through an Extraordinary General Meeting of Shareholders on May 29, 2019, in accordance with Article 110 of Law 4548/2018. The Remuneration Policy holds a four-year term of validity, unless revised or amended

by a subsequent resolution of the General Assembly, necessitated by significant changes in the circumstances in which it was originally formulated. It is accessible on the Company's website.

During the fiscal year ending on December 31, 2022, two (2) executive members of the Parent Company's Board of Directors received gross remuneration totalling approximately €94 thousand, consistent with the previous year's amount, for services rendered under a paid employment relationship.

Furthermore, it is important to note that the provision for personnel compensation within the Group and the Company incorporates an approximate sum of €53.9 thousand (31.12.2021: €53.6 thousand) pertaining to executive members of the Parent Company's Board of Directors.

The Remuneration Report for Board members is available for review on the Company's website (<https://www.alumil.com/greece/corporate/investor-relations>).

Additionally, the Group has established a

distinct Remuneration Policy for executives at the executive level. For ALUMIL, this policy is sanctioned by the Remuneration and Nomination Committee, whereas for its subsidiary entities, it obtains approval from the respective Boards of Directors. This policy delineates the framework for annual total remuneration and the distribution of remuneration into fixed and variable components. In formulating this policy for executive-level personnel, the Group considers prevalent remuneration practices within the domestic labor market, derived from market surveys. Furthermore, it considers key factors affecting the competitiveness and motivation of executives.

For the Group and the Company, the total gross salaries and remuneration disbursed to executives and management members amounted to approximately €2.507 thousand (31.12.2021: €2.309 thousand) and approximately €624 thousand (31.12.2021: €623 thousand), respectively. As of December 31, 2022, and December 31, 2021, no remuneration remained outstanding for directors and management members within both the Group and the Company.





Our Stakeholders

OUR STAKEHOLDERS

At ALUMIL, we acknowledge that effective communication with our stakeholders forms the cornerstone of our sustainable development strategy, intricately tied to our achievements and progress.

Throughout 2022, we remained dedicated to fostering active dialogue and communication with all our stakeholders. We wholeheartedly recognise the impact our stakeholders wield, not only in shaping our business strategy but also in the holistic growth of our company. We are committed to fostering inclusive and non-discriminatory open dialogues across the

spectrum of stakeholders. Our communication efforts are driven by the overarching objective of identifying and addressing the daily challenges and needs of our stakeholders. Moreover, we aim to fortify their trust in our organisation, viewing communication as the means to achieve these crucial ends.



INTERESTED PARTY	KEY REQUIREMENTS	COMMUNICATION AND FREQUENCY	OUR RESPONSE
 Fabricators & Dealers	<ul style="list-style-type: none"> • Product Safety • Innovation • Information • Constant communication and response • Provision of certificates for our systems • Training on our systems' manufacturing 	<ul style="list-style-type: none"> • Daily communication through the Sales Department and the www.alumil.com website, which offers the possibility to contact the company on any issue by filling in the contact form. • A strong presence in the printed and electronic construction industry press (construction magazines and websites), where company news (new products, services, etc.) is regularly published. • A monthly newsletter with our main news. • Participation in industry exhibitions and conferences, roadshows throughout Greece and information about new products and services. • Visits to the company's showrooms. 	<ul style="list-style-type: none"> • Fabricators, as the direct customers of our company, are a key source of information for improvements to our products and the creation of new solutions. • Continuous technical support, training, provision of promotional material. • Provision of certificates for our systems to enable our partner fabricators to issue the CE certificate for the products they deliver to the final 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 our team of Architectural and Engineering Consultants (visits to architectural offices, telephone contact, email) and the website www.alumil.com. • Strong presence in the architectural printed and electronic press (architectural magazines and websites), where company news (new products, services, etc.) is regularly published. • A monthly newsletter with our main news. • Technical training through the Architectural Aluminium Academy. • Participation in the most important architectural events in the country with central sponsorships. • Presence in exhibitions that attract the architectural public, both in Greece and abroad. • Awareness campaigns for our innovative products. • Organisation of the international architectural competition "Arxellence". • Visits to the company's showrooms. 	<ul style="list-style-type: none"> • The needs of architects are always at the forefront for our company. In matters of design, the information we receive is transformed into products that meet their design needs. • Consulting and support in technical matters, especially in projects with special requirements.

INTERESTED PARTY	KEY 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 via the website www.alumil.com. • Daily communication via social media (Facebook, Instagram, LinkedIn) and direct response to consumer queries. • Visits to the company's showrooms, where our consultants are always at the consumers' disposal to meet their needs. • Participation as sponsors in major social events. 	We aim to design products that provide end consumers with safety, thermal and sound insulation, protection against 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 quality of life.
 Employees	<ul style="list-style-type: none"> • Health and safety at work • Training and development • Dignity • Stability • Benefits 	<ul style="list-style-type: none"> • Daily communication (email, telephone) • Newsletter • Events • Intranet 	In matters relating to the Health and Safety of our employees, the company's management listens carefully to their concerns and suggestions, constantly optimising the working environment.
 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 	Reopening of our factory in Xanthi, supporting and engaging with the local community. Our goal is to create opportunities for the people in the region to become familiar with ALUMIL and its activity as an employer of choice.
 Suppliers	<ul style="list-style-type: none"> • Consistency of payments • Compliance with agreed terms • Smooth cooperation • Support for local suppliers 	<ul style="list-style-type: none"> • Email • Phone • Reports 	We treat our suppliers as strategic partners and cultivate long-term relationships with them, with the aim of maximizing the added value that comes from our close cooperation.

INTERESTED PARTY	KEY REQUIREMENTS	COMMUNICATION AND FREQUENCY	OUR RESPONSE
 Shareholders/ Investors	<ul style="list-style-type: none"> • Return on investment • Attracting new investors • Growth in 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 our company and its development. We ensure that we provide them with timely and important information on investment decisions, financial performance, and everything else related to its development.
 Banks/Financial Institutions	<ul style="list-style-type: none"> • Accurate information regarding financial results • Safeguarding sustainability 	<ul style="list-style-type: none"> • Telephone • Email • Meetings 	We maintain stable partnerships with banks, which are our strategic partners, meeting the financing needs of its company.

Table 5: Our 2022 stakeholders, communication methods, their requirements, and our responses



THE MATERIAL ISSUES FOR ALUMIL IN 2022

Our sustainable development strategy is intertwined with the priorities and requirements of our stakeholders. By maintaining ongoing dialogue with them, we actively identify the daily problems and challenges they encounter, with the aim of providing effective solutions. To pinpoint and analyse the key concerns that had an impact on ALUMIL in 2022 and held significant relevance for our stakeholders, we employed a dedicated methodology rooted in the principles outlined by the GRI Standards. Through a meticulously designed questionnaire, we engaged with our stakeholders to gain insight into their perspectives on the significance of these material issues and to track any shifts compared to the previous year.

Process for assessing material issues:

Step 1: Identify and prioritise the key stakeholders to involve in the process of identifying material issues.

Step 2: Identify and prioritise key sustainable development indicators by following the guidelines provided by the Global Reporting Initiative (GRI).

Step 3: Conduct an importance survey, employing a qualitative questionnaire, to pinpoint material issues based on the perspectives of both stakeholders and management.

Step 4: Generate a visual representation, such as a graphical chart, to clearly identify the essential issues.

Upon completing the process of gathering input from our stakeholders and management, the following 13 crucial/material issues have

emerged for ALUMIL in 2022:

ALUMIL's material issues for 2022:

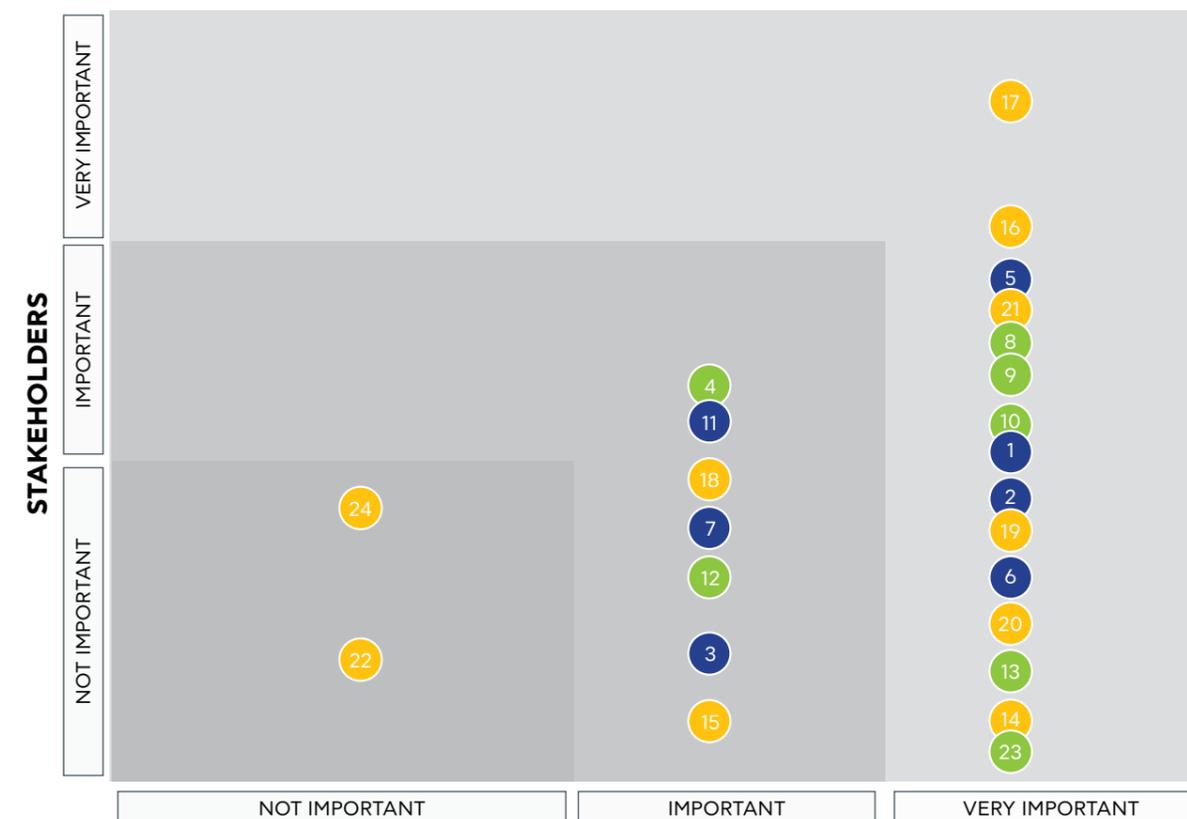
1. Employee education and training
2. Employee health and safety
3. Anti-competitive behaviour
4. Consumer health and safety
5. Sustainable raw material usage
6. Energy management
7. Greenhouse gas emissions
8. Indirect social impacts
9. Non-discrimination practices
10. Profitability
11. Community support initiatives
12. Supplier selection based on environmental practices
13. Employee benefits

In comparison to 2021, the newly identified material issues are:

1. Anti-competitive behaviour
2. Consumer health and safety
3. Greenhouse gas emissions
4. Indirect social impacts
5. Community support initiatives
6. Supplier selection based on environmental practices
7. Employee training

In contrast, the following issues from the 2021 results were not identified as material for 2022:

1. Diversity and equal opportunities
2. Water consumption
3. Local economic presence
4. Anti-corruption measures
5. Customer education



- ALUMIL**
- ECONOMY
 - ENVIRONMENT
 - SOCIETY-EMPLOYEES-MARKET
- | | |
|--|--|
| <ol style="list-style-type: none"> 1. Local economic presence 2. Indirect social impacts 3. Procurement practices 4. Anti-corruption measures 5. Anti-competitive behaviour 6. Profitability 7. Taxation 8. Sustainable raw material usage 9. Energy management 10. Greenhouse gas emissions 11. Waste management 12. Water consumption 13. Selection of suppliers based on their environmental practices | <ol style="list-style-type: none"> 14. Employee benefits 15. Communication between employees and management 16. Employee health and safety 17. Employee education and training 18. Diversity and equal opportunities 19. Non-discrimination practices 20. Local community support 21. Consumer health and safety 22. Selection of suppliers based on social and labour criteria 23. Customer training 24. Enhanced customer service through advanced digital solutions. |
|--|--|



Responsible for
our People

RESPONSIBLE FOR OUR PEOPLE

Our people are our driving force and play a key role in the achievement of our goals and the sustainable development of our company.

We invest in their development and empowerment, creating the right conditions to continuously improve their performance.

At our company, we are dedicated to becoming an employer of choice, not only for our current employees but also for the talented individuals looking to embark on or advance their careers within our organisation. We firmly believe that our people are the driving force behind our company's growth, and as such, we make substantial investments in nurturing their skills and professional development. Our commitment extends to fostering a workplace culture characterised by profound respect for diversity, inclusivity, and equal opportunities for growth, both within our organisation and beyond its borders.

In our efforts to make a difference and to ensure that we maintain a good working climate, we constantly seek to understand the needs of our employees. Thus, every year we conduct a job satisfaction survey, which includes both closed and open-ended questions. We place

great importance on fostering open and effective two-way communication with our team members. This approach enables us to actively listen to their feedback, address any existing concerns or potential issues, and, most importantly, identify valuable opportunities for continuous improvement.

As an employer that values and respects the perspectives of its employees, ALUMIL wholeheartedly supports and acknowledges their active involvement in the candidate recommendation process.

Our Candidate Referral Program is a powerful means of attracting fresh talent, allowing our company's employees the privilege of proposing potential candidates from their personal networks.

Candidate recommendation stands as one of the most potent and efficient recruitment methods, delivering targeted solutions within a remarkably brief timeframe.

STAFF DETAILS

	2021	2022
Total number of employees in Greece	1.211	1.211
Women	286	261
Men	925	950
Total number of employees in Kilkis	1.001	955
Women	214	185
Men	787	770
Total number of employees in Thessaloniki	182	196
Women	64	67
Men	118	129
Total number of employees in Athens	21	22
Women	7	7
Men	14	15
Total number of employees in Xanthi	7	38
Women	1	2
Men	6	36

Table 6: ALUMIL employees by region and gender 2021-2022.





COLLECTIVE LABOUR AGREEMENTS

100% of the staff is covered by the National General Collective Agreement (EGSSE) No other collective, sectoral, or operational agreements are in force in the company. If employees are not covered by General

Collective Agreements, then the company determines the terms of remuneration and working conditions by means of Individual Labour Agreements (as long as they are not lower than the current (EGSSE).

	2021	2022
Senior Management		
Women	12,5%	12,9%
Men	87,5%	87,1%
Under 30 years old	0%	0%
30-50 years old	75%	77,4%
Over 50 years old	25%	22,6%
* Minority Group	0%	0%
Middle Management		
Women	30%	30%
Men	70%	70%
Under 30 years old	0%	5%
30-50 years old	82%	77,5%
Over 50 years old	18%	17,5%
* Minority Group	0%	0%
Lower Management		
Women	24%	21,2%
Men	76%	78,8%
Under 30 years old	17%	15,7%
30-50 years old	61%	63,2%
Over 50 years old	22%	21,1%
* Minority Group	11%	10,6%

Table 7: ALUMIL employees by hierarchical level, gender, age and minority group 2021-2022.

*Minority group refers to the percentage of employees with a nationality other than Greek.

	2021	2022
Operational Function		
Women	20%	16%
Men	80%	84%
Under 30 years old	16%	15%
30-50 years old	59%	61%
Over 50 years old	25%	24%
* Minority Group	13%	12,5%
Administrative Function		
Women	36%	37%
Men	64%	63%
Under 30 years old	14%	14%
30-50 years old	74%	74%
Over 50 years old	12%	12%
* Minority Group	0,7%	1,3%

Table 8: ALUMIL employees by function, gender, age and minority group 2021-2022.

*Minority group refers to the percentage of employees with a nationality other than Greek.

	2021	2022
Governance Body		
Women	20%	40%
Men	80%	60%
Under 30 years old	0%	0%
30-50 years old	20%	20%
Over 50 years old	80%	80%
* Minority Group	0%	0%

Table 9: Governance Body 2021-2022

*Minority group refers to the percentage of employees with a nationality other than Greek.





Recruitment of Employees	2021	2022
Number of recruitments	404	234
Retention rate of new entrants*	72%	74%
Women	36%	16%
Men	64%	84%
Under 30 years old	27%	30%
30-50 years old	59%	59%
Over 50 years old	14%	10%
**Minority Group	18%	8%
Kilkis	89%	63%
Thessaloniki	8%	17%
Athens	3%	1%
Xanthi	-	19%

Table 10: Recruitment of employees 2021-2022

*The new hire retention rate was calculated by dividing the number of hires that remained active at the end of the year by the total number of hires for the year 2022.

**Minority group refers to the percentage of employees with a nationality other than Greek.

C-S2-1	21.6%	C-S4-2	7.03%
C-S3-1	12.9%	C-S5-1	10.6
C-S4-1	10.95%	C-S5-2	11.3

Employee Departures	2021	2022
Number of employee departures	229	229
Employee turnover rate*	20%	19%
Women	9%	27%
Men	91%	73%
Under 30 years old	34%	27%
30-50 years old	48%	59%
Over 50 years old	18%	15%
**Minority Group	6%	13%
Kilkis	80%	84%
Thessaloniki	16%	11%
Athens	4%	1%
Xanthi	-	3%

Table 11: Employee turnover 2021-2022

* The annual turnover rate was calculated by dividing the total number of departures for the year by the number resulting from the addition of active employees from the beginning to the end of the year and dividing this number by 2.

**Minority group refers to the percentage of employees with a nationality other than Greek.

EQUAL OPPORTUNITIES – TRANSPARENCY - MERITOCRACY

ALUMIL has a global impact, touching the lives of countless individuals worldwide through its operations. The organisation deeply acknowledges its responsibility to uphold and protect human rights. It is committed to championing best practices that ensure the safety and well-being of people, while also recognising the profound influence it wields on individuals and the communities where it operates. ALUMIL's ethos is rooted in its core values, consistently prioritising the well-being of people in all its endeavours.

With a focus on its human resources, ALUMIL's foremost objective is to cultivate a work environment characterised by meritocracy, transparency, and equal opportunities. As a responsible corporate entity, it upholds ethical business standards, facilitating and supporting meaningful employment opportunities across the Group. The organisation is steadfast in its pursuit of an equitable, diverse, and inclusive workplace.

At its heart, ALUMIL is defined by its people. To thrive as an organisation, it takes proactive measures to ensure that its employees receive

due recognition and are rewarded for their invaluable contributions. The organisation is unwavering in its commitment to providing its employees and their families with all the essentials for an optimal quality of life.

Through a comprehensive remuneration and benefits system, ALUMIL ensures that its employees enjoy a decent standard of living. It places great emphasis on acknowledging the significance of everyone's work in shaping the organisation's success, rewarding exceptional performance accordingly.

The remuneration system is both fair and merit-based, ensuring equal compensation across Group companies for equivalent roles, while considering the nuances of labour markets and living costs in each country. Recognising the unique qualities of its workforce, ALUMIL is dedicated to crafting a flexible and personalised benefits policy that aligns with the distinct needs of each employee to the greatest extent possible.

Gender Pay Ratio in Each Category	2021	2022
Senior Management	0,86/1	0,88/1
Middle Management	0,87/1	0,89/1
Lower Management	0,99/1	0,96/1
Operational Functions	0,93/1	0,90/1
Administrative Functions	0,74/1	0,74/1

Table 12: Gender pay ratio 2021-2022

*The ratio was calculated by dividing the average female wage by the average male wage in each category, normalised to 1.

A-S3-1 7%



Moreover, our company is committed to providing equal opportunities for personal and professional growth. We prioritise enhancing our employees' skills and facilitating their professional development in alignment with their career aspirations to meet future demands effectively. Simultaneously, we uphold safe working conditions, rooted in adherence to labour rights and the social protection regulations governing each country in which we operate, ensuring that all our employees enjoy decent working conditions.

Furthermore, at ALUMIL, we establish rules,

policies, and procedures that actively promote an equal, diverse, and inclusive organisational culture. We seek to embrace all dimensions of human diversity and endeavour to mirror the demographics of the societies within which we are situated. Our emphasis lies in preventing discrimination, guaranteeing equal opportunities and fair treatment for all. We are dedicated to fostering accessible and inclusive workplaces, both in terms of structure and culture, where individuals are encouraged to be their authentic selves and where every voice is valued and heard.



AVOIDING AND ADDRESSING DISCRIMINATION

Our priority is to build relationships of trust and respect with our people, while ensuring that decisions on issues such as recruitment, remuneration and career development are not linked to any form of discrimination. We strive to keep our people informed of discrimination issues and build a working environment where every person is treated with respect and dignity. The company has established Internal Work Rules and Discipline Regulations to ensure that employees are informed about their obligations and rights. These guidelines are designed to combat workplace violence, harassment, and discrimination and include a well-defined procedure for reporting and investigating potential incidents. The Internal Work Rules are provided to all new employees on their first day at the company and are also available for download from the company's intranet at any time. In the case of discrimination incidents, the Human Resources Department assumes responsibility, taking every necessary step to ensure confidentiality, discretion, and impartiality.

It's worth noting that in both 2022 and 2021, no discrimination incidents were reported.

EMPLOYEE BENEFITS

ALUMIL highly values its workforce, recognizing that their dedication and diligence are fundamental to the company's leadership in its industry. As part of our ongoing commitment

to our employees' well-being and development, we offer a range of additional benefits:

- **Group Private Life and Health Insurance:** We provide coverage to all employees, with all expenses fully covered by the company, ensuring no cost to our employees.
- **Pension Plan:** For middle and senior management, we offer a voluntary pension plan applicable to executives from salary grade 6 and above. This plan features individual pension accounts in partnership with a Private Insurance Company, with the company's contribution ranging from 5% to 15% depending on the grade.
- **ALUMIL e-Learning Platform:** Our innovative distance learning platform offers a variety of e-courses, training programmes across all functions, and interactive games.
- **Corporate Lending Library:** We maintain a well-stocked lending library with diverse book categories available to all employees.
- **Health and Safety Initiatives:** Our dynamic Health and Safety department actively engages employees through various activities such as volunteer teams, blood donation drives, workplace protection and safety seminars, and first aid training.
- **Training and Development:** We significantly invest in employee training and development, offering specialised seminars for all departments.

- **Health & Wellbeing:** We promote health and wellbeing through Pilates classes at Efkarpia and weekly fruit provisions for clerical staff. Our Pilates classes, led by a qualified instructor, offer employees a chance to enhance their physical well-being.
- **Subsidized Breakfast:** Employees in Kilkis enjoy subsidized breakfast options.
- **Wedding Gift:** We extend a wedding gift to all our employees.
- **Postgraduate Studies:** Additional leave without pay.
- **Transportation:** For the convenience of employees living in Kilkis and Thessaloniki, we offer transportation to and from ALUMIL's premises in the Industrial Area of Kilkis.
- **Healthy Brunch:** On World Wellness Day, we organise a Healthy Brunch for all management staff in Efkarpia, Kilkis, and Athens.
- **Fitness Support:** We offer training sessions with a qualified coach to prepare employees for races and marathons, including Alumil's participation in April.
- **Gym Discounts:** Employees in Kilkis can access gym discounts.
- **Internal Football League:** We've established an internal football league with a culminating final match in June.
- **Mental Health Support:** On World Mental Health Day in October, we host a webinar conducted by a Clinical Psychologist on stress management.

ALUMIL is committed to strengthening the institution of the family by designing and implementing initiatives that involve the whole family. These initiatives include

organising career days and providing skill enhancement opportunities for the children of our employees, establishing corporate daycare centers, and hosting special events dedicated to the children of our valued team members. In particular, in 2022, we organised a career orientation day for the children of our employees. The primary objective was to provide both parents and children with essential information about career guidance, criteria for selecting educational institutions, completing application forms, understanding the current job market, and exploring the various career opportunities offered by different educational pathways.

Furthermore, we prioritise the health and well-being of our employees by promoting physical and mental wellness through sports and other activities. We have also embraced a hybrid work model that incorporates telecommuting, allowing our team members to work remotely, thereby reducing unnecessary travel. Additionally, we have implemented a fleet of company cars dedicated to mass employee transportation, contributing to a reduction in our overall energy consumption and environmental impact.

In terms of volunteerism, ALUMIL places a strong emphasis on both society and the environment, actively encouraging our employees to participate in volunteer groups and initiatives. To celebrate the International Day of Women and Girls in Science, we organised a workshop featuring the inspiring stories of three accomplished women from within our company who have pursued careers in the field of science. These women shared their personal journeys, educational experiences, and career paths, with the goal of inspiring younger generations to pursue their dreams without allowing gender to serve as a limiting factor.

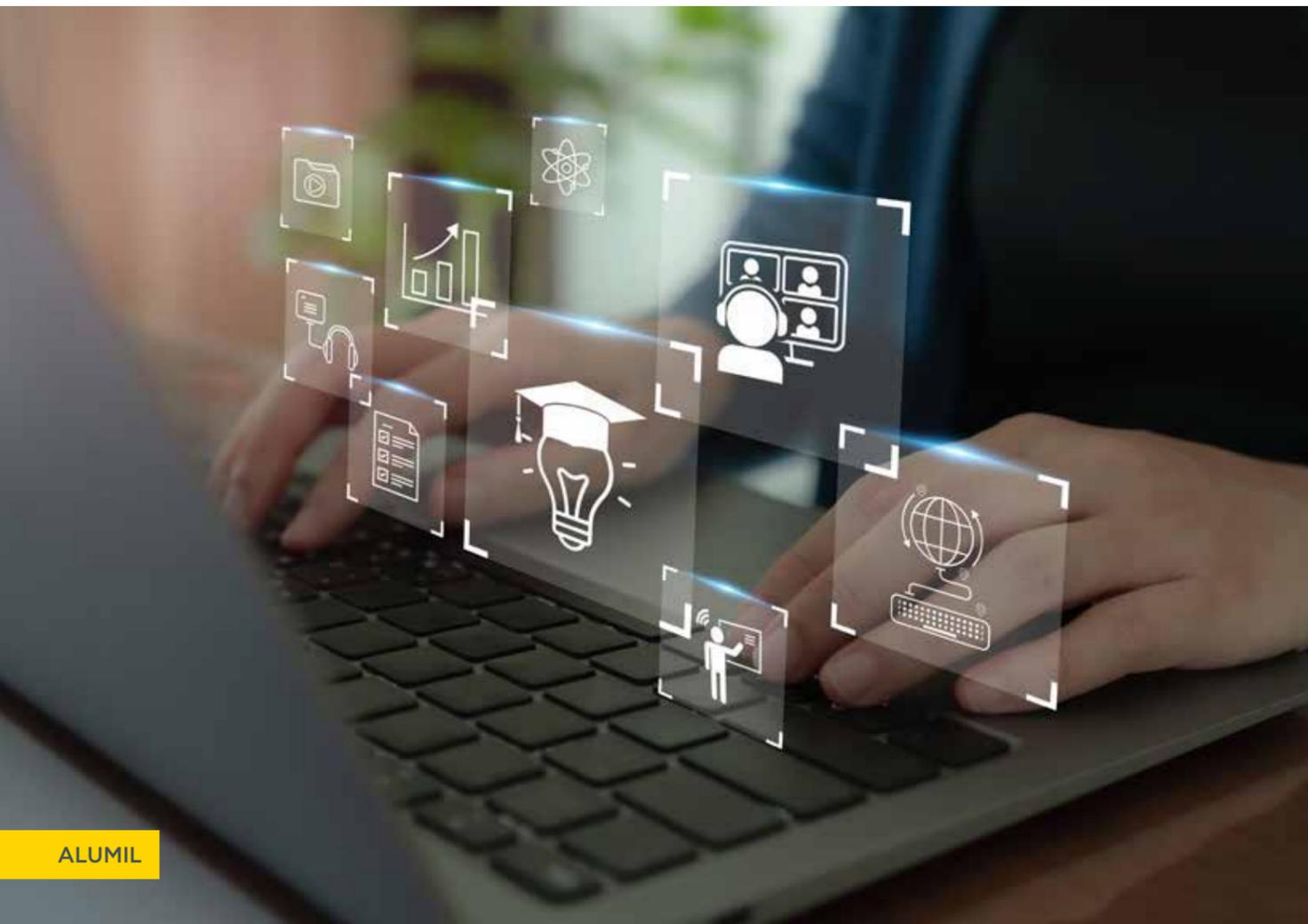
MATERNITY/PATERNITY LEAVE 2022

ALUMIL is committed to ensuring that all its employees not only receive the maternity/paternity leave they are entitled to under prevailing legislation but also recognises the paramount importance of fostering and supporting family life.

MATERNITY/PATERNITY LEAVE	TOTAL EMPLOYEES	WOMEN	MEN
Maternity/Paternity leave summary by gender	40	9	31
Total number of employees who returned to work after the end of leave*	36	5	31
Total number of employees who returned to work after the end of leave and remained for 12 months	31	4	27
Return to work Rate	90%		
Retention Rate	78%		

Table 13: Maternity/Paternity Leave 2022

*It's noteworthy that maternity leave commencing in 2022 extends until 2023.



INVESTING IN DIGITISATION IN THE WORKPLACE

In 2022, we embarked on a transformative journey to digitise critical company processes, driven by our commitment to enhancing internal communication and fortifying our corporate culture. We targeted the following processes for digitisation:

- **Group offboarding:** Streamlining the dissemination of information regarding voluntary international departures.
- **Purchase request:** Revolutionising the process of recording and approving purchase requests, making it more efficient and transparent.
- **End-to-end training:** Overhauling the process responsible for organising and managing our training initiatives, ensuring a seamless learning experience for our team members.
- **Vacancy request (for workers):** Simplifying the procedure for requesting the recruitment of technical staff, optimising our hiring processes.

The digitisation of these vital processes has significantly empowered our employees, equipping them to carry out their responsibilities with greater ease and efficiency. We remain committed to this digital transformation journey, considering the invaluable feedback and evolving needs of our workforce.

HEALTH AND SAFETY OF EMPLOYEES

At ALUMIL, ensuring the utmost protection of our employees' health and safety is an unwavering commitment and an integral part of our daily operations. This dedication to fostering a secure and healthy work environment is not only evident in our Health and Safety Policy but is also embodied in our

ISO 45001:2018 certified Occupational Health and Safety Management System.

Our exceptional performance in this realm owes much to the active involvement and conscientious responsibility demonstrated by every member of our workforce regarding occupational health and safety. We consistently monitor potential risks and proactively implement preventive measures across all our projects and facilities to safeguard against accidents and workplace hazards.

To bolster employee awareness, we conduct systematic training on occupational health and safety matters, ensuring that all project participants are adequately equipped and adhere to essential protective protocols.

ALUMIL's commitment to maintaining a safe working environment is unwavering, underscoring our belief that nothing surpasses the value of human life. We are steadfastly dedicated to supporting the United Nations Sustainable Development Goals, particularly those related to "Good Health and Well-being", "Quality Education", and "Decent Work and Economic Development."

In our pursuit of these goals, we continually initiate measures to reduce workplace risks through the rigorous implementation of protective measures, actively engaging our employees in compliance. Simultaneously, we uphold zero tolerance for behaviours and practices that contravene relevant health and safety regulations.

Our health and safety policies align seamlessly with international standards, and we diligently record key performance indicators related to injuries and accidents on an annual basis, ensuring a robust data collection process that informs necessary corrective actions when needed.



RISK IDENTIFICATION AND MANAGEMENT SYSTEM

At ALUMIL, our Occupational Risk Assessment strictly adheres to the stipulations outlined in P.D. 17/1996 and P.D. 159/1999, as codified by Law 3850/2010. We have implemented a robust Risk Recognition and Management System that empowers our employees to promptly report any identified risks or hazardous situations encountered during their work. To effectively investigate, mitigate, and eliminate these risks, we have instituted a comprehensive array of tools and procedures, including:

- **Specialised safety and health software:** Installed on corporate mobile phones and tablets, this software is readily accessible at all levels of our organisational hierarchy.
- **Safety and health inspection programme:** Our Safety Technicians conduct frequent visits and inspections throughout the day, operating around the clock to ensure vigilance.
- **Toolbox meetings:** Regular interactions between employees and Shift Managers provide opportunities to discuss safety concerns and reinforce best practices.
- **Daily safety and health walks (safety walks):** These are conducted by the relevant department to proactively identify and address potential hazards.

Moreover, identifying hazardous situations is a pivotal component of the annual objectives set by our Shoulder Managers.

In our commitment to preventing dangerous situations, we uphold the principle that no task should commence without the employee answering three essential "What" questions:

1. What hazards will you encounter?
2. What will you do to mitigate them?
3. What will you do if something goes wrong?

Should a potential occupational hazard be identified, work is immediately halted, and a dedicated investigation team is assembled. The primary objective of this team is to conduct a thorough inquiry into the identified risk, devising actionable measures to prevent any recurrence of hazardous situations or incidents.

OCCUPATIONAL HEALTH SERVICES

ALUMIL has established a dedicated Occupational Health and Safety Committee with a primary focus on the ongoing development, implementation, and evaluation of our occupational health and safety system. This committee convenes regular meetings every three months to ensure the continuous improvement of our safety measures. We are committed to providing our employees with transparent procedures and easy access to information pertaining to occupational health and safety. This commitment is exemplified through several key initiatives:

- **Insurance Advisor services:** We have an insurance advisor on-site once a week to offer information services about the group insurance plan available to our employees.
- **Occupational physician support:** Our commitment to employee well-being includes the presence of an occupational physician in Kilkis once a week and at our headquarters in Efkarpiia once a month. Additionally, in the Industrial Area of Kilkis, there is a doctor available on-site every day to address health-related concerns promptly.

Responsible for our People

- **First aid accessibility:** To enhance the safety of our workforce, we have installed fully stocked pharmacies and defibrillators in every building throughout our company premises, including all departments within our production facilities.
- **Employee Relations Consultant:** We recognise that employees may encounter various work-related challenges and personal concerns that can impact on their performance. To provide support and guidance, we have an Employee Relations Consultant who employees can approach for assistance in managing work-related issues, conflict resolution, risk identification, and any other matters that may affect their well-being and performance.

EMPLOYEE SAFETY TRAINING

Prioritising the well-being of our employees at work necessitates comprehensive training in Health and Safety matters. To achieve this, we employ a structured approach that begins with introductory training for new hires and is reinforced through ongoing, periodic training tailored to the specific risk levels associated with their respective tasks. It's important to note that such training is mandatory for all relevant staff members.

In the year 2022, our commitment to safety training resulted in a substantial investment of time and resources, totaling:

- **2926,5 hours** dedicated to safety and health **training** of our technical staff.
- **2315,25 hours** dedicated to safety and health **training** of our administrative personnel.

ACCIDENT PREVENTION AND RESPONSE POLICY

Our company's foremost objective is to achieve an impeccable safety record with zero accidents, and we employ an array of

measures to realise this vision. In addition to implementing a robust Occupational Safety and Health Management System and conducting thorough Occupational Risk Assessments, our company maintains vigilant oversight over all types of accidents. In line with our commitment to data-driven safety practices, we have established two pivotal indicators that revolve around the health and safety of our employees: the Lost Time Case Rate (LTC) and Severity Rate (SR).

	2021	2022
Number of fatal accidents	0	0
Number of workplace accidents	31	29
Lost Time Case Rate (LTC)	3,07	2,68
Severity Rate (SR)	17,45	6,1

Table 14: Occupational accidents and statistics 2021-2022

This substantial reduction in workplace accidents, both in terms of frequency and severity, can be attributed to the strategic addition of three Safety Engineers at our plant, with one dedicated to each shift.

We also prioritise open communication channels with our HSE Manager to ensure the continual updating of health, safety, and environmental issues, thereby fortifying our commitment to safeguarding our employees effectively.

Furthermore, we provide a range of resources to prevent and respond to accidents:

- Occupational physician
- Health and safety advisers
- Certificate updates following accidents or illnesses.
- On-site medical doctor in the Industrial Area of Kilkis



ACCIDENTS AT WORK

We prioritise accident prevention through adherence to relevant legal requirements and manufacturers' instructions. In our commitment to maintaining a safe work environment, we've established an integrated system for recording, processing, and thoroughly investigating accidents and near misses.

In the event of an accident, regardless of its severity, we follow a defined procedure to probe the root causes of the incident. This investigation is conducted on-site by a dedicated team, which includes the affected workers, their immediate supervisors, the Safety Technician, and the Head of the Maintenance Department. This procedure extends to near misses as well, with the possibility of seeking external expert opinions when deemed necessary. Under specific circumstances and at the discretion of the Safety Technician, additional members, such as the Production Manager or Operation Director, may join the investigation team.

Our Accident Recording System for the year 2022 highlights an encouraging record with no fatal or very serious accidents reported. We recorded 29 injuries within a total of

2.163.050 working hours. These injuries primarily resulted from falls on the same level, involving moving mechanical parts or equipment. In response, we've initiated the etiquette programme, ensuring the placement of appropriate signage to safeguard against access to hazardous moving mechanical parts and equipment. These actions align seamlessly with our Occupational Risk Assessment.

PROMOTION OF EMPLOYEES' HEALTH

At ALUMIL, we proactively address occupational hazards within our working environment that have been identified and are known to have the potential to lead to illness. These hazards encompass elevated noise levels, the presence of particulate matter, and the handling of various chemicals. To ensure the utmost protection for our workforce, we enlist qualified external contractors to conduct regular factor measurements while our employees undergo regular preventive medical examinations.

For the year 2022, no work-related illnesses were attributed to any of the aforementioned hazards. This achievement underscores our commitment to employee health and safety. We employ a range of measures to

mitigate potential health risks, including the use of appropriate personal protective equipment and localised ventilation systems. These measures are applied to employees whose roles expose them to these identified hazards and are consistently aligned with our Occupational Risk Assessment.

Recognising the paramount importance of our employees' health, both in the context of their work and their overall well-being, we extend our commitment further by providing all employees with private health insurance.

TRAINING AND EDUCATION OF EMPLOYEES

We deeply understand that the growth and development of our people is pivotal to the success of our company. Therefore, we are committed to providing training programmes aimed at enhancing and expanding the skills of our workforce, empowering them to reach their full potential. To ensure the effectiveness of these training initiatives, we have implemented a mandatory post-implementation evaluation process. We firmly believe that this evaluation

serves as a dependable tool for both refining our existing programs and methods and informing the design of future training initiatives, aligning with our overarching Training and Development Policy and Process.

In our commitment to continuous employee development and training, our company takes the following proactive measures:

- **Year-end needs assessment:** At the close of each year, we conduct a thorough assessment of the training needs of our employees, department by department. This assessment forms the basis for creating an annual training plan for the upcoming year.
- **Tailored training programmes:** In alignment with our annual training plan, we schedule training programmes and seminars throughout the year. These sessions can be conducted by our internal trainers or external training providers, utilising various formats including in-person sessions, remote training, or through our dedicated e-learning platform.



- **Ad hoc training sessions:** Throughout the year, we remain agile in our approach by supplementing our annual plan with ad hoc training sessions designed to address emerging needs and challenges.
- **Proprietary e-learning platform:** Our company proudly operates its own e-learning platform, Moodle, where we host tailor-made courses to facilitate continuous learning and development.
- **Leveraging Udemy for Business:** In our pursuit of expanding learning and training opportunities, we have entered into a partnership with "Udemy for Business". We have acquired licenses on a per-address basis to offer a wide array of courses, providing flexible learning options for our employees.

TRAINING PROGRAMMES FOR ALL EMPLOYEES

In the year 2022, our employees underwent a total of 22.443 training hours, participating in 2001 distinct training programmes. These programmes encompassed a wide range of essential topics, including:

- Effective communication for salespeople
- Negotiation skills
- English for Business
- Correct interpretation of engineering designs
- Geometric Dimensioning & Tolerancing (GD&T)
- ITIL Foundation 4
- Leadership: Training for technical professionals
- The Habits of Highly Effective People
- Effective stress management techniques
- Cash flow management

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- Financial and business reporting
- Financial and business target setting
- Key Performance Indicators (KPIs)

Average Training Hours	2021	2022
Women	8,8	6,7
Men	10,1	12,7
Operational Functions	8,9	11,8
Administrative Functions	8,7	8,3
Senior Management	5,6	10,6
Middle Management	6,5	7
Lower Management	10,1	11,3
General Average	9,7	11,2
Total Training Hours	11.027	22.443
Total Training Sessions	1.134	2.001
Number of employees enrolled	398	952

Table 15: Training hours 2021-2022

At ALUMIL, we are committed to providing equitable learning and development opportunities to all levels within our organisational hierarchy. Our approach to employee learning and development encompasses a wide spectrum of training initiatives aimed at fostering continuous growth and advancement of our human resources. We embrace a holistic blended learning approach that includes:

- Induction training
- Open programmes from external institutes
- In-house programmes with external trainers
- In-house programmes with internal trainers
- E-Learning trainings & internal platforms

The overarching objective of this multifaceted approach is to empower our workforce to continually enhance their skills and embrace the "Learn - Unlearn - Re-learn" philosophy.

TRAINING FOR NEW EMPLOYEES

We place immense importance on providing comprehensive introductory education to every new employee, ensuring they gain a profound understanding of our company's operations and culture. The duration of our induction training varies, spanning from one day to several months, tailored to meet the specific demands of each position. This holistic onboarding experience includes tours of our production facilities, offering a glimpse into our operational excellence.

During our Basic Induction Training, newly appointed Administrative Staff members receive instruction in the following key areas:

- Company history
- Group values, mission, and vision
- Group organisational chart
- Employee handbook
- Discipline regulations
- Philosophy of our compensation system
- Performance Management System and Job Descriptions
- Training opportunities and advancements
- Group Human Resources (HR) Policies (covering leave, travel expenses, remuneration, etc.)

- Health and safety protocols
- Commitment to continuous improvement in environmental and energy performance
- Effective communication channels
- Information Technology (IT) Procedures, Cybersecurity, and Compliance with General Data Protection Regulation (GDPR)
- Utilisation of BPM, Intranet, e-Learning Resources, Library, and HR Self-Service
- Industrial Tour
- Familiarisation with divisions as per Job Roles

Integral to both Basic and Extended Introductory Training is an introduction to our production processes. Whenever possible, our Technical Training Manager from the Quality Control Department conducts this session, either in person or through our e-learning platform (Moodle), utilising video content and integrated courses. Additionally, a factory tour provides hands-on exposure. For positions that require it, meetings are scheduled with heads of the Production Department as part of the extended training.

As is customary with any form of training, we encourage trainees to provide feedback upon completion of the induction programme. This invaluable input allows us to continually refine and enhance our onboarding process.





EMPLOYEE ASSESSMENT AND INFORMATION

The success of any company is a result of the performance of its employees. Maximising employee performance is achieved not only by clearly communicating the company's goals, but also by linking the company's goals to the individual goals of each employee.

ALUMIL implements a Performance Management System, which is a human-centric approach focused on the management and development of human resources and which has the following objectives:

- To enhance ALUMIL's growth by making the most of the skills and "potential" of its people.
- To promote a culture of learning and development throughout the Group.
- To foster in employees the belief that they are evaluated according to specific, clear, fair, and meritocratic criteria.
- To develop and improve the goal setting

process, linking it to the day-to-day running of the Group.

Performance Management relates to:

- **Aligned goals:** Personal goals are aligned with corporate priorities.
- **Continuous feedback:** A combination of positive and constructive feedback that is given continuously.
- **Coaching and continuous guidance from the supervisor:** Structured qualitative discussions focused on making progress on the goals set and managing and eliminating difficulties that prevent them from being achieved.
- **Recognition:** Ongoing recognition of employees through various means chosen by the organisation.
- **Development:** Personal and professional development.

Throughout the year, continuous feedback is encouraged to keep employees motivated, identify areas for improvement and foster a sense of confidence.

PERFORMANCE APPRAISAL PROCESS

At ALUMIL, we prioritise a comprehensive approach to performance appraisal, involving all our employees irrespective of their positions, except for interns and those with less than one year of tenure.

This process kicks off in February, marking the commencement of annual planning and goal setting for the current year. During this phase, the appraiser engages in a meaningful dialogue with the appraisee to review their role's responsibilities within the organisation and collaboratively establish objectives and skill development targets. Mutual agreement between the appraiser and appraisee is pivotal before finalising the goal setting process.

Our skills assessment serves several critical purposes:

- It fosters a holistic and objective evaluation of an individual's performance over time, with a focus on the skills and behaviours that drive their success.
- It enhances clarity and transparency in how performance is assessed and measured.
- It identifies both top performers and employees in need of improvement within the organisation.
- It pinpoints areas for growth and development, benefiting both individual employees and our company culture as a whole.

For our salaried staff, the formal skills assessment occurs once a year, specifically in January. However, during quarterly meetings, skill development discussions and assessments can take place, offering ongoing feedback. Technical staff members undergo a working standards assessment every six months.

Upon completion of our employee assessment, a Development Plan is drafted. The performance appraisal and the development plan are two different processes in the Performance Appraisal Process, inextricably linked. Continuously supporting employees in their development, both as professionals and on a personal level, is a priority for ALUMIL.

RESULTS 2022

In the year 2022, ALUMIL conducted performance evaluations for a total of 1.211 employees. Among them, 271 employees from the Salaried Staff (86%) and 868 employees from the Workers' Staff (97%) underwent the assessment process. The evaluation results are succinctly summarised as follows:

Salaried Staff Performance	Percentage of employees
Outstanding Performance	48%
Very Good Performance	38%
Satisfactory Performance	10%
Needs Improvement	4%

Table 16: Salaried staff evaluation results

Workers' Staff Performance	Percentage of employees
Outstanding Performance	13,5%
Very Good Performance	70%
Satisfactory Performance	16,5%
Needs Improvement	0%

Table 17: Workers' staff evaluation results

In essence, the evaluation revealed that more than 83% of employees in both categories consistently demonstrated outstanding or very good performance. Only a small fraction of approximately 10 employees were identified as needing improvement, underlining the overall high level of excellence and dedication within our workforce.



Responsible
for Society

RESPONSIBLE FOR SOCIETY

ALUMIL has an active presence around the world and is an integral part of the society in which it operates.

The diverse nature of the Group's activities leads to the maximisation of the positive direct and indirect effects they can bring to the local community. The main objective is to protect the environment, care for the future of people and the planet, as well as to strengthen society.



SUPPORT FOR LOCAL SOCIETY

As a company that operates in the field of architectural aluminium systems, we donate frames to schools, childcare associations, hospitals and wherever there is an immediate need for such interventions. In this way, we strengthen building structures and improve the daily lives of those who live in them. In addition to donations, for example, in 2022 we took the following actions:

- Collection of clothes from company employees and delivery to the Arsis and Alkyoni associations.
- Collection and donation of 300 children's books to the Primary School of Herso in Kilkis.
- Replacement of laptops in facilities requiring them.
- Donation of thermally insulated frames to the Congenital Heart Disease and Pulmonary Hypertension Clinic of the "AHEPA" Hospital in Thessaloniki, which were fabricated and installed by Architectural Aluminium Academy.
- Support to "Smile of the Child" with activities such as the Christmas and Easter bazaar.

INDIRECT SOCIAL IMPACTS

Our preeminent standing in the aluminium architectural systems industry positions us as the employer of choice for a diverse range of professionals. We take great pride in our commitment to empowering local communities, ensuring that our recruitment efforts primarily benefit the areas where we are operational.

In this vein, the year 2022 marked a significant milestone for ALUMIL's presence in Thrace. Specifically, our company's leadership made the pivotal decision to resurrect the production unit in Xanthi, which had ceased operations in 2013. This strategic move represents a momentous development that not only fortifies our market presence but also generates employment opportunities for hundreds of individuals, thereby contributing significantly to the overall regional development of Thrace.

Furthermore, as part of the Group's sustainability initiatives, we are actively transitioning towards Clean Energy and renewable energy production. Our objective is to diminish our reliance on conventional electricity sources, concurrently reducing greenhouse gas emissions. These concerted efforts aim to safeguard the local ecosystems and elevate the quality of life for the nearby communities.



Responsible for
the Environment

RESPONSIBLE FOR THE ENVIRONMENT

Environmental stewardship is a paramount priority for us.

Guided by our adopted Environmental Policy, we remain dedicated to ensuring that our business development aligns with environmental responsibility, emphasising pollution prevention, and compliance with all pertinent legal and regulatory requirements. Our overarching objective is to perpetually enhance our environmental management performance.

Our commitment to environmental preservation is intrinsically tied to the dedication of our management. We execute this commitment through a holistic approach that encompasses the comprehensive management of our activities' environmental impact. At ALUMIL, we firmly believe that economic

growth can and should coexist harmoniously with a pristine and secure environment. The principles we uphold are focused on environmental improvement, and we proudly operate an environmental management system certified in accordance with EN ISO 14001:2015 across all our production units.

As a testament to our commitment to continual improvement in this realm, we consistently invest in cutting-edge infrastructure, monitor our environmental performance, and implement environmental management initiatives. These efforts are all part of our ongoing mission to continually diminish our environmental footprint.

Our factory is located in the industrial area of Kilkis which is not considered to be a sensitive biodiversity area.





EPD CERTIFICATION - ENVIRONMENTAL PRODUCT DECLARATIONS

ALUMIL stands as the pioneering Greek company to attain Environmental Product Declarations (EPD) for its range of architectural aluminium systems. These EPDs cover the following product categories:

- Hinged Systems
- Sliding Systems
- Curtain Walls
- Folding Doors
- Pergolas
- Railings
- Fencing Systems

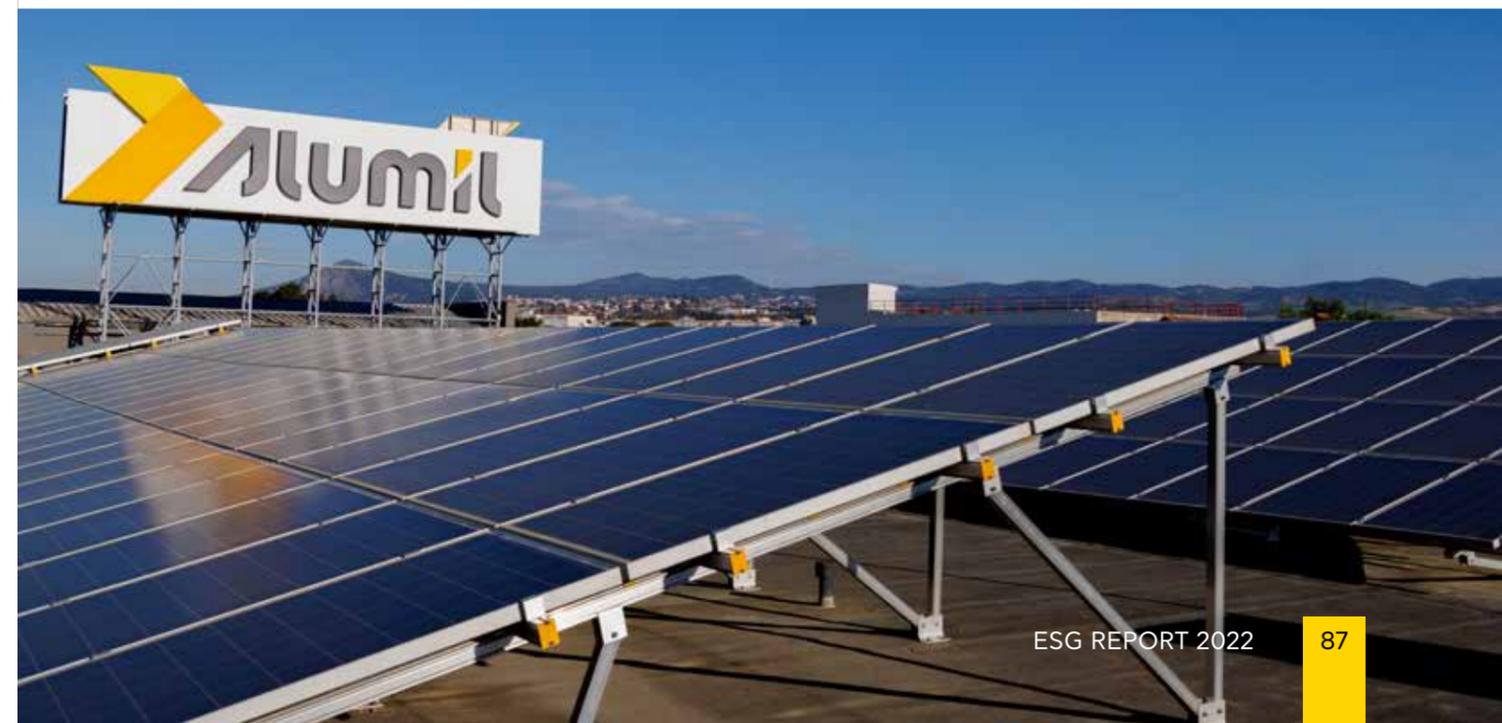
Aluminium, as a material, boasts exceptional environmental credentials. Not only is it abundantly available on Earth, ranking as the third most abundant element in the Earth's crust, but it also possesses the remarkable

capacity for endless recycling while preserving its intrinsic value. With our commitment to a sustainable future and the development of eco-conscious products at the forefront of our mission, we have introduced Environmental Product Declarations (EPDs) for our product portfolio. EPD certificates serve as official attestations of a product's environmental impact. The EPD creation process rigorously employs Life Cycle Analysis to objectively measure crucial environmental indicators.

ALUMIL products exemplify the ideal choice for projects aligned with the tenets of Sustainable Building and Bioclimatic Architecture, promoting the use of eco-friendly materials and emphasising high energy efficiency. Across the globe, numerous projects that have incorporated our products have earned esteemed "green" building certifications, including but not limited to LEED and BREEAM, underscoring our enduring commitment to environmentally responsible solutions.

SIGNIFICANT ENVIRONMENTAL ACTIONS

- Photovoltaic panels were installed at the company's headquarters in Efkarpia, while there is also a plan to install photovoltaic panels in Kilkis.
- The ALUMIL Green Ambassadors group spearheaded initiatives aimed at inspiring an increasing number of our company's employees to embrace sustainable practices in their everyday routines. Thus, campaigns were created to raise awareness among employees on issues such as recycling, reducing the use of plastics and saving energy. In addition, information sessions were held to enhance our people's knowledge of green practices.
- The Green Ambassadors, in collaboration with numerous Alumil employees, friends of the team, and dedicated volunteers, took part in a beach cleaning initiative at Epanomi Beach, organised by the Municipality of Thermaikos. Together, they successfully collected a remarkable 12.000 liters of waste and 1.500 liters of recyclable materials.
- A tree-planting event was orchestrated in Plagiari by the Directorate of Reforestation of Central Macedonia, in partnership with the Beekeepers Association of Thessaloniki. During this event, 150 seedlings were planted. Another tree-planting endeavour took place in Efkarpia, with active participation from our employees.
- ALUMIL orchestrated the Eco-Challenge competition as part of our ongoing efforts to combat food waste.
- We also provided funding for an educational tree-planting and environmental awareness programme designed for primary school students. This initiative, spearheaded by ALUMIL in collaboration with the non-profit organisation We 4 All, aims to instill environmental consciousness in the younger generation.
- Furthermore, ALUMIL sponsored BlueHalkidiki 2022, an effort geared towards reducing marine pollution. This initiative, organised by the MCA Greek Eco Project, involved underwater and coastal clean-up activities, resulting in the collection of an impressive 3.5 tons of waste.



ENVIRONMENTAL LEGISLATION AND COMPLIANCE

Protecting the environment is a priority for us. We undertake initiatives for the proper management of natural resources and the adoption of environmentally friendly practices, with the main objective of reducing our energy footprint. We closely follow the country's environmental legislation and our operations in 2022 were in full compliance with it, with 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 is subject to evaluation and certification by internationally recognised certification bodies.

This certificate ensures the harmonious coexistence of ALUMIL's activities with the natural environment. The company has established and has been applying this Environmental Management System since 2002 in aluminium extrusion, electrostatic painting,

surface treatment of composite wood and the production of thermally insulated profiles, i.e., in the most important production processes.

Our company's Environmental Management System includes a process for identifying the environmental issues of the plant's operation, as well as a process for evaluating these issues to determine the most significant environmental impacts. The objective goals set by the company to achieve continuous improvement in its environmental performance are based on measurable elements directly related to the environmental impact of our production processes, as well as environmental legislation and regulations.

The process in place is then monitored to ensure that it is being satisfactorily implemented and, if necessary, appropriate corrective action is taken. At the same time, the responsibilities and competencies of the personnel carrying out this procedure are recorded, and they are appropriately trained. In addition, it is noted that this procedure shall be activated at least whenever there are changes in the operation of the plant (e.g., addition of processes/parts, changes in processes, materials used, etc.).



ALUMIL GREEN AMBASSADORS GROUP

In addition to the legislation and the environmental management system, ALUMIL tries to cultivate the environmental awareness of its employees, making them participants in the process through the ALUMIL GREEN AMBASSADORS group. The purpose of this voluntary group of employees is to promote green practices, to raise awareness among our colleagues and fellow employees about environmental issues and to encourage them to adopt ecological habits, thus contributing significantly to the creation of a sustainable environment and a green corporate culture, as well as to the creation of ecological habits in their personal lives. Additional employees are added to the team every year, and in 2022, the number of team members reached 55 (up from 30 in 2021).



The team identifies actions that can be adopted by the company that have a positive impact on the environment and proposes them to ALUMIL, which evaluates and implements them.



SUSTAINABLE RAW MATERIALS

In our ongoing commitment to environmental responsibility, we maintain a record-keeping process for the materials we use. This systematic approach is essential for obtaining an understanding of our current environmental footprint and identifying necessary corrective

measures to craft an optimal strategy. The tables below provide an exhaustive breakdown of the quantities of materials utilized in our company's operations, categorized based on their recyclability status.

MATERIAL	QUANTITY 2021	QUANTITY 2022	UNITS OF MEASUREMENT
EXTRUSION			
Non-recyclable Lubricants	3.278	6.555	Kg
Recyclable Lubricants	47.216	64.752	L
Aluminium Raw Material	34.336.356	31.244.356	Kg
PACKAGING			
Non-recyclable Lubricants	1.056	722	L for the year 2021 and Kg for the year 2022*
Packaging Paper	1.906.991	913.934	Kg
Protection Film	1.229.815	753.719	m ²
Polyethylene Sheet	141.474	69.892	Kg
Timber	2.705	1.505	m ³
Europalette	4.346	2.197	Pieces
THERMAL INSULATION MATERIALS			
Polyamides	11.380.324	10.619.524	m
POWDER COATING			
Powder	473.648	406.069	Kg
Production process chemicals	328.412	297.084	Kg
ANODISATION			
Production process chemicals	744.437	538.751	Kg
Steel Blasting Pellets	2.650	7.750	Kg
Lime Powder	5.000	3.500	Kg

MATERIAL	QUANTITY 2021	QUANTITY 2022	UNITS OF MEASUREMENT
FOUNDRY			
Non-recyclable Lubricants	1.590	791	Kg
Recyclable Lubricants	2.148	9.610	Kg
Chemicals for production	21.030	21.755	Kg
Lime Powder	44.324	70.264	Kg

Table 18: Raw materials 2021-2022

PERCENTAGE OF MATERIALS THAT ARE RECYCLED INPUT MATERIALS

We seek the efficient use of all materials entering our company, at all stages of our production process, applying as much as possible the principles of the circular economy.



Material	Quantity (Kg) 2021	Quantity (Kg) 2022	Percentage 2021	Percentage 2022
Primary aluminium	8.340.514	5.687.350	24,2%	18,2%
Recycled aluminium	25.995.867	25.557.006	75,7%	81,8%
Total sum	34.336.381	31.244.356		

Table 19: Recycled Input Materials 2021-2022



RECYCLABLE	MATERIAL	2021	2022	UNIT OF MEASUREMENT
ALUMINIUM SCRAP				
✓	Aluminium Scrap from Production Process	4.953.756	5.008.644	Kg

Table 20: Recyclable Materials 2021-2022



WASTE

The processes inherent to our production naturally entail the generation of waste in various forms—solid, liquid, and gaseous. At ALUMIL, we hold a deep-seated commitment to safeguarding the environment against the indiscriminate release of harmful substances. To avert any potential contamination of our ecosystem, encompassing soil, water resources, and the air we breathe, our company takes measures to ensure the secure disposal of waste. These measures align with the stringent protocols set forth in the ISO 14001:2015 standard.

We ensure that our Environmental Programmes are adhered to and continuous measurements are taken, while we recycle as much material as we can. As far as waste management is concerned, we follow all the provisions of the applicable legislation, while we also adhere and fully comply with the requirements of the AEPO, as well as the applicable Environmental Legislation to which it applies. In addition, Legislative and Regulatory requirements are audited and annual declarations are submitted to the Ministry, while research into the implementation of Best Available Techniques (BAT) in order to reduce emissions is ongoing.

As an indication, for the management of the impacts of our waste, we report that:

1. Avoidance of pollution of the water is avoided through the treatment of wastewater using Best Available Techniques (BAT). Waste is discharged to the wastewater treatment plant of the Di.VI.PE.K. S.A., where a number of indicators - limits are checked (in compliance with the requirements of the AEPO).
2. With regard to the prevention of air pollution, Environmental Programmes are observed and measurements of air pollutants are carried out, always in accordance with the requirements of the AEPO.
3. In addition, all waste is managed by licensed companies and according to the legislation in force (with annual declarations to Ministries, etc.).
4. Finally, the company has been recycling materials (e.g. paper/cardboard, packaging plastics, timber, etc.) for many years and submits annual declarations to the Ministry for these as well.

All waste (100%) is either recycled or given to licensed companies for recycling and treatment.

Waste	2021 (Kg)	2022 (Kg)
Paper and cardboard packaging 	240.080	246.540
Wooden packaging 	30.760	145.830
Basic cleaning materials 	468.630	389.010
Iron and Steel 	247.290	1.041.512
Mixed packaging 	16.740	0*
Synthetic oils 	22.050	35.350
Discarded electrical and electronic equipment 	810	303
Fluorescent tubes 	148	126
Mixed municipal waste* 	84.430	0*
Plastic packaging 	26.900	44.040
Lead batteries 	1.200	2.471

Table 21: Quantities of waste from ALUMIL facilities 2021-2022

*In 2022 the company implemented a management system and zeroed mixed municipal waste. The increase in waste managed by the company between the two years (2021 and 2022) is related to the increase in production for the year 2022.

RESPONSIBLE USE OF WATER

Water is a basic source of life and we seek to protect it. For us, the use of water is essential for the operation of our production facilities, which is why its rational management is our commitment and priority.

Interactions with water as a shared resource

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

In the last year we have managed to reduce water consumption in our facilities by 14%

	ALUMIL (MEASUREMENT OF CONSUMPTION)
2021	257.157
2022	221.048

Table 22: Water consumption 2021-2022

All wastewater is treated and is directed to the wastewater treatment facility of Kilis industrial zone. No effluents are released or discarded to the environment.





ENERGY

To achieve our goals and business activities, we use energy in our offices and industrial units. Energy use is essential for the operation of the company and the achievement of our objectives, but it is also one of the most polluting factors in terms of the environment, especially when used inappropriately.

Protecting the environment is of great importance to us. To ensure that our energy consumption is based on efficiency and not on the waste of valuable resources, ALUMIL has an Energy Policy, which is also posted on the company's website. We also have an Energy Management System (EMS) certified to ISO 50001:2018 and there is a management commitment in accordance with the procedures of the standard.

We are constantly looking for ways to reduce our use of energy resources and rational use of energy to reduce our energy and carbon footprint is a key priority. To continuously monitor our energy consumption, the company has established an energy data

monitoring (IoT) platform and, through its energy saving programmes and energy upgrade interventions in its infrastructure, is addressing, and reducing the impact of energy consumption.

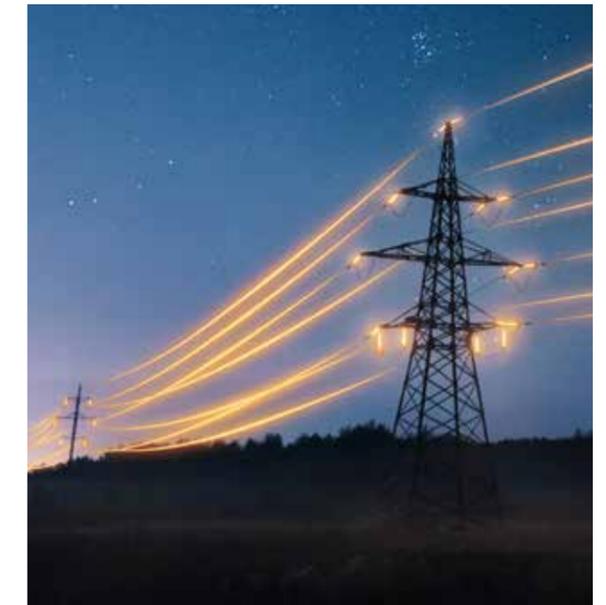
Also, to be able to evaluate the actions we are taking to reduce our energy consumption, we have established Energy Goals and Targets and a system of indicators (kwh/kg of product) for each of our facilities. Monitoring these indicators allows us to know which actions are efficient and which of our facilities need improvements.

DIRECT ENERGY CONSUMPTION

The table below shows the total energy (electricity and heat) consumed within the organisation in 2022. The data is derived from the electricity and gas bills, as well as from the consumption monitoring platform (IoT) that allows us to evaluate each facility individually.

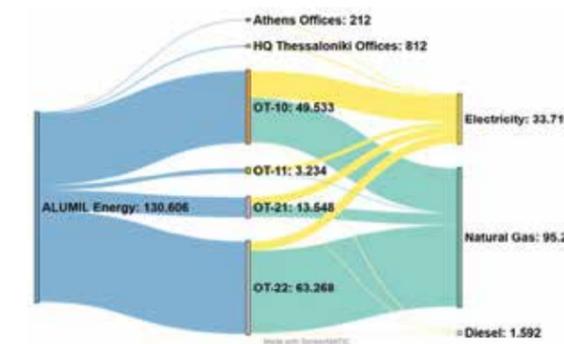
FACILITY	MWh electrical	MWh thermal PE
Extrusion/ Powder Coating	16.118	28.805
Anodisation	5.438	6.838
Foundry	6.086	55.385
Industry (other)	2.848	399
Scrap Sorting	740	-
TOTAL	31.229	91.427

Table 23: MWh consumption (electrical & thermal) for the year 2022 per facility

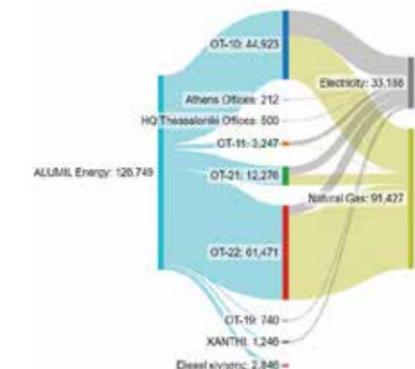


ENERGY CONSUMPTION	QUANTITIES 2021	QUANTITIES 2022	UNITS OF MEASUREMENT
Diesel fuel for all transport 	1.592	2.846	MWh
Electricity 	33.719	33.188	MWh
Thermal energy 	95.296	91.427	MWh

Table 24: Energy Consumption 2021-2022



Energy flow chart - Sankey diagram (2021)



Energy flow chart - Sankey diagram (2022)

In addition, there are two photovoltaic systems, at our factory in Kilkis and at our offices in Efkarpia. These produced 146104 kWh and 88943 kWh respectively, so a total of 235.05 MWh was consumed at our premises.

ACTIONS TO REDUCE ENERGY CONSUMPTION

Regarding Energy Conservation Actions / Measures, the implementation of measures proposed by the Energy Management Team for 2022 has been initiated. More specifically, the actions were related to the installation of

Power Quality Optimisation System (POQS) in OT21 (Anodizing) and OT22A (Foundry), which are expected to be completed by the end of January 2023.

ENERGY INTENSITY

Energy intensity for ALUMIL is calculated separately per facility, using factors that are more indicative for each one, as they relate to different products. The ratio for 2022 is described in the table below, separately by energy type:

Facility	Energy Intensity (Electricity)	Energy Intensity (Thermal Energy PE)
Anodisation	8,33 kWh/m ²	10,07 kWh/m ²
Extrusion	0,45 kWh/kg product	1,02 kWh/kg product
Powder Coating	0,34 kWh/kg product	
Foundry	0,17 kWh/kg product	1,49 kWh/kg product

Table 25: Energy intensity of facilities



GREENHOUSE GAS EMISSIONS

The environment is of great importance to our company. That is why we have adopted policies and a specific strategy. The total emissions for the company were 17475 t CO₂-eq for Scope 1 and 17845 t CO₂-eq for Scope 2, with total emissions (Scope 1+2) for the year 2022 being 35320 t CO₂-eq.

GASEOUS POLLUTANTS

The company carries out annual measurements under environmental programmes and reports annually to the Ministry. For the year 2022, the annual releases and transfers of pollutants and wastes per operation were:

ALUMINIUM TREATMENT AND ANODISING

Pollutant	Description and identification	Quantity released (kg/year)		M/Y/E ¹	Method
		Total ²	Random releases		
CH ₄	Total mass of methane	N/A			
CO	Total mass of carbon monoxide	714		E	EMEP/EEA air pollutant emission inventory guidebook - 2016

¹ Indicates whether the data are based on measurements, calculations, or estimates.

² Indicating the total amount of the pollutant released into the air, including random releases.

Pollutant	Description and identification	Quantity released (kg/year)		M/Y/E ¹	Method
		Total ²	Random releases		
CO ₂	Total mass of carbon dioxide	1.233.800		E	Annual Inventory Submission 2016
HFCs	Total mass of hydrofluorocarbons: sum HFC23, HFC32, HFC41, HFC4310mee, HFC125, HFC134, HFC134a, HFC152a, HFC143, HFC143a, HFC227ea, HFC236fa, HFC245ca, HFC365mfc	N/A			
N ₂ O	Total mass of nitrous oxide	N/A			
NH ₃	Total mass of ammonia	N/A			
NM VOC	Total mass of volatile organic compounds other than methane	567		E	EMEP/EEA air pollutant emission inventory guidebook - 2016
NO _x /NO ₂	Total mass of nitrogen monoxide and nitrogen dioxide, expressed as nitrogen dioxide	1.822		E	EMEP/EEA air pollutant emission inventory guidebook - 2016
PFCs	Total mass of perfluorocarbons: sum of CF ₄ , C ₂ F ₆ , C ₃ F ₈ , C ₄ F ₁₀ , C-C ₄ F ₈ , C ₅ F ₁₂ , C ₆ F ₁₄	N/A			
SF ₆	Total mass of sulphur hexafluoride	N/A			

Pollutant	Description and identification	Quantity released (kg/year)		M/Y/E ¹	Method
		Total ²	Random releases		
SO _x /SO ₂	Total mass of sulphur dioxide and sulphur trioxide, expressed as sulphur dioxide	16		E	EMEP/EEA air pollutant emission inventory guidebook - 2016
PM ₁₀	Total mass of particulates with a minimum diameter of less than 10 mm ⁶	19		E	EMEP/EEA air pollutant emission inventory guidebook - 2016

¹ Indicates whether the data are based on measurements, calculations, or estimates.

² Indicating the total amount of the pollutant released into the air, including random releases.

⁶ As defined in Council Directive 199/30/EK of 22 April 1999.



PRODUCTION OF ALUMINIUM ALLOYS

Pollutant	Description and identification	Quantity released (kg/year)		M/Y/E ³	Method
		Total ⁴	Random releases		
CH ₄	Total mass of methane	N/A			
CO	Total mass of carbon monoxide	5.309		E	EMEP/EEA air pollutant emission inventory guidebook - 2016
CO ₂	Total mass of carbon dioxide	9.174.790		E	Annual Inventory Submission 2016
HFCs	Total mass of hydrofluorocarbons: sum of HFC23, HFC32, HFC41, HFC4310mee, HFC125, HFC134, HFC134a, HFC152a, HFC143, HFC143a, HFC227ea, HFC236fa, HFC245ca, HFC365mfc	N/A			
N ₂ O	Total mass of nitrous oxide	N/A			
NH ₃	Total mass of ammonia	N/A			
NM VOC	Total mass of volatile organic compounds other than methane	4.210		E	EMEP/EEA air pollutant emission inventory guidebook - 2016

Pollutant	Description and identification	Quantity released (kg/year)		M/Y/E ³	Method
		Total ⁴	Random releases		
NO _x /NO ₂	Total mass of nitrogen monoxide and nitrogen dioxide, expressed as nitrogen dioxide	13.546		E	EMEP/EEA air pollutant emission inventory guidebook - 2016
PFCs	Total mass of perfluorocarbons: sum of CF ₄ , C ₂ F ₆ , C ₃ F ₈ , C ₄ F ₁₀ , C-C ₄ F ₈ , C ₅ F ₁₂ , C ₆ F ₁₄	N/A			
SF ₆	Total mass of sulphur hexafluoride	N/A			
SO _x /SO ₂	Total mass of sulphur dioxide and sulphur trioxide, expressed as sulphur dioxide	123		E	EMEP/EEA air pollutant emission inventory guidebook - 2016
PM ₁₀	Total mass of particulates with a minimum diameter of less than 10 mm ⁶	51.918		E	EMEP/EEA air pollutant emission inventory guidebook - 2016

³ Indicates whether the data are based on measurements, calculations, or estimates.

⁴ Indicating the total amount of the pollutant released into the air, including random releases.

⁶ As defined in Council Directive 199/30/EK of 22 April 1999

PRODUCTION OF ALUMINIUM PROFILES BY EXTRUSION

Pollutant	Description and identification	Quantity released (kg/year)		M/Y/E ⁵	Method
		Total ⁶	Random releases		
CH ₄	Total mass of methane	N/A			
CO	Total mass of carbon monoxide	3.027		E	EMEP/EEA air pollutant emission inventory guidebook - 2016
CO ₂	Total mass of carbon dioxide	5.197.430		E	Annual Inventory Submission 2016
HFCs	Total mass of hydrofluorocarbons: sum of HFC23, HFC32, HFC41, HFC4310mee, HFC125, HFC134, HFC134a, HFC152a, HFC143, HFC143a, HFC227ea, HFC236fa, HFC245ca, HFC365mfc	N/A			
N ₂ O	Total mass of nitrous oxide	N/A			
NH ₃	Total mass of ammonia	N/A			
NM VOC	Total mass of volatile organic compounds other than methane Total mass of nitrogen monoxide and nitrogen dioxide, expressed as nitrogen dioxide	2.385		E	EMEP/EEA air pollutant emission inventory guidebook - 2016
NO _x / NO ₂	Total mass of volatile organic compounds other than methane Total mass of nitrogen monoxide and nitrogen dioxide, expressed as nitrogen dioxide	7.674		E	EMEP/EEA air pollutant emission inventory guidebook - 2016

Pollutant	Description and identification	Quantity released (kg/year)		M/Y/E ⁵	Method
		Total ⁶	Random releases		
PFCs	Total mass of perfluorocarbons: sum of CF ₄ , C ₂ F ₆ , C ₃ F ₈ , C ₄ F ₁₀ , C-C ₄ F ₈ , C ₅ F ₁₂ , C ₆ F ₁₄	N/A			
SF ₆	Total mass of sulphur hexafluoride	N/A			
SO _x /SO ₂	Total mass of sulphur dioxide and sulphur trioxide, expressed as sulphur dioxide	65		E	EMEP/EEA air pollutant emission inventory guidebook - 2016
PM ₁₀	Total mass of particulates with a minimum diameter of less than 10 mm ⁷	81		E	EMEP/EEA air pollutant emission inventory guidebook - 2016



⁵ Indicates whether the data are based on measurements, calculations, or estimates.

⁶ Indicating the total amount of the pollutant released into the air, including random releases.

⁷ As defined in Council Directive 199/30/EK of 22 April 1999

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 dark blue with some clouds. The text is in a clean, sans-serif font.

Responsible
for the Market

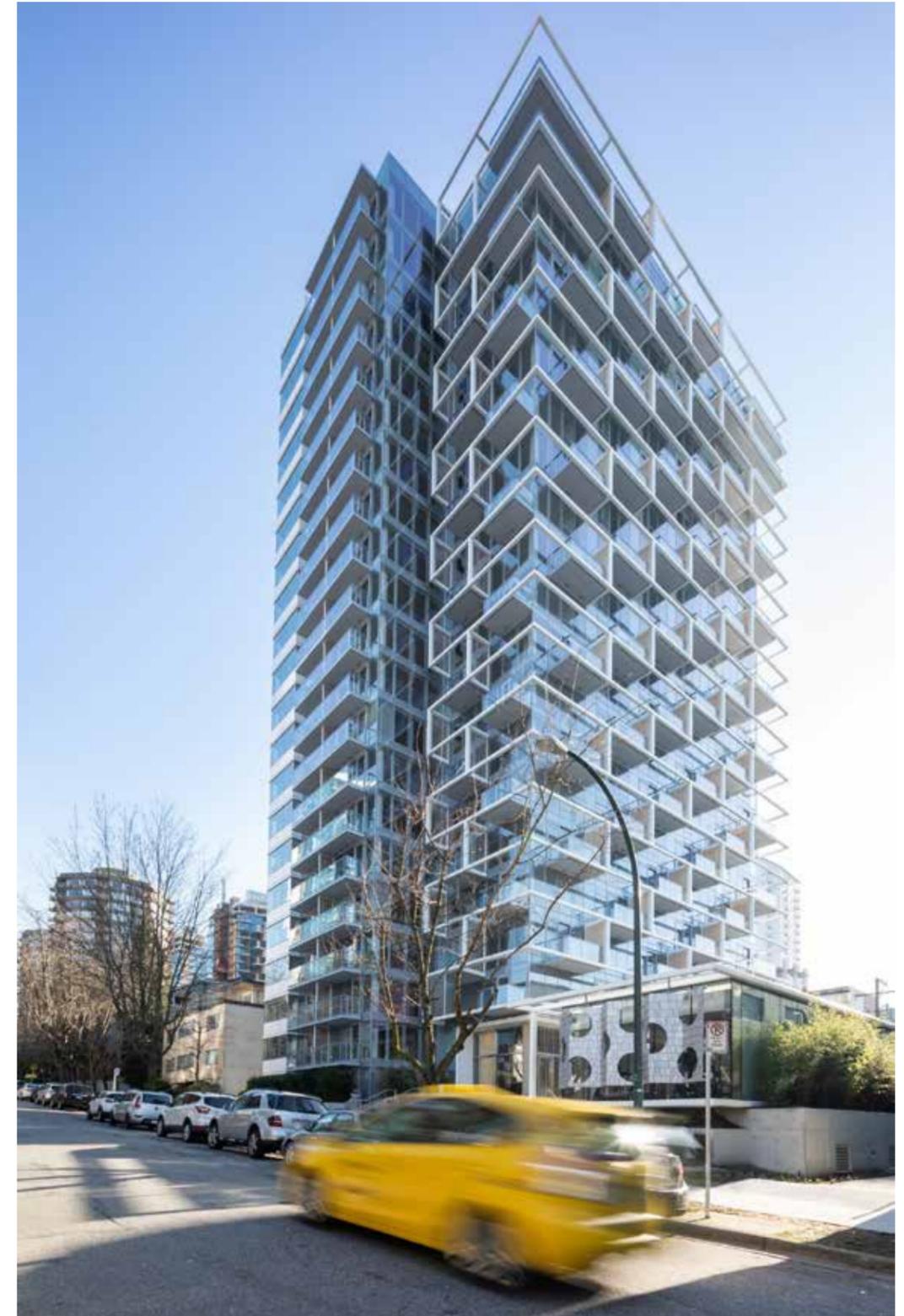
RESPONSIBLE FOR THE MARKET

ALUMIL focuses on providing innovation, quality and transparency to both customers and partners.

CUSTOMER HEALTH AND SAFETY

Our products aim to protect buildings from any external factor, helping to create an environment where every customer enjoys an essential sense of security. At the same time, we make continuous efforts to ensure that our products are safe for the health of our customers as well as for the environment. Besides, in our mission statement we state that we want to provide a high level of security against burglary, vandalism, fire, smoke and earthquakes, protection even in extreme weather conditions, as well as various solutions for people with disabilities.

As part of its integrated quality planning, ALUMIL adopts a proactive approach to control and ensure the health and safety requirements of all its products, from development to certification, manufacturing, storage, installation, use and disposal. We are confident in our products and their safety is confirmed by the fact that there have been no judgments or warnings against our company relating to breaches of health and safety regulations for our products and services or information about our products and services.



ALUMIL'S COMPLEX SUPPLY CHAIN

Our advanced International Logistics Center and warehouses around the world can serve global markets anywhere and anytime. The strategic location of our production facilities, in the heart of the Mediterranean and at the crossroads of western and eastern countries, is a major strategic advantage that increases the efficiency of all our distribution processes. Our quick access to international ports ensures fast shipments and flawless sea transport.

In addition, we carefully select distribution partners and seek the best possible logistics solutions for our customers to ensure timely deliveries. Our advanced information system manages the systematic monitoring of all processes, from the import of raw materials to the invoicing of the finished product. Our company annually procures more than 6.500 different codes (raw materials, auxiliary materials, and commodities) from at least 1000 different suppliers. By processing them, it delivers annually more than 34.000 different product codes through its network of subsidiaries.

Products from the subsidiaries are distributed through the 40 warehouses they maintain to thousands of customers in more than 60 countries. Our warehouses are managed through a modern warehouse management system, which is linked to the company's central information system and coordinates all the Group's warehouses worldwide. As you can see, managing such a supply chain is a daily challenge.

RESPONSIBLE SUPPLY CHAIN

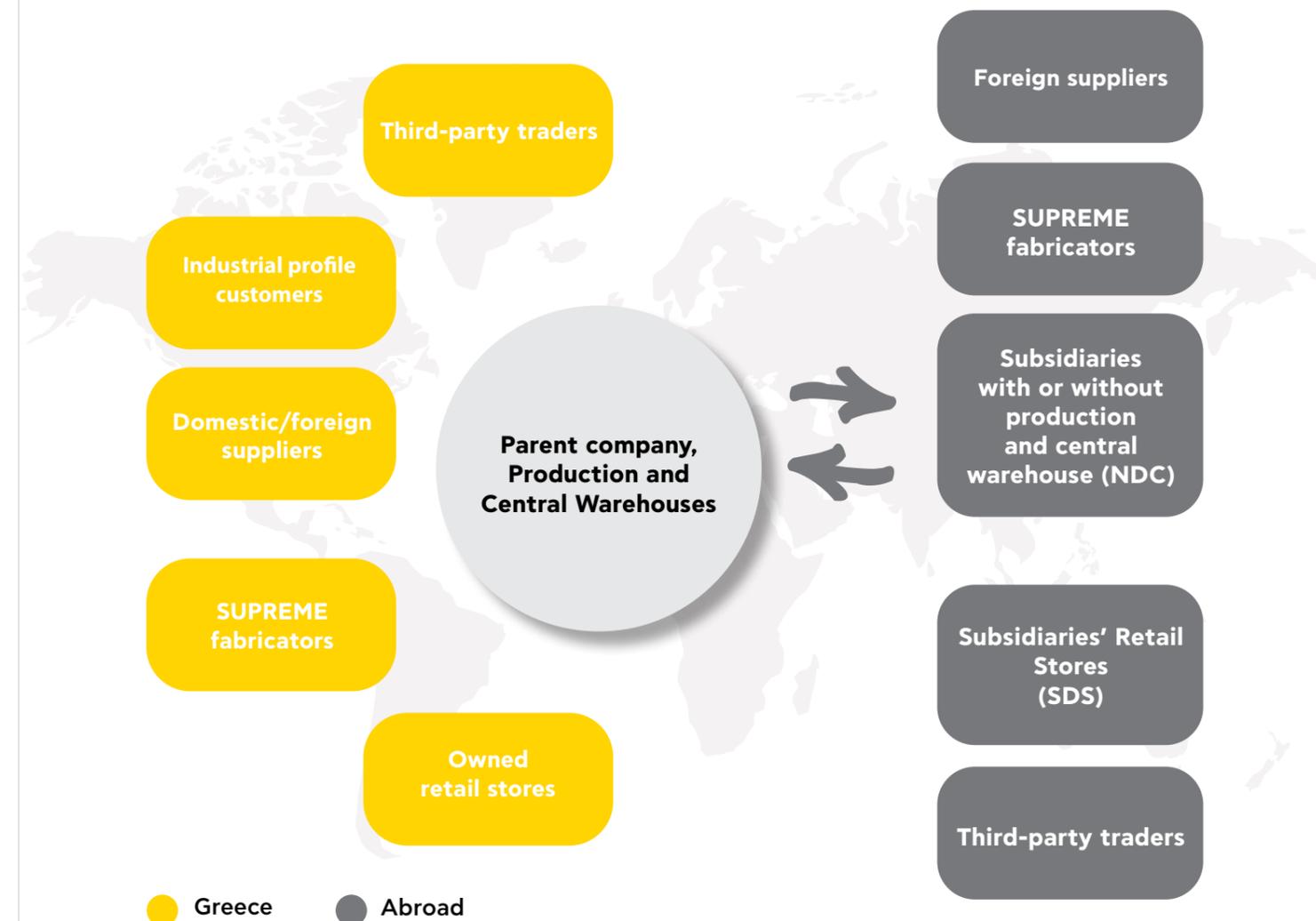
ALUMIL's supply chain integration process is based on the sharing of information across all nodes of the supply chain, but also between the internal departments/processes of the company. All orders and future requirements are collected by the parent company, with proposed purchase requests being forwarded to procurement and proposed production orders being divided into various Raw Material Requirements. Raw Materials are a very important part of the company for the production of aluminium profiles as well as various components for aluminium systems. For the needs of Raw Materials, the control cycle is repeated for existing purchase orders and possible new requirements are proposed, which are then re-routed to procurement.

Due to the many and complex buying and selling cycles, it is easy to see the complexity of ALUMIL's supply chain and the difficulty in correctly forecasting production, ordering needs and the right stock, both for process optimization and for proper and prompt customer service. The diagram below demonstrates how many parts of the supply chain the company is required to coordinate with to ensure effective and efficient operation:

Both the subsidiaries and the extensive network of suppliers and customers are directly interdependent with the parent company. First, in the supply cycle, ALUMIL's hundreds of suppliers are found who supply it with about 8.000 product codes

(raw materials, semi-finished and finished products). Then, in the production cycle, there is a direct link with the subsidiaries, which essentially play the role of central distributor in each country, channeling the products to the various retail outlets, whether

owned or not. Moreover, in the case of the special category of certified fabricators (SUPREME fabricators), the parent company and its subsidiaries sell directly to aluminium fabricators, without the intermediation of any distributor or retailer.



SELECTION OF SUPPLIERS BASED ON THEIR ENVIRONMENTAL PRACTICES

The construction sector is one of the key growth indicators and our supply chain positively influences and supports the construction industry. Our architectural systems are produced with the aim of optimum living conditions in closed and open spaces, and the supply chain of the materials used is highly sensitive to energy and environmental footprint issues.

The basic materials used in the manufacture of the frames are designed for maximum service life (which is estimated to be over 30 years) and at the end of their life they are recycled to a degree of 95+%, as they are composed of iron, aluminium, polyamide, epdm, zama and other recyclable materials.

In 2022, no negative environmental impacts associated with our supply chain were identified. This is a result of our choices in both materials and suppliers. Given the

importance of environmental protection for ALUMIL, it is important for us to ensure that our suppliers also follow appropriate environmental practices.

To ensure that our partners' environmental practices follow our own environmental commitments, every year, each of our suppliers, whether new or old partners, is assessed against environmental criteria. This evaluation includes an inspection of the certificates each supplier has, the energy characteristics of their products, etc. In this way, we can be sure that all those involved in the production of our frames have the same environmental objectives as us and this is confirmed by the fact that, following the evaluation of 200 new suppliers in 2022 using environmental criteria, no negative environmental impacts related to the materials and practices they follow were identified in any of them.



TRACEABILITY: ENSURING QUALITY

The main reason why ALUMIL has put enormous effort into developing a fully autonomous production plant, capable of producing almost everything in terms of aluminium architectural systems, is traceability. Thanks to our advanced material management system and our innovative ERP system, we know every aspect of our production process and can make continuous improvements. In addition, we can prevent potential problems in time by adopting an accurate tracking system for any element, from the starting point of production or material supply to the final delivery of the product. In this way, we ensure guaranteed quality to our customers every day.

EXCELLENCE THROUGH CONTINUOUS MONITORING

The excellent value of our products, both those that we produce and those that enter our company, is due to the constant laboratory tests that we carry out based on recognized criteria.

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

- 1) Fully equipped extrusion laboratory
- 2) Fully equipped electrostatic painting laboratory
- 3) Fully equipped anodising laboratory
- 4) Polyamide assembly laboratory: Q-Test, T-Test, programmed oven (20-200°C), laser machine for traceability
- 5) Material analysis spectrometer in the aluminium foundry
- 6) New product testing laboratory

Furthermore, items not produced by our company undergo rigorous scrutiny prior to their admission into our warehouses. They are made available for purchase only if they conform to the AQL 2.5 standards, which pertain to the proportion of faulty products.





REVERSE SUPPLY CHAIN – CIRCULAR ECONOMY

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 usually involves repair, redistribution or value recovery through recycling and is essentially the operational application of circular economy principles. It is noteworthy that in the recycling of aluminium, the value recovered is close to 100%. Moreover, aluminium retains its primary value no matter how many times it is recycled, which makes it a very environmentally friendly material.

Our intensive aluminium recycling is carried out through ALUFOND, which was absorbed by ALUMIL in 2020. ALUFOND's activity is focused on the production of the raw material for ALUMIL through aluminium recycling, with an advanced foundry for the homogenisation of aluminium scrap. Specifically, recycling is carried out through the use of aluminium scrap generated during our company's 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 process are as follows:

1. Collection and transportation of aluminium scrap

2. Pickup and quality control
3. Sorting and processing
4. Casting and promotion of new aluminium billets in the production process

BENEFITS FROM THE DEVELOPMENT OF THE REVERSE SUPPLY CHAIN

- It is estimated that the energy spent on aluminium recasting is only 5% of the total energy required to create primary aluminium through the electrolysis of alumina.
- High traceability through highly vertically integrated production that goes all the way back to the creation of the raw material.
- The collection and reuse of scrap contributes to the overall reduction of waste for the Group and the wider economy in which it operates.
- The use of aluminium scrap and its reuse in the production process through recovery of its value is fully in line with the principles of the circular economy and sustainability, contributing to a large extent to the protection of the environment.

Responsible for the Market

ALUMILIA REWARDS PROGRAMME FOR OUR SUPPLY CHAIN

ALUMILIA is a reward programme exclusively for ALUMIL's partners. The programme is implemented through the B2B platform My ALUMIL and has a reciprocal logic, according to which through the purchases they make, suppliers acquire points that they can redeem by choosing from a wide variety of gifts or taking part in draws.

The second iteration of the ALUMILIA programme has reaffirmed ALUMIL's steadfast belief in recognising and rewarding its loyal partners. ALUMIL's network of dealers and fabricators embraced this initiative, and during the inaugural cycle, we distributed over 2.200 gifts with a cumulative worth exceeding €150.000 to more than 450 esteemed partners, comprising both fabricators and dealers. Furthermore, the collective points earned by programme participants surpassed an impressive 50 million.

The programme's third cycle is set to commence in 2023, promising even more opportunities for our valued partners to benefit from their dedication to ALUMIL.



TACKLING ANTI-COMPETITIVE BEHAVIOUR

ALUMIL is committed to upholding the principles of fair competition and business freedom across all its operations. In line with our anti-corruption policies, we adhere to antitrust laws, ensuring that there is no collusion with competitors, business partners, or customers. We hold all our employees to the highest standards of compliance with monopoly and competition legislation, conducting transactions that are equitable and merit-based, consistently aligning with the principles of healthy and fair competition. We steadfastly prohibit any behaviour that might impede or distort the principles of open and equitable competition.

Furthermore, we have implemented a Whistleblowing Policy that aligns with the European Directive 2019/1937 on the protection of whistleblowers, as incorporated into national law by Law 4990/2022. Our policy also reflects international best practices developed for internal reporting.

The ALUMIL Group actively promotes a culture of accountability and encourages all individuals to promptly report any conduct that they believe is either illegal or unethical, utilising our established Reporting Channels. Our Whistleblowing Policy encompasses a wide range of misconduct categories, including those related to anti-competitive behaviour such as the unauthorized disclosure of confidential information, breaches of trade secrets, strategic planning affecting the Group's economic interests, conflicts of interest, and violations of competition law.

We are pleased to report that in the year 2022, there were no legal actions taken against the ALUMIL Group related to anti-competitive behaviour, trust formation, or engagement in monopolistic practices. As a result, the company incurred zero monetary damages.



Future Goals
for 2023

FUTURE GOALS FOR 2023

GOALS 2022	RESULT 2022	GOALS 2023
ENVIRONMENT		
Project implementation to set environmental, social and corporate governance goals in cooperation with an external consultant, with a horizon of 2025.	Ongoing	Achievement of certain 2025 ESG goals by 2023.
Implementation of actions by the Alumil Green Ambassadors volunteer team.	Achieved	New actions with both environmental and social impact.
Increase in the membership of the Alumil Green Ambassadors group.	Achieved	Further increase in the membership of the group.
Funding of an educational tree planting program for elementary school students in partnership with a non-profit organisation.	Achieved	More environmental activities focusing on the areas where the company operates.



GOALS 2022	RESULT 2022	GOALS 2023
SOCIETY		
Support to various institutions and non-profit organisations that require frames replacement, in cooperation with the Architectural Aluminium Academy.	Achieved	Agreements for partnerships with renowned institutions and organisations.
Financial support for social actions.	Ongoing	Assistance to vulnerable social groups.
Reopening of the extrusion line in Xanthi. This strategic move not only promises to generate hundreds of new employment opportunities but also stands as a catalyst for regional development in Thrace.	Achieved	New employment opportunities in the area.
Creation of a paid training programme for young engineers (InAlumil), with up to 3 years of experience, with a duration of 10 months.	Achieved	To be continued
EMPLOYEES		
Implementation of changes to our facilities to further improve the working environment for our employees. Specifically, we are adding three additional kitchens within our company premises in Kilkis and Thessaloniki, along with extra restroom facilities.	Ongoing	To be completed

GOALS 2022	RESULT 2022	GOALS 2023
EMPLOYEES		
<p>Training programmes:</p> <p>1) First Aid, with the aim of having trained staff per building and per shift, appointing trainers to disseminate knowledge internally.</p> <p>2) Order Forecasting and Inventory Control, with the participation of Finance staff.</p> <p>3) Human-oriented Communication and Emotion Management for Sales and Customer Service Executives, with the participation of executives from the Logistics Division.</p> <p>4) AutoCAD 2D, with the participation of a member of the Commercial Department.</p>	Achieved	Continuation of training programmes.
<p>Advanced Business English, with the participation of the Innovation Division.</p> <p>Hebrew Language Learning, with the participation of the Commercial Department.</p> <p>Correct Handling of Clark Machines, with the participation of executives from the Production and Logistics Departments.</p>	Achieved	

GOALS 2022	RESULT 2022	GOALS 2023
EMPLOYEES		
<p>Programming Training - Kawasaki Robotics, with the participation of a member of the Production Department.</p> <p>New Manager: The Basics and more of being a great leader, with the active involvement of executives from the Financial Division.</p> <p>Internal Negotiation Training, with participation of Finance and Commercial Management executives.</p>	Achieved	
<p>Lean Manufacturing - Lean Production, with the participation of executives of the Production Department.</p> <p>Pricing Conference, with the participation of executives from the Commercial Division and the Innovation Division.</p> <p>Operational Excellence and Lean Management KPIs.</p> <p>Basic Corporate Finance.</p>	Achieved	
<p>Implementation of social actions, such as tree planting and cleaning of outdoor public areas by the company's employees in cooperation with the Alumil Green Ambassadors volunteer group.</p>	Achieved	To be continued

GOALS 2022	RESULT 2022	GOALS 2023
MARKET		
Operation of the "Alumil-MyWindows" platform for direct contact between fabricators and customers. More specifically, customers will be able to easily enter the general specifications of the aluminium windows and doors they need, requesting at the same time to receive corresponding offers from fabricators in the company's network.	Achieved	An ecosystem of digital tools for partners (Alumil Connect).
Design of a robotic storage system for profiles and parts with benefits such as reduction of collection time, faster supply to production departments, easy adaptation to market needs and reduction of quality problems, while it will become the springboard for further technological development of the company.	Achieved	System implementation
Development of an application that will facilitate the process of receiving the products. By scanning through the application, the user will be able to see for each received parcel/pallet the contents and packing list, as well as product characteristics (photo/sketch, minimum quantity, etc.).	Achieved	

GOALS 2022	RESULT 2022	GOALS 2023
MARKET		
Completion of the new production scheduling system project: the project started from early 2020 and will be delivered in early 2022. The system will upgrade the way the supply chain is managed. More specifically, the benefits will be: improved delivery times, greater accuracy in deliveries, improved visibility of order status and progress, better capture of production execution rules and shop-floor management, reduction of production costs.	Achieved	





UN Sustainable Development Goals

UN SUSTAINABLE DEVELOPMENT GOALS

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

It is the Management's decision to actively contribute to their achievement by promoting the well-being and safety of the population, the protection of the environment, as well as the good health and progress of our employees.

Our priority is to fulfill the objectives that are directly related to the activities and challenges of our industry, as well as to the material issues raised in this report.



UN GLOBAL COMPACT

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

ALUMIL respects and supports the protection of internationally proclaimed human rights to the fullest extent and, through its activities, ensures that it is not involved in their violation.

Ensuring a fair rewarding working environment, respecting human rights, diversity and providing equal opportunities to all employees is a promise and commitment for the company. ALUMIL opposes any discrimination, unequal treatment and violation of human rights and is committed to providing equal opportunities at work. In the recruitment and evaluation of employees, it

does not discriminate based on race, gender, religion, age, disability, sexual preference, nationality, political beliefs, social or ethnic origin.

Employees are encouraged by the company to perform their duties with respect for human dignity and the protection of human rights and should not engage in derogatory comments or jokes regarding ethnic origin, religion, and other characteristics.

It is our intention to actively support and develop the principles and we are committed to implementing the Global Compact and its principles in our strategy and day-to-day operations.





GRI Table

GRI TABLE

Declaration of use	ALUMIL has prepared this report “in accordance with” the GRI standards for the period from 1 January 2022 to 31 December 2022, with an annual frequency.
GRI 1 standard	GRI 1: Foundation 2021
Applicable sector standard	There is currently no applicable sector standard.

Topic	GRI Indicators	Reference	Link to SDGs	Omission		
				Omitted requirements	Reason for omission	Explanation
GRI 2: General Disclosures 2021	2-1 Details about the Organisation	p. 6, 11, 16-17		Grey cells indicate the absence of omissions according to GRI standards.		
	2-2 Entities that are included in the ESG Report of the Organisation	p. 10-11				
	2-3 Reporting period, frequency and contact details	p. 6				
	2-4 Review of information	No information review				
	2-5 External assurance	This report has not been externally assured				
	2-6 Activities, value chain and business relationships	p. 10-11, 113-115				

Topic	GRI Indicators	Reference	Link to SDGs	Omission		
				Omitted requirements	Reason for omission	Explanation
GRI 2: General Disclosures 2021	2-7 Human resources	p. 59-61	 			
	2-8 Employees of third-party companies	p. 59				
	2-9 Structure and composition of Governance	p. 40-44, 44-46	 			
	2-10 Nomination and selection of the highest governance body	p. 41-43	 			
	2-11 Chairman of the highest governance body	p. 41				
	2-12 Role of the highest governance body in overseeing the management of material issues	p. 42-43				
	2-13 Assignment of responsibility for impact management	p. 44-45				
	2-14 Role of the highest governance body in ESG reporting	p. 44-45				

Topic	GRI Indicators	Reference	Link to SDGs	Omission		
				Omitted requirements	Reason for omission	Explanation
GRI 2: General Disclosures 2021	2-14 Role of the highest governance body in ESG reporting	The Board of Directors is responsible and accountable for the control and publication of non-financial information as well as for the approval of the company's material issues.				
	2-15 Conflict of interest	p. 45				
	2-16 Communication of substantive concerns	p. 42-44				
	2-17 Collective knowledge of the highest governance body	p. 45-46				
	2-18 Procedures for evaluating the performance of the highest governance body	p. 45-46				
	2-19 Remuneration policy	p. 46-47				
	2-20 Remuneration determination process	p. 46-47				

Topic	GRI Indicators	Reference	Link to SDGs	Omission		
				Omitted requirements	Reason for omission	Explanation
	2-21 Index of total annual remuneration	p. 46-47				
	2-22 Management statement on the importance of the sustainable development strategy	p. 4-5				
	2-23 Corporate policies and commitments	p. 18-19				
	2-24 Integration of corporate policies	p. 35-39				
	2-25 Procedures for assessing and addressing negative impacts	p. 35-39				
	2-26 Mechanism for seeking advice and reporting concerns	p. 39				
	2-27 Compliance with laws and regulations	p. 39, 88, 93, 115				
	2-28 Participation in associations/ organisations	p. 22-23				
	2-29 Approach to stakeholder engagement	p. 50-53				
	2-30 Collective Labour Agreements	p. 60				

Topic	GRI Indicators	Reference	Link to SDGs	Omission			
				Omitted requirements	Reason for omission	Explanation	
Material topics							
GRI 3: Material Issues 2021	3-1 Material Issues identification process	p. 54-55		TGrey cells indicate the absence of omissions according to GRI standards.			
	3-2 List of Material Issues	p. 54-55					
Dialogue with Stakeholders							
GRI 3: Material Issues 2021	3-3 Management of Material Issues	p. 54-55					
Profitability							
GRI 3: Material Issues 2021	3-3 Management of Material Issues	p. 26-27					
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	p. 27					
	201-2 Economic impacts and other risks and opportunities due to climate change	p. 28					
	201-3 Projected benefit obligations and other pension plans	p. 27					
	201-4 Financial assistance received from government	p. 27					

Topic	GRI Indicators	Reference	Link to SDGs	Omission		
				Omitted requirements	Reason for omission	Explanation
Anti-competitive behaviour						
GRI 3: Material Issues 2021	3-3 Management of Material Issues	p. 115				
GRI 206: Anti-competitive behaviour 2016	206-1 Operation contrary to free competition rules	p. 115				
Use of Sustainable Raw Materials						
GRI 3: Material Issues 2021	3-3 Management of Material Issues	p. 90				
GRI 301: Materials 2016	301-1 Materials used by weight or volume	p. 90-91				
	301-2 Recycled materials used	p. 90-91				
	301-3 Recovered products and their packaging materials	p. 90-91				
Energy						
GRI 3: Material Issues 2021	3-3 Management of Material Issues	p. 96				
GRI 302: Energy 2016	302-1 Energy consumption within the organisation	p. 97				
	302-2 Energy consumption outside the organisation	p. 96	  			

Topic	GRI Indicators	Reference	Link to SDGs	Omission		
				Omitted requirements	Reason for omission	Explanation
Energy						
GRI 302: Energy 2016	302-3 Energy Intensity	p. 98				
	302-4 Reduction of energy consumption	p. 97-98				
	302-5 Reductions in energy requirements of products and services	p. 97-98	 			
Greenhouse gas emissions						
GRI 3: Material Issues 2021	3-3 Management of Material Issues	p. 99-105				
GRI 305 Emissions 2016	305-1 Direct (Scope 1) GHG Emissions	p. 99-105				
	305-2 Indirect (Scope 2) GHG emissions	p. 99-105				
	305-3 Other indirect (Scope 3) GHG emissions	p. 99-105	 			
	305-4 GHG emissions intensity	p. 99-105				

Topic	GRI Indicators	Reference	Link to SDGs	Omission		
				Omitted requirements	Reason for omission	Explanation
GRI 305 Emissions 2016	305-5 Reduction of GHG emissions	p. 99-105				
	305-6 Emissions of ozone-depleting substances (ODS)	p. 99-105	 			
	305-7 Nitrogen oxides (NOX), sulphur oxides (SOX) and other significant greenhouse gases	p. 99-105	 			
Selection of Suppliers Based on Environmental Practices						
GRI 3: Material Issues 2021	3-3 Management of Material Issues	p. 112-113				
GRI 308: Environmental Assessment of Suppliers 2016	308-1 New suppliers screened against environmental criteria	p. 112				
	308-2 Negative environmental impacts in the supply chain and actions taken	p. 112				

Topic	GRI Indicators	Reference	Link to SDGs	Omission		
				Omitted requirements	Reason for omission	Explanation
Employee Benefits						
GRI 3: Material Issues 2021	3-3 Management of Material Issues	p. 66-68				
GRI 401: Employment 2016	401-1 Recruitment of new employees and employee turnover	p. 63				
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	p. 66-67				
	401-3 Parental leave	p. 68				
Employee Health and Safety						
GRI 3: Material Issues 2021	3-3 Management of Material Issues	p. 69-74				
GRI 403: Employee Health and Safety 2018	403-1 Occupational health and safety management system	p. 70				
	403-2 Risk identification, risk assessment and incident investigation	p. 71				
	403-3 Services for the health of employees in the workplace	p. 70				

Topic	GRI Indicators	Reference	Link to SDGs	Omission		
				Omitted requirements	Reason for omission	Explanation
Employee Health and Safety						
GRI 403: Employee Health and Safety 2018	403-4 Employee participation, consultation and communication on occupational health and safety issues	p. 72-73				
	403-5 Employee training in occupational health and safety	p. 73-74				
	403-6 Promotion of occupational health	p. 72-73				
	403-7 Prevention and mitigation of occupational health and safety impacts directly related to business relations	p. 71				
	403-8 Employees covered by health and safety management systems	p. 70				
	403-9 Accidents at work	p. 72				
	403-10 Occupational diseases	p. 72				

Topic	GRI Indicators	Reference	Link to SDGs	Omission		
				Omitted requirements	Reason for omission	Explanation
Employee Education and Training						
GRI 3: Material Issues 2021	3-3 Management of Material Issues	p. 74-76				
GRI 404: Training 2016	404-1 Average hours of training per year and per employee	p. 74				
	404-2 Programmes to upgrade employee skills and transition assistance programmes	p. 74-75	  			
	404-3 Percentage of employees receiving regular performance and career development reviews	p. 76-77				
Non-discrimination						
GRI 3: Material Issues 2021	3-3 Management of Material Issues	p. 64-67				
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions	p. 66	 			

Topic	GRI Indicators	Reference	Link to SDGs	Omission		
				Omitted requirements	Reason for omission	Explanation
Supporting local communities						
GRI 3: Material Issues 2021	3-3 Management of Material Issues	p. 80-81				
GRI 413: Local Communities 2016	413-1 Business activities involving the local community, impact assessments and development projects	p. 80-81				
	413-2 Business activities with significant, actual and potential, negative impacts on local communities	p. 80-81				
Consumer Health and Safety						
GRI 3: Material Issues 2021	3-3 Management of Material Issues	p. 108				
GRI 416: Consumer Health and Safety 2016	416-1 Assessing the health impacts of the Company's products and services	p. 108				
	416-2 Incidents of non-compliance regarding health effects of the Company's products and services	p. 108				

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



Alumil

Building excellence every day



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