



**ESG Report**  
**2023**

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# 1. Introduction

**ALUMIL** is a leader in the design and production of architectural aluminium systems, holding a prominent position in the domestic market and a strong international presence. Our mission is to enhance people's quality of life by improving building performance through high-quality products, advanced technology, and unique aesthetics. Operating in 60 countries with 12 production plants, our activities expand across the globe, maintaining consistent principles and quality standards worldwide.

ALUMIL's management team is committed to addressing societal and governmental concerns about climate change, which significantly impacts citizens' lives and the economic sustainability of businesses.

In this adverse environment, we are dedicated to integrating environmentally friendly practices into our operations, aiming to create value for both society and individuals.

We fully comply with European and national legal and regulatory requirements and actively support the UN's 17 Sustainable Development Goals (SDGs), aligning our strategy with sustainable development and measurable objectives.



## 2. ALUMIL at a glance

### ENVIRONMENT



**5%** Emissions Reduction (Scope 1)

**57%** Emissions Reduction (Scope 2)

**35%** Reduction of produced waste

**7%** Reduction in total electricity consumption

### SOCIETY



**284** Female employees

**185** Newly hired employees

**30,409** Employee training hours

**10** Major Social Actions

### GOVERNANCE



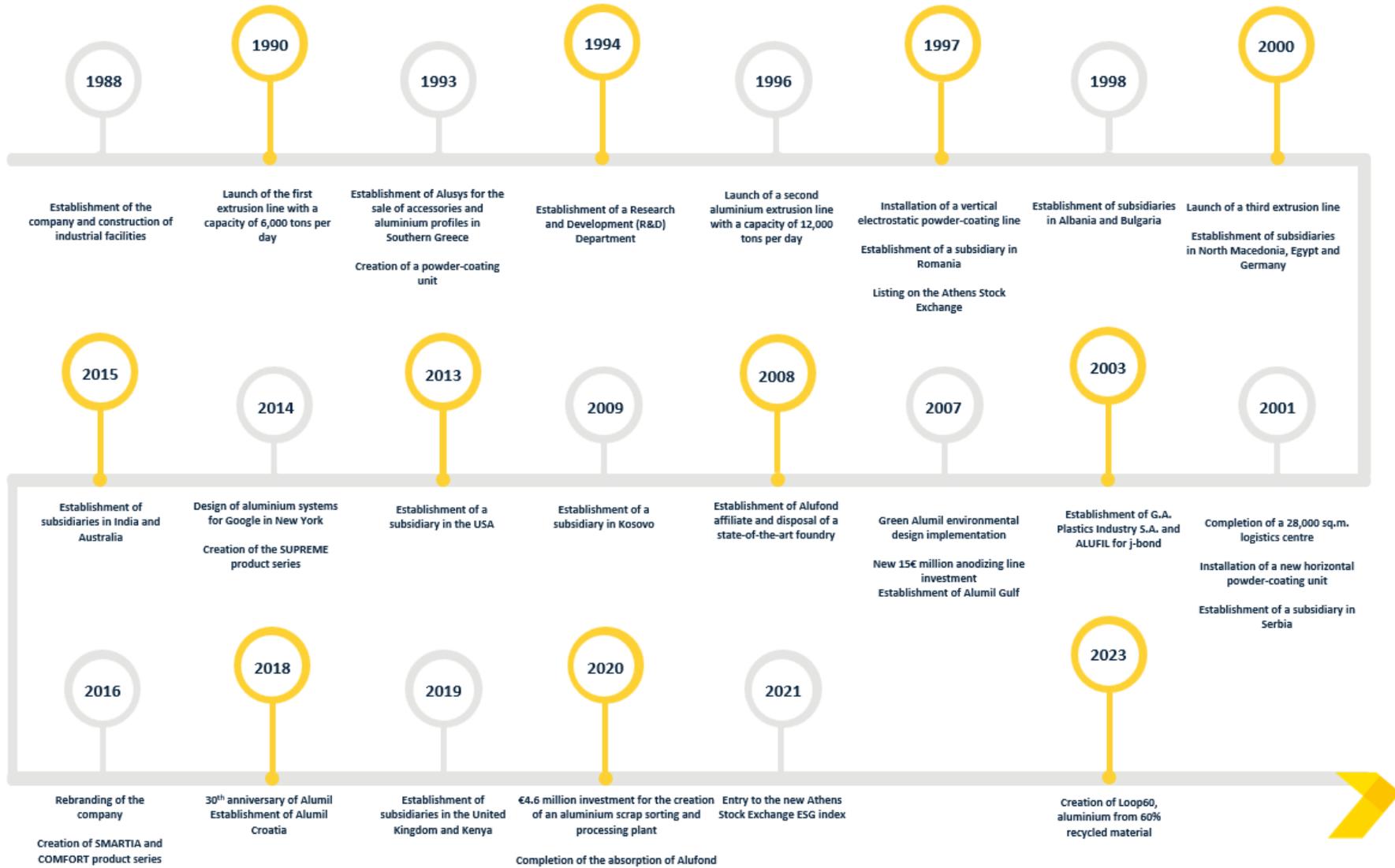
**€238.9** Million turnover

**40%** Women on the Board of Directors (BoD)

**60** Countries of operation

# 3. The company

## 3.1 Company history



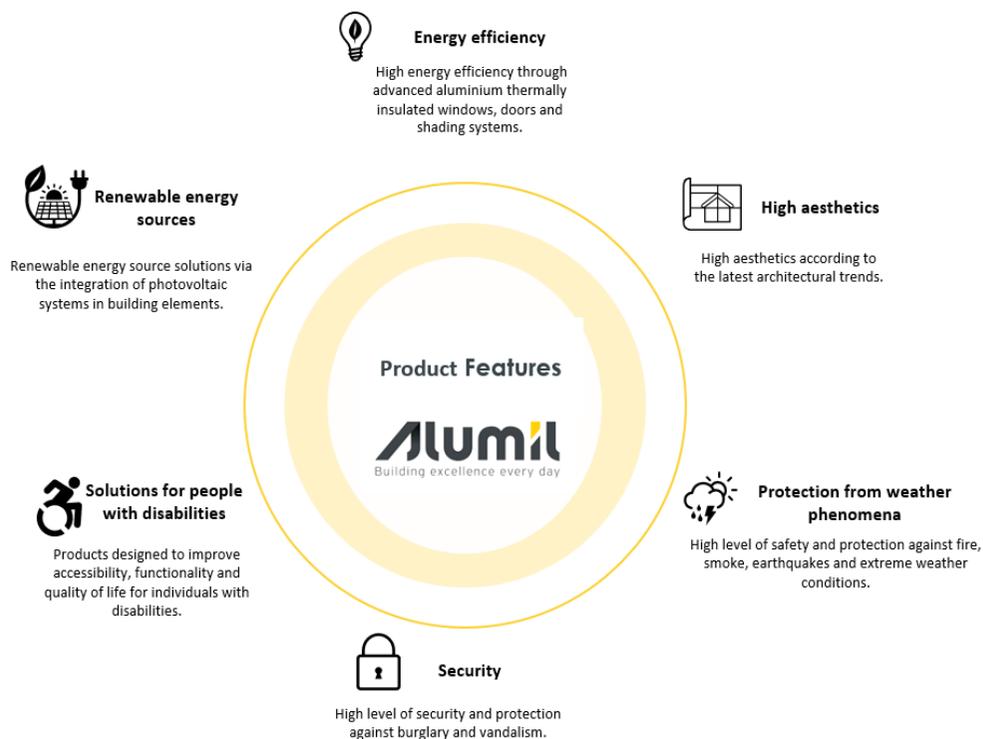


## 3.3 Vision, Mission and Values

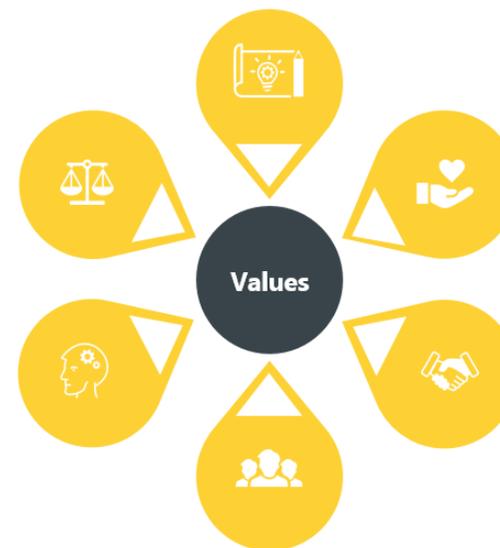
### 3.3.1 Our Vision

Guided by our compass of industrial excellence and our vision of leadership in the aluminium architectural systems industry on an international level, we remain steadfast to our commitment of achieving complete customer satisfaction and we shape our philosophy according to the values we have set.

### 3.3.2 Our Mission



### 3.3.3 Our Values



#### Integrity

Our actions are characterised by openness, honesty and consistency. We respect our commitments and keep our promises. We conduct our business activities transparently and impartially, without being influenced by external factors or personal preferences and considerations.

#### Loyalty

The company and our people demonstrate a strong commitment to each other and to our customers and partners.

#### Initiative

We use every resource, human and non-human, aiming for the continuous personal and corporate progress that stems from the ideas of all involved.

#### Team Spirit

We build open and positive relationships to promote cooperation and achieve better results. We believe that teamwork output is greater than the individual results of the people who make up the team. We encourage and emphasise interactive communication and constructive dialogue.

#### Meraki (Passion)

Meraki is the word modern Greeks use to signify the infusion of soul, creativity, and passion into everything one does - when you "put something of yourself" into what you do.

### 3.4 Distinctions / Awards - Participation in Associations

#### PARTICIPATION IN NETWORKS AND ASSOCIATIONS



European Aluminium Association



American-Hellenic Chamber of Commerce



Hellenic Passive House Institute (HPHI)



Greek Exporters' Association (SEVE)



Hellenic-Italian Chamber of Commerce



Cultural Society of Entrepreneurs of Northern Greece



Aluminium Association of Greece



German-Hellenic Chamber of Commerce and Industry



Theophano Foundation



Arab-Hellenic Chamber of Commerce and Development



Federation of Industries of Greece (SBE)



Alexander Innovation Zone



Hellenic Institute of Internal Auditors (HIIA)



UN Global Compact

# 4. Sustainable Development Strategy



13

Identified Material Issues for 2023



8

Categories of Stakeholders



13

Alignment with UN's 13 Sustainable Development Goals



## 4.1 Stakeholders and Material Issues

At ALUMIL, we recognise that effective communication with stakeholders is central to our sustainable development strategy and crucial to our success. In 2023, we maintained an active dialogue with all stakeholders, acknowledging their impact on our business strategy and overall growth. At the same time, we are committed to continuously fostering an open, inclusive dialogue to address daily challenges and needs, and to build and sustain their trust.



A specific methodology - based on the guidelines of the GRI Standards - was used to identify and analyse the material issues that concerned ALUMIL in 2023 and had the greatest impact on our stakeholders. Through a carefully designed questionnaire, we gathered our Stakeholders' perspectives on the importance of these material issues, compared to 2022. Upon completing this process, we identified the following 13 material issues:

Material issues of ALUMIL for 2023	
●	Education and training of employees
●	Health and safety of employees
●	Anti-competitive behaviour
●	Consumer health and safety
●	Use of sustainable raw materials
●	Energy
●	Greenhouse gas emissions
●	Indirect social impacts
●	Non-discrimination practices
●	Profitability
●	Supporting local communities
●	Selection of suppliers based on their environmental practices
●	Employee benefits

● E ● S ● G

## 4.2 Sustainable Development Objectives

At **ALUMIL**, we have embraced the United Nations 2030 agenda, guided by the Sustainable Development Goals (SDGs). Our Management is committed to actively contributing to their achievement by promoting public welfare and safety, protecting the environment, and fostering the health and development of our employees.

Our key focus is on fulfilling the objectives most relevant to our industry's activities and challenges, as well as addressing the material issues highlighted in this report. We achieve this by investing in environmental management initiatives, adopting new technologies, and enhancing research and development to increase value for stakeholders and drive continuous improvement across all areas, year after year.

### The United Nations Global Compact

At **ALUMIL**, we fully support the Global Compact's 10 principles regarding human rights, working conditions, environmental protection, and anti-corruption, and we are committed to implementing its principles and values in our strategy and daily practices.

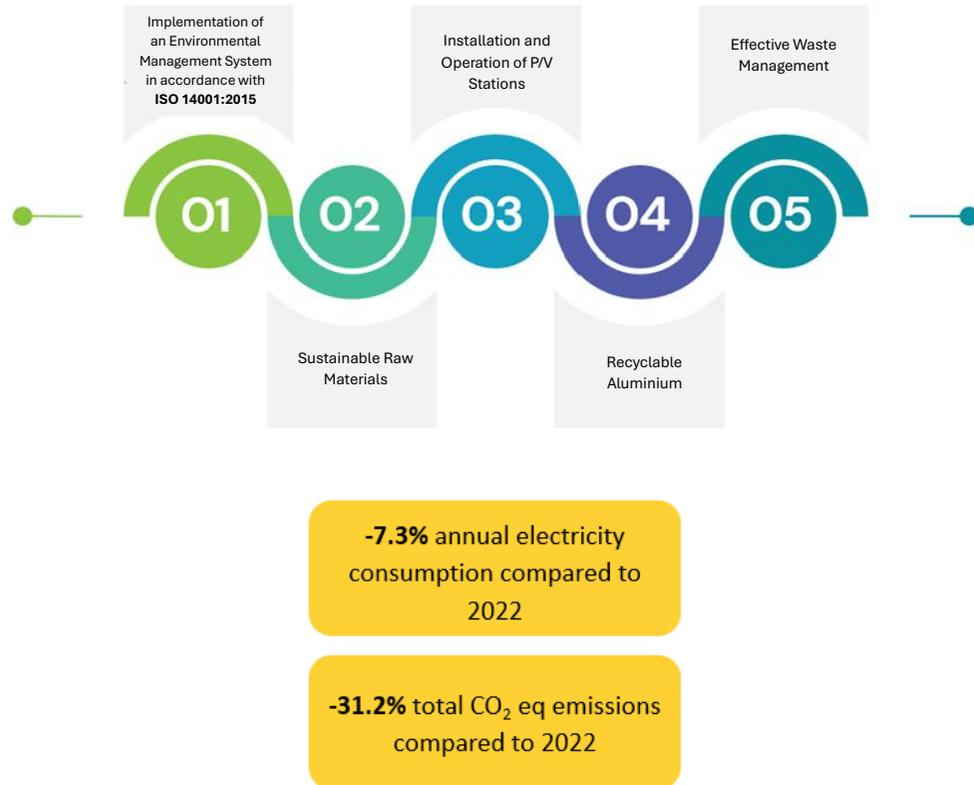
We uphold internationally recognised human rights and take all necessary measures to avoid any involvement in violations. Our commitment extends to maintaining a fair, inclusive, and rewarding workplace, embracing diversity, and offering equal opportunities for all. We stand firmly against discrimination and inequality. Our hiring and evaluation processes are free from bias based on race, gender, religion, age, disability, sexual orientation, nationality, political beliefs, social, or ethnic origin. We encourage all employees to respect human dignity and uphold human rights.



## 4.3 Net Zero Transition Strategy

The implementation of our "Net Zero" strategy is a key pillar in reducing greenhouse gas emissions and offsetting any remaining emissions. This approach not only enhances our sustainability efforts but also reinforces our commitment to environmental responsibility, in line with the ISO 14001:2015 standard.

In 2025, the company will review its current strategy and set new goals based on the Group's updated decarbonisation plan, with milestones and KPIs aimed for 2030. A central focus of this strategy will be the installation of additional Renewable Energy Systems, with a strong emphasis on photovoltaic (PV) solutions.



# 5. Environment



**777 tn**

Non-hazardous waste produced



**31.2 GWh**

Electricity consumption



**24,289.27 tn**

Total emissions CO<sub>2</sub> eq

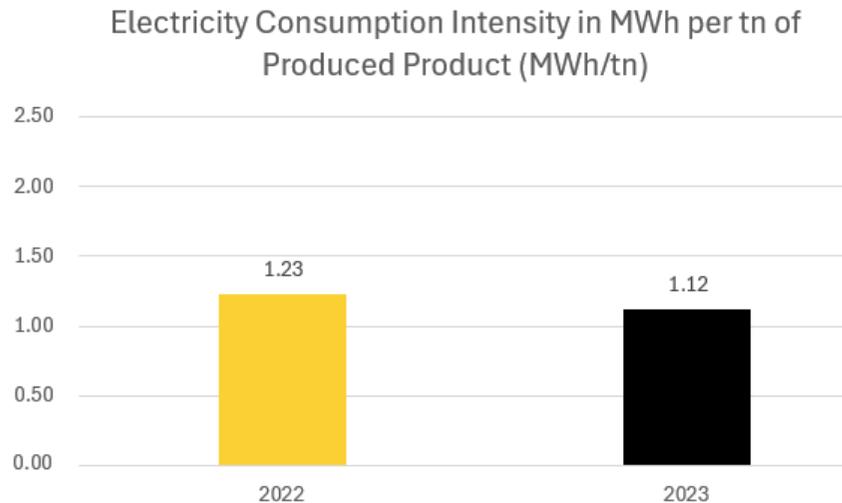
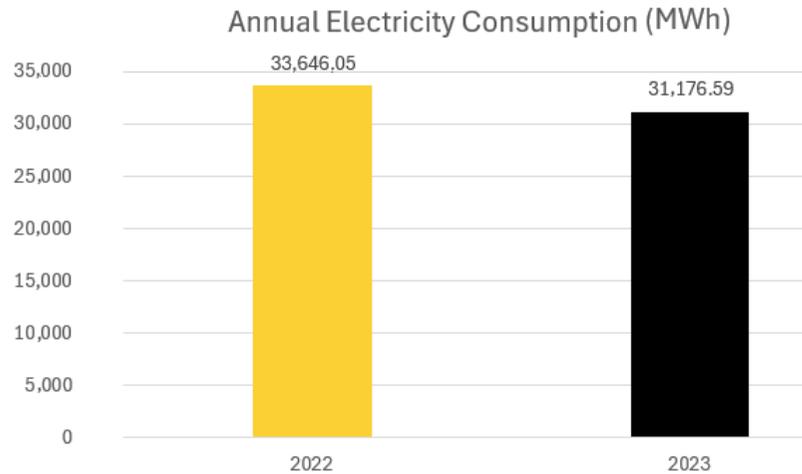


**230.69 ML**

Total water consumption

## 5.1 Energy Management

In 2023, total electricity consumption at **ALUMIL's** premises decreased by **7.3%** compared to 2022. Additionally, the Electricity Consumption (Energy) Intensity per ton of Produced Product also saw a reduction, thanks to the implementation of our Energy Management System, aligned with **ISO 50001:2018 standards**.

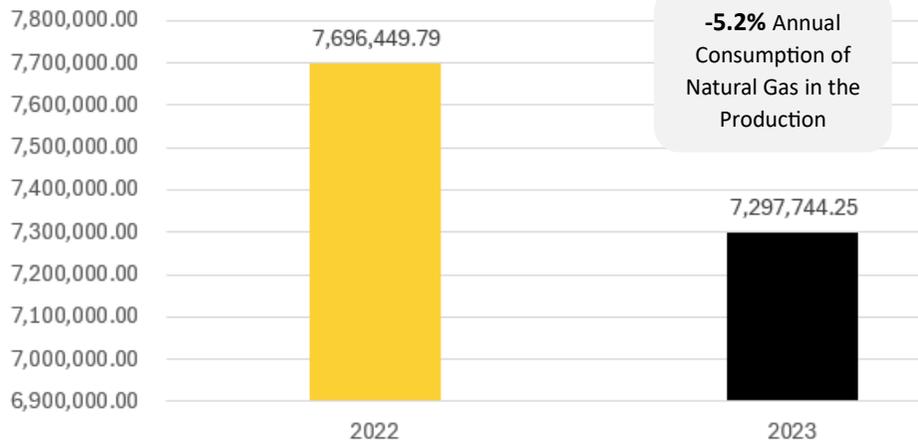


Reference Year 2023	
Category	Energy (MWh)
Stationary source combustion	76,560.21
Mobile source combustion	4,384.83
Imported Electricity	20,968.63
Imported Electricity from Renewable Energy Sources (GOs)	10,000.00
Electricity produced from PV	208.08
Electricity produced from PV and fed into the grid	-0.12
<b>Total Energy consumption</b>	<b>112,121.63</b>
<b>Total Electricity consumption</b>	<b>31,176.59</b>

**Note:** For year 2023, 10,000 MWh out of 30,968.63 MWh of Total Imported Electricity, come from Guarantees of Origin produced by Renewable Energy Sources.

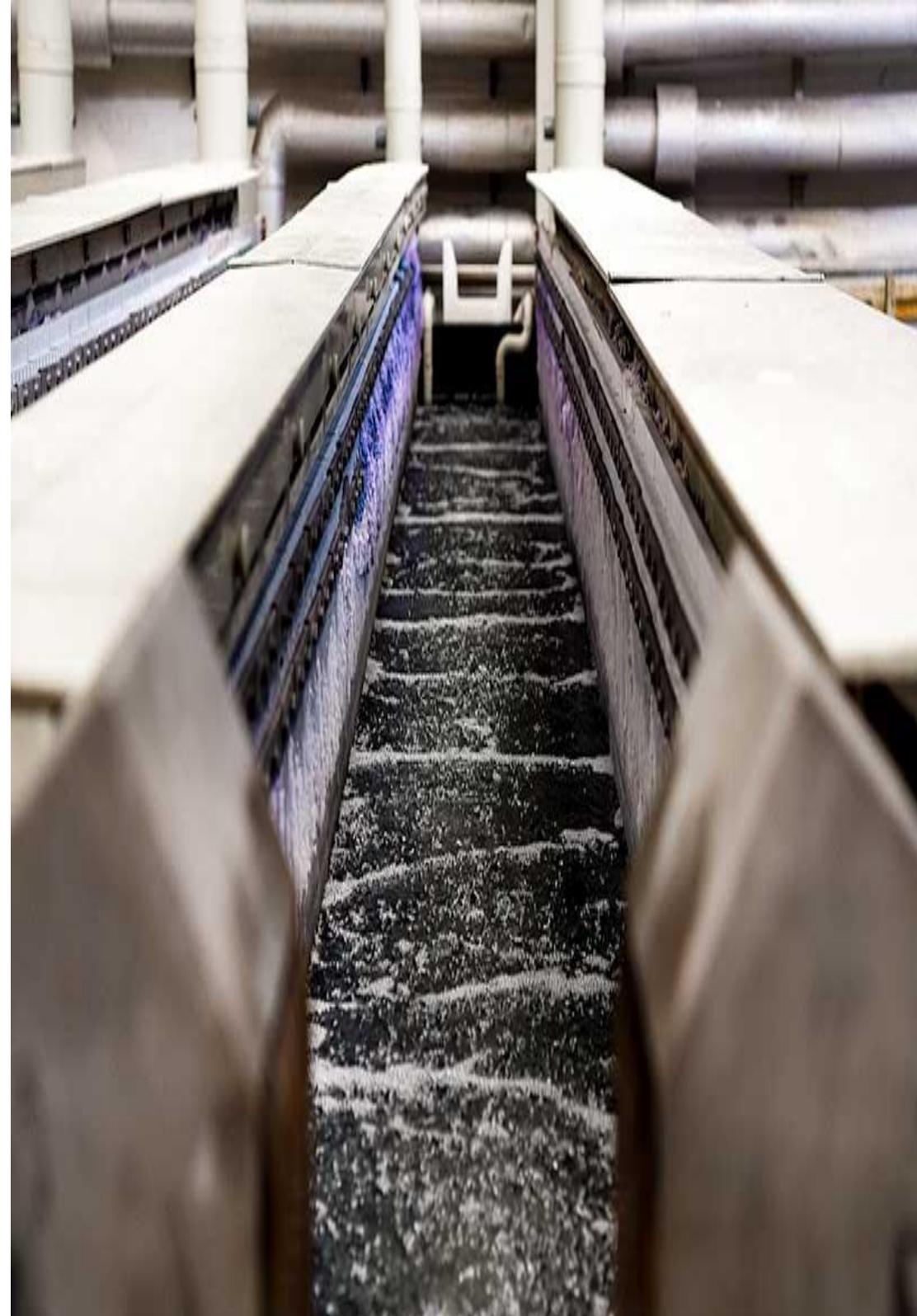
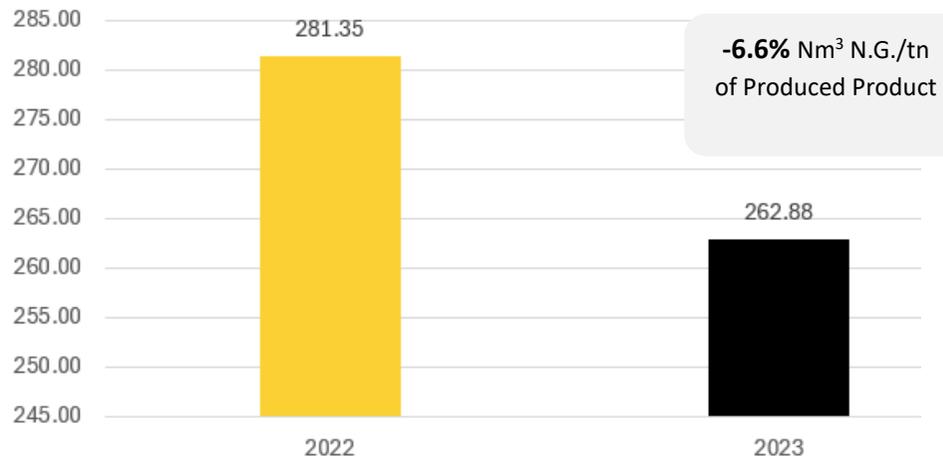


## Annual Consumption of Natural Gas in the Production (Nm<sup>3</sup>)



\*Nm<sup>3</sup>: normal cubic metre

## Natural Gas Consumption Intensity in Nm<sup>3</sup> per tn of Produced Product (Nm<sup>3</sup>/tn)



As part of the Company's established Energy Policy, specific energy initiatives were implemented in 2023. The most significant was the deployment of Power Quality Optimization Systems, which improve resource efficiency in our installed computer systems. This initiative aims to achieve substantial electricity savings, particularly in Extrusion and Anodizing processes.

### Energy Efficiency Improvement Indicators in relation to 2022

Foundry

Electricity: -7.9%

Natural Gas: -3.5%



Extrusion

Electricity: -9%

Natural Gas: -7.5%

Anodising

Electricity: -16.4%

Natural Gas: -16.5%



Powder-coating  
unit

Electricity: -6.1%



### PQOS System Installation

-7.9% electricity consumption  
in the Foundry

-9% electricity consumption in  
Extrusion

### Commitments in accordance with ALUMIL's Energy Policy

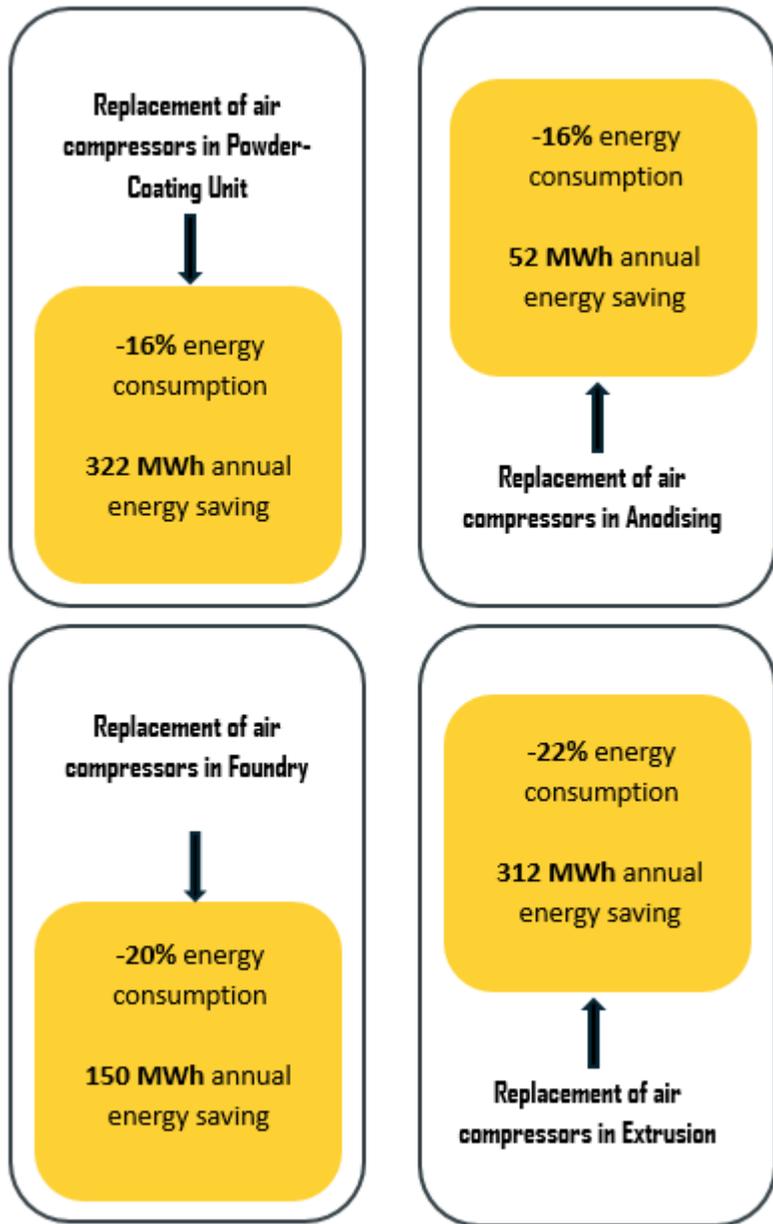
**Reducing** energy consumption and  
**increasing** energy efficiency

**Defining** and **redefining**  
energy goals and targets

Identifying and managing  
**energy-intensive practices**

**Complying** with applicable legal,  
regulatory or other requirements

Selecting partners in the light of  
**energy objectives promotion**



**Loop 60** is the first certified recycled aluminium in Greece, made from at least **60% recycled material** and used in architectural profiles. The introduction of the innovative product promotes the sustainable use of resources, contributing to energy savings and reducing environmental impact.

With advanced management processes, including a state-of-the-art aluminium scrap sorting and processing unit at our plant in the Kilikis Industrial Area, scrap is transformed into recyclable aluminium suitable for nearly any application. We are also in the process of developing Loop 80, which will contain at least 80% recycled material and represent the latest advancement in the industry.

All ALUMIL architectural systems are produced using

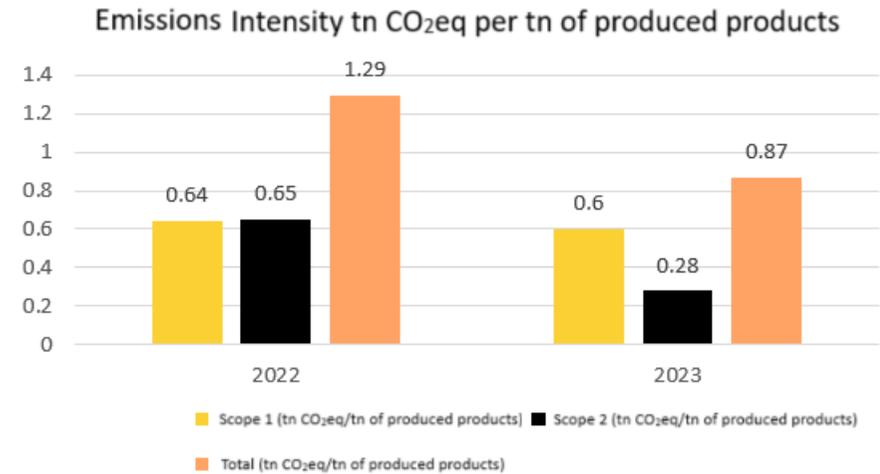
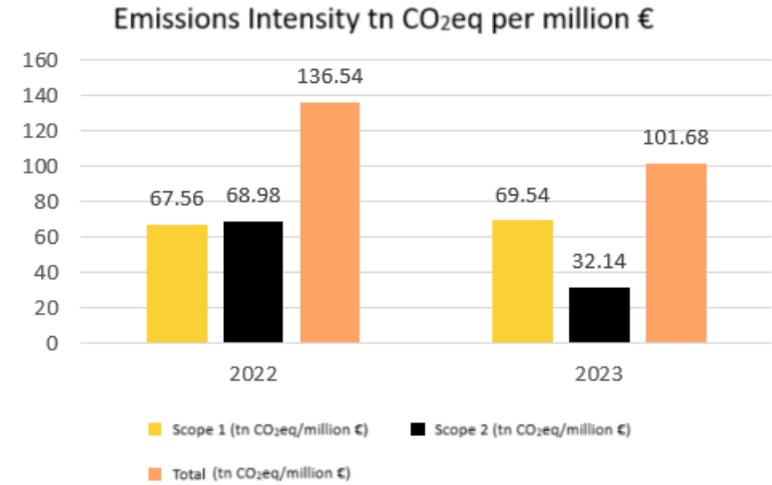
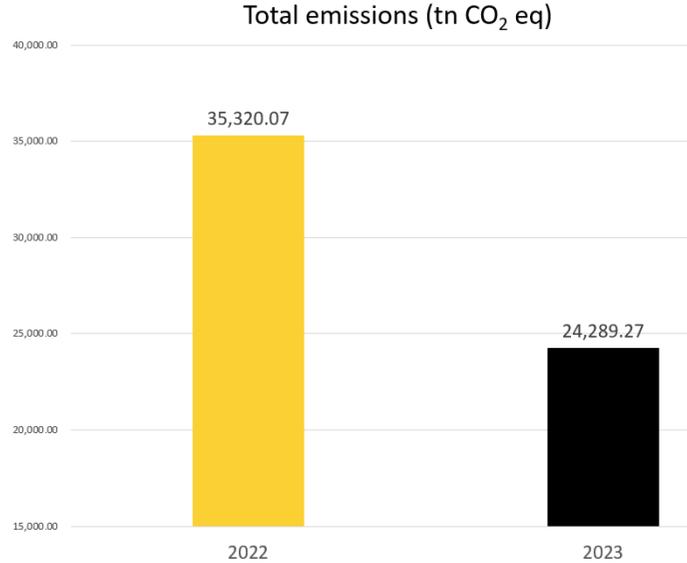
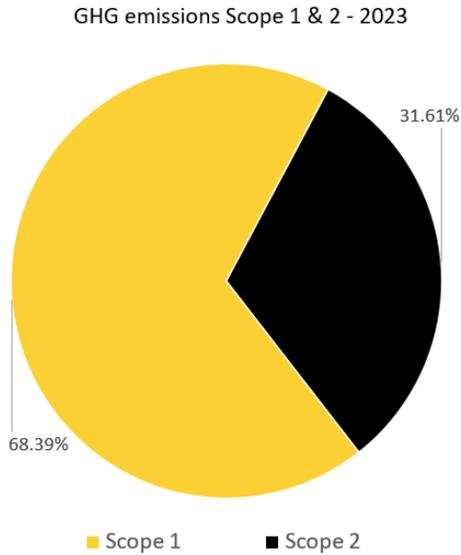


### Important benefits of Loop 60

 <p><b>-95% energy consumption</b></p> <p>Secondary production of aluminium from recycled material is less energy-intensive than primary production</p>	 <p><b>-76% CO<sub>2</sub> emissions</b></p> <p>Compared to the world average of primary aluminium production</p>	 <p><b>Reduction of raw material mining and waste</b></p> <p>Reuse of existing aluminium, without the need for bauxite mining, while reducing the waste produced</p>
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## 5.2 Greenhouse gas emissions

Total CO<sub>2eq</sub><sup>1</sup> emissions for 2023 showed a **31.2%** reduction compared to emissions in 2022. The individual emissions for Scope 1<sup>2</sup> and Scope 2<sup>3</sup> categories decreased by 5% and 57%, respectively. The calculation methodology is based on the guidelines of the National Climate Law (4936/2022) and considers the Handbook and Methodology for calculating Greenhouse Gas emissions (for the year 2023) in accordance with the ISO 14064-1:2018 standard.



<sup>1</sup> CO<sub>2eq</sub>: Reference unit of emissions of all gases, according to the GWP of each gas, based on CO<sub>2</sub> (CO<sub>2</sub> GWP = 1).

<sup>2</sup> Scope 1: Category of direct emissions

<sup>3</sup> Scope 2: Category of indirect emissions

### 5.3 Waste Management & Circular Economy

**Waste Management** and the **Circular Economy** are important practices, as they help reduce the environmental impact of the company's activities and enhance sustainability, which is one of our strategic commitments. For this reason, all waste is either recycled or collected by licensed operators for further treatment.



Since 2002, ALUMIL has successfully implemented a specialised Environmental Management System in accordance with **ISO 14001:2015**. This system covers aluminium extrusion, electrostatic painting, wood-effect powder coating, and the production of thermal and non-thermal broken profiles.

In line with this, we are committed to our Environmental Policy, which includes **compliance with** applicable legislation, **definition** of environmental goals and objectives and the **optimisation** of our environmental footprint.



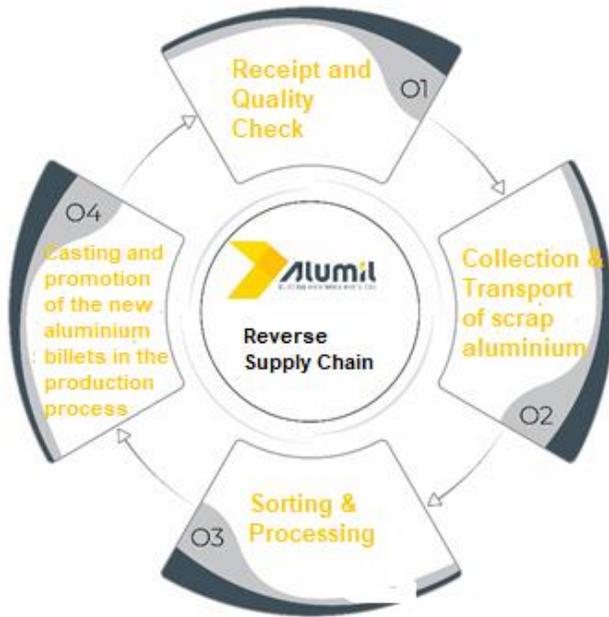
The **Green Ambassadors** are a volunteer team of ALUMIL employees who represent the company's commitment to environmental protection. Since their inception in 2020, they have led various awareness campaigns and green initiatives, achieving significant results.



**4 Years Alumil Green Ambassadors**

Our team of volunteers has completed four years of green initiatives and actions!

The **Reverse Supply Chain** is the process of recovering the residual value of products and materials at the end of their life cycle.



**Reduce waste** through the reuse of scrap.

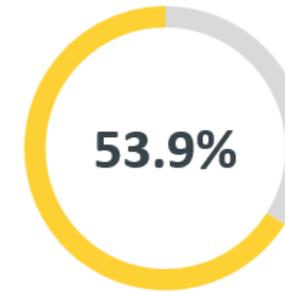
**Aluminium recasting** consumes only **5% of the total energy** required for primary aluminium production.

**High Traceability** due to the highly verticalized production

**53,857 tn**  
Total weight of materials used



**52,547 tn**  
Recyclables

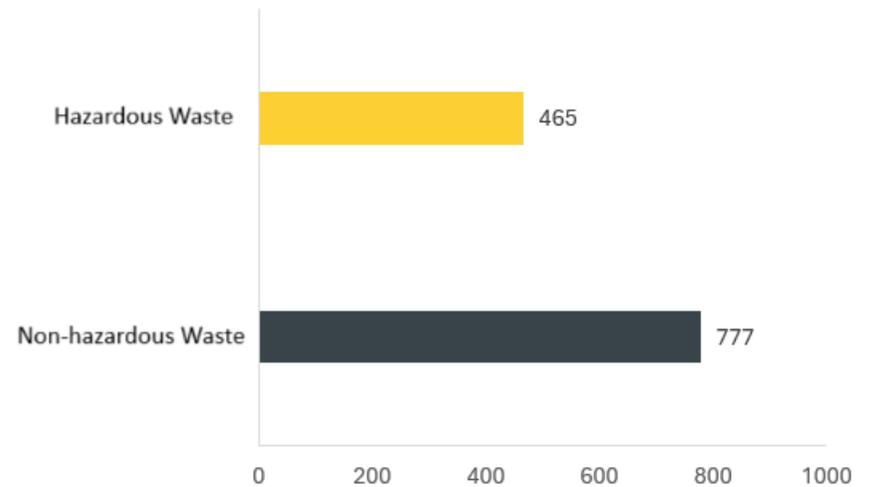


**29,020 tn**  
From recycling



**1,310 tn**  
Non-recyclables

Waste production (tn)



#### Exhaust gases from industrial steam boilers

- Carbon black index  $\leq 1$  (Bacharach scale)
- $\text{CO}_2 \geq 10\%$  m.v. or  $\text{O}_2 \leq 75\%$  m.v.

#### Noise emission limit values

- Not to exceed 70 dB(A) within the boundaries of the company's premises

#### Powder retention during electrostatic painting

- In bag filters (cartridge type)
- Particle concentration at the outlet  $< 100 \text{ m/Nm}^3$

#### Infringements and compliance remediation

- Informing the environmental authority
- Taking immediate action to restore compliance

#### Air emissions from chemical processing baths

- Particulate emissions  $< 30 \text{ mg/Nm}^3$
- Chlorine gases  $< 30 \text{ mg/Nm}^3$
- Fluorinated gases  $< 2 \text{ mg/Nm}^3$
- $\text{SO}_2 < 10 \text{ mg/Nm}^3$
- $\text{NO}_x < 500 \text{ mg/Nm}^3$

#### Indicative Environmental Conditions that the company adheres to

*(all conditions are available in the Electronic  
Environmental Register)*

#### Liquid waste

- The use of hexavalent chromium is prohibited
- Waste treatment by inactivation-elimination
- Daily flow of untreated waste  $500 \text{ m}^3/\text{day}$ , pH 6-8

#### Hazardous waste management

- Storage in a secure area
- Handover to licensed companies
- Keep a register

#### Solid waste management

- According to L. 4819/2023
- Waste collection and segregation at source
- Temporary storage in special containers

#### Implementation of Best Available Techniques (BAT)

- Surface treatment of metals and plastics in accordance with Directive 2010/75/EU

#### Disposal of hazardous materials is prohibited

- Disposal of chemicals or liquid waste into a sewer or natural recipients is prohibited

## Environmental Licensing

Prot. No. 301290/8-12-2021

Decision on the Approval of Environmental Terms

Prot. No. 181500/23-08-2021

Amendment to the Decision Approving Environmental Terms

Prot. No. 182925/21-06-2013

Decision on the Approval of Environmental Terms

Prot. No. 15049/31-01-2023

Decision on the Approval of Environmental Terms

Identification of Standard Environmental Commitments

Ref No. (Οικ.) 216028/24-03-2023



## Certifications of ALUMIL Systems

### EPDs (Environmental Product Declarations)

Recording the environmental footprint of each product throughout its life cycle



### Cradle to Cradle (Standard for safe, sustainable products)

ALUMIL is the first Greek company to be certified according to this standard

### VOC (Standard for hazardous substances emitted by a product into the atmosphere)

Based on this certification, the emissions of hazardous substances of ALUMIL products are categorized in the best possible class ensuring almost zero VOC emissions.



# 6. Society

4 QUALITY EDUCATION



5 GENDER EQUALITY



8 DECENT WORK AND ECONOMIC GROWTH



10 REDUCED INEQUALITIES



23%

Female employees



185

New recruitments



0

Fatal work-related injuries



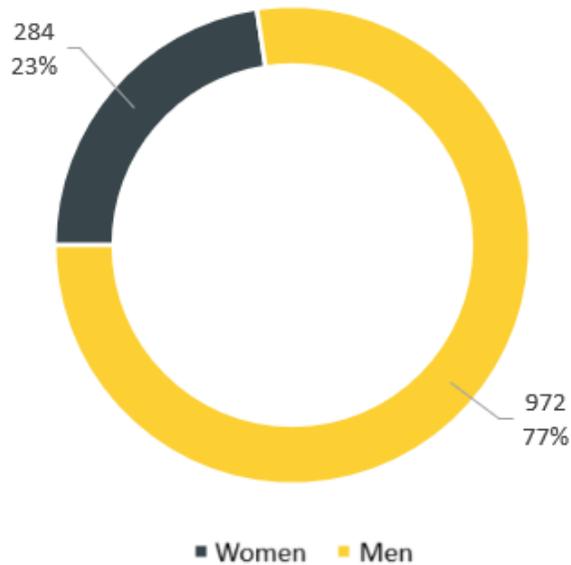
30,409

Employee training hours

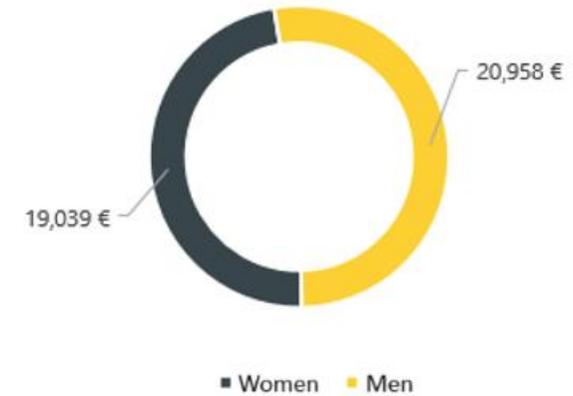
## 6.1 Human rights and non-discrimination

At ALUMIL, we recognise our responsibility to respect human rights and are committed to providing a safe, dignified working environment that promotes equal opportunities. We continuously invest in employee training and development, ensuring they possess the skills and knowledge needed for success. Our fair system of pay and benefits supports personal and professional growth, while our established rules and procedures foster an inclusive workplace culture.

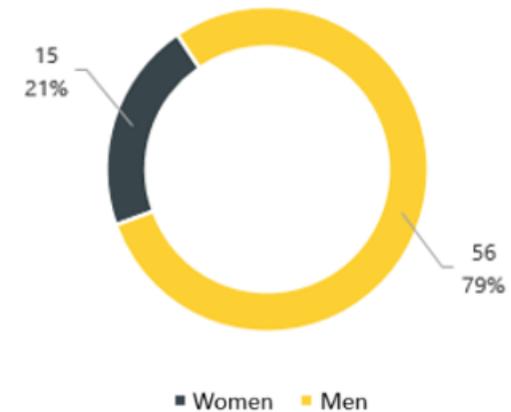
Number of employees by gender



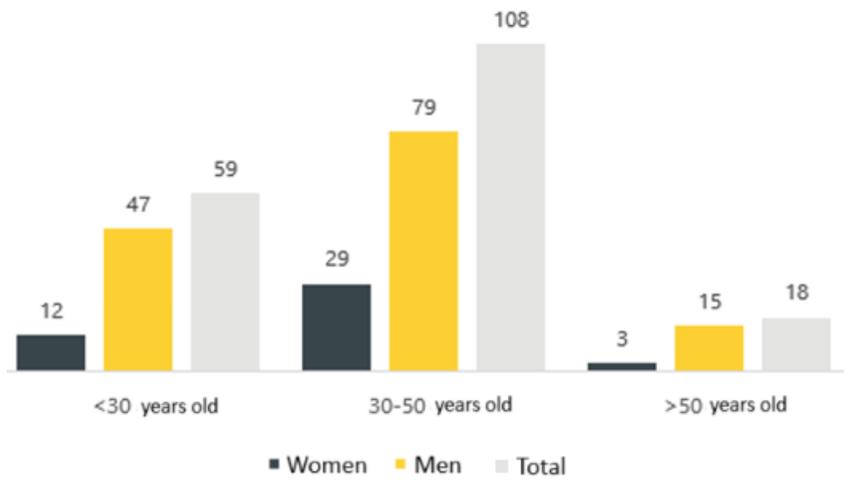
Average annual salary of all full-time employees (including allowances)



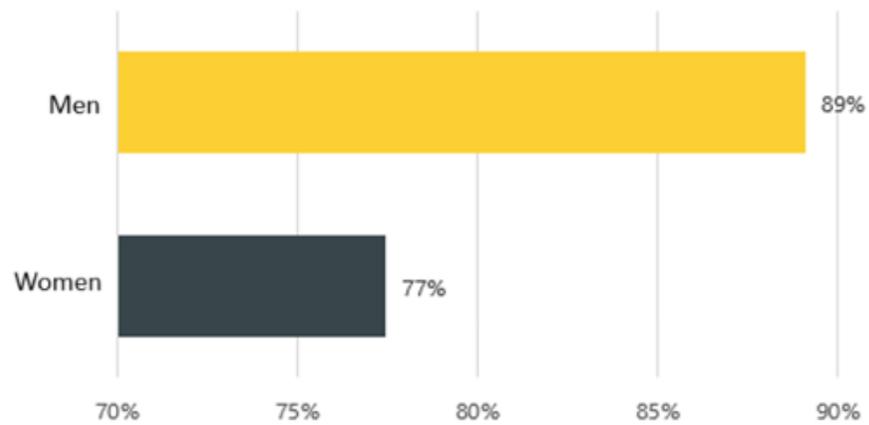
Number of employees entitled to parental leave in 2023 by gender



Total number of recruitments per gender and age category



Percentage of employees who received a regular performance and development review in 2023 by gender



## 6.2 Education and Training of employees

At **ALUMIL**, we understand that the development of our people is crucial to our success. That's why we offer training programmes designed to strengthen and expand our employees' skills, helping them reach their full potential. Recognising the importance of continuous learning, we have implemented the following actions:

- At the end of each year, we assess the training needs of employees by division and create the annual training plan for the following year.
- We organise training programmes and seminars, either conducted by internal trainers or external providers, delivered in person, remotely, or via e-learning platforms.
- Throughout the year, we supplement the annual plan with ad hoc training sessions to address emerging needs.

In 2023, the company invested in the development of various skills, such as:

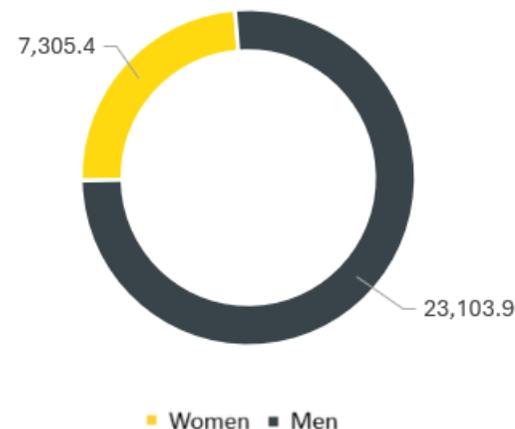
### Soft skills

- ✓ Leader training
- ✓ Effective communication
- ✓ Responsibility and accountability
- ✓ Resolving disputes and problems
- ✓ Project management

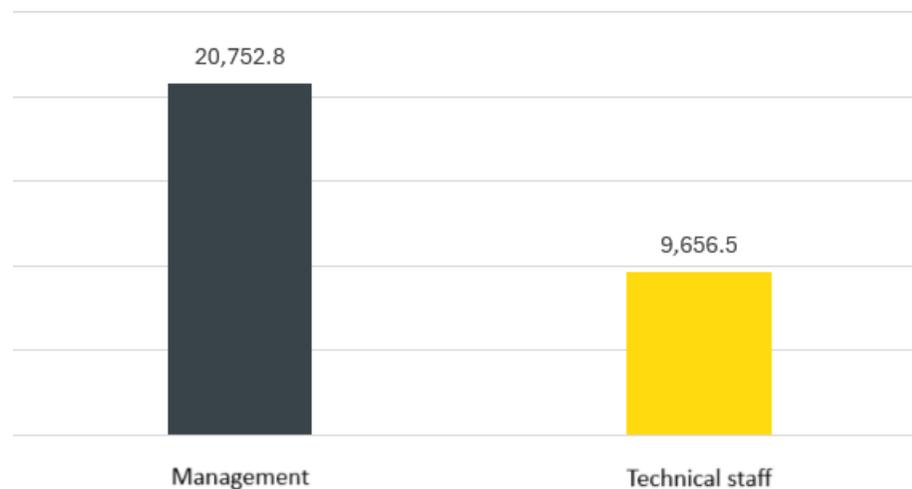
### Technical skills

- ✓ Microsoft Advanced Excel
- ✓ ISO 50001:2018
- ✓ Readiness Exercise - Evacuation
- ✓ Safe Defensive Driving
- ✓ Use of overhead travelling crane
- ✓ Design and construction of facades

Training hours per gender



Hours of training per category of employee

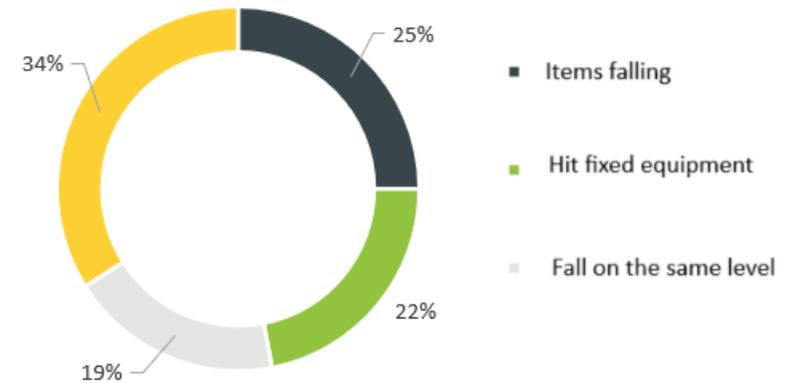


## 6.3 Health & Safety of Employees and Consumers

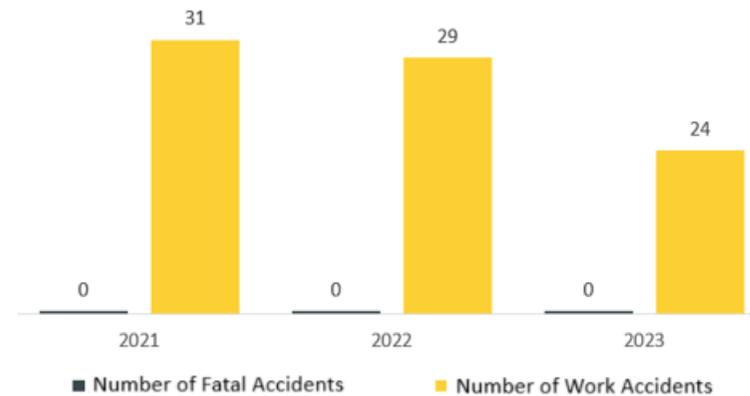
At **ALUMIL**, protecting the Health and Safety of our employees is a top priority. This commitment is embodied in our Health and Safety Policy and the **ISO 45001:2018 certified** Management System we implement. Our strong performance in this area is driven by the active participation and responsibility of our employees. We manage risks and take preventive measures to avoid accidents, while also providing regular health and safety training to ensure a safe working environment. Additionally, we systematically track performance indicators to identify areas for improvement and take corrective actions as needed.



Main types of work-related injuries for all employees



Accidents statistics 2021-2023



SS-S6-3	Accident frequency rate	2.2 *
SS-S6-4	Accident severity rate	9.19

\* with reference to 200,000 man-hours

## Actions to eliminate work-related risks

Health and Safety Training



Regular inspections of workplaces for supervising working conditions and working practices

Management of inspection findings using software



Investigation of health and safety incidents by an appropriate investigation team on a case-by-case basis

Setting targets for Directors, Supervisors, and Shift Managers based on the above



Factor measurements in the workplace

Preventive medical examinations depending on the working post



Programme for smooth reintegration into the working environment after sick leave



Number of employees covered by an occupational health and safety management system

1,256



## 6.4 Employee Benefits

At **ALUMIL**, our people are our most valuable asset. Their perseverance and dedication have made the company an industry leader. We continually invest in our employees, as demonstrated by the following additional benefits:



The innovative "ALUMIL e-learning" platform offers online courses, training programmes tailored to our operations, and interactive games.



Group Private Life and Health Insurance for all our employees. All obligations of the insurance plan are covered entirely by company funds, at no cost to the employee.



Increased investment in employee training and development through specialized training seminars for all departments.



Corporate lending library with a variety of book categories for our employees.



A pension plan is in place for all middle and senior managers. There are individual pension accounts in cooperation with a Private Insurance Company.



We invest in the Health Sector & Wellness with weekly fruit provision to all employees. There is a workout area at the Efkarpia premises, which employees can use on a daily basis.



Wedding gift: We extend a wedding gift to all our employees, because family is a key aspect in life.



Transportation to and from ALUMIL's premises to the Industrial Area of Kilkis for the facilitation of employees living in Kilkis and Thessaloniki.



Additional unpaid leave for postgraduate studies.



A dynamic Health and Safety Department with more activities and responsibilities (volunteer team, blood donation team, training seminars, first aid seminars)



Webinar by a Clinical Psychologist on stress management on World Mental Health Day in October.



Family-based approach: Collaboration with an online training platform in Greece and Cyprus, which provides leading professional support on pregnancy, maternity and parenting issues.



Partnering with a specialised skills teaching company to help children enhance the skills they need today to become more independent, successful and happy. It is addressed to employees' children from 6 to 12 years old.



We have established an internal football league with a culminating final match in June.



On World Wellness Day, we organise a Healthy Brunch for all management staff in Efkarpia, Kilkis, and Athens and offer subsidized breakfast options for the staff in Kilkis.



Employees in Kilkis are eligible for gym discounts.

## 6.5 Indirect Social Impact

The company is committed to creating value for society through the implementation of projects that leave a positive social and environmental impact.

### Environment



ALUMIL signed a two-year Memorandum of Understanding with the **American Farm School**, aiming at the joint implementation and promotion of environmental and social actions of mutual interest.



The **ALUMIL Green Ambassadors** team, which was established to promote environmentally friendly practices, carried out voluntary clean-up and reforestation activities.



In cooperation with **NORTH AEGEAN SLOPS**, ALUMIL undertook the cleaning of the Thermaic Gulf, aiming at the environmental and aesthetic upgrading of the coastal axis of Thessaloniki.



The **Sustainability Department** was established for the entire ALUMIL Group, which carries out targeted actions for the environment, society and corporate governance.

### Society



ALUMIL collaborates with **Galilee**, the Model Palliative Care Centre, seeking to support and make its humanitarian work widely known.



ALUMIL supports the **Doctors of the World** and through a Memorandum of Understanding, provides and installs aluminium systems in the new polyclinic.



ALUMIL collaborates with **Actoída**, a Social Cooperative Enterprise for the Integration of Vulnerable Population Groups that recruits people with disabilities, helping both their professional rehabilitation and social integration.



ALUMIL hosts the Easter and Christmas Bazaar of **The Smile of the Child** at the company's premises in Efkarpia and Kilkis.



During the forest fires in Evros, ALUMIL donated 30 wireless transceivers to the **Fire Department** of Orestiada.



ALUMIL was at the side of the flood victims in **Thessaly** and those affected by the deadly earthquake in **Turkey**, sending humanitarian aid.

# 7. Governance



40%

Women on the Board of Directors



5

Members of the Board of Directors



2

Committees



13

Policies

## 7.1 Organization and Management of ALUMIL

### 7.1.1 Composition and Election of the Board of Directors (BoD)

**ALUMIL** is a public limited company, and it is governed by a Board of Directors elected by the General Meeting of Shareholders.

Name	Position on the Board of Directors / Role	Assumption of office	End of office
<b>Georgios Mylonas</b>	Chairman & CEO, Executive Member	12.07.2021	11.07.2026
<b>Georgios Dukidis</b>	Vice-Chairman, Non-Executive Member	12.07.2021	11.07.2026
<b>Evangelia Mylonas</b>	Executive Member	12.07.2021	11.07.2026
<b>Athanasios Savvakis</b>	Independent Non-Executive Member	12.07.2021	11.07.2026
<b>Lucia Sarantis</b>	Independent Non-Executive Member	12.07.2021	11.07.2026

ALUMIL applies a diversity policy in the Board of Directors, ensuring at least 25% gender representation and avoiding any discrimination.

### 7.1.2 Key Responsibilities of the Board of Directors

The Board of Directors is entrusted with all ESG (Environment, Society and Governance) issues, while from 2024 onwards, it will be further supported every two months by the Sustainability Committee, which consists of a member of the Board of Directors and the Heads of the Divisions.



### 7.1.3 Committees of the Board of Directors

The company has an Audit Committee and a Nomination and Remuneration Committee, which support effective governance. The committees' terms of office are five years and coincide with those of the Board of Directors (BoD).

#### **Audit Committee**

The Audit Committee operates in accordance with its [Operating Regulations](#) and meets regularly at least four times a year.

Name	Role
<b>Nikolaos Klitou</b>	Chairman of the Committee, Third Person, Non-Member of the Board.
<b>Georgios Dukidis</b>	Member of the Committee, Non-Executive Member of the Board.
<b>Athanasios Savvakis</b>	Member of the Committee, Independent Non-Executive Member of the Board.

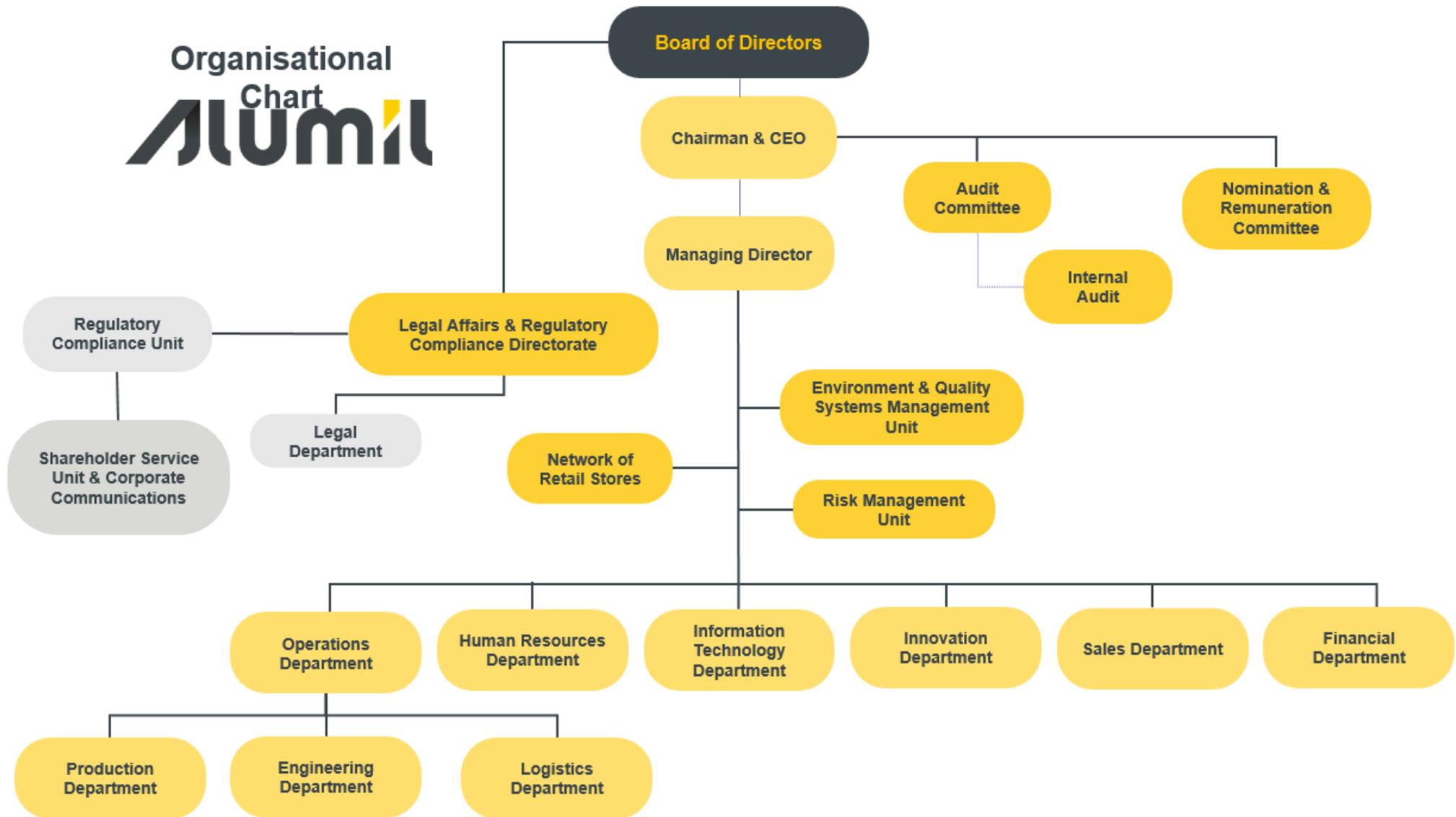
#### **Nomination and Remuneration Committee**

The Company has a joint Remuneration and Nomination Committee, which reviews and processes the remuneration of the Board of Directors members and senior and other executives, as well as the suitability of existing and prospective Board of Directors members, in accordance with its Operating Regulations.

The Remuneration and Nomination Committee meets regularly, at least twice a year and operates in accordance with its [Operating Regulations](#).

Name	Role
<b>Athanasios Savvakis</b>	Member of the Committee, Independent Non-Executive Member of the Board.
<b>Georgios Dukidis</b>	Member of the Committee, Non-Executive Member of the Board.
<b>Lucia Sarantis</b>	Member of the Committee, Independent Non-Executive Member of the Board.





## 7.2 Business Ethics & Transparency

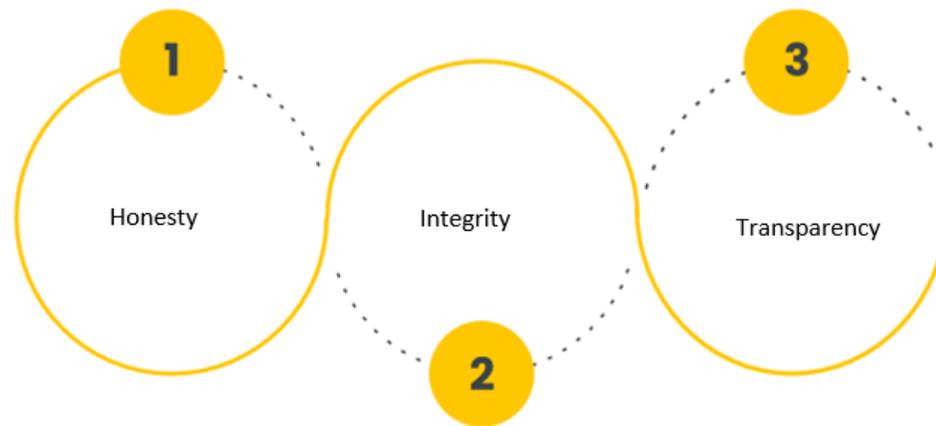
**Business Ethics & Transparency**  
 At a glance

 <p><b>Legal compliance &amp; Conformity</b></p> <p>We ensure compliance with the legal framework in our activities and our employees comply with internal regulations.</p>	 <p><b>Healthy competition</b></p> <p>We are committed to free enterprise and ensure fair competition.</p>
 <p><b>Bribery and Corruption</b></p> <p>The company condemns all forms of bribery and corruption. The internal control system has the necessary safeguards for the prevention thereof.</p>	 <p><b>Information systems security &amp; Data protection</b></p> <p>We guarantee the protection of personal data and privacy in all our activities.</p>
 <p><b>Conflict of Interest</b></p> <p>The company avoids conflicts of interest via special procedures that prevent such cases between the Board of Directors, executives and employees.</p>	 <p><b>Risk Management</b></p> <p>We have mechanisms in place in order to monitor, assess and manage potential risks in accordance with our activity and the economic environment.</p>

The company's values are reinforced by the policies we have adopted, such as the Code of Conduct and Ethics. This Code applies to all employees, customers, suppliers and partners, outlining the principles and rules that govern our operation.

## 7.3 Anti-corruption

Fundamental Values of Business Transactions





0

Incidents of corruption / bribery

**ALUMIL** considers honesty, transparency and integrity as fundamental values that underpin every business transaction. By adopting a zero-tolerance policy towards corruption and bribery, we require our partners to adhere to the highest standards of ethics and legality.

Our clear guidelines and rigorous procedures, in compliance with local and European legislation, have helped to ensure that by 2023, there will be no incidents of corruption. ALUMIL's commitment to integrity and trust in business activities remains steadfast.



### Codes & Policies

1. Internal Operating Regulations
2. Code of Conduct
3. Sustainable Development Policy
4. Climate Change Policy
5. Regulatory Compliance Policy
6. Conflict of Interest Policy
7. Whistleblowing Policy
8. Remuneration Policy
9. Suitability Policy for Board Members
10. External Assurance Search Policy
11. Health, Safety & Security Policy
12. Training and Development Policy and Procedure
13. Internal Audit System Evaluation Policy and Procedure
14. Shareholder Communication Policy and Procedure



### Production certifications

OK Recycled ISO 14021:2016

Quality Management System DIN EN ISO 9001:2015

Energy Management System ELOT EN ISO 50001:2018

Environmental Management System ELOT EN ISO 14001:2015

Occupational Health and Safety Management System according to ELOT ISO 45001:2018

FPC - Factory Production Control EN 15088: 2015

QUALICOAT

GSB International

QUALANOD: Quality certification of the anodising process

Qualideco

QUALIMARINE

## 7.5 Innovation

**ALUMIL** produces high-quality aluminium systems designed and developed by the Group's innovative Research and Development Department. Our products are tested and certified by internationally recognized institutes such as ift Rosenheim, A.A.M.A., Istituto Jordano, CSTB, ATG and EXOVA. We continuously invest in research, using state-of-the-art equipment, and we maintain partnerships with leading universities and research centres. As a result, our products incorporate unique design, top performance and excellent energy efficiency, keeping ALUMIL at the leading edge of technology.

The Research & Development Department offers customized solutions for special design projects, thanks to the experience of the engineers and the flexibility of the production processes achieved through vertical production. This allows us to achieve excellence. The high technological level and the ability to provide customized solutions make ALUMIL one of the most competitive companies in the industry worldwide.

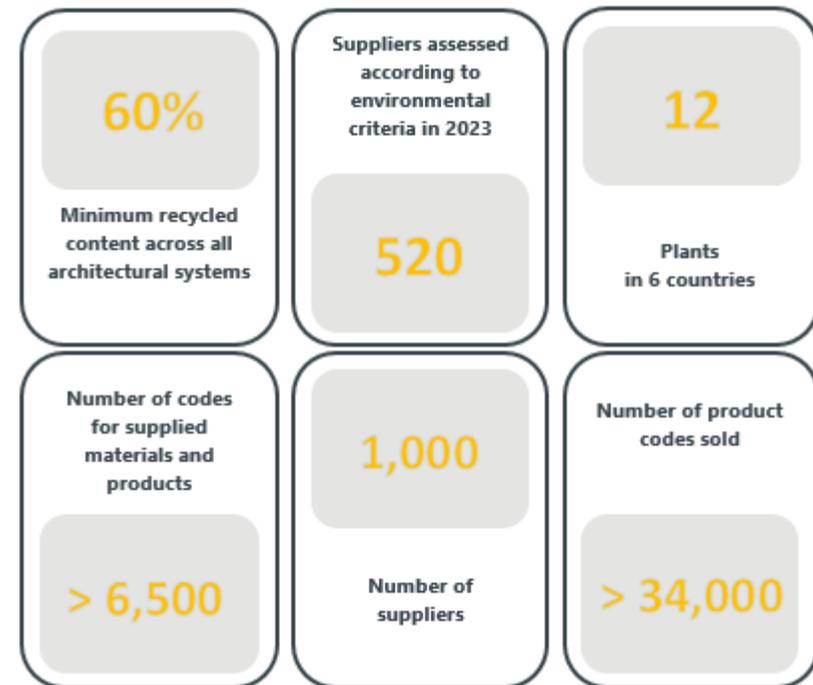
We adhere to strict testing procedures for top results, measuring and certifying the performance of our products in our state-of-the-art testing facilities.



## 7.6 Responsible Supply Chain Management

The complexity of ALUMIL's supply chain results from the many buying and selling cycles, making it challenging to forecast production and stocks. The supply chain integration process is based on the distribution of information to all chain nodes and between its internal departments. The latter collects all orders and future needs, forwards purchase requests to procurement, and divides production orders into raw material requirements.

The subsidiaries and the network of suppliers and customers interact directly with the company, which works with hundreds of suppliers for around 8,000 product codes. In the production cycle, the subsidiaries act as central distributors in their countries, supplying products to retail stores. For certified fabricators (SUPREME fabricators), the sale is made directly and without intermediaries.





### Selection of suppliers based on their environmental practices

Each of the company's suppliers, whether new or old partners, is assessed on the basis of environmental criteria.



### Perfection through continuous checks

In order to ensure top quality, products are checked throughout the production process via our internal Quality Control Laboratories.



### Quality assurance through traceability

The company has developed a fully autonomous plant for the production of architectural aluminium systems that monitors every aspect of the production process.



## Responsible Supply Chain Management

At a glance



### Development of the reverse supply chain

- ✓ Reduction of energy requirements by 95% through aluminium recasting
- ✓ Reduction of waste through the collection and reuse of trimmings



### ALUMILIA Loyalty Program

The ALUMILIA Loyalty Program exclusively rewards the Company's partners through the My ALUMIL platform.



### Addressing anti-competitive behaviour

The company ensures that its activities are conducted in the context of fair competition, respecting the freedom to conduct business.



## 8. Company Performance

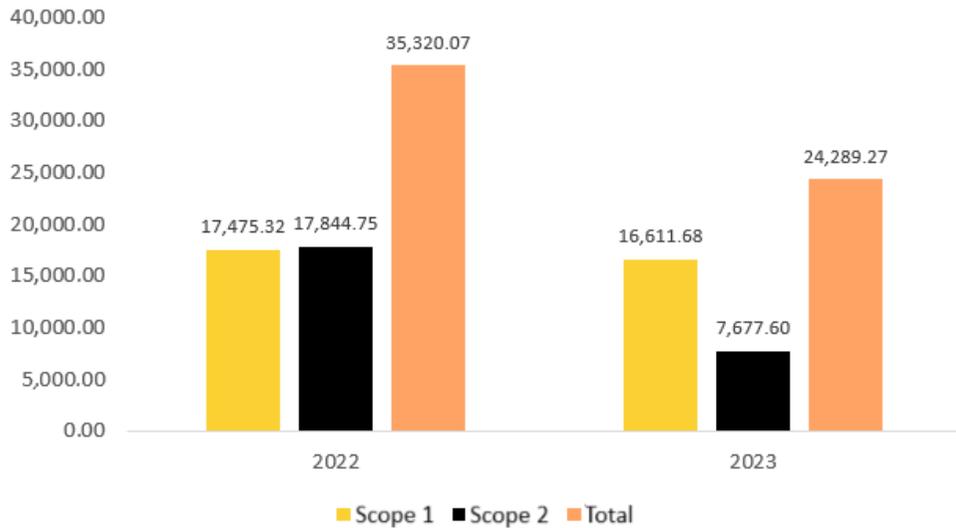
### 8.1 Performance

At **ALUMIL**, we recognize the enormous responsibility we bear in promoting sustainable development. Our commitment to sustainability is embedded in our corporate philosophy and reflected in every aspect of our activities.

The sustainability strategy is aligned with international standards and local regulations, ensuring not only compliance but also exceeding environmental and social standards. We aim to create efficient and sustainable operations that serve both present and future generations. Sustainable development is a long-term vision that guides strategies, decisions and day-to-day operations. The company is committed to achieving the Sustainable Development Goals and promoting meaningful change in its industry, focusing on creating a sustainable future in which economic growth, environmental protection and social well-being go hand-in-hand.

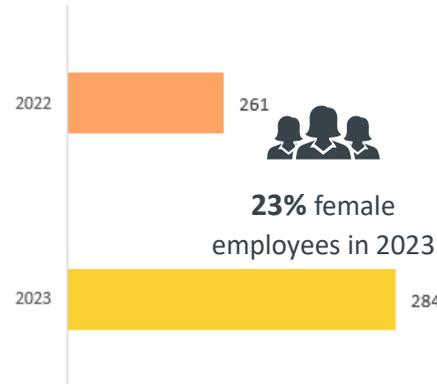
ALUMIL's environmental performance results reflect our continuous efforts to reduce environmental impact and promote green practices.

### Emissions (tn CO<sub>2</sub>eq)

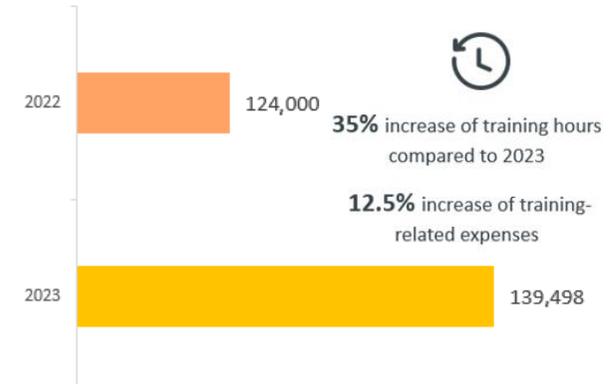


The results in the society pillar highlight efforts to develop human resources through targeted training programmes and increased employment opportunities.

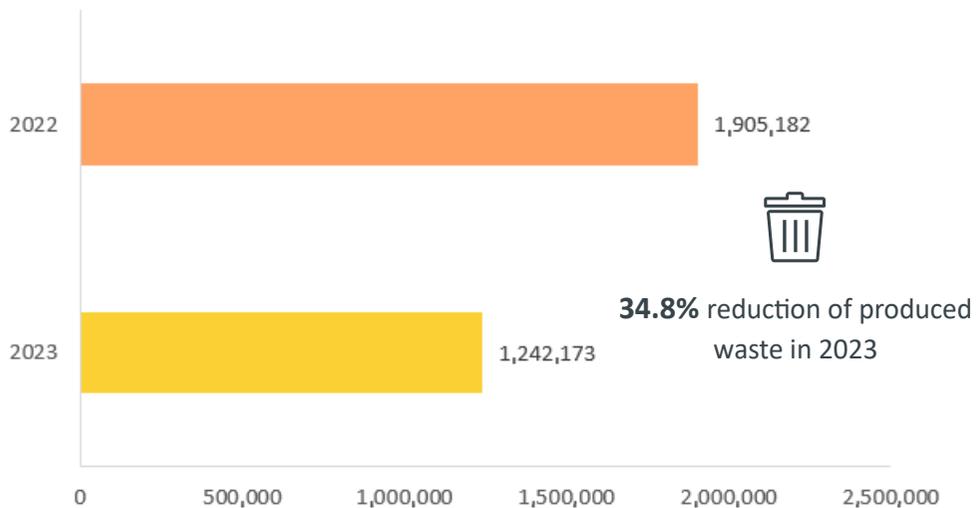
### Female Employees



### Expenditure on employee training (€)



### Total Waste Quantity (kg)



**>10**

Social Actions in 2023



**40%**

Women on the Board of Directors (BoD)

## 8.2 Climate change risks and opportunities

**Focus on Resilient Cities:** Increasing concerns over climate change and extreme weather events are driving the need for resilient urban infrastructure. Alumil develops products designed to withstand harsh environments, such as impact-resistant windows or hurricane-proof curtain walls.

**Recycling and Circular Economy:** Aluminum is highly recyclable, and Alumil can capitalize on this by promoting their use of recycled materials. The company can strengthen its positioning by actively participating in circular economy models, where construction materials are reused and recycled to reduce waste.

**Growing Demand for Energy-Efficient Buildings:** The push for sustainability in construction is driving demand for energy-efficient products such as windows, doors, and façades. Alumil, with its focus on sustainable aluminum systems, is well-positioned to cater to green building projects that require solutions with low environmental impact.

**Climate Change Impact:** Extreme weather events could disrupt supply chains or company operations. For this reason, the company implements a Climate Change Policy.

**Sustainability and Environmental Regulations:** As the focus on sustainability grows, Alumil must ensure its products align with energy efficiency standards and environmental regulations.

### 8.3 Non-Financial Indicators (NFIs)

ENVIRONMENT				
INDEX	Value in 2023	Value in 2022	Measurement unit	SDGs
Direct GHG Emissions (Scope 1)	16,611.68	17,475.32	tn CO <sub>2e</sub>	13
Indirect GHG emissions (Scope 2)	7,677.60	17,844.75	tn CO <sub>2e</sub>	13
Other Indirect GHG Emissions (Scope 3)	-	-	tn CO <sub>2e</sub>	13
GHG Emission Intensity (Scope 3)	-	-	tn CO <sub>2e</sub> / € million turnover	
Total CO <sub>2</sub> emissions (Scope 1 & 2)	24,289.27	35,320.07	tn CO <sub>2e</sub>	13
Total amount of hazardous waste produced	465,086		kg	
Total amount of non-hazardous waste produced	777,087		kg	
Total electricity consumption	31,176.59	33,646.05	MWh	13
Total annual water pumping	230.69	221.1	ML	
SOCIETY				
INDEX	Value in 2023	Value in 2022	Measurement unit	SDGs
Total number of employees	1,256	1,211	No.	3,8
Female employees	284	261	No.	8,10
Percentage of female employees	22.61	21.55	%	8.10
Female employees in managerial positions	2	-	No.	8,10
New recruitment of employees	185	234	No.	3,8
Compulsory retirements	44	-	No.	3,8
Total hours of training	30,409.25	22,443	No.	4,8,10
Total expenditure on training of employees	139,498	124,000	€	4,8,10
Total hours of training for men	23,103.85	-	No.	4,8,10
Total hours of training for women	7,305.4	-	No.	4,8,10

GOVERNANCE				
INDEX	Value in 2023	Value in 2022	Measurement unit	SDGs
Number of Board Members	5	5	No.	8
Number of Women - Board Members	2	2	No.	8,10
Percentage of women on the Board of Directors	40	40	%	8,10
Number of fines for non-compliance with laws and regulations	0	0	€	12
Internal Operating Regulations	YES	YES	YES / NO	8
Code of Conduct	YES	YES	YES / NO	8
Sustainable Development Policy	YES	YES	YES / NO	8
Regulatory Compliance Policy	YES	YES	YES / NO	8
Conflict of Interest Policy	YES	YES	YES / NO	8
Whistleblowing Policy	YES	YES	YES / NO	8
Remuneration Policy	YES	YES	YES / NO	8
Suitability Policy for Board Members	YES	YES	YES / NO	8
External Assurance Search Policy	YES	YES	YES / NO	8
Health, Safety & Security Policy	YES	YES	YES / NO	8
Training and Development Policy and Procedure	YES	YES	YES / NO	8
Internal Audit System Evaluation Policy and Procedure	YES	YES	YES / NO	8
Shareholder Communication Policy and Procedure	YES	YES	YES / NO	8
Quality Management System, according to ISO 9001:2015	YES	YES	YES / NO	9
Environmental Management System, according to ISO 14001:2015	YES	YES	YES / NO	9
Occupational Health and Safety System, according to ISO 45001:2018	YES	YES	YES / NO	9
Energy Management System ISO 50001:2018	YES	YES	YES / NO	9

## 8.4 Harmonisation tables

### GRI content index

Declaration of Use	The company has prepared the Sustainability Report for the period 1/1/2023 - 31/12/2023 in accordance with the GRI Standards.
Use of GRI 1	GRI 1 Foundation 2021
GRI industry standard	There is no relevant sectoral GRI standard.

GRI INDICATORS	PUBLICATION	PAGE	Omission		
			Requirements omitted	Reason for omission	Explanation
General disclosures					
GRI 2: General disclosures in 2021	2-1 Details about the Organisation	Page 3			
	2-2 Entities that are included in the ESG Report of the Organisation	Page 2			

2-3 Reporting period, frequency and contact details	Annual			
2-4 Review of information	There were no reviews			
2-5 External assurance	Page 35			
2-6 Activities, value chain and other business relationships	Page 5			
2-7 Human Resources	Page 23			
2-8 Employees of third-party companies	Page 23			
2-9 Structure and composition of governance	Page 31			
2-10 Appointment and selection of the highest governance body	Page 35			
2-11 Chairman of the highest governing body	Page 31			
2-12 Role of the highest governance body in overseeing Impact Management	Page 31			
2-13 Assignment of responsibility for Impact Management	Page 31			
2-14 Role of the highest governance body in sustainability reporting	Page 31			
2-15 Conflict of interest	Page 35			
2-16 Communication of substantive concerns	Substantive concerns are communicated to the BoD, through the heads of each directorate or department, in writing and in accordance with the BoD's operating regulations and the statutes			
2-17 Collective knowledge of the highest governance body	Page 35			
2-18 Evaluation of the performance of the highest governance body	Page 35			
2-19 Remuneration policies	Page 35			

2-20 Process for determining the remuneration	The process for determining the remuneration policies is reviewed and approved by members of the BoD.			
2-21 Index of total annual remuneration	Average annual remuneration of the organisation's employees: 19,995.00 € Average percentage increase in the annual remuneration of the organization's employees: 7%			
2-22 Statement on the Sustainable Development Strategy	Page 31			
2-23 Policy commitments	Page 35			
2-24 Integration of policy commitments	<a href="https://www.alumil.com/greece/corporate/investor-relations/corporate-governance/principals-of-corporate-governance">https://www.alumil.com/greece/corporate/investor-relations/corporate-governance/principals-of-corporate-governance</a>			
2-25 Procedures for remediation of negative impacts	Page 35			
2-26 Mechanisms for seeking advice and raising concerns	Page 35			
2-27 Compliance with laws and regulations	Page 20			
2-28 Member associations	Page 7			
2-29 Approach to stakeholder engagement	Page 9			
2-30 Collective labour agreements	1256 employees covered by collective labour agreements			

<b>Material Issues</b>				
<b>GRI 3: Material Issues in 2023</b>	3-1 Material Issues identification process	Page 9		
	3-2 List of Material Issues	Page 9		
<b>Economic performance (Profitability)</b>				
<b>GRI 3: Material Issues in 2023</b>	3-3 Management of Material Issues	Page 9		
<b>Presence in the market</b>				
<b>GRI 3: Material Issues in 2023</b>	3-3 Management of Material Issues	Page 9		
<b>GRI 202: Anti-corruption</b>	202-2 Percentage of senior managers recruited from the local community	41.6%		
<b>Anti-competitive behaviour</b>				
<b>GRI 3: Material Issues in 2023</b>	3-3 Management of Material Issues	Page 9		
<b>GRI 206: Anti-competitive behaviour</b>	206-1 Legal actions for anticompetitive behaviour, antitrust and monopolistic practices	None-0		
<b>Substantiality</b>				
<b>GRI 3: Material Issues in 2023</b>	3-3 Management of Material Issues	Page 9		
<b>GRI 301: Materials</b>	301-1 Materials used by weight or by volume	Page 19		
	301-2 Recycled input materials used	48,141,120.48 (kg)		
	301-3 Recovered products and their packaging materials	100% for recycling		

Energy				
<b>GRI 3: Material Issues in 2021</b>	3-3 Management of Material Issues	Page 9		
<b>GRI 302: Energy</b>	302-1 Energy consumption within the organisation	Page 13		
	302-2 Energy intensity	Page 13		
	302-4 Reduction of energy consumption	Page 13		
	302-5 Reduction in energy requirements of products and services	Page 16		
Emissions				
<b>GRI 3: Material Issues in 2023</b>	3-3 Management of Material Issues	Page 9		
<b>GRI 305: Emissions</b>	305-1 Direct greenhouse gas emissions (scope 1)	Page 17		
	305-2 Indirect greenhouse gas emissions (scope 2)	Page 17		
	305-3 Other indirect greenhouse gas emissions (scope 3)	Page 17		
	305-5 Reduction of greenhouse gas emissions	Page 17		
	305-6 Emissions of ozone-depleting substances (ODS)	0		
	305-7 Nitrogen oxides (NOx), sulphur oxides (SOx) and other significant emissions	SO <sub>x</sub> 208 kg NO <sub>x</sub> 23,042 kg CO 9,030 kg PM 45,211 kg VOC 7,161 kg POP 0 kg		
Waste				
<b>GRI 3: Material Issues in 2023</b>	3-3 Management of Material Issues	Page 9		
<b>GRI 306: Waste</b>	306-2 Management of significant impacts associated with waste	100% Recycling of off-spec products at the Foundry		
	306-3 Waste Produced	Page 19		

	306-4 Waste diverted from disposal	Page 19			
	306-5 Waste for disposal	Page 19			
<b>Environmental assessment of suppliers</b>					
<b>GRI 3: Material Issues in 2023</b>	3-3 Management of Material Issues	Page 9			
<b>GRI 308: Environmental assessment of suppliers</b>	308-1 New suppliers screened using environmental criteria	Page 36			
	308-2 Negative environmental impacts on the supply chain and measures taken	Page 36			
<b>Employment</b>					
<b>GRI 3: Material Issues in 2023</b>	3-3 Management of Material Issues	Page 9			
<b>GRI 401: Employment</b>	401-1 Recruitment of new staff and turnover	Page 24			
<b>Safety and Health at Work</b>					
<b>GRI 3: Material Issues in 2023</b>	3-3 Management of Material Issues	Page 9			
<b>GRI 403: Safety and Health at Work</b>	403-1 Occupational health and safety management system	Page 26			
	403-4 Employee participation, consultation and communication on occupational health and safety	Page 26			
	403-5 Training of employees in occupational health and safety	Page 26-27			
	403-6 Promotion of employees' health	Page 26-27			
	403-7 Prevention and mitigation of occupational health and safety impacts directly related to business relationships	Page 27			
	403-8 Employees covered by an occupational health and safety management system	Page 27			
	403-9 Work-related injuries	Page 26			
	403-10 Work-related diseases	Page 26			

<b>Education and Training</b>				
<b>GRI 3: Material Issues in 2023</b>	3-3 Management of Material Issues	Page 9		
<b>GRI 404: Education and Training</b>	404-1 Average training hours per year per employee	Page 25		
	404-2 Programs to upgrade employees' skills and assistance programmes during the transition	Page 25		
	404-3 Percentage of employees receiving regular performance and career development reviews	Page 24		
<b>Diversity and equal opportunities</b>				
<b>GRI 3: Material Issues in 2023</b>	3-3 Management of Material Issues	Page 9		
<b>GRI 405: Diversity and equal opportunities</b>	405-1 Diversity of governance bodies and employees	Page 31		
	405-2 Ratio of women's basic salary and earnings to men	Page 23		
<b>Non-discrimination practices</b>				
<b>GRI 3: Material Issues in 2023</b>	3-3 Management of Material Issues	Page 9		
<b>GRI 406: Non-discrimination practices</b>	406-1 Incidents of discrimination and corrective measures taken	0		
<b>Non-discrimination practices</b>				
<b>GRI 3: Material Issues in 2023</b>	3-3 Management of Material Issues	Page 9		
<b>GRI 407: Freedom of association and collective agreements</b>	407-1 Businesses and suppliers where the right to freedom of association and collective bargaining may be at risk	Page 37		
<b>Child labour</b>				
<b>GRI 3: Material Issues in 2023</b>	3-3 Management of Material Issues	Page 9		

<b>GRI 408: Child labour</b>	408-1 Businesses and suppliers at significant risk for child labour incidents	Page 37			
<b>Forced or compulsory labour</b>					
<b>GRI 3: Material Issues in 2023</b>	3-3 Management of Material Issues	Page 9			
<b>GRI 409: Forced or compulsory labour</b>	409-1 Businesses and suppliers at significant risk for incidents of forced or compulsory labour	Page 37			
<b>Forced or compulsory labour</b>					
<b>GRI 3: Material Issues in 2023</b>	3-3 Management of Material Issues	Page 9			
<b>GRI 413: Local communities</b>	413-1 Community-engaged enterprises, impact assessments and development projects	Page 29			
	413-2 Businesses with significant actual and potential negative impacts on local communities	Page 29			
<b>Customer health and safety</b>					
<b>GRI 3: Material Issues in 2023</b>	3-3 Management of Material Issues	Page 9			
<b>GRI 416: Customer health and safety</b>	416-1 Health and safety impact assessment in the categories of products and services	Page 26			
	416-2 Incidents of non-compliance with regard to health and safety impacts of products and services	0			

# ATHEX content index

ATHEX indicators	Publication	Page
A-G5	External assurance of the sustainability report	Existence of an External Assurance Search Policy
A-G1	Activities of the organisation	Page 5
C-G1	Governance structure	Page 31
	Number of members of the highest governance body	Page 31
	Executive members of the highest governance body	Page 31
	Female members of the highest governance body	Page 31
	Executive chairmanship of the highest governance body	Page 31
C-G2	The role of management and senior managers in relation to sustainable development	Page 31
	Management responsibility for reviewing and approving the sustainability information published	Page 31

	Procedure for the review and approval of sustainability information published	Page 31
	Reason why management is not responsible for reviewing and approving the sustainability information published	The highest body was considered to be the most appropriate one for this specific action
A-G4	Relationship between senior managers' political remuneration and their performance	The company has sustainability at the heart of its mission, so performance measurement indicators are tracked based on this and focus on managing the organisation's impact on the economy, the environment and people. Therefore, the variable remuneration policy is related to the objectives and performance of senior managers in terms of the organisation's contribution to the economy, the environment and people.
A-S4	Average annual remuneration of the organisation's employees	19,995.00 €
C-G4	Statement on the sustainable development strategy	At Alumil, sustainable development is at the core of our strategy, defining all actions. More specifically,

		we have developed an action plan, having defined measurable targets in three categories: the Environment, Society & Corporate Governance. For example, the targets include aiming to reduce the energy footprint by 30% by 2030, increasing the use of renewable energy sources in premises, ensuring zero occupational accident rates, making a substantial contribution to the energy upgrade of buildings and cities, and implementing ESG values in every aspect of the company.
C-G5	Code of Responsible Business Conduct Policy	Page 35
C-S6	Human rights respecting policy	Page 35
SS-S9	Complaint management mechanisms	<a href="https://www.alumil.com/greece/support/complaint-form">https://www.alumil.com/greece/support/complaint-form</a>

C-E	Scope 1 Greenhouse gas emissions	Page 17
C-S1	Approach for cooperation and participation of stakeholders	Page 9
C-S7	Employees covered by collective labour agreements	1256 employees
C-E1	Direct economic value generated	255,505,834.00 €
SS-E4	Interactions with water	There is a strong emphasis on good water management and initiatives to maintain high water recycling rates.
	Identifying water-related impacts	Lack of natural resources Quality of outflows Cost of consumption
	Addressing water-related impacts	Recycling - reuse of water at a rate of ~ 50%. All wastewater after treatment at the plant ends up in the biological purification of the Industrial Area of Kilkis and nothing is discharged into the environment
	Process for determining any water-related targets	Target setting by the Board of Directors (BoD) and action plan by the Divisions involved

SS-E3	Groundwater pumping	Not pumped from ALUMIL but from the industrial area of Kilkis.
	Water consumption	230.69 ML
C-E2	Indirect (Scope 2) emissions [gross location-based]	Page 17
SS-E2	Significant NOx air emissions	23,042.00 kg
	Significant SOx air emissions	208.00 kg
	Significant VOC air emissions	7,161.00 kg
	Significant air emissions of particulate matter (PM)	45,211.00 kg
A-E3	Hazardous waste produced	Page 19
	Non-hazardous waste produced	Page 19
C-S8	Number of suppliers assessed according to environmental criteria	Page 36
C-S4	Staff mobility	Page 24
SS-S6	High-consequence work-related injuries for all employees	Page 26
	Recorded work-related injuries for all employees	Page 26

C-S5	Employee training hours	Page 25
A-S2	Programmes to upgrade the skills of employees	Page 25
	Transition assistance programmes	Not supported
A-S1	Total capital expenditure	16,725,356.00 €
SS-E1	Greenhouse gas emission targets and milestones	<ol style="list-style-type: none"> <li>1. 12% reduction in carbon emissions and environmentally neutral company by 2030.</li> <li>2. Increase of 38% in the use of renewable energy in the facilities.</li> <li>3. Implementation of decarbonisation plan</li> <li>3. Strengthening the circular economy by offering energy efficient products. After Loop60, which consists of at least 60% recycled aluminium, the company is aiming for products with an even higher percentage of recycled material</li> </ol>

A-G3	Scope of greenhouse gas emission targets and milestones	<p>The categories are:</p> <p>-Scope 1 [Direct Emissions (14064-1 Category 1)] includes:</p> <ul style="list-style-type: none"> <li>a. Fuel consumption (oil, unleaded) of company vehicles</li> <li>b. Heating oil consumption</li> <li>c. Natural Gas consumption</li> <li>d. Consumption of oil for the use of Auxiliary Generating Sets</li> <li>e. Emissions from air conditioning and refrigeration systems and refrigerant leakage</li> </ul> <p>-Scope 2 [Indirect Emissions (14064-1 Category 2)] includes:</p> <p>Consumption of electricity purchased. This is the only applicable category for Scope 2. There is no steam, heating or cooling consumption related to the company's activities.</p> <p>-Scope 3 Indirect emissions (not included in Scope 2) includes emissions that are not generated by the company itself and are not the result of activities from assets owned or controlled by the company, but relate to upstream and downstream processes for</p>
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		<p>which the company is indirectly responsible for its value chain.</p> <p>The scope concerns the parent company in Greece which includes the plants in Kilkis and Xanthi, and the offices in Thessaloniki and Athens.</p>
C-S3	Senior management	Page 31
C-E3	Electricity purchased for consumption	30,968.63 MWh
C-E3	Energy produced from renewable sources	208.08 MWh
C-S3	Women in managerial positions	Page 31
C-S4	Compulsory retirements of staff	44 Retirements
C-G3	Material Issues	Page 9
A-G3	Sustainable development policy	Page 35
A-S1	Total operating costs	35,619,817.00 €

C-G1	Non-executive and independent members of the Board of Directors	Page 31
C-G6	Data security policy	Page 35
A-S2	Employee training expenditures	Page 40
C-E3	Energy production	208.08 MWh
C-S5	Hours of training in the top 10% of management	Page 25
C-G1	ESG qualifications of the Board of Directors (BoD) members	Page 31
SS-S6	Accident Frequency Rate and Accident Severity Rate	Page 26
SS-S1-2	Product quality and safety - Total number of product recalls issued	0 recalls
A-S3-1	Percentage of difference between male and female earnings	5.76%
C-S4-1	Employee turnover - Percentage of full-time employee voluntary turnover	11.77%
C-S4-2	Employee turnover - Percentage of full-time employee involuntary turnover	3.06%
C-S4-3	Employee turnover - Total employee turnover	8.23%
C-S5-1	Employee training - Average training hours of employees at top management level	47.83 hours
C-S5-2	Employee training - Average training hours of the rest employee categories	19.56 hours
C-S5-3	Employee training - Average training hours - Women	25.72 hours
C-S5-4	Employee training - Average training hours - Men	23.77 hours

C-G1-7	Board composition - Average age of board members	60 years old
C-G1-8	Board composition - Average tenure of board members	18 years
A-G6-1	ESG Bonds	0 €
A-E3-7	Waste management - Total amount of radioactive waste	0 tn
A-E7-1	Removals and carbon credits - GHG removals and storage	0 tn CO <sub>2</sub> eq
A-G1-2	Strategy, business model and value chain - Activity in fossil fuel sector, chemical production, controversial weapons, cultivation and production of tobacco	There is no such activity

## ASI content index

ASI indicators	Publication	Page
1.1	Legal compliance	Page 34
4.1	Environmental life cycle assessment	LCA for Loop60 (all architectural profiles)
4.2	Sustainability objectives in product design	Page 10
4.3	Aluminium processing scrap	Page 16
4.4	Collection and recycling of products at the end of their life cycle	Page 16
5.1	External assurance of the sustainability report	Existence of an External Assurance Search Policy
5.2	Greenhouse gas emissions from aluminium foundries	Page 17
7.1	Identifying water-related impacts	Lack of natural resources Quality of outflows Cost of consumption
7.2	Addressing water-related impacts	Recycling - reuse of water at a rate of ~ 50%. All wastewater after treatment at the plant ends up in the biological purification of the Industrial Area of Kilkis and nothing is discharged into the environment

8.1	Impacts on biodiversity from the construction or use of production plants, mines and transport infrastructure	The plant is located in the Industrial Area of Kilkis, an area of the prefecture that is not recognised as a sensitive biodiversity area
9.1	Human rights respecting policy	Page 35
10.2	Operations and suppliers at significant risk for child labour incidents	Page 36
10.3	Operations and suppliers considered to pose a significant risk of incidents of forced or compulsory labour in terms of the type of operation (such as the manufacturing plant) and the supplier	Page 36
10.5	Approach for cooperation and participation of stakeholders	Page 9
11.1	Implementation of occupational health and safety management system	Page 26



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