The GRI Content Index is an integral part of the MYTILINEOS Sustainable Development Report 2018, aiming at the compliance of the company with the New European Directive 2014/95 / EU on the disclosure of Non-financial Information.
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**ORGANISATIONAL PROFILE**

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<td>b. Boundaries: (page 30, 70)</td>
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<td>c. Specific limitation regarding the topic Boundary: None</td>
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<td>b. The purpose of the management approach: (page 70)</td>
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<td>c. Management approach components: (pages 71, 72, 76, 77)</td>
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<td>a-i. Evaluation: Internal review &amp; external verification</td>
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<td>403-1 Workers representation in formal joint management-worker health and safety committees</td>
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<td>403-2 Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities</td>
<td>(page 71, 74, 75)</td>
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<td>403-3 Workers with high incidence or high risk of diseases related to their occupation</td>
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<td></td>
<td>There are no workers whose work, or workplace, is controlled by the organization, involved in occupational activities who have a high incidence or high risk of specific diseases</td>
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b. Boundaries (page 30)  
c. Specific limitation regarding the topic Boundary: None |          | ✓                  |
| | 103-2 The management approach and its components | a. How the organization manages the topic: Annual Report (page 2)  
b. The purpose of the management approach: Annual Report (page 14-25) |          | ✓                  |
| | 103-3 Evaluation of the management approach | a-i Evaluation: Internal review & external verification  
a-ii. Results: (page 33) - Annual Report (page 14-19)  
a-iii. Adjustments: Annual Report (pages 82-88) |          |                    |
| GRI 201: Economic performance | 201-1 Direct economic value generated and distributed | (page 21) |          |                    |
| | 201-3 Defined benefit plan obligations and other retirement plans | Annual Report (page 110) |          |                    |
| | 201-4 Financial assistance received from government | No financial support was received from government in 2018 |          |                    |
| GRI 204: Procurement Practices | 204-1 Proportion of spending on local suppliers | (page 18) |          |                    |

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| **GRI 103: Management Approach** | 103-1 Explanation of the material topics and its boundaries | a. Why the topic is material: (page 78)  
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c. Specific limitation regarding the topic Boundary: None | - | ✓ |
| | 103-2 The management approach and its components | a. How the organization manages the topic: (pages 79, 81)  
b. The purpose of the management approach: (page 78)  
c. Management approach components: (page 81) | - | ✓ |
| | 103-3 Evaluation of the management approach | a-i. Evaluation: Internal review & external verification  
a-ii. Results: (page 81)  
a-iii. Major Adjustments: No adjustments | - | ✓ |
<p>| <strong>GRI 205: Anti-corruption</strong> | 205-3 Confirmed incidents of corruption and actions taken | (page 81) | - | ✓ |
| <strong>GRI 206: Anti-competitive Behavior</strong> | 206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices | There have been no incidents of legal action for anti-competitive behavior, anti-trust or monopoly practices during the reporting period. | - | |</p>
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|                    | 103-2 The management approach and its components                            | a. How the organization manages the topic: (pages 48, 50)  
|                    |                                                                 | b. The purpose of the management approach: (page 48)  
|                    |                                                                 | c. Management approach components: (pages 50, 51)             |          | ✓                  |
|                    | 103-3 Evaluation of the management approach                                  | a-i. Evaluation: Internal review & external verification  
|                    |                                                                 | a-ii. Results: (page 52)  
|                    |                                                                 | a-iii. Major Adjustments: (page 53)                          |          | ✓                  |
| 301-1 Materials used by weight or volume | 301-1 Materials used by weight or volume                                    | (pages 60, 61, 62)                                             |          |                    |
| 301-2 Recycled input materials used | 301-2 Recycled input materials used                                       | (pages 60, 62)                                                 |          |                    |
| 302-1 Energy consumption within the organization | 302-1 Energy consumption within the organization                           | (page 55)                                                      |          |                    |
| 302-3 Energy intensity | 302-3 Energy intensity                                                      | (page 56)                                                      |          |                    |
| 303-1 Water withdrawal by source | 303-1 Water withdrawal by source                                            | (page 63)                                                      |          |                    |
| 303-2 Water sources significantly affected by withdrawal of water | 303-2 Water sources significantly affected by withdrawal of water | (page 62)                                                      |          |                    |
| 303-3 Water recycled and reused | 303-3 Water recycled and reused                                            | (page 64)                                                      |          |                    |
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### Material topics

### Environmental Management & Climate Change

**GRI 304: Biodiversity**

| 304-1 | Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas | (page 67) |  |  |
| 304-2 | Significant impacts of activities, products, and services on biodiversity | (page 67) |  |  |
| 304-3 | Habitats protected or restored | (page 67) |  |  |

**GRI 305: Emissions**

| 305-1 | Direct (Scope 1) GHG emissions | (page 53) |  | ✅ |
| 305-2 | Energy indirect (Scope 2) GHG emissions | (page 53) |  |  |
| 305-3 | Other indirect (Scope 3) GHG emissions | (page 53) |  |  |
| 305-4 | GHG emissions intensity | (page 54) |  |  |
| 305-6 | Emissions of ozone-depleting substances (ODS) | There are no such emissions |  |  |
| 305-7 | Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions | (page 53) |  |  |

**GRI 306: Effluents & Waste**

| 306-1 | Water discharge by quality and destination | (page 59) |  |  |
| 306-2 | Waste by type and disposal method | (page 57) |  |  |

**GRI 307: Environmental Compliance**

| 307-1 | Non-compliance with environmental laws and regulations | (page 52) |  |  |
### Employment Practices

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<td>404-3 Percentage of employees receiving regular performance and career development reviews</td>
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<td>407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk</td>
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b. Boundaries: (pages 31, 96)  
c. Specific limitation regarding the topic Boundary: None |          | ✓                 |
| | **103-2** The management approach and its components | a. How the organization manages the topic: (pages 96, 97)  
b. The purpose of the management approach: (page 96)  
c. Management approach components: (page 97) |          | ✓                 |
| | **103-3** Evaluation of the management approach | a-i. Evaluation: Internal review & external verification  
a-ii. Results: (page 98)  
a-iii. Major Adjustments: No adjustments |          | ✓                 |
<p>| GRI 203: Indirect Economic Impacts | <strong>203-1</strong> Infrastructure investments and services supported | (page 98)                                                                                   |          | ✓                 |
| GRI 413: Local Communities | <strong>413-1</strong> Operations with local community engagement, impact assessments, and development programs | a-iv. local community development programs based on local communities’ needs: (page 98) |          |                   |
| GRI 415: Public Policy | <strong>415-1</strong> Political contributions | MYTILINEOS does not provide any political contributions to any of the governments directly or indirectly. Code of Conduct: <a href="http://www.mytilineos.gr/Uploads/PRESENTATIONS/2017/Kodikas_Deontologias_Omilo">www.mytilineos.gr/Uploads/PRESENTATIONS/2017/Kodikas_Deontologias_Omilo</a> u_2016_EN_WEB.pdf (page 14) |          |                   |</p>
<table>
<thead>
<tr>
<th>GRI Standard</th>
<th>Disclosure</th>
<th>Page number(s) and/or URL(s)</th>
<th>Omission</th>
<th>External Assurance</th>
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<tbody>
<tr>
<td><strong>Material topics</strong></td>
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<td><strong>Market Presence</strong></td>
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<td>GRI 103: Management Approach</td>
<td>103-1 Explanation of the material topics and its boundaries</td>
<td>a. Why the topic is material: (page 106)</td>
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<td></td>
<td></td>
<td>b. Boundaries: (pages 31, 106)</td>
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<td>c. Specific limitation regarding the topic Boundary: None</td>
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<td></td>
<td>103-2 The management approach and its components</td>
<td>a. How the organization manages the topic: (pages 106, 108)</td>
<td>-</td>
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<td></td>
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<td>b. The purpose of the management approach: (page 106)</td>
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<td>c. Management approach components: (page 108)</td>
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<td>103-3 Evaluation of the management approach</td>
<td>a-i. Evaluation: Internal review &amp; external verification</td>
<td>-</td>
<td>✓</td>
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<td></td>
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<td>a-ii. Results: (page 110)</td>
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<td>a-iii. Major Adjustments: No adjustments</td>
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<td>GRI 204: Procurement Practices</td>
<td>204-1 Proportion of spending on local suppliers</td>
<td>(page 18)</td>
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<td>GRI 416: Customer Health and Safety</td>
<td>416-2 Incidents of non-compliance concerning the health and safety impacts of products and services</td>
<td>(page 110)</td>
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<td>GRI 417: Marketing and Labeling</td>
<td>417-1 Requirements for product and service information and labeling</td>
<td>(page 111)</td>
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<td>417-2 Incidents of non-compliance concerning product and service information and labeling</td>
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<td>417-3 Incidents of non-compliance concerning marketing communications</td>
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<td>GRI 418: Customer Privacy</td>
<td>418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data</td>
<td>(page 110)</td>
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<td>GRI 419: Socioeconomic Compliance</td>
<td>419-1 Non-compliance with laws and regulations in the social and economic area</td>
<td>There were no significant fines and non-monetary sanctions for non-compliance with laws and/or regulations in the social and economic area against MYTILINEOS in 2018</td>
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