

ESG Performance Statement

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Climate Change: • We are disclosing for the first time our indirect Scope 3 emissions from our upstream and downstream activities. • We have disclosed for the first-time data on our adaptation to climate change through the CDP international organization for Sustainable Development. • We are consistently supporting the production of clean energy with investments in RES, which in 2021 rose to 9.7% of our total production, increased by 12.8% relative to 2020. • The absolute direct and indirect (Scope 1 & Scope 2) CO₂ emissions decreased by nearly 12.4% relative to their 2019 levels.

Air quality: We further reduced by 2% the total quantity of our NOx/SOx emissions and the quantity of particulate emissions by **48.3%** relative to 2020.

Environmental management: • We implement an ISO 14001:2015 certified environmental management system and we also promote the systematic application of Best Available Techniques in all our Business Units. • Our expenditures for the protection of the environment in 2021 amounted to **€82.8 million**. • In 2021 there were no incidents of any form of pollution of the natural environment from our production activity.

Circular economy: • We increased the production of secondary aluminium using aluminium scrap as raw material, which in 2021 represented around **20%** of the Company's total production, significantly contributing to the reduction of energy consumption and air emissions. • The percentage of solid waste that was recycled and reused during 2021 increased to **25%**. • The percentage of solid

waste directed to landfills was limited to **2.0%**. • We have reduced the total amount of hazardous waste by almost 19% from 2020.

Research & Development: • We continued to invest in research and innovation, through the participation of the Metallurgy Business Unit in **24 European programs** for the development of new technologies for the utilization of bauxite residues, while MYTILINEOS' total R&D investments amounted to **€2.5 million**.

Ecological Impacts: • During 2021 there have been no incidents of degradation of biodiversity as a result of the Company's activities. • We continued our mining activity in a responsible and sustainable manner, increasing to **84%** the rehabilitation rate of the total exploitable land area used in mining operations, without earmarking new land areas for mining purposes.

Water: • We withdraw water from renewable sources, while our activity does not limit or threaten the adequacy of the water quantity available in the aquifer. • In 2021, total freshwater withdrawal stood at 56 thousand ML, slightly increased by 2.1% relative to 2020. • The amount of water reused in other Company plants, thus preventing an equivalent volume of water withdrawals, amounted to **7.5 ML**, increased by **10.7%** from 2020.

Environmental compliance: • There have been no incidents of non-compliance with environmental laws and regulations, as a result of which the Company avoided direct financial risks (e.g., fines) as well as indirect ones related to its image and reputation.

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Occupational Health and Safety: • No fatalities or occupational diseases were recorded among direct employees. Despite the efforts made on an ongoing basis, there was one fatality involving a contractor employee. • Injury rates (with interruption of work for 3 or more days) per 200,000 work hours of direct and indirect employees were kept at low levels (0.37 & 0.22 respectively). • The overall injury rates for direct and indirect employees were slightly higher than in 2020, at **0.85 and 0.29** injuries per 200,000 work hours respectively.

Employment: • As an industrial Company, we increased by **25%** our percentage share of total employment (direct & indirect), while at the same time we kept the percentages of part-time and fixed-term employees to low levels. • We continued to invest in the development of technical and personal skills, covering **54%** of our human resources with targeted professional training programs. • **More than 4 out of 10 employees** are covered by business collective bargaining agreements.

Human Rights: • We have implemented for the 5th consecutive year the self-assessment process regarding the protection of Human Rights, in all our Business Units. According to the results of the self-assessment process, no areas were identified in which the deficiencies observed could jeopardize the protection of Human Rights in the Company's activities. • We also implemented a special e-learning training program for **730 of our Executives** on Human Rights topics.

Equal Opportunities: • We continued our work on developing a methodology for collecting and analyzing data to understand the gender pay gap. • We continued our assessment in connection with the revision of our Human Resources Policies, in order to ensure the integration of Equal Opportunities into them, and we explored the scope of their application and the context for formulating the Diversity, Equal Opportunities & Inclusivity Policy. • In 2021, the percentage of women in the Company's Executive staff increased further, reaching **21.1%**.

Social Investments: • Continuing with the implementation of our social policy, we implemented **16 social programs** and social initiatives at central and local level, benefiting nearly **53,000 citizens** and making a significant contribution to all social aspects of the Sustainable Development Goals. • At the same time, the management of social issues, both centrally and at local level, has prevented the occurrence of risks that might have significant negative impacts on our financial results.

Responsible supply chain: • We have completed the training of **80 of our key suppliers** who are based in Greece, in the 10 Principles of the UN Global Compact and in Sustainable Development. • We have launched the formal **ESG assessment** of key suppliers and, at the same time, we have introduced the sustainable development assessment process for new and existing suppliers, to all purchasing and procurement departments/divisions of all our Business Units.

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Corporate conduct: • We continued the implementation of a custom training programme on the Company's Code of Business Conduct for Company employees. • We applied our "Zero Tolerance" approach in connection with incidents of corruption and bribery in all our activities, both domestically and internationally. • There were no financial sanctions arising from violations of our Code of Business Conduct. • We have strictly complied with the legislation in force regarding our activity; as a result, there were no incidents of non-compliance involving any environmental, social and economic aspects of our activity. • We successfully continued the dialogue with our Stakeholders at the local level, implementing a special thematic Consultation in the Metallurgy Business Unit, which was entitled:

"Covid-19: Measures and actions for the effective management of the pandemic – Health protection and business continuity".

Corporate Governance: • We continue our voluntary adaptation to the UK Corporate Governance Code - 2018, and have already aligned ourselves with approximately 75% of the relevant requirements. • We have strengthened the supervision mechanism by which the Board of Directors oversees sustainable development issues, by creating the Sustainability Committee of the Board of Directors. • We incorporate ESG KPIs in the variable fees of the Board members' remuneration. • We increased the percentage of women on the Board of Directors to **27.3%**.