SUSTAINABILITY REPORT 2021

ALUMAN S.A.

ALUMINIUM SLUGS MANUFACTURING

SUSTAINABILITY REPORT 2021 Version1 20/4/2023

Version1 20/4/2023

GRI Standards:

This report has been prepared in accordance with the GRI Standards: CORE OPTION
To make it easier to locate a topic, there is a summary table of GRI codes on page 62, where one can match the GRI code of a topic with the page where that specific topic can be found.

Important Notice:
The notation used for numeric separators in this sustainability report follows the standard convention, with a comma (,) acting as the thousands separator and a period (.) acting as the decimal separator.

Statement by the highest decision-maker

(GRI 102- 14)

Our company places sustainable development as a top priority, and it is important to emphasize this. We integrate sustainable development into our core values and activities, and this Sustainable Report discloses our sustainable development strategy and performance for the year 2021, in line with international standards.

We recognize that greenhouse gas (GHG) emissions from human activities are a major contributor to climate change. As a response, we have set an absolute objective to reduce GHG emissions, demonstrating our commitment to participating in worldwide initiatives to prevent global warming.

We believe that global concerns can only be addressed through collaborative efforts. For this reason, we promote social and environmental responsibility, fair and ethical business practices, and close engagement with our suppliers across the supply chain.

In 2021, we expanded aluminum recycling as a way to improve the sustainability of our supply chain. Our target is to increase the quantity of recycled aluminum in our products, so contributing to a circular economy.

We are committed to managing the waste generated in our factory in an ecologically sustainable way, and we are continuously striving to improve our waste management practices.

Overall, this report demonstrates our commitment to sustainable development and showcases our progress in improving our sustainability performance. Our company remains committed to sustainable development and the findings presented in this report, which demonstrates our progress towards improving sustainability performance.

Board of Directors

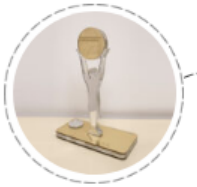
Awards

For more than 4 decades, ALUMAN has been one of the most awarded companies in its field. Coveted, reputable and numerous, our awards are an acknowledgement of our people's hard work, commitment to excellence and a manifestation of the company's positive public and industry image. Please, see the chronological list of our awards below:

1980 Hermes National Export Award, Athens Chamber of Commerce & Industry

1997 Hermes National Export Award, Athens Chamber of Commerce & Industry, Winners for the 2nd time

2013 3rd Prize of the prestigious Greek Exports Award, Industrial Exporting Company category

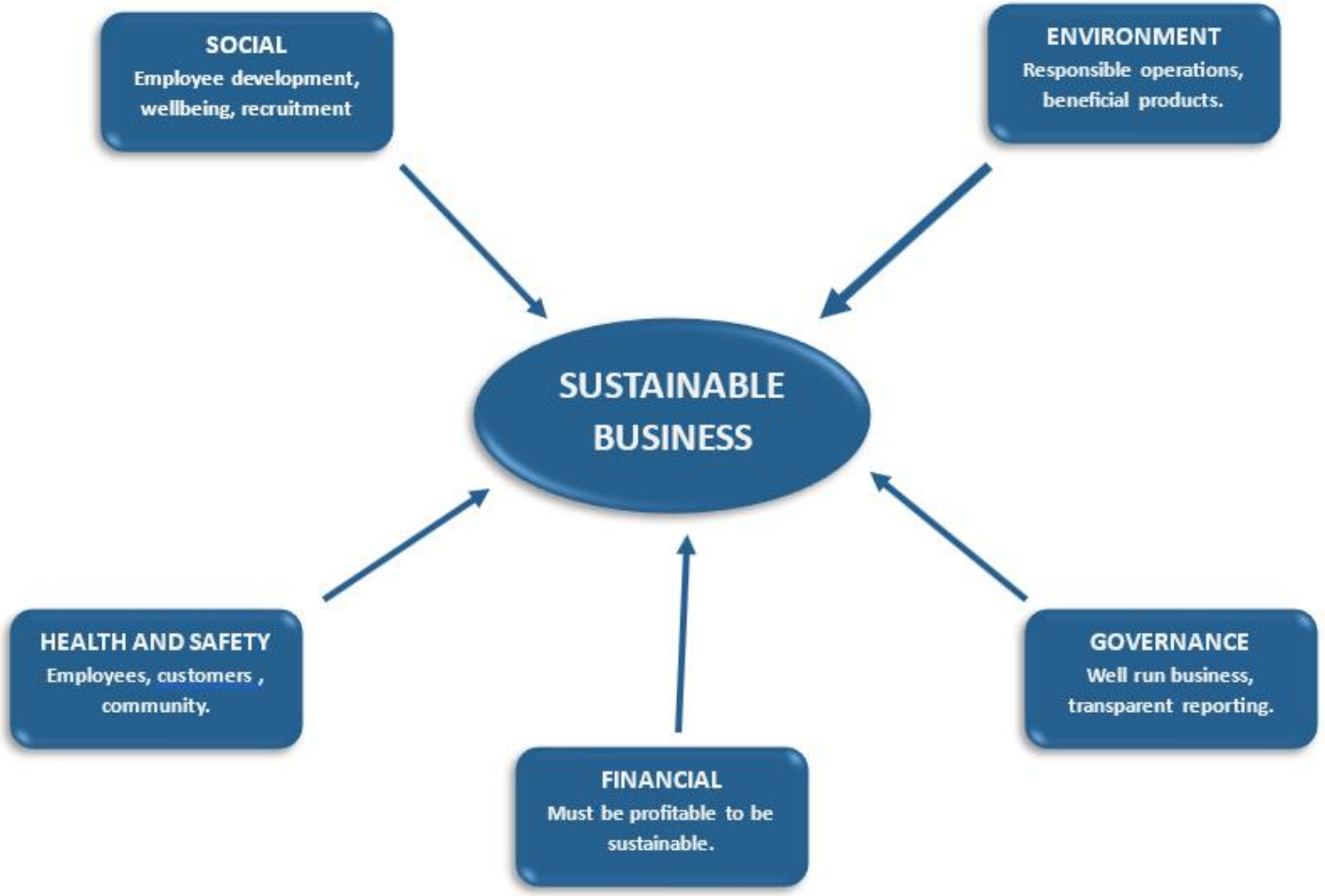


2017 Creative Greece Award for Exports & Extroversion

2018 Creative Greece Award for Exports & Extroversion, 2nd time winners

2021 Intertek Achievement Award for Workplace Conditions

2023 2nd Prize of the Greek Exports Award 2023, Top Industrial Exporting Company category

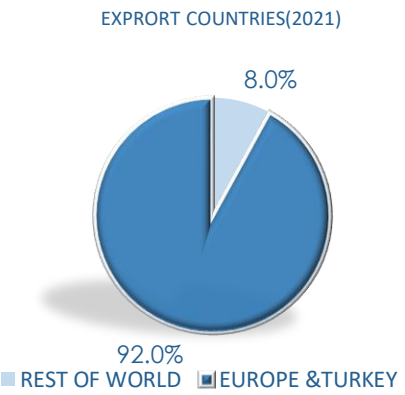

SOCIAL
Employee development, wellbeing, recruitment
ENVIRONMENT
Responsible operations, beneficial products.
SUSTAINABLE BUSINESS
HEALTH AND SAFETY
Employees, customers , community.
FINANCIAL
Must be profitable to be sustainable.
GOVERNANCE
Well run business, transparent reporting.

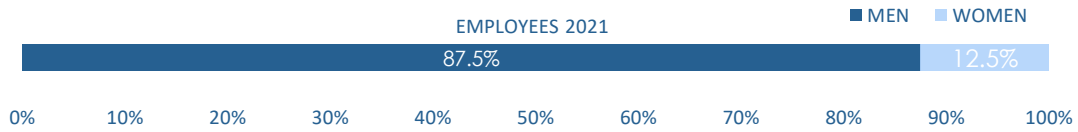
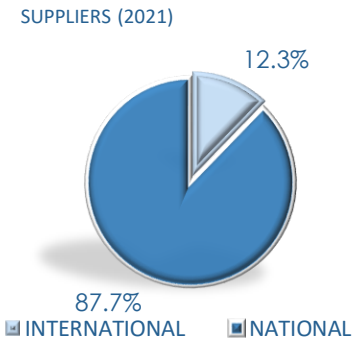
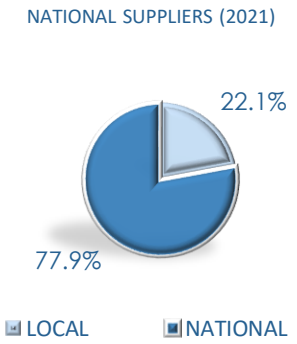

ORGANIZATIONAL
PROFILE
GENERAL
DISCLOSURES
STRATEGY
GOVERNANCE
INTEGRITY
SUPPLY
CHAIN
REPORTING
ETHICS
STAKEHOLDER
ENGAGEMENT
MANAGEMENT

GRI 102: GENERAL DISCLOSURES

Organizational Profile

Disclosure Requirements	Information	GRI /ASI
Name of the organization	ALUMAN SA	102-1
Activities, brands, products, and services	ALUMAN SA, produces two types of precision manufactured aluminium semis in the forms of slugs (including slugs with hole) and discs (including discs with ears). A combination of state-of-the-art equipment, up to date industrial management techniques, a devoted and highly experienced staff and a strategic geographical location have led to international recognition for ALUMAN, evident by its export achievements. 100% of its production is exported. Moreover, the dynamism of export activity and contribution to Greek exports has been recognized by the Athens Chamber of Commerce & Industry, which has awarded ALUMAN the National Export Award twice, in 1980 and 1997.	102-2
Headquarters of the organization	3 Merlin Str, Athens, Greece	102-3
Establishments	56th Km National Road Athens – Lamia, 320 11 Inofyta Viotias – Greece (Municipality of Tanagra)	102-4
Ownership and legal form	Legal form: (ABEE (A.B.E.E.) Ανώνυμη Βιομηχανική Εμπορική Εταιρεία is translated into S.A (Societe Anonyme).	102-5

Markets served	100% of production (Aluminium semis in the forms of slugs (including slugs with hole) and discs (including discs with ears) are exported. 92% of quantity in European countries (Europe & Turkey) and the rest in America, Middle East, and Africa. Exporting countries: Algeria, Argentina, Bulgaria, Czech Republic, Egypt, Finland, France, Germany, Hungary, India, Italy, Lebanon, Mexico, Portugal, Saudi Arabia, Slovakia, Spain, Switzerland, Turkey, United Kingdom, Ukraine  	102-6

Scale of the organization and information on employees and other workers.	Information on the scale of the company is available in the Annual Report for the fiscal year 2021. **https://www.aluman.gr/wp-content/uploads/2022/10/ALUMAN-SA-2021-FINANCIAL-STATEMENTS.pdf** In December 2021, ALUMAN employed 144 people, 126 of whom were men and 18 of whom were women. 	102-7 102-8
Supply chain	The supply chain begins with the delivery of aluminum ingots from the international market. In the factory located in Inofyta, Greece, the company produces the aluminum semis. The final product is then delivered to the clients, 75% of whom are in Europe (Europe & Turkey), while the remaining 25% are located worldwide. In 2021, ALUMAN cooperated with 365 suppliers to purchase raw materials, auxiliary materials, and machinery. International suppliers represented about 12.3% of the total, while national suppliers accounted for 87.7%. Finally local suppliers represent 22.1% of national suppliers. ALUMAN has implemented a supplier code of conduct, which is available on its website.  	102-9

	Link to the Supplier Code of Conduct: https://www.aluman.gr/sustainability/our-sustainable-commitment-ethics-and-sustainability/	
Significant changes in the organization and its supply chain	There were no significant changes in the Company in 2021.	102-10
Precautionary approach or precautionary principle	ALUMAN recognizes the importance of the precautionary approach and identifies and evaluates risks associated with its business activities at an early stage to achieve its objectives, comply with legal requirements, and minimize negative impacts on people and the environment. The risk assessment covers all areas, including social and environmental risks, as well as safety risks. The company's certified management systems integrate all optimization activities, with active engagement from employees and external partners. ALUMAN also provides specific examples of how it has applied the precautionary approach in practice, such as implementing measures to reduce carbon emissions and ensuring safe working conditions for employees.	102-11
External initiatives	ASI Aluminium Stewardship Initiative	102-12
Membership in associations and interest groups	ALUMAN is a proud and active member of the Central Greece Industry Federation by holding two out of three Vice President seats. The Federation's purpose is to promote the healthy collaboration of industry and local stakeholders in order to achieve sustainable progress for both. Furthermore, ALUMAN's management holds the vice Presidency for secondary aluminium in the Hellenic Aluminium Association with a strategic input of enhancing recyclability, national policies and promoting the circular economy for aluminium. Finally, ALUMAN is an active member of the Hellenic Federation of Enterprises with participation in its General Council.	102-13

Strategy

Disclosure Requirements	Information	GRI /ASI
Statement by the highest decision-maker	Our company places sustainable development as a top priority, and it is important to emphasize this. We integrate sustainable development into our core values and activities, and this Sustainable Report discloses our sustainable development strategy and performance for the year 2021, in line with international standards. We recognize that greenhouse gas (GHG) emissions from human activities are a major contributor to climate change. As a response, we have set an absolute objective to reduce GHG emissions, demonstrating our commitment to participating in worldwide initiatives to prevent global warming. We believe that global concerns can only be addressed through collaborative efforts. For this reason, we promote social and environmental responsibility, fair and ethical business practices, and close engagement with our suppliers across the supply chain. In 2021, we expanded aluminum recycling as a way to improve the sustainability of our supply chain. Our target is to increase the quantity of recycled aluminum in our products, so contributing to a circular economy. We are committed to managing the waste generated in our factory in an ecologically sustainable way, and we are continuously striving to improve our waste management practices. Overall, this report demonstrates our commitment to sustainable development and showcases our progress in improving our sustainability performance. Our company remains committed to sustainable development and the findings presented in this report, which demonstrates our progress towards improving sustainability performance.	102-14

Ethics and integrity

Disclosure Requirements	Information	GRI /ASI
Values, principles, standards, and norms of conduct	ALUMAN is committed to acting in accordance with the law. Employees must follow all applicable laws and regulations, as well as the company's internal policies, including the Code of Conduct. Every member of the company is dedicated to preventing and identifying unlawful or unethical business activities. The Code of Conduct and the Supplier Code of Conduct represent the organization's continuous commitment to ethical business practices and regulatory compliance across the organization (shareholders, directors, employees, contractors, suppliers, customers, the individuals, or entities with whom they have interactions, ALUMAN's stakeholders). The Code of Conduct is the foundation for the company's efforts to constantly do the right thing and act with integrity. Link to the Code of Conduct: https://www.aluman.gr/wp-content/uploads/2023/05/Code-of-conduct-engl-v2-20.04.2023-fin.pdf Link to the Supplier Code of Conduct: https://www.aluman.gr/wp-content/uploads/2023/05/SUPPLIER-CODE-OF-CONTACT-ENG-v3-20.4.2023-1.pdf	102-16

Governance

Disclosure Requirements	Information	GRI /ASI
Governance structure	ALUMAN S.A. is committed to upholding high standards of corporate governance that align with its core principles of integrity, sustainability, trust, profitability, and development. The company has implemented a robust governance structure that includes an organization chart and detailed definition of the duties of the Board of Directors and separate committees. The Board of Directors comprises individuals with diverse backgrounds and expertise who oversee the management of the company and provide strategic direction. The Managing Director oversees daily operations, ensures corporate governance compliance, conducts risk assessments, and approves the company's sustainability report. The Sustainability Report Audit Committee ensures that sustainability issues are adequately addressed and reported on in the company's sustainability report. The Quality, Environment, Health and Safety, Energy Review Committee monitors the company's performance on environmental and health and safety issues, while The Employees' Committee on OSH provides a platform for employees to raise concerns related to occupational health and safety. The OSH Committee is responsible for developing and implementing policies and procedures related to occupational health and safety, while The Compliance and Complaints Investigation Committee oversees compliance with relevant regulations and investigates complaints. The Director of Management Systems and his Deputy oversee the establishment of management systems and ensure their effective implementation across the organization. To ensure that the company operates in a socially responsible and sustainable manner, ALUMAN S.A. has established a Code of Conduct that outlines ethical principles and standards of behavior expected of all employees, contractors, and suppliers. In addition, the company has established communication and complaint channels to enable	102-18

	stakeholders to report any concerns related to sustainability issues. https://www.aluman.gr/our-commitment-to-transparency-and-accountability/ aluman.ethics@aluman.gr Overall, ALUMAN S.A. demonstrates a strong commitment to corporate governance and sustainability, as evidenced by its robust governance structure, Code of Conduct, and communication and complaint channels. The company recognizes the importance of engaging with stakeholders on sustainability issues and is continuously striving to improve its sustainability performance.	
Consulting stakeholders on economic, environmental, and social topics	ALUMAN's actions and practices are evaluated and planned on the basis of systematic and effective two-way communication with stakeholders. The management board communicates with employees directly through employee representatives. The board has also appointed representatives to engage on the company's behalf with suppliers, customers, the local community, the media, and administration. Finally, each employee has the right to report concerns expressed by a stakeholder. In accordance with its management system processes, ALUMAN analyzes and redefines its stakeholders as needed. Communication with stakeholders is necessary not only for the continuous improvement of the company's services, but also for the prompt response to their expectations and needs. Contact has been made until now through phone, email, and direct conversation at meetings. The company will send a CSR questionnaire to stakeholders in the near future to evaluate their interest in certain CSR topics that will need to be publicly disclosed or further analyzed.	102-21

Role of highest governance body in setting purpose, values, and strategy	The Board of Directors of ALUMAN plays a decisive role in determining the purpose, values and strategy of the organization. The Board of Directors has adopted a Code of Conduct applicable to all employees and members of the Board, which demonstrates the company's commitment to ethical business practices. The Code of Conduct addresses legal compliance as well as other important issues such as the resolution of conflicts of interest and the commitment to equal opportunities for all employees. To ensure compliance with basic anti-corruption and human rights laws, as well as other areas of governance, ALUMAN has established procedures to be followed by all employees and members of the Board of Directors. The top governing body regularly evaluates the company's performance in relation to its purpose, values and strategy and takes steps to ensure that the company remains aligned with its sustainability goals. In addition, ALUMAN works with stakeholders to receive feedback on its performance and guide decision-making processes. In summary, ALUMAN's Board of Directors is committed to defining the purpose, values and strategy of the organization in a transparent and responsible way. The Code of Conduct and the established procedures demonstrate ALUMAN's commitment to ethical business practices and its dedication to sustainable business activities.	102-26
Identifying and managing economic, environmental, and social Impacts. Review of economic, environmental, and social topics	The CEO and members of the Board of Directors participate in Top Management Reviews of the company's management systems on a yearly basis. The reviews identify and assess the risks and opportunities related to the company's operating framework, legal compliance, occupational health and safety, responsible sourcing, stakeholder expectations, environmental aspects, corporate social responsibility issues, significant energy consumption, and energy performance improvement. The information collected by interested parties is utilized in the assessments.	102-29 102-31

Stakeholder Engagement

Disclosure Requirements	Information	GRI /ASI
List of stakeholder groups Identification and selection of stakeholders Approach to stakeholder engagement Important issues and concerns raised	ALUMAN constantly engaged its stakeholders in monitoring its business operations as part of its commitment to its stakeholders. This engagement method has identified stakeholders who have a direct impact, a significant influence, or an interaction with ALUMAN's business activities.  	102-40 102-42 102-43 102-44

STAKEHOLDER GROUP:	METHODS OF ENGAGEMENT:	RELEVANT TOPICS AND ISSUES:
SHAREHOLDERS	Annual budget planning and monthly reports	Business performance, governance practices, Sustainability strategy.
CUSTOMERS	Visits to customers Trade shows Website Customer satisfaction surveys Continuous engagement	Product quality, Delivery on time, Sustainability (energy usage, carbon footprint, water stewardship, waste management, CSR practices, responsible sourcing, and legislation
EMPLOYEES	Everyday management Employee engagement surveys Training opportunities /career development (As needed) Employment contracts Internal communication Performance assessments Negotiations with representatives.	Employee job satisfaction, career development, operational efficiency, health, safety and wellness, ethical business practices, training and education, , business performance, product, and process innovation
SUPPLIERS	Procurements employes engagement Supplier surveys /Assessments (once a year) Meetings – Negotiation meetings Request quotes Presentation of new materials /machinery (As needed)	Materials /machinery quality and safety, responsible sourcing, ethical business practices, product and process innovation, compliance with regulations and legislation, environmental and sustainability practices.
COMMUNITY	Social events and actions Communication	Environmental issues, employment, health and

	Local legislation Philanthropic efforts Volunteering	safety issues, local community issues, volunteer efforts.
GOVERNMENT & REGULATORY AUTHORITIES	Governmental affairs liaison Plant Audits Reports (once a year)	Compliance with regulations and legislation, ethical business practices.
CERTIFICATION BODIES	Annual Audits Audit Reports	Compliance with sustainability standards, Environmental impact, Supply chain transparency.
MEDIA OF MASS COMMUNICATION	Publications Interviews and Interviewing	Environmental stewardship, social impact.
EDUCATIONAL INSTITUTIONS	Educational programs, workshops, and seminars	Sustainable practices in the aluminum industry, Research and development, Skills development.
COMPLIANCE AND COMPLAINTS INVESTIGATION COMMITTEE	Through procedures, the Code of Ethics, and the Labor Regulations.	Labor practices, Ethical conduct, Grievance mechanisms.

Reporting Practice

<table>
<tr><th>Disclosure Requirements</th><th>Information</th><th>GRI /ASI</th></tr>
<tr><td>Procedure for determining the content of the report and the delimitation of topics</td><td>ALUMAN has identified and prioritized material topics for its sustainability report, which reflects the organization's significant economic, environmental, and social impacts or that substantively influence the assessments and decisions of stakeholders. The report uses the GRI framework and guidelines and covers sustainability performance data for the calendar year 2021. The organization has collected and verified information on these material topics to ensure the accuracy and completeness of the report. We aim to keep our stakeholders updated on our sustainability efforts and their outcomes.</td><td>102-46</td></tr>
<tr><td>List of key topics</td><td>Material topics
<table><tr><th colspan="8">MATERIAL TOPICS</th></tr><tr><th>1</th><th>2</th><th>3</th><th>4</th><th>5</th><th>6</th><th>7</th><th>8</th></tr><tr><td>Corporate governance and risk management</td><td>Financial Performance</td><td>Ethical management and legal compliance</td><td>Information security and customer privacy</td><td>Supply chain management</td><td>Procurement practices and management</td><td>Climate change responses</td><td>Energy and greenhouse gas management</td></tr><tr><th>9</th><th>10</th><th>11</th><th>12</th><th>13</th><th>14</th><th>15</th><th>16</th></tr><tr><td>Water management</td><td>Waste management</td><td>Hazardous substances management</td><td>Talent attraction and retention</td><td>Employee rights and diverse equality</td><td>Employee training</td><td>Occupational health and safety</td><td>Community investment and participation</td></tr></table></td><td>102-47</td></tr>
<tr><td>Restatement of information</td><td>There is no significant restatement of information.</td><td>102-48</td></tr>
<tr><td>Change in reporting</td><td>No changes</td><td>102-49</td></tr>
<tr><td>Reporting period</td><td>01.01.2021-31.12.2021</td><td>102-50</td></tr>
</table>

Date of last report	This is the first sustainability report.	102-51
Report cycle	The Sustainability Report is published yearly.	102-52
Contact person for questions about the report	a.lemonidis@aluman.gr	102-53
Declaration on reporting in accordance with GRI Standards	In accordance with the recommendations of the Global Reporting Initiative's (GRI) internationally recognized standard, our sustainability reports give extra information on the Company's economic, environmental, and social performance.	102-54
GRI Content Index	This report was created in accordance with GRI standards.	102-55
External audit	There has been no external audit.	102-56

GRI 103: MANAGEMENT APPROACH

General

Disclosure Requirements	Information	GRI /ASI
Explanation of the main topic and its boundary.	Identification of material topics: In collaboration with an external expert and internal stakeholders (BoD and employees in contact with : government authorities, customers, suppliers, local communities etc.) , ALUMAN conducted a comprehensive assessment to identify the most pertinent environmental, social, and governance (ESG) issues aligned with our business priorities in 2021. These issues have played a pivotal role in supporting our sustainability initiatives throughout the previous year. To further address stakeholders' concerns, we plan to distribute an extensive questionnaire in the upcoming year, aiming to identify additional areas of interest. Definition of boundaries: All activities of the company are included in the report. Material topics Corporate governance and risk management: This topic is highly relevant as it addresses the company's internal control systems, decision-making processes, and risk mitigation strategies. It provides insights into how the company ensures ethical conduct, transparency, and accountability in its operations. Financial performance is essential for the company; it is important as a material topic as it contributes to investments in sustainable technology or financial contributions to community development. Ethical management and legal compliance: This topic is highly relevant as it showcases the company's commitment to ethical practices and adherence to legal regulations. It covers areas such as anti-corruption measures, responsible sourcing, and compliance with labor and human rights standards. Information security and customer privacy: Information security and customer privacy are important considerations. Supply chain management: Supply chain management is a crucial topic as it involves the sourcing of	103-1

raw materials, logistics, and relationships with suppliers. It addresses issues like responsible sourcing, supplier diversity, and supply chain transparency, all of which can have significant social and environmental impacts.

Procurement practices and management: Procurement practices and management are closely linked to supply chain management. This topic focuses on how the company selects and engages with suppliers, ensuring ethical and sustainable procurement practices.

Climate change responses: Given the environmental impacts associated with the production and use of aluminum, climate change responses are highly relevant. This topic covers initiatives such as reducing greenhouse gas emissions, implementing energy-efficient processes, and promoting renewable energy use.

Energy and greenhouse gas management: Energy and greenhouse gas management directly relate to the environmental footprint of the company. This topic addresses the company's efforts to reduce energy consumption, increase energy efficiency, and manage greenhouse gas emissions.

Water management: Water management is an important topic as the aluminum production process requires water. It involves responsible water usage, water conservation measures, and addressing potential water-related risks and impacts.

Waste management: Waste management is crucial for the company as it deals with the proper handling, recycling, and disposal of waste generated during production processes. This topic includes initiatives to minimize waste, promote recycling, and manage hazardous waste appropriately.

Hazardous substances management: Hazardous substances management focuses on the safe handling, storage, and disposal of chemicals and hazardous materials used in the aluminum production process. It ensures compliance with regulations and minimizes potential risks to human health and the environment.

Talent attraction and retention: Talent attraction and retention relate to the company's ability to attract and retain skilled employees. This topic addresses initiatives to create a positive work environment, promote diversity and inclusion, and support employee development and well-being.

Employee rights and diverse equality: Employee rights and diverse equality cover topics such as fair labor practices, non-discrimination, equal opportunities, and promoting a respectful and inclusive workplace.

Employee training: Employee training focuses on providing employees with the necessary skills and knowledge to perform their jobs safely and effectively. It also includes training on sustainability-related

	topics, such as environmental stewardship and ethical practices. Occupational health and safety: Occupational health and safety is highly relevant for the company due to the potential risks associated with the production process. This topic covers measures to ensure the health, safety, and well-being of employees and contractors. Community investment and participation: Community investment and participation address the company's efforts to contribute positively to the community where it operates. It includes initiatives such as philanthropic activities, community engagement programs, and partnerships for local development.	
The management approach and its components Assessment of the management approach	ALUMAN's management approach includes a governance structure that supports the management of sustainability-related issues, and its senior executives and board members have responsibility for sustainability. The company has processes in place to identify and prioritize sustainability-related issues, and it has policies and procedures that guide its efforts to manage these issues. ALUMAN uses a range of management tools and systems, including the standards EN ISO 9001, ISO 45001, EN ISO 14001, and EN ISO 50001, to support its sustainability-related activities. The company also provides training and education programs for employees and stakeholders on sustainability-related issues and uses performance indicators to monitor and evaluate its sustainability-related performance. In addition, ALUMAN regularly assesses the effectiveness of its sustainability management approach using a rigorous evaluation process that involves internal and external stakeholders. The company uses specific criteria to evaluate its sustainability-related performance and takes action to address any areas for improvement. Its goal is to continuously improve its sustainability-related performance and contribute to a sustainable future for all. Overall, ALUMAN's sustainability management approach applies the same content requirements to all interested parties, and it is committed to providing transparency and accountability regarding its sustainability-related activities. Links to the certificates: https://www.aluman.gr/wp-content/uploads/2022/09/iso-9001-aluman.png https://www.aluman.gr/wp-content/uploads/2022/09/iso-50001-1.jpg https://www.aluman.gr/wp-content/uploads/2022/09/iso-14001.jpg https://www.aluman.gr/wp-content/uploads/2022/09/iso-45001-1.jpg	103-2 103-3


100
80
60
40
20
0
Chart Title
ABC
BCD
CDE
DEF
JANUARY
FEBRUARY
MAY
SEPTEMBER
ECONOMICS

GRI 200: ECONOMICS

Economic performance 2016

Disclosure Requirements	Information	GRI /ASI
Directly generated and distributed economic value	Information on the scale of the company is available in the Annual Report for the fiscal year 2021. https://www.aluman.gr/wp-content/uploads/2022/10/ALUMAN-SA-2021-FINANCIAL-STATEMENTS.pdf	201-1

Procurement practices 2016

Disclosure Requirements	Information	GRI /ASI
Share of expenditure on local suppliers	As part of its sustainable approach, the company is enhancing the geographical location of its procurement activities to reduce transportation-related emissions. In the development of this sustainability report, the company has categorized suppliers located near its industrial facilities in Inofyta, Viotia as local suppliers. Specifically, the company is referring to suppliers in the prefectures of Viotia, Evia, and the Municipality of Oropos in the Regional Unit of Eastern Attica. **Out of 320 suppliers in Greece, the company has identified 58 as local suppliers** in these areas. In the reporting period, the **company's expenditure on local suppliers amounted to 1.8 million** euro. While this represents a small portion of its overall procurement spending, the company recognizes that there is still room for improvement in this area. Going forward, the company will try to prioritize local suppliers in its procurement activities, while also seeking to enhance the social, environmental, and economic impacts of its procurement activities on local communities.	204-1

	2021
% (Expenditures on local suppliers / total expenditures on national suppliers)	10.2%
%(Expenditures on local suppliers / total expenditures on suppliers)	2.4%

Anti-corruption 2016

Disclosure Requirements	Information	GRI /ASI
Permanent establishments that have been checked for corruption risks	The company's industrial facilities at Inofyta Viotias , in addition to its HQ offices at 3 Merlin Str, in Athens, were reviewed.	205-1
Communication and training about anti-corruption policies and procedures	The anti-corruption policies and procedures have been communicated with the whole Board of Directors as well as all company employees (both at the industrial facilities and at the headquarters). Furthermore, each new employee hired by the organization receives training in these areas.	205-2
Confirmed incidents of corruption and actions taken	During the year, there are no incidents of corruption.	205-3

Anti-competitive behavior 2016

Disclosure Requirements	Information	GRI /ASI
Legal proceedings for anti-competitive behavior, cartel, and monopoly formation	Aluman is committed to fair competition and has not been involved in any legal proceedings concerning anti-competitive behavior, cartel formation, or the formation of a monopoly throughout the year. The company reviews its policies, processes, and management practices on a regular basis to ensure compliance with applicable laws and regulations, and it takes necessary action to resolve any possible issues that may occur.	206-1


WATER
EFFLUENTS
ENERGY
ENVIRONMENTAL
COMPLIANCE
ECOLOGY
SUPPLIER
ENVIRONMENTAL
ASSESMENT
BIODIVERSITY
SIGNIFICANT
SPILLS
WASTE
MATERIALS
EMISSIONS

GRI 300: ECOLOGY

Materials 2016

Disclosure Requirements	Information	GRI /ASI
Materials used by weight or volume	ALUMAN used a total of 29,397 metric tons of primary aluminum and 1,385 metric tons of recycled aluminum for the production of its products in 2021. The percentage of recycled aluminum used was 4.7%. Part of the primary aluminum used by ALUMAN was produced from renewable hydroelectric power, resulting in a reduction in the carbon footprint.	301-1
Recycled raw materials used	Primary aluminium procurement (Conflict-Affected and High-Risk Areas). ALUMAN implements a due diligence process with regard to the supply of primary aluminum. There is also a relevant reference to the Code of Conduct and the Supplier Code for the Supply of Materials from the Conflict-Affected and High-Risk Areas . The person responsible for the due diligence process is the Director of Management Systems and his Deputy. The company sources its raw material from the international market through a multinational trading company. The primary aluminum of this trading company comes from producers located in various parts of the world. During 2021, ALUMAN received primary aluminum from four producers. During the due diligence process for the trading company and the producers, it was found that their posted responsible sourcing policies cover the requirements of ASI (Aluminum Stewardship Initiative). Additionally, out of the four suppliers, three have been certified according to the ASI standard, while the trading company itself has become a member and is awaiting certification. However, it is explicitly stated in trading company's policy that it conducts due diligence according to the framework of the OECD Guidance for Responsible Supply Chains of Minerals. The fourth company has declared that it does not source material from conflict-affected areas but only from its own supply source, and it commits to applying a due diligence process in case of import. Furthermore, the suppliers of this company commit to comply with the OECD Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas, the United Nations' Guidelines for the Protection of Human Rights, the Corporate Human Rights Policy, and the Statement	301-2

	of Principles. During the due diligence check of 2021 for primary aluminum, no issues were found regarding Conflict-Affected and High-Risk Areas (CHARAs). Aluman utilizes two types of recycled aluminum: Post-consumer recycled aluminum (PCR) is manufactured by recycling aluminum scrap from end consumers. Post-industrial recycled aluminum (PIR) is obtained from industrial processes. It includes scrap generated during aluminum processing and manufacturing, such as trimmings, burrs, and production rejects. ALUMAN PCR products is made entirely from recycled aluminum materials like cable wires or lithographic plates. This reduces the requirement for extensive collection and sorting in the recycling process. The recycled material is readily available, ensuring a continuous supply chain, and the entire process is transparent and traceable. ALUMAN PIR products is produced using scrap derived from its customers' production, further promoting sustainability. The company has tested the possibility of using recycled collapsible aluminum tubes in the production process. However, the test results clearly indicate the material cannot be used for slug manufacturing in its current state. Even though the tubes have been emptied, a significant quantity of organic content remains, providing issues in terms of high heat capacity and compatibility with the melting furnace or thermal decoater. The company also researched the use of recycled aerosol cans. However, according to the Swiss research institute CarboTech in 2021 on behalf of the (General Association of the Aluminium Industry) study, installing a closed-loop system for aerosol cans would have a negative impact on the environment. The increased transportation requirements and market limits (not enough supply, quality of market scrap is not guaranteed) associated with the closed-loop system are primarily cause for concern. As a result, these variables contribute to a higher total carbon footprint and increased resource consumption during the recycling process. ALUMAN'S goal is to achieve 100% recycling of SCRAP generated during the manufacturing process due to machinery adjustments or quality parameters. This goal obtained every year.	

	Aluman reduces aluminum scrap production through the quality system that identifies and eliminates issues leading to rejections and the program of preventing maintenance. There is an effective separation of aluminum alloys using color coding during production. The staff is trained for this. Also labels with corresponding colors are present at all production points and in the production scrap yard for easy sorting.	

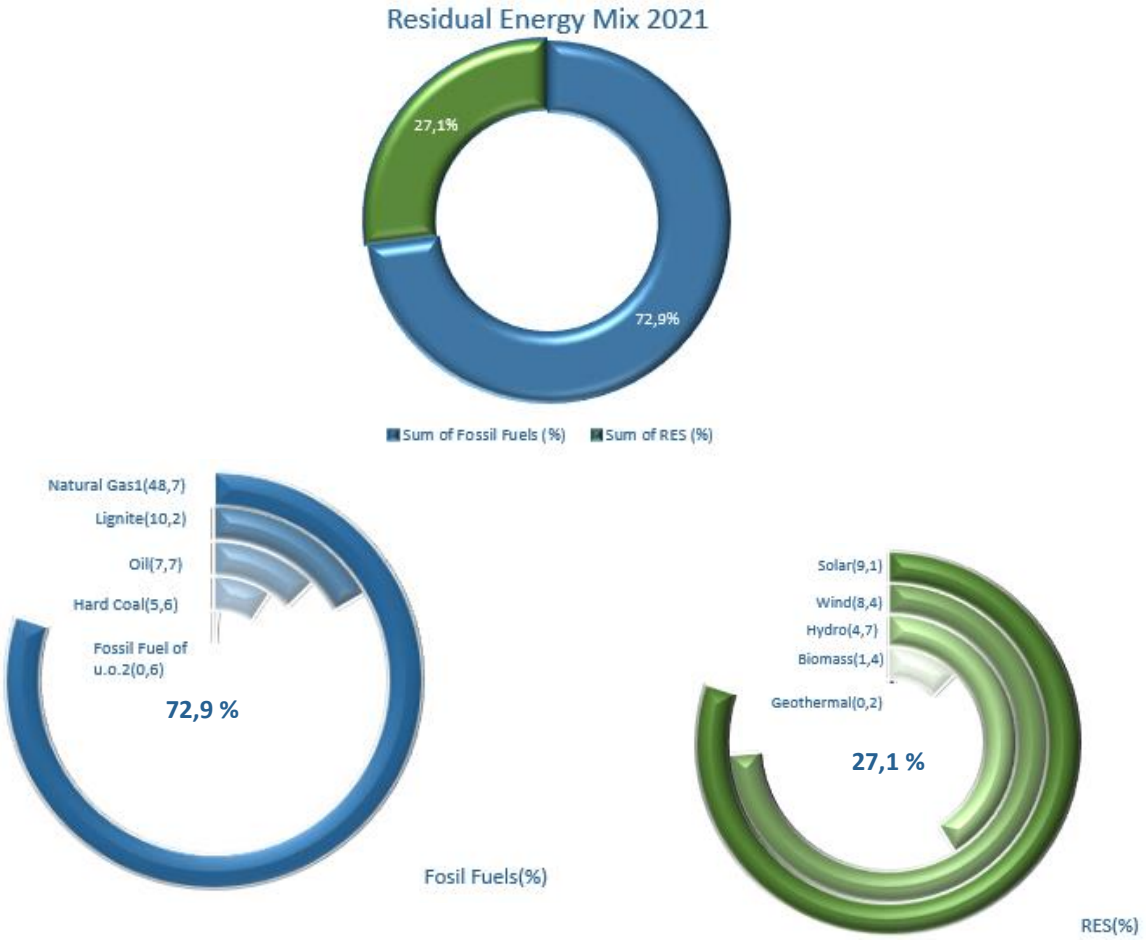
Energy 2016

<table>
<tr><th>Disclosure Requirements</th><th>Information</th><th>GRI /ASI</th></tr>
<tr><td>Energy consumption within the organization</td><td>
ALUMAN, as an aluminum metallurgy company, is aware that its production processes require large amounts of energy, with the melting and holding of metal and the annealing process of semi-products being the most energy intensive. The company also uses a small percentage of electricity, and there is some consumption of diesel for the forklifts used in its operations.
In terms of energy consumption, both natural gas and electricity consumption increased in 2021 due to two main causes:
• As a result of the company's investment strategy, the gradual installation of new equipment, such as a melting foundry, annealing ovens, casting wheel, and cold rolling mill, increased the electrical power of the machines from 2,824 kw to 3,516 kw, while the thermal power of burners increased from 15,815 kw to 22,315 kw.
• The modification of the company's operation hours in the first months of 2021 because of the pandemic.
ALUMAN understands that reducing energy consumption is critical to its long-term sustainability, and as such, is implementing measures to improve energy efficiency and increase the use of renewable energy sources. The company is committed to setting energy consumption goals and targets, and regularly monitoring progress towards achieving them.

<table>
<tr><th rowspan="2">Type</th><th colspan="2">Consumption (MWh)</th></tr>
<tr><th>2020</th><th>2021</th></tr>
<tr><td>Electricity consumption</td><td>6,628</td><td>7,806</td></tr>
<tr><td>Natural Gas consumption</td><td>55,080</td><td>62,737</td></tr>
<tr><td>Diesel consumption</td><td>486</td><td>491</td></tr>
</table>

The mixture of electricity used in the company is supplied by an external provider and produced from the following energy sources. (source:Renewable Energy Sources Operator and Guarantees of Origin).
</td><td>302-1</td></tr>
</table>

https://www.dapeep.gr/wp-content/uploads/2022/09/Residual%20Energy%20Mix%202021%20-%20English%20short%20version.pdf?_t=1662359071



<table>
<tr>
<td>Energy intensity</td>
<td>The metric specific (EnPI values) ALUMAN chosen to calculate the ratio is the energy per ton of product produced). Types of energy included in the intensity ratio are electricity, and natural gas. The ratio uses energy consumption inside company.
<table>
<tr><th rowspan="2">Type</th><th colspan="2">EnPI (MWh/t)</th></tr>
<tr><th>2020</th><th>2021</th></tr>
<tr><td>Electricity</td><td>0.22</td><td>0.26</td></tr>
<tr><td>Natural Gas c</td><td>1.86</td><td>2.06</td></tr>
</table>



</td>
<td>302-3</td>
</tr>
<tr>
<td>Reduction of energy consumption</td>
<td>Following a major investment completed in 2021, ALUMAN installed new equipment, which include d two melting holding furnaces with a hot strip casting line, one melting furnace, two annealing ovens, a new casting machine, a new cold mill, and a new press. The new machinery, such as the melting furnace, annealing ovens, casting machine, cold mill, and press, is more efficient than the previous machinery. The new equipment is designed to meet the company's increased demand while maintaining a certain level of production to ensure the business's success.
However, two previously idle melting holding furnaces were reconstructed to meet the increased demand, but these furnaces utilized burners without preheating the incoming air for metal melting, unlike the previous installation, which had burners with preheating capabilities. This</td>
<td>302-4</td>
</tr>
</table>

led to a rise in natural gas consumption. Additionally, these furnaces were kept at a high temperature 24 hours a day, while production only occurred for 40 hours a week, which contributed to the increase in natural gas consumption.

Moreover, changes in the company's operating hours during the first few months of 2021 due to the pandemic have also contributed to the increase in energy consumption.

In terms of reduction measures, the company has implemented the ISO 50001 system, which supports effective energy management and identifies areas for possible reduction. All new equipment purchased is selected with specifications for reduced energy consumption (eco-design). Furthermore, all new machinery purchased, including furnaces, stoves, and casting lines, is equipped with automated control systems (SCADA) that immediately detect any malfunctions and help repair them immediately.

With the completion of the investment in 2021 and the addition of the new melting furnace, the company increased its production capacity to such an extent that the two reconstructed melting holding furnaces were put into reserve. When they need to re-operate (due to increased production demand), the company is considering upgrading them to use more energy-efficient burners to reduce energy consumption.

Water 2016

Disclosure Requirements	Information	GRI /ASI
Water as a shared resource	In recent years, climate change has had significant impact on the water environment, increasing the severity and frequency of floods and droughts. As a result, stakeholders are becoming increasingly concerned about water resource issues. Furthermore, water is an essential resource in the aluminum metallurgy production process. Water is consumed in the ALUMAN facility primarily in the cooling systems of the casting machines, but also in the general operation of the facility (staff, sanitary, tree/plant watering). The water consumed by ALUMAN is supplied by the Tanagra Municipality's water supply. network. 	303-1

	ALUMAN's major water needs are met by the aluminum casting units and cooling towers (water consumption depends on weather conditions and mainly on the evaporation of cooling towers, the drift losses of tower etc.). Before it is used, water is treated (softened). It is important to noted at this point that the cooling systems are closed circuits, and therefore the evaporating water must always be replenished. The average monthly water demand rises during the summer due to increased water evaporation in cooling towers.	
Management of water discharge related impacts	Aluman does not discharge into any body of water. All liquid waste (sewage, brine from water softeners, bleed off from cooling towers, and rainfall) is collected and transferred to a licensed facility for treatment. The personnel's wastewater is discharged through the sewer system into sewage cesspools and from there transported by truck tanker to a wastewater treatment plant.	303-2
Water withdrawal / Management Plan	Aluman's total water supply for 2021 equals **23.898 ML**. The water consumed by ALUMAN is supplied by the Tanagra Municipality's water supply network. The water for the abovementioned municipality derives from the EYDAP (water company) network, specifically the canal of the artificial lake of the river Mornos. As a result, the facility area's water resources are not consumed, and no stress is created on the area's water resources. Also, the quantitative status of the Mornos River's water body remains unaffected. (has more than 600,000 ML of water per year), but it is mentioned that no measures have been planned to limit the use of water for this water body in the Area of Western Sterea Ellada where river Mornos belongs. Given the above and the small amount of water used by the company, no water management plan is currently being implemented.	303-3

Water discharge	Aluman does not discharge into any body of water.	303-4
Water consumption	Water consumption for the year 2021 is **23.898 ML** 	303-5

Biodiversity 2016

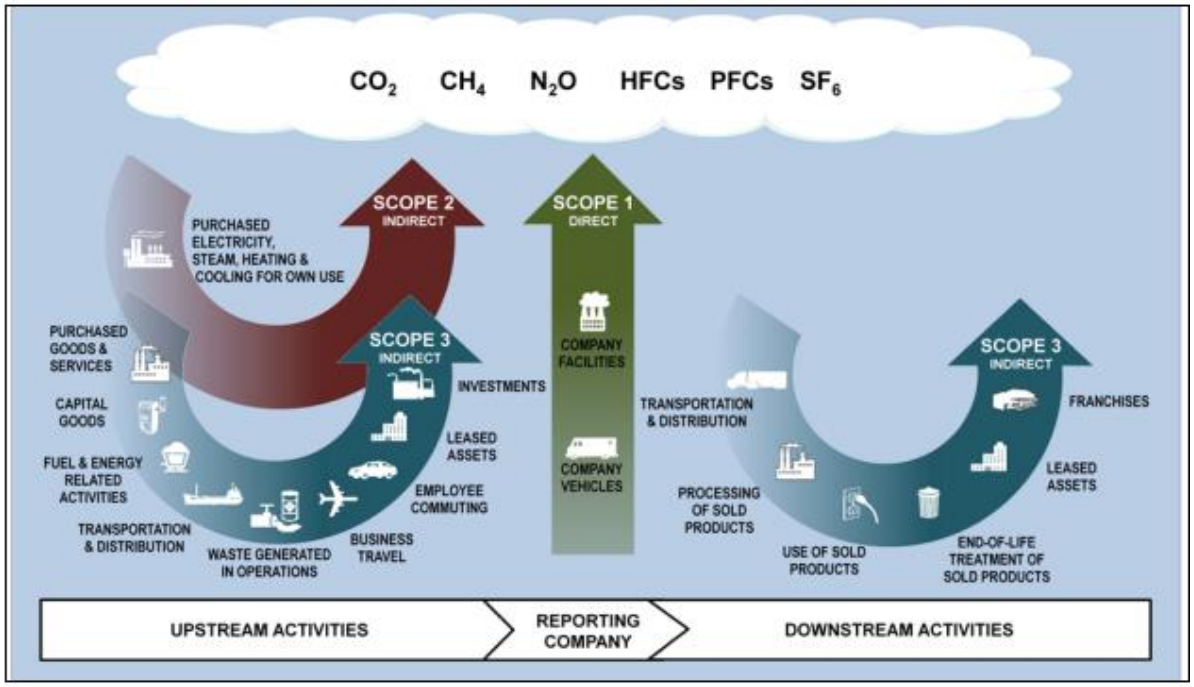
Disclosure Requirements	Information	GRI /ASI
Owned, rented or managed operating sites located in or adjacent to protected areas and areas of high biodiversity value outside protected areas	Aluman's production facilities occupy a total area of 39,511.53 m^2. Aluman was established in 1974 and is currently located at 56th Mile National Road Athens - Lamia, 320 11 Inofyta Viotias - Greece (Tanagra Municipality). Coordinates 38.31036867128672, 23.626474897059516 The production facilities are located in a low-importance biodiversity system since it is not included in any protected area of the European Natura 2000 Network, and the fauna and flora of the area do not contain species and habitats that make up a significant ecosystem in the area. ALUMAN SA committed to the preservation and conservation of natural ecosystems in its Code of Conduct and supports the objectives of the UN Convention on Biological Diversity.	304-1
Significant impact of activities, products and Services on biodiversity	Aluman performed an environmental impact assessment, which revealed that the facilities' operations pose no substantial hazards to the area's biodiversity, and hence no particular restoration efforts are necessary.	304-2
Protected or restored habitats	There are no protected or restored habitats in the vicinity of the facilities.	304-3

Species on the Red List of the International Union for Conservation of Nature (IUCN) and on national lists of protected species that have their habitat in areas affected by commercial activities,	There are no species on the International Union for Conservation of Nature's (IUCN) Red List or on national protected species lists that have their habitat in regions impacted by industrial activity in the vicinity of the facilities.	304-4

Emissions 2016

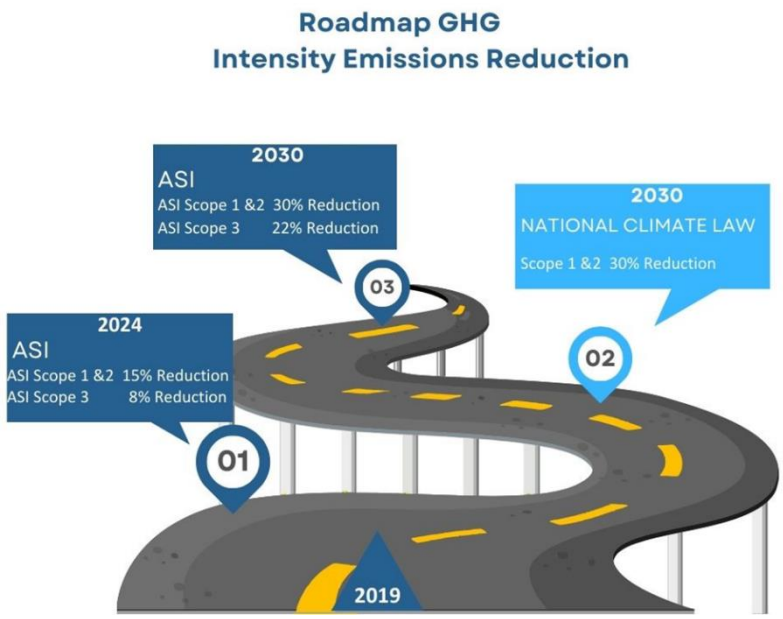
Disclosure Requirements	Information	GRI /ASI
Direct GHG emissions (Scope 1)	ALUMAN S.A. has established a procedure for reducing and controlling greenhouse gas emissions. These emissions are monitored, recorded in accordance with international standard ISO 14064-1:2018, which specifies requirements for monitoring and reporting of greenhouse gases at the level of an organization or product. The 2021 exposure calculation began in 2022 and emissions for the basis year 2019 were also calculated. The results were verified by an independent agency, which also provided the GHG INVENTORY REPORT VERIFICATION STATEMENT (No. KZ/70132) . - Scope 1 refers to direct emissions from sources at ALUMAN SA, including emissions from stationary combustion and mobile combustion. Emission sources are studied in terms of CO2, CH4, and N2O, with negligible amounts of other greenhouse gases.  We utilize global warming potential indicators (GWP) to express the quantities of each greenhouse gas in t CO2 eq, with a time horizon of 100 years based on the most recent IPCC assessment report (IPCC). The Scope 1 of the GHG Protocol corresponds to Category 1 of ISO 14064.	305-1
Indirect energy related GHG emissions (Scope 2)	- Scope 2 greenhouse gas emissions include indirect emissions resulting from the generation of purchased or acquired electricity. These emissions are generated by the production of electricity that the company consumes.	305-2

	 The Scope 2 of the GHG Protocol corresponds to Category 2 of ISO 14064.	
Other indirect GHG emissions (Scope 3)	- Scope 3 This category of emissions contributes the most to the carbon footprint and includes emissions from (Upstream transport and distribution, Downstream transport of product, Employee commuting, Business travel, procurement of goods and services, capital goods, waste management, Indirect emissions from product use, end-of-life treatment of products) .  The Scope 3 of the GHG Protocol corresponds to Category 3,4,5,6 of ISO 14064.	305-3



The above chart describes in detail the components that make up each of the three scopes.

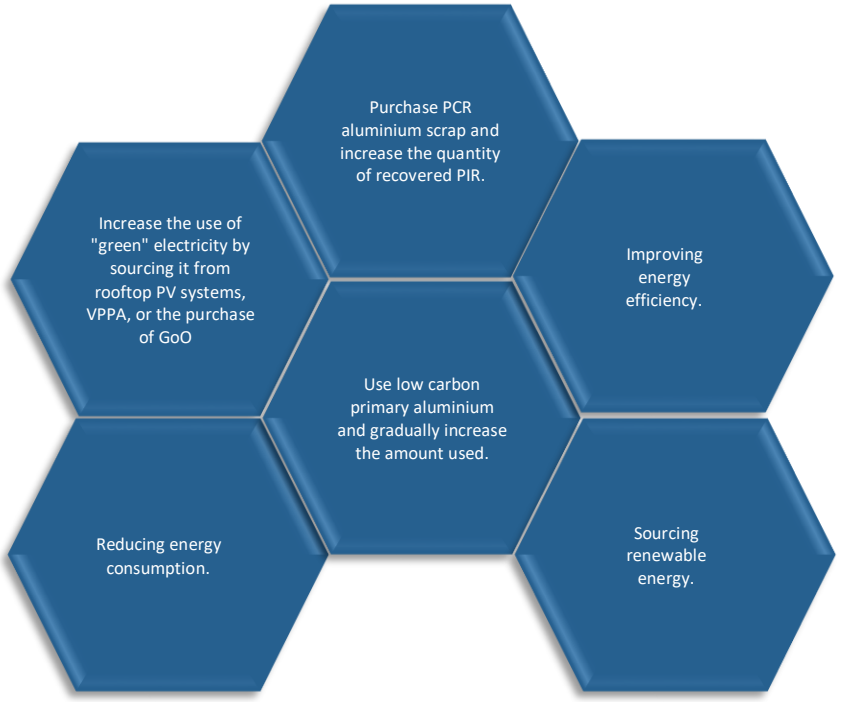
Intensity of GHG emissions	For 2021 the intensity of GHG emissions ($_{Scope\ 1+\ Scope\ 2)}$ for ALUMAN SA is 0.528 metric tons of CO_2 emissions per tonne produced. Organization-specific metric chosen to calculate the ratio is: tonnes of aluminium slugs, discs produced during 2021. Direct (Scope 1) and energy indirect (Scope 2) included in the intensity ratio. Gases included in the Scope 1 emission calculation are: CO_2, CH_4 and N_2O. 	305-4
Reduction of GHG emissions	Goal Time Frame: ALUMAN S.A. has set both short-term and long-term goals to reduce GHG emissions. The short-term goal is to reduce the intensity of emissions (scope 1, 2, and 3) by 15% and 8%, respectively, by 2024 relative to historical emissions for the base year 2019. The long-term goal is to reduce the intensity of emissions (scope 1 and 2) by 30% and 22%(scope 3) , respectively, by 2030 relative to historical emissions for the base year 2019. Mitigation Goal Standard Requirements: The goals set by ALUMAN S.A. align with the requirements of the Aluminium Stewardship Initiative (ASI) and the national climate law. The company is obligated to comply with the national climate law, which requires companies involved in production activities to cut their emissions of Scope 1 and 2 by 30% by 2030, setting 2019 as the base year. ALUMAN S.A. is also an active member of ASI and must follow their guidelines in setting targets for a period no greater than five years.	305-5



Goal Period: The length of the short-term goal is five years, while the length of the long-term goal is 11 years. The targets set by ASI are considered short-term since they cover a five-year time span, while the targets set by the national climate law are considered long-term since they cover an 11-year time frame.

Base Year: ALUMAN S.A. has selected 2019 as the base year for both short-term and long-term goals, following the national climate law requirement. The selected base year have representative, reliable, and verified emissions data available to enable comprehensive and consistent tracking of emissions over time.

Overall, ALUMAN S.A.'s reduction plan for GHG emissions is ambitious and aligned with the requirements of the Aluminium Stewardship Initiative and the national climate law. The company has

	set both short-term and long-term goals with a clear target time frame, making it easier to track and measure progress towards achieving these goals. By setting goals that cover all direct and indirect GHG emissions, ALUMAN S.A. is demonstrating a commitment to reducing their carbon footprint and contributing to a more sustainable future. ALUMAN plans to:  	
Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions /Reduction Plan	Based on its environmental permits and acceptance limits for atmospheric emissions, ALUMAN SA confirms that it did not exceed any of the limits during the reporting year (2021). It has consistently met the requirements set forth by the Ministry of Environment and Energy and has submitted accurate annual reports to them. A detailed report of its emissions is also publicly available on the Ministry's website.	305-7

https://ypen.gov.gr/category/mitroo-odigias-ied/

Specifically, the limits set by the Ministry for atmospheric emissions are as follows:

i) Particulate emissions ≤ 20 mg/Nm^3 at the exhaust of melting and holding furnaces (as an annual average), if dust emissions are < 1 kg/h. In the case that dust emissions are ≥ 1 kg/h, the limit for particulate emissions is 5 mg/Nm^3 (as a daily average).
ii) Particulate emissions ≤ 20 mg/Nm3 at the outlet of slugs surface treating systems (as the average of the sampling period).
iii) TVOC (Total Volatile Organic Compounds) ≤ 15 mg/Nm3 the exhaust of melting and holding furnaces as well as incineration systems of annealing ovens (as the average of the sampling period).
iv) PCDD/F ≤ 0.1 ng TEQ/Nm3 as the average value of the sampling period, which should last at least six hours.

Since the company does not exceed the limits set by the legislation, no reduction plan is currently implemented.

PERIODICAL MEASUREMENTS		
Description	**Machine**	**Frequency**
Particulate emissions	Melting and holding furnaces	Continuous
Particulate emissions	Surface treating systems	Every 3 months
TVOC (Total Volatile Organic Compounds)	Melting and holding furnaces/annealing ovens	Once a year
PCDD/F	Melting and holding furnaces	Once a year

Effluents and waste 2016

<table>
<tr><th>Disclosure Requirements</th><th>Information</th><th>GRI /ASI</th></tr>
<tr><td>Waste generated</td><td>
Skimmings, packaging (metal, wood, plastic, mixed), machine emulsions and used oils, metal scrap (iron, copper, aluminum), absorbents -filter materials, batteries, electrical and electronic waste are all separated and collected at Aluman. The waste is then transferred to recovery or recycling with the cooperation of our legally licensed partners. Weighing generates the following numbers since every waste material is weighed before leaving our facilities.
<table>
<tr><th>Waste category</th><th>(t)</th><th>%</th></tr>
<tr><td>Nonhazardous</td><td>1,005</td><td>95.3%</td></tr>
<tr><td>Hazardous</td><td>49</td><td>4.7%</td></tr>
<tr><td>Total</td><td>1,054</td><td></td></tr>
</table>
<table>
<tr><th>Waste Recycled</th><th>(t)</th><th>Recycled (%)</th></tr>
<tr><td>Nonhazardous</td><td>1,005</td><td>100 %</td></tr>
<tr><td>Hazardous</td><td>49</td><td>100 %</td></tr>
</table>
<table>
<tr><th>Waste KPIs</th><th>2021</th></tr>
<tr><td>Waste generation (Kg/tn of product)</td><td>34.5</td></tr>
<tr><td>Non-Hazardous Waste generation (Kg/tn of product)</td><td>32.9</td></tr>
<tr><td>Hazardous Waste generation (Kg/tn of product)</td><td>1.6</td></tr>
<tr><td>Waste recovered and recycled (%)</td><td>100</td></tr>
</table>
* The above numbers do not include the municipal waste of the staff, which is collected by the Tanagra Municipality.

Skimmings is delivered to an authorized company for remelting in a rotary furnace. The processing yields aluminum as the final product, while the byproduct is dross. This dross waste is subsequently transferred to a concrete producer, where it is incorporated as a component in their product.
</td><td>306-2</td></tr>
</table>

Significant spills	ALUMAN SA reports that there were no significant spills during 2021. The organization's constant commitment to implementing strong environmental management procedures in accordance with ISO 14001 and strong spill prevention strategies, such as tactical inspection of tanks for leaks and simulation exercises of leakage and intervention scenarios, has played a critical role in maintaining a clean and secure operational environment. **Definition: Significant spills** are large, unintentional releases of substances that harm the environment and human health. They can occur during the manufacturing, processing, or transportation processes, resulting in pollution and ecosystem damage. These releases may occur due to malfunctions of machinery, trucks, or forklifts, resulting in potential pollution and ecosystem damage. It is **not a significant spill**: unintentional spills within the factory area with minor amounts of pollutants that are properly managed by the emergency team. The environmental and health risks are minimized.	306–3

Environmental Compliance 2016

Disclosure Requirements	Information	GRI /ASI
Non-compliance with environmental laws and regulations	There was no noncompliance with environmental legislation and/or regulations found in 2021. There weren't any significant fines or non-monetary punishments issued. **Definition: Significant fines** : fines of more than €5,000 for serious legal or moral breaches, non-compliance with laws/regulations on health, safety at work, the environment, labor, competition, as well as impact on the brand, trust, or market position. **Non-significant fines:** fines of less than 5,000 euros. This does not include fines (regardless of the amount) resulting in serious legal or moral breaches and fines related to basic regulations or significant impact on the brand, trust, or market position.	307-1

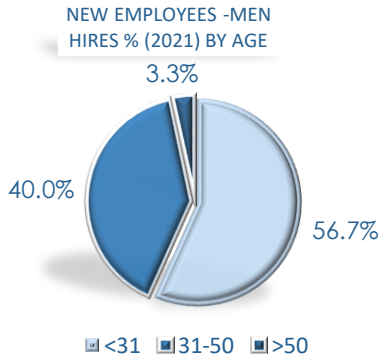
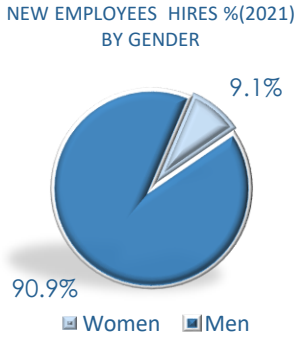
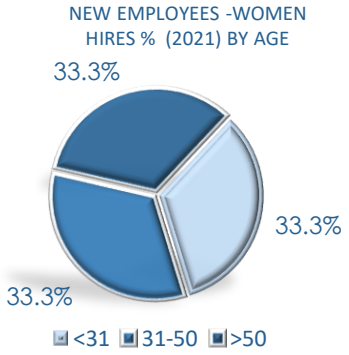
Supplier environmental assessment 2016

Disclosure Requirements	Information	GRI /ASI
New suppliers screened against environmental criteria	Since ALUMAN SA is ISO EN 14001 certified for environmental management, all new and current important suppliers must fulfill the environmental standards. Every year, we conduct a self-assessment of suppliers, which includes questions regarding environmental policy, service quality, health and safety, and other factors. In the supplier evaluation 4.Q 2021, 28 suppliers were evaluated. Existing suppliers, as well as new suppliers, must meet specific requirements by following to and signing our Supplier Code of Conduct.	308-1


LABOR
NON - DISCRIMINATION
SOCIO-ECONOMIC COMPLIANCE
SOCIAL
PUBLIC POLICY
AFFAIRS
EQUAL OPPORTUNITY
TRAINING & EDUCATION
SUPPLIER ASSESMENT
DIVERSITY
EMPLOYMENT
OCCUPATIONAL HEALTH & SAFETY
MANAGEMENT

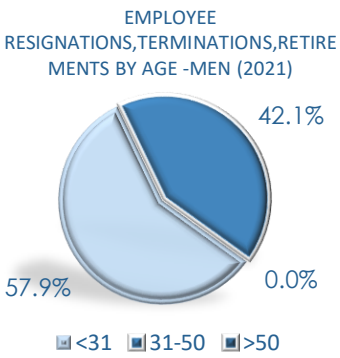
GRI 400: SOCIAL AFFAIRS

Employment 2016

Disclosure Requirements	Information	GRI /ASI
New hires and employee turnover	ALUMAN remains committed to the promotion of a diverse and inclusive workforce while promoting a positive and supportive working environment for all employees. During the reference period, year 2021, a total of **33 new workers (30 men ,3 women)** were hired. These recruits were categorized by age group and gender, allowing the monitoring and analysis of the diversity and distribution of new recruitments. The nature of the company's activity requires the hiring of more men. Because of the required physical labor, the physically demanding responsibilities associated in the operation of melt furnaces, cutting pressures, and surface processing machinery have traditionally attracted men.    There were also **19 employee** (**all men**) resignations, terminations during the reporting period year 2021. The data was categorized by age group and gender, providing information on the factors	401-1

affecting employee departures and enabling the identification of potential areas of concern.

EMPLOYEE TURNOVER BY GENDER AND AGE (2021)		
	Men	**Women**
Age		
<31	**8,0%**	**0**
31-50	**5,8%**	**0**
>50	**0%**	**0**
Total	**13,8%**	**0**
Average No of employees :138		



Employee Retention. ALUMAN is proud that the length of our staff service indicates our personnel' successful dedication. ALUMAN employed **88** employees (**61% of the staff**) for more than 5 years by the end of 2021.

Parental leave	In line with its commitment to promoting work-life balance and gender equality, ALUMAN provided parental leave to all employees entitled to it, a total of 3 employees, including 1 woman and 2 men. The employees who took parental leave subsequently returned to work during the reporting period in 2021. Furthermore, the employees who returned after parental leave were still employed 12 months after their return, demonstrating the company's dedication to supporting their long-term	401-3

	career growth and well-being.	

Labor /Management Relations 2016

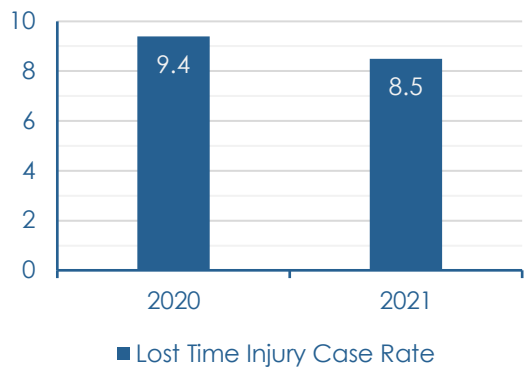
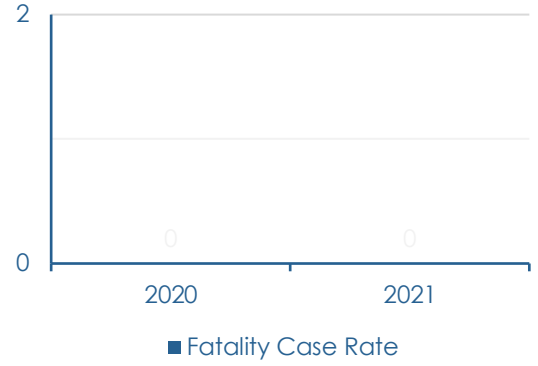
Disclosure Requirements	Information	GRI /ASI
Minimum notification period for operational changes	Aluman has not defined a minimum notification period but has complied completely with the legislation. In the case of a substantial change, all workers are notified by personal letter or announcements displayed on the company's announcements table. In 2021, no operational changes were reported.	402-1

Occupational health and safety 2018

Disclosure Requirements	Information	GRI /ASI
Management system for occupational health and safety	Since 2010, ALUMAN has been implementing a health and safety management system (OHSAS 18001). ALUMAN SA has been ISO 45001 certified since 2018.Link to the certificate: https://www.aluman.gr/wp-content/uploads/2022/09/iso-45001-1.jpg	403-1

Hazard identification, risk assessment and incident investigation	The company's commitment to the moral principle "the safety and health of employees are a top priority" is proven by the implementation of the health and safety system, which has been installed since 2010. To create a safe working environment, this system's framework entails continual risk identification, risk assessment, and corrective preventive action implementation. Employees are involved at every stage of the procedure. Every year, internal audits in accordance with ISO 45001 are conducted. (**8 audits in 2021**). Leadership Security Tours (LST) are also conducted on-site. During the tours, the factory leadership discusses on-site preventative and corrective safety activities and takes notes on recommendations for improvement, best practices, and corrective actions as required. **(12 LST during 2021**). **11** issues that required intervention were found during the LST and ISO 45001 internal audits and were corrected after the proper actions were implemented. To investigate accidents/injuries, including near misses, a Cause Tree Method-based investigation method is in place, which analyses the root causes and identifies appropriate short- and long-term corrective actions. Finally, a table at the factory's entrance informs employees about the number of accidents, the days without an accident, the best performance, and so on, in order to alert and encourage them to follow safety measures to prevent accidents.	403-2
Occupational health services	Aluman engages external partner as an occupational physician. The company's Doctor is available to all employees on specific days and hours each month. * The days and hours of the doctor's presence have been communicated to the staff.	403-3
Employee participation, consultation and communication on occupational health and safety	Basic health and safety training is provided once a year and when necessary, after: accidents, installation of new machinery, implementation of new processes. The Health and Safety Committee of the company meets every three months **(4 times/year)**. Concerns regarding employee health and safety are forwarded to the committee via supervisors. At this meeting, all important workplace safety topics are discussed. The results of measurements of working conditions, education issues, and other health and safety issues are communicated in a table of announcements in the production area.	403-4

Worker training on occupational health and safety	The organization implemented extensive occupational health and safety training programs. To guarantee a safe working environment, all staff, including new recruits, received training on these important subjects. Training for new hires focused on correct machinery handling in accordance with occupational health and safety norms. Furthermore, simulation exercises were carried out to replicate leakage and intervention scenarios, hence improving preparedness and response skills. In order to boost occupational health and safety procedures, the company also planned evacuation drills and an online first aid session involving First Aid team members.	403-5
Promoting employee health	ALUMAN takes all necessary precautions to protect the safety and health of its personnel. When required, appropriate corrective actions shall be taken to eliminate or reduce the risks. Working conditions are strictly controlled. Workers have periodic medical checks, depending on the position they serve. Throughout 2021, the company took all necessary precautions to combat the spread of covid 19. Staff were subjected to a rapid test applied from a certified laboratory (until September 2 times a week and then every 15 days). Offered masks and disinfectants to the personnel. The company ceased mass transportation of employees via bus, and employees were reimbursed to travel on their own vehicles or taxi. Furthermore, the organization ensured that the facilities were constantly disinfected throughout the year.	403-6

Employees covered by an occupational health and safety management system	Since 2010, ALUMAN has been implementing a health and safety management system (OHSAS 18001). ALUMAN SA has been ISO 45001 certified since 2018. The occupational health and safety management system covers all employees in the company.	403-8
Work-related injuries	Aluman attaches great importance to the health and safety of its employees. It is committed to continuously improving its performance in the field of health and safety at work through a variety of measures and initiatives, as mentioned above in GRI403 paragraphs. ALUMAN recorded a total of **2 work-related accidents** in 2021. A total of **93 workdays** were lost because of workplace accidents.   Definition Lost Time Injury Case Rate: Total number of LTI cases (including Fatality cases) that would occur in 500 employees working one year (1,000,000 hours): (# of LTI cases) x 1,000,000 ÷ Hours worked for a period. Fatality Case Rate: Total number of Fatalities that occurred during the period covered by the rate: (# of Fatalities) x 1,000,000 ÷ Hours worked for a period. To establish benchmarking, online research was conducted on best practices and metrics used by peer companies. However, no public statistics were found from peers in the aluminum slug industry. While data from three larger companies producing aluminum slugs is available, their diverse range of	403-9

	activities and product lines make direct comparisons difficult. Consequently, it is currently impossible to benchmark against similar peers due to the lack of disclosed information.	

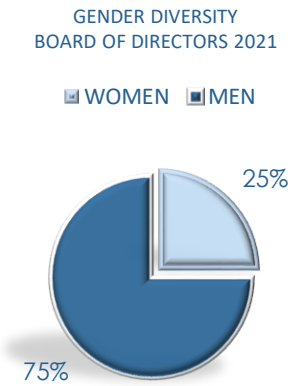
Training and Education 2016

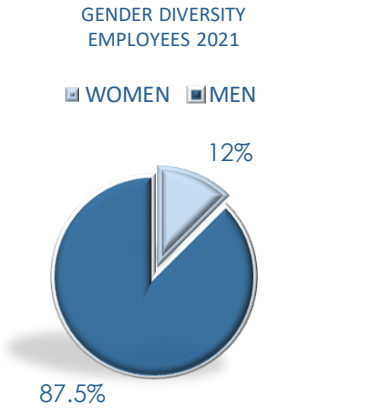
Disclosure Requirements	Information	GRI /ASI
Average number of hours spent on education and training per year per employee.	The average number of hours spent on further training was assessed, specifically focusing on corporate trainings. These trainings encompassed company training as well as comprehensive programs covering quality, safety, environmental, and energy management. All employees, including new recruits, received training on these critical topics. Training for new hires included a parallel emphasis on handling machinery. Specialized training on quality-related issues was provided to the quality auditors. The company also conducted simulation exercises for leakage and intervention scenarios, alongside evacuation exercises and an online first aid workshop involving the First Aid team participants. Additionally, basic occupational safety training was incorporated. The average amount of hours spent on education and training per employee per year is **40,9 hours**.	404-1

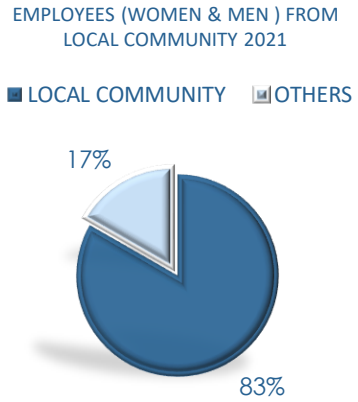
Diversity and equal opportunity 2016

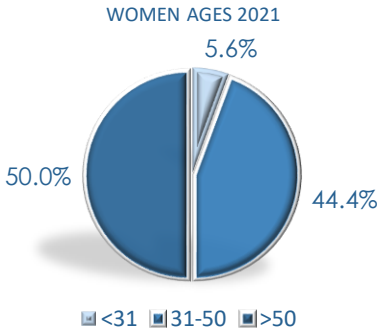
Disclosure Requirements	Information	GRI /ASI
Diversity of governance bodies and employees	The Board of Directors consists of six men and two women. Aluman acknowledges that the higher percentage of employed men (**87.5%)** in company is influenced	405-1

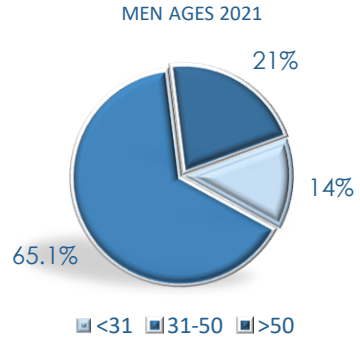
by the nature of its operations. The physically demanding roles involved in operating melting furnaces, cutting presses, and surface processing machines traditionally attract men due to the required physical labor. However, the company is actively dedicated to enhancing workforce diversity and fostering gender inclusion.











Non-discrimination 2016

Disclosure Requirements	Information	GRI /ASI
Incidents of discrimination and corrective actions taken	There were no incidents of discrimination in ALUMAN from January 1 and 31 December 2021.	406-1

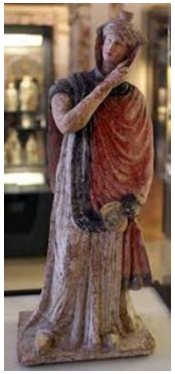
Security practices 2016

Disclosure Requirements	Information	GRI /ASI
Security personnel trained in human. rights policies or procedures	Every ALUMAN SA security personnel have undergone human rights policy education.	410-1

Local communities 2016

Disclosure Requirements	Information	GRI /ASI
Operations with local community engagement, impact assessments, and development programs	ALUMAN SA is dedicated to preserving the exceptional significance of World Heritage Sites. The company refrains from constructing new facilities and making significant changes within these sites, prioritizing their protection. The local cultural heritage, including the Tanagras Archeological Site located 5 km from ALUMAN SA's facilities, is respected. This site is particularly noteworthy as it is where the famous Tanagra figurine statues were discovered. Close collaboration is maintained with the Archaeological Service, and prior notification is given before any excavation takes place in the facilities to secure the necessary licenses. ALUMAN SA has had facilities in the area since 1974.	413-1





ALUMAN SA has been actively engaged with the local community, with 83% of its personnel being from the local community. Additionally, 22.1% of its national suppliers are sourced from the local community. The company contributes to the local economy by directing 10.2% of its expenditures on suppliers , to local suppliers.
In 2021, ALUMAN donated €2,980 to local sports clubs.
Furthermore, ALUMAN SA will request feedback and information from its employees, (who are also members of the local community), local suppliers, as well as government agencies and municipalities, through CSR questionnaires.
If there are any problems or complaints, the company has established an appropriate mechanism for receiving and managing them.

Supplier social assessment 2016

Disclosure Requirements	Information	GRI /ASI
New suppliers that were screened using social criteria	In the supplier evaluation 4.Q 2021, 28 suppliers were evaluated.	414-1

Public Policy 2016

Disclosure Requirements	Information	GRI /ASI
Political contributions- Total monetary value of financial and in-kind political contributions made directly and indirectly by the organization by country and recipient/beneficiary.	None – ALUMAN has a policy of not donating to political parties. The corporation has no financial or other affiliations to any political party. Government payments are only made on a legal basis, and they include the following: (Taxes, employee social security contributions, and other fees): **3,917,595 euros.** During 2021, the company invested **70,310** euros in community investments. This amount included donations to various groups working for the good of society, included: Donations for the purchase of food for charitable organizations, donations to hospitals, earthquake victims, art institutions, museums, cinema clubs, and local sports clubs.	415-1

Customer Privacy 2016

Disclosure Requirements	Information	GRI /ASI
Substantiated complaints concerning breaches of customer privacy and losses of customer data	None recorded during the reporting year.	418-1

Socio-Economic Compliance 2016

Disclosure Requirements	Information	GRI /ASI
Non-compliance with laws and regulations in the social and economic field	None recorded during the reporting year.	419-1

GENERAL STANDARD DISCLOSURES		
GRI 101: Foundation 2016		
GRI 102: General Disclosures 2016		
Organizational Profile		
GRI	**Disclosure Requirements**	**Location**
102-1	Name of the org.	Page 7
102-2	Activities, brands, products, and services	Page 7
102-3	Location of HQ	Page 7
102-4	Location of operations	Page 7
102-5	Ownership and legal form	Page 7
102-6	Markets served	Page 8
102-7	Scale of the org.	Page 9
102-8	Info. on employees and other workers	Page 9
102-9	Supply chain	Page 9
102-10	Significant org. changes and its supply chain	Page10
102-11	Precautionary Principle Approach	Page10
102-12	External initiatives	Page10
102-13	Membership of Associations	Page10
Strategy		
102-14	Statement from senior decision-maker	Page 11
Ethics and Integrity		
102-16	Values, principles, standards, and norms of behavior	Page 12
Governance		
102-18	Governance structure	Page 13-14
102-21	Consulting stakeholders on economic,environmental and social topics.	Page 14
102-26	Role of highest governance body in setting purpose ,values and strategy	Page 15
102-29	Identifying and managing economic ,environmental and social impact.	Page 15
102-31	Review of economic ,environmental and social topics,	Page 15
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102-40	List of stakeholder groups	Page 16-18
102-42	Identifying and selecting stakeholders	Page 16-18
102-43	Approach to stakeholder engagement	Page 16-18
102-44	Important issues and concerns raised	Page 16-18
Reporting Practice		
102-46	Defining report content and topic boundaries	Page 19
102-47	List of material topics	Page 19
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TOPIC-SPECIFIC DISCLOSURES		
GRI 103: Management Approach 2016		
103-1,	Explanation of the main topic and its boundary.	Page 21-23
103-2,	The management approach and its components	Page 23
103-3	Assessment of the management approach	Page 23
GRI 201: Economic performance 2016		
201-1	Directly generated and distributed economic value	Page 25
204-1	Share of expenditure on local suppliers	Page 25

GRI 205: Anti-corruption 2016		
205-1	Permanent establishments that have been checked for corruption risks	Page 26
205-2	Communication and training about anti-corruption policies and procedures	Page 26
205-3	Confirmed incidents of corruption and actions taken	Page 26
GRI 206: Anti-combetitive behavior 2016		
206-1	Legal proceedings for anti-competitive behavior, cartel, and monopoly formation	Page 26
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GRI 301 : Materials 2016		
301-1	Materials used by weight or volume	Page 28-30
301-2	Recycled raw materials used	Page 28-30
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GRI 302: Energy 2016		
302-1	Energy consumption within the organization	Page 31-32
302-3	Energy intensity	Page 33
302-4	Reduction of energy consumption	Page 33-34
WATER		
GRI 303: Water 2016		
303-1	Water as a shared resource	Page 35
303-2	Management of water discharge related impacts	Page 36
303-3	Water withdrawal / Management Plan	Page 36
303-4	Water discharge	Page 37
303-5	Water consumption	Page 37
BIODIVERSITY		
GRI 304:Biodiversity 2016		
304-1	Owned, rented or managed operating sites located in or adjacent to protected areas and areas of high biodiversity value outside protected areas	Page 38
304-2	Significant impact of activities, products and Services on biodiversity	Page 38
304-3	Protected or restored habitats	Page 38
304-4	Species on the Red List of the International Union for Conservation of Nature (IUCN) and on national lists of protecte species that have their habitat in areas affected by commercial activities.	Page 39
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GRI 305: Emissions 2016		
305-1	Direct GHG emissions (Scope 1)	Page 40
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305-3	Other indirect GHG emissions (Scope 3)	Page 41-42
305-4	GHG emissions intensity	Page 43
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GRI 306: Waste 2016		
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GRI 307: Environmental Compliance 2016		
307-1	Non-compliance with environmental laws and regulations	Page 48

GRI 308: Supplier environmental assessment 2016		
308-1	New suppliers screened against environmental criteria	Page 49
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401-1	New hires and employee turnover	Page 51-52
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401-3	Parental leave	Page 52
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GRI 403: Occupational Health and Safety 2018		
403-1	Management system for occupational health and safety	Page 53
403-2	Hazard identification, risk assessment and incident investigation	Page 54
403-3	Occupational health services	Page 54
403-4	Employee participation, consultation and communication on occupational health and safety	Page 54
403-5	Worker training on occupational health and safety	Page 55
403-6	Promoting employee health	Page 55
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GRI 404: Training and Education 2016		
404-1	Average number of hours spent on education and training per year per employee.	Page 57
GRI 405: Diversity and equal opportunity 2016		
405-1	Diversity of governance bodies & emploees	Page 57-58
GRI 406: Non-discrimination 2016		
406-1	Incidents of discrimination and corrective actions taken	Page 59
GRI 410: Security practices 2016		
410-1	Security personnel trained in human rights policies or procedures	Page 59
GRI 413: Local communities 2016		
413-1	Operations with local community engagement, impact assessments, and development programs	Page 59
GRI 414:Supplier social assessment 2021		
414-1	New suppliers that were screened using social criteria	Page 60
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415-1	Political contributions- Total monetary value of financial and in-kind political contributions made directly and indirectly by the organization by recipient / beneficiary.	Page 61
GRI 418: Customer Privacy 2016		
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Page 61
GRI 419: Socioeconomic Compliance 2016		
419-1	Non-compliance with laws and regulations in the social and economic field	Page 61