

2023 - 2024

elvial

ENVIRONMENTAL  
SOCIAL  
GOVERNANCE

# ESG REPORT



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## MESSAGE FROM OUR CEO



I am proud to present ELVIAL's Environmental, Social and Governance (ESG) report for 2023 and 2024, two years that mark a bold step forward in our journey towards sustainable growth, responsible innovation, and meaningful societal contribution. This report is a testament to our commitment to protecting the environment, empowering our people, and creating long-term value for our business partners and communities. With passion, transparency, and a future-focused mindset, we continue to raise the bar and lead with purpose

ELVIAL successfully conducted its first-ever Double Materiality Assessment (DMA), identifying, evaluating, and prioritizing material topics through both impact and financial materiality perspectives. This critical process provides valuable insights that will directly reshape ELVIAL's strategy and guide our actions toward sustainable growth, ensuring that we focus on what truly creates long-term value for our stakeholders and the environment.

Sustainability remains at the heart of everything we do. Through targeted measures, we have achieved notable reductions in our environmental footprint, including 10% reduction in water consumption and achieving total recycled content of 19% in our products. These outcomes of strategic decisions demonstrate our commitment to balancing operational performance with environmental responsibility.

Over the past two years, our company has evolved significantly, driven by innovation, operational excellence, and the commitment of our people. Our workforce expanded by approximately 10.3% between 2023 and 2024, reflecting our growing capabilities. This growth underlines the central role our teams play in achieving ambitious goals while maintaining the highest standards of quality, safety, and professionalism. At the same time, we continue to invest in the professional growth and well-being of our employees, recognizing them as the core element of our success. Furthermore, in alignment with our commitment to the communities in which we operate, we have implemented a series of CSR initiatives designed to enhance local well-being and support sustainable development.

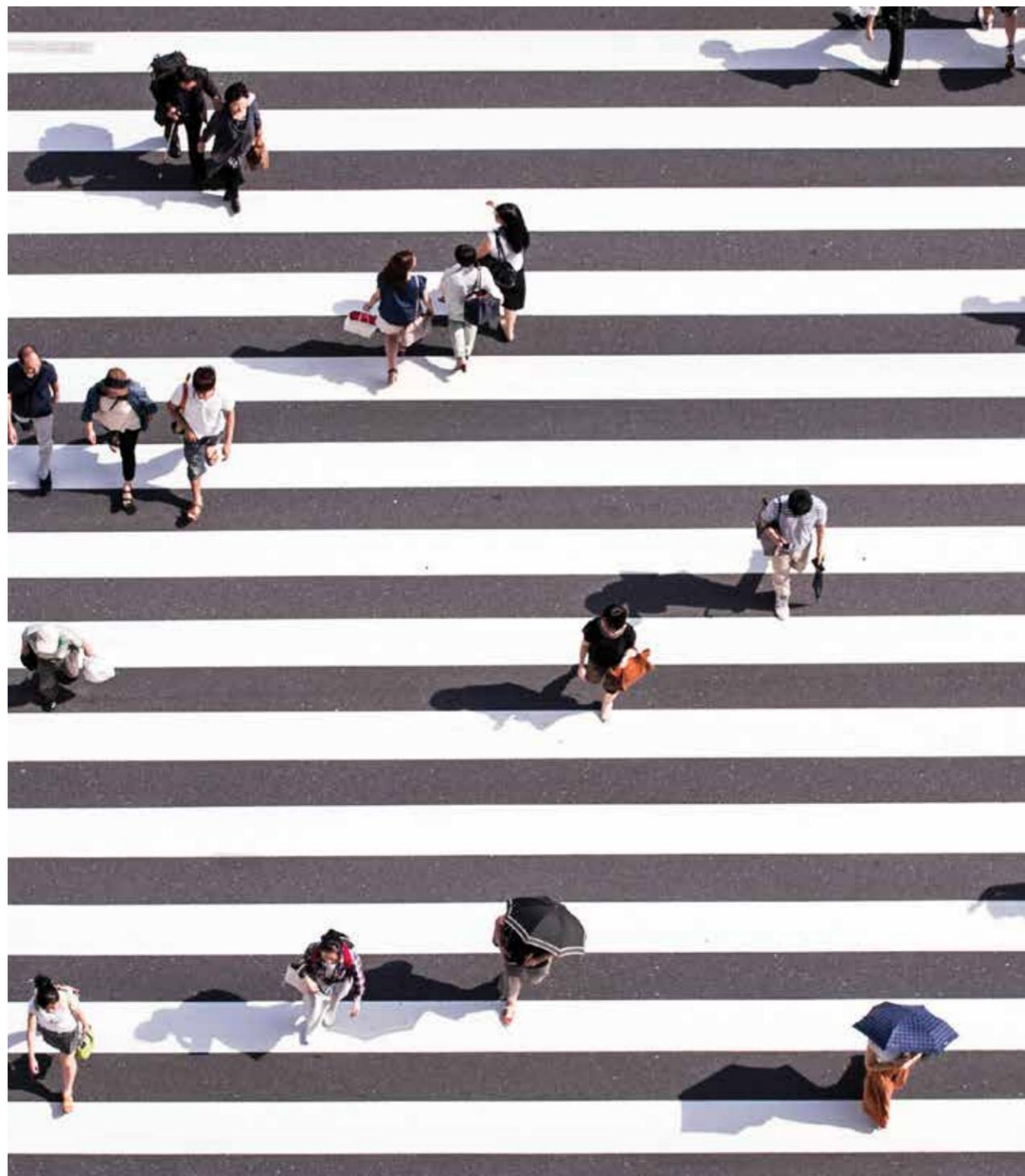
In terms of governance, we proudly uphold the highest standards of ethical business practices and responsible management. Women hold 60% of the key roles on our Board of Directors, highlighting our dedication to gender diversity and inclusive leadership. We carefully select suppliers who meet rigorous environmental, quality, and social responsibility standards, ensuring every part of our operation reflects our values. These efforts strengthen the integrity, resilience, and long-term success of our company.

Looking ahead, we remain focused on continuous improvement, resilience, and long-term value creation. Our vision is to lead responsibly in the aluminium sector, delivering solutions that are not only technically excellent and environmentally conscious but also contribute meaningfully to the broader community.

We are confident that through our collective efforts and our steadfast commitment to ESG principles, ELVIAL will continue to grow sustainably, generate long-term value for all stakeholders, and reinforce our position as a trusted, forward-thinking, and socially responsible company. While we celebrate these milestones, our efforts continue, pushing forward toward even greater impact.<sup>1</sup>

Asimina Tzikas  
Chief Executive Officer  
ELVIAL S.A.

## KEY ESG ACHIEVEMENTS 2023 & 2024



During our 30+ years of presence in the aluminium industry, we have integrated ESG and sustainability as a fundamental part of our operations, that is now embodied through our ESG strategy. The table below highlights the key milestones and achievements from 2023 and 2024, showcasing our ongoing commitment to responsible and sustainable growth.

## ENVIRONMENT

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19% TOTAL RECYCLED CONTENT IN 2024

23% GHG EMISSIONS INTENSITY REDUCTION IN 2024 COMPARED TO 2023

1.1% ENERGY INTENSITY REDUCTION IN 2024 COMPARED TO 2023

10% WATER CONSUMPTION REDUCTION IN 2024 COMPARED TO 2023

## SOCIAL

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2,413 TRAINING HOURS IN TOTAL FOR 2023-2024

0.45 MIL € IN SOCIAL INVESTMENTS FOR 2023-2024

100% EMPLOYEES TRAINED ON HEALTH AND SAFETY INITIATIVES

10% INCREASE IN NUMBER OF EMPLOYEES IN 2024 COMPARED TO 2023

## GOVERNANCE

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ESG STRATEGY DEVELOPMENT

0 INSTANCES OF NON-COMPLIANCE AND IMPOSED FINES

0 WHISTLEBLOWING COMPLAINTS RAISED

WOMEN REPRESENTING 60% BoD

## OUR COMPANY



We are a company shaped by growth, innovation, and strong values, with a journey defined by progress and principles that continue to guide us. From our humble beginnings in Kilkis in 1990 to becoming a leader company in the European aluminium industry, our journey reflects a story of growth, precision, and unwavering commitment to excellence

## COMPANY PROFILE <sup>2</sup>

Our profile reflects both what we do and how we do it: advanced capabilities, a focus on quality, and a commitment to lasting partnerships built on trust and responsibility.

We are one of Greece’s foremost industrial companies in the field of aluminium systems, providing advanced and reliable solutions for windows, doors, and building facades. For over 30 years, we have combined experience, creativity, and dedication to developing aluminium systems that meet the highest standards of quality and performance. Our team of skilled professionals works with care and passion, ensuring that every product is precise, reliable, and tailored to our customers’ needs. With modern facilities in Kilkis and Aspropyrgos, Attica, we maintain consistent quality across all operations while continuously investing in technology, sustainable practices, and our people to deliver lasting value for our clients, our communities, and the environment.

At ELVIAL, our production is a carefully coordinated process designed to combine precision, efficiency, and consistency. Our fully automated storage and material handling systems, supported by robotic operations throughout the production line, allow us to manage everything from semi-finished products to ready-to-ship orders with full traceability.

We handle every aluminium profile with care, and our packaging options -standard or customized- are designed to meet technical requirements, branding needs, or special handling considerations. All production and packaging data are recorded and monitored through integrated systems, supporting reliability and transparency for our customers. Through these integrated solutions, we provide more than high-performance products. By optimizing stock keeping, storage, and order fulfillment, we help improve supply chain efficiency, reduce inventory costs, and ensure flexibility and timely delivery. This combination of technology, expertise, and process oversight contributes to consistent and dependable customer experience.



### VISION

Our vision is to lead the development of innovative, sustainable, and high-performance aluminium solutions that shape modern architecture, enhance building functionality, and support energy efficiency in construction projects worldwide.



### MISSION

Our mission is to deliver high-quality, energy-efficient, and aesthetically appealing aluminium products that respond to the evolving needs of architects, developers, and end-users, while continuously investing in research, technology, and sustainable practices.

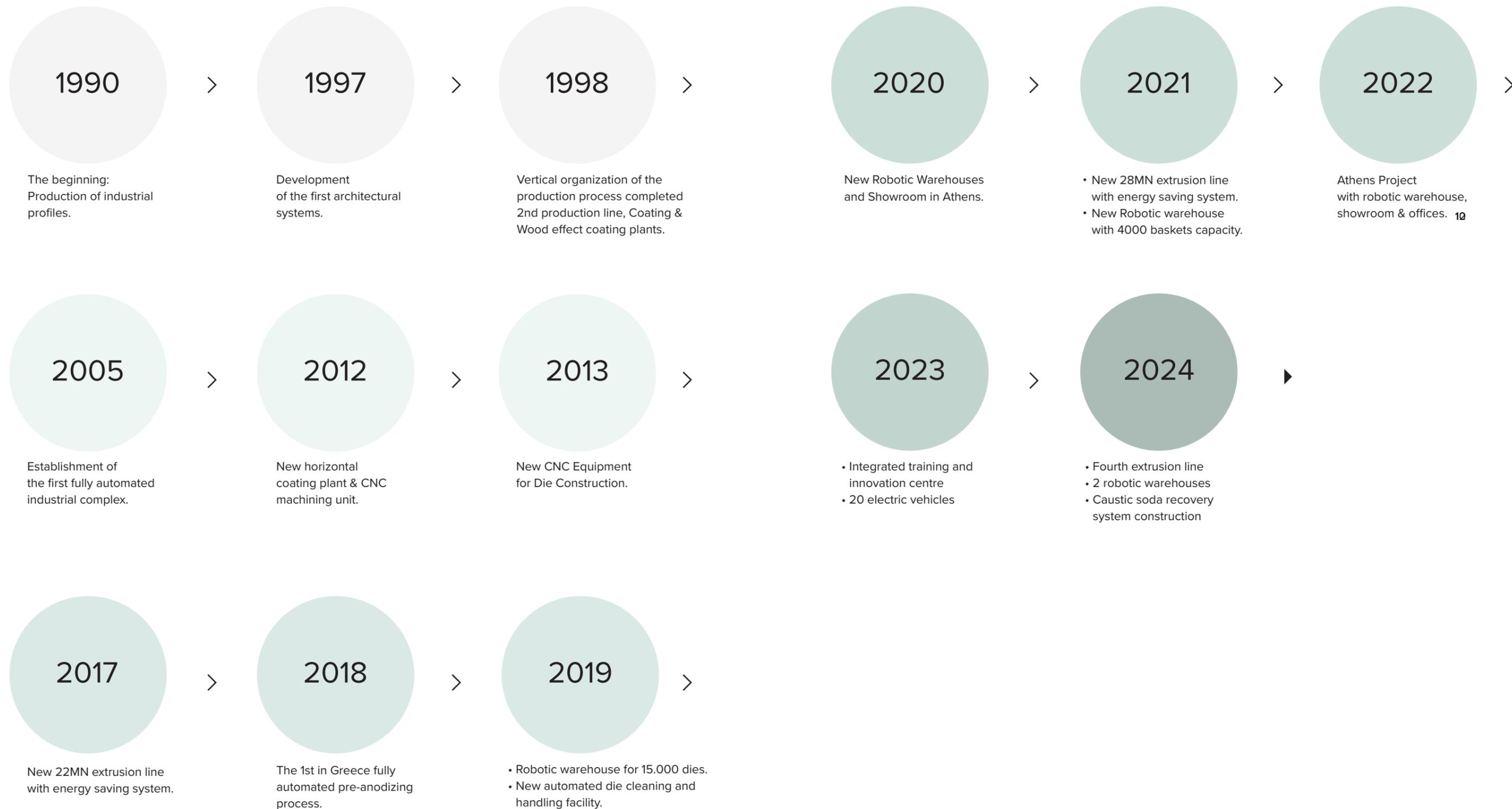


### VALUE

Our values, namely integrity, excellence, customer focus, and environmental responsibility, underpin every decision and action at ELVIAL, guiding our commitment to delivering reliable solutions, fostering long-term partnerships, and contributing to a more sustainable built environment.

# HISTORICAL OVERVIEW

Our history reflects the evolution from a small aluminium extrusion facility into a trusted partner. Step by step, we have expanded our capabilities, strengthened our expertise, and built a reputation that expands beyond national borders.



## AWARDS AND RECOGNITIONS

Our awards, recognitions, and sponsorships reflect our active engagement with the industry and wider community, showcasing our commitment to quality and innovation in the aluminium sector, and reflecting our dedication to excellence and continuous improvement.

ELVIAL's sponsorships and awards:



### HR COMMUNITY AWARDS Honorary Social Sensitivity Award

ELVIAL received the Honorary Social Sensitivity Award at the HR Community Awards for its participation in the Job Day 45+, recognizing the company's commitment to supporting employment opportunities and inclusivity for individuals over 45.



### 15TH ALUMINIUM & ARCHITECTURAL CONSTRUCTIONS CONFERENCE 2023 Key Sponsorship

In November 2023, we participated as a key sponsor in the 15th "Aluminium & Architectural Constructions" conference held in Thessaloniki.

[eso]

### 10TH ESO 2023 ELVIAL Participation

In 2023, we participated in the 10th ESO, co-produced by Design Ambassador/ARCHISEARCH.gr, +Design Magazine, and the Onassis Foundation in collaboration with the Mies Van der Rohe Foundation.



### 16TH ALUMINI CONFERENCE 2024 Gold Sponsorship

In November 2024, we participated as a Gold Sponsor in the 16th Alumini Conference "Aluminium & Architecture" held in Costa Navarino.



### GREEK ARCHITECTURE AWARDS 2022 Silver Sponsorship

In 2022, we participated as a Silver Sponsor in the Greek Architecture Awards, supporting the promotion of contemporary Greek architecture, highlighting our role in the sector, and reaffirming our commitment to fostering architectural creativity.



### MEDAL OF THE MINISTRY OF HEALTH & WELFARE FOR VOLUNTARY BLOOD DONATION

On Thursday, October 19, 2023, the Regional Branch of the Hellenic Red Cross in Kilikis and the Panhellenic Federation of Voluntary Blood Donor Associations honored ELVIAL as a token of recognition for its valuable contribution to promoting blood donation in Greece. ELVIAL received the Medal of the Ministry of Health & Welfare for Voluntary Blood Donation, accompanied by a certificate of commendation.



### GREEK ARCHITECTURE AWARDS 2023 Silver Sponsorship

In 2023, we participated as a Silver Sponsor in the Greek Architecture Awards, where we showcased our aluminium systems and celebrated the creativity of architectural firms across Greece. We congratulated the winners and reaffirmed our commitment to supporting Greek architecture.

## BUSINESS MODEL AND VALUE CHAIN

### BUSINESS MODEL <sup>3</sup>

Through close collaboration with our partners and a commitment to continuous improvement, we ensure that every aspect of our operations delivers value, supports innovation, and promotes sustainable practices. We are a prominent company in the aluminium sector, delivering a diverse range of solutions for residential, commercial, and industrial construction markets. Our architectural systems combine durability, energy efficiency, and design flexibility, ensuring long-lasting performance while supporting environmentally responsible practices.



### BUSINESS ACTIVITIES

#### DESIGN, DEVELOPMENT AND PRODUCTION OF ALUMINIUM ARCHITECTURAL SYSTEMS

We design and manufacture advanced aluminium architectural systems tailored to the needs of modern construction. From residential buildings to large-scale commercial projects, our systems combine structural performance, energy efficiency, and refined aesthetics.

#### PRODUCTION OF CUSTOM INDUSTRIAL ALUMINIUM PROFILES

With strong manufacturing capabilities and precision engineering, we produce customized aluminium profiles for a wide range of industrial applications. Our flexible production lines and automated processes allow us to deliver reliable, high-performance components that meet the specific technical requirements of each sector we serve.

#### ARCHITECTURAL DESIGN SERVICES & TECHNICAL SUPPORT

We collaborate closely with architects, engineers, and designers to co-create integrated aluminium solutions for diverse building types. Through technical consulting, system optimization, and design support, we ensure seamless incorporation of our products into any architectural concept, enhancing project efficiency, innovation, and sustainability.

**PRODUCTS**

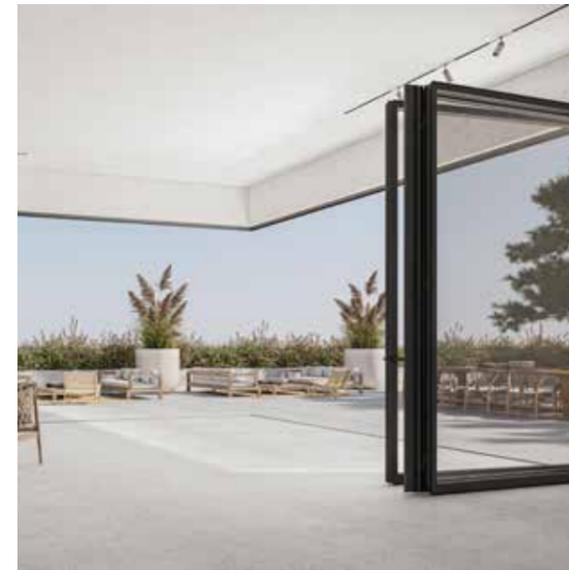
Our products are designed to shape spaces, combining functionality with thoughtful design. They include windows, sliding systems, entrance doors, facades, outdoor structures, sun-shading solutions, and folding doors. Each system balances durability, energy efficiency, and visual appeal, enhancing both practical use and the character of the spaces they inhabit. Advanced production technologies and vertically integrated processes ensure precision and reliability at every stage, from profile extrusion to system assembly. Key factors that play a crucial role in designing ELVIAL's products include the company's ongoing investment of substantial capital into innovative ideas and the adoption of state-of-the-art technologies.



**WINDOWS**



**SLIDINGS**



**FOLDING DOORS**



**DOORS**



**OUTDOOR**



**FACADES**



**SUN SHADING**

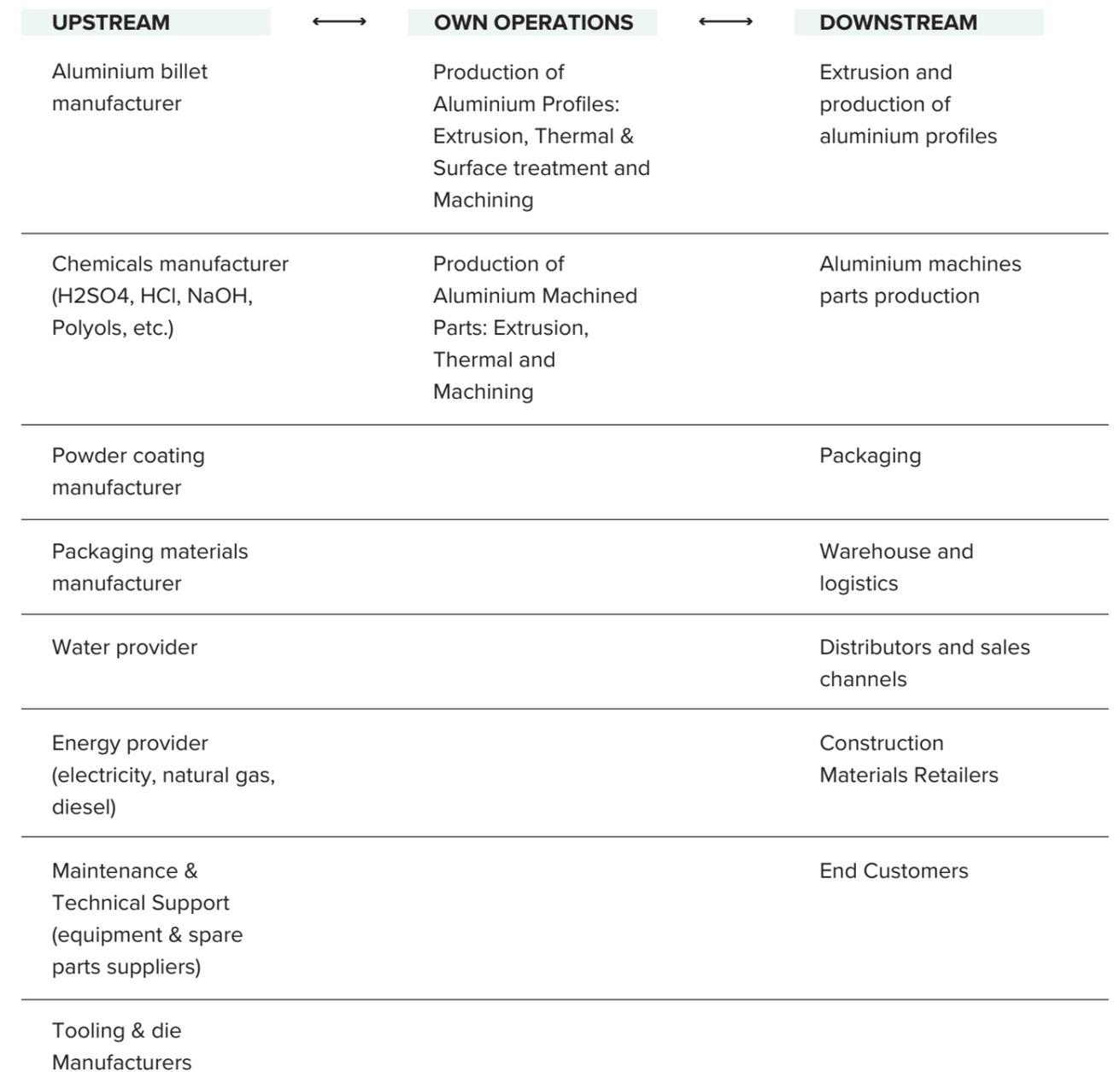
**VALUE CHAIN**

We focus on building a sustainable and responsible value chain, founded on trust and long-term partnerships. This approach position us as a preferred partner for architects, developers, and industry professionals seeking reliable and innovative aluminium solutions.

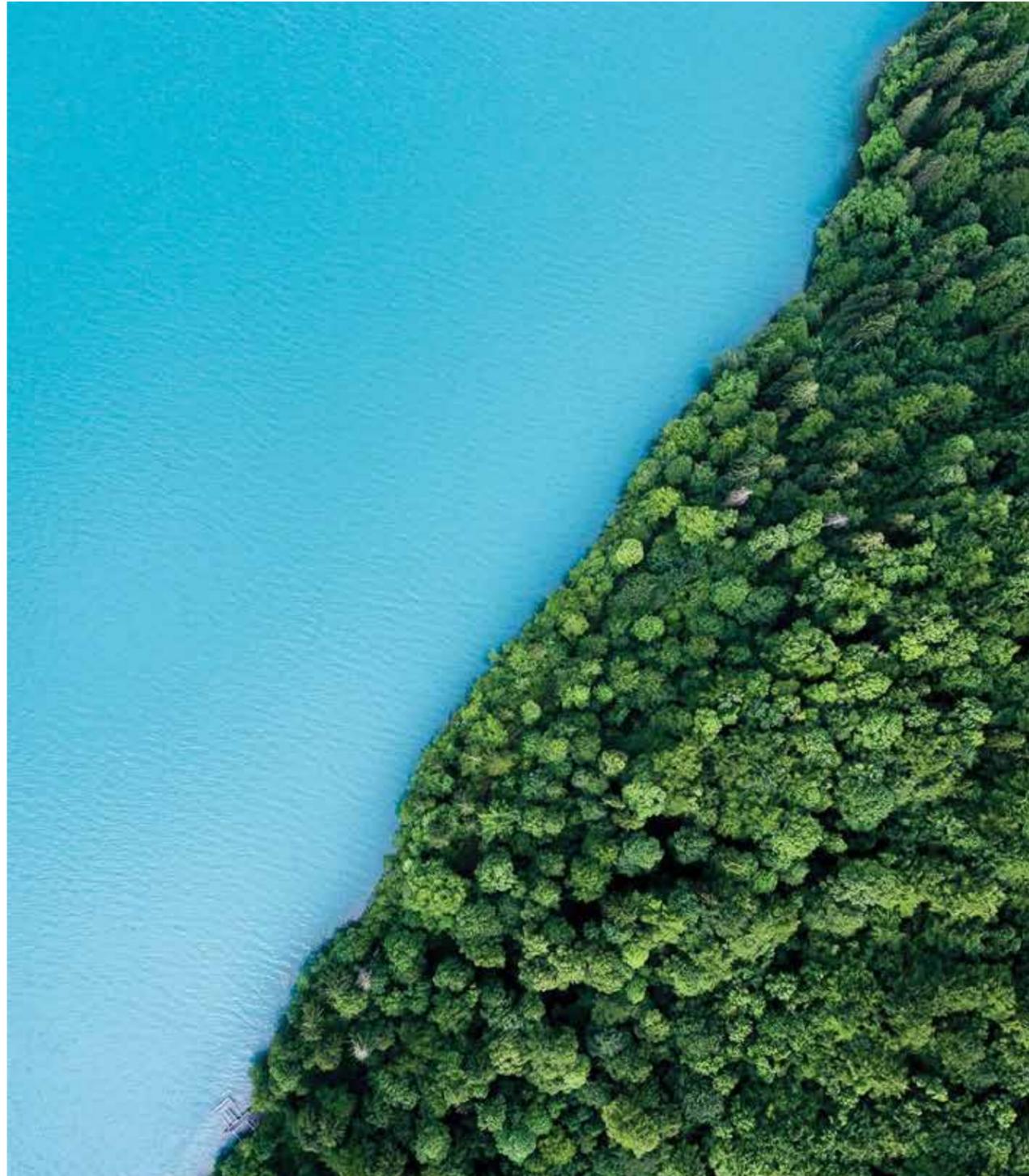
The following diagram presents the key stages of our value chain, from product development to customer support, illustrating how we create and deliver value.



**ELVIAL'S VALUE CHAIN**



## OUR APPROACH TO SUSTAINABLE DEVELOPMENT



Aluminium is a metal of endless possibilities, lightweight, durable, and infinitely recyclable. At the same time, its production and transformation carry significant environmental impacts. At ELVIAL, we embrace this challenge as an opportunity: to lead by example in the aluminium extrusion industry by embedding sustainability at the core of everything we do, from innovation and design to operations and partnerships.

## STAKEHOLDER ENGAGEMENT

We view stakeholder engagement as a key element of our decision-making process. By actively collaborating with internal and external stakeholders, we gain valuable insights into the impacts of our operations and the expectations of those we affect and who affect us. Our goal is to maintain an open and structured dialogue that helps us understand and document the impacts of our operations more comprehensively.

At ELVIAL, effective management of important business issues relies on integrating stakeholder perspectives into our strategic decisions. Through regular consultation with these groups, we aim to strengthen transparency and build relationships founded on trust, respect, and mutual understanding.

ELVIAL has defined and prioritized formal communication channels for each stakeholder group. The Company's key stakeholder groups are outlined in Annex I.

### MEMBERSHIPS AND PARTNERSHIPS <sup>4</sup>

We actively participate in industry forums and working groups, sharing our expertise on aluminium, sustainability, and innovation. By sponsoring events and collaborating on programs, we strengthen our role in advancing sectoral and national priorities. These activities enable us to promote responsible business practices, help shape standards and policies, and support the competitiveness and sustainable growth of the aluminium industry. The table below summarizes our key memberships and the nature of our involvement.

ELVIAL's memberships and partnerships



EUROPEAN ALUMINIUM ASSOCIATION (EAA)



GREEK ALUMINIUM ASSOCIATION (EEA)



HELLENIC INSTITUTE FOR THE FIRE PROTECTION OF STRUCTURES (ELIPYKA)



HELLENIC FEDERATION OF ENTERPRISES (SEV)



FEDERATION OF INDUSTRIES OF GREECE (SBE)



GREEK EXPORTERS ASSOCIATION (SEVE)

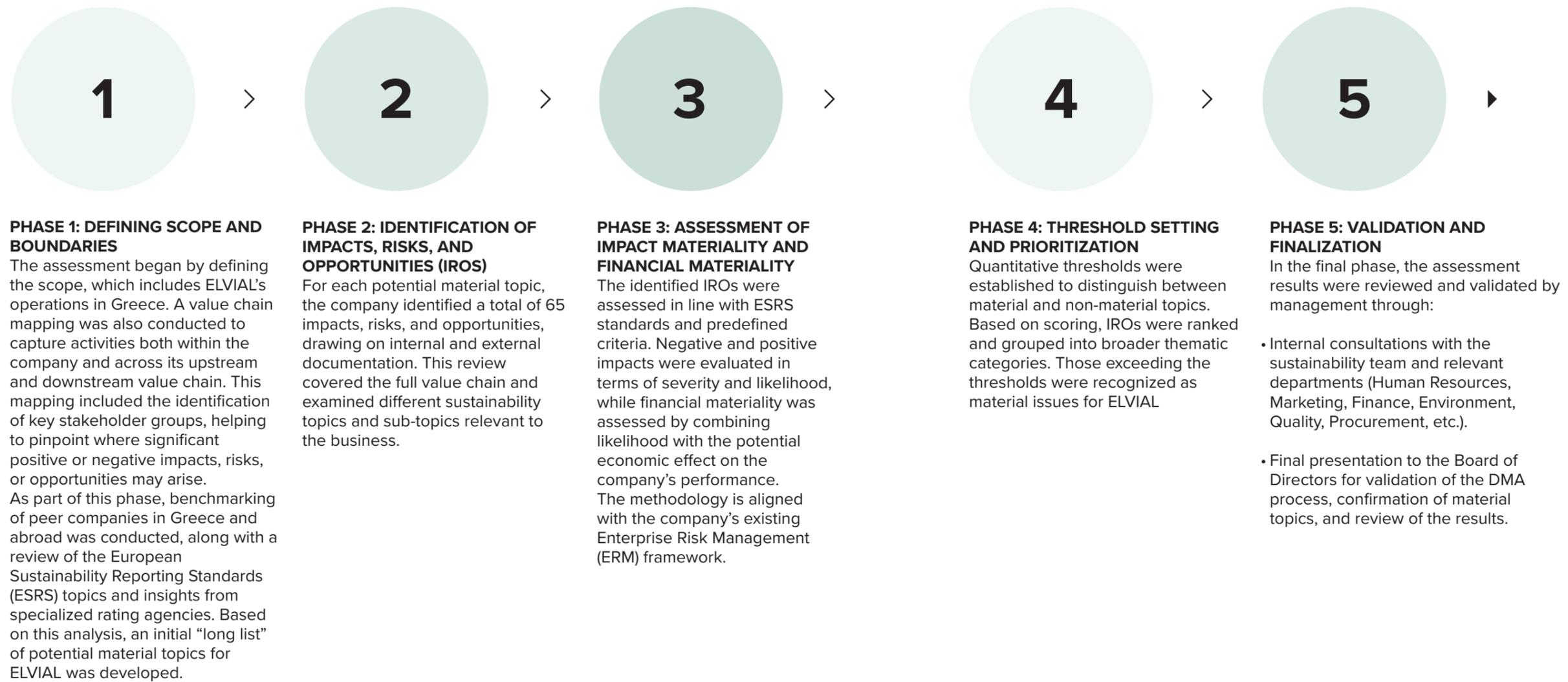


HELLENIC-GERMAN CHAMBER OF COMMERCE AND INDUSTRY

# DOUBLE MATERIALITY ASSESSMENT

The Double Materiality Assessment (DMA) is a structured process that evaluates how sustainability-related impacts, risks, and opportunities affect a company, as well as how the company influences people, the environment, and society. In line with the evolving regulatory landscape, ELVIAL carried out its first Double Materiality Assessment for the financial years 2023 and 2024, following a comprehensive step-by-step methodology organized into five distinct, yet connected phases.

## METHODOLOGY



The process identified eleven (11) material topics that will guide future strategic decision-making and form the basis for the company’s Sustainability Report.

The figures below illustrate the outcomes of ELVIAL’s Double Materiality Assessment, highlighting both the company’s sustainability impacts across the value chain and its exposure to related risks and opportunities.

**ELVIAL’S IMPACT MATERIALITY ASSESSMENT RESULTS**

	BAUXITE	ALUMINA	ENERGY	PRIMARY ALUMINIUM	EXTRUSION	WASTE/ RECYCLING
	UPSTREAM			OWN OPERATIONS		DOWNSTREAM
E1 Climate Change	A	A	A	A B	A B	A
E3 Water and marine resources				C	C	
E5 Resource use and circular economy	D	D		D	D	
S1 Own workforce				E	E	
G1 Business conduct				1 2	1 2	

**DRIVERS OF POSITIVE IMPACTS**

- 1 Ethical working environment and corporate culture within the Company through the implementation of the Code of Conduct
- 2 Protection of whistle-blowers (own operations)

**DRIVERS OF NEGATIVE IMPACTS**

- A Release of direct and indirect GHG emissions
- B Energy consumption of energy intensive processes (own operations)
- C Water withdrawals (own operations)
- D Use of natural resources
- E Potential occupational health and safety injuries

**ELVIAL’S FINANCIAL MATERIALITY ASSESSMENT RESULTS**

	BAUXITE	ALUMINA	ENERGY	PRIMARY ALUMINIUM	EXTRUSION	WASTE/ RECYCLING
	UPSTREAM			OWN OPERATIONS		DOWNSTREAM
E1 Climate Change	1 A B	1 A B	1 A B	1 2 A B	1 2 A B	1 A B
E5 Resource use and circular economy				C	C	
S1 Own workforce				4 D	4 D	
Entity-specific				5 6	5 6	

**DRIVERS OF POSITIVE IMPACTS**

- 1 Climate resilience
- 2 Energy saving measures and optimization
- 3 Training and skills development
- 4 Training and capacity building of business partners
- 5 Eco-Design of products
- 6 Revenue streams from LEED & BREEAM building

**DRIVERS OF NEGATIVE IMPACTS**

- A Climate change costs
- B Climate physical risks
- C Use of non-renewable mineral resources
- D Occupational Health and safety injuries

## OUR 2030 ESG STRATEGY

At ELVIAL, we believe that sustainability is an opportunity to create lasting value for our customers, our people, society, and the environment. The world is changing rapidly, and aluminium is part of that change, spanning from energy-efficient buildings to responsible use of circular materials. As we look ahead, we see a significant role for ELVIAL in shaping a more sustainable future. Our ESG strategy defines how we translate this belief into action, setting the direction, ambition, and defining the impact we aim to achieve as a company and as part of a wider ecosystem.



ELVIAL is committed to embedding sustainability across all aspects of its business, creating long-term value for stakeholders while contributing to a more sustainable society. Our ESG strategy aims to leverage ELVIAL's strengths and competencies to respond to global demand, including sustainability, energy efficiency, and circular economy solutions.

ELVIAL remains aligned with global sustainability developments and SDG Goals, as a company committed to addressing key sustainability challenges by embedding responsible practices throughout its value chain. This includes continuous improvements to our operational processes, systematic employee training in health and safety measures, and responsible sourcing of aluminium ingots to manufacture our products. Environmental excellence and protection of our people are deeply rooted in our corporate culture and guide every decision we make.

### ESG STRATEGY DEVELOPMENT PROCESS

ELVIAL's ESG strategy has been developed through an iterative process that reflects the company's operating environment, strategic priorities, and the evolving sustainability landscape. The approach is designed to support the systematic integration of environmental, social, and governance considerations into ELVIAL's overall operational and business activities, while maintaining the flexibility required to adapt to future developments and emerging expectations.

In shaping the ESG strategy, both internal perspectives and external insights were taken into consideration, ensuring alignment with material sustainability topics emerged from the Double Materiality Assessment, sectoral trends, and internal stakeholder expectations. This balanced approach supported the identification and evaluation of priority areas where ELVIAL can enhance its sustainability performance while creating long-term value for its stakeholders.

The ESG strategy is supported by ongoing engagement across the organization and is subject to regular review to ensure continued relevance and alignment with business objectives. This enables the translation of strategic direction into clearly defined priorities, targets, and performance indicators over time.

### ESG DRIVERS AND MARKET CONTEXT

Global drivers - such as the transition to low-carbon industries, urbanization, and the growing emphasis on circular materials - were considered during the design of the ESG strategy. In addition, regulatory developments and evolving customer expectations, which shape the external landscape and accelerate the adoption of sustainable practices across the value chain, were also taken into account.

In respect to the United Nations Sustainable Development Goals (SDGs), ELVIAL actively supports the achievement of the goals, aligning its business activities with global objectives for a more sustainable future. Through initiatives such as energy-efficient aluminium systems and responsible production processes, ELVIAL contributes to multiple SDGs, fostering economic growth while gradually minimizing adverse impact. By aligning its core activities with these global goals, ELVIAL reaffirms its commitment to creating a more sustainable and beneficial world for all.

**ESG STRATEGY PILLARS AND AMBITION**

ELVIAL’s ESG strategy is structured around three core pillars that reflect the company’s sustainability ambition and its focus on long-term value creation across environmental and social dimensions.

**CLIMATE CHANGE MITIGATION & ENERGY**

ELVIAL aims to reduce its greenhouse gas emissions and improve energy efficiency across its operations through a combination of energy optimization initiatives, electrification, and increased use of renewable energy sources. In parallel, the company seeks to progressively address material scope 3 emissions by engaging across its value chain, supporting a gradual reduction of indirect environmental impacts associated with its activities.

**CIRCULAR ECONOMY**

Under the circular economy pillar, ELVIAL focuses on increasing the use of recycled aluminium and strengthening circular sourcing practices. This includes enhancing material traceability, fostering partnerships across the value chain, and adopting circular design approaches in line with globally accepted and recognized sustainability schemes. Through these actions, ELVIAL seeks to reduce reliance on primary raw materials, improve resource efficiency, and support the transition to more circular aluminium solutions.

**PROTECTING AND EMPOWERING OUR PEOPLE**

ELVIAL is dedicated to fostering a safe, inclusive, and supportive workplace that prioritizes the well-being of its people. This pillar focuses on preventing occupational accidents, reducing injury rates, and strengthening employee well-being, engagement, and retention. By investing in people, skills, and workplace culture, ELVIAL aims to foster a supportive environment that enables employees to thrive and contribute to the company’s long-term success.

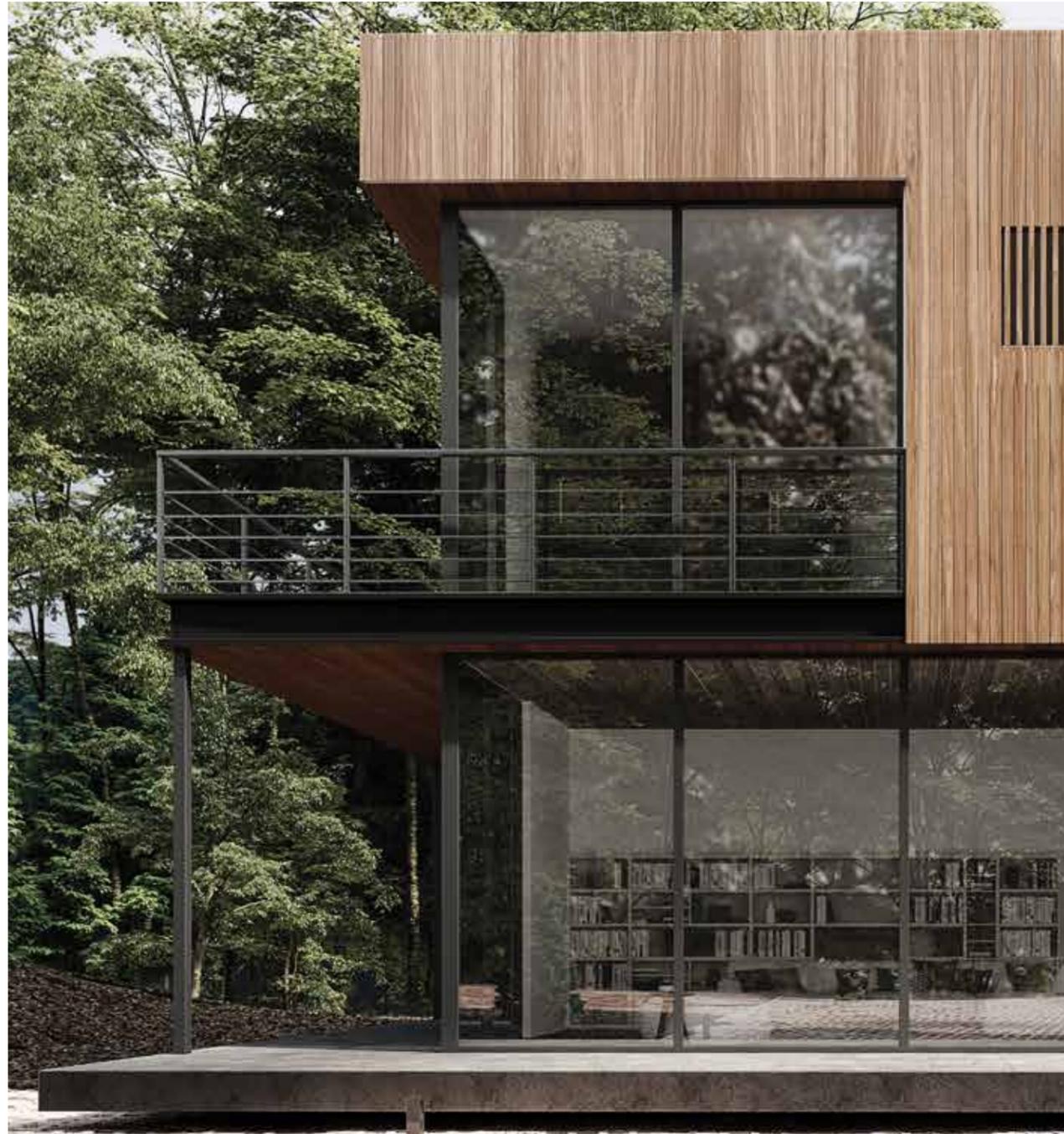
To ensure consistency and accountability, ELVIAL has set a collection of metrics under each ESG pillar. These metrics allow for transparent tracking of progress and help pinpoint areas that need further action.

ELVIAL’s ESG targets will continue to evolve as our technologies, capabilities, and stakeholder expectations progress. We are committed to continuously reviewing and refining our goals to reflect new insights, innovations, and market developments. By setting data-driven and measurable objectives, we aim to ensure that our sustainability journey remains dynamic, transparent, and impactful.

Our 2030 ESG Strategy Pillars	Metrics <sup>5</sup>	Value Creation	Our ESG Targets	Time-horizon	Sustainable Development Goals (SDGs)
 <p>Climate change mitigation &amp; Energy</p>	<p>Scope 1 &amp; 2 GHG emissions intensity {L}</p> <p>Scope 1, 2 &amp; 3 GHG emissions {A}</p> <p>Scope 3 GHG emissions intensity {A}</p> <p>Electricity consumption intensity (per tonne of product) {L}</p> <p>Energy consumption {A}</p> <p>Renewable energy share {A}</p> <p>% of recycled content in aluminium profiles {L}</p>	<p>Supply aluminium profiles designed to enhance thermal insulation and minimize energy loss in buildings, supporting downstream GHG emissions savings</p>	<p>≥40% reduction in Scope 1 &amp; 2 GHG emissions by 2030 (vs. 2019, intensity-based)</p> <p>10% reduction in electricity consumption per tonne of product by 2029 (vs. 2022)</p> <p>≥30% share of renewable electricity by 2030</p>	<p>Medium-term</p>	 
 <p>Circular Economy</p>	<p>Number of architectural systems certified against C2C or other relevant sustainability scheme {A}</p> <p>Number of suppliers of recycled aluminium ingots {A}</p> <p>Number of fatalities {L}</p>	<p>Incorporate post- and pre-consumer scrap in aluminium profile production, reducing primary raw material consumption and conserving natural resources</p>	<p>≥25% recycled aluminium content in products by 2030</p> <p>Certification against recognized circularity and environmental standards for 20 architectural systems by 2026</p>	<p>Medium-term</p>	
 <p>Protecting and empowering our people</p>	<p>Total recordable work-related injury rate (TRIR) {L}</p> <p>Lost time frequency rate (LTFR) {A}</p> <p>Number of lost Time Accidents (LTAs) {A}</p> <p>% of employee satisfaction {L}</p>	<p>Health and safety incident-free workplace; fostering a positive work environment that supports employees, strengthens morale and productivity, and improves retention</p>	<p>Zero occupational fatal incidents on an annual basis</p> <p>40% reduction in Total Recordable Injury Rate (TRIR) by 2030 (vs. 2023)</p> <p>100% employee coverage through well-being programs by 2027</p>	<p>Short-term to medium-term</p>	 

<sup>5</sup> {L} Lead metric, {A} Additional metric

## SUSTAINABLE PRODUCT DESIGN AND RESPONSIBLE PROCUREMENT



Based on ELVIAL's ESG strategy, which guides the Company's commitment to responsible business conduct, environmental stewardship, and social impact, ELVIAL applies sustainability across its operations and products. By integrating eco-design principles into aluminium systems, ELVIAL develops high-performance sustainable products and implements rigorous sustainability criteria in procurement. The Company translates its ESG objectives into concrete actions that enhance environmental performance, product quality, and social value. These sections provide insights into ELVIAL's approach to sustainable product development, energy-efficient and durable solutions, and responsible supply chain management.

## ECO-DESIGN OF SUSTAINABLE PRODUCTS

ELVIAL embraces eco-design, creating products that combine innovation, functionality, and sustainability to minimize environmental impact throughout their lifecycle, while maintaining the highest standards of quality. The Company places significant emphasis on preventive environmental protection, recognizing eco-design as a core pillar of its commitment to sustainable development. ELVIAL aims to design, produce, and offer products with the lowest possible environmental impact throughout their life cycle. This approach is embedded in a comprehensive Environmental Policy and Action Plan, covering natural resource consumption, emissions management, waste reduction, nuisance minimization, and continuous staff training. The Action Plan is systematically reviewed, and improved, reflecting ELVIAL's commitment to continuous improvement and proactive environmental management.

### ECO-DESIGN INPUTS

By integrating eco-design principles into its operations and business model, ELVIAL generates positive environmental, economic, and social impacts, without significant negative effects.



**Environmental:** Reduces waste and emissions by applying best available technologies, selecting recyclable materials that enable recycling and reusability, and reusing post-consumer materials at the end of their life cycle. Processes and materials prevent, reduce, or control environmental pollution, including aluminium recycling.



**Economic:** Lowers production costs and strengthens ELVIAL's competitiveness by delivering efficient and sustainable products to partner construction companies.



**Social:** Designing for repair and maintenance extends product lifespan, promotes responsible consumption, and enhances customer satisfaction by reducing frequent maintenance needs.

### INTEGRATION OF ECO-DESIGN PRINCIPLES IN POLICY COMMITMENTS

ELVIAL's Environmental Policy forms the foundation for eco-design and sustainable production. The Company complies with all applicable Greek and European environmental legislation and continuously works to prevent pollution and improve environmental performance. Continuous improvement is achieved through regular monitoring and evaluation of environmental aspects arising from production processes. Immediate corrective actions are taken whenever non-conformities are identified.

The Company emphasizes the rational management of waste and natural resources, aiming to avoid, reduce, treat, and reuse waste while minimizing energy, water, and raw material consumption. Best available technologies and eco-efficient processes ensure these goals. Eco-design is fully aligned with this policy, embedding environmental protection in every stage of the product life cycle.

Staff engagement and education are central: all employees share responsibility for implementing environmental programs. ELVIAL fosters awareness through systematic training and ensures adequate resources are provided. The Company also maintains open dialogue with stakeholders, including the public, customers, and suppliers, providing transparency on environmental actions and achievements.

ELVIAL has developed and implemented an Environmental Management System (EMS) under ISO 14001:2015, with the Kilkis facility certified. This system ensures that eco-design principles and environmental goals are systematically managed, monitored, and integrated into operational practices.

**ECO-DESIGN AND ENVIRONMENTAL PROTECTION**

ELVIAL implements specific actions to advance eco-design and minimize environmental impacts:

- Conducting research and development on eco-friendly design solutions that reduce environmental footprints.
- Offering after-sales services that support product repair and reuse, further reducing waste.
- Utilizing Life Cycle Assessments (LCA) to identify environmental impacts and guide continuous improvement.
- Implementing a specific software Windows.ID program, which incorporates circular economy principles and sustainable product innovation.

These initiatives not only mitigate potential negative impacts but also amplify positive ones, supporting a circular economy, reducing resource consumption, and increasing value for customers.



**TRACKING EFFECTIVENESS**

ELVIAL evaluates the effectiveness of its actions through Life Cycle Assessment studies, continuous performance monitoring, and regular management reviews under ISO 14001 EMS. While specific quantitative KPIs for eco-design are under development environmental objectives, such as waste minimization, resource efficiency, and pollution prevention, are already integrated into its broader environmental strategy. The company is formalizing measurable goals and indicators to assess progress and ensure transparent reporting.

**ENGAGING WITH OUR COMMUNITY AND CUSTOMERS**

Stakeholder engagement plays a central role in shaping ELVIAL’s eco-design approach. The company actively collects and analyzes customer feedback, which provides valuable insights into product redesign and after-sales service improvements. Through open communication with customers, suppliers, and the public, ELVIAL ensures that its eco-design initiatives remain relevant, effective, and responsive to stakeholder expectations.<sup>6</sup>



## HIGH-PERFORMANCE SUSTAINABLE PRODUCTS



ELVIAL develops high-performance sustainable products that meet the highest standards of quality and durability while reducing environmental impact.

The Company's strategy combines technical excellence, durability, and sustainable principles across all product lines, ensuring positive economic, environmental, and social contributions.



**Environmental:** Enhances building energy efficiency, reduces greenhouse gas emissions, and extends product longevity. Integration of rigid polyurethane foam (EN 13165:2012 certified) improves thermal performance and supports sustainable building design.



**Economic:** High quality and long service life reduce maintenance costs and increase competitiveness for clients.



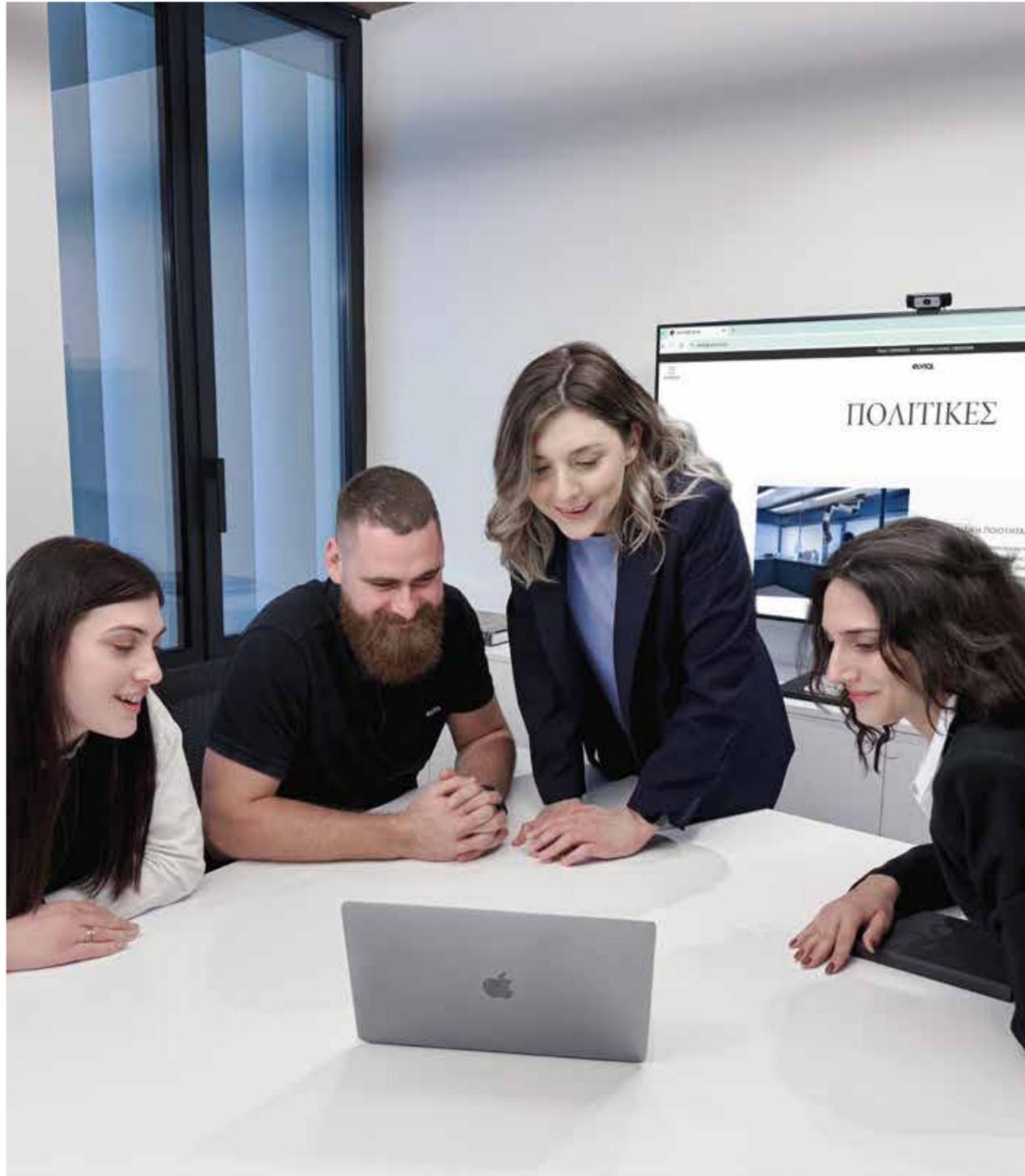
**Standards & Certifications:** Materials comply with EN 15088:2005 and EN 1090-3. Surface treatments meet QUALICOAT and QUALIMARINE certifications, guaranteeing corrosion, weathering, and UV resistance. Environmental Product Declarations (EPDs) comply with ISO 14025:2006 and EN 15804:2012+A2:2019. EU Declaration of Conformity ensures foam meets European standards, guaranteeing safety, quality, and traceable compliance.

ELVIAL continuously invests in R&D to enhance product performance, durability, and customer value, aligning with emerging market demands and sustainability frameworks. Energy efficiency, longevity, and operational effectiveness are emphasized, complementing the eco-design approach. Through certified quality systems, transparent product information, and ongoing innovation, ELVIAL ensures that its products meet stakeholder expectations and provide lasting value across the built environment.<sup>7</sup>

## SUSTAINABLE PROCUREMENT

ELVIAL ensures that all procurement decisions integrate environmental, social, and economic sustainability criteria, fostering responsible supplier relationships and a resilient supply chain.

The purpose of the Sustainable Procurement process at ELVIAL is to ensure that all Company procurements consider social, environmental, and economic sustainability criteria, thereby enhancing the overall responsibility of the supply chain.



The Company is committed to selecting suppliers who follow environmental management, quality, and social responsibility standards. Preference is given to raw materials with a low environmental footprint, such as recycled materials, energy-efficiently produced materials, and materials with reduced CO<sub>2</sub> emissions. Social criteria are also integrated, including equal treatment of employees and the absence of child or forced labor. Suppliers are monitored and evaluated for compliance with ESG (Environmental, Social, Governance) standards and procedures are implemented to reduce waste, promote recycling, and conserve energy. Additionally, 87% of suppliers are local to the Company's significant location of operation, supporting local economies and reducing environmental impact. Also, ELVIAL has conducted a mapping of its suppliers in terms of risk levels associated with their geographic specificity. The Company intends to proceed to the assessment of all suppliers by taking into consideration environmental and social criteria, demonstrating the Company's ongoing effort to integrate sustainability principles into its procurement operations.<sup>8</sup>

The supplier selection process incorporates sustainability criteria from the outset. Suppliers complete a Sustainability Questionnaire, which assesses measures to reduce resource consumption, the use or transition to renewable energy sources, waste management and recycling practices, social and environmental values, available ESG certifications or sustainability awards, and compliance with environmental regulations such as RoHS and REACH.

Suppliers are categorized based on their strategic importance and sustainability requirements. Strategic suppliers provide critical products with high sustainability demands, significant suppliers offer important products that can be replaced, if necessary, core suppliers supply unique but non-critical products, and alternative suppliers provide easily replaceable items.

Supplier performance evaluation includes sustainability KPIs, such as the percentage of recycled materials used, compliance with environmental standards, and adherence to social and labor criteria. Evaluations are conducted annually and on an ad hoc basis, with final classifications of suppliers as Reliable, Under Observation, or Rejected.

In cases of sustainability-related issues, ELVIAL uses the 8D Report methodology to manage complaints and corrective actions, ensuring preventive measures are applied to avoid recurrence and monitoring both short-term and long-term action implementation.

Responsibilities within the Company are clearly defined. The Procurement Department coordinates supplier evaluation and ensures compliance. The Environmental Management Officer oversees environmental criteria, while the Quality Officer verifies quality and ESG compliance. The Production, R&D, and Technical Support departments participate in the evaluation of specialized materials.

All records and documentation are maintained rigorously, including supplier sustainability questionnaires, performance evaluations and KPIs, copies of ESG certifications, environmental statements, sustainability reports, and 8D Reports for corrective actions, with a retention period of five years.

## ENVIRONMENT

We are committed to reducing our environmental footprint and building resilience to climate change. Through responsible energy and water management and circular economy practices, we drive meaningful progress toward a sustainable future.

Our dedication to environmental stewardship is embedded in every facet of our operations through our Environmental Policy. We actively seek innovative solutions to enhance efficiency, minimize waste, and conserve the natural resources that sustain us all. We aim to reduce our environmental footprint while strengthening our resilience to climate challenges. Our efforts extend beyond compliance, encompassing proactive measures that promote sustainability, generate long-term value, and support the well-being of the communities in which we operate. Guided by a culture of collaboration, continuous improvement, and transparency, we remain committed to responsible and sustainable growth.

## ENERGY CONSUMPTION

We focus on responsible and efficient energy use across all aluminium extrusion and surface treatment operations, aiming to reduce our environmental impact while supporting sustainable business growth. Through continuous monitoring of energy consumption, targeted investments, and innovation, we strive to enhance energy efficiency and minimize our energy footprint.



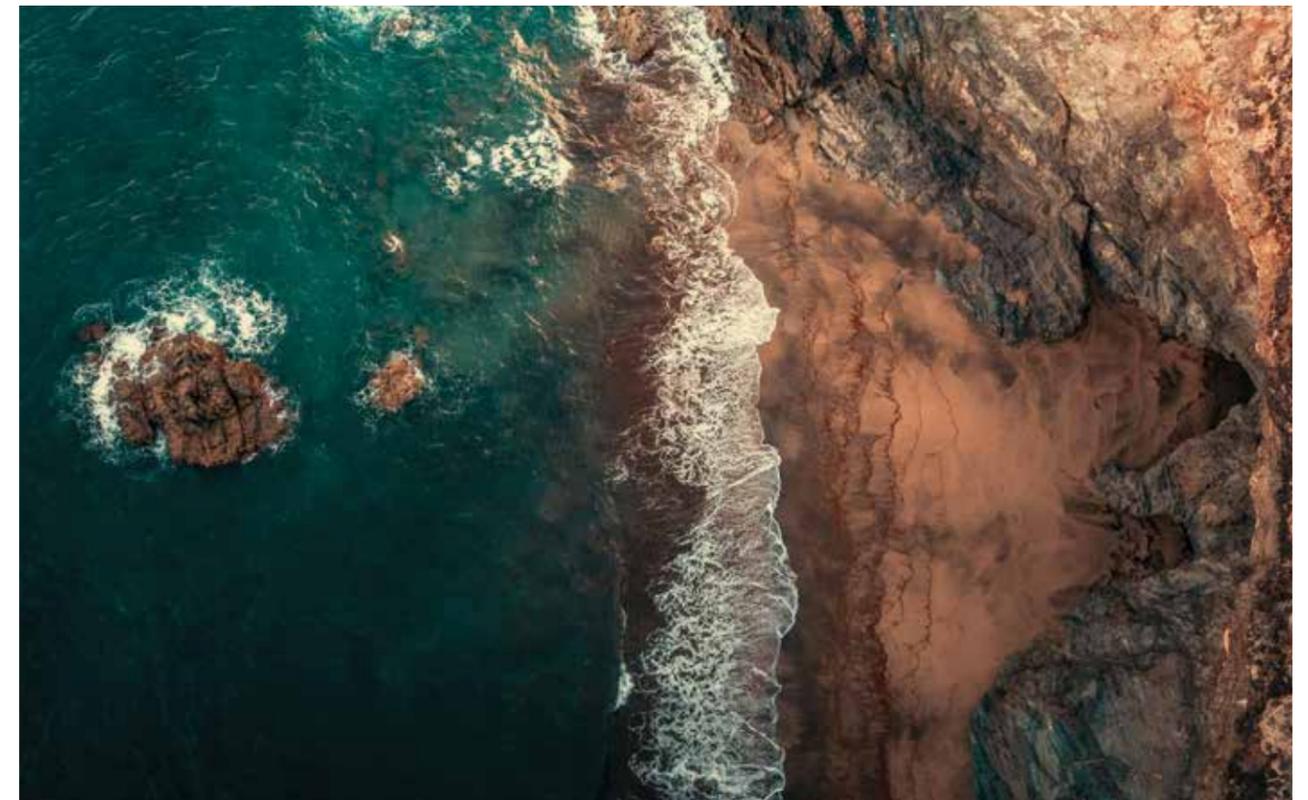
Energy consumption is a key material topic in the aluminium industry, affecting both product cost and environmental impact. At ELVIAL, reducing energy consumption per ton of product is a core priority and strategic objective. We are committed to the responsible and efficient management of energy across all operations, recognizing it as a foundation for sustainable development and carbon footprint reduction. Our approach addresses both production processes and overall facility operations, with the goal of optimizing energy use and minimizing environmental impact.

Our strategy combines targeted upgrades to equipment and production systems, adoption of automation and digital tools, and improvements to heating and energy infrastructure. Through these initiatives, we continuously enhance energy efficiency, support climate goals, and create long-term value for both business and society.

In ELVIAL's facilities, energy demand is primarily met through electricity and natural gas, powering both production and supporting operations. The Kilkis site accounts for the majority of total energy consumption, while the Aspropirgos facility represents a smaller, but measurable, portion.

A significant share of electricity is directed toward manufacturing processes, including extrusion, surface treatment, and packaging, while the remainder supports auxiliary systems such as lighting, heating, and administrative functions.

This distribution reflects ELVIAL's production structure and focus on high-performance, technology-driven manufacturing. Continuous monitoring and optimization efforts ensure that all energy consumed is used efficiently, in line with the company's strategy to reduce energy intensity and enhance sustainability performance across all facilities.



**ENERGY EFFICIENCY GOALS AND INVESTMENTS**

At ELVIAL, energy efficiency is a core element of our production strategy, embedded across all aluminium extrusion and surface treatment processes. We focus on upgrading production equipment with state-of-the-art, energy-efficient systems, integrating advanced automation technologies to reduce idle energy consumption, and optimizing heating, ventilation, and lighting systems through smart controls and LED solutions.

Beyond technological improvements, ELVIAL applies a structured energy management approach that includes regular energy audits, targeted staff training programs, and awareness initiatives that promote energy-conscious behaviors across all departments. These actions reflect our commitment to continuous improvement and alignment with international best-in class practices and sustainability principles in the aluminium industry.

In addition to these measures, ELVIAL has invested in a high-tech robotic warehouse at its new facility in Aspropyrgos. This installation includes 3,000 storage positions and manages over 1,000 tons of aluminium profiles with minimal human intervention. The facility also features the ELVIAL Experience Centre, which includes a modern showroom, office and training spaces, and a virtual reality (VR) room where architects and engineers can visualize products in real-world applications.

With an investment exceeding €5 million, this facility enhances supply chain efficiency, reduces energy use, and showcases ELVIAL’s dedication to digital transformation and innovation-driven sustainability.



**OUR PERFORMANCE**

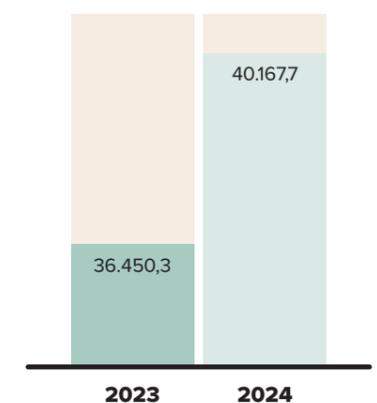
The table below presents the Company’s energy consumption for the years 2023 and 2024. Although energy consumption decreased by 4% from 2022 (see respective values in the previous bi-annual report) to 2023, it subsequently increased by 10% from 2023 to 2024, reflecting the expansion of the company’s business and manufacturing activities. Overall, total energy consumption rose by 5% between 2022 and 2024. Despite these fluctuations in absolute energy consumption values, energy consumption intensity per unit of production has continued to decline, reflecting improvements in operational efficiency and ongoing efforts to optimize energy use.<sup>9</sup>

**ELVIAL’S ENERGY CONSUMPTION WITHIN THE ORGANIZATION**

<b>Total energy consumption within the organization (MWh)</b>	<b>2023</b>	<b>2024</b>
<b>Non-renewable fuel consumption</b>		
Fuel consumption from natural gas	22,327.8	24,669.6
Diesel for company vehicles	1,764.3	2,180.7
Gasoline for company vehicle	35.4	11.5
Diesel for company equipment	2.2	5.6
<b>Non-renewable fuel consumption</b>		
Electricity consumption	12,320.6	13,300.3
<b>Total energy consumption within the organization<sup>10</sup></b>	<b>36,450.3</b>	<b>40,167.7</b>

<sup>9</sup>The above figures refer specifically to the Kilkis facility, as the Aspropyrgos facility accounts for less than 1% of total energy consumption, and is therefore considered negligible in the reported data.

**TOTAL ENERGY CONSUMPTION WITHIN THE ORGANIZATION (MWH)**



<sup>9</sup> GRI 302-1, GRI 302-3, GRI 302-4

<sup>10</sup> The organization’s total energy consumption figures were calculated based on actual utility invoices (electricity and natural gas) for the reporting period. No additional estimations were applied, ensuring that the data reflects the precise amounts of energy purchased and

**ELVIAL'S ENERGY INTENSITY RATIO<sup>11</sup>**

Energy intensity ratio <sup>12</sup>	Unit	2023	2024
Total energy consumption within the organization	MWh	36,450.3	40,167.7
Amount of products produced	tn of products	21,487.0	23,932.1
Amount of products sold	tn of products	23,664.6	24,305.3
<b>Energy intensity ratio for the organization (based on produced products)</b>	<b>MWh/ tn of production</b>	<b>1.70</b>	<b>1.68</b>
<b>Energy intensity ratio for the organization (based on sold products)</b>	<b>MWh/ tn of sold products</b>	<b>1.54</b>	<b>1.65</b>

**CLIMATE CHANGE**

ELVIAL acknowledges climate change as one of the most pressing global challenges. Operating within the aluminium sector, a field recognized as high-risk for climate impact, ELVIAL is firmly committed to reducing greenhouse gas emissions, optimizing energy efficiency, and strengthening resilience against climate-related risks.

At ELVIAL, environmental protection and climate action form a key pillar of our ESG strategy. We acknowledge the urgency of addressing climate change and are committed to reducing our carbon footprint, improving energy efficiency, and contributing to the transition toward a low-carbon economy.

During the reporting period 2023 - 2024, the company managed to reduce its absolute scope 1 & 2 GHG emissions by 23.95% compared to 2019 as a result of improving energy consumption and efficiency across operations.

To support and guide these improvements, ELVIAL has conducted a comprehensive environmental and climate impact assessment, taking into account extreme weather events, resource availability, and regulatory compliance. This assessment identified the primary operational risks associated with these factors, including:

- Production interruptions due to resource shortages (e.g. raw material shortage).
- Damage to equipment from extreme weather events.

These risks can result in economic implications, such as increased insurance claims and the need for compliance-related investments. At the same time, the assessment highlighted potential opportunities linked to the transition to a low-carbon economy, including the adoption of renewable energy sources. It should be noted that, to date, no formal financial impact analysis has been conducted to quantify the economic effects of these climate-related risks and opportunities.<sup>13</sup>

**OUR PERFORMANCE**

ELVIAL monitors, quantifies, and reports on scope 1 (direct emissions from fuel combustion in stationary and mobile sources, and fugitive emissions from biological treatment facility) and scope 2 (indirect emissions from purchased electricity). Our ongoing objective is to reduce GHG emissions and improve operational sustainability.

The calculation of greenhouse gas (GHG) emissions was conducted in accordance with ISO 14064-1:2018. The year 2019 was selected as the baseline, aligned with the establishment of the National Climate Law 4936/2022, providing a regulatory reference for climate performance and GHG emissions reduction targets. GHG emissions reductions are assessed annually against this baseline to monitor progress and closely monitor need for improvements. Within the operational boundaries of the GHG inventory, scope 1 emissions include CO<sub>2</sub> and HFCs, while scope 2 emissions include CO<sub>2</sub>. Biogenic CO<sub>2</sub> emissions, originating from water treatment and other anthropogenic systems, were also accounted, but not contributed to the GHG inventory. Direct emissions were determined using emission factors from the National Inventory Report 2025. The table below illustrates the results of the GHG inventory for the years 2023 and 2024.<sup>14</sup>

**ELVIAL'S GHG INVENTORY**

	Emission category / sources	2023	2024
Scope 1	Natural Gas	3,957.7	4,283.8
	From combustion source diesel oil	447.6	550.1
	From combustion source gasoline	9.4	3.1
	Refrigerant R410	856.3	16.3
	Biogenic CO <sub>2</sub> Emissions	132.4	144.6
Scope 2	Indirect emissions from purchased electricity (market-based)	5,422.0	3,611.0
	Indirect emissions from purchased electricity (location-based)	6,163.0	4,888.0
<b>Total Scope 1</b>		5,403.4	4,997.9
<b>Total Scope 2 (market-based)</b>		5,422.0	3,611.0
<b>Total Scope 2 (location-based)</b>		6,163.0	4,888.0
<b>Total GHG emissions (market-based)</b>		<b>10,825.4</b>	<b>8,608.9</b>
<b>Total GHG emissions (location-based)</b>		<b>11,566.4</b>	<b>9,885.9</b>

<sup>11</sup>The above figures refer specifically to the Kilikis facility, as the Aspropyrgos facility accounts for less than 1% of the total energy consumption and emissions, and is therefore considered negligible in the reported data.

<sup>11</sup> GRI 302-5    <sup>13</sup> GRI 201-2    <sup>14</sup> GRI 305-1, GRI 305-2, GRI 305-3

<sup>12</sup> The energy intensity ratio includes electricity and natural gas consumption across all facilities.

## WATER RESOURCE MANAGEMENT

Our Company's GHG emissions for 2023–2024 reflect ongoing efforts to manage and reduce our carbon footprint. Scope 1 emissions were 5,403.4 tCO<sub>2</sub> in 2023, and decreased slightly to 4,997.9 tCO<sub>2</sub> in 2024, with associated biogenic CO<sub>2</sub> emissions of 132.4 tCO<sub>2</sub> in 2023 and 144.6 tCO<sub>2</sub> in 2024. These trends demonstrate the Company's commitment to tracking and mitigating greenhouse gas emissions across all operational areas.

ELVIAL is committed to reducing its scope 1 & 2 GHG emissions by at least 30% by 2030, compared to 2019 levels, expressed per ton of produced products, in alignment with the requirements of Article 19 of the National Climate Law 4936/2022. To achieve this target, the company continuously calculates, monitors, and evaluates its climate performance, ensuring it remains on track to meet its near-term objectives.

### ELVIAL'S GHG EMISSIONS INTENSITY<sup>15</sup>

Greenhouse gas emissions intensity (tn CO <sub>2</sub> eq./ tn of production)	Unit	2023	2024
Total GHG emissions (location-based)	tn CO <sub>2</sub> eq.	11,566.4	9,885.9
Total GHG emissions (market-based)	tn CO <sub>2</sub> eq.	10,825.4	8,608.9
Amount of products produced	tn products	21,487.0	23,932.1
<b>GHG emissions intensity (location-based)</b>	<b>tn CO<sub>2</sub> eq./ tn product</b>	<b>0.54</b>	<b>0.41</b>
<b>GHG emissions intensity (market based)</b>	<b>tn CO<sub>2</sub> eq./ product</b>	<b>0.50</b>	<b>0.36</b>

### ELVIAL'S GHG EMISSIONS REDUCTION<sup>16</sup>

Between 2019 and 2024, ELVIAL implemented a series of targeted initiatives aimed at reducing its greenhouse gas (GHG) emissions, with a particular focus on electricity consumption. These initiatives included energy efficiency upgrades across production lines, investment in modern, energy-efficient equipment and gradually increase of its sourcing of electricity from renewable energy providers. As a result of these efforts, the Company achieved a significant reduction in its electricity-related emissions (scope 2), from 0.328 tons of CO<sub>2</sub> per ton of product in 2019 to 0.204 tons of CO<sub>2</sub> per ton of product in 2024.

### ELVIAL'S OTHER AIR POLLUTANTS

Regarding significant air pollutants, our measurements indicate the following concentration:

- CO: <3 ppm
- NO<sub>x</sub>: <0.2 ppm
- CO<sub>2</sub>: <500 ppm
- SO<sub>2</sub>: <0.5 ppm

The measurements were conducted using direct measurement methods for air and vapors, which allow immediate estimation of the concentration of each chemical agent. In that context, direct-reading tubes were employed, relying on a colorimetric reaction characteristic to each agent. The coloration appears on the filling material of the tube, which is placed next to the worker during work activities to capture real-time exposure. All measured concentrations were below the respective exposure limits.<sup>17</sup>

ELVIAL recognizes the vital role of water in its operations and is committed to ensuring its responsible use.

### RESPONSIBLE USE AND DATA GOVERNANCE

Water management is a material sustainability topic for ELVIAL due to its critical importance for operational efficiency and environmental stewardship. The Company has established governance structures, policies, and operational procedures to monitor, manage, and mitigate water-related impacts across its activities. Water management responsibilities are assigned to relevant functions, with regulated measures in place to ensure proper wastewater treatment, internal recycling systems to reduce dependency on local water resources, and strict compliance with environmental permit conditions.

In line with these governance and monitoring practices, ELVIAL tracks the sources of water used across all operations to ensure responsible use and compliance with regulatory requirements. The Company measures and discloses its total water withdrawal across all operational areas in megaliters (ML). The breakdown of total water consumption, discharge and withdrawal is as follows:

### ELVIAL'S WATER MANAGEMENT

Water (m <sup>3</sup> )	2022	2023	2024
Water consumption	8,911.0	2,054.0	3,620.0
Water discharge	21,443.0	44,344.0	42,757.0
Water withdrawal	30,354.0	46,398.0	46,377.0



**WATER SOURCES AND WITHDRAWAL**

ELVIAL’s production relies on significant water withdrawals, primarily sourced from a private borehole to support both industrial processes and hygiene needs. Water for personnel use is supplied through the Municipality of Gallikos network, while the plant’s private borehole of the plant meets production requirements.

The use of water and the maximum quantity pumped are subject to the specific terms and conditions set out in the relevant regulations and the company’s valid water license. This reliance on groundwater underscores the importance of careful monitoring and responsible management to ensure sustainable use of local water resources.

Agios Panteleimonas area in Kilkis has been identified as a high baseline water stress location, reinforcing the need for responsible water use. To mitigate this risk, ELVIAL has implemented operational controls and monitoring systems, including readmeters for water tracking, with additional meters planned for the future. These measures ensure responsible water management, minimize depletion of critical natural resources, and maintain compliance with all applicable regulations, reflecting ELVIAL’s commitment to water stewardship.

**WATER USE AND EFFICIENCY**

Wastewater from production, including chemical pre-treatment of electrostatic painting processes, is directed to on-site treatment units for neutralization before discharge. ELVIAL operates a dedicated wastewater treatment plant to manage wastewater from electrostatic painting baths.

The treated wastewater meets all applicable physicochemical parameters required by legislation before being discharged to the final recipient. Maximum permissible concentrations of pollutants are defined by national laws and relevant permits.

The quality of treated water is regularly verified through laboratory analyses using standardized methods, with results recorded in dedicated logs maintained by responsible personnel. Waste entering the treatment plant is measured daily, and monthly samples are sent to accredited external laboratories to ensure compliance and verify the quality of discharged water. stewardship.



**WASTE WATER MANAGEMENT AND TREATMENT**

Wastewater from production, including the chemical pre-treatment of the electrostatic painting process, is directed to on-site treatment units where it is neutralized before discharge. ELVIAL operates a dedicated wastewater treatment plant on its premises to manage wastewater generated from the electrostatic painting baths.

The treated wastewater meets all applicable physicochemical parameters as required by current legislation before being discharged to the final recipient. The maximum permissible concentration of pollutants in discharged water is determined by national laws and relevant permits.

The quality of treated water is regularly verified through laboratory analyses using standardized methods, and results are recorded in dedicated logs maintained by responsible personnel. Waste entering the wastewater treatment plant is subject to daily measurements, while monthly samples are sent to accredited external laboratories to ensure compliance and verify the quality of the discharged water.

All wastewater treatment systems are systematically monitored and maintained to minimize environmental impacts and ensure safe release into the receiving water body, in accordance with relevant regional and prefectural decisions.<sup>18</sup>

**COMPLIANCE AND MONITORING**

Water discharges are carefully managed to ensure compliance with the company’s environmental permit and to prevent overflow into local water bodies. Treated water that is released meets all applicable quality standards, reflecting ELVIAL’s commitment to effective water stewardship and continuous improvement of its environmental performance.

The water withdrawal data have been compiled using water meters installed across the operational sites. These meters provide continuous and accurate measurements of water consumption for both industrial processes and hygiene needs. No additional assumptions were applied, and the data reflects actual measured withdrawals.<sup>19</sup>

<sup>18</sup> The categorization of water withdrawal by salinity into freshwater (≤1,000 mg/L Total Dissolved Solids) and other water (>1,000 mg/L Total Dissolved Solids) is not applicable for our operations.

<sup>19</sup> GRI 303-2, GRI 303-3, GRI 303-4, GRI 303-5

## CIRCULAR ECONOMY

ELVIAL recognizes the importance of efficient materials management in reducing environmental impacts and promoting resource efficiency. It prioritizes the responsible use of materials, focusing on minimizing waste, maximizing recycling, and integrating renewable resources wherever possible.



Raw and secondary materials management plays a key role in minimizing the depletion of natural resources and promoting resource efficiency within our operations. In line with our sustainability commitments, responsibilities for sourcing, monitoring, and optimizing material use are assigned to relevant functions, with progress tracked through internal reporting mechanisms. This approach ensures that material-related risks and opportunities are considered in operational decision-making, supporting both efficiency and sustainability objectives.

Sustainable sourcing practices at ELVIAL not only help protect the environment but also ensure the consistent quality and circularity of our products. Raw materials including aluminium profiles, plastics, packaging components, and other nonrenewable metals, are sourced from reliable suppliers meeting stringent quality standards. Renewable materials such as wood and cardboard are also an integral part of our sourcing strategy.

ELVIAL provides training for technicians and clients and implements digital tools, such as ELVIAL Window.ID, to enable traceability, repair, and maintenance across the product lifecycle. This approach supports sustainable material sourcing while promoting resource efficiency, waste reduction, and closed-loop practices, reinforcing ELVIAL's commitment to a circular economy.

By integrating recycled content, facilitating product reuse, and engaging clients and technicians through training and digital traceability, ELVIAL ensures that its sourcing practices contribute to environmental sustainability while maintaining high product quality and durability.

The figures below summarize the total quantities of materials used by our operations during the reporting period : <sup>20</sup>

**ELVIAL'S MATERIALS USED BY WEIGHT**

Materials used by weight	2022	2023	2024
<b>Non-renewable materials (tn)</b>			
Aluminium	28,631.2	24,245.1	26,897
Polyamides	325.67	161.3	281.7
Chemical pre-treatment	249.7	251.2	275.9
Powder	462.3	486.6	1,587.7
Packaging Materials	299.3	251.3	265.6
<b>Total</b>	<b>29,968.7</b>	<b>25,395.7</b>	<b>29,307.9</b>
<b>Non-renewable materials (tn)</b>			
Packaging Materials	2144.8	2,070.55	2,251.5
<b>Total</b>	<b>2,144.8</b>	<b>2,070.5</b>	<b>2,251.5</b>

**Total weight or volume of materials that are used to produce and package**

As part of our efforts to promote a circular economy, we also monitor the use of recycled input materials in the production of our primary products and services. This approach allows us to enhance resource efficiency, reduce environmental impacts, and continuously improve the sustainability of our production processes.<sup>21</sup>

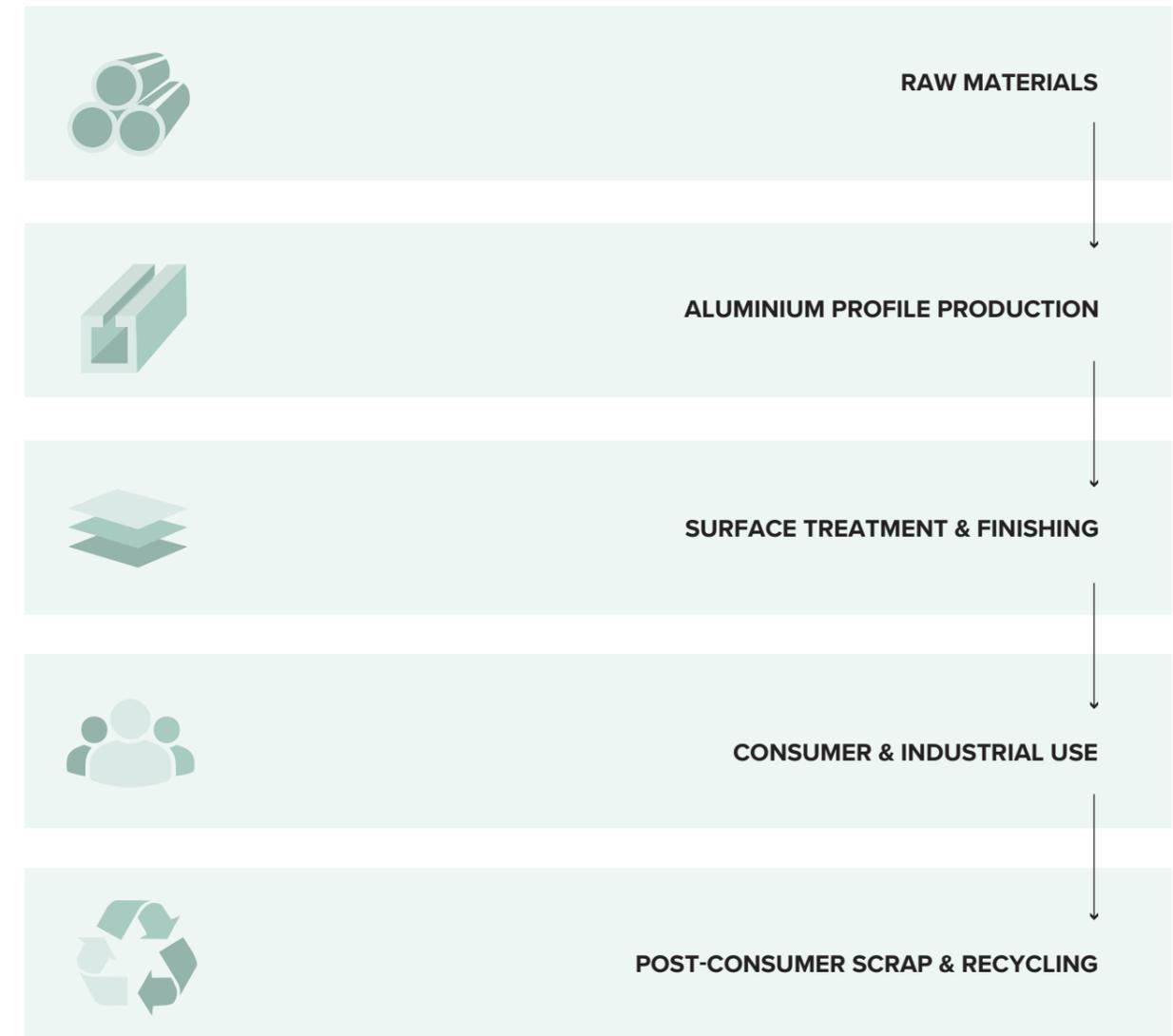
**ELVIAL'S RECYCLED INPUT OF MATERIALS USED**

Materials used by weight	2022	2023	2024
Aluminium	6,345.6	6,037.0	5,938.1
<b>Total</b>	<b>6,345.6</b>	<b>6,037.0</b>	<b>5,938.1</b>
<b>Percentage of recycled input materials used</b>	<b>19.7%</b>	<b>21.9%</b>	<b>18.8%</b>

**Recycled input materials used to manufacture the organization's primary products and services (tn)**

Elvial systematically enhances the use of secondary aluminium in its production processes. Specifically, more than 20% of the total amount of aluminium used originates from recycled aluminium, contributing significantly to the reduction of its environmental footprint and to alignment with the principles of the circular economy.

**ELVIAL'S RECYCLED INPUT OF MATERIALS USED**



## OUR PEOPLE & LOCAL COMMUNITIES

We are committed to creating a positive impact that extends beyond our core operations by respecting human rights and advancing responsible manufacturing practices. Through active engagement with local communities, strategic partnerships, and meaningful social initiatives, we aim to foster sustainable development and strengthen the broader society in which we operate.

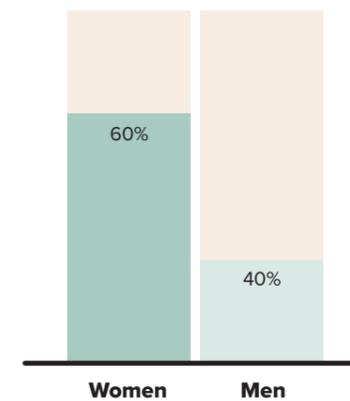


Through a strong culture of health and safety, continuous learning, and open participation, we empower our employees to develop their skills and contribute with confidence and purpose.

Our impact extends beyond the workplace. We actively invest in the communities around us, supporting education, local development, health initiatives, sports, culture, and environmental programs. By forming long-term relationships and acting as a responsible corporate citizen, we help strengthen the social fabric across our areas of operation.

Our employees are at the heart of our achievements. By nurturing skills, encouraging collaboration, and supporting well-being, we create an environment where individuals can excel and contribute meaningfully to shared goals. We are equally committed to promoting diversity and inclusion at every level of the organization, as reflected by the fact that women hold 60% of the key positions on our Board of Directors.

### WOMEN REPRESENTATION IN THE BoD



Our people combine expertise, dedication, and innovative thinking, enabling us to shape a sustainable and competitive future while maintaining the highest standards of quality and performance. Our goal is to maintain a safe, inclusive, and empowering work environment, where every individual can grow, and contribute to our shared goals.

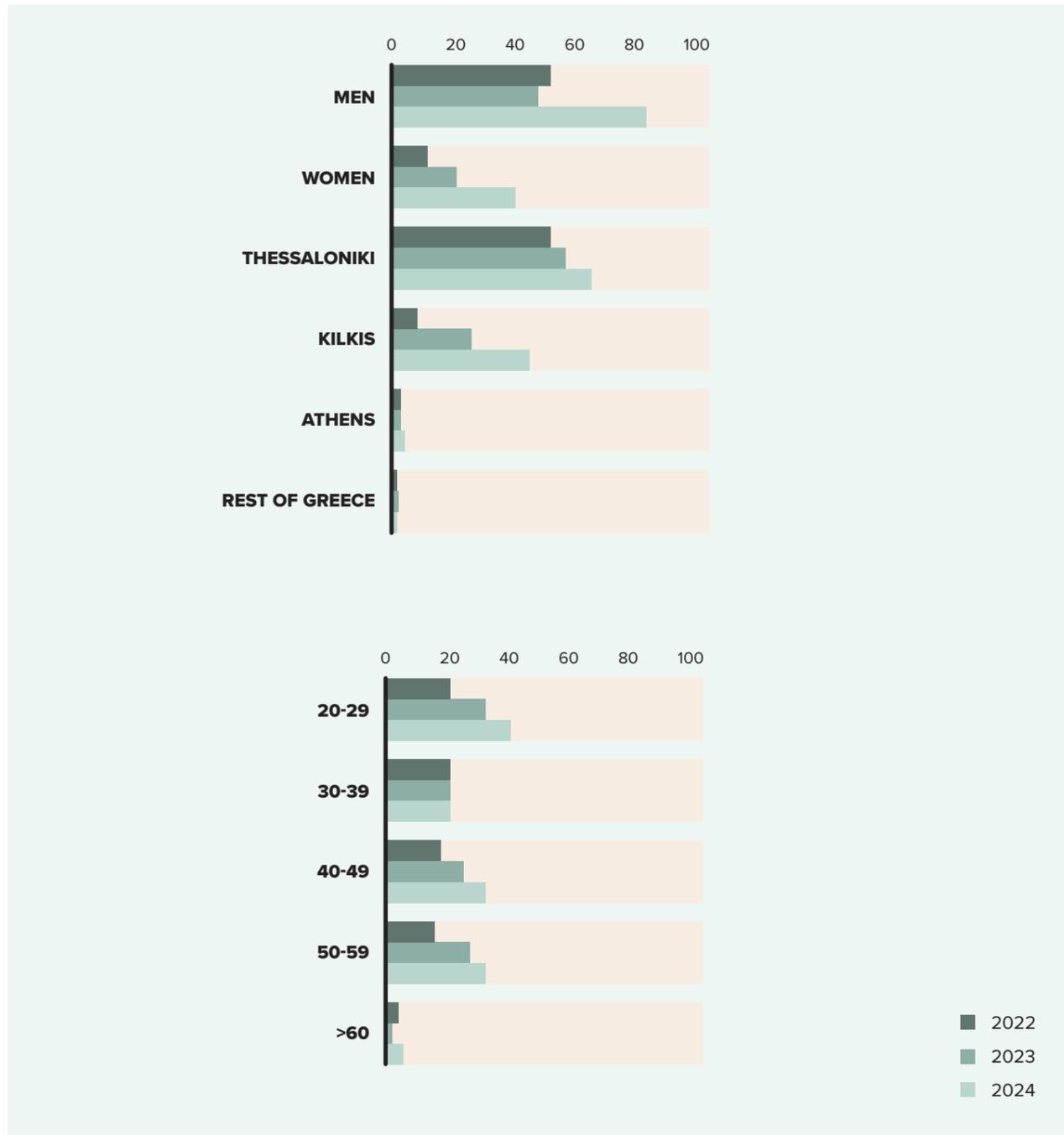
We continuously invest in professional development, training, and learning opportunities to ensure that our workforce remains skilled, motivated, and ready to meet the evolving challenges of the industry. At the same time, we actively support the well-being of our employees, recognizing that their health, safety, and satisfaction are essential both for their personal fulfillment and for the success of our organization.

In addition, we engage with the communities in which we operate, creating meaningful social impact and strengthening the bonds between our employees and the wider society. At the same time, we are committed to providing fair and transparent working conditions. By the end of the reporting period, all ELVIAL's employees were covered by collective bargaining agreements, ensuring that all members of our workforce benefit from fair and transparent working conditions.<sup>22</sup>

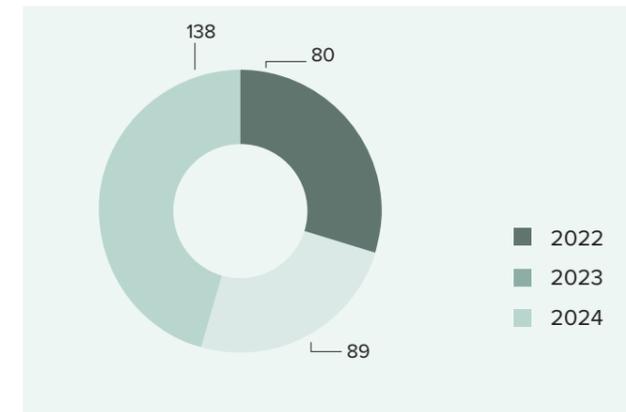
To ensure the organization continues to thrive, we actively monitor workforce trends, including new hires, as a key indicator of talent acquisition and organizational expansion.

The table below highlights our workforce dynamics, showing both new hires and turnover trends to give a clear picture of our ongoing talent management.

**NEW HIRES**



**NEW HIRES**



**NEW HIRES**

Gender	2022	%	2023	%	2024	%
Total	80	-	89	-	138	-
Men	60	75%	53	60%	89	64%
Women	20	25%	36	40%	49	36%
Region						
Thessaloniki	64	80%	44	49%	73	53
Kilkis	14	18%	42	47%	56	41%
Athens	2	3%	0	0%	7	5%
Rest of Greece	0	0%	3	3%	0	0%
Age						
20-29	21	26%	25	28%	45	33%
30-39	20	25%	20	22%	21	15%
40-49	18	23%	21	24%	31	22%
50-59	17	21%	22	25%	36	26%
>60	4	5%	1	1%	5	4%

Equally, we pay close attention to employee turnover, as a valuable source of insight into our workplace culture and engagement practices. Understanding these drivers helps us refine development programs, enhance retention strategies, and strengthen long-term commitment across the company.<sup>23</sup>

In 2024, total employee turnover amounted to 90 individuals. A detailed breakdown of turnover by region and gender during the reporting period is provided below.

This table offers a clear overview of employee turnover trends during the reporting period and serves as a basis for comparison with previous years.

**EMPLOYEE TURNOVER**

Gender	2022		2023		2024	
		%		%		%
Men	41	69%	49	74%	73	81%
Women	18	31%	17	26%	17	19%
<b>Total</b>	<b>59</b>	<b>100%</b>	<b>66</b>	<b>100%</b>	<b>90</b>	<b>100%</b>
Region	2022		2023		2024	
		%		%		%
Thessaloniki	44	75%	45	68%	58	64%
Kilkis	14	24%	20	30%	30	33%
Athens	1	1%	1	2%	1	1%
<b>Total</b>	<b>59</b>	<b>100%</b>	<b>66</b>	<b>100%</b>	<b>89</b>	<b>100%</b>
Age	2022		2023		2024	
		%		%		%
20-29	13	22%	9	14%	29	32%
30-39	20	34%	21	32%	12	13%
40-49	12	20%	19	29%	18	20%
50-59	9	15%	12	18%	17	19%
50-59	9	15%	12	18%	17	19%
>60	5	8%	5	8%	9	10%
<b>Total</b>	<b>59</b>	<b>100%</b>	<b>66</b>	<b>100%</b>	<b>85</b>	<b>100%</b>

To further enhance data-driven decision-making, we closely monitor the structure and composition of our workforce. This enables us to understand demographic trends, promote diversity, and ensure that our employment practices remain fair, inclusive, and aligned with our strategic goals.

The following tables provide a detailed overview of our human capital, presenting information on employees by gender and region, the distribution of employment contracts by gender, as well as data on non-employees.

**EMPLOYEES**

Employees	2023			2024		
	Men	Women	Total	Men	Women	Total
Greece (Aspropyrgos)	7	0	7	8	0	8
Greece (Kilkis)	304	157	461	323	184	507
<b>Total</b>	<b>311</b>	<b>157</b>	<b>468</b>	<b>331</b>	<b>184</b>	<b>515</b>

**Employees breakdown by gender and region 31/12/2023 & 31/12/2024<sup>24</sup>**

Employees	2022			2024		
	Men	Women	Total	Men	Women	Total
Permanent employees	311	157	468	331	184	515
Temporary employees	0	0	0	0	0	0
Non-guaranteed hours employees	0	0	0	0	0	0
Full time employees	311	157	468	330	0	0
Part time employees	0	0	0	1	0	1
<b>Total</b>	<b>311</b>	<b>157</b>	<b>468</b>	<b>331</b>	<b>184</b>	<b>515</b>

**Employees breakdown by type of employment contract and gender<sup>25</sup>**

**EMPLOYEES**

Employees	2023			2024		
	Men	Women	Total	Men	Women	Total
Workers who are not employees	3	0	3	3	0	3

**Non-Employees 31/12/2023 <sup>26</sup> & 31/12/2024**

**BENEFITS PROVIDED TO OUR EMPLOYEES**

Complementing these efforts, we also ensure that full-time employees are supported through a comprehensive benefits program, reinforcing well-being, satisfaction, and long-term engagement across the organization. We offer a referral bonus to all employees, an annual bonus for management and administrative positions, pension plan and a company car for management staff. Additionally, we offer a monthly bonus to all workers to recognize their consistency.

Beyond these core benefits, we have developed a broader range of initiatives designed to support employees both personally and professionally. These include the purchase of the first school bag for employees' children entering school for the first time, as well as awards for children who succeed in the national university entrance exams, recognizing academic achievement and celebrating family milestones.

We also organize celebrations of special international days, along with events for employees and their families, fostering a strong sense of community and belonging. Opportunities for meaningful engagement are further strengthened through volunteer group activities and a dedicated blood bank, promoting social contribution and collective responsibility.

In support of health and well-being, employees benefit from free preventive medical check-ups, as well as discounts at partner stores that help ease everyday expenses. Finally, the company expresses its appreciation during key life moments through gifts for weddings and childbirths.

Through this expanded benefits framework, we ensure that full-time employees are supported in all aspects of their professional and personal lives, while fostering loyalty, satisfaction, and long-term engagement.



## OCCUPATIONAL HEALTH AND SAFETY

We place the highest value on human life and we aim to ensure the health or safety of our employees, or anyone impacted by the company's operations. We place the highest value on human life and are committed to protecting the health and safety of our employees and any other party impacted by the company's operations.



### OUR APPROACH TOWARDS OCCUPATIONAL HEALTH AND SAFETY

We recognize the vital importance of protecting the health and safety of our employees and all stakeholders across our value chain, continuously improving practices to minimize risks and achieve zero accidents and occupational diseases.

This commitment is upheld through full compliance with legal and international standards, systematic risk assessments, preventive measures, and targeted training programs. Potential hazards are identified, evaluated, and controlled through administrative measures and the use of personal protective equipment (PPE).

We operate under the ISO 45001:2018 Health & Safety Management System, ensuring structured processes, regular inspections, and continuous performance monitoring.

Health and safety are a shared responsibility. Employees, contractors, and partners actively contribute to a culture where safety is embedded in daily operations by reporting hazards, suggesting improvements, and participating in the Health & Safety Committee, supporting our collective goal of a safe and healthy workplace for all.

### MAPPING HEALTH AND SAFETY RISKS <sup>27 28 29</sup>

Since 2012, we have implemented a dedicated Management System (based on the internationally recognized ISO 45001 standard), not out of obligation but as a conscious commitment to safeguarding our workforce. This system applies to all employees across our facilities in Kilkis and Aspropyrgos, covering every stage of activity and ensuring that no part of our operations is left outside its scope.

Within this framework, we maintain an Occupational Risk Assessment that is regularly updated in consultation with employees, safety experts, and the occupational doctor. It identifies potential hazards in every area of the company's facilities and defines the necessary preventive and protective measures. In the event of a work-related accident, the Company follows all necessary procedures in accordance with applicable legislation and implements corrective measures to prevent the recurrence of similar incidents.<sup>30</sup>

The risk mapping process includes the identification, evaluation, and documentation of hazards in each area of the facility, from extrusion and coating to packaging and storage. Identified risks are systematically evaluated based on likelihood and severity, and controlled following the hierarchy of controls: eliminate, substitute, implement administrative measures. Trained and competent personnel (such as the Safety Technician) carry out these assessments using standardized tools, and their work is periodically verified through audits and management reviews.

Findings from inspections, monitoring activities, and risk assessments are systematically recorded, analyzed, and used to update controls, implement corrective actions, and inform management decisions, ensuring that safety measures remain effective and relevant. By integrating risk assessments from the earliest stages of planning new workplaces, processes, and products, we adopt a preventive mindset that embeds safety into the design and operation of all our activities. To complement the systematic risk mapping across all operational areas, the company has established integrated occupational health services that further strengthen the identification, assessment, and control of potential threats and opportunities within the organization. The threat management process includes the following elements:<sup>31</sup>

- Threat & Opportunity Analysis
- Threat & Opportunity Assessment
- Threat & Opportunity Control
- Risk Reporting and Information Communication<sup>32</sup>

In addition, building on our systematic risk mapping and ISO 45001-based management system, in 2024, we conducted targeted chemical exposure assessments in specific production zones, reinforcing our commitment to proactive monitoring and continuous improvement in workplace health protection.

**EMERGENCY RESPONSE**

The Company has established a comprehensive procedure to ensure the effective management of emergency situations. This framework is designed to protect the environment, preserve the Company’s reputation, and maintain operational continuity during unexpected events.

Potential scenarios that may lead to emergencies are systematically identified and assessed. These may include situations that impact the environment, disrupt normal operations, affect the Company’s public standing, or require coordination with governmental or local authorities.

For each identified risk, a dedicated Emergency Response Plan is developed. These plans outline the appropriate strategies, actions, and objectives aimed at minimizing both the duration and impact of emergencies.

Successful implementation of each plan relies on the awareness, training, and preparedness of all personnel. Employees are expected to understand their responsibilities, communication channels, and the proper procedures to follow in order to respond efficiently and effectively.

Before becoming final, all emergency plans are submitted to the Environmental Team for review and discussion. Once reviewed, the plans, together with the appointed responsible people and their designated alternates, are formally approved by the General Manager.

**PROMOTION OF EMPLOYEES’ HEALTH<sup>33</sup>**

Physical, mental, and overall wellbeing of employees is a key priority. Supporting employee wellbeing goes beyond occupational safety. We ensure that all our people have access to non-occupational medical and healthcare services that promote physical health and peace of mind. Every employee is provided with private health insurance, offered without discrimination and designed to meet a wide range of medical needs. Coverage can also be extended to family members at a minimal cost, reinforcing our commitment to inclusive care. In addition to insurance benefits, we offer access to our company blood bank, providing an additional layer of support in times of medical need. These provisions reflect our broader philosophy of care-one that values individuals not only as professionals, but as people with personal responsibilities and health needs beyond the workplace.

Moreover, we provide private health insurance programs after the completion of three months of employment. This initiative ensure that employees can conveniently access healthcare and support services, fostering overall wellbeing and promoting a healthier, more resilient workforce.





#### EMPLOYEE PARTICIPATION IN HEALTH AND SAFETY <sup>34</sup>

At ELVIAL, we recognize that effective health and safety management depends not only on systems and standards but also on the active involvement of those who experience the workplace firsthand. Employees are not passive recipients of safety rules—they are contributors, observers, and partners in shaping a secure working environment.

Participation in health and safety is embedded in daily operations. Clear signage and safety instructions are prominently displayed in all areas where chemical substances are stored or used, ensuring that workers are fully informed about potential hazards and the protective measures required. Safety Data Sheets (SDS) for each chemical reagent or material are posted in designated locations and remain accessible to all relevant personnel. These practices foster awareness and encourage safe behavior across the organization. A key element of this participation is the reporting of near misses—incidents that could have led to injury or damage but did not. Employees are encouraged to report any potential hazard or unsafe situation using a standardized form, describing what occurred, the underlying causes, and proposed safety improvements. Near miss reporting enables the company to take preventive actions, update procedures, and reduce the likelihood of future accidents, reinforcing a proactive safety culture.

We actively encourage employees to propose improvements and share feedback, in line with our commitment to continuous improvement. We expect suppliers, contractors, and third parties to adopt similar Health & Safety standards, ensuring alignment across all operations.

To reinforce accountability, regular inspections are conducted by the Environmental Management Officer. These reviews assess both the physical condition of facility areas and the implementation of safety protocols. Findings are used to identify gaps, implement improvements, and maintain a cycle of continuous enhancement.

Collaboration is formalized through our Health and Safety Committee, which includes representatives from both management and the workforce. The committee meets annually to discuss safety concerns, evaluate risks, and propose mitigation strategies. Its structure ensures organized and effective dialogue, with a designated coordinator and a responsible party for recording outcomes. Topics of consultation are shared with employee representatives and relevant departments, supporting a culture of openness and collective action.

Through these mechanisms, health and safety management is embraced collectively, fostering a strong culture of safety across the company.

**TRAINING AND AWARENESS** <sup>35</sup>

Creating a safe workplace begins with equipping our people with the appropriate skills. We approach occupational health and safety training as a vital tool for prevention, preparedness, and empowerment. Through structured learning and hands-on experiences, we continuously support our employees in recognizing risks and responding effectively to the demands of their working environment.

Our training programs are designed to address both general safety awareness and the specific risks associated with each role. Introductory sessions cover core principles of safe working practices, the correct use of personal protective equipment (PPE), emergency evacuation procedures, and basic first aid. These foundational elements ensure that all employees share a common understanding of how to act responsibly and respond appropriately in critical situations.

Additionally, we provide targeted training for individuals whose duties involve higher-risk activities. This includes working at height, handling hazardous substances, and operating heavy machinery-areas where specialized instruction is essential for minimizing exposure and ensuring safe execution of tasks. Importantly, our health and safety trainings are delivered continuously and regularly updated to reflect changes in legislation, operational procedures, and emerging risks. Regular refreshers reinforce safe behaviors and proper practices, helping employees consistently perform their daily tasks safely, while remaining informed, compliant, and confident in managing evolving workplace conditions.



**OUR PERFORMANCE** <sup>36 37</sup>

During the reporting period, we recorded no cases of work-related ill health across our operations. This includes both employees and non-employee workers operating under our supervision.

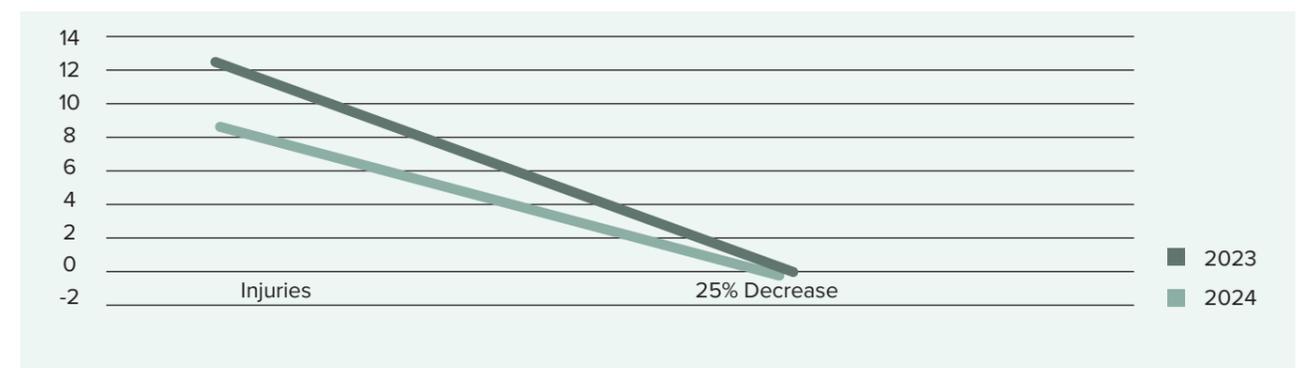
No fatalities or recordable accidents occurred during the reporting period. These results reflect the effectiveness of our preventive measures, which include targeted training delivered by our Safety Technician, covering safety rules, evacuation plans, emergency response, and the safe handling of chemical substances-as well as the provision of Personal Safety Equipment tailored to each role.

The number of recordable work-related injuries reflects the practical challenges of operating in an active industrial setting. Common incidents include falls of objects on the body, scratches and injuries from metal and wooden materials, stumbling and falling on the floor, eye irritation or infection from chemical substances, and impacts with objects due to carelessness. While such incidents occasionally occur, they provide valuable learning opportunities, helping the company identify trends, strengthen preventive measures, and continuously improve safety practices. This approach ensures that employees are well-supported and protected, fostering a safer and more resilient work environment.

The table below outlines the recorded work-related injuries during the reporting period, offering a clear view of incident types and helping us further evaluate and refine our safety measures. No workers were excluded from this disclosure. The data covers 100% of our employees as well as non-employee workers operating under our supervision. All incident rates were calculated based on 200,000 hours worked, in line with commonly used international safety reporting practices.

**EMPLOYEES WORK-RELATED INJURIES**<sup>33</sup>

Employees	2023			2024		
	Men	Women	Total	Men	Women	Total
Number of recordable work-related injuries	11	1	12	5	4	9
Rate of recordable work-related injuries	3.97	0.67	2.81	1.5	2.2	1.8
The number of hours worked	553,829	298,215	852,044	666,055	358,645	1,024,700



## TRAINING AND DEVELOPMENT OF EMPLOYEES

At ELVIAL, we see employee development as a pathway to both personal and organizational growth. By fostering continuous learning and expanding capabilities, we empower our people to take on new challenges and drive lasting impact across the company. That is why we approach training and development as a strategic priority that empowers individuals to thrive, adapt, and lead in a fast-evolving industry.

From technical expertise to leadership capabilities, our programs are designed to cultivate excellence at every level. Whether someone is just starting their journey or advancing into new responsibilities, we provide the tools, knowledge, and support needed to unlock their full potential. Because when our people grow, so does our impact.

At ELVIAL, our training programs combine both hard skills-such as technical expertise, software proficiency, and quality management-and soft skills, including leadership, communication, and teamwork. We emphasize on-the-job training (OJT) to ensure practical application of knowledge in real work scenarios. Additionally, we provide transition assistance programs to support employees in maintaining employability and navigating career changes due to retirement, redundancy, or role transitions, ensuring a smooth and empowering journey throughout their professional life with ELVIAL.<sup>38</sup>

### ELVIAL'S AVERAGE TRAINING HOURS PER EMPLOYEE

	2022			2024		
	Male	Female	Total	Male	Female	Total
Average training hours per employee category and gender	1.39	0.88	1.19	0.60	0.70	0.65
Total training hours	1,178	520	1,698	368	347	715
Number of trainees	845	590	1,426	608	494	1,102
Board-Training hours	41	8	49	0	60	60
Management Staff Training hours	197	64	261	22	0	22
Administrative Staff Training hours	458	318	776	135	179	314
Blue-collar workers Training hours	482	130	612	211	108	319

Average hours of training <sup>39</sup>

### PERFORMANCE AND CAREER DEVELOPMENT REVIEWS <sup>40</sup>

During 2023 and 2024, we conducted performance reviews for administrative employees and management teams through annual oral discussions, typically held between December and January. These conversations focused on departmental goals and individual contributions, allowing us to align expectations, reflect on progress, and identify areas for improvement. Although the process was not formally documented, it served as a valuable tool for internal evaluation and dialogue.

In 2025, we plan to introduce department-specific Objectives and Key Results (OKRs) linked to strategic projects, laying the groundwork for a more structured performance framework. Concurrently, we launched a dedicated project to develop a comprehensive performance management system that applicable to all employees. Key priorities include increasing sales of architectural aluminium systems, expanding market presence through exhibition spaces, advancing digital transformation initiatives, reorganizing the Human Resources department to strengthen leadership and employee development, and optimizing production and logistics efficiency. These objectives are supported by clear, actionable targets throughout the year, ensuring employees have measurable and meaningful goals aligned with the company's strategic direction. The performance management system initiative is currently in progress and is expected to be implemented in 2026, helping establish clear evaluation criteria, enhance transparency, and support continuous development across the organization



## CONTRIBUTION TO LOCAL COMMUNITIES

At ELVIAL, our success is measured not only by industrial innovation and financial performance but by the positive footprint we leave on the communities around us. We view community engagement to as a way to give back, inspire growth, and create lasting impact. The following pages highlight how we turn that belief into action.



### EDUCATION AND LEARNING

Through the ELVIAL Training Centre, the company organizes certified technical training programs for aluminium professionals in collaboration with POVAS, promoting knowledge sharing and upskilling across the sector. Additionally, ELVIAL supports educational institutions and students through visits, training seminars, and initiatives that connect education with modern industrial practice.

We regularly welcome students and university groups from across Greece, actively supporting educational initiatives and training programs organized by institutions such as SEV-Hellenic Federation of Enterprises (SKILLS4JOBS program) and student organizations like BEST (Board of European Students of Technology). These collaborations help bridge the gap between academic knowledge and real-world application.

We maintain strong partnerships with leading Greek universities, including the Aristotle University of Thessaloniki, University of Macedonia, International Hellenic University, and Mediterranean College. Through internships, practical training, and graduate placements, ELVIAL offers young professionals valuable hands-on experience and in many cases, the opportunity to continue their career journey within the company. Furthermore, by participating in career days and university job fairs, we provide guidance and employment opportunities to students who wish to build a future in the industrial sector.

As part of the European LIFE Programme “Audit-to-Measure”, we hosted a special educational meeting at our facilities in Kilkis, with the participation of members of the scientific team from the Decision Support Systems Laboratory (DSS Lab, EPU-NTUA), the National Technical University of Athens (NTUA), and POVAS. The discussions focused on key topics such as energy efficiency in aluminium industries, sustainable development strategies and ESG, as well as innovative methods and energy-saving technologies. This meeting reaffirmed our commitment to meaningful collaborations with universities and European programmes, shaping a collective green culture across our industry. Also, we actively support initiatives that enhance quality of life, promote well-being, and empower local communities.

*EVERY PARTNERSHIP, DONATION, AND PROGRAM WE UNDERTAKE REFLECTS A SIMPLE BELIEF, THAT SUSTAINABLE GROWTH BEGINS WITH EMPOWERING PEOPLE*

Notable contributions include support to the 2nd Experimental Gymnasium of Kilkis, as well as the 1st Vocational High School of Kilkis, various initiatives at Anatolia College, including sponsorships for school programs and the F1 Aegean Racing team, and the donation of aluminium systems for the “West Hall” building of the American College of Thessaloniki (ACT), demonstrating our belief that investing in education fosters long-term community growth.

## CULTURE

Believing that culture is an essential part of community life, ELVIAL supports local cultural events and artistic initiatives that highlight creativity and collective expression. The company's headquarters regularly hosts cultural activities and exhibitions that strengthen ties between business and community.

In 2023-2024, we contributed to the "Kokkino Theoreo" Theatre Group and to "Theatro tou Allote", non-profit organization dedicated to theatre and culture, to "Erofilii" theatrical play, demonstrating our commitment to nurturing local talent and promoting cultural engagement.

## HEALTH

Health and well-being form a core pillar of ELVIAL's CSR strategy. The company offers free diagnostic tests for all employees, and in October 2024, launched an initiative providing free mammograms to female staff on the occasion of World Breast Cancer Day, reinforcing the importance of prevention and awareness and promoting a culture of safety, prevention, and well-being through ongoing workplace health programs. In 2024, we offered to all employees in cooperation with Platon Diagnostic center, free preventive diagnostic exam tests.

Contributions include donations to Massachusetts General Hospital, supporting the Healey & AMG Center, as well as funding research and development programs at Northwestern University aimed at advancing medical therapies. ELVIAL also supported MDA Hellas through the Ironman ALS initiative and provided essential medical equipment to AHEPA Hospital in Thessaloniki.



## SPORTS AND COMMUNITY SUPPORT

ELVIAL encourages physical activity and teamwork by supporting employee participation in sporting events such as the 12th International Thessaloniki Night Half Marathon, as well as other local running and wellness activities. We support athletic clubs and associations such as the Young Men's Christian Association (YMCA) in Thessaloniki and its wider initiatives, including financial support for the YMCA Greece Camp in Pelion following the devastating floods caused by storm Daniel in September 2023. Through these efforts, we contribute to the recovery and continuity of youth and community programs that promote inclusion and active living.

Additionally, we support equestrian competitions and MDA Hellas – the Muscular Dystrophy Association – reinforcing our commitment to the development of inclusive, resilient, and active communities.

Moreover, we stand beside vulnerable social groups through meaningful and long-term partnerships. We support the Social Solidarity Network of the Federation of Industries of Greece (SBE) and its programs "Basket of Love" and "I Offer to the Family", which provide essential assistance to families in need. We also collaborate with reputable organizations such as the Hellenic Red Cross and Arcturos, to whom we donated aluminium systems that significantly improved the renovation and energy efficiency of their facilities.

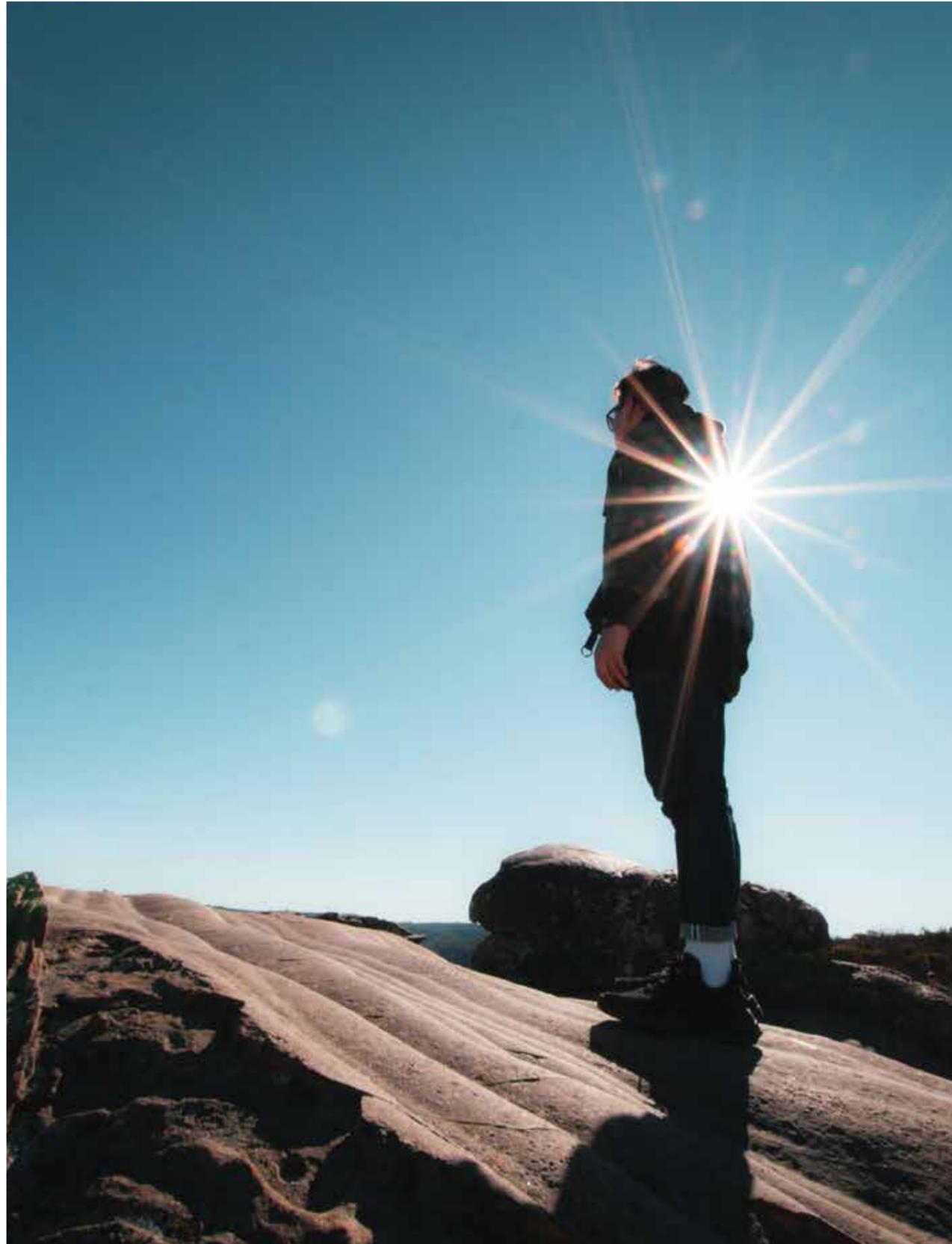
In 2023-2024, the company contributed to the "Strikers" Football Academy and the Educational Shooting Sports Association of Kilkis, helping young athletes develop their skills and promoting healthy, active lifestyles.

## LOCAL COMMUNITIES

ELVIAL maintains a close relationship with its local communities in Kilkis and the wider region of Northern Greece. The company supports local development through job creation, infrastructure improvements, and partnerships with local suppliers and institutions.

During 2023-2024, we contributed to organizations such as the Philothei Girls' Home the Orphanage "Melissa" in Thessaloniki, including the Metalworkers' Associations across Greece (Larissa, Chania, Herakleion, Patras). Through community initiatives such as tree planting in the Municipality of Neapoli and support for the Pelion Youth Camp, ELVIAL shows its strong commitment to social responsibility. After the devastating "Daniel" flood that struck Thessaly, ELVIAL contributed to the recovery of the Pelion Youth Camp, further proving its dedication to helping the community. In times of crisis, ELVIAL is always ready to stand by and support society in every possible way.

*IN 2024, ELVIAL DEDICATED €138,313 TO SOCIAL INVESTMENTS, FOLLOWING €315,480 IN 2023, REFLECTING A CONSISTENT COMMITMENT TO SUPPORTING LOCAL COMMUNITIES AND INITIATIVES. BUILDING ON PRIOR EFFORTS, RISING FROM €14,373 IN 2020 TO €96,952 IN 2021, AND OVER €90,000 IN 2022, THIS TREND UNDERSCORES OUR ONGOING DEDICATION TO FOSTERING SOCIAL WELL-BEING AND CREATING A LASTING, POSITIVE IMPACT.*



**ECONOMIC PERFORMANCE**

Over the past two years, ELVIAL has achieved significant improvements in economic performance, reflected in strong progress across key financial indicators. In 2024, we recorded substantial revenue growth, which translated into considerable monetary value distributed to the state, local communities, employees, and other stakeholders who benefited from the expansion of operations and enhanced value creation, Reflecting its deep commitment to social responsibility, since 2023 ELVIAL has pledged to dedicate 2.5% of its pre-tax profits to initiatives that support and empower society.

The following table and figures provide a comprehensive overview of our financial performance.

**ELVIAL'S ECONOMIC VALUE GENERATED**

<b>Direct Economic Value (€)</b>	<b>2023</b>	<b>2024</b>
<b>Directed economic value generated</b>		
Revenues	121,278,831	128,784,844
<b>Total</b>	<b>121,278,831</b>	<b>128,784,844</b>
<b>Economic value distributed (€)</b>		
Operating costs	86,943,577	99,952,358
Employee wages and benefits	14,810,670	14,844,890
Payments to providers of capital	5,939,121	1,766,030
Payments to government (Greece)	2,395,108	2,395,005
Community Investments	315,480	138,313
<b>Total</b>	<b>110,403,987</b>	<b>119,096,596</b>
<b>Economic value retained (€)</b>		
<b>Total</b>	<b>10,874,844</b>	<b>9,688,248</b>

## CORPORATE GOVERNANCE

At ELVIAL, we recognize that strong corporate governance is the cornerstone of ethical leadership, sustainable growth, and long-term value creation. It provides the structure through which our strategic objectives are set, our performance is monitored, and our commitment to integrity and accountability is upheld.



Our governance approach integrates principles of transparency, business ethics, and sustainability across all operations. Through a well-defined governance model, the adoption of responsible business practices, the eco-design of sustainable and high-performance products, and a robust sustainable procurement strategy, we ensure that our corporate actions align with our values and the expectations of our stakeholders. To establish this foundation, ELVIAL has developed a comprehensive governance mechanism in which roles and responsibilities are clearly defined, and decision-making processes are conducted transparently across all levels of the organization.

### GOVERNANCE MODEL

The Board of Directors serves as the highest governing body of ELVIAL, with primary responsibility for designing, approving, and reviewing the Company’s strategy, policies, and operational objectives. The Board ensures that all decisions are aligned with the Company’s vision, mission and values.

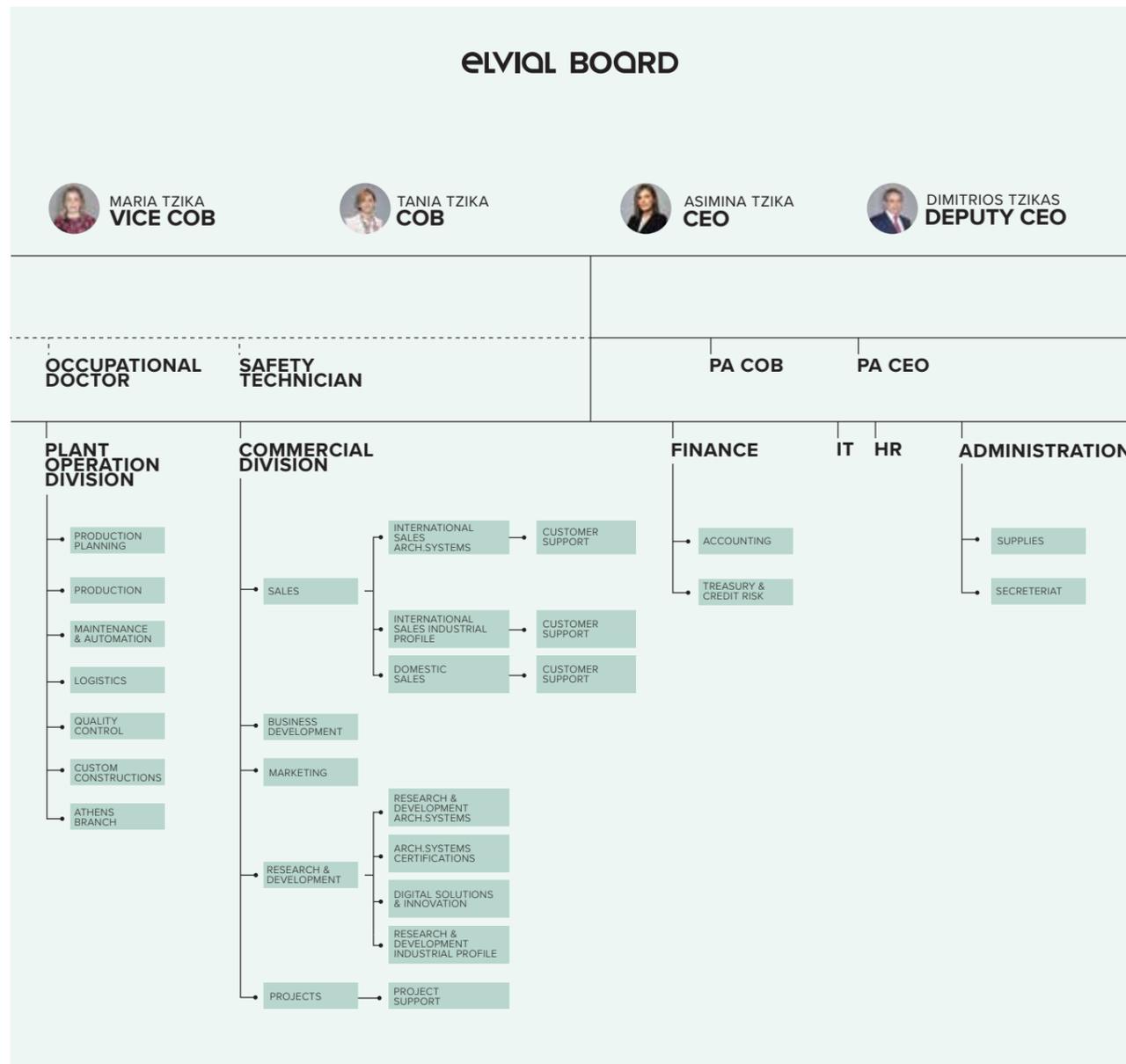
In line with ELVIAL’s structure as a family-owned business, all of Board’s members are shareholders actively involved in managing specific areas of the Company’s operations. The members are elected by the General Meeting of Shareholders for a five-year term, which is automatically extended until the new Board assumes its duties following the next Ordinary General Meeting. In any case, the term cannot exceed six years.

The remaining members are selected based on professional experience, expertise, and their contribution to the effective functioning of the organization. Due to the Company’s family-owned structure, a formal evaluation process for the Board of Directors has not been established.<sup>41</sup>

The composition of the Board and the organizational chart are as follows:<sup>42</sup>

#### ELVIAL’S BOARD COMPOSITION AND ORGANIZATIONAL CHART

Name	Position	Role Type	Gender
Tania Tzika	President	Executive Director	Female
Asimina Tzikas	CEO	Executive Director	Female
Dimitris Tzikas	Vice President	Executive Director	Male
Maria Tzika	Member	Executive Director	Female
Periklis Ziakas	Member	Executive Director	Male



The Board of Directors is responsible for defining ELVIAL’s long-term vision, approving strategic objectives, and ensuring that ESG principles are fully integrated into the Company’s strategy. Among its key responsibilities are the approval and monitoring of the business strategy, supervision of operational performance, and validation of the annual Sustainability Report. This process ensures that the report accurately reflects ELVIAL’s sustainability initiatives and achievements, and complies with relevant regulations and international reporting standards, providing stakeholders with transparent and reliable information.<sup>43 44</sup>

The executive management team, led by the Chief Executive Officer (CEO), is responsible for day-to-day operations, translating the Board’s strategic directives into concrete actions, and coordinating across departments to implement corporate policies, manage risks, and continuously improve environmental and social performance.

ELVIAL’s organizational structure fosters efficient communication and collaboration, supporting informed decision-making at all levels. Department heads and functional managers report directly to the executive management team, ensuring accountability, streamlined workflows, and alignment with sustainability objectives. This hierarchical yet agile model enhances operational efficiency and ensures that ESG considerations are embedded throughout the business, with clear oversight and accountability directly connected to the Board of Directors.

To strengthen the Board’s understanding of sustainability and ESG matters, ongoing training and awareness initiatives are implemented, including the engagement of the Board in the Double Materiality Assessment process, to gain visibility and provide relevant input on the material ESG topics. In addition, several Board members have individually participated in specialized ESG and sustainability training programs, further supporting the Board’s overall capacity in these areas.

The Board is responsible for supervising all company activities, making decisions on critical governance and asset management matters, and maintaining continuous collaboration with senior management, particularly on issues affecting the company’s financial performance, environment, and society. Matters requiring approval by the General Meeting of Shareholders remain the exclusive prerogative of the latter. The Board also reviews the representativeness and completeness of the Double Materiality Assessment process, validating the outcomes that identify material impacts, risks, and opportunities related to ESG matters, and receives quarterly updates on critical ESG matters.

Through this robust governance model, ELVIAL demonstrates its commitment to ethical leadership, transparency, and long-term sustainable growth, while continuously strengthening trust and accountability toward all stakeholders.<sup>45 46</sup>

ELVIAL demonstrates a strong commitment to gender diversity within its Board of Directors, with women representing 60% of members across key roles. This reflects the Company’s commitment to diversity, inclusion, and equal opportunities in leadership, ensuring that decision-making processes are enriched by diverse perspectives and experiences.

At the core of our governance framework is a clear allocation of roles and responsibilities between the Board and the executive management team. This separation ensures that strategic oversight and operational execution are distinct yet fully aligned, promoting effective decision-making and long-term value creation.

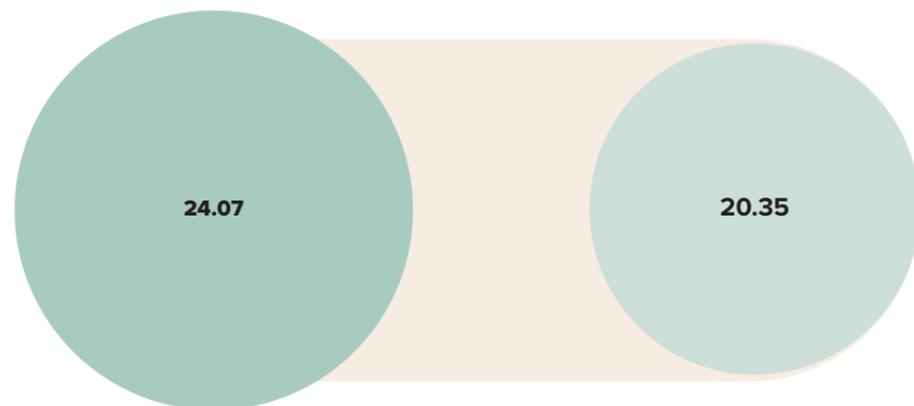
**COMPENSATION AND BENEFITS**

At ELVIAL, employee remuneration is structured to ensure fairness, competitiveness, and alignment with the Company’s family-oriented culture. Salaries are set based on a combination of collective agreements, market benchmarks, and individual performance, ensuring that compensation reflects both contribution and role responsibilities. Department heads propose performance targets, which are reviewed and approved by the Board of Directors, linking bonuses and rewards to objectives achieved through the year.

While ELVIAL does not maintain a formal Remuneration Policy, it effectively follows the principles of collective agreements and best practices, and the Board oversees all compensation matters, including dividend proposals at the close of each financial year, in line with the company’s Articles of Association. This approach ensures transparency, employee motivation, and alignment with long-term business and family values.<sup>47</sup>

The ratios below are calculated by first identifying the organization’s highest-paid individual for the reporting period and determining their annual total compensation. The median annual total compensation of all other employees is then calculated. The first ratio is obtained by dividing the highest-paid individual’s total compensation by this median value. The second ratio is calculated by comparing the percentage increase in annual total compensation for the highest-paid individual with the median percentage increase for all other employees, providing insight into pay equity and compensation trends across the organization.

**ELVIAL’S ANNUAL TOTAL COMPENSATION RATIO**



2023

2024

**ANNUAL TOTAL COMPENSATION RATIO<sup>48</sup>**

Ratio of the annual total compensation for the organization’s highest-paid individual to the median annual total compensation for all employees (excluding the highest-paid individual)

\* For the years 2023 and 2024, there was no change in the annual total compensation of the organization’s highest-paid individual.

**BUSINESS ETHICS**

ELVIAL’s commitment to integrity and transparency underpins every operational and business behavior, ensuring ethical conduct, while respect for human rights serves as the foundation for all relationships within and beyond the company.

ELVIAL is committed to conducting its business with integrity, fairness, and transparency. Ethical behavior guides all operations and interactions with employees, customers, suppliers, and other stakeholders. To ensure these principles are consistently applied, the Company has established a comprehensive framework of policies covering quality, environmental responsibility, occupational health and safety, human rights, and mechanisms for reporting and managing complaints. Additional policies on corporate vehicle use, social media, business travel, and the prevention of violence and harassment further reinforce a culture of accountability and respect across all levels of the organization.



## RESPONSIBLE BUSINESS CONDUCT

ELVIAL has made formal commitments regarding responsible business conduct, articulated in its Code of Conduct, which reflects the Company's dedication to the highest standards of integrity, transparency, and accountability. Guided by its core values, ethics, trust, responsibility, and teamwork, ELVIAL ensures that all relationships and business activities are conducted with social and environmental responsibility.

The Company is committed to complying with all applicable legal and regulatory requirements and, where legislation falls short of the Company's ethical benchmarks, it applies to its own higher standards. The Code of Conduct promotes a culture of fairness, health and safety, transparency and fair competition, strictly prohibiting bribery, unethical practices, and conflicts of interest. It also upholds respect for fundamental human rights and labor standards, including non-discrimination, safe working conditions, and the elimination of forced and child labor. By embedding these principles into daily operations, ELVIAL ensures that ethical standards are consistently upheld, fostering trust with stakeholders and supporting sustainable and responsible growth.<sup>49</sup>

## HUMAN RIGHTS COMMITMENT

ELVIAL is committed to respecting and promoting human rights across all its operations and business relationships, recognizing this as a fundamental value of its corporate culture. The Company's Human Rights Policy, aligned with the UN Guiding Principles on Business and Human Rights, the Universal Declaration of Human Rights, the ILO Declaration on Fundamental Principles and Rights at Work, and national legislation ensures zero tolerance for any violation of human rights. It covers key areas such as the prohibition of forced and child labor, the right to a safe and healthy workplace, freedom of association, equal treatment and non-discrimination, fair wages and working hours, protection of privacy and personal data, and the prevention of violence and harassment. The policy applies to all employees and extends to suppliers, contractors, and business partners, who are expected to uphold the same standards, ensuring that respect for human rights is embedded throughout ELVIAL's value chain.

## APPROVAL AND SCOPE OF POLICIES AND CODES

All policy commitments, including the Code of Conduct, have been approved at the highest governance level, reflecting endorsement by senior management and the Board of Directors. They apply across all ELVIAL operations in Greece and abroad, as well as to business relationships including suppliers, contractors, and partners, through contractual obligations and ethical sourcing requirements.

## MECHANISMS FOR REMEDIATION, ADVICE, AND REPORTING CRITICAL CONCERNS

ELVIAL is committed to taking responsibility for any adverse impacts it may cause or contribute to, ensuring appropriate remediation through immediate corrective actions, root cause analyses, and continuous follow-up to achieve lasting improvements. The Company has established structured grievance and advice mechanisms that allow employees, suppliers, and other stakeholders to raise concerns or seek guidance safely, confidentially, and anonymously, without fear of retaliation. These mechanisms include the Health & Safety Council, the Workers' Representatives Council, secure internal reporting channels via email, forms, or verbally, and open-door practices with Management and Human Resources. Stakeholders are actively involved in the design and review of these mechanisms through consultations and feedback sessions to ensure accessibility, effectiveness, and continuous improvement. ELVIAL also provides guidance and training through internal communications, workshops, and dedicated contact points in the ESG & Compliance Team and Human Resources, supporting practical understanding of sustainability, ethics, human rights, and compliance standards. All reports and advice requests are formally logged, assessed, and followed up with appropriate actions and feedback, while effectiveness is monitored using key performance indicators such as the number, type, and resolution time of cases, as well as stakeholder satisfaction surveys. During the reporting period, zero critical concerns related to compliance, workplace safety, human rights, or environmental impacts were identified. All relevant matters were monitored and managed through structured channels, ensuring ongoing accountability and proactive governance, reflecting ELVIAL's commitment to transparency, safety, ethical conduct, and continuous improvement of workplace and operational standards.<sup>50</sup>

## ELVIAL'S REGULATORY COMPLIANCE

Policy commitments are actively communicated to workers and business partners via multiple channels, ensuring awareness, understanding, and adherence to ELVIAL's standards for responsible and ethical business conduct. These efforts reinforce the Company's ESG objectives and its commitment to sustainable, long-term value creation.

Building on our comprehensive ethics and governance practices, during the reporting period, ELVIAL did not identify any significant instances of non-compliance with applicable laws and regulations. No cases resulted in fines or other non-monetary sanctions, either in the current or previous reporting periods. There were no significant issues related to workplace safety, environmental regulations, data privacy, or other regulatory requirements. The company defines a "significant" non-compliance as one that results in regulatory penalties, has a material impact on financial performance, operations, or reputation, or is escalated to senior management or the Board for corrective action. The absence of such instances reflects ELVIAL's strong compliance culture, robust internal controls, and ongoing monitoring of regulatory obligations.<sup>51 52</sup>

# ANNEX I

## METHODOLOGY OF THE REPORT

This Sustainability Report is the second report issued by ELVIAL S.A. and covers all the Company’s activities in Greece. Through this report, the Company aims to provide accurate information regarding its strategy, annual activities, and performance on Environmental, Social, and Governance (ESG) matters in a transparent and reliable manner.

## STANDARDS USED TO STRUCTURE THE REPORT

This Report has been prepared by ELVIAL in accordance with the Global Reporting Initiative (GRI) Standards, covering the period from January 1, 2023, to December 31, 2024, which aligns with the two latest reporting cycles of the Company’s annual financial statements. Starting from this report, ELVIAL has adopted a bi-annual reporting frequency for its Sustainability Reports.<sup>53</sup>

## RESTATEMENT OF INFORMATION

The points where quantitative or qualitative information regarding the performance of previous years has been restated are clearly indicated in the main body of the report through relevant notes.

## EXTERNAL VERIFICATION

ELVIAL recognizes the added value of external verification of the disclosed data and performance indicators (KPIs) included in the Sustainability Report. Although the present report has not been externally assured by a verification body, certain financial, environmental, and social data are externally verified through various complementary processes. Specifically, the financial data of the report is assured by external auditors, while a significant part of the environmental and social information is verified during the recertification and annual audits of the Company’s Management Systems (ISO 9001, ISO 14001, ISO 45001) conducted by independent verification and certification bodies.

## CONTACT PERSON

For more information or clarifications regarding the 2023-2024 Sustainability Report, you may contact Ms. Athina Nousiopolou from the ESG & Sustainability Management Team:

**Mobile:** +30 2341039500

**E-mail:** sustainability@elvial.gr

# APPENDICES GRI CONTENT INDEX

STATEMENT OF USE	ELVIAL S.A. has reported with reference to the GRI Standards from 1 January 2022 to 31 December 2022.
GRI 1 USED	GRI: Foundation 2021
APPLICABLE GRI SECTOR STANDARD(S)	N/A

GRI Standard	Disclosure	Report's page / References	Omissions <sup>54</sup>
<b>General Disclosures</b>			
GRI 2 General Disclosures 2021	2-1 Organizational details	Page: 8	-
	2-2 Entities included in the organization's sustainability reporting	Page: 8	-
	2-3 Reporting period, frequency and contact point	Page: 81	-
	2-4 Restatements of information	Page: 81	-
	2-5 External assurance	Page: 81	-
	2-6 Activities, value chain and other business relationships	Page: 12	-
	2-7 Employees	Page: 54	-
	2-8 Workers who are not employees	Page: 54	-
	2-9 Governance structure and composition	Page: 74	-
	2-10 Nomination and selection of the highest governance body	Page: 74	-
	2-11 Chair of the highest governance body	Page: 74	-
	2-12 Role of the highest governance body in overseeing the management of impacts	Page: 76	-
	2-13 Delegation of responsibility for managing impacts	Page: 76	-
	2-14 Role of the highest governance body in sustainability reporting	Page: 76	-
	2-15 Conflicts of Interest	Page: 80	-
	2-16 Communication of critical concerns	Page: 80	-
	2-17 Collective knowledge of the highest governance body	Page: 74	-
	2-18 Evaluation of the performance of the highest governance body	Page: 74	-

<sup>53</sup> GRI 2-3, 2-4, 2-5

<sup>54</sup> The gray cells of the table indicates that the "Omission" column is not applicable

GRI Standard	Disclosure	Report's page / References	Omissions
	2-19 Remuneration policies	Page: 78	-
	2-20 Process to determine remuneration	Page: 78	-
	2-21 Annual total compensation ratio	Page: 78	-
	2-22 Statement on sustainable development Strategy	Page: 4	-
	2-23 Policy commitments	Page: 80	-
	2-24 Embedding policy commitments	Pages: 76,80	-
	2-25 Processes to remediate negative Impacts	Page: 80	-
	2-26 Mechanisms for seeking advice and raising concerns	Page: 80	-
	2-27 Compliance with laws and regulations	Page: 80	-
	2-28 Membership associations	Page: 18	-
	2-29 Approach to stakeholder engagement	Page: 18	-
	2-30 Collective bargaining agreements	Page: 50	-

**Material Topics**

GRI 3 Material Topics 2021	3-1 Process to determine material topics	Pages: 19-22	
	3-2 List of material topics	Pages: 20-22	

**Energy consumption**

GRI 3: Material Topics 2021	3-3 Management of material topics		
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Pages: 35-39	-
	302-1 Energy consumption within the organization	Pages: 35-39	-
	302-3 Energy intensity	Pages: 35-39	-
	302-4 Reduction of energy consumption	Pages: 35-39	-
	302-5 Reductions in energy requirements of products and services	Pages: 35-39	-

GRI Standard	Disclosure	Report's page / References	Omissions
<b>Climate Change</b>			
GRI 3: Material Topics 2021	3-3 Management of material topics	Pages: 39-41	
GRI 201: Economic Performance 2016	201-2 Financial implications and other risks and opportunities due to climate change	Page: 40	-
GRI 3: Material Topics 2021	3-3 Management of material topics	Pages: 39-41	-
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Page: 40	-
	305-2 Energy indirect (Scope 2) GHG emissions	Page: 40	-
	305-3 Other indirect (Scope 3) GHG emissions	Page: 40	-
	305-4 Reduction of GHG emissions	Page: 42	
	305-5 Reduction of GHG emissions	Page: 42	
	305-6 Emissions of ozone-depleting substances (ODS)	Page: 42	
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Page: 42	

**Water resource management**

GRI 3: Material Topics 2021	3-3 Management of material topics	Pages: 42-44	
GRI 303: Water and Effluents 2018	303-2 Management of water discharge-related impacts	Page: 44	-
	303-3 Water withdrawal	Page: 44	-
	303-4 Water discharge	Page: 44	-
	303-5 Water consumption	Page: 44	-

**Circular economy**

GRI 3: Material Topics 2021	3-3 Management of material topics	Pages: 45-48	
GRI 301: Materials 2016	301-1 Materials used by weight or volume	Page: 46	-
	301-2 Recycled input materials used	Page: 46	-

GRI Standard	Disclosure	Report's page / References	Omissions
<b>Occupational health and safety</b>			
GRI 3: Material Topics 2021	3-3 Management of material topics	Pages: 56-63	
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Page: 57	-
	403-2 Hazard identification, risk assessment, and incident investigation	Page: 57	-
	403-3 Occupational health services	Page: 59	-
	403-4 Worker participation, consultation, and communication on occupational health and safety	Page: 61	-
	403-5 Worker training on occupational health and safety	Page: 64	-
	403-6 Promotion of worker health	Page: 59	-
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Page: 57	-
	403-8 Workers covered by an occupational health and safety management system	Page: 59	-
	403-9 Work-related injuries	Page: 64	-
	403-10 Work-related ill health	Page: 64	-

<b>Training and development of employees</b>			
GRI 3: Material Topics 2021	3-3 Management of material topics	Pages: 65-66	-
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Pages: 65-66	-
	404-2 Programs for upgrading employee skills and transition assistance programs	Pages: 65-66	-
	404-3 Percentage of employees receiving regular performance and career development reviews	Pages: 65-66	-

<b>Transparency and Accessibility of Product Information</b>			
GRI 3: Material Topics 2021	3-3 Management of material topics	Pages: 31-32	
GRI 417: Marketing and Labeling 2016	417-1 Requirements for product and service information and labeling	Pages: 31-32	-

GRI Standard	Disclosure	Report's page / References	Omissions
<b>Eco-design of Sustainable products</b>			
GRI 3: Material Topics 2021	3-3 Management of material topics	Pages: 27-28	
<b>High-performance sustainable products</b>			
GRI 3: Material Topics 2021	3-3 Management of material topics	Pages: 31-32	
<b>Other non-material disclosures</b>			
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Pages: 50-52	
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	Page: 38	
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	Page: 34	

# REPORT TABLES

## STAKEHOLDER ENGAGEMENT

Stakeholder group	Communication & consultation methods	Frequency of communication
<b>Employees</b>	Email communication	Daily
	Communication by phone	Daily
	Corporate meetings	Daily
	Social media	Daily
	Corporate announcements	Periodically
	Company's website	Weekly
	Corporate events	Periodically
	Financial report	Annually
	Sustainability report	Biannually
	Newsletters	Periodically
	Meetings/In person communication	Daily
<b>Customers</b>	Newsletters	Periodically
	Company's website	Weekly
	Corporate events	Periodically
	Promotional activities online	Daily
	Promotional activities offline	Periodically
	Financial report	Annually
	Sustainability report	Biannually
	Communication by phone	Daily
	Meetings/In-person communication	Daily
	Email communication	Daily
	Social media	Weekly
<b>Architects / Specifiers</b>	Company's website	Weekly
	Corporate events	Periodically
	Promotional activities	Monthly
	Training activities	Monthly
	Financial report	Annually
	Sustainability report	Biannually
	Newsletters	Monthly <small>(if something important comes up we communicate it more frequently)</small>
	Communication by phone	Daily
	Meetings/In-person communication	Daily
	Email communication	Daily
	Social media	Weekly
Promotional activities online	Daily	
Promotional activities offline	Periodically	

Stakeholder group	Communication & consultation methods	Frequency of communication
<b>Developers / PM (Project Managers)</b>	Communication by phone	Daily
	Meetings/In-person communication	Daily
	Email communication	Daily
	Social media	Weekly
	Newsletters	Monthly
	Company's website	Weekly
	Corporate events	Periodically
	Promotional activities	Monthly
	Training activities	Monthly
	Financial report	Annually
	Sustainability report	Biannually
<b>Construction Companies</b>	Promotional activities online	Daily
	Promotional activities offline	Periodically
	Newsletters	Monthly
	Company's website	Weekly
	Corporate events	Periodically
	Training activities	Monthly
	Financial report	Annually
	Sustainability report	Biannually
	Communication by phone	Daily
	Meetings/ In person communication	Daily
	Email communication	Daily
<b>Real Estate Investors</b>	Social Media	Weekly
	Promotional activities online	Daily
	Promotional activities offline	Periodically
	Newsletters	Monthly
	Company's website	Weekly
	Corporate events	Periodically
	Training activities	Monthly
	Promotional activities	Monthly
	Financial report	Annually
	Sustainability report	Biannually
	Communication by phone	Daily
Meetings / In-person communication	Daily	
Email communication	Daily	
Social media	Weekly	
Promotional activities online	Daily	
Promotional activities offline	Periodically	

Stakeholder group	Communication & consultation methods	Frequency of communication
<b>Financial institutions</b>	Email communication	Daily
	Corporate announcements	Monthly
	Financial report	Yearly
	Sustainability report	Biannually
	Communication by phone	Daily
	Meetings/ In person communication	Annually
<b>Suppliers</b>	Invoicing systems	Daily
	Corporate events	Periodically
	Email communication	Daily
	Trade events	Periodically
	Financial report	Annually
	Sustainability report	Biannually
	Communication by phone	Daily
	Meetings / In-person communication	Periodically
<b>Shareholders/Investors</b>	Corporate announcements, publications and articles	Monthly
	Financial report	Annually
	Sustainability report	Biannually
	Company's website	Periodically
	Meetings / In-person communication	Periodically
<b>Non-Government Organizations (NGOs)</b>	Conferences and consultation events	Periodically
	Financial report	Annually
	Sustainability report	Biannually
	Company's website	Periodically
	Email communication	Daily
	Corporate announcements, publications and articles	Monthly
	Meetings/In person communication	Periodically
	Communication by phone	Weekly
	Promotional activities online	Daily
	Promotional activities offline	Periodically

Stakeholder group	Communication & consultation methods	Frequency of communication
<b>Local communities</b>	Communication by phone	Weekly
	Email communication	Weekly
	Financial report	Annually
	Sustainability report	Biannually
	Corporate announcements, publications and articles	Daily
	Corporate events	Periodically
	Meetings / In person communication	
	Company's website	Periodically
<b>Government</b>	Conferences and events	Periodically
	Studies and corporate reports	Periodically
	Financial report	Annually
	Sustainability report	Biannually
	Communication by phone	Periodically
	Email communication	Periodically
	Meetings/in-person communication	Periodically
<b>Media</b>	Corporate announcements, publications and articles	Daily
	Conferences and events	Periodically
	Financial report	Annually
	Sustainability report	Biannually
	Communication by phone	Daily
	Email communication	Daily
	Meetings / In-person communication	Systematically
	Newsletter	Monthly
	Corporate events	Periodically
	Company's website	Daily
	Social media	Daily
	Promotional activities online	Daily
Company's website	Daily	
<b>Academia / Research organizations</b>	Communication by phone	Systematically
	Corporate announcements, publications and articles	Periodically
	Conferences and events	Periodically
	Sustainability report	Biannually
	Meetings/In person communication	Periodically
	Email communication	Periodically
	Company's website	Periodically
	Social media	Periodically

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