



Metlen
Energy & Metals

Results of the Stakeholders' Consultation

2024

Consultation of Stakeholders 2024

The questionnaire was sent electronically to 10 groups of Metlen’s Stakeholders.

In detail:

Stakeholder Groups	Invited	Participated	% Participation
Employees	375	124	33,0%
Suppliers	306	109	35,6%
Investors/Shareholders/Financial Analysts	122	16	13,1%
Academic Community	96	16	16,6%
NGOs	93	30	32,2%
Major clients	31	8	25,8%
Local communities' representatives	30	18	60,0%
Business continuity	28	18	64,2%
Financial institutions	22	14	63,6%
Media	18	7	38,8%
Total	1.121	360	32,1%

Consultation of Stakeholders 2024

Key Findings

Relationship between Business Development and Sustainable Development (SD)

- **Key Finding:** Over 9 out of 10 participants agree or strongly agree that business development should be pursued alongside a commitment to the Sustainable Development Goals (SDGs). This stance reinforces the overall objective of Metlen's SD strategy.

Awareness and Knowledge of Metlen's Sustainable Development Strategy.

- **Key Finding:** A satisfactory level of awareness and knowledge among participants regarding the Company's strategy, with room for improvement.

Perceptions of Stakeholders regarding the Alignment of the BA Strategy.

- **Key Finding:** Most stakeholders agree that Metlen's BA strategy aligns with their needs and expectations, serves their objectives, corresponds to their interests to some extent, and is consistent with their personal beliefs regarding sustainability.

Critical Challenges in Sustainable Development.

- **Key Finding:** The following challenges, which are already pillars of the Company's activities, are regarded as very important by the vast majority of participants: 1) Safe and productive employment, 2) Protection of natural resources and biodiversity, 3) Sustainable industrial activity, and 4) Addressing climate change.

Assessment of Sustainable Development Issue Management.

- **Key Finding:** Metlen is positively evaluated for its management of various SD issues, with a vast majority of participants viewing this management, and consequently the issues, primarily as a significant source of opportunities for themselves and their organizations rather than as risk factors.

Impact on the effective operation, reputation, and financial performance of the Company.

- **Key Finding:** The management of issues particularly related to health and safety at work, business conduct, working conditions, circular economy, climate change mitigation, and pollution prevention is recognized as having a very positive impact on the operation, reputation, and financial performance of the Company.

Impact of the BA Strategy on Financial Performance.

- **Key Finding:** A high percentage of recognition that the BA strategy has contributed moderately to significantly to the Company's financial performance.

Evolution of the Company's Performance in Sustainable Development.

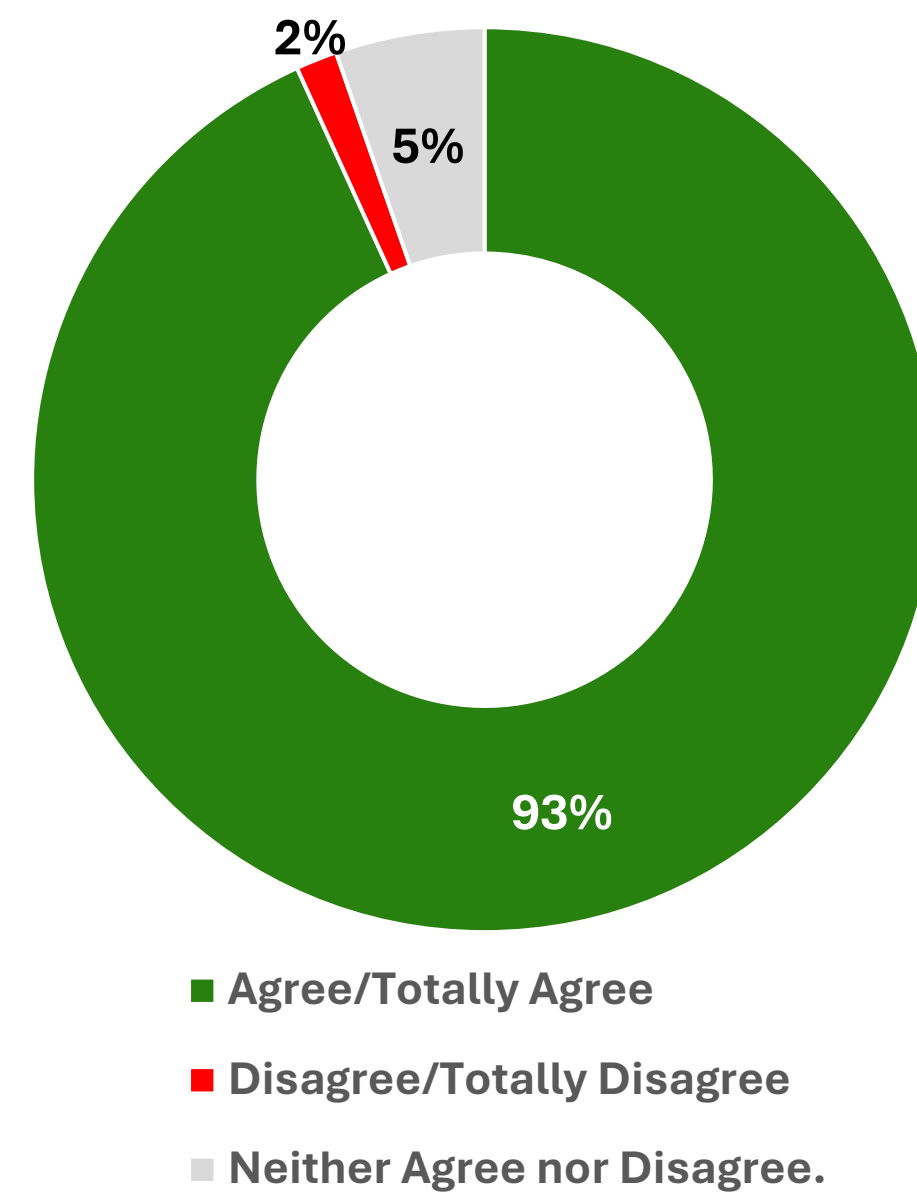
- **Key Finding:** A high percentage of recognition that Metlen's performance in SD has improved moderately to significantly compared to three years ago.

Information and Accountability Mechanisms of Metlen.

- **Key Finding:** Participants expressed high satisfaction with the accessibility, reliability, sufficiency of information, and support provided by the information mechanisms, with a small percentage focusing on improvements in accessibility.

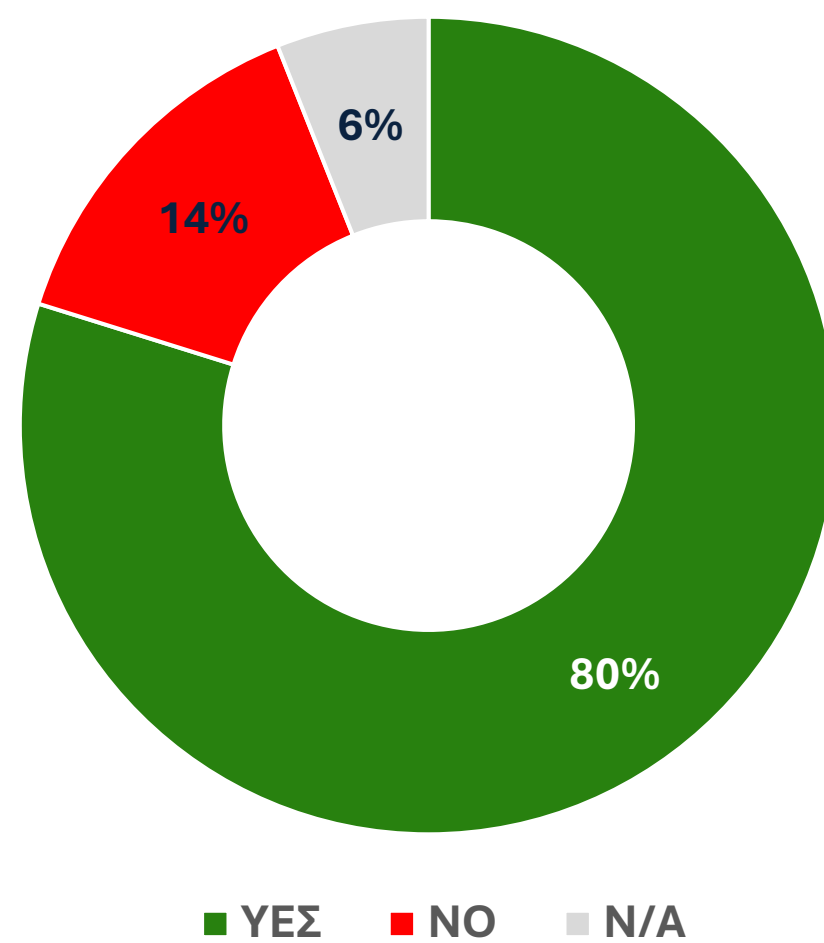
Consultation of Stakeholders 2024

Q3. To what extent do you agree or disagree with the following statement?
"The business and economic development of companies should be pursued alongside their commitment to the Global Goals for Sustainable Development."

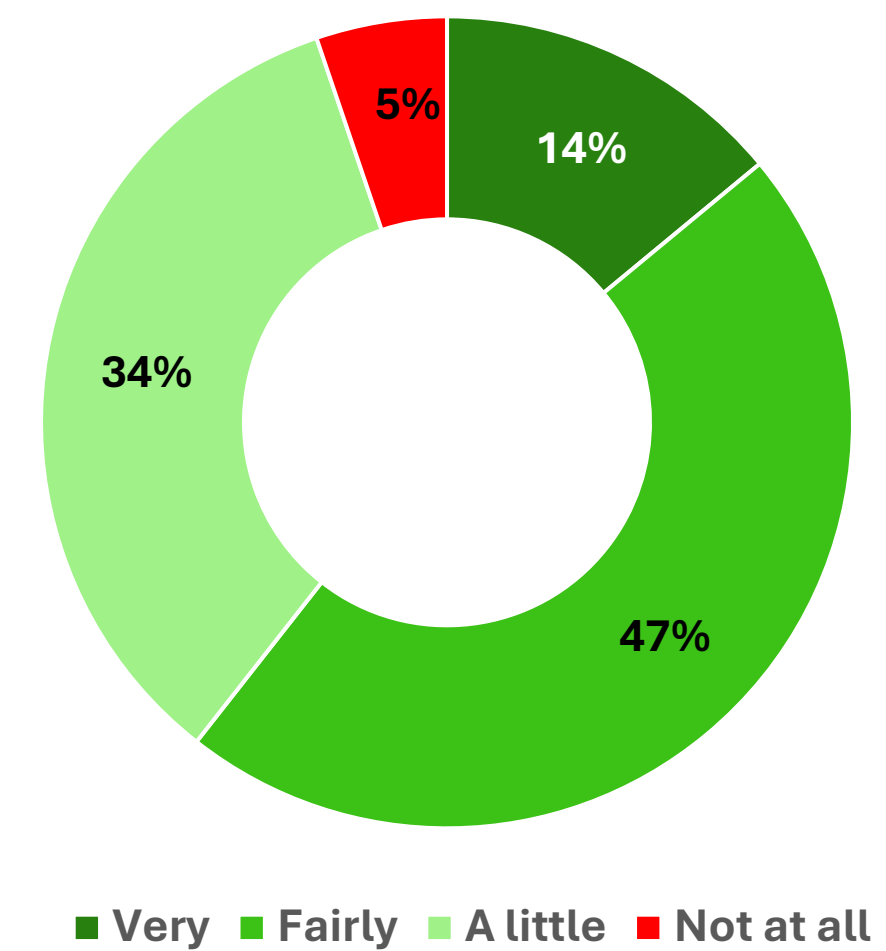


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Q4. Have you heard or read anything about Metlen's approach to SD?



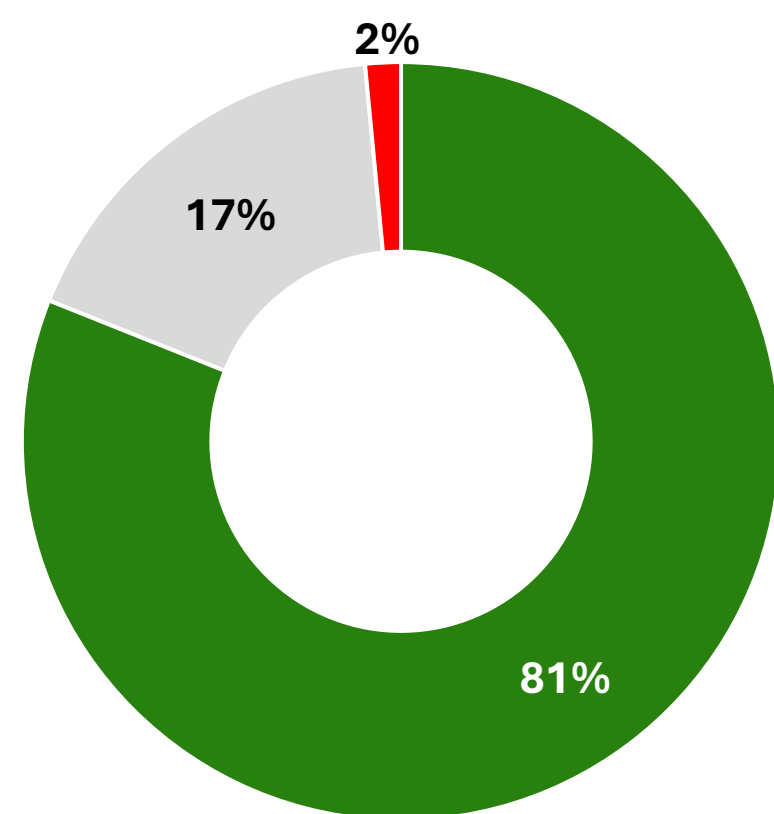
Q5. How informed would you say you are about Metlen's Sustainable Development strategy and initiatives?



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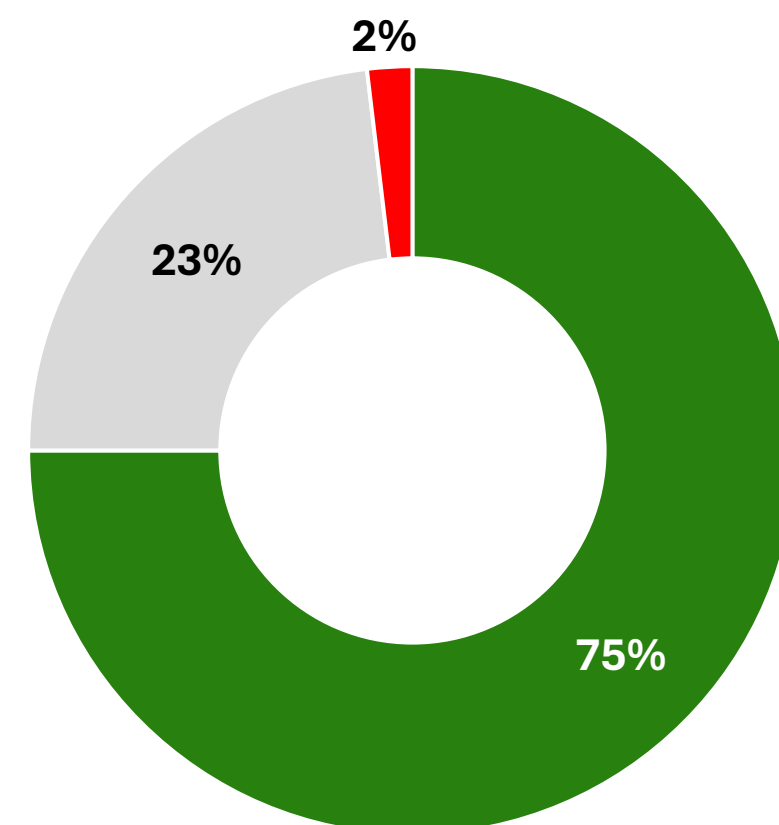
Q6. To what extent do you agree or disagree with the following statements:

The BA Strategy of Metlen serves the goals of the entity/company/organization/community/group that I represent or belong to.



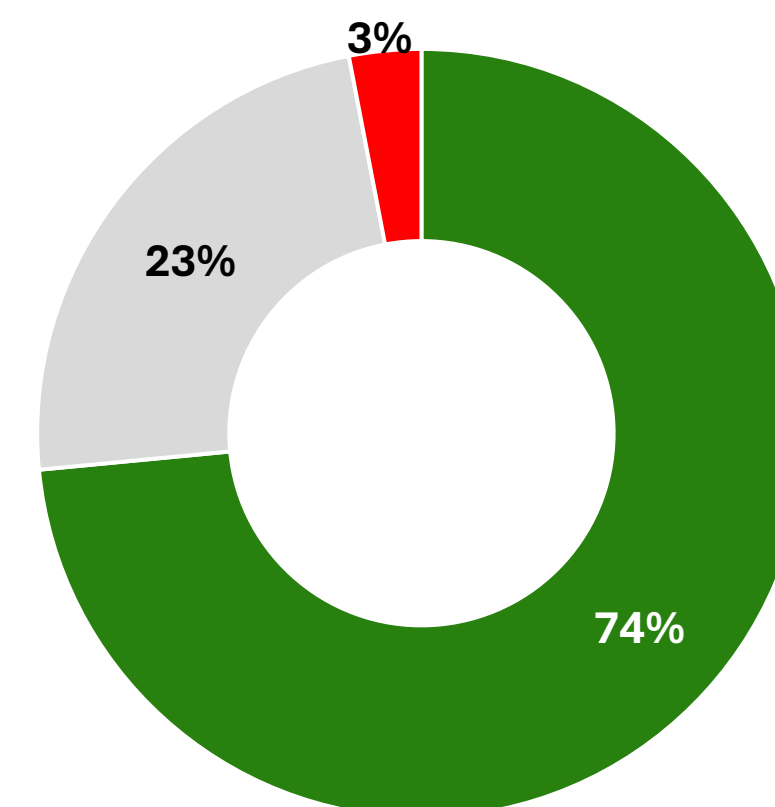
- Agree/Totally Agree
- Neither Agree/Nor Disagree
- Disagree/Totally Disagree

Metlen considers the expectations and opinions of the entity/company/organization/community/group that I represent or belong to when designing and implementing its SD Strategy.



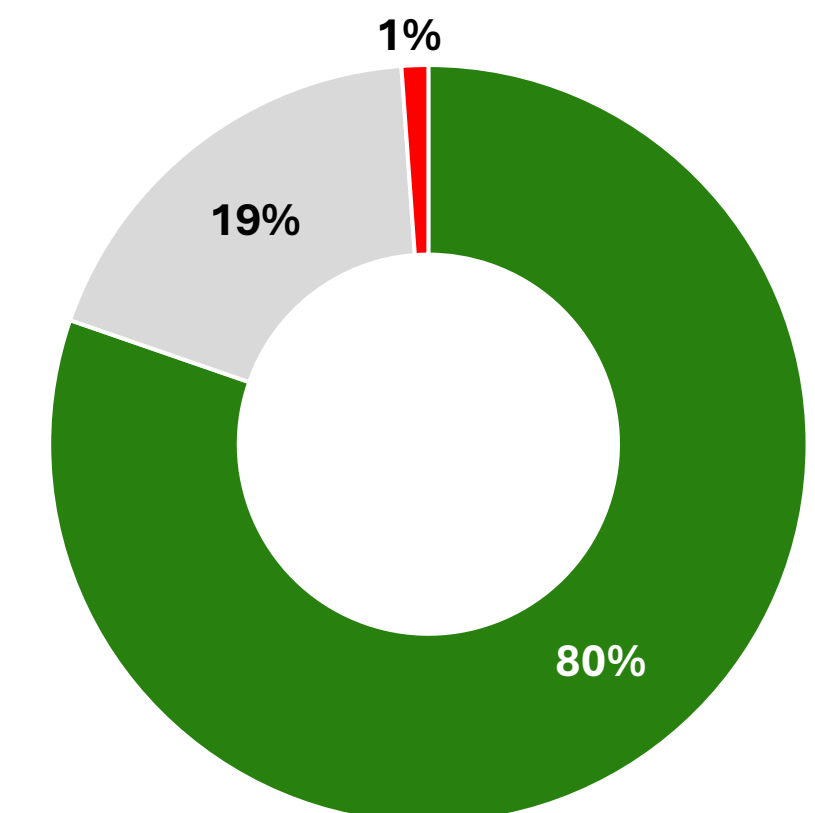
- Agree/Totally Agree
- Neither Agree/Nor Disagree
- Disagree/Totally Disagree

Metlen's BA Strategy aligns with the interests of the entity/company/organization/community/group that I represent or belong to.



- Agree/Totally Agree
- Neither Agree/Nor Disagree
- Disagree/Totally Disagree

Metlen's BA Strategy aligns with my beliefs on issues related to sustainability.

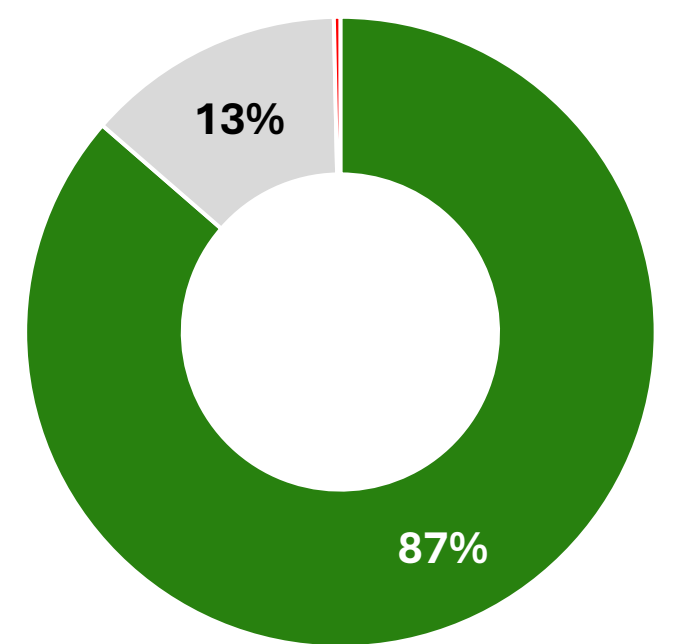


- Agree/Totally Agree
- Neither Agree/Nor Disagree
- Disagree/Totally Disagree

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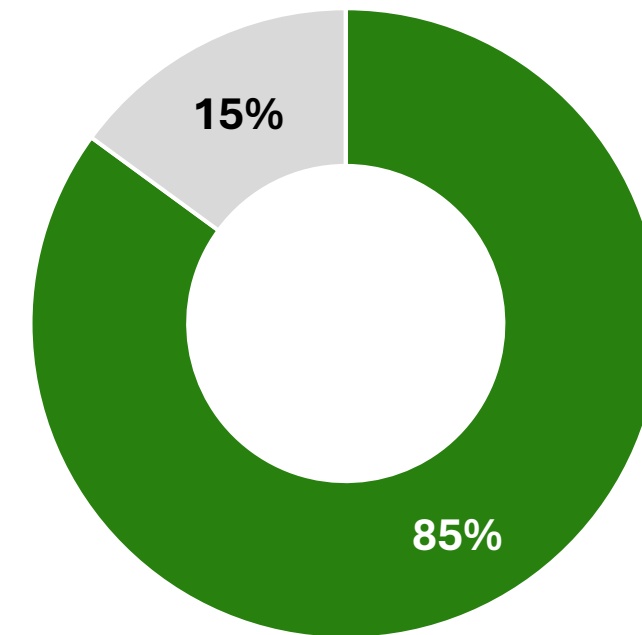
Q7. Considering Metlen's activities, how significant do you consider each of the following Sustainable Development challenges for the Company?

1. Safe and productive employment – Employer of choice



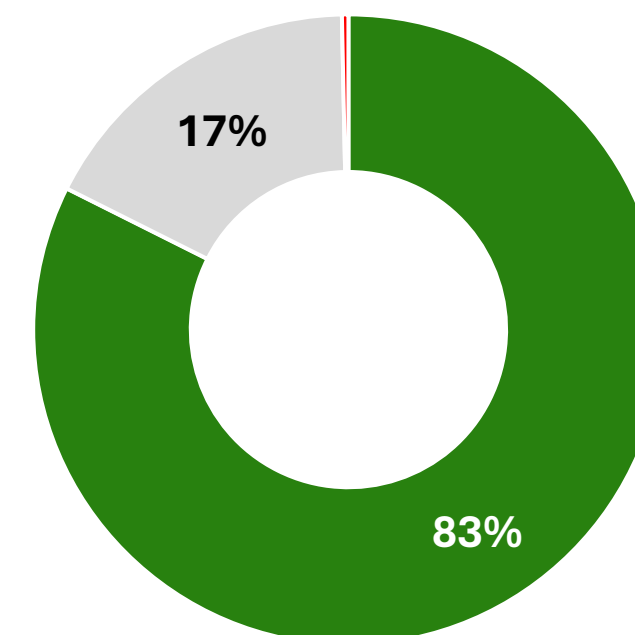
- Very Important/Important
- Neutral
- Slightly Important/Important

2. Protection and responsible management of natural resources and biodiversity



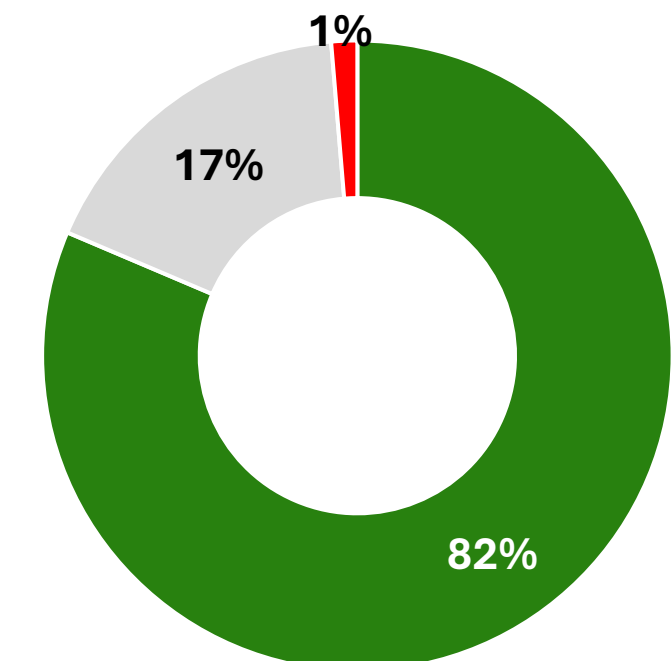
- Very Important/Important
- Neutral
- Slightly Important/Important

3. Sustainable industrial activity



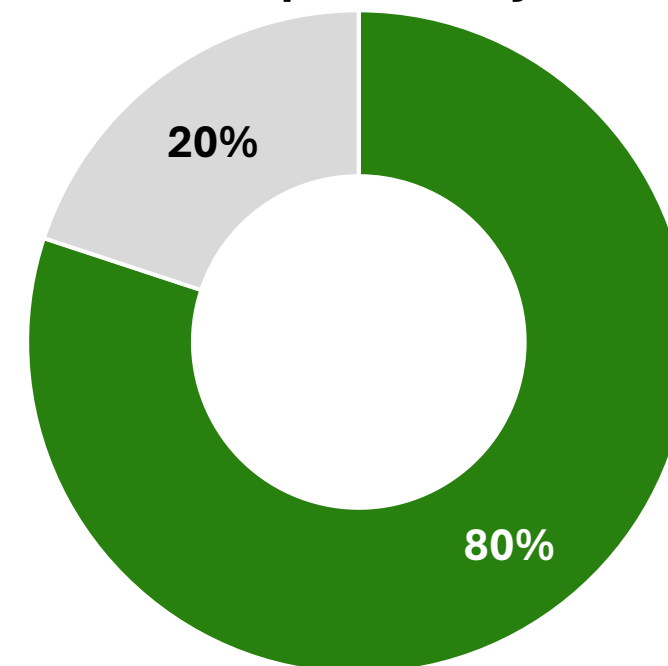
- Very Important/Important
- Neutral
- Slightly Important/Important

4. Addressing climate change & energy transition



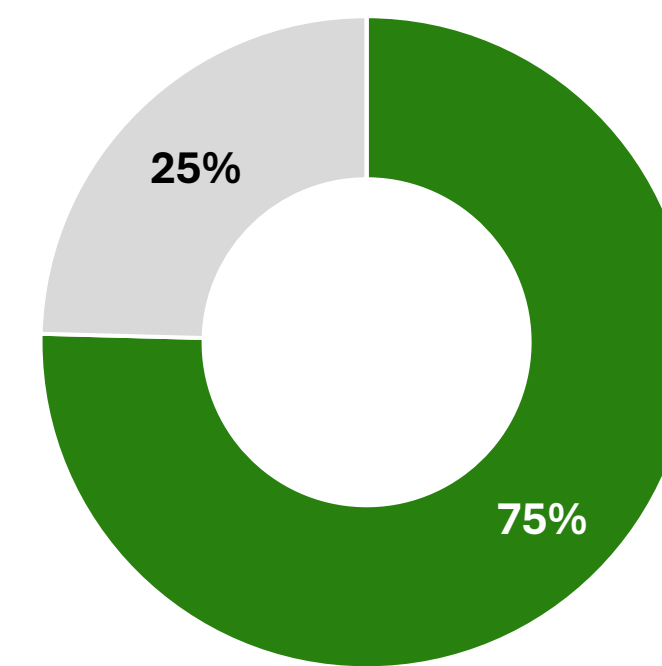
- Very Important/Important
- Neutral
- Slightly Important/Important

5. Commitment to Social Responsibility



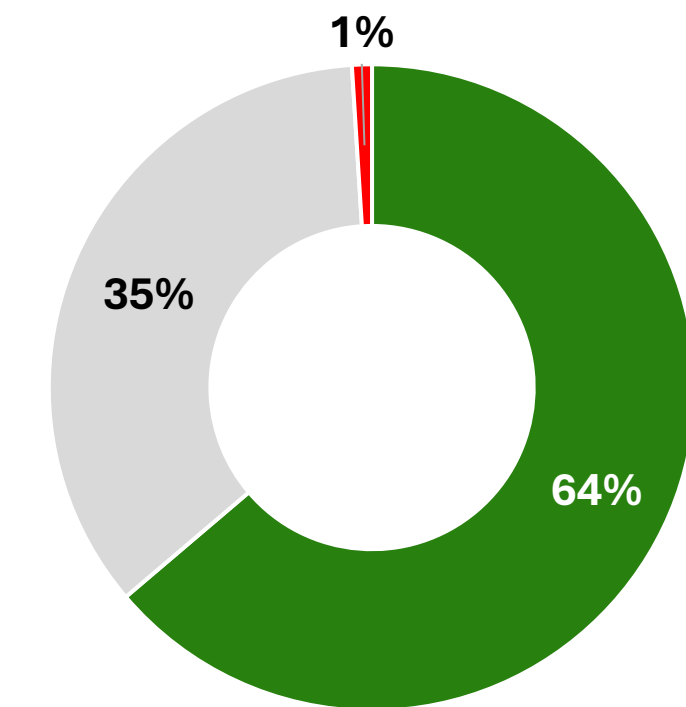
- Very Important/Important
- Neutral
- Slightly Important/Important

6. Implementation of Corporate Due Diligence



- Very Important/Important
- Neutral
- Slightly Important/Important

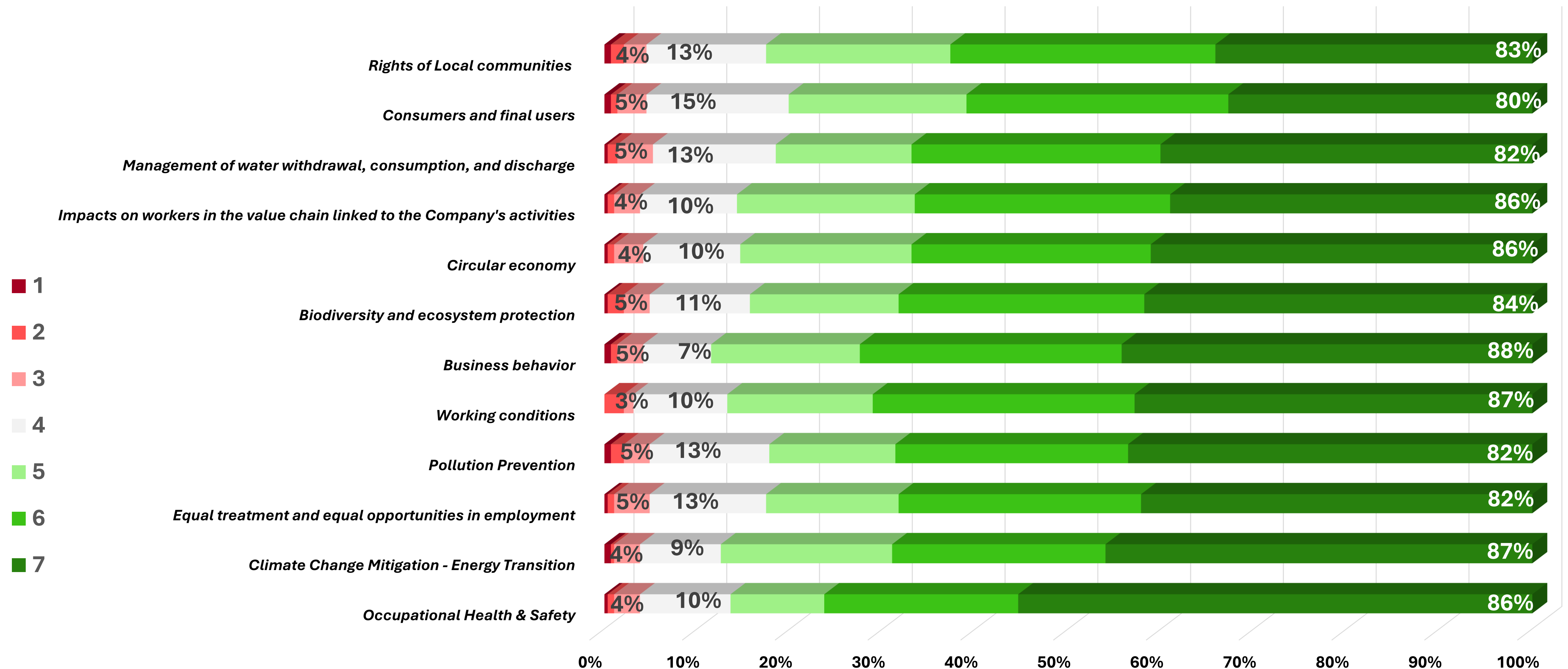
7. AI & Digital Transformation



- Very Important/Important
- Neutral
- Slightly Important/Important

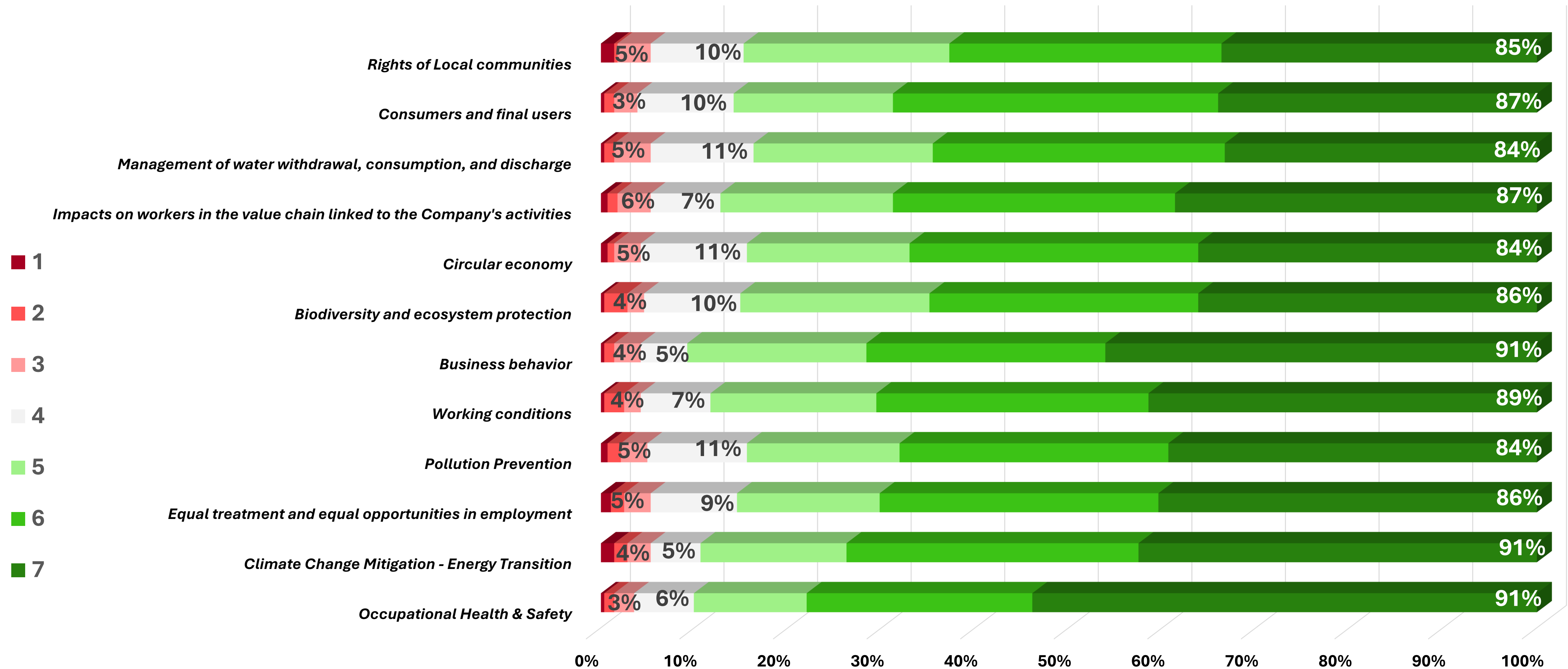
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Q8. For the following sustainability issues managed by Metlen, please assess, on a scale from 1 to 7, the level of impact you believe each has on the entity/company/organization/community or group you represent, where 1 means highly negative impact/risk and 7 means very positive impact/opportunity.



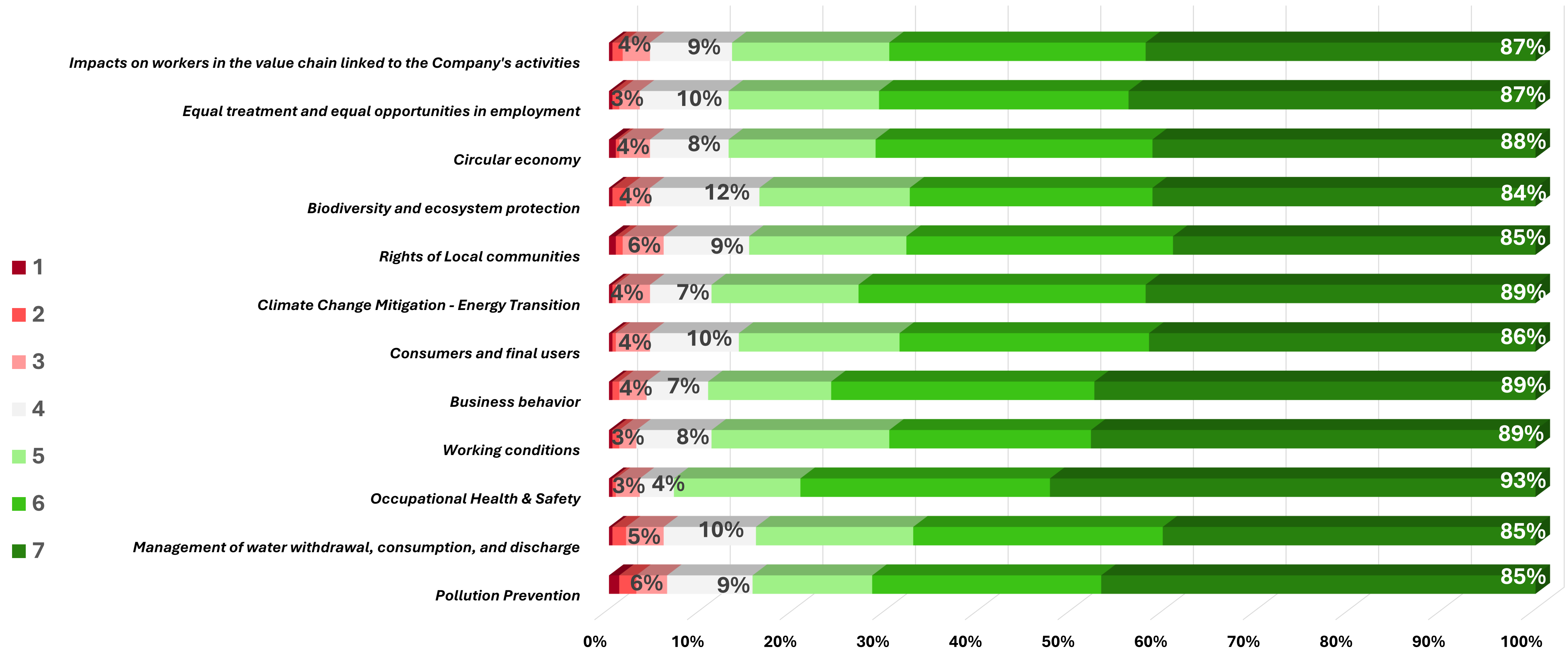
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Q9. Based on what you know so far, please evaluate the impact that you believe the following issues have on the **effective operation** of Metlen, where 1 means highly negative impact and 7 means very positive impact.



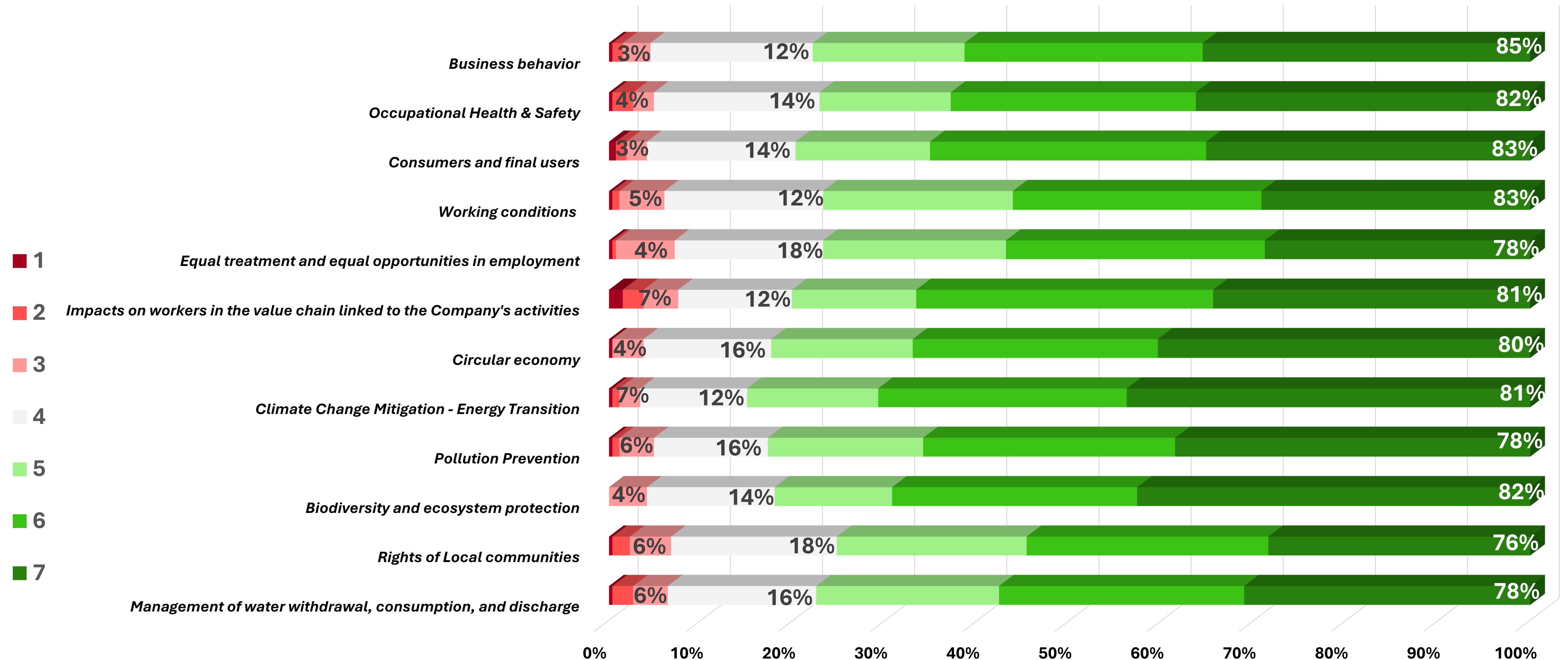
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Q10. Based on what you know so far, please evaluate the impact that you believe the following issues have on Metlen's reputation, where 1 means highly negative impact and 7 means very positive impact.



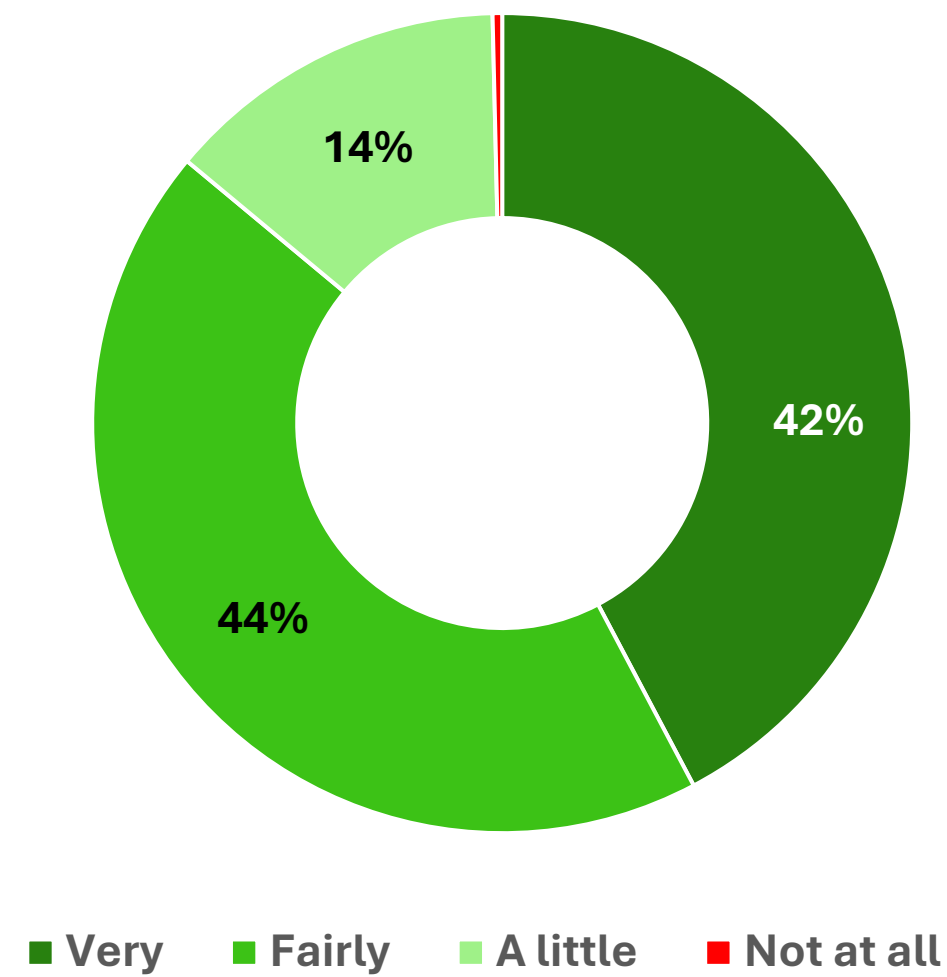
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Q11. Based on what you know so far, please evaluate the impact that you believe the following issues have on Metlen's financial performance, where 1 means highly negative impact and 7 means very positive impact.

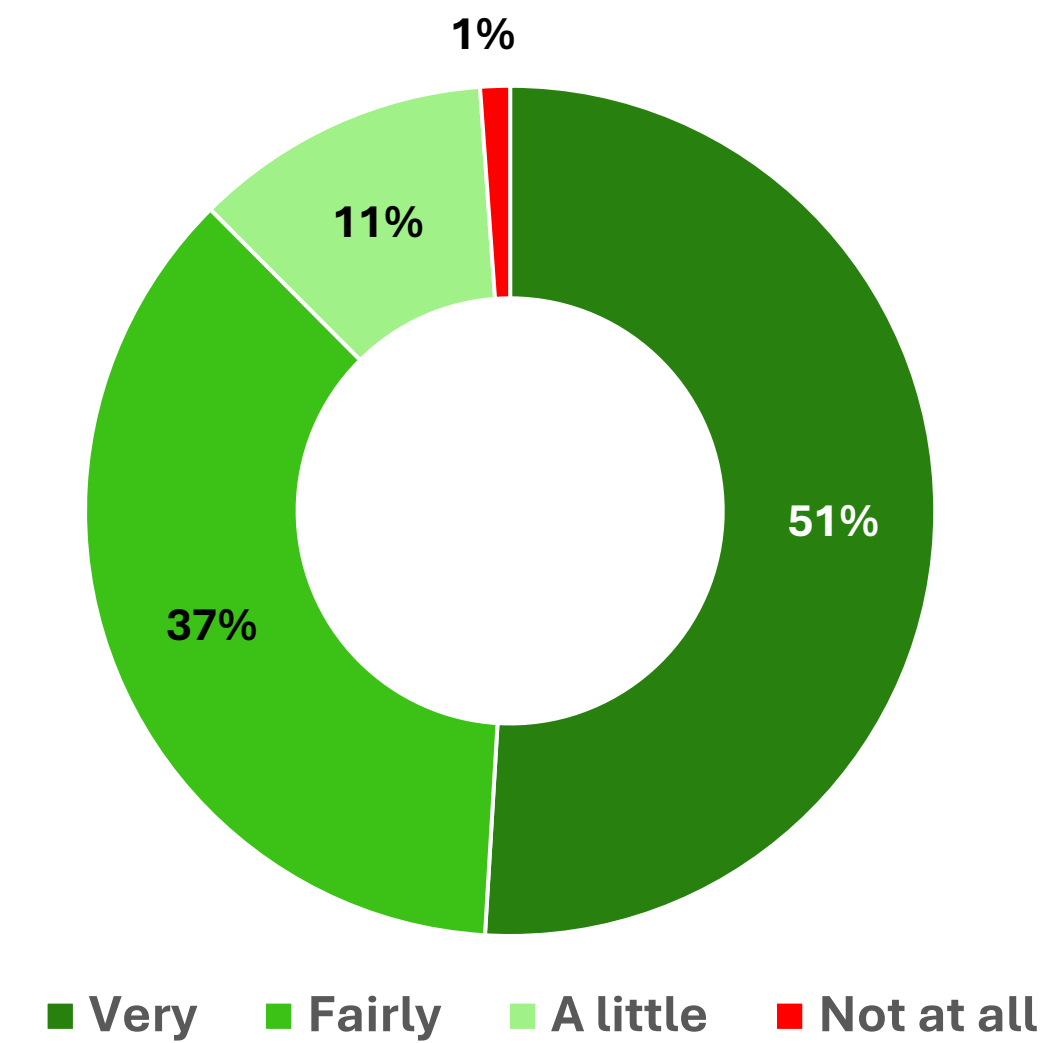


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Q12. *Based on what you know, compared to three years ago, how much would you say that Metlen's performance in the three pillars of Sustainable Development (Economy - Environment - Society) has improved today?*



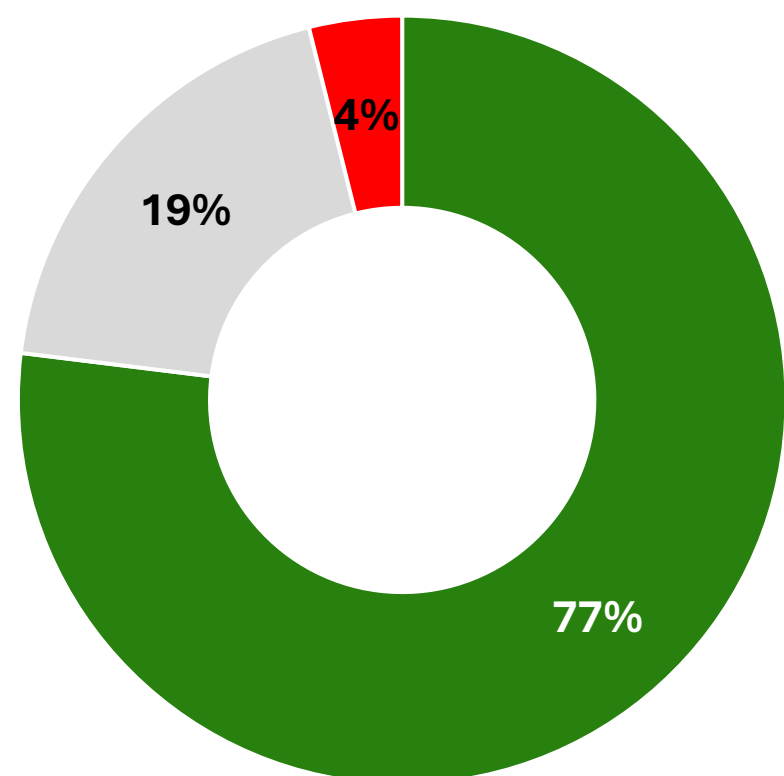
Q13. *To what extent do you think Metlen's performance in Sustainable Development has contributed to the business and economic progress of the company in the last 3-4 years?*



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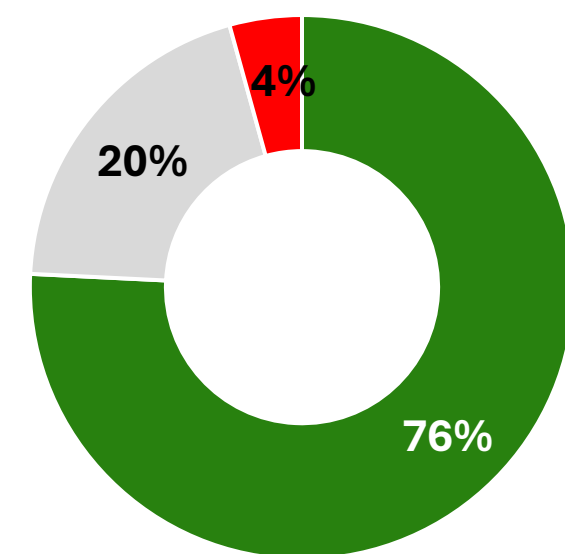
Q15. To what extent do you agree or disagree with the following statements:

I am satisfied with the way Metlen communicates its initiatives for Sustainable Development to me



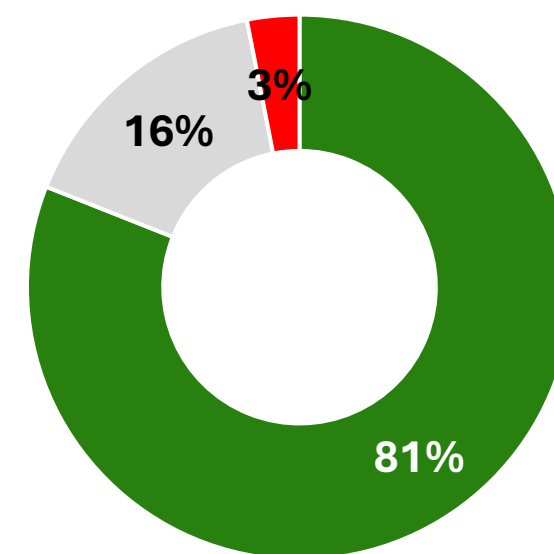
- Agree/Totally Agree
- Neither Agree nor Disagree
- Disagree/Totally Disagree

Metlen's information and accountability mechanisms are accessible



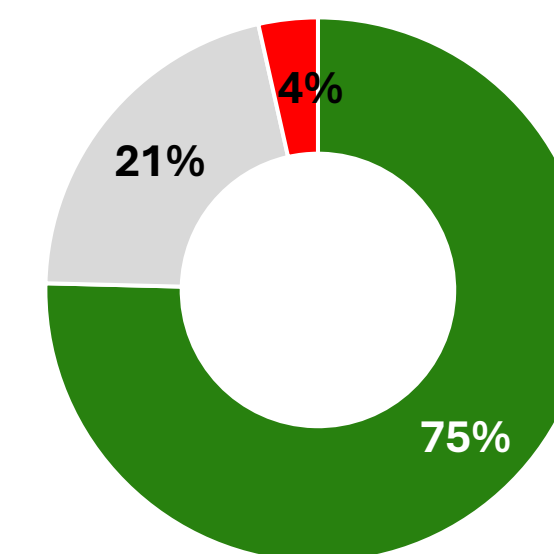
- Agree/Totally Agree
- Neither Agree nor Disagree
- Disagree/Totally Disagree

Metlen's information and accountability mechanisms are reliable



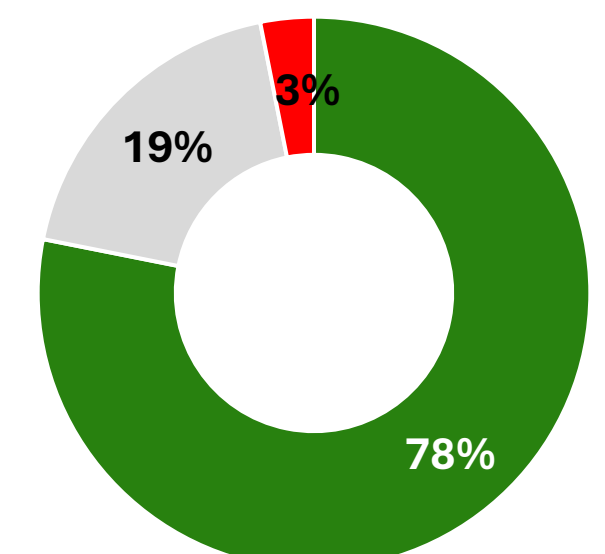
- Agree/Totally Agree
- Neither Agree nor Disagree
- Disagree/Totally Disagree

Metlen's information and accountability mechanisms provide me with sufficient information



- Agree/Totally Agree
- Neither Agree nor Disagree
- Disagree/Totally Disagree

Metlen's information and accountability mechanisms serve as a means of support and learning



- Agree/Totally Agree
- Neither Agree nor Disagree
- Disagree/Totally Disagree

Consultation of Stakeholders 2024

Initiatives that Metlen could undertake to further improve its performance in Sustainable Development (grouped suggestions from Stakeholders).

Training and Awareness

- Training and awareness programs for Metlen's employees and partners on sustainable development and environmental practices.
- Organization of educational seminars for staff regarding sustainable development.
- Educational workshops for local stakeholders, students, and communities, focusing on energy and environmental issues.
- Special actions and awareness seminars for ESG and sustainability.
- Participation in educational programs for youth and collaboration with the academic community (e.g., internships, research).

Improvement of the Work Environment

- Improvement in working conditions and addressing employees' concerns.
- Equality in the treatment of men and women.
- Strengthening employee rights and benefits in conjunction with promoting work-life balance.

Innovation

- Enhancement of research for the development of green technologies.
- Creation of smart systems and infrastructure to improve energy efficiency and promote innovation, including smart cities.
- Utilization of digital technologies and systems (e.g., material management, energy efficiency).

Corporate Responsibility and Collaboration

- Collaboration with local communities and stakeholders to promote sustainable initiatives.
- Promotion of sustainable development and smart cities in partnership with municipalities.
- Support for local initiatives and strengthening local communities through social projects and educational programs.
- Strengthening partnerships with non-profit organizations to support vulnerable groups and improve living conditions.

Environmental Management and Technologies

- Creation of a strategic plan for the protection of industrial assets and the reduction of natural risks.
- Absolute emphasis on the protection of the Corinthian Gulf, with measures to reduce environmental impacts.
- Investments in renewable energy sources (solar, wind) to decrease the energy footprint.
- Management of water resources, recycling, and circular economy in all production processes.
- Use of sustainable materials and promotion of green energy across all production units.
- Implementation of advanced technologies to improve efficiency and minimize waste.
- Reduction of CO₂ emissions and use of more efficient energy production methods, employing technologies such as hydrogen and industrial applications of renewable energy sources.
- Strategy for emissions reduction across all production processes.
- Utilization and development of hybrid energy systems, such as wind/hydroelectric parks.
- Use of technologies for managing environmental risks and preventing marine pollution.

Waste Management and Circular Economy

- Development of strategies for waste reduction and recycling.
- Use of recycled materials in production.
- Strengthening circular economy programs for material reuse and increasing efficiency in the production process.
- Implementation and publication of a comprehensive action plan for managing the end-of-life of assets (e.g., decommissioning production units, disassembling solar panels) with specific targets and a defined timeline.

Supply Chain

- Prioritization of sustainable suppliers and local partners to reduce emissions during product transportation.
- Implementation of ESG strategies in procurement processes and partnerships with businesses that adhere to sustainable practices.