

## Thematic Consultation 2022

MYTILINEOS' **annual Thematic Consultation** with its stakeholders was implemented for the 8<sup>th</sup> consecutive year in 2022 by the Company's Metallurgy Business Unit, focusing on the topic of **"Innovation and Digital Transformation"**. Its purpose was to hold a constructive dialogue between the Company and representatives of employees, customers, suppliers, corporate and local bodies, journalists, as well as the academic and educational community, focusing on the importance of Innovation and Digital Transformation for Sustainable Development, in relation to the objectives and actions of the Aluminium Plant, as well as the broader challenges it is called upon to face and manage.

In view of the transition to the new digital era and the **realisation of the necessity to enhance digital functional integration**, the Company is exploring the possibilities to utilise technology more effectively in its activities.

### Thematic Consultation 2022 "Innovation and Digital Transformation"



**56**  
participants

Local Government, Region, Business Organisations, Trade Unions - Employee Associations, Higher & Secondary Education, Research & Innovation, Human Resources & Labour Advisory Services, Suppliers & Technology Providers, Media, Customers



**3**  
issues for development

1. Recognition of the benefits of innovation and digital transformation for society,
2. Challenges raised in the context of the change required and brought about by digital transformation,
3. Possible solutions to address these challenges



**2**  
**questionnaires for participation in the thematic consultation** through a special online platform ([slido.com](https://www.slido.com)) anonymously.

- Questionnaire A: **Smart technology in our lives** (4 questions about "smart" technology and its use)
- Questionnaire B: **2022 Dialogue Workshop** (7 questions on the evaluation of the consultation)



**31**  
Positions/concerns

**7**  
proposals submitted to MYTILINEOS S

**10**  
roundtables



**94%**  
of participants identified the topics presented and discussed as useful.

The Consultation was concluded with the presentation of the results by representatives of the working groups, as well as with the relevant statements by the Company's representatives. Overall, **all the suggestions and opinions of the participants were recorded**, with the aim of evaluating them and incorporating them - as far as possible - into the existing practices of the MYTILINEOS' Metallurgy Business Unit.

### Results & Key messages / proposals

The following needs emerged and were recorded from the process:

1. **Development of new skills for young engineers** to staff industrial enterprises and further their participation in European research and innovation programmes.
2. **Focused awareness raising, information and training** of primary and secondary school **students** on the correct use of new technologies.
3. **Cultivation & consolidation of a culture of digital transformation** and development of new skills through reskilling and upskilling of staff at a practical level in the companies they already work in (on the job training).
4. **Immediate management of the critical issue of cybersecurity** at industry level, as a consequence of digitisation through the adoption and integration of new technologies.
5. **Appropriate selection and investment in smart technology solutions and equipment** by businesses with the ability to collect and manage large volumes of data.
6. **Multi-disciplinary synergies between education**, industry and technology and research organisations.

### Stakeholders Proposals to the Company

The following proposals were submitted and recorded as a result of the procedure:

1. **Further development of MYTILINEOS' collaborations** with academic institutions on issues such as Big Data Management, the development of simulation solutions for the production process, as well as digital monitoring of the hydrogen production process and the safe operation of the plants.
2. **Design and implementation of innovation workshops** at primary and secondary school level, using new technologies and learning opportunities such as VR-Virtual Reality, as well as the organisation of school competitions, aiming at the development of new skills (technical and horizontal skills - soft skills) for students.
3. **Support and contribution of the Company in the effort to train** the members of the Commercial Association of Livadia in new skills and the effective use of new technologies.

MYTILINEOS, responding, as it does consistently, to the requests of its Stakeholders, **has committed to evaluating all proposals** submitted for potential future use within the Corporate Social Responsibility strategic framework that it adopts. At the same time, the consultation highlighted the long-standing relationship that the Company has developed with organisations and institutions of higher education. In addition, the actions that the Company implements to increase the level of data security, such as the adoption of new technologies and staff training, were presented, analysed and discussed, showcasing the ways in which MYTILINEOS implements the **digital transition**.

The **main objective of the consultation was achieved**, according to all participants who 100% agreed (36%) or strongly agreed (64%). Also, through the qualitative questions that the participants were asked to answer using an online platform, the vast majority acknowledged the absolute relevance of the focus of the consultation with their daily lives, but also with the broader trends and developments, stating at a rate of about 80% that the use of smart technology facilitates their daily lives, improving their standard of living. The workshop concluded with the formulation of **20 new proposals** by the participants to MYTILINEOS regarding the thematic focus of the 2023 Consultation.

Since 2015, the institution of Consultation is implemented primarily through local thematic dialogue forums and online consultations.