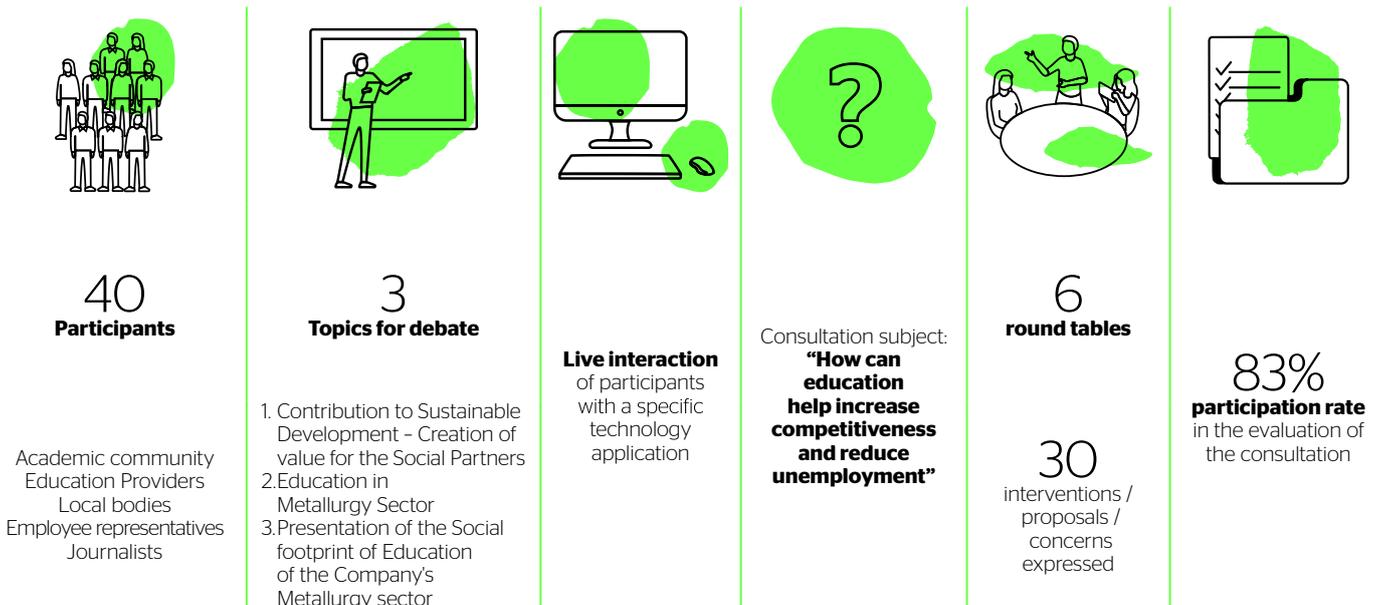


Thematic Consultation 2019

The Metallurgy Sector of MYTILINEOS held its 5th thematic (and 10th consecutive) consultation with its Social Partners, which was titled **“Education - Skills Development and Creation of quality jobs”**.

The purpose of the consultation was to have a constructive dialogue between the Company and representatives from the academic community, education providers, business organizations and local bodies, journalists and employees, about the contribution of the State, the civil society and the business community to the achievement of Sustainable Development Goal 4 (Quality Education).

Thematic Consultation 2019: “Education - Skills development & Creation of quality jobs”



The Consultation concluded with the presentation of the results by the representatives of the working groups, in response to which the Company's representatives presented its initial position. Overall, all the proposals and interventions of the participants were recorded, so that they could be evaluated and integrated, as far as possible, into the existing practices of the MYTILINEOS Metallurgy Sector. **[GRI 102-44]**

Results and Key interventions/proposals

General:

- Strengthening critical thinking at various stages of development (children - adolescents - young persons)
- Education must be founded on a knowledge - based economy
- School students - Educators - Educational system: The Education triangle is outdated
- Specialization of education
- Participation of employees in the planning of educational programs
- Development of soft skills
- Focus on Digital skills and on the computational thinking of young persons
- Modernization of education through the use of technology
- Actions for the exchange of experiences between schools and universities in Greece with their counterparts abroad
- Investing in Experiential Education, which stimulates creativity

Addressed to MYTILINEOS:

- MYTILINEOS should implement initiatives for the education of refugees
- MYTILINEOS should cooperate with the educational bodies regarding skills that a future employee would like to have before entering the labor market
- More education hours and new training initiatives for Metallurgy employees
- MYTILINEOS should intensify its partnerships with local bodies on issues pertaining to education, and the local bodies should do the same with other companies
- Support of new education projects in schools

MYTILINEOS also proceeded to evaluate the Consultation, by posting to all participants a custom satisfaction questionnaire and inviting responses on a scale of 1 (low to 5 high). Three aspects of the Consultation were evaluated: **(a)** Overall Image, **(b)** Planning and **(c)** Organization. A number of individual variables were used in each category and the respondents were also able to make comments and suggest improvements.

The respondents' response reached 83%, while the Consultation, as evaluated by the participants (with overall score of 4.5/5), was characterized as a useful and positive initiative with several innovative elements.