

sustainability
report 08



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Message from the Chairman



I feel particularly proud that you are holding in your hands the 2nd Sustainability Report of MYTILINEOS Group.

The present report describes our efforts and achievements in 2008, within the frame of our commitment for sustainable development. To us, sustainable development means pursuing business excellence by being committed to our vision and with accountability towards society, the environment, our people and shareholders.

Being clearly oriented –for the first time this year- towards the GRI-G3 standard, we recorded and present hereby solid and measurable results, performances and actions, all being a testament of the way we approach and manage our commitments in all areas of corporate social responsibility and sustainable development.

Responsible development and continuous improvement of our performances remains a dedicated goal for us right through our long way, just like it has always been from the beginning of our activation in the business community, and our commitment is passed on to our subsidiaries that have been added and continue to multiply on our successful course to business enlargement.

In 2008, we kept pursuing our vision to become the largest independent energy producer in Greece and one the leading and competitive Groups of Heavy Industry in the fields of Energy, Metallurgy and EPC Constructions in Europe. Despite the fact that the last quarter was marked by the international economic downturn, our company's growth continued at a solid pace, in line with our visionary approach.

The sustainability policy of our Group is based on the harmonious coexistence of our corporate activities with the needs of the communities in which we operate. To us, 2009 is a year of big challenges that require careful handling. The economic crisis, which is expected to continue and manifested among others in the crash in international commodity prices; the shrinking demand; the energy landscape within the country and the environmental challenges arising from climate change are but a few of the broader trends that may affect us.

Already, in 2008 we initiated and continue to do so, a series of actions to keep us alert in confronting effectively these challenges. In 2008, our Group made a series of successful business moves, which secured the necessary requirements in funding and synergies, not only for ensuring its best protection, but, mostly for continuing the realization of our growth business plan.

The past year

2008 was a year of important investments, moves and partnerships, bearing business as well as environmental results.

The Cogeneration of Heat and Power plant in Agios Nikolaos of Viotia was completed. When in full commercial operation, it will result in the substitution of fuel oil use in Aluminum of Greece with the steam produced at the cogeneration plant. In addition, in 2008, we started the construction of the second natural gas-fired plant in Agios Nikolaos, and we signed a strategic agreement with MOTOR OIL for the joint construction of the natural gas-fired plant in Korinthia. At the same time, we expanded through mergers and acquisitions our portfolio in the Renewable Energy sector, exhibiting the Group's strong and clear orientation towards cleaner, "green" forms of energy.

The installation of the second filter press in Aluminum of Greece was completed, targeting to drastically reduce the disposal of bauxite residues in the Corinthian Bay, as per our commitments. By 2011, when the third filter press will have been installed, an end will be put to the disposal of bauxite residues in the bay, in compliance with the environmental terms of impact.

Despite continuous improvement in the field of workplace safety in pursuance of "Zero Accidents" target, and the attainment, for years, of the best results in the field of workplace safety indexes, in 2008 our company experienced a very sad incident; a work accident in Aluminum of Greece which cost the life of one of our colleagues. This sad incident serves as a reminder to us that the improvement of safety measures and procedures is a non ending effort. It is a pledge to which we are fully committed.

Outlook

The Group's priority for the next five years is its expansion in the Energy sector and the consolidation of the solid growth rates in the sectors of Metallurgy and EPC Constructions.

In the near future, the challenge is to safeguard our financial soundness, performances and workplace safety of our people. We do possess strong foundations, and also the funds that will allow us to move dynamically and take the opportunities that will surely arise during the crisis and following the shift in the economic climate.

Our commitments

Our pledge for development, respecting the principles of Corporate Social Responsibility is still in force.

We have pledged to abide by the environmental impact terms, but also to invest continuously in projects that improve the environmental performance of our facilities, above and beyond our legal duty.

We pursue value protection for our shareholders and stakeholders through transparent procedures.

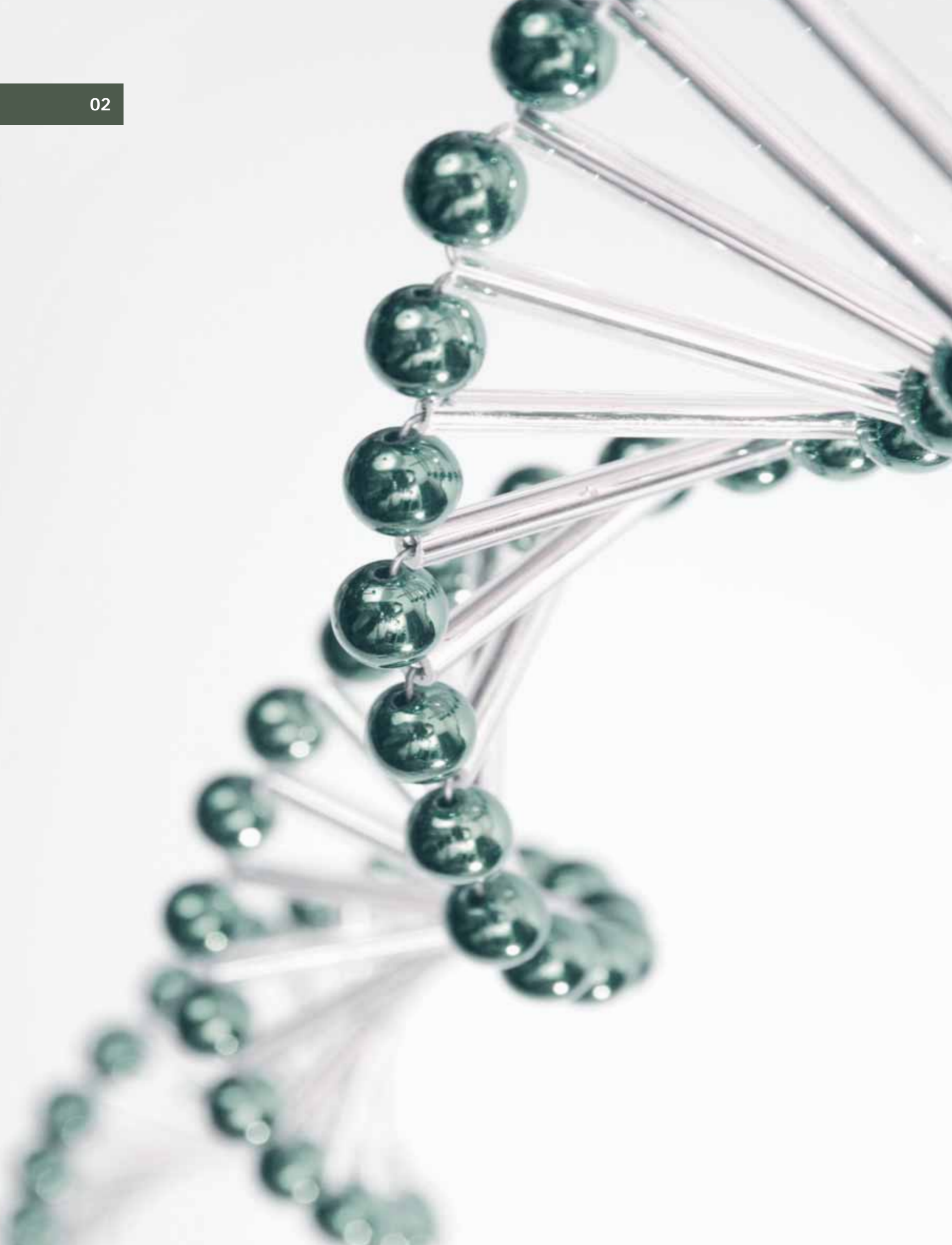
We are continuously working to provide a safe working environment, improving the working conditions of our people.

We work together with local and international organizations on Corporate Social Responsibility issues, but also cooperate with local communities and associations in order to provide substantial support in the regions where we operate.

I would like to thank all of the staff, stakeholders and shareholders for their dedication, their contribution and their trust in MYTILINEOS Group.

I welcome you to the 2nd Sustainability Report.

Evangelos G. Mytilineos
Chairman of the Board of Directors & Chief Executive Officer
MYTILINEOS Group of Companies



group's profile

MYTILINEOS Group was established in 1990 and evolved from a family metallurgy business founded back in 1908 to one of the leading Industrial Groups in Greece. It holds a leading position in the sectors of Metallurgy & Mining, Energy, EPC works and Industrial Vehicles, maintaining, at the same time, considerable activity at international level.

Structure of MYTILINEOS Group

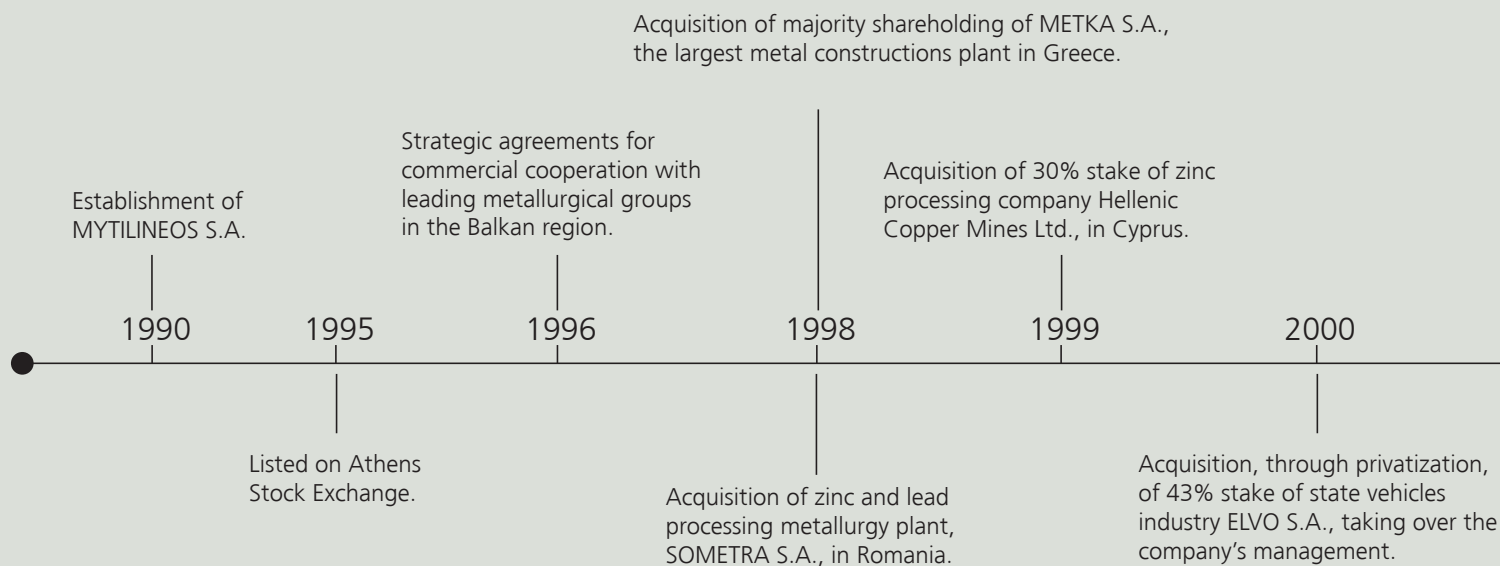
<p>METALLURGY & MINING</p> <p>Aluminium of Greece</p> <p>OWNERSHIP STAKE: 100%</p> <p>HEAD OFFICE: ATHENS, GREECE</p> <p>Delphi-Distomon</p> <p>OWNERSHIP STAKE: 100%</p> <p>HEAD OFFICE: ATHENS, GREECE</p>	<p>EPC WORKS</p> <p>METKA</p> <p>OWNERSHIP STAKE: 56.60%</p> <p>HEAD OFFICE: ATHENS, GREECE</p>
<p>VEHICLES INDUSTRY</p> <p>ELVO</p> <p>OWNERSHIP STAKE: 43.00%</p> <p>HEAD OFFICE: THESSALONIKI, GREECE</p>	<p>ENERGY</p> <p>Endesa Hellas</p> <p>OWNERSHIP STAKE: 49.99%</p> <p>HEAD OFFICE: ATHENS, GREECE</p>

MYTILINEOS Group in key figures (in 000s €)

<p>Turnover (in 000s €)</p> <p>975,755.0</p>	<p>18,491.7</p> <p>Net profit (in 000s €)</p>	<p>2,715</p> <p>Employees</p>
	<p>13.820,3</p> <p>Investments (in 000s €)</p>	<p>57.008,5</p> <p>Taxes (in 000s €)</p>
	<p>102.797,4</p> <p>Salaries & benefits to employees (in 000s €)</p>	<p>1.203,7</p> <p>Donations to local communities (in 000s €)</p>
	<p>69.125,9</p> <p>Dividends to shareholders (in 000s €)</p>	<p>39.147,7</p> <p>Outlays to local suppliers (in 000s €)</p>

Course of Business Development

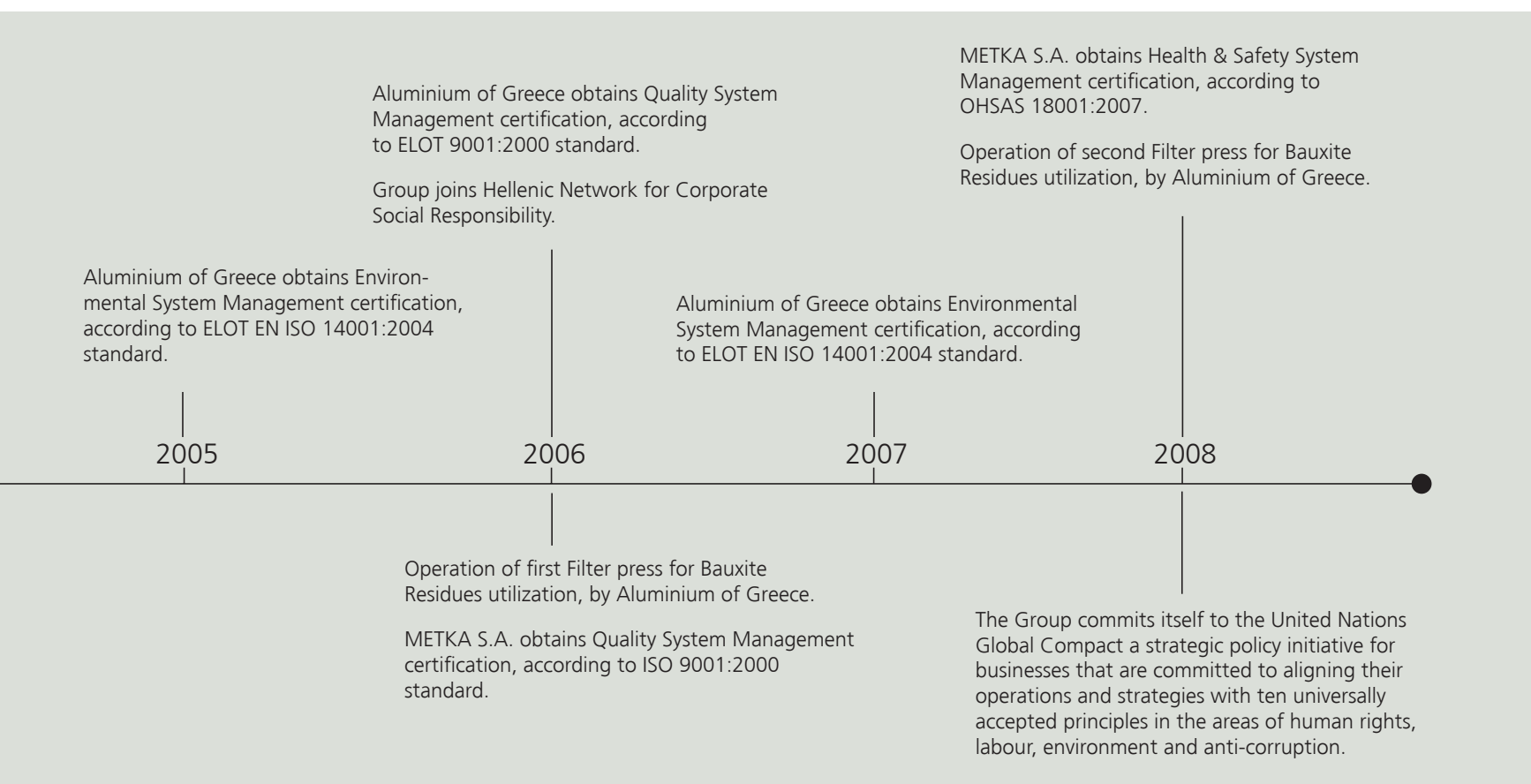
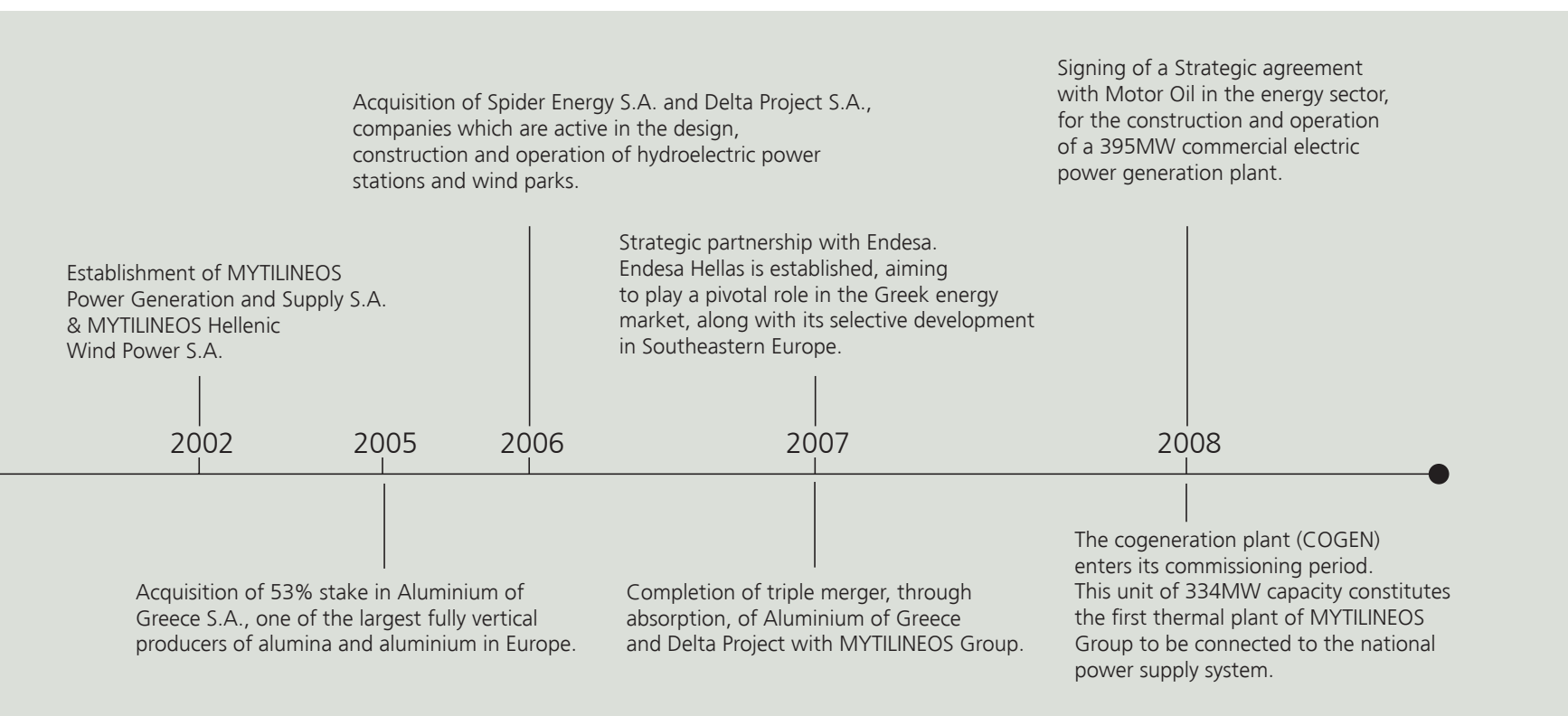
Milestones



Course of Environmental and Social Development

Milestones





In the Metallurgy & Mining sector, MYTILINEOS Group is active through “Aluminium of Greece S.A.” and “Delphi-Distomon S.A.” companies.



Aluminium of Greece S.A. was established in 1960. It is the most modern vertical plant in the production and supply of alumina and aluminium in Europe. With an annual production capacity reaching 775,000 tons of alumina, 165,000 tons of primary-cast aluminium-electrolysis and 170,000 tons of end-products aluminium, “Aluminium of Greece S.A.” is the largest producer of alumina and aluminium in Southeastern Europe. The company facilities, covering a total area of 7,035,700 m² are in Agios Nikolaos, on the Distomon coast of Viotia.

“Delphi-Distomon S.A.” is the second largest bauxite producer in Greece, and as such in Europe, with an annual production of over 800,000 tons exclusively from underground sites. These sites are situated in the areas of Distomon and Amfissa, while the Technical Department is in Ano Kounouklia Eleona in the Fokida prefecture, being in charge of all supervisory aspects of production and research activities.

In the Industrial Vehicles sector, MYTILINEOS Group is active through “ELVO S.A.”.



Based in Thessaloniki, “ELVO S.A.” was established in 1972 trading as “STAYER HELLAS SA” and since then has been the biggest specialty vehicles manufacturer in Greece. “ELVO S.A.” products cover a wide range both in the civil vehicles sector, like Buses and Trucks, and the military vehicles sector.

“ELVO S.A.” is the main Military Vehicles supplier of the Greek Armed Forces. “ELVO S.A.” facilities are in the Industrial Zone of Thessaloniki, covering a total area of 270,000 m², out of which 60,000 m² is built-up area.

In the EPC Works (Engineering-Procurement-Construction) sector, MYTILINEOS Group is active through “METKA S.A.” and its subsidiaries.



“METKA S.A.” was founded in 1961 in Neo Ionia of Volos, while factory operations began in 1964. Based in Athens, nowadays, “METKA S.A.” is the leading EPC works company in Greece and one of the leading experts in the construction of energy projects in Europe. Industrial output of “METKA S.A.” is structured in such a way, so that it can answer the most demanding - as far as technology usage is concerned- applications, in the Energy, Defence and Infrastructure sectors, reflecting the Group’s capacity as well as goal to develop and utilize synergies between its subsidiaries.

In the energy sector, “METKA S.A.” implements integrated projects and specializes in the commissioning of Electric Power Generation Stations, providing the complete range of design, supply and construction aspects of the project, for Combined Cycle Plants, as well as for Conventional Thermal and Hydroelectric Plants. Differentiation and broadening of customer base of “METKA S.A.”, as well as its international orientation constitute the fundamental axis toward ensuring further development.

The biggest plant of “METKA S.A.” is located in Nea Ionia, Volos, covering a total surface of 80,000m², out of which the 25,000m² is built-up area. “METKA S.A.” operates through its subsidiaries four (4) further plants; one in the A’ industrial area of Volos, one in Thessaloniki, one in Kavala and one in Amfikleia, Lokrida. These plants cover a total area of 141,290 m².

In the Energy sector, MYTILINEOS Group is active through “Endesa Hellas S.A.”.



“Endesa Hellas S.A.”, based in Athens, was established in 2007 as a result of the strategic partnership between MYTILINEOS Group of Companies and the Spanish energy giant Endesa Europa. With initial capitals of €1.2 billion, the company’s primary objective is to become the largest independent power operator in Greece, with potential for expansion in other markets in Southeastern Europe. The objective to 2012 is to hold over 14% share of the total local electric power market. Implementation of an ambitious investment program of “Endesa Hellas S.A.” ensures the creation of a balanced mixture between thermal and renewable energies, with an emphasis and clear orientation toward further investment in renewable “green” sources of energy.



sustainability report

About the Sustainability Report

The 2008 Sustainability Report of MYTILINEOS Group, which is published and distributed on an annual basis, is the second independent publication of the Group, in relation to the treatment and management of issues of Social Corporate Responsibility.

The information material and the performances of the Group and its principal companies, which are included in this particular report cover the 2008 calendar year and are addressed to all groups of core stakeholder of the Group: Employees, shareholders, financial analysts, corporate customers, suppliers, business partners, government officials, as well as the local communities in which we operate.

The Report makes short references to economic matters (which are more extensively analyzed in the Group's 2008 Financial Report), while focusing on the Group's approach to Corporate Social Responsibility and, as such, on the Group's environmental and social performances as well as the initiatives undertaken over the last year.

The material contained in the Report focuses on the performances of MYTILINEOS Group and its six principal companies in Greece.

Human resources figures are inclusive of all 2,715 employees of the Group, while a number of the figures related to workplace conditions and environmental issues of the companies are certified, checked and verified by the Safety and Health System Management OHSAS 18001-ELOT 1801 and the Environmental Management Standard ISO 14001 respectively.

Finally, in relation to figures on social issues, initiatives undertaken by each individual company as well as actions effected by the Group as a whole are listed.

The structure of the 2008 Sustainability Report of MYTILINEOS Group, compared to the respective 2007 report, has been modified and developed with a clear orientation towards adopting and fully integrating, over the period of the next 2 years, the GRI (Global Reporting Initiative) and AA1000 international standards guidelines.

Realizing that the notion of Corporate Social Responsibility has to be inextricably connected to our performances in each individual sector, in our Group we take particular care to create the conditions that will allow us to extend our commitments of responsibility, on a daily basis. This being the case, verification and monitoring figures as well as the publication of the information contained in the present Report are important tools for us in our quest to assess our performances and to offer the opportunity to all stakeholders to find out to what degree MYTILINEOS Group of Companies is keeping to its promises towards achieving the goal of sustainable development.

As mentioned already, the Group's principal goal in publishing the 2nd 2008 Sustainability Report is to directly inform our stakeholders of our efforts, performances and future commitments to the integration of Corporate Social Responsibility.

To this end, we remain at your disposal, ever eager to listen to your comments in relation to our areas of activity, as well as in relation to the present Report.

Please, send your views:

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MYTILINEOS Group
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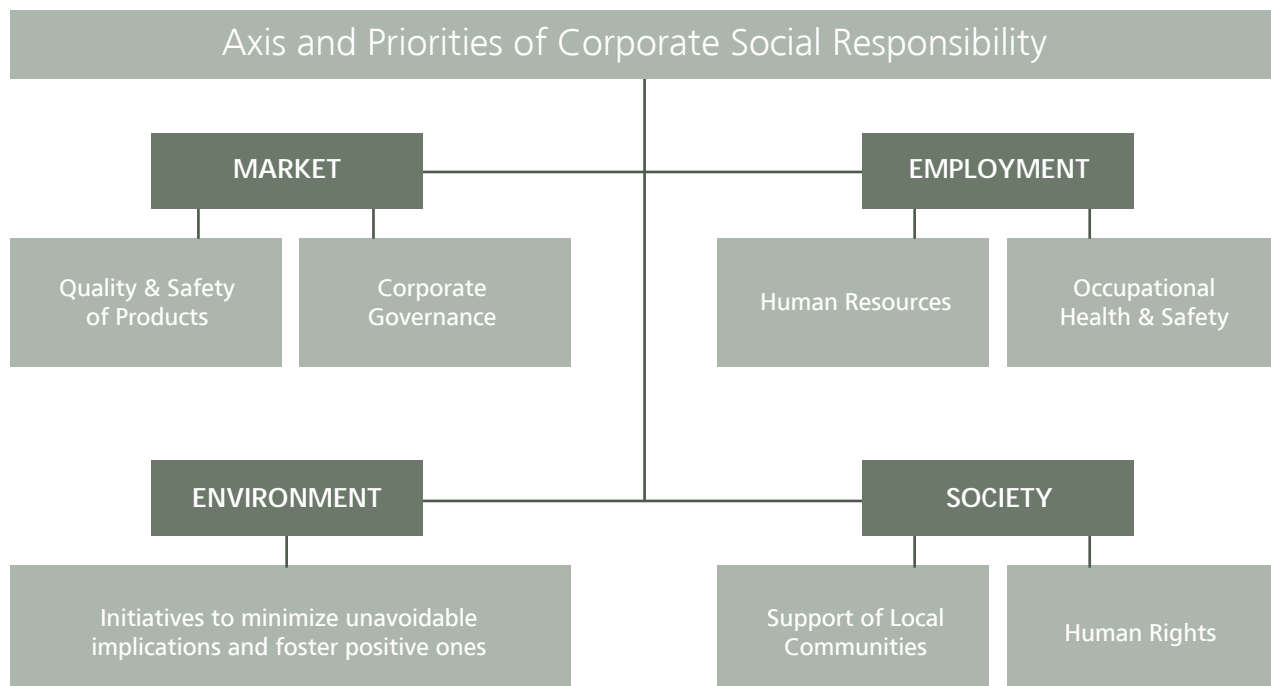
CSR: strategic approach and goals

It is our principal goal that all groups of our stakeholders view us as a responsible business Group that is constantly pursuing to improve its operations and enhance its positive impact. Similarly, our goal is that the ongoing and systematic efforts to minimize unavoidable implications, which are inevitably caused during the process of treating of materials and delivering of our products, are recognized by the stakeholders groups.

We realize that the route to achieving and sustaining these goals goes through, first and foremost, our people, our relationship with shareholders, financial analysts, corporate customers, suppliers, business partners, government officials, local communities, as well as other groups, which to a large extent influence and are influenced by our operations.

Our approach to Corporate Social Responsibility is directly connected with our business operations and defines the way by which, each time, we choose to move on gradually with steady steps towards achieving sustainable development.

In the following diagram, we present the principal axis and the respective individual priorities in Corporate Social Responsibility of our Group, to date.



Our goal for the coming years is the adoption of an even more systematic management of CSR (according to the following diagram), having as a principal priority the communication and exchange of opinions with the our stakeholders, as well as paying due respect to their views when it comes to forming our positions on the sectors we have selected to operate.

Process management of CSR



Priorities and Goals of Corporate Social Responsibility

Corporate Governance

Our devotion to the protection of the interests of our shareholders and the creation of value for all stakeholders, combined with the continuous strengthening of our corporate culture, which is distinguished for its integrity, ethos and transparency, reinforce our compliance to the institutional framework of corporate governance.

Our goal: Its development and up-keeping to the highest possible level, through the application of internal practices, above and beyond our legal duty, such as the forming of committees for Corporate Social Responsibility and Health & Safety, at a Board of Directors level.

Products

Since day one of our operations, ensuring and maintaining a high degree of quality and safety of our products remains inextricably connected with our operation as a responsible business Group.

Our goal: To further strengthen our efforts for strategic investments in product and technology levels, which take into account social and environmental needs and variables.

Human Resources

Our Group's commitment to invest in the improvement of the workplace environment, showing faith to workers' abilities and encouraging the development of their skills, promotes individual, team and corporate results.

Our goal: Realizing the value of human capital contribution, we believe that by preserving industrial harmony, developing the best management systems, ensuring internal communication and evaluating individual performance, we are heading, with cohesion and consistency, toward achieving the Vision and Strategic goal of the Group.

Occupational Health & Safety

Policy management of Occupational Health & Safety at our workplaces is taking effect based on a single principle: "Zero Accidents".

Our target: To ensure the above mentioned condition, utilizing modern methods, ongoing alertness, education and training at all levels of involvement in our production process.

Environment

Assuming our responsibilities for the unavoidable impact of our operations on the natural environment through ways such as, for example, designing and applying systematic special measures and set of principles for its reduction, is a point of reference of our efforts for sustainable management of the environment.

Our goal: The systematic monitoring and application of the Environmental Measures and Principles of our Group in all of our companies and the implementation of coordinated "green" initiatives or programs for the protection of the environment.

Local Communities

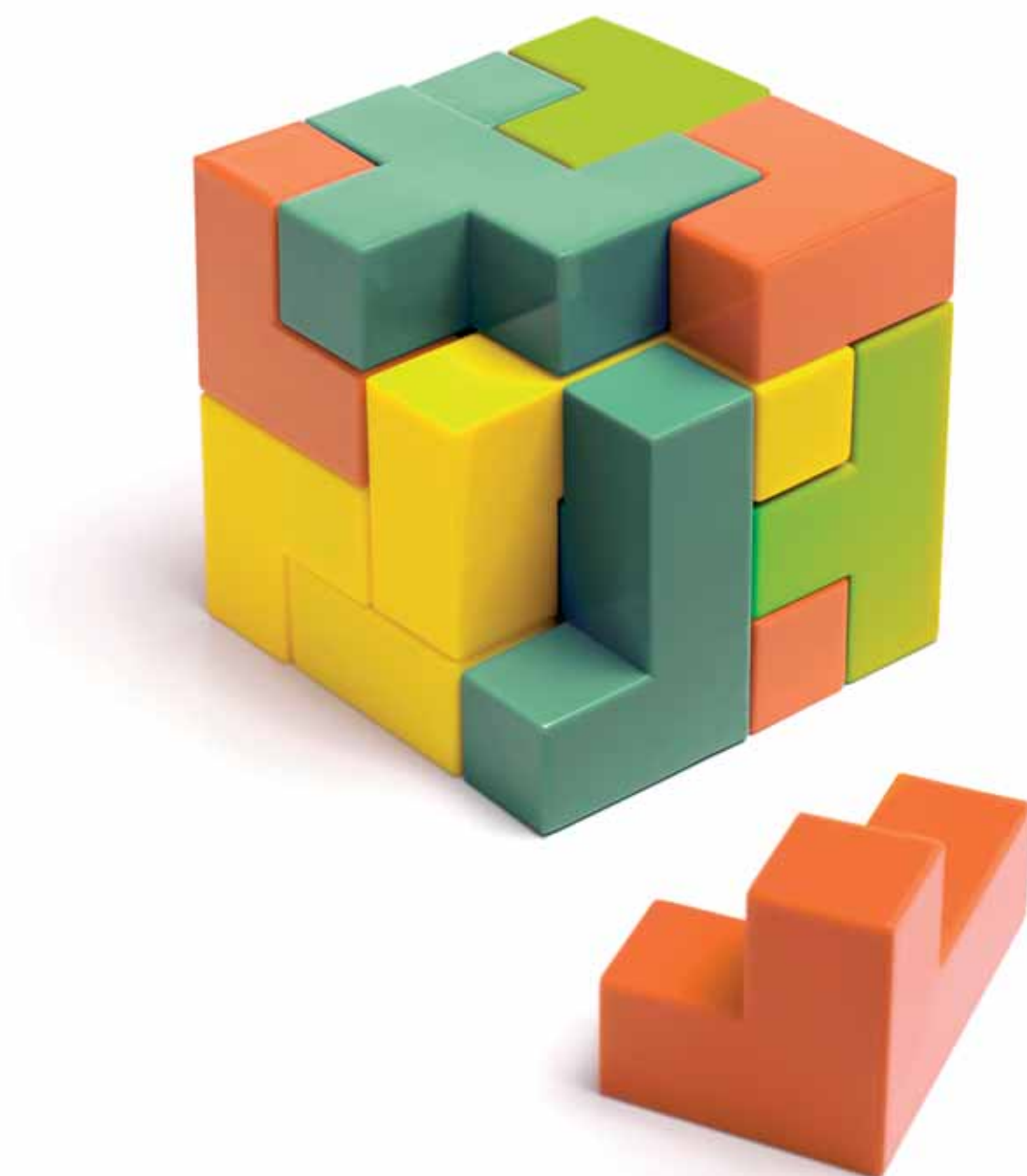
Focusing on people, our Group is aiming to respond and provide for the alleviation of fundamental social issues.

Our goal: To record local needs and provide support toward their resolution, in order to create sustainable conditions for the development of local communities, especially in the areas where we operate.

Human Rights

Since day one of its operation, MYTILINEOS Group exhibits a high sense of conscience and sensitivity on the human rights issues. In an era when human rights violations are a major social problem, our Group is explicitly committed and conforms with full respect to the United Nations' Global Compact principles.

Our goal: An ongoing, concerted effort toward establishing the processes and the methods that will define our actions, toward achieving the goal of living up to our commitment to the Global Compact principles on issues of work equality, protection of rights of people with disabilities etc.



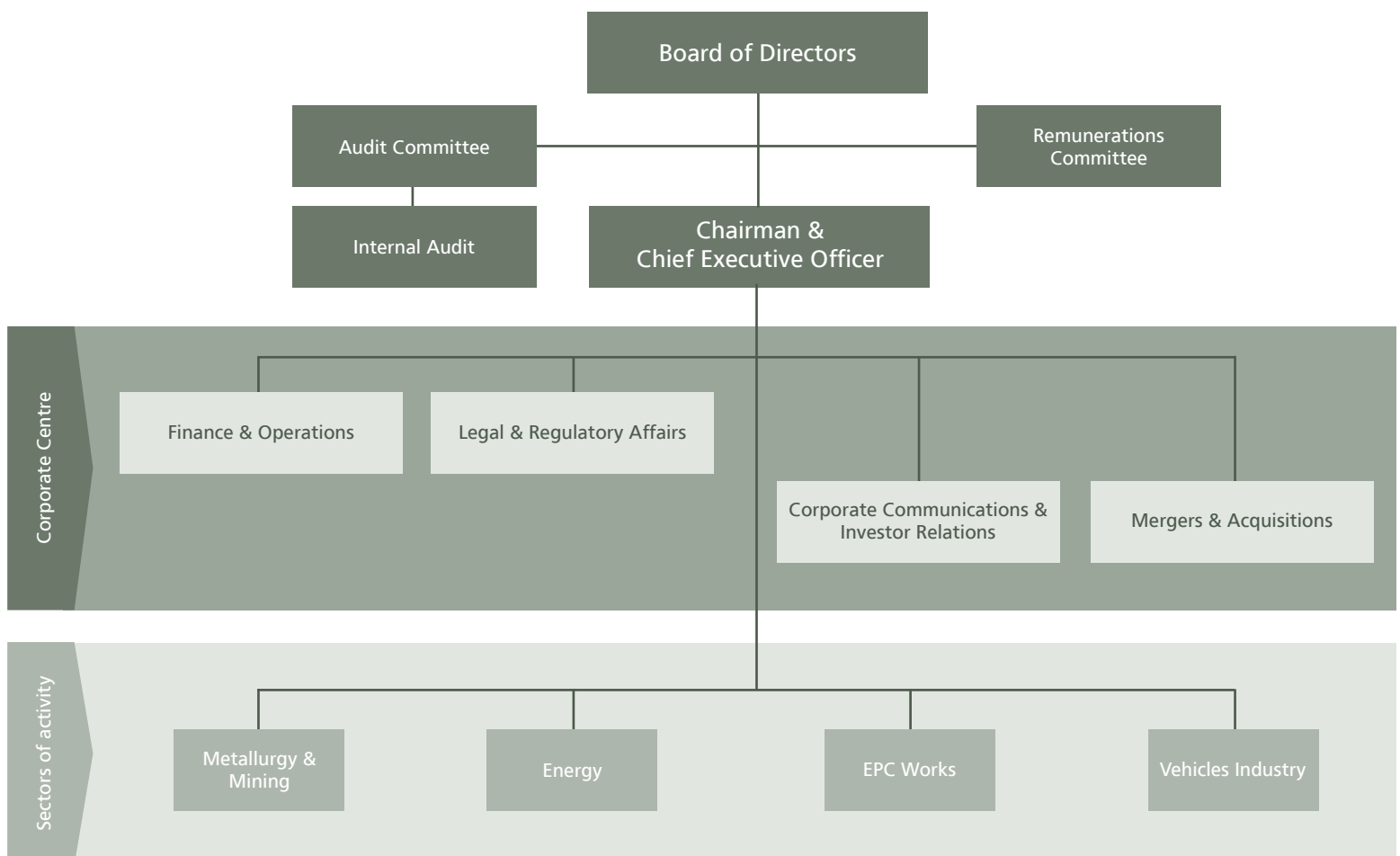
Corporate governance

Embracing the Principles of Corporate Governance, in accordance with current Greek legislation and international practices, to MYTILINEOS Group is synonymous to transparency and accountability in decision making that has the investing public on the receiving end, but also with the protection of shareholders' interests and of all those connected with the Group's operations.

Our policy on Corporate Governance, the rights of shareholders, as well as issues concerning internal audit, transparency and management of financial risks are extensively analyzed in the "Financial Report 2008" of the Group. The aim of this specific chapter is to provide information on the core principles of the Group's Corporate Governance, as applied by the MYTILINEOS S.A.-Group of Companies, which are the points of reference for their adoption and implementation by all companies of the Group.

Company organization chart

Organizational structure of **MYTILINEOS S.A.-Group of Companies** accommodates the making and realization of decisions, in line with the implementation of the Group's strategy, while defining the set of relationships and roles that stem from coordinating the projects through a central management system for the whole Group.



MYTILINEOS S.A.-Groups of Companies is managed by a nine-member Board of Directors, on a 5 year term. The Board of Directors consists of two executive and seven non executive members, five of which are independent. With the above mentioned composition, the objectivity of the decisions of the company's managing body is secured to the highest degree. The members' positions, executive and non executive, are determined by the Board of Directors, while the non executive members are appointed by the Annual General Meeting.

The company has compiled an Internal Rules of Operation Guide in order to record the powers, the duties and the obligations of each statutory body, as set out in the Articles of Association and current legislation. In laying the said Internal Rules of Operation Guide, organizational structure of the company was taken into account, such as it is described in the approved by the Board of Directors organizational chart.

In addition, the following are an integral part of the Group's Governance: Quality management standard ISO 9001, Environmental management standard ISO 14001 and the Safety & Health management standard OHSAS 18001.

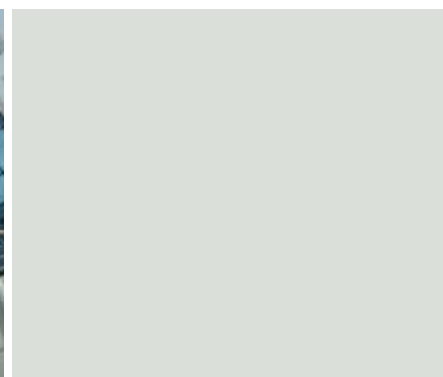
Composition of Board of Directors as elected and formed on 30.5.2008, at the Extraordinary General Meeting:

Name	Title	Executive/ non executive members	Independent members
Evangelos Mytilineos	Chairman & Chief Executive Officer	Executive	
Ioannis Mytilineos	Vice chairman	Non Executive	
George Fanourios Kontouzoglou	Executive Director	Executive	
Nikolaos Mousas	Member	Non Executive	
Christos Diamantopoulos	Member	Non Executive	Independent
Apostolos Georgiadis	Member	Non Executive	Independent
Dimitrios Daskalopoulos	Member	Non Executive	Independent
Christos Zerefos	Member	Non Executive	Independent
Michael Handris	Member	Non Executive	Independent

The executive members are engaged with the day to day administration and management issues of the company and the implementation of decisions taken by the Board of Directors. The non executive members are assigned with the task of supervising the execution of the decisions taken by the Board of Directors and the supervision of issues and sectors specifically assigned to them by decision of the Board of Directors. Independent non executive members of the Board of Directors participate in Committees and have, by law, the power to submit separate reports to the General Meeting.

Principal responsibilities of the Board of Directors

According to the company's Internal Rules of Operation –effective since 7.11.2007- the Board of Directors is the instrument that administers the company. It shoulders the responsibility of managing and investing the corporate assets and the representation of the company, in pursuance of the strengthening of its economic value, its profitability and the protection of its corporate interests. Included in the Board of Directors' duties is the making of decisions, as well as the exercise of full and effective auditing of the companies' activities, within the limits set by legislation and its articles of association.



Principal responsibilities of the Chief Executive Officer

The Chief Executive Officer is in charge of the implementation of the strategic goals, the management of company matters, the making of strategic decisions relating to growth and the approval of business strategies, as well as proposals and approvals of large corporate investments. The Chief Executive Officer attends and ensures the smooth and effective operation of the company, providing guidelines to the General Departments as well as each individual Department. Reserving the powers of the Committees and the rest of the company bodies, the Chief Executive Officer is in charge of all of its sectors and Departments.

Committees

At Board of Directors level, two committees have been established, the Remunerations Committee and the Audit Committee, the missions of which are to ensure the objectivity and keep a general oversight of the actions of the executive power.

Remunerations Committee

The Remunerations Committee, as formed following the Board of Directors decision dated 26.3.2008, consists of three Board of Directors members, one of which is an executive member.

Name	Members of REMUNERATIONS COMMITTEE	Executive/ non executive members	Independent members
Evangelos Mytilineos	Chairman	Executive	
Christos Diamantopoulos	Member	Non Executive	Independent
Dimitrios Daskalopoulos	Member	Non Executive	Independent

The Remunerations Committee operates in line with the current Internal Rules of Operation of the Company. Staffing, remuneration, and formulating incentives at higher executive level of the company and its subsidiaries are all areas of principal jurisdiction of the Remunerations Committee, as is its submissions for remunerations of the above mentioned executives, so that the Board of Directors can rightly decide on relevant approvals. In addition, the Remunerations committee lodges submissions to the Board of Directors for the implementation of remuneration and benefits programs, organizational changes affecting the above executives, for the replacement of members of the Board of Directors when deemed necessary, based on warranted proposals, as well as remuneration of members of Board of Directors. In addition, it makes recommendations to the Board of Directors for possible changes of executives in the organizational chart of the company, performance evaluation systems for the higher executives, measures that deal with the professional advancement of executives, while it oversees the smooth filling up of key positions within the company. Finally, the remunerations committee is assigned to recommend to the Board of Directors the "principles" that rule over the company's policy of human resources development.

Audit Committee

The Audit Committee, as formed following the Board of Directors decision dated 26.3.2008, consists of three Board of Directors members, who exercise executive powers within the company. Collectively, the members of the committee possess sufficient knowledge and experience on issues of economic reporting, accounting and/or auditing. The term of office of its members is corresponding to the term of office of the Board of Directors, while Secretarial duties are assigned to the company executive who is not part of a department that is directly monitored by the Committee.

Name	Members of AUDIT COMMITTEE	Executive/ non executive members	Independent members
Christos Diamantopoulos	Chairman	Non Executive	Independent
Ioannis Mytilineos	Member	Non Executive	
Nikolaos Mousas	Member	Non Executive	

The Audit Committee, in line with the current Internal Rules of Operation of the company, reports through the Chairman of its Board, compiling routine or extraordinary reports and is in constant liaison with the Internal Audit Department of the company. It convenes at least four times a year, and contributes to the more efficient operation of the company, as well as safeguarding the principles of transparency and Corporate Governance. Principal duties of the Audit Committee are the provision of guidelines to the Internal Audit Department, related to the working framework and the activities that are to be audited, the evaluation and effectiveness of its activities and the disclosure of information on the progress of its work, on a regular basis. In addition, the Audit Committee reserves the right, whenever it deems necessary, to request from the Internal Audit Department of a third party, information that it considers to be necessary in order to exercise its duties in a correct manner.

Corporate Values

In order to work properly producing the desirable results, the Group's System of Performance Governance must be regulated by a set of moral and vocational rules, as well as the following set of values of the Group:





Code of Conduct

Giving shape and promoting our values and our business practices to all core groups of our stakeholders is a basic priority for the Group's top management. Realizing that abiding by the law and the highest moral standards possible is directly dependent on keeping all of our core groups that we are working with informed on issues dealing with our daily operation and behavior, in 2008 we initiated a process of updating our Group's Code of Conduct. The timeframe for the completion of the specific project has been set for the second semester of 2009, when the Group's Board of Directors will approve the specific Code. In turn, the Code will be served and valid for all companies, accommodating, thus, the formulation of a single framework of operations for the Group.

2009 Goals

- To finalize and deploy the new Code of Conduct to all companies of the Group.
- To establish Corporate Social Responsibility and Workplace Health and Safety Committees at Board of Directors level.



Stakeholders

In MYTILINEOS Group we believe that the development and appropriate management of our Social Capital is an essential prerequisite toward stability, continuation and strengthening of our relations with our Stakeholders.

The term “Social Capital” is of major importance to us, since it is connected with the way we operate in the local communities where we are present. It constitutes a point of reference for our people, so that they produce the maximum results in whatever task they undertake, while promoting our business values. Overall, however, and above anything else, this specific term represents the powerful relationship of trust that exists between the Group with all its Stakeholders.

To our Group, investing in the term Social Capital means:

- further development of our social characteristics with our core Stakeholders being the immediate recipients.
- spreading our corporate values and sets of rules for sustainable development to all those dealing with us and
- our effort to achieve and maintain social trust, while remaining consistent with our commitments

all above being elements that will facilitate the dialogue as well as the cooperation with our Stakeholders on a mutually beneficial basis.



In MYTILINEOS Group we look after the development of our Social Capital and the expansion of the groups of partners on Corporate Social Responsibility issues, and we are planning the implementation of a 5-stage process, scheduled to be completed over the next 3 years.

Stage 1: Determining our Stakeholders.

Stage 2: Understanding the incentives for each individual company in the dialogue with the Stakeholders.

Stage 3: Planning the dialogue process with the Stakeholders.

Stage 4: Dialogue implementation and undertaking of commitments toward Stakeholders.

Stage 5: Response towards to the Stakeholders commitments and the dialogue continuance.

The process' core objectives for further study are: the identification and promotion of the expectations of the Stakeholders, the range and degree that our current activities, in the context of Sustainable Development, do cover their expectations and needs, as well as the identification of ways to improve and strengthen the relationships between us.

During 2008, the first stage of the process kicked off with the following table presenting in detail the Stakeholders for each company of our Group.

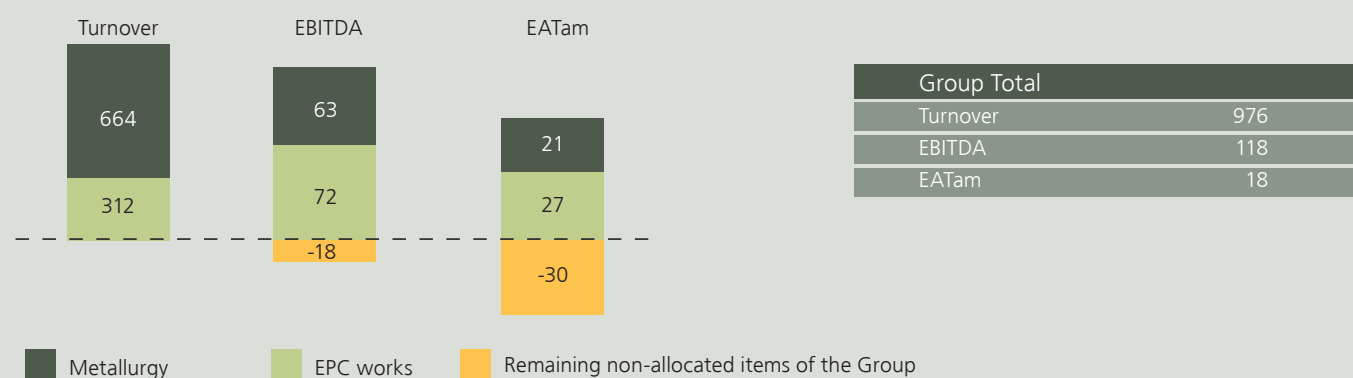
Stakeholders	Company	MYTILINEOS Holdings	ALUMINIUM OF GREECE	METKA	ENDESA HELLAS	DELPHI-DISTOMON	ELVO
Employees		○	○	○	○	○	○
Corporate Customers		○	○	○	○	○	○
Suppliers		○	○	○	○	○	○
Local Communities		○	○	○	○	○	○
Press (Mass Media)		○	○	○	○		○
Public bodies		○	○	○	○		○
Volunteer Organizations (NGOs)		○	○	○	○		
Shareholders/ Investors		○	○	○			
Local authorities		○	○	○	○		
Financial institutions		○		○	○		
Business partners		○		○	○		
Professional associations		○		○			○



Economic Performance

The importance that the notion of Corporate Social Responsibility holds in our Group's activities goes hand in hand with our economic performances¹, and at the same time it contributes decisively to our long term competitiveness. In this way, we do manage to fulfill our investors' expectations, who seek information beyond a mere economic reports, but also, the expectations that arise from the new local communities, where the Group's business activities expand.

2008 Economic Performance Analysis



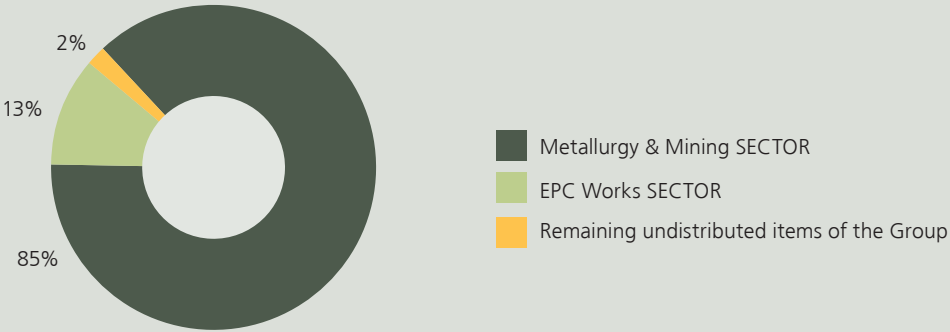
The remaining non-allocated items of the Group include all activities that are not incorporated in the Metallurgy & Mining and EPC Works sectors of activity. The EPC works sector does not include inner-corporate transactions.

Source: MYTILINEOS S.A. Group of Companies.

¹ Detailed information on the economic performances of the Group is reported in the Financial Report 2008.

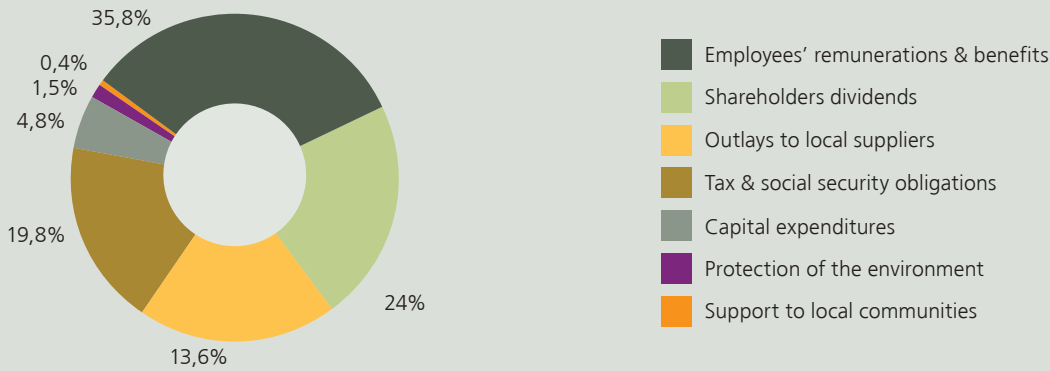
Our profitable course, in an era characterized by the most severe economic recession of the last 80 years, underlines the solid and healthy foundations for growth that we have laid. We operate, aiming that our activities will contribute substantially to the economic and social growth, providing, at the same time, to our main stakeholder groups the opportunity to share our success. As a result, in 2008, our Group's economic contribution to the broader society exceeded €287 million.

MYTILINEOS Group
Capital Expenditures 2008: €13.8 million, analysis by sector of activity



To our workforce, in remunerations, pensions and benefits –including those beyond our legal obligations- we invested almost 36% of the total value of our social product. To our shareholders we paid dividends valued €69.1 million. Purchases from our local suppliers and the expenditures in taxes and social security contributions to the Greek state reached €39.1 and €57 million respectively. As part of our quest to expand our business activities, our capital expenditures were €13.8 million, while our Group– being an integral part of Greek society- supported, by way of providing over €1.2 million, a wide range of social activities that promote Culture and the Arts, Education and Sport. Finally, over €4.3 million were expended for activities and investments for the protection of the Environment.

MYTILINEOS GROUP
Social Product Analysis: in total of 287.5 million Euros





Environmental performance

Natural resources management (power, water and fuel), greenhouse gas emission, residues utilization (for instance, bauxite), air quality control and restoration of natural landscape are the main environmental challenges that our Group is faced with, according to our sectors of activity.

With minimization of the negative impact of our activities to the environment being a main concern, we implement environmental protection and industrial risk control policies which constitute the basis of an integrated and effective set of rules of Environmental Management. It is a system of management which we gradually aim to integrate in our business activity, but also in the processes that define our daily operation.

Our environmental policy is not simply limited to the implementation of necessary regulations and the occasional adoption of appropriate measures, but it is expressed by the Group's self-commitment to conduct systematic inspection of its activities, in the plants as well as the central facilities of its companies, having as a goal their certification, according to the environmental standard ISO 14001.

In this direction, we have set as a point of reference of our efforts for the sustainable management of the environment, the adoption of a series of measures and principles, such as:

Measures and Principles of the Group for the protection of the environment

- Adherence of agreements and commitments, undertaken by the Group, above and beyond its legal obligations.
- Assessment of the environmental impact of the Group's companies, identification of risks, evaluation of risks for serious accidents due to past, present and future activities and the sound use of these evaluations to long term programs and new plans.
- Control and continuous decrease of solid, liquid and gas wastes.
- Improvements in residues management, through the promotion of recycling or utilization processes.
- Raw material and energy consumption control.
- Prevention of all types of pollution risks, whether accidental or as a result of other greater accidents (preparation, testing and implementation of emergency response processes).
- Study, maintenance and development of appropriate prevention and suppression measures, especially in the case of facilities modification.
- Correction of each deviation that is detected, through the enactment and implementation of plans, and the application of corrective and preventive actions.
- Training, alerting and informing our workforce in a way that is appropriate and adapted to each one's needs.
- Encouragement of associates (contractors, suppliers, customers) to comply with the said requirements with regard to environment and industrial safety.
- Implementation of regular internal and external inspections in order to evaluate the performances of the Environmental Management system, the attainment of targets and the implementation of regulations and principles.

Table on application of environmental standards by companies of the MYTILINEOS Group

Companies	Environmental Management System Standards	Comments
ALUMINIUM OF GREECE	ELOT EN ISO-14001 Standard	Revaluation and renewal of certification in 2009
DELPHI-DISTOMON	ELOT EN ISO-14001 Standard	Revaluation and renewal of certification in 2009
METKA	ISO-14001: 2004 International Standard	Renewal of certification in September 2009, valid to September 2010
ENDESA HELLAS	-	Endesa Hellas S.A. has scheduled the admission of the Cogeneration Heat and Power plant to the international standard ISO EN 14001 2004, due to be completed by the end of 2009.

Electric power consumption and saving

The electric power that is nowadays used in our societies is generated mainly by conventional fuels (oil-coal-lignite) which, unavoidably, emit carbon dioxide into the environment. In 2008, our plants and central facilities of the companies of our Group consumed over 2,5 million MWh of electric power, which corresponds to the emission equivalents of almost 2.8 tons of CO₂.

Company	MYTILINEOS Holdings	ALUMINIUM OF GREECE	METKA	ENDESA HELLAS	DELPHI-DISTOMON	ELVO
Electric power consumption in MWh	536	2.526.863	5.768	1	4.148	3.448
CO ₂ emissions, resulting from the consumption of electric power, in t	589,6	2.779.549,3	6.344,8	1,1	4.562,8	3.792,8

Note: 1 Megawatt-hour (MWh) = 1000 Kilowatt-hours (KWh)

Integrated programs of electric power consumption reduction, as well as specific actions –such as the installation of automated systems of lighting and air-conditioning in the Endesa company facilities, or the reduction of lighting usage in industrial and auxiliary areas, through the installation of photo-electric cells, movement detectors and time-switches, as are applied in Aluminium of Greece, do highlight the way of thinking of all companies of the Group toward achieving the highest possible level of electric energy savings.

Case study: METKA

In METKA we are implementing a set of actions that will gradually allow us to restrict to the absolutely necessary levels the consumption of electric energy and, as a result, limit our environmental impact.

In specific:

1. We are replacing the roofs of our factories with transparent panels so as to increase the quantity of natural light and reduce time usage of lamps.
2. We are replacing corporate vehicles, every 3 or 4 years, with newer anti-pollution technology vehicles of reduced fuel consumption.
3. We are servicing the vehicles and machinery of our companies on a regular basis.
4. We are installing solar-reflective membranes on our glass window sides of the METKA building to reduce the usage of air conditioning units during the summer months.
5. We are replacing the outside insulation of the METKA building with heat-insulating materials to reduce heat loss.
6. We are implementing a program of factory equipment replacement using newer, environmental-friendly technologies with reduced energy consumption.
7. We are using applications of electronic transfer of documents & correspondence, reducing printouts and photocopies.
8. Also, we are using photocopying machines and other equipment with "Energy saver" technology.
9. We are replacing oil with natural gas, as a more environmentally friendly heating fuel.
10. During the planning process we are selecting recyclable materials for projects executed by METKA as an EPC Contractor.

Case Study: Endesa Hellas

Endesa Hellas is strategically placed, promoting the development of new business activities in the energy sector in Greece by having the largest independent generating capacity, as well as through making important investments in renewable sources of energy (wind, water and solar).

Our company, realizing the magnitude of its prospects, is moving ahead with important investments in order to achieve considerable penetration in the renewable energy sources market in Greece. The generation of 170 Mw of power through renewable sources of energy is a company target set to be achieved by end 2010. This amount of energy is sufficient to cover the needs of over 100.000 households.

These investments will boost the country's economy, will contribute to the balancing of the ever increasing power demand and will assist considerably towards achieving the country's conventional obligations which are calling for an increase in green energy (based on EU targets that renewable sources of energy correspond to 20% of end energy consumption, by 2020) and a reduction of gas pollutants that contribute to the greenhouse effect.

Water consumption

Overall, in 2008 the Group consumed over 5.7 million cubic meters of water, out of which 4.9 million were used in the production process. The remaining water quantity was consumed in normal everyday use, as well as in environment restoration initiatives. In Aluminium of Greece, where 98% of the total quantity was consumed, a special recycling program is implemented for the water consumed both in primary and in secondary usages.

Company	MYTILINEOS Holdings	ALUMINIUM OF GREECE	METKA	ENDESA HELLAS	DELPHI-DISTOMON	ELVO
Water Consumption in m ³	1.452	5.661.490	12.736	945	47.765	40.054

Case Study: Delphi-Distomon

We used the space of an inactive mine in the area and proceeded in special landscaping of the area, in order to create a water reservoir, with an approximately 6,000 m³ capacity. This specific water reservoir was constructed by applying clay coating on the mine's surface and placing on it a special plastic membrane. Our goal is to collect a considerable quantity of rain water during the winter months, in order to cover the work sites' needs, to use it in environment restoration, as well as in road-wetting works during the summer months, contributing this way to the reduction of our water consumption needs. Moreover, this water reservoir of Delphi-Distomon will be registered within the Prefecture Coordination Body (SNO), as an available fire protection reservoir for the summer months.



Waste management

As part of its environmental policy, the Group continues to abide by its commitment for reduction and proper management of its waste disposals, by implementing large scale programs of recycling and managing of waste. In 2008, over 80,000 tons of waste from all companies of the Group were recycled or otherwise utilized, while a large quantity of the companies' waste were utilized through third licensed networks. These significant results of the Group were achieved as well to a large extend due to the training our people. In 2008, 452 hours of specialized training on environmental issues were conducted with the participation of 512 employees, where their knowledge was enriched, their professional conscience further strengthened, and the reasons and multiple advantages that result from applying environmentally friendly policies were clearly understood.

Company	MYTILINEOS Holdings	ALUMINIUM OF GREECE	METKA	ENDESA HELLAS	DELPHI-DISTOMON	ELVO
Bauxite residues		13.829 t				
Non productive decalcification		59.792 t				
Cathode electrodes		850 t				
Skimming of furnace		1.536 t				
Firebricks		852 t				
Iron & steel scrap		1.424 t	2.200 t		20,5 t	
Plastic					6 t	
Paper	3,5 t	7 t	110 m ³	1,8 t	10,5 t	
Wood						19,1 t
Aluminum		0,2 t			0,05 t	
Oils		55 t	11 t		15,6 t	7,2 t
Batteries	1,5 t	1,5 t	0,13 t		1,2 t	2,4 t
Lamps			0,06 t			
Urban waste			150 m ³			
Electronic equipment			53 τμχ.			
Printer disposables			334 τμχ.			
Solid mud					102 βαρ.	
Refinery dust						4,8 t
Dyeing units mud						6,8 t
Filters & Filter fabrics					3,7 t	
Mixed waste						244 t

Case Study: Aluminium of Greece

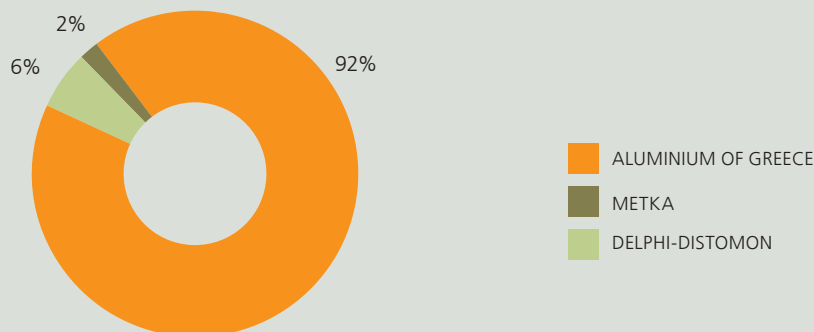
In 2008, we completed in Aluminium of Greece the installation of the **2nd Filter Press (FP)**, which, in combination with the first one (in full operation), will allow for the management of the entire amount of bauxite residues (red mud) produced under normal conditions, as per our commitment. However, to proactively ensure that the entire amount of red mud is effectively managed on a continuous basis and forestalling any unexpected operational shortages or malfunctions in one of the two Filter Presses, we are proceeding with the construction of a third Filter Press, which will ensure zero disposal of red mud in the bay, in accordance with our Environmental Terms & Conditions.

The sum of this type of management of red mud (effective filtration, utilizing of red mud in other usages, safe deposition on land in the smallest possible space) is considered an **"Emerging Technique¹"**, according to the documents related to the application of IPPC Directive. Through this specific investment, we are responding in the best possible way to the single biggest environmental problem of the alumina industry worldwide, that of bauxite residues management. Bauxite residues can after this process be used as a material in cement production, in road construction, in ceramic bricks production, in the restoration of old mines, in the restoration of urban sanitary landfills and in the production of soil cover for plant cultivation.

Expenditures for the environment

In 2008 we invested more than €4,3 million in actions concerning the protection of the environment. Most part of this amount corresponds to investments made by our company Aluminium of Greece, for which the protection of the environment is closely related with its operations, as an alumina and aluminium producing industry.

MYTILINEOS Group
Analysis of expenditures for the protection of the environment,
by company In a total of €4,361,600



¹ "Emerging Technique" is every new technique related to an industrial activity, which, when industrially verified and applied, provides a broader level of environmental protection and is more competitive financially than the existing Best Available Practices.

Case Study: Aluminium of Greece

In Aluminium of Greece we do follow closely the developments in environmental management issues and we are continuously improving our corresponding of policies. In 2008 we allocated over €4 million for the environment. This amount was used for initiatives such as the installation of the second Filter Press for the management of bauxite residues, as described above, for the general pollution abatement of the area where we operate, for the management of solid waste landfills, for the maintenance of the biological treatment plant in Aspra Spitia, for landscape care initiatives and for the restoration of a lime quarry.

Case Study: Delphi-Distomon

In Delphi-Distomon, in 2008, we invested €280,000 in environmental initiatives, such as planting, watering, restoring and landscaping of surfaces, fencing and preparation for the company's certification, according to the international standard ISO 14001.





Human resources

Our culture

To MYTILINEOS Group, corporate culture is the ingredient that secures coherence and alignment in pursuing the Group's vision. Our corporate culture is marked by our people and is transcending everyone in our workforce, from top management to floor workers.

Integral part of our corporate culture is investing in our people, to whom we owe our business success and on whom we base our future growth. For this reason, we pay great emphasis on attracting and maintaining capable executives, who possess values and principles like integrity, consistency, dedication, creative thinking, professional conscience and increased sense of responsibility. We always make sure that we provide our people with all tools and opportunities to develop their abilities and evolve professionally within the Group. We encourage our people's innovation, initiative, learning and applying talents and skills, aiming to improve the quality of our products and services as well as the public image of our Group.

Our core objective is to operate with a sense of responsibility and consistency toward our people and to remain their first choice during the whole length of their professional career. We stand by our people's side of with honesty and open communication and we support their professional development.

To meet these aims, the group has incorporated in its operation a multitude of human resources' development methods and systems, like personnel search and selection processes, equal opportunity policies, performance evaluation systems, continuous training, talent management, and Occupational Health & Safety systems.

Vision and Goals

The vision and mission of the Human Resources Department is to attract, maintain and develop professionals with high ideals, principles and ethics, in order to advance and achieve the Vision and Strategy of the Group.

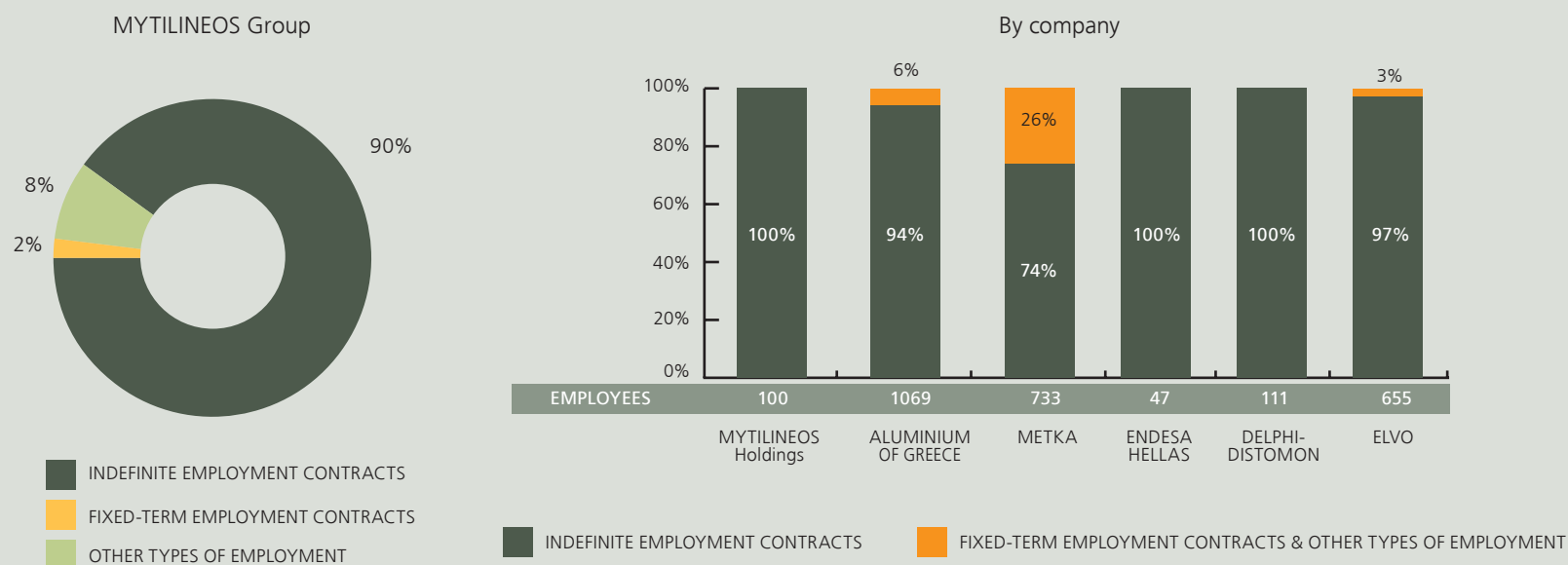
2009 Group Goals for Human Resources

- **Preservation of a peaceful working environment**, through policies and systems that contribute to harmonious partnerships and the creation of a good working climate.
- **Development of a Talent Management System**, which is incorporated in the business strategy of the Group and aiming to make best use of the best talents.
- **Targeted training**, through processes that identify areas of development of our people's professional skills, as well as training in sectors that conform with the Group's strategic objectives.
- **Configuration of an Internal Communication system** using methods and tools that promote vertical and horizontal communication, and thus strengthen the corporate culture.
- **Performance Evaluation System**, with methods and tools that evaluate individual and team performance as well as the relationship between the two.

Our human resources in numbers

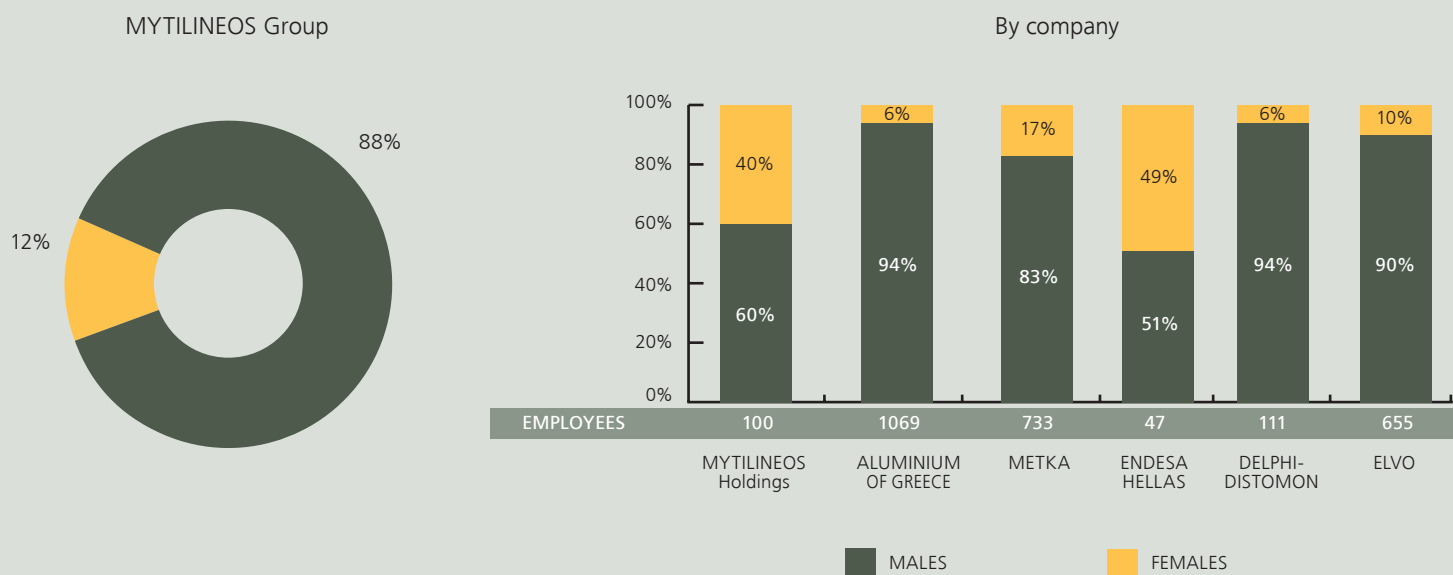
By the end of 2008, MYTILINEOS Group has a total of 2.715 full and part time employees. Over the last few years and having the development of our business and operations as a criterion, both, through a combination of important acquisitions and other successful growth choices, as well as through the selection of the best executives in the market, we succeeded in becoming one of the most important employers in the Greek market.

Human resources distribution by type of employment



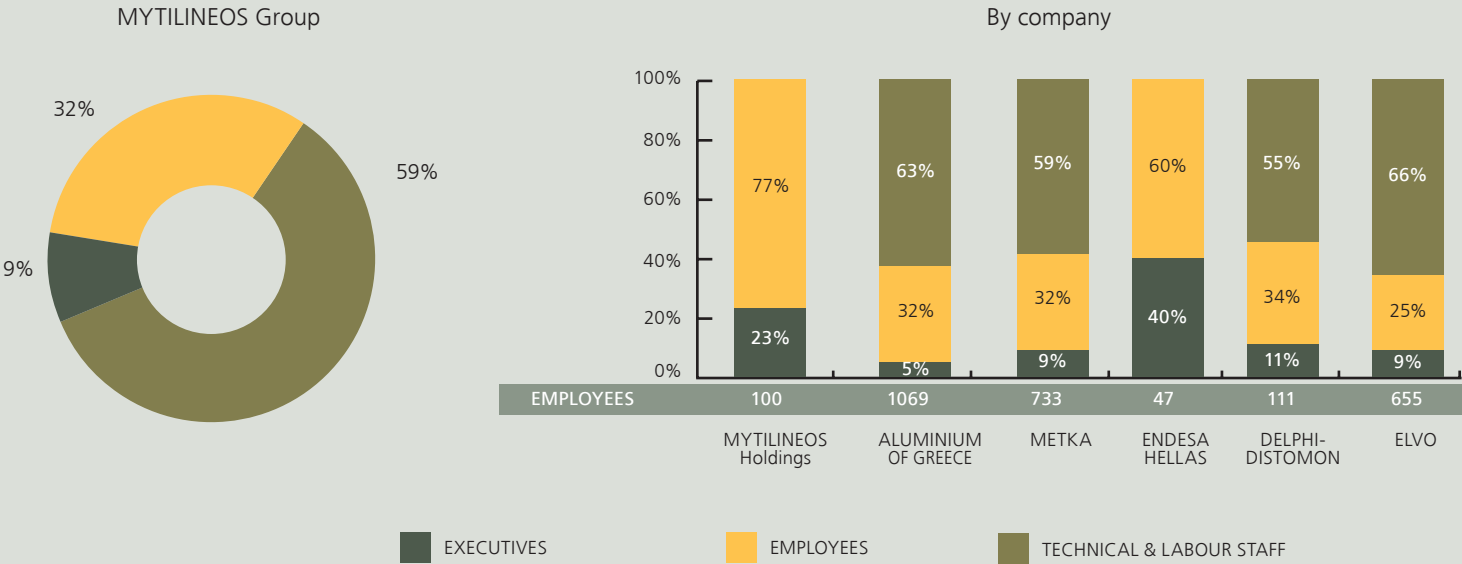
The high rate of males within the Group's total number of employees is a reflection of the nature and needs in the sectors of our business activities, especially in the production process (note: technical and labour staff).

Human resources distribution by gender

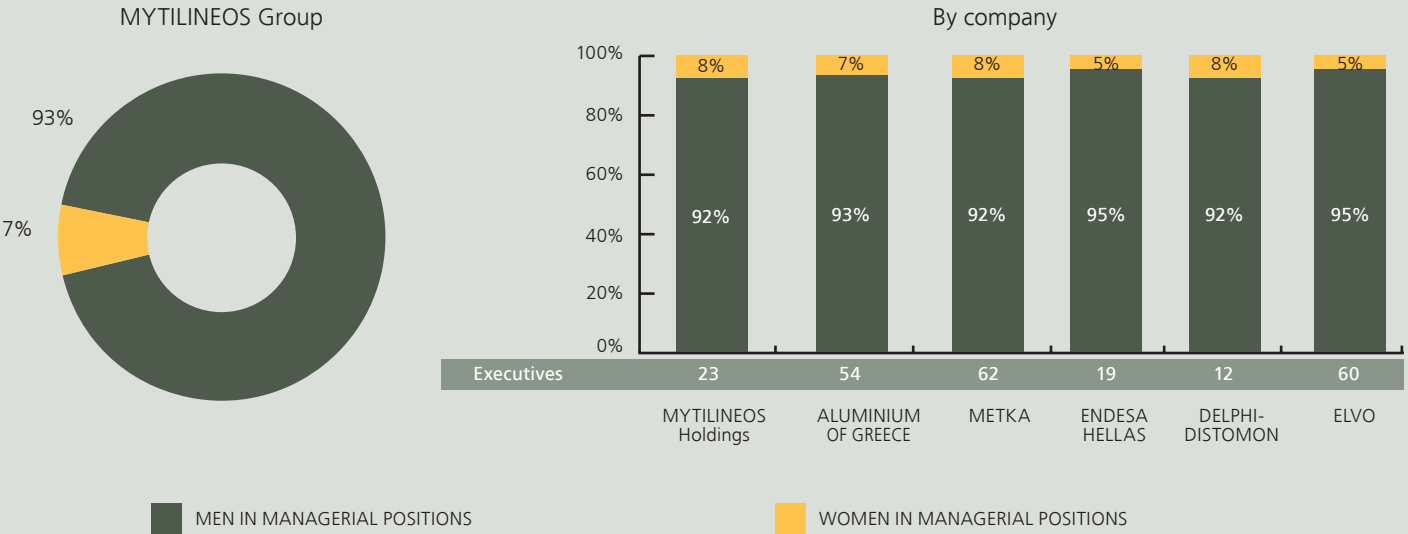


Women employees cover 12% of the total number of our personnel and 7% of the total number of executives. The majority of women employees do hold positions that deal mainly with administration and management needs of the companies and Group's departments.

Human resources distribution by employment position

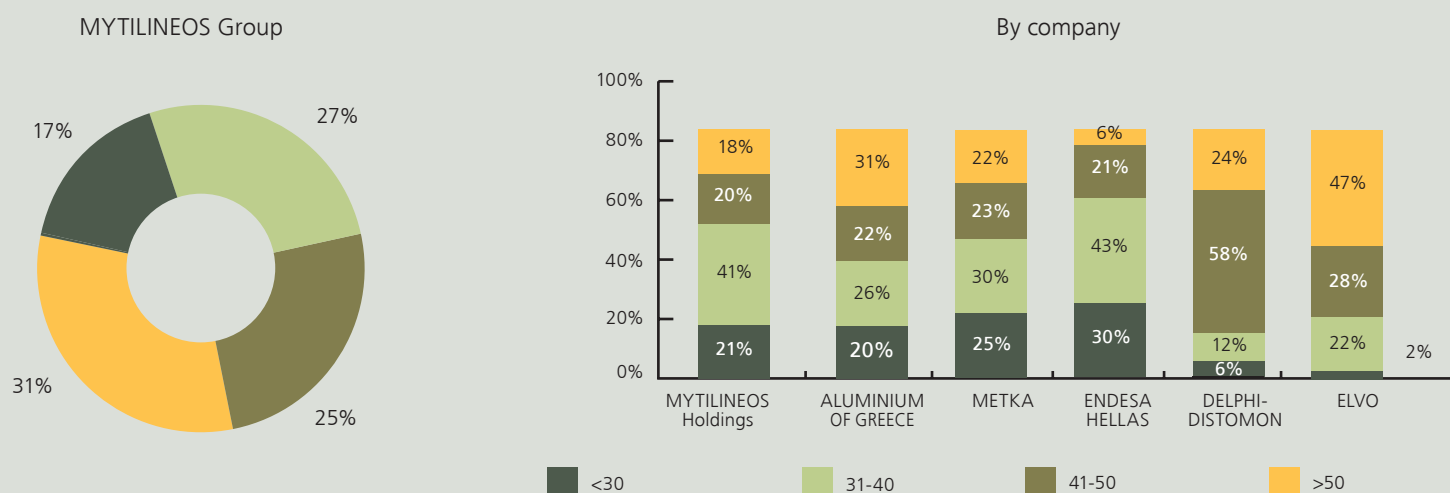


Human resources distribution. Women in positions of extended responsibilities, out of a total of 230 executives



Taking into account our actual needs, but also, paying particular attention to the appropriate use of younger people, we care to maintain a balance in the overall spectrum of our human resources age groups. In this way we ensure the dynamics of a developing Group that has people with potential to develop professionally with us, offering but also gaining the know-how and the experiences for a considerable period of time.

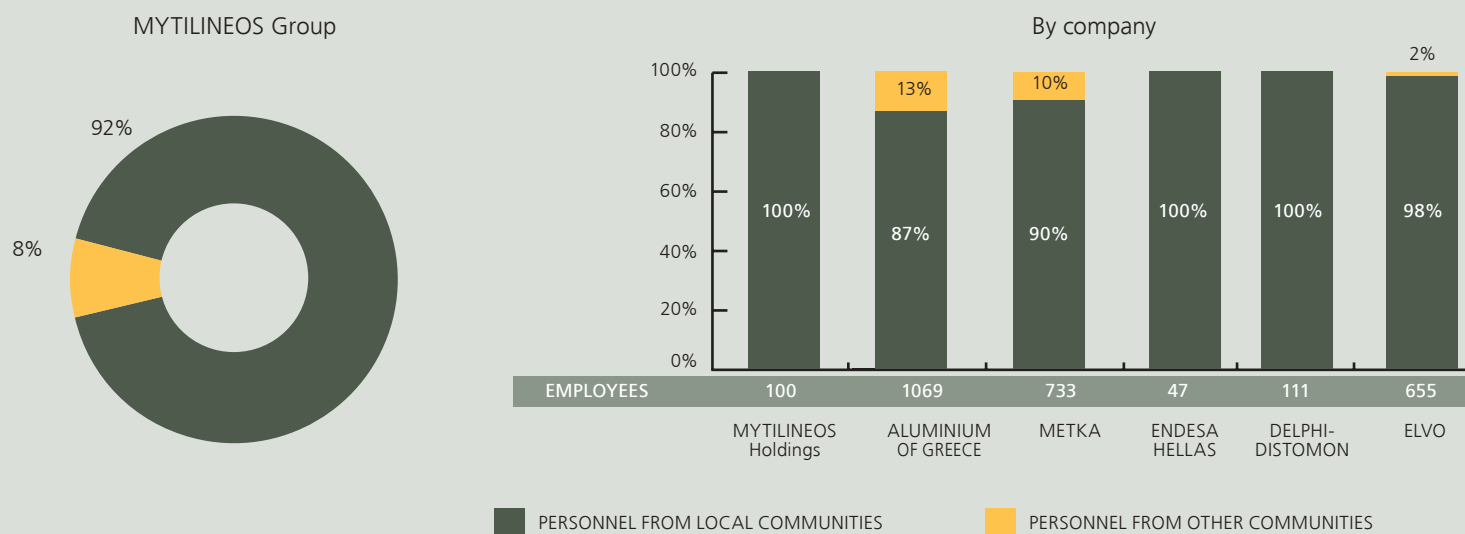
Human resources distribution by age



Responsible employer in the local communities

The majority of our human resources come from the local population of the geographical regions where the Group's companies operate, a fact that further enhances our bonds with the local communities.

Human resources distribution by place of origin



Despite the fact that the nature of our business activities makes it difficult to employ people with disabilities, we are addressing this particular issue in an especially sensitive way. By the end of 2008, MYTILINEOS Group employed 38 people with disabilities, while the Group's companies undertake a series of measures to facilitate them in their working time.

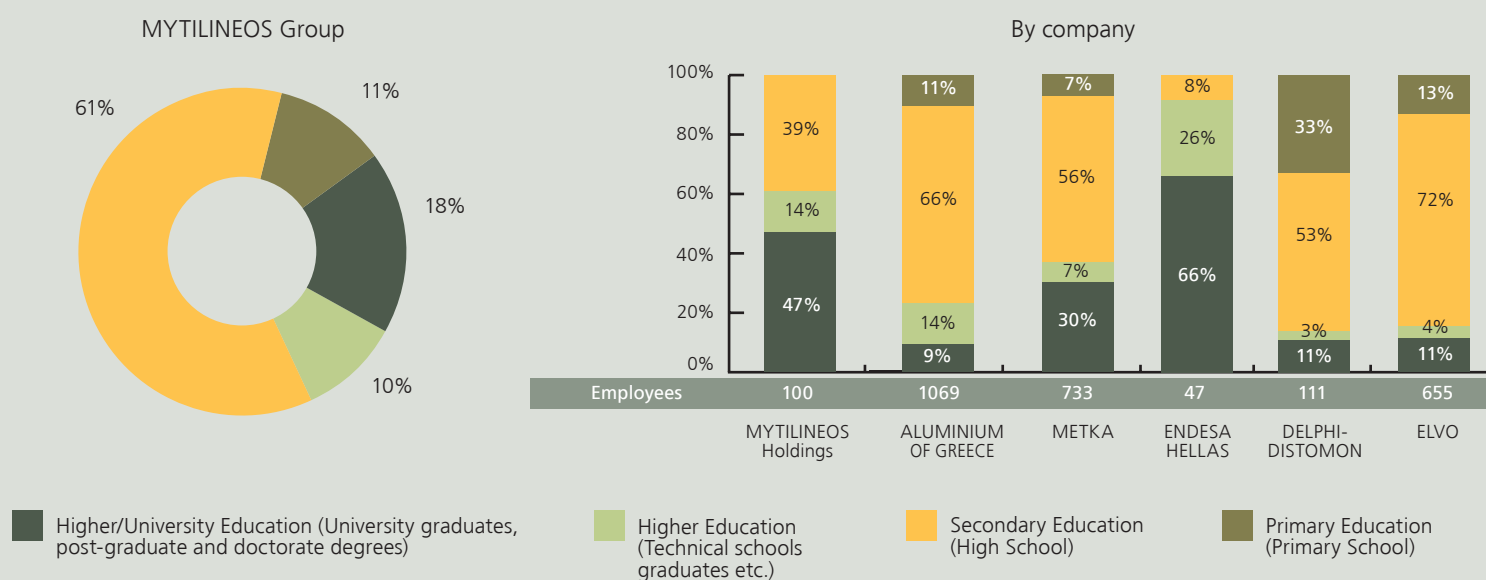
To this end, and as a responsible corporation with an expanding business activity locally and abroad, we clearly define, through the Code of Professional Conduct which is going to be completed in 2009, the general set of principles and rules of professional behavior for all employees of all companies of the Group.

Education and Training

Continuous education and training of our people is to MYTILINEOS Group one of the core principles we are investing in, aiming to provide tools and know-how that accommodate the day-to-day work and that offer innovative solutions to the challenges that arise in the ever changing business conditions, but also ways that improve employee and company productivity and efficiency.

The distribution of human resources in relation to their level of education, in the Group as well as in each company separately, allows us to analyze at regular time intervals the existing needs on matters of education and training, but also on issues of know-how inflow, in order to readjust our training targets.

Human resources distribution by level of education



In 2008, 74% of the Group's employees took part in a vast variety of education, vocational training and development programs, which covered topics such as health and safety, quality, technology issues, financial, personal skills development, modern management, environmental issues, information sciences and foreign languages.

Peace in the workplace

Maintaining peace in the workplace and especially among our plant facilities, where the presence of unions is strong, has always been a priority of the Group. This is especially true during times of difficulty, such as those we experienced during the last quarter of 2008 and are still experiencing as a result of the global financial crisis. Being aware of the sense of responsibility we do have as a sizeable employer, the Group proceeded with actions aiming at the enhancement of open dialogue and communication lines with its employees, the development of mutual trust that is based on the Group's respect to its commitments, as well as on the respect paid to the mutual benefits of the business and employees.

Occupational Health and Safety

What is of utmost priority for MYTILINEOS Group on a daily basis, is the protection of its employees against factors in the work areas of our facilities that could harm their physical well-being. We continue our constant efforts to achieve the only acceptable goal "Zero Accidents", which constitutes a major challenge in the heavy industry sector.

Our policy concerning this sensitive field, with the creation and constant improvement of an Occupational Health and Safety Management system based on the international standard OHSAS 18001 and the Greek standard ELOT 1801, is characterised by the following principles that are gradually being implemented in all the companies of the Group.

- Absolute adherence to legislative requirements, standards as well as internal guidelines.
- Continuous recognition and evaluation of hazards and taking the necessary measures to deal with them.
- Operation of an Occupational Health and Safety Office in the large production plants and the central offices of the Group.
- Enrolment of the staff in specific ongoing educational programmes concerning Occupational Health and Safety.
- Open and transparent communication on all issues pertaining to Occupational Health and Safety.
- Systematic inspection of the organisation and the procedures, aiming at the observance of the rules for safe employment in all the companies of the Group, thus ensuring the safety of the customers, associates and other citizens who visit our facilities.

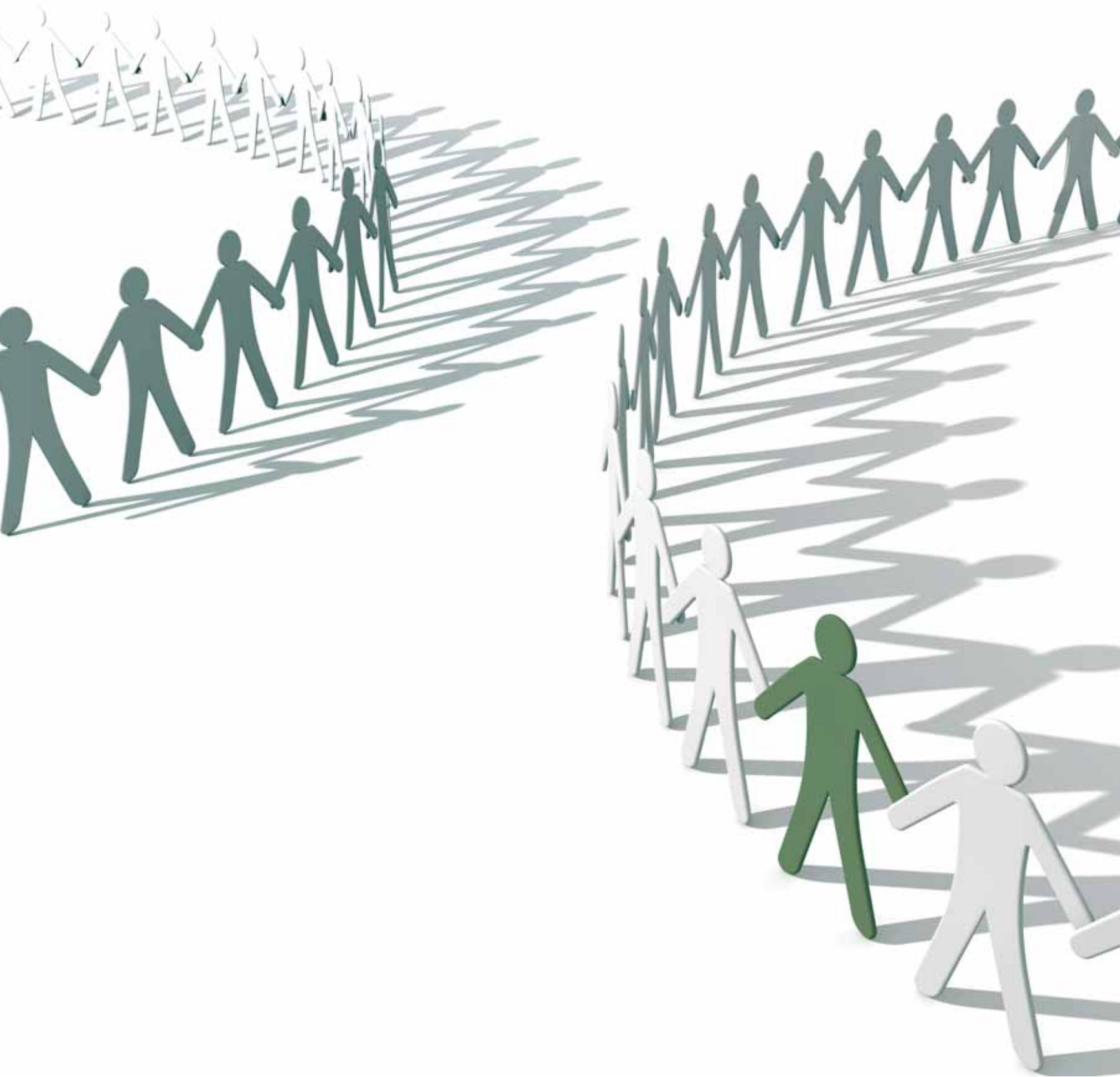
Companies	International occupational health and safety standards	ELOT health and safety standards	Comments
ALUMINIUM OF GREECE	OHSAS 18001	ELOT 1801	
METKA	OHSAS 18001	ELOT 1801	
ENDESA HELLAS	-	-	Certification of the Company by the specific health and safety standards is scheduled to be completed by the end of 2009
DELPHI-DISTOMON			During 2008, preparations were made to allow for the certification of the company by ELOT, according to OHSAS 18001 - ELOT 1801 standard. Certification is set for the first quarter of 2009.

Eliminating accidents in the areas of work and especially in the production units is our main concern. Our goal is to maintain high safety standards in all our facilities, continuing the important effort to implement plans of action and specific programmes, regarding the protection and improvement of the quality of life. Evidence of our efforts are the **608 days** with zero lost time accidents in the major production unit of our Group, Aluminium of Greece, over the last two years.

However, in November 2008, a sad and unexpected event that cost the life of one of our colleagues occurred in Aluminium of Greece; an event that leaves us deeply sad and shocked. The causes of such accidents are thoroughly investigated by our Group's responsible officers as well as external expert partners. The results of the investigations, in combination with specific proposals, are forwarded to the management of the Group, which proceeds with the implementation of all necessary actions, with regard to measures of prevention and protection aiming at the complete elimination of such accidents.

Moreover, every year, based on the results pertaining to the analysis of accidents, we take steps toward the greatest possible focus and improvement of our educational programmes regarding issues of protection against accidents and work-related illnesses having one and only principal goal: **"Zero Accidents"**.





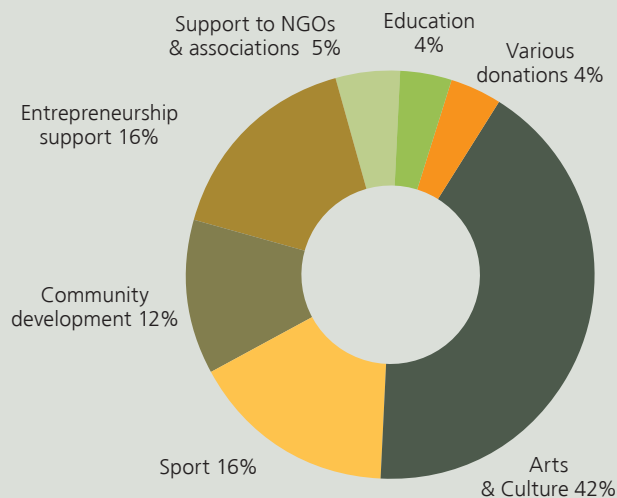
Social care

Besides our contribution to the economic growth of the local communities where we operate, we actively and consciously support their cultural, spiritual and social development, thus ensuring that we are acting as a "responsible corporate citizen".

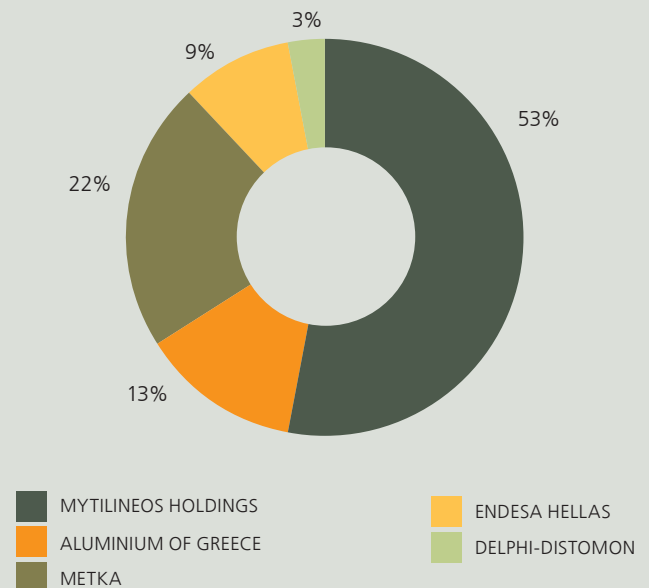
On a yearly basis, our Group contributes to resolving a series of social issues as well as supporting of actions and initiatives aimed at social continuity, both on national and local level. In 2008, more than €1.2 million were made available for initiatives that supported Arts and Culture, athletic sponsorships, actions directly related to the development of local communities, the development of entrepreneurship, the support of Non Government organisations and local communities, as well as the promotion of education.

47% of the total of our donations were granted by the companies of the Group: Aluminium of Greece, METKA, Endesa Hellas and Delphi-Distomon, placing priority on covering the needs of local communities where they develop their activity; the remaining 53% were granted by the company MYTILINEOS Holdings.

Expenditures for donations of the Group, by category
Total expenditure: €1,203,740



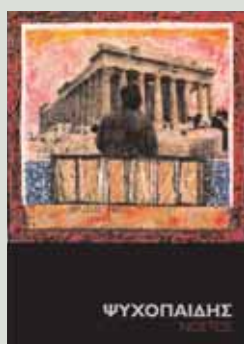
Expenditures for donations of the Group, by company
Total expenditure: €1,203,740



Culture

We believe that supporting cultural events is necessary, not only for the promotion of the Greek cultural wealth, but also for the spread and the acquaintance of the Greek public with values relating to culture and civilisation. With this in mind, the Group annually supports a series of cultural activities and initiatives, accommodating attendance to these events for its principal stakeholders, such as employees, shareholders and customers, but also for the wider public, especially when this event relates to the local communities.

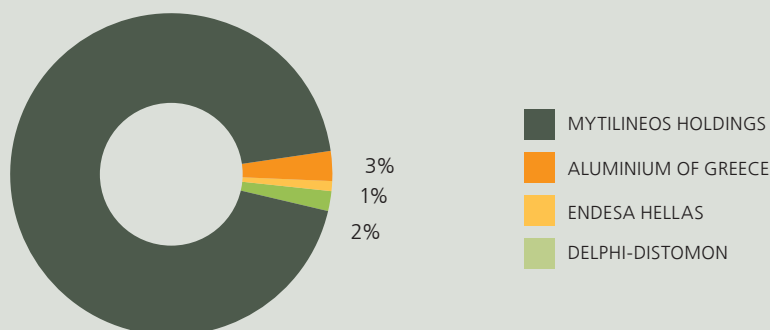
In 2008, the Group spent €493,390 establishing a significant presence in important events of our country's cultural life by supporting exhibitions, theatrical performances and various events.



Our most important initiatives in 2008 were:

- **MYTILINEOS Holdings:** Supporting the events at the Athens Music Hall: "Piano Days" and "The Great Sunday of Keys" which were attended by more than 15,000 people, while in the lateral events at the foyer and in other areas of the Hall during "The Great Sunday of Keys" a remarkably large number of younger audiences with their families did attend.
- **MYTILINEOS Holdings:** Supporting the Museum of Cycladic Art in holding a painting exhibition with the works of Yiannis Psychopedis.
- **MYTILINEOS Holdings:** Sponsoring eight Athenian theatrical performances in support to Greek actors. The particular performances were attended by 321,700 people, among whom 700 were employees, associates and customers of our Group to whom we offered invitations.
- **MYTILINEOS Holdings:** Financial support of cultural events and concerts for the residents of the municipality of Desfina.
- **Aluminium of Greece and Delphi-Distomon:** Numerous sponsorships of cultural activities in local communities.

Distribution of donations
in Arts and Culture, by company
Total expenditure €493,390

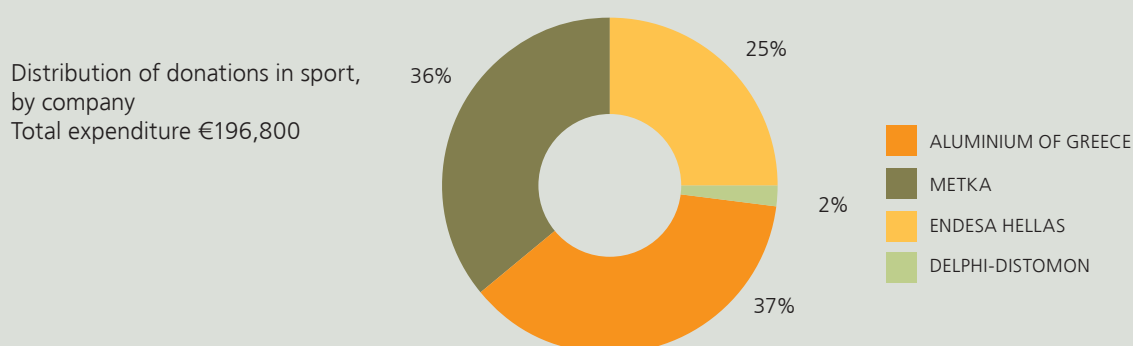


Sports

We appreciate particularly the promotion of fair play and the cooperation of youth through sports, which is why we mainly support local sports clubs but also national clubs in sports with dynamic development prospects. In 2008, we supported the specific area by providing the amount of €196,800.

Our most important initiatives in 2008 were:

- **Aluminium of Greece:** Sponsoring the sports club "ENOSI Aspra Spitia – Antikira". The amount was spent on the reconstruction and maintenance of the turf covering the team's playing field.
- **Aluminium of Greece:** Sponsoring the Sports and Recreational Club of Aspra Spitia "MEDEON". The amount went toward covering basic needs of the club.
- **METKA:** Sponsorship in support of the Greek Equestrian Federation races for 2008.
- **Endessa Hellas:** Sponsorship to the municipality of Distomon. The amount was used for the safe and aesthetic restructuring and maintenance of the municipal playing field.
- **Delphi-Distomon:** Supporting the sports club KEHAGIA of Prosilio in its transportation and training needs of the youths' football academies.



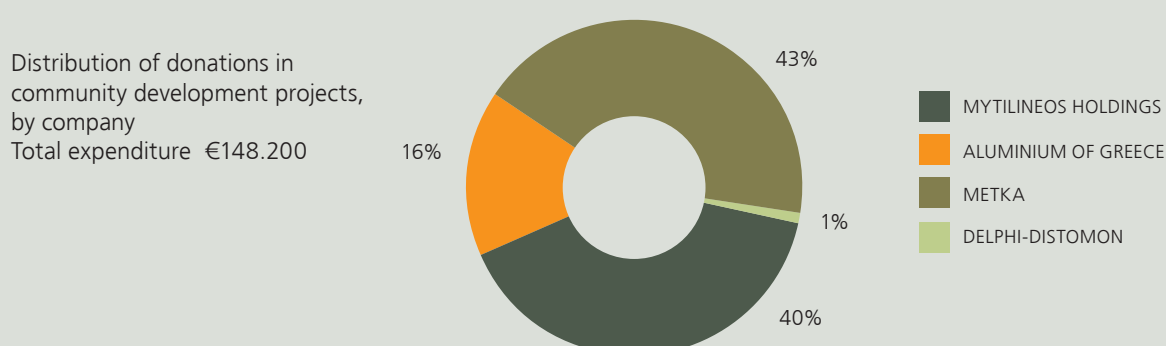
Community development

The social policy of our Group aligns to a great extent with the social policy of local communities. Our aim is to provide coordinated actions of financial and technical aid that respond to works of local infrastructure, but also to actions that cater for the immediate local needs. In 2008, our financial support in covering such immediate local needs amounted to €148,200.



Our most important initiatives in 2008 were:

- **MYTILINEOS Holdings:** Monetary support for the completion of works in the Community of Kiriaki, Viotia.
- **Aluminium of Greece:** Monetary support for the completion of works in the Community of Antikira, Viotia.
- **Aluminium of Greece:** Donation of a private fire brigade to the Mountaineering Club of Kiriaki, Viotia.
- **METKA:** Donation of an ambulance to the social services department of the municipality of Neo Iraklio, Attica.
- **Delphi-Distomon:** Drilling works for water in the municipal province of Prosilio to address water shortages.
- **Delphi-Distomon:** Full financial coverage for fencing the new municipal 8x8 soccer playing field of the municipal district of Eleonas.



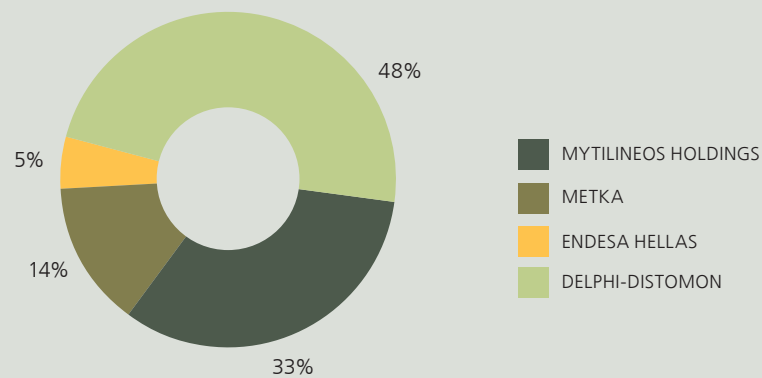
Education

We invest in knowledge as the basic means to alleviate social inequalities and to fight social exclusion. In 2008, our Group supported financially and organisation-wise a series of activities which aimed at the promotion and enrichment of the educational process. This financial investment amounted to €41,250.

Our most important initiatives in 2008 were:

- **Delphi-Distomon:** The organisation of educational visits of 60 trainee students from 3 universities to the company's plant facilities.
- **MYTILINEOS Holdings:** Sponsoring of the conference "Universities in the provincial areas and Mass Media", aimed at informing students on operational issues of Mass Media, under the auspice of the Aegean University of Greece.
- **MYTILINEOS Holdings:** Collaboration with the Open University of Hania, Crete, for the holding of the two day conference "Might we be late? Vision and reality of reforms in Greece".
- **MYTILINEOS Holdings:** Supporting the Scholarship Programme of the University of Piraeus for the scholarships of 3 students from the Financial and Banking Management Department.
- **METKA:** Supporting the material and technical infrastructure of primary and secondary education schools in Volos.

Distribution of donations in education, by company
Total expenditure €41,250



Entrepreneurship support

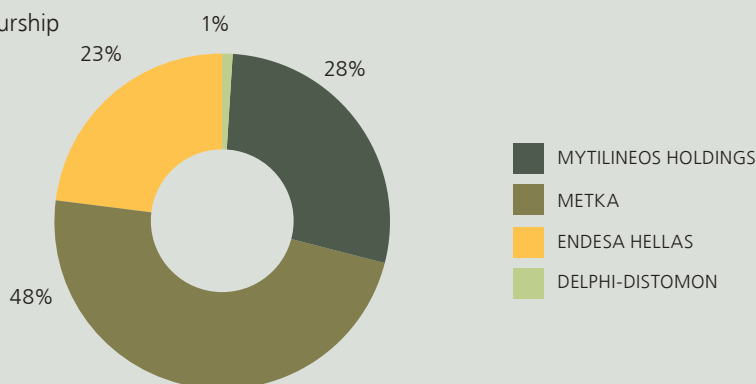
Our activity in issues related to entrepreneurship support is directed toward the development of a supportive environment which bolsters our contacts with businesses, while at the same time, it supports the necessary initiatives that positively and creatively enhance our relationship with society. In 2008, €195,000 were spent by our Group in supporting entrepreneurship initiatives.



Our most important initiatives in 2008 were:

- **MYTILINEOS Holdings:** Sponsorship of the 15th Sporting Tournament of Central and Southeastern European Stock Exchanges. Nineteen Stock Exchanges and companies of Southeastern Europe participated in the tournament, aiming to establish networking and exchanging of good practices.
- **MYTILINEOS Holdings:** Sponsorship of the event “Panorama of Entrepreneurship and Careers” which aimed at the important goal of getting together the new generation with businesses. In the context of this specific event, undergraduates, graduates and new professionals were provided with the opportunity to get in touch with significant companies of the business world, as well as with our Group.
- **MYTILINEOS Holdings:** Sponsorship of the conference “Energy without Borders – The deregulation of the Electricity Market and the Challenges of the Regulatory Framework, the Competition and Supply Safety”. The goal was to provide information on energy issues and their effect on the environment.
- **METKA & Endesa Hellas:** Sponsorship of the Athens Summit 2008 conference, with the goal of promoting Global Climate and Energy Security issues.
- **METKA:** Sponsorship of the 2nd Hellenic-Arab Economic Forum in Athens, with the goal of researching and promoting economic cooperation between the Arab world and Greece, in as many sectors as possible.
- **Endesa Hellas:** Sponsorship of the 2nd Energy Week, Athens: 13th National Energy Conference “Energy and Development 2008” of IENE, with the goal of promoting important issues in the Energy sector.
- **Delphi-Distomon:** Cooperation with the Fokida prefecture Chamber for the organization of a trade exhibition, in order to promote entrepreneurship.

Distribution of donations in entrepreneurship development support, by company
Total expenditure €195,000



Support to the work of volunteer organizations (NGOs) and local associations

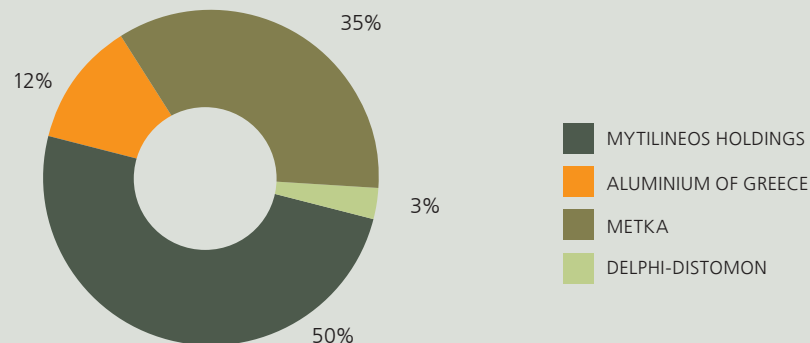
Our Group acknowledges the important role that non-government and volunteer organizations, as well as local associations and clubs play in the relief of humanitarian, environmental and social needs of our nation. Being confident that our contribution enhances and supports their work and actions, we donated in 2008 the amount of €86,300 to these organizations.



Our most important initiatives in 2008 were:

- **MYTILINEOS Holdings:** In the context of supporting the work of the "Together with the Child" (Mazi me to Pedi) organization, we provided financial support to the charity event for the presentation of and touring in the new Acropolis museum.
- **MYTILINEOS Holdings:** In the context of supporting the charity work of the organization "Action Aid", we provided financial support to the charity event "Grupo Corpo" at the Music Hall (Megaron Mousikis).
- **Aluminium of Greece:** We provided financial support to the work of local associations "Women of Aspra Spitia", "Thessali of Aspra Spitia" and the organization "Scouts of Aspra Spitia".
- **METKA:** Support to the "Remedial Equestrian League of Greece" through covering the annual maintenance expenses of the horse "Amigo De El Amor", and assisting this way the League in its aim to improve the health and quality of people with physical, mental or emotional disabilities.
- **METKA:** Supporting the charity work of the organization "Action Aid", and the work of the Volos branch of the "Greek League for the Rehabilitation of Children with Disabilities".
- **Delphi-Distomon:** Financial coverage of the expenses of the "Volunteer Blood Donors of Itea Pelekanos" association, with the goal of promoting blood donations and volunteerism.

Distribution of donations to volunteer organizations & local community associations, by company
Total expenditure €86,300



Collaborations with social partners

Realizing that corporate accountability and the path towards the ultimate goal of Sustainable Development is a collective responsibility that demands the convergence and cooperation of all of us (state, businesses, civil society), we believe that it is of utmost importance to develop synergies with entities that will assist us in moving our way of thinking and our creativity a step forward, but also in improving our knowledge.

In this direction, our collaboration with bodies such as the Hellenic Network for Corporate Social Responsibility, the United Nations' "Global Compact", the Hellenic Federation of Enterprises (SEV), the Greek Mining Enterprises Association (SME), as well as University and Educational Institutions sets the benchmarks for the improvement and advancement of our social and environmental contribution.



In particular, in 2008 we actively participated in the following activities:

Hellenic Network for Corporate Social Responsibility

- Participation in working groups on various initiatives and issues of the Network for the promotion of CSR
- Cooperation for the publication of the 2008 Guide of Best Practices.
- Participation in the Network's informative meetings on CSR issues.
- Participation in meetings for the exchange of best practices.

Global Compact Network

- Participation in the Anniversary of the United Nations' Declaration of Human Rights (60th Anniversary of UDHR) for the support of the Declaration and sponsoring of the tasks that aimed at the promotion of the Anniversary

Hellenic Federation of Enterprises

- Founding member and participator in SEV's initiative "SEV Council for Sustainable Development".

Greek Mining Enterprises Association

- Member and active contributor in SME's initiatives, such as participation in the Board of Directors, support of promotional campaigns for the products of the member companies and participation in the initiative of recording and publishing of Sustainable Development Indexes of its member companies.

University & Academic Institutions

- Cooperation with Piraeus University for the support of the Student Scholarship Program of the Financial and Banking Management Department.
- Cooperation with Universities (National Technical University of Athens, Aristotle University of Thessaloniki and Patras University) for the study, design and development of methods and installations related to environmental measures, such as the installation of Filter Presses in collaboration with Aluminium of Greece.
- Cooperation of Delphi-Distomon, for about a decade, with the International Association for the Exchange of Students (IASTE) to host for a two-month period every year a mining engineering student from a foreign technical university. In 2008, we were hosts to a student from Egypt.

2009 Goals

- Continuance and enhancement of our current activities.
- Designing of a set of targeted actions to fight the social implications that result from the global financial crisis.

Group's Triple Bottom

In our Group we believe that Corporate Social Responsibility is the means through which all companies can contribute positively to the efforts of developing social cohesion and protection of the natural environment.

Within this frame we do commit in approaching the concept of "Triple Bottom Line" which recognizes that CSR is the modern way of business administration, while the overall performance of a company must be evaluated on the basis of its combined contribution:

- **To the economy** (the company's contribution in economic growth)
- **To the environment** (the company's contribution in the protection of natural resources) and
- **To the society** (the company's contribution in social capital)

MYTILINEOS Group	
Economic performance	
Turnover (in €'000s)	975.755,0
Gross profits (in €'000s)	121.990,8
Net profits (in €'000s)	18.491,7
Total amount outlaid for new investments (in €'000s)	13.820,3
Total amount outlaid for dividends to shareholders (in €'000s)	69.125,9
Total amount outlaid for salaries and benefits to employees (in €'000s)	102.797,4
Total amount outlaid for tax obligations (in €'000s)	57.008,5
Total amount outlaid for purchases from local suppliers (in €'000s)	39.147,7
Environmental performance	
Total consumption of electrical energy (millions of MWh)	2,5
Total consumption of water (millions of m ³)	5,8
Total CO ₂ emissions from the electrical energy consumption (millions t)	2,8
Total CO ₂ emissions (millions t)	3,8
Total waste allocated for recycling or utilization (t)	80.700
Total spending for the protection of the environment (in €'000s)	4.361,6
Total number of employees who participated in Environmental education programs	512

Line Performance Table

MYTILINEOS Group	
Social performance: Human Resources	
Total number of employees	2.715
Number of women in managerial positions	17
Percentage of employee recruitments from local communities	92%
Total number of employees with disabilities	38
Total number of accidents	18
Number of fatal accidents	1
Total number of employees participated in Education & Training Programs	2.003
Number of employees participated in Educational Programs on Occupational Health & Safety	1.193
Social performance: Social Care	
Number of employees participated in Educational Programs on Occupational Health & Safety	1.203,7
Financial support to charity associations and local bodies (in €'000s)	42,2
Total amount granted for coverage of immediate needs of local communities (in €'000s)	148,2

* The CO₂ emissions concern the companies Aluminium of Greece and ELVO. These figures do not include the companies MYTILINEOS Holdings S.A., METKA S.A., ENDESA HELLAS and Delphi-Distomon.



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