

Our initiatives for communities

Engaging with our stakeholders for positive local impact



March 27, 2024

TITAN Cement Group 120+ years of sustainable growth

Purpose: Making the world around us a safe, sustainable and enjoyable place to live

USA

- 2 integrated cement plants
- 8 quarries
- 82 ready-mix plants
- 3 Import terminals
- 8 concrete block plants
- 4 fly-ash processing plants

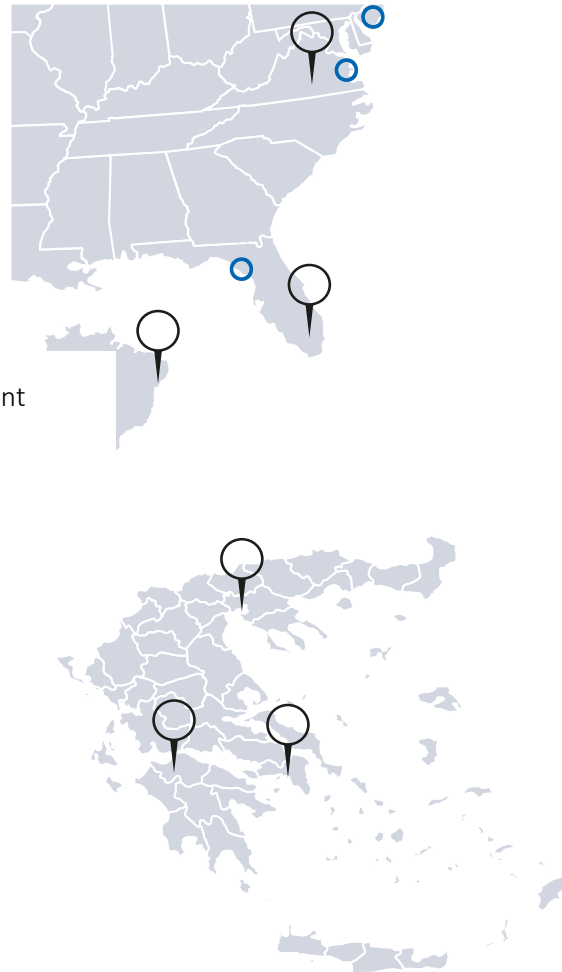


Brazil (Joint Venture)

- 1 integrated cement plant
- 1 cement grinding plant
- 4 quarries
- 4 ready-mix plants

Greece and Western Europe

- 3 integrated cement plants
- 1 cement grinding plant
- 26 quarries
- 31 ready-mix plants
- 3 Import terminals
- 1 dry mortar plant
- 2 processed engineered fuel facilities



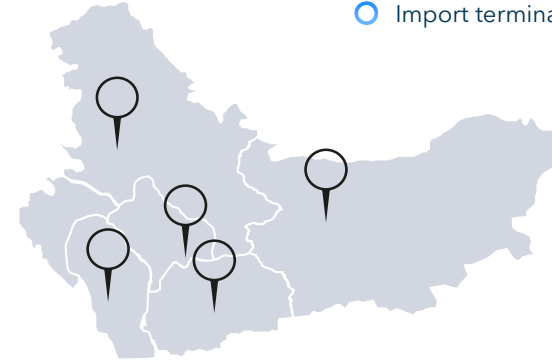
*Sales | €2.547 m

*EBITDA | €540 m

Cement plant
 Import terminal

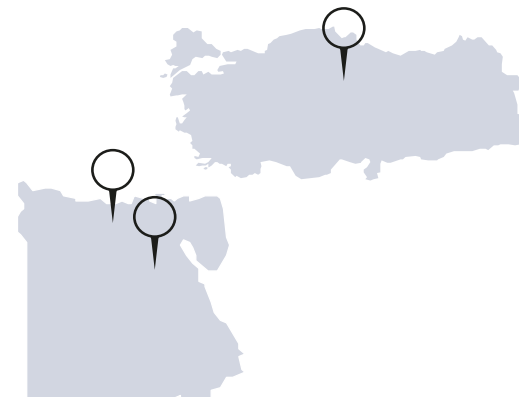
Southeastern Europe

- 5 integrated cement plants
- 21 quarries
- 5 ready-mix plants
- 1 processed engineered fuel facility



Eastern Mediterranean

- 3 integrated cement plants
- 1 cement grinding plant
- 14 quarries
- 6 ready-mix plants
- 1 Import terminal
- 2 processed engineered fuel facilities



Employees | 5,751

Markets served | 25

*Data according to press release, March 13, 2024

ESG Targets 2025 and beyond

Towards a more sustainable, net zero, digitalized and inclusive future



DECARBONIZATION AND DIGITALIZATION	GROWTH ENABLING WORK ENVIRONMENT	POSITIVE LOCAL IMPACT	RESPONSIBLE SOURCING
<p>Near term 2030</p> <ul style="list-style-type: none"> • SBTi validated targets • Scope 1,2,3: -25.1%^{1,2} <ul style="list-style-type: none"> • Scope 1: <ul style="list-style-type: none"> • -22.8% by 2030^{1,2} • 500 kg/t cementit. by 2030³ • 590 kg/t cementit. by 2025³ • Scope 2: -58.1%² <p>Long term 2050</p> <ul style="list-style-type: none"> • Net zero • Scope 1, 2 and 3: -95.6% vs. 2020^{1,2} • Scope 3 absolute: -90% • R&I invest. €20m/year 	<ul style="list-style-type: none"> • Zero fatalities • LTIFR among the three best in peer group • Wellbeing initiatives • 1/3 women in BoD • +20% women in management and new hires • 100% of employees with access to upskilling and reskilling opportunities 	<ul style="list-style-type: none"> • Sustain strong performance in Dust, NOx, SOx • 100% of quarries with rehabilitation plans • Rehabilitation at 25% of affected areas • Biodiversity management plans at 100% of quarries⁴ • 100% of key operations covered with community engagement plans • 2/3 of our total spend directed to local suppliers 	<ul style="list-style-type: none"> • Water consumption of 280 lt/t cementitious Product • 70% of water demand covered by recycled water • 85% of production covered by ISO 50001 or energy audits • 50% of production covered by “Zero Waste to Landfill” certification • 70% of key suppliers meeting TITAN ESG supplier standards

¹ kg CO₂ /t cementitious product

² vs. 2020 level (gross)

³ net

⁴ in high biodiversity value areas

All underpinned by

GOOD GOVERNANCE, TRANSPARENCY AND BUSINESS ETHICS



TITAN Group ESG performance 2023 at a glance

Strong performance across all focus areas

Decarbonization

CO₂ Emissions¹
(vs. 2020) **-10%**

CO₂/Revenue²
(vs. 2020) **-37%**

Green products³ **23%**

R&I Investment **€22m Euros**

Growth-enabling work environment

Lost Time Injury Frequency Rate⁴ **0.35**
among sector's best

#Wellbeing initiatives **226**

Women in management (vs. 2020) **+26%**

Positive local impact

Local spend⁵ **67.8%**

265
Community engagement initiatives

6,537 participants | **330,824** beneficiaries

Responsible sourcing

Alternative raw materials **8%**

Water consumption⁶
(vs. 2020) **-14.5%**

ISO 50001/energy audits⁷ **86%**

1 %reduction of Scope 1 net CO₂ (kg/t cementitious products)

2 %reduction of net CO₂ intensity (kg/€)

3 Share of production with 25% less specific CO₂ vs. OPC (baseline)

4 Employee LTIFR

5 Percentage spend on local suppliers over the total spend

6 % reduction of water consumption (l/t cementitious) for cement & cementitious production

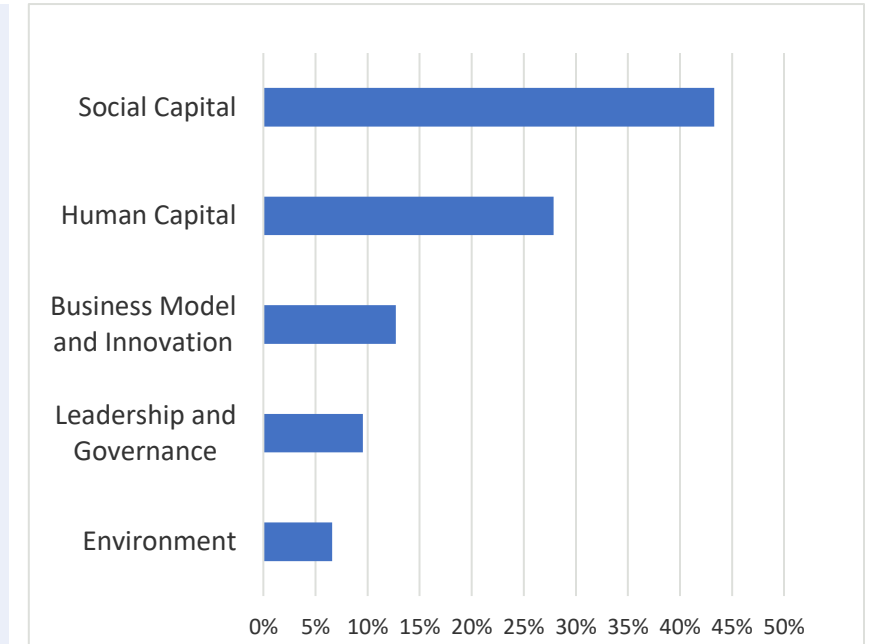
7 Percentage of integrated cement plants production covered by ISO 50001 or energy audits

Assessing our efforts against Target

Initiatives are aligned with UN SDGs 2030 and support key priorities for communities

1,850 TITAN
employees, participants

€2.6 million Euros total investment in initiatives
(above **7,0million Euros** between 2020-2023)



Key areas for contribution to the sustainability of communities

Connection of initiatives with the SASB framework

CEPs across all geographies

Highlights 2023



Türkiye, emergency help for earthquake victims in devastated areas close to our operations.



*Serbia, arts and science festival and local sports days event for communities & employees
Kosovo, 'World Water Day' event for schools in communities.*



Greece, blood donation programs with 44 years of continuous contribution. Over 642 donations from our employees & contractors on Group level.



Albania, cyberbullying and social media workshop.



Brazil, 'Robotica Maker' supporting Innovation and Value creation.



SEE, educational initiatives for young students in collaboration with local NGOs.

Impactful contribution on education and skills for jobs

Case studies 2023

- ✓ In Southeastern Europe, TITAN increased efforts for contributing to the education in our local communities.

Albania: We collaborated with nonprofit organizations for promoting educational initiatives, reaching 300 young students from kindergarten to high school.

Kosovo: We celebrated inclusivity, health, and safety, and promoted environmental awareness and a compassionate world, through engagement with several local schools and engaging more than 470 children.

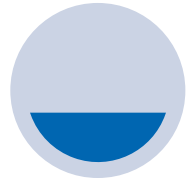
Serbia: We supported a country-level science festival, offering local communities an opportunity to demonstrate their resilience, and underlined the importance of science and technology in everyday life. Our initiatives brought together 56 scientific institutions and attracting 18,000 visitors.



- ✓ In Greece and Albania, the issue of bullying among youngsters and on the internet was addressed by separate initiatives in collaboration with local municipalities and schools.

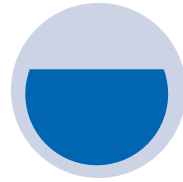
- ✓ 361 internships (37% female) with coordinated efforts across all geographies and 28 new hires from our Interns.

TITAN's approach for CEPs



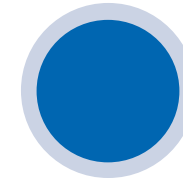
2021

Build the approach



2022

Enhance the framework



2023

Calibrate outcomes

Principles of our guidance framework for CEPs initiatives

- **Contribute to the sustainability of communities**, aligned with Material Issues mostly relevant to local stakeholders for each BU.

Promote constructive engagement of each BU with local stakeholders, enable successful collaboration and empowerment of communities.

- **Assess and share outcomes** of efforts among BUs, empowering the Network of ESG Liaison Delegates of TITAN in all countries of operations.

Our Target: 100% of key operations covered with community engagement plans (CEP), aligned with material issues and UN SDGs 2030

A strong set of core values

WE CARE

The responsibility and ethos that guides our every action.

We care about:

- OUR PEOPLE
- OUR CUSTOMERS
- OUR COMMUNITIES AND THE ENVIRONMENT

WE DARE

Challenges and ambitious goals don't daunt us; they energize us.

We dare to:

- DO CHALLENGING WORK
- BE CANDID
- INNOVATE
- LEARN

WE BUILD TO LAST

True success is built on a foundation of enduring value.

Building to last comes with:

- LONG-TERM, MID-TERM AND SHORT-TERM PERSPECTIVES
- TEAMWORK AND COLLABORATION
- CONTINUOUS IMPROVEMENT

WE WALK THE TALK

Actions speak louder than words.

Underpinned by three elements:

- WE DELIVER RESULTS
- WE LIVE OUR VALUES
- WE KEEP OUR PROMISES

