

Focusing on material issues

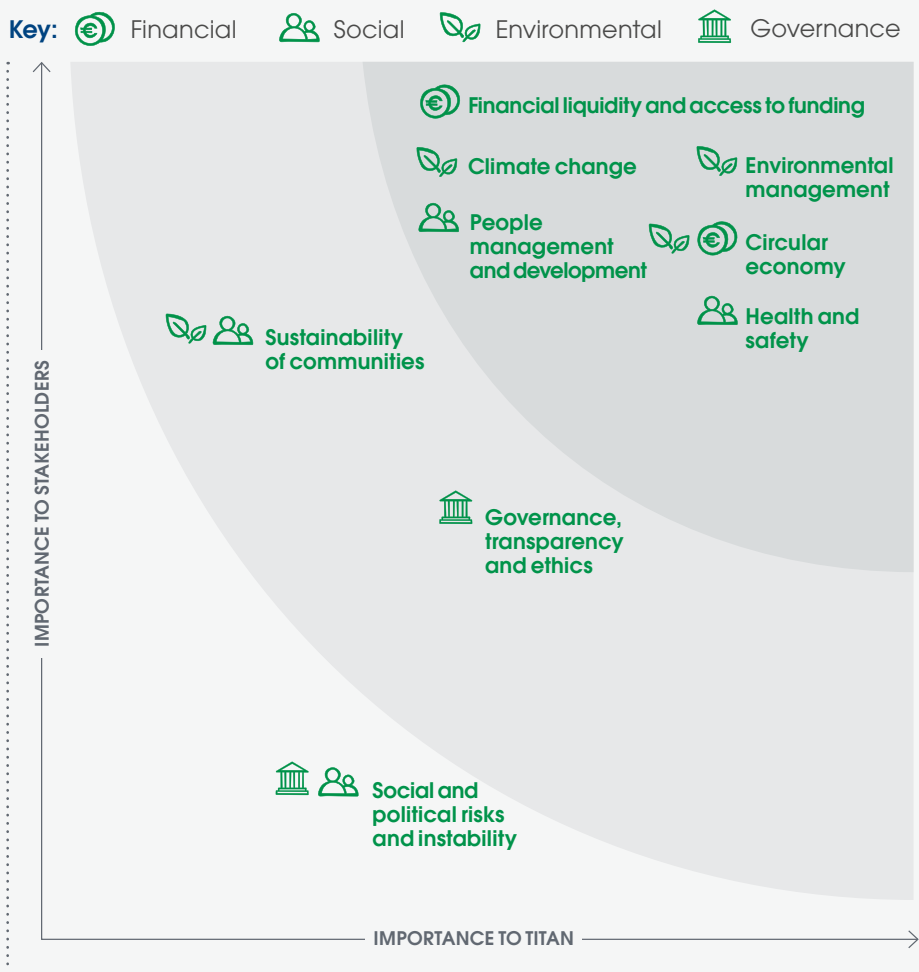
As expectations from business are growing at all levels, focusing on material issues is becoming increasingly important in developing a coherent, inclusive and consistent sustainability strategy.

Since 2007, we have conducted materiality assessments as part of our stakeholder engagement process. The outcomes are used to shape the contents of our reports to stakeholders, align business priorities with stakeholders' expectations and improve our overall performance in the long term.

In 2015, we continued the reassessment of all issues relevant to our business with respect to their impact on the Group and their significance for our main stakeholders.

Following research and stakeholder feedback, as well as input from international organizations, institutional investors and business partners, we developed a list of 30 issues that were prioritized according to importance and relevance. A more detailed presentation of the outcomes of this process can be found in our full Report at integratedreport2015.titan.gr

This matrix summarizes the nine most material issues for TITAN Group and our key stakeholders.



Engagement process

Engaging with internal and external stakeholders is a core element of the way we do business directly linked to our values and key priorities for sustainable growth.

We identify stakeholders according to the international AA1000 Stakeholder Engagement Standard (SES) and use its three main principles of inclusivity, materiality and responsiveness to guide the process at Group and local levels.

We have a five-step approach to stakeholder engagement:



We are seeking feedback on how we can further improve, addressing more issues such as human rights and supply chain that have been increasingly of interest to investors and other stakeholders.

This table summarizes the most material issues for TITAN Group and their relevance to local operations and stakeholders.

Group issue	Related local issues (currently under review*)	Countries	Stakeholders
Financial liquidity and access to funding	Financial performance	All	Business partners Communities Governments Investors Shareholders
	Positive free cash flow	All	
	Access to bank credit facilities and capital markets financing	All	
Environmental management	Management of environmental impacts	All	Communities Governments Investors NGOs Shareholders
	Natural resources, biodiversity, water and waste management	All	
Climate change	Energy efficiency	All	Governments Investors NGOs Shareholders
Circular economy	Expand opportunities for waste management	Bulgaria (GAEA), Egypt, Greece	Business partners Communities Investors Shareholders
	Create new opportunities for growth	USA	
	Innovation	Turkey	
Health and safety	Local health and safety priorities	All	Communities Employees Governments NGOs
People management and development	Attracting, developing and retaining talent	Albania, USA	Communities Employees Governments NGOs
	Employment opportunities	Egypt, F.Y.R. of Macedonia, Greece	
	Employee engagement	All	
	Diversity	USA	

*In 2016, we will continue revisiting our materiality assessment outcomes at local level to better align our Group priorities with local priorities – with the exception of the USA, where this task was completed in 2014.