



TITAN GRI INDEX 2015

Integrated
Annual Report
2015



This Report is in accordance with the Global Reporting Initiative's (GRI) G4 Sustainability Reporting Guidelines at "Core" level. We aim to move to GRI "Comprehensive" by 2017. To this aim we have reported on additional indicators not required by "Core". All "Core" indicators are indicated using the color gray. In this Index, "the Report" refers to the TITAN Integrated Report 2015 Full Report.

Contents

General Standard Disclosures:	(Pages 2–6)
Specific Standard Disclosures:	(Pages 7–39)
Data Tables:	(Pages 40–50)

GENERAL STANDARD DISCLOSURES

General Standard Disclosures	Description	Location and response
STRATEGY AND ANALYSIS		
G4-1	CEO statement.	CEO message (page 2)
ORGANIZATIONAL PROFILE		
G4-2	Description of key impacts, risks, and opportunities.	Corporate governance: Managing risks (page 52)
G4-3	Name of the organization.	TITAN Group
G4-4	Primary brands, products, and/or services.	Strategic review: About us (page 4)
G4-5	Location of organization's headquarters.	Headquarters: Athens, Greece.
G4-6	Number of countries where the organization operates, and countries with major operations or relevant to sustainability issues.	Strategic review: Where we operate (page 4)
G4-7	Nature of ownership and legal form.	TITAN Group Parent Company is TITAN Cement Co S.A.
G4-8	Markets served.	Strategic review: Where we operate (page 4)
G4-9	Scale of the reporting organization.	Strategic review: About us (page 4) Strategic review: Where we operate (page 4) In total, we operate 253 plants, quarries and distribution terminals. Group statements: Financial statements: (page 65) Group performance: Financial performance (page 16) Regional performance (page 37)

GENERAL STANDARD DISCLOSURES continued

General Standard Disclosures	Description	Location and response												
G4-10	Employees by employment contract and gender.	<p>Non-financial performance: Social: Employment and development: Equal opportunities, gender and age equality (page 25)</p> <p>TITAN's employment model is based on long-term employment for employees, and long-term relationships with our contractors. Self-employed workers are specialists or experts providing certain types of services, such as lawyers and doctors. Self-employed workers do not represent a significant proportion of our workforce. Nevertheless, we are looking to track the number of self-employed workers by 2020.</p> <p>Total number of employees by employment type and gender (average per year)</p> <table border="1"> <thead> <tr> <th></th> <th>Male</th> <th>Female</th> </tr> </thead> <tbody> <tr> <td>Number of full-time employees</td> <td>4,870</td> <td>630</td> </tr> <tr> <td>Number of part-time employees</td> <td>25</td> <td>0</td> </tr> <tr> <td>Number of temporary employees</td> <td>46</td> <td>13</td> </tr> </tbody> </table>		Male	Female	Number of full-time employees	4,870	630	Number of part-time employees	25	0	Number of temporary employees	46	13
	Male	Female												
Number of full-time employees	4,870	630												
Number of part-time employees	25	0												
Number of temporary employees	46	13												
G4-11	Percentage of employees covered by collective bargaining agreements.	All TITAN employees, except those in the USA, are covered by collective bargaining agreements. This amounts to 42% of total employment at TITAN Group.												
G4-12	Description of supply chain.	<p>Non-financial performance: Social: Our value chain and business partners (page 29)</p> <p>We extract raw materials such as limestone, clay, aggregates, pozzolan and gypsum. Along with the raw materials we use to make our products, we use thermal and electrical energy in our extraction and manufacturing processes. We crush, grind, heat and cool raw materials to produce clinker, which is then processed further to produce cement. We combine cement, water and aggregates to produce ready mix concrete. In specific plants we also process fly ash, which can be used as an alternative raw material.</p> <p>Our supply chain comprises a variety of business partners who provide us with services (as contractors or licensees) and products (as brokers or wholesalers). We mainly use local contractors for the maintenance of machinery and operations, which are largely capital intensive activities, as well as cleaning and catering, which are labor intensive activities. We also source centrally through international suppliers who provide goods such as fuels, technology and machinery.</p>												
G4-13	Significant changes to size, structure, or ownership.	<p>Strategic review: Where we operate (page 4)</p> <p>No changes have been recorded during the reporting period in the equity base of TITAN Group.</p>												
G4-14	Whether and how the precautionary approach or principle is addressed.	Our approach to reducing our emissions is guided by the Precautionary Principle, in that we tackle the possible risks even where our scientific understanding may be incomplete.												
G4-15	Externally developed economic, environmental, and social charters, principles, or initiatives the organization subscribes or endorses.	<p>Strategic review: Achieving sustainable growth together (page 7)</p> <p>Non-financial performance: Social: Our value chain and business partners (page 29)</p> <p>The Company Charter of the Cement Sustainability Initiative</p> <p>TITAN Group Code of Conduct</p> <p>TITAN Group Code for Procurement</p>												

GENERAL STANDARD DISCLOSURES continued

General Standard Disclosures	Description	Location and response
G4-16	Association memberships.	We co-lead both the CSR Europe's portal for buyers and suppliers and the Cement Sustainability Initiative's Task Force 10. See G4-15 for details of our membership with UN Global Compact, Cement Sustainability Initiative and CSR Europe. Appendices: Group memberships and cooperations (page 74) The Company Charter of the Cement Sustainability Initiative

IDENTIFIED MATERIAL ASPECTS AND BOUNDARIES

G4-17	Entities included in consolidated financial statements and if any are not in report.	Annual Financial Statements: Note 14 – Principal subsidiaries, associates and joint ventures http://integratedreport2015.financial.titan.gr/notes/14.principal-subsidiaries
G4-18	Process to define report content and aspect boundaries. How Defining Report Content principles was implemented.	Strategic review: Focusing on material issues (pages 10–12)
G4-19, G4-20 and G4-21	Material aspects and boundaries.	We have attributed each of our material issues to a relevant material aspect outlined in the Global Reporting Initiative (GRI) G4 Guidelines . The table on page 12 (at end of GRI index) describes the boundary for each of these aspects, indicating where the impacts of each one is felt, inside and outside of our business. The stakeholders who form the external boundaries are those nearby or with a close interest in TITAN's operations, such as governments and local communities in the countries and regions in which we work.
G4-22	Effect of restatements.	Appendices: Report development and methodology (page 57)
G4-23	Significant changes from previous reporting period.	Appendices: Report development and methodology (page 57)
G4-24, G4-25, G4-26 and G4-27	Stakeholder groups engaged by the organization; how stakeholders are identified and selected; approaches to stakeholder engagement, including frequency of engagement by type and by stakeholder group; and key concerns raised through stakeholder engagement, and how the organization responded.	Strategic review: Engagement process (pages 10–12). See table on pages 42–43 at the end of this GRI index
G4-28	Reporting period.	01 January 2015 – 31 December 2015
G4-29	Most recent report.	19 June 2015
G4-30	Reporting cycle.	The reporting cycle is annual.
G4-31	Contact for integrated report.	This Report is directed at key stakeholders, namely shareholders, employees, customers, suppliers, government and regulatory authorities, local communities and NGOs. It is also directed at potential investors, analysts and any other interested party. We welcome feedback via our website: integratedreport2015.titan.gr For more information, please visit our website: www.titan-cement.com or contact: Maria Alexiou, TITAN Group CSR Senior Manager, Secretary of the TITAN Group CSR Committee, at csr@titan.gr or as 22A Halkidos Street, 111 43 Athens, Greece.
G4-32	Table with Standard Disclosure locations.	GRI Index
G4-33	External assurance statement.	Appendices: Report assessment and verification (page 62)

GENERAL STANDARD DISCLOSURES continued

General Standard Disclosures	Description	Location and response
GOVERNANCE		
G4-34	Governance structure.	Corporate governance: Good governance (page 48) BOD Report 2015
G4-35 and G4-36	Process for delegating authority for economic, environmental and social topics and executive-level position with responsibility for economic, environmental and social topics.	Corporate governance: Good governance (page 48) BOD Report 2015 An overview of our governance and management structure is detailed in the Corporate Governance section. Along with our Board Committees (Audit, Remuneration, and Nomination and Corporate Governance), we have established management committees, among which is our Executive Committee and a CSR Committee, demonstrating how important social responsibility is to the Group.
G4-37	Processes for consultation between stakeholders and the highest governance body on economic, environmental and social topics.	Strategic review: Engagement process (pages 10-12) The Group CSR Committee discusses the key outcomes and results from stakeholder engagement undertaken. The Group CSR Committee is a committee that reports directly to the Board of Directors (BOD). Five members of the Group CSR Committee are also members of the BOD. Only one of them is a non-executive member of the BOD. The stakeholder engagement results are also included in the BOD's risk assessment discussions. See G4-24, G4-25, G4-26 and G4-27.
G4-38 and G4-39	Composition of the highest governance body and its committees and whether the Chair of the highest governance body is also an executive officer.	Corporate governance: Good governance (page 48) BOD Report 2015 See table on page 45 (at end of GRI index) and G4-34 for further detail on the Board and Board Committees.
G4-40	Nomination and selection processes for the highest governance body and its committees.	BOD report 2015
G4-41	Processes for the highest governance body to ensure conflicts of interest are avoided and managed.	BOD report 2015
G4-42	The highest governance body's and senior executives' roles in the development, approval, and updating of the organization's purpose, value or mission statements, strategies, policies, and goals related to economic, environmental and social impacts.	BOD report 2015 Corporate governance: Good governance (page 48)
G4-43	Measures taken to develop and enhance the highest governance body's collective knowledge of economic, environmental and social topics.	BOD report 2015 The Board's knowledge in regard to economic, environmental, and social issues is developed through its active involvement in CSR Europe, WBCSD/CSI and UNGC, as well as its long-term experience at TITAN and in the cement sector.
G4-44	Processes for evaluation of the highest governance body's performance with respect to governance of economic, environmental and social topics.	BOD report 2015

GENERAL STANDARD DISCLOSURES continued

General Standard Disclosures	Description	Location and response
G4-45 and G4-46	The highest governance body's role in the identification and management of economic, environmental and social impacts, risks, and opportunities; and in reviewing the effectiveness of the organization's risk management processes for economic, environmental and social topics.	BOD report 2015 Corporate governance: Managing risks (page 52) The Board is accountable for ensuring that risk is effectively managed across the Group, while the Audit Committee reviews the effectiveness of our processes, ensuring that we have systems in place to monitor and anticipate potential material risks. We manage our risks proactively, allowing the Group to respond and adapt to new dynamics in our business environment. Having expanded the scope of our risk assessment processes in recent years, we have a stronger understanding of the concerns and expectations of our key stakeholders, along with the risks we face and the opportunities that may arise.
G4-47	Frequency of the highest governance body's review of economic, environmental and social impacts, risks, and opportunities.	Environmental, social and economic risks and opportunities are reviewed by the Board on a monthly basis. BOD report 2015
G4-48	The highest committee or position that formally reviews and approves the organization's integrated report.	Reporting statements: Report development and methodology (page 57) Reporting statements: Report assessment and verification (page 61)
G4-49	The process for communicating critical concerns to the highest governance body.	Corporate governance: Good governance (page 48) Strategic review: Engagement process (pages 10-12) See G4-24, G4-25, G4-26 and G4-27.
G4-50	The nature and total number of critical concerns that were communicated to the highest governance body.	Strategic review: Focusing on material issues (page 10) Strategic review: Engagement process (pages 10-12)
G4-51	Remuneration policies for the highest governance body and senior executives.	BOD report 2015
G4-52	Process for determining remuneration.	BOD report 2015
G4-53	How stakeholders' views are sought and taken into account regarding remuneration.	BOD report 2015

ETHICS AND INTEGRITY

G4-56	Organization's values, principles, standards and norms of behavior such as codes of conduct and codes of ethics.	TITAN Group Code of Conduct TITAN Corporate Values Corporate governance: Managing risks (page 52) Corporate governance: Good governance (page 48) Non-financial performance: Social: Employment and development (page 21)
G4-57	Internal and external mechanisms for seeking advice on ethical and lawful behavior.	TITAN Group Code of Conduct Non-financial performance: Social: Employment and development (page 21)
G4-58	Internal and external mechanisms for reporting concerns about unethical or unlawful behavior.	TITAN Group Code of Conduct Non-financial performance: Social: Employment and development (page 21)

Identified omissions relate to GRI indicator compilation criteria, with full details available at <https://g4.globalreporting.org/specific-standard-disclosures/Pages/default.aspx>

SPECIFIC STANDARD DISCLOSURES

DMAs and indicators	Description	Location	Notes and omissions																																				
CATEGORY: ECONOMIC																																							
MATERIAL ASPECT: ECONOMIC PERFORMANCE																																							
G4-DMA	Disclosure on management approach	Financial performance (page 16) Corporate Governance: Managing risks (page 52)																																					
G4-EC1	Direct economic value generated and distributed	Financial performance (page 16) Strategic review: Delivering value far beyond the cement plant (pages 8–9)	<p>Identified omission: a. Report the direct economic value generated and distributed (EVG&D) on an accruals basis including the basic components for the organization’s global operations. Economic value generated: payments to governments by country.</p> <p>Reason for omission: This information is currently unavailable. We are looking to report payments to governments by country by 2020.</p> <table border="1"> <thead> <tr> <th colspan="2">Direct economic value generated (million €)</th> <th>2015</th> </tr> </thead> <tbody> <tr> <td>Turnover</td> <td></td> <td>1,397.8</td> </tr> <tr> <th colspan="2">Economic value distributed (million €)</th> <th>2015</th> </tr> <tr> <td>Employee wages and benefits</td> <td></td> <td>262.2</td> </tr> <tr> <td>To local and international suppliers</td> <td></td> <td>901.1</td> </tr> <tr> <td>For new investments in fixed assets</td> <td></td> <td>173.5</td> </tr> <tr> <td>To state and local authorities through taxation</td> <td></td> <td>73.7</td> </tr> <tr> <td>Return to shareholders and minorities</td> <td></td> <td>31.0</td> </tr> <tr> <td>Community investments</td> <td></td> <td>2.4</td> </tr> <tr> <td>Paid for improving environmental footprint</td> <td></td> <td>67.8</td> </tr> <tr> <th colspan="2">Economic value retained (million €)</th> <th>2015</th> </tr> <tr> <td>Net profit after minority interests and taxes</td> <td></td> <td>33.8</td> </tr> </tbody> </table>	Direct economic value generated (million €)		2015	Turnover		1,397.8	Economic value distributed (million €)		2015	Employee wages and benefits		262.2	To local and international suppliers		901.1	For new investments in fixed assets		173.5	To state and local authorities through taxation		73.7	Return to shareholders and minorities		31.0	Community investments		2.4	Paid for improving environmental footprint		67.8	Economic value retained (million €)		2015	Net profit after minority interests and taxes		33.8
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SPECIFIC STANDARD DISCLOSURES continued

DMAs and indicators	Description	Location	Notes and omissions
G4-EC2	Financial implications and other risks and opportunities due to climate change	Corporate Governance: Managing risks (page 52) Non-financial performance: Environmental (page 30)	<p>Mitigating climate change</p> <p>Thermal and electrical energy, along with raw materials, are fundamental resources for high-intensity cement and construction materials producers. What we do can impact climate change and have significant implications on populations and biodiversity. We address this through the use of alternative fuels and raw materials, and systematic monitoring and recording of quantities of energy resources consumed. Our approach to reducing our emissions is guided by the Precautionary Principle, in that we tackle the possible risks even where scientific understanding may be incomplete.</p> <p>Risks associated with climate change</p> <p>Like many energy-intensive manufacturing industries, cement production generates significant greenhouse gas (GHG) emissions. TITAN is subject to the EU Emission Trading Scheme cap and trade quotas. Climate change may cause physical risks to our operations.</p> <p>Mitigating activities</p> <ul style="list-style-type: none"> TITAN is a member of the World Business Council of Sustainable Development and an active member of the Cement Sustainability Initiative. We have set targets for CO₂ emissions reductions and identified actions to reduce our ecological footprint. TITAN has identified that our Florida plant is at risk from climate change. TITAN is looking to identify and conduct additional climate change risk assessments for our Florida plant and other operations by 2020.
G4-EC3	Coverage of the organization's defined benefit plan obligations	<u>BOD report 2015: Annual financial statements note 25</u> <u>TITAN America 2015 financial statements note 19</u>	<p>The minimum percentage of salary contributed by TITAN to our employees' pensions is 15%. The amount contributed by TITAN and by our employees varies depending on the country in which we operate. TITAN's contributions to our employees' pensions ranges from 15 to 50% depending on country and role.</p> <p>Identified omission: d. The percentage of salary contributed by employee or employer.</p> <p>Reason for omission: The information is subject to specific confidentiality constraints.</p> <p>Explanation for omission: The percentage of salary contributed by TITAN to our employees' pensions varies by country. We have provided a range. The exact percentage contribution by country is deemed to be business sensitive due to the competitive nature of the cement industry and thus cannot be disclosed for confidentiality reasons.</p>
G4-EC4	Financial assistance received from government		No financial support was received from government in 2015.

SPECIFIC STANDARD DISCLOSURES continued

DMAs and indicators	Description	Location	Notes and omissions
MATERIAL ASPECT: MARKET PRESENCE			
G4-DMA	Disclosure on management approach	Non-financial performance: Social: Employment and development (page 21)	
G4-EC5	Ratios of standard entry level wage by gender compared to local minimum wage at significant locations of operation		<p>In all countries the ratio of basic salaries and remuneration is in line with market standards and collective agreements where applicable. There are no subjective differences in pay for the same job. TITAN defines significant locations of operations as locations with TITAN cement plants.</p> <p>Identified omission: a. The ratio of the entry level wage by gender at significant locations of operation to the minimum wage.</p> <p>Reason for omission: The information is subject to specific confidentiality constraints.</p> <p>Explanation for omission: TITAN operates in three main and distinctive activities, cement, ready mix concrete and quarrying of aggregates. For each of these activities we require different technical and professional expertise. We aim to be the employer of choice across all three activities, and thus follow a policy of providing new employees with premiums over the minimum wage. This is calculated country by country considering the history of each country, its level of industrialization and other factors. In countries where there is neither a minimum wage nor a collective bargaining agreement covering the sector, the wages provided by the public sector in the country of interest are estimated as a reference.</p>
G4-EC6	Proportion of senior management hired from the local community at significant locations of operation		<p>Global business with local expertise</p> <p>Although the Group operates globally, over 51% of our employees are from the local community, and most of them are local nationals. This excludes data from the USA, as data is not available as it is subject to confidentiality restraints. Most of our local management teams are local nationals.</p> <p>Most of the senior managers are hired from the local community. Expatriates support the integration of new plants or acquisitions into the Group. In 2015, only 24 senior managers were expatriates.</p> <p>Identified omission: a. Report the percentage of senior management at significant locations of operation that are hired from the local community.</p> <p>Reason for omission: The information is currently unavailable.</p> <p>Explanation for omission: We are looking to report on this by 2020 when we upgrade our data collection processes.</p> <p>TITAN defines significant locations of operations as locations with TITAN cement plants.</p> <p>“Local” refers to the administrative region within which lies a cement plant, a ready-mix unit, a quarry, a terminal, company offices or other premises that belong to the Group or one of its subsidiaries.</p>

SPECIFIC STANDARD DISCLOSURES continued

DMA and indicators	Description	Location	Notes and omissions																																	
MATERIAL ASPECT: INDIRECT ECONOMIC IMPACTS																																				
G4-DMA	Disclosure on management approach	Strategic review: Delivering value far beyond the cement plant (pages 8–9) Non-financial performance: Social: Community relations and development (page 27)																																		
G4-EC7	Development and impact of infrastructure investments and services supported	Regional performance (page 37) Non-financial performance: Social: Community relations and development (page 27)	<table border="1"> <thead> <tr> <th>2015 Donations by country</th> <th>In euros (€)</th> <th>% of Group total</th> </tr> </thead> <tbody> <tr> <td>Albania</td> <td>65,909</td> <td>2.8</td> </tr> <tr> <td>Bulgaria</td> <td>122,000</td> <td>5.2</td> </tr> <tr> <td>Egypt</td> <td>1,026,624</td> <td>43.5</td> </tr> <tr> <td>F.Y.R. of Macedonia</td> <td>120,388</td> <td>5.1</td> </tr> <tr> <td>Greece</td> <td>414,579</td> <td>17.5</td> </tr> <tr> <td>Kosovo</td> <td>417,537</td> <td>17.7</td> </tr> <tr> <td>Serbia</td> <td>120,361</td> <td>5.1</td> </tr> <tr> <td>Turkey*</td> <td>74,972</td> <td>3.2</td> </tr> <tr> <td>USA</td> <td>-</td> <td>-</td> </tr> <tr> <td>Total</td> <td>2,362,370</td> <td>100</td> </tr> </tbody> </table> <p>* The amount for the donations in Turkey has been adjusted in line with our proportion in the equity of the company (50%). Data for the USA is unavailable.</p> <p>Identified omission: c. Report whether these investments and services are commercial, in-kind, or pro bono engagements.</p> <p>Reason for omission: The information is currently unavailable.</p> <p>Explanation for omission: We do not provide any commercial donations according to the Group's CSR policy. Our current data collection process does not enable us to split out our donations as in-kind and pro bono. We are working to improve our data collection by 2020 and report on this then.</p>	2015 Donations by country	In euros (€)	% of Group total	Albania	65,909	2.8	Bulgaria	122,000	5.2	Egypt	1,026,624	43.5	F.Y.R. of Macedonia	120,388	5.1	Greece	414,579	17.5	Kosovo	417,537	17.7	Serbia	120,361	5.1	Turkey*	74,972	3.2	USA	-	-	Total	2,362,370	100
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SPECIFIC STANDARD DISCLOSURES continued

DMAs and indicators	Description	Location	Notes and omissions																																								
G4-EC8	Significant indirect economic impacts, including the extent of impacts	Non-financial performance: Social: Community relations and development (page 27) Regional performance (page 37) Strategic review: Aligning with the UN Sustainable Development Goals (SDGs) (page 14)	<p>Group employment from the local community by gender</p> <table border="1"> <thead> <tr> <th data-bbox="1151 357 1227 379">Country</th> <th data-bbox="1563 357 1621 379">Male</th> <th data-bbox="1671 357 1747 379">Female</th> <th data-bbox="1765 304 1989 379">% of Group direct employment (GDE) from local community</th> </tr> </thead> <tbody> <tr> <td data-bbox="1151 389 1227 411">Albania</td> <td data-bbox="1585 389 1621 411">83</td> <td data-bbox="1738 389 1751 411">2</td> <td data-bbox="1921 389 1989 411">42.71</td> </tr> <tr> <td data-bbox="1151 432 1227 454">Bulgaria</td> <td data-bbox="1576 432 1621 454">184</td> <td data-bbox="1720 432 1751 454">57</td> <td data-bbox="1921 432 1989 454">84.27</td> </tr> <tr> <td data-bbox="1151 475 1227 497">Egypt</td> <td data-bbox="1576 475 1621 497">691</td> <td data-bbox="1720 475 1751 497">31</td> <td data-bbox="1921 475 1989 497">93.89</td> </tr> <tr> <td data-bbox="1151 518 1339 541">F.Y.R. of Macedonia</td> <td data-bbox="1585 518 1621 541">85</td> <td data-bbox="1720 518 1751 541">14</td> <td data-bbox="1921 518 1989 541">32.25</td> </tr> <tr> <td data-bbox="1151 561 1227 584">Greece*</td> <td data-bbox="1576 561 1621 584">943</td> <td data-bbox="1711 561 1751 584">170</td> <td data-bbox="1921 561 1989 584">93.61</td> </tr> <tr> <td data-bbox="1151 604 1227 627">Kosovo</td> <td data-bbox="1576 604 1621 627">214</td> <td data-bbox="1720 604 1751 627">11</td> <td data-bbox="1921 604 1989 627">55.56</td> </tr> <tr> <td data-bbox="1151 647 1227 670">Serbia</td> <td data-bbox="1576 647 1621 670">185</td> <td data-bbox="1720 647 1751 670">30</td> <td data-bbox="1921 647 1989 670">91.49</td> </tr> <tr> <td data-bbox="1151 691 1227 713">Turkey</td> <td data-bbox="1576 691 1621 713">164</td> <td data-bbox="1720 691 1751 713">15</td> <td data-bbox="1921 691 1989 713">67.55</td> </tr> <tr> <td data-bbox="1151 734 1227 756">USA**</td> <td data-bbox="1599 734 1621 756">-</td> <td data-bbox="1733 734 1756 756">-</td> <td data-bbox="1966 734 1989 756">-</td> </tr> </tbody> </table>	Country	Male	Female	% of Group direct employment (GDE) from local community	Albania	83	2	42.71	Bulgaria	184	57	84.27	Egypt	691	31	93.89	F.Y.R. of Macedonia	85	14	32.25	Greece*	943	170	93.61	Kosovo	214	11	55.56	Serbia	185	30	91.49	Turkey	164	15	67.55	USA**	-	-	-
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USA**	-	-	-																																								
			* Greece refers to the regional operations as well as the corporate center.																																								
			** Compilation for Group employment from the local community was not available for the USA.																																								
			See G4-15 for reference to the significance of our indirect economic impacts in the context of external benchmarks and stakeholder priorities.																																								

SPECIFIC STANDARD DISCLOSURES continued

DMA and indicators	Description	Location	Notes and omissions																																	
MATERIAL ASPECT: PROCUREMENT PRACTICES																																				
G4-DMA	Disclosure on management approach	Non-financial performance: Social: Our value chain and business partners (page 29) Strategic review: Engagement Process (page 10)																																		
G4-EC9	Proportion of spending on local suppliers at significant locations of operation	Appendices: Report development and methodology (page 57) Glossary, acronyms and abbreviations (page 81) Group Code of Conduct for Procurement Non-financial performance: Social: Our value chain and business partners (page 29)	<p>For TITAN, "local" refers to the administrative region of a cement plant, ready-mix unit, quarry, terminal, company office or other premises belonging to the Group or one of its subsidiaries. Locally based suppliers are the providers of materials, products and services based in the same geographic market as the reporting organization (i.e. no trans-national payments to the supplier are made).</p> <p>However, the geographic definition of "local supplier/contractor" in F.Y.R. of Macedonia, Greece and the USA varies because all national suppliers are considered local as well. The USA does not currently collect this data. The USA will be reporting on this data by 2020 as part of our uNITE program.</p> <p>Proportion of spending on local suppliers at significant locations of operation</p> <table border="1"> <thead> <tr> <th></th> <th>Total number of significant contractors</th> <th>% of local contractors</th> </tr> </thead> <tbody> <tr> <td>Albania</td> <td>50</td> <td>26%</td> </tr> <tr> <td>Bulgaria</td> <td>23</td> <td>22%</td> </tr> <tr> <td>Egypt</td> <td>83</td> <td>80%</td> </tr> <tr> <td>F.Y.R. of Macedonia</td> <td>525</td> <td>N/A</td> </tr> <tr> <td>Greece</td> <td>29</td> <td>N/A</td> </tr> <tr> <td>Kosovo</td> <td>52</td> <td>27%</td> </tr> <tr> <td>Serbia</td> <td>74</td> <td>9%</td> </tr> <tr> <td>Turkey</td> <td>31</td> <td>97%</td> </tr> <tr> <td>USA</td> <td>N/A</td> <td>N/A</td> </tr> <tr> <td>Total</td> <td>867</td> <td></td> </tr> </tbody> </table>		Total number of significant contractors	% of local contractors	Albania	50	26%	Bulgaria	23	22%	Egypt	83	80%	F.Y.R. of Macedonia	525	N/A	Greece	29	N/A	Kosovo	52	27%	Serbia	74	9%	Turkey	31	97%	USA	N/A	N/A	Total	867	
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SPECIFIC STANDARD DISCLOSURES continued

DMAs and indicators	Description	Location	Notes and omissions																		
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SPECIFIC STANDARD DISCLOSURES continued

DMAs and indicators	Description	Location	Notes and omissions
CATEGORY: ENVIRONMENTAL MATERIAL ASPECT: MATERIALS			
G4-DMA	Disclosure on management approach	Non-financial performance: Environmental (page 30) TITAN Environmental Policy	
G4-EN1	Materials used by weight or volume	Appendices: WBCSD/CSI environmental progress review (page 68)	<p>Cement production</p> <p>In 2015, we used 21.2 million metric tons (dry basis) of extracted and alternative raw materials. See table on page 45 of this GRI Index.</p> <p>TITAN does not use semi-manufactured parts or goods to produce cement and thus weight of semi-manufactured goods is not applicable.</p> <p>Currently there are no data available regarding associated process materials or materials used for packing.</p> <p>Ready-mix production</p> <p>In 2015, we used 7.5 million metric tons (wet basis) of aggregates (extracted raw materials) and 1.4 million metric tons (wet basis) of cement, fly ash, slag and chemical admixtures (semi-manufactured materials).</p> <p>Currently there are no data available regarding associated process materials or materials used for packing.</p> <p>Blocks production</p> <p>In 2015, we used 555,500 metric tons (wet basis) of aggregates (extracted raw materials) and 50,000 metric tons (wet basis) of cement, fly ash and chemical admixtures (semi-manufactured materials).</p> <p>Currently there are no data available regarding associated process materials or materials used for packing.</p> <p>Dry mortar production</p> <p>In 2015, we used 12,550 metric tons (wet basis) of aggregates (extracted raw materials) and 2,150 metric tons (wet basis) of cement and chemical admixtures (semi-manufactured materials).</p> <p>Currently there are no data available regarding associated process materials or materials used for packing.</p>
G4-EN2	Percentage of materials used that are recycled input materials		<p>Of the materials we use for the production of our products, the percentage of alternative raw materials, mostly derived from by-products and waste from other industries, was:</p> <ul style="list-style-type: none"> • Cement production 5.5% • Ready-mix production 2.2% • Blocks production 0.0% • Dry mortar production 0.0%

SPECIFIC STANDARD DISCLOSURES continued

DMAs and indicators	Description	Location	Notes and omissions
MATERIAL ASPECT: ENERGY			
G4-DMA	Disclosure on management approach	Non-financial performance: Environmental (page 30) TITAN Environmental Policy	
G4-EN3	Energy consumption within the organization	Non-financial performance: Environmental: Fuel, raw materials and energy use (page 34) Appendices: Report development and methodology (page 57)	<p>Total energy consumption 50,434 TJ (44,333TJ thermal energy and 6,101TJ electrical energy) No heating, cooling or steam energy is consumed by our organization.</p> <p>Cement production</p> <ul style="list-style-type: none"> Thermal energy 43,970TJ <p>Fuel mix See table on page 46 of this GRI Index.</p> <ul style="list-style-type: none"> Electrical energy 5,760TJ <p>Our thermal and electrical energy consumption are calculated and reported in accordance with the corresponding WBCSD/CSI protocol (CO₂ and Energy Accounting and Reporting Standard for the Cement Industry, version 3.0, May 2011).</p> <p>Aggregates production</p> <ul style="list-style-type: none"> Thermal energy 180.0TJ Electrical energy 158.3TJ <p>Ready-mix production</p> <ul style="list-style-type: none"> Thermal energy 51.9TJ Electrical energy 68.8TJ <p>Terminals</p> <ul style="list-style-type: none"> Thermal energy 93.6TJ Electrical energy 16.3TJ <p>Fly ash production</p> <ul style="list-style-type: none"> Thermal energy 25.0TJ Electrical energy 68.2TJ <p>Blocks production</p> <ul style="list-style-type: none"> Thermal energy 7.5TJ Electrical energy 15.6TJ <p>Dry mortar production</p> <ul style="list-style-type: none"> Thermal energy 1.3TJ Electrical energy 0.0TJ <p>Others</p> <ul style="list-style-type: none"> Thermal energy 3.7TJ Electrical energy 13.8TJ

SPECIFIC STANDARD DISCLOSURES continued

DMA and indicators	Description	Location	Notes and omissions
G4-EN4	Energy consumption outside of the organization		<p>Identified omissions: a. Report energy consumed outside of the organization, in joules or multiples. b. Report standards, methodologies, and assumptions used. c. Report the source of the conversion factors used.</p> <p>Reason for omission: The information is currently unavailable.</p> <p>Explanation for omission: We are looking to report on energy consumption by 2020 as we strengthen our supply chain strategy and management.</p>
G4-EN5	Energy intensity	WBCSD/CSI environmental progress review (page 68) Environment: Fuel, raw materials and energy use (page 34)	<p>Cement production</p> <ul style="list-style-type: none"> Thermal energy 3,583.8MJ/t_{Clinker} Electrical energy 118.6kWh/t_{Cement}
G4-EN6	Reduction of energy consumption	Non-financial performance: Environmental: Fuel, raw materials and energy use (page 34)	
G4-EN7	Reduction in energy requirements of product and services		<p>Identified omissions: Reductions in energy requirements of products and services</p> <ol style="list-style-type: none"> Report the reductions in the energy requirements of sold products and services achieved during the reporting period, in joules or multiples. Report the basis for calculating reductions in energy consumption such as base year or baseline, and the rationale for choosing it. Report standards, methodologies, and assumptions used. <p>Reason for omission: The information is currently unavailable.</p> <p>Explanation for omission: We do not collect data on energy savings provided by our products during their use. We are looking to report this by 2020.</p>

MATERIAL ASPECT: WATER

G4-DMA	Disclosure on management approach	Non-financial performance: Environmental (page 30) TITAN Environmental Policy	
G4-EN8	Total water withdrawal by source	Non-financial performance: Environmental (page 30) Appendices: WBCSD/CSI environmental progress review (page 68)	<p>At Group level, a total 31.8 million m³ of water was withdrawn, 9.1 million m³ consumed and 22.7 million m³ discharged in 2015.</p> <p>The volume of the water withdrawal, sourced from surface and ground water resources, is in most cases directly measured with water flow meters installed at the withdrawal points, whereas municipal water volume is usually determined by invoices or bills from the water supply company. In the few cases where direct measurements are not possible, water withdrawal is estimated by multiplying pump manufacturer rated capacity and pump operating hours.</p>

SPECIFIC STANDARD DISCLOSURES continued

DMAs and indicators	Description	Location	Notes and omissions
G4-EN9	Water sources significantly affected by withdrawal of water		Based on the assessment tools available to us, no water source was significantly affected by our operations.
G4-EN10	Percentage and total volume of water recycled and reused	Non-financial performance: Environmental (page 30)	The water we recycle is determined by direct measurements (using water flow meters) whenever this is possible. If this is not possible, estimates are used (pumping hours multiplied by the pump rated capacity, or simply by recording the number of water trucks of known capacity needed for yard washing and dust suppression).

MATERIAL ASPECT: BIODIVERSITY

G4-DMA	Disclosure on management approach	Non-financial performance: Environmental (page 30) TITAN Environmental Policy							
G4-EN11	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Non-financial performance: Environmental (page 30)	<p>Eight of our Group quarry sites have been recognized as areas of high biodiversity value and six of the eight (75% of them) operate under a Biodiversity Management Plan (BMP) in principle according to the WBCSD/CSI Biodiversity Management Plan (BMP) Guidance.</p> <table border="1"> <thead> <tr> <th></th> <th>2015</th> </tr> </thead> <tbody> <tr> <td>Number of active quarries within, containing or adjacent to areas of high biodiversity value</td> <td>8</td> </tr> <tr> <td>Percentage of quarries with high biodiversity value where biodiversity management plans are actively implemented</td> <td>75%</td> </tr> </tbody> </table> <p>See table on page 48 (at end of GRI index) for details of TITAN Group quarry sites with high biodiversity value</p>		2015	Number of active quarries within, containing or adjacent to areas of high biodiversity value	8	Percentage of quarries with high biodiversity value where biodiversity management plans are actively implemented	75%
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G4-EN12	Description of significant impacts of activities, products, and services on biodiversity in protected areas and areas of high biodiversity value outside protected areas	Non-financial performance: Environmental (page 30)							
G4-EN13	Habitats protected or restored	Non-financial performance: Environmental (page 30) Appendices: Awards and recognitions (page 72)							
G4-EN14	Total number of IUCN Red List species and national conservation list species with habitats in areas affected by operations, by level of extinction risk		<p>Identified omission: a. The total number of IUCN Red List species and national conservation list species with habitats in areas affected by the operations of the organization, by level of extinction risk</p> <p>Reason for omission: The information is currently unavailable.</p> <p>Explanation for omission: We plan to report the total number of IUCN Red List species and national conservation list species with habitats in areas affected by our operations by 2020.</p>						

SPECIFIC STANDARD DISCLOSURES continued

DMAs and indicators	Description	Location	Notes and omissions
MATERIAL ASPECT: EMISSIONS			
G4-DMA	Disclosure on management approach	Non-financial performance: Environmental (page 30) TITAN Environmental Policy	
G4-EN15	Direct greenhouse gas (GHG) emissions (Scope 1)	Appendices: WBCSD CSI environmental progress review (page 68)	Total direct carbon emissions from our cement and grinding plants in 2015 were 10.5 million metric tons. In addition, 66,100 metric tons of biogenic CO ₂ is also emitted. Our direct CO ₂ emissions are calculated and reported in accordance with the corresponding WBCSD/CSI protocol (CO ₂ and Energy Accounting and Reporting Standard for the Cement Industry, version 3.0, May 2011). According to the protocol, no other greenhouse gas (GHG) is considered material to cement plant operations. The base year for CO ₂ emissions is 1990 in accordance with the Kyoto Protocol.
G4-EN16	Energy indirect greenhouse gas (GHG) emissions (Scope 2)	Appendices: WBCSD CSI environmental progress review (page 68)	Total indirect carbon emissions from our cement and grinding plants in 2015 were 1.1 million metric tons. Our indirect CO ₂ emissions, are calculated and reported in accordance with the corresponding WBCSD/CSI protocol (CO ₂ and Energy Accounting and Reporting Standard for the Cement Industry, version 3.0, May 2011). Indirect CO ₂ emissions are related to emissions released for the production of the electrical energy consumed at our facilities. For their calculation we use emission factors provided by the supplier of the electrical energy or other publicly available data. If no such data are available, the most recent data provided by CSI are used.
G4-EN17	Other indirect greenhouse gas (GHG) emissions		Identified omission: Other indirect greenhouse gas (GHG) emissions (Scope 3) <ol style="list-style-type: none"> Report gross other indirect (Scope 3) GHG emissions in metric tons of CO₂ equivalent, excluding indirect emissions from the generation of purchased or acquired electricity, heating, cooling, and steam consumed by the organization (these indirect emissions are reported in Indicator G4-EN16). Exclude any GHG trades, such as purchases, sales, or transfers of offsets or allowances. Report gases included in the calculation, if available. Report biogenic CO₂ emissions in metric tons of CO₂ equivalent separately from the gross other indirect (Scope 3) GHG emissions. Report other indirect (Scope 3) emissions categories and activities included in the calculation. Report the chosen base year, the rationale for choosing the base year, emissions in the base year, and the context for any significant changes in emissions that triggered recalculations of base year emissions. Report standards, methodologies, and assumptions used. Report the source of the emission factors used and the global warming potential (GWP) rates used or a reference to the GWP source, if available. Reason for omission: Data unavailable. Explanation for omission: Relevant data are currently not available as we currently do not collect Scope 3 emissions data. We look to report on our Scope 3 emissions by 2020.
G4-EN18	Greenhouse gas (GHG) emissions intensity	Appendices: WBCSD CSI environmental progress review (page 68) Appendices: Report development and methodology (page 57)	Specific direct CO ₂ emissions were 706.1kg/t _{Product} .

SPECIFIC STANDARD DISCLOSURES continued

DMAs and indicators	Description	Location	Notes and omissions
G4-EN19	Reduction of greenhouse gas (GHG) emissions	Non-financial performance: Environmental: Carbon emissions (page 31) Appendices: WBCSD/CSI environmental progress review (page 68) Regional performance (page 37)	
G4-EN20	Emissions of ozone-depleting substances (ODS)		Our operations are not correlated to emissions of ozone-depleting substances (ODS).
G4-EN21	NOx, SOx, and other significant air emissions	Appendices: WBCSD CSI environmental progress review (page 68)	Following the revised CSI guidance on air emissions reporting, this year for the second time we provide information regarding our performance on Hg, PCDD/F and heavy metals emissions as well as the overall and specific coverage rates.

MATERIAL ASPECT: EFFLUENTS AND WASTE

G4-DMA	Disclosure on management approach	Non-financial performance: Environmental (page 30) TITAN Environmental Policy													
G4-EN22	Total water discharge by quality and destination	Appendices: WBCSD CSI environmental progress review (page 71)	<p>At Group level, a total of 22.7 million m³ discharged in 2015. Total water discharge from our cement and grinding plants was 3.2 million m³.</p> <p>TITAN's reporting on water is compliant with the requirements set out in the WBCSD/CSI Protocol for Water Reporting.</p> <p>Identified omission: a: Quality of the water including treatment method. Whether it was reused by another organization.</p> <p>Reason for omission: Suitable index is not currently available.</p> <p>Explanation of omission: Quality of water discharge is monitored in accordance to local legal requirements as well as other specific obligations. Data are available at local level; however, there is no suitable indicator to quantify them at Group level.</p>												
G4-EN23	Total weight of waste by type and disposal method	Non-financial performance: Environmental: Recycling waste (page 36)	<table border="1"> <thead> <tr> <th colspan="2">Waste disposal</th> </tr> </thead> <tbody> <tr> <td>Off-site recycled</td> <td>294,000</td> </tr> <tr> <td>Landfilled</td> <td>79,600</td> </tr> <tr> <td>Off-site storage</td> <td>560</td> </tr> <tr> <td>Other</td> <td>10,000</td> </tr> <tr> <td>Total</td> <td>384,160</td> </tr> </tbody> </table> <p>Disposal method was based on information provided by the waste disposal contractor.</p> <p>Identified omission: a. Total weight of hazardous and non-hazardous waste, by disposal method;</p> <p>Reason for omission: The information is currently unavailable.</p> <p>Explanation for omission: We plan to provide a detailed breakdown of our waste broken down by hazardous and nonhazardous and disposal method by 2017.</p>	Waste disposal		Off-site recycled	294,000	Landfilled	79,600	Off-site storage	560	Other	10,000	Total	384,160
Waste disposal															
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Total	384,160														

SPECIFIC STANDARD DISCLOSURES continued

DMAs and indicators	Description	Location	Notes and omissions
G4-EN24	Total number and volume of significant spills		No significant spills were reported during 2015.
G4-EN25	Weight of transported, imported, exported, or treated waste deemed hazardous under the terms of the Basel Convention Annex I, II, III, and VIII, and percentage of hazardous waste shipped internationally		Waste materials used in or produced by our operations are not considered to be hazardous under the terms of the Basel Convention.
G4-EN26	Identity, size, protected status, and biodiversity value of water bodies and related habitats significantly affected by the organization's discharges of water and runoff		See G4-EN11 and G4-EN12. Based on the assessment tools available to us, no water body was significantly affected by our operations.

MATERIAL ASPECT: PRODUCT AND SERVICES

G4-DMA	Disclosure on management approach	Non-financial performance: Environmental (page 30) TITAN Environmental Policy	We aim to develop more sustainable products and services for our customers to minimize the impact our products have on society and the environment as demonstrated by our ProAsh® product.
G4-EN27	Extent of impact mitigation of environmental impacts of products and services	Strategic review: Delivering value far beyond the cement plant (pages 8-9)	Innovations in our products and in our engagement with local customers help to give us a competitive edge in the markets we work in. We actively promote new products that will improve quality and durability, such as ProAsh®, as well as methods and materials that will make construction easier or help to reduce its environmental impact.
G4-EN28	Percentage of products sold and their packaging materials that are reclaimed by category		Due to the nature of our main product and its long life cycle, currently, there are no effective mechanisms to estimate the amount that is reclaimed at the end of its useful life. There are certain initiatives that aim to collect construction materials during demolishing of buildings and structures, but they are still at an early stage. Mechanisms to reclaim packaging materials are in place in some areas, such as Greece and Bulgaria. These mechanisms are external collection systems that collect such materials under a national plan on material recycling and cannot provide specific data on the amount of our products reclaimed.

MATERIAL ASPECT: COMPLIANCE

G4-DMA	Disclosure on management approach	Non-financial performance: Environmental (page 30) TITAN Environmental Policy	
G4-EN29	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations		The total amount of significant fines paid by the Group in 2015 in relation to non-compliance with environmental laws and regulations was €60,778. This included a €44,778 fine at Separation Technologies in 2015 for failing to make proper immediate notifications relating to a sulfuric acid spill at its TECO facility which occurred on 6 September 2014. The second was a €16,000 fine for infringement of a quarry legislation at Xirorema Aspropirgos in Greece. There were no non-monetary sanctions or environmental cases brought against the Group in 2015.

SPECIFIC STANDARD DISCLOSURES continued

DMA and indicators	Description	Location	Notes and omissions																
MATERIAL ASPECT: TRANSPORT																			
G4-DMA	Disclosure on management approach	Non-financial performance: Environmental (page 30) TITAN Environmental Policy	We rely on contractors and suppliers to deliver to us the goods and services we need to run our business. Transporting our products in a safe, timely fashion to our customers while minimizing safety, social and environmental risks is of great importance to our business.																
G4-EN30	Significant environmental impacts of transporting products and other goods and materials for the organization's operations, and transporting members of the workforce		<p>The environmental impacts of transporting our products, materials used in our operations and our employees are mainly GHG emissions, fugitive dust and noise. We actively implement programs adopting best practices to reduce these impacts, such as the introduction of trucks with low emission engines and the installation of covering mechanisms as well as truck washing prior to leaving our facilities premises to reduce fugitive dust.</p> <p>Reason for omission: Not applicable.</p> <p>Explanation of omission: Based on past studies, the environmental impact of such activities was deemed not material compared to the impact of our direct operations. We therefore do not currently collect data on transport impacts. By 2020, we look to re-evaluate our position and develop a monitoring system as necessary.</p>																
MATERIAL ASPECT: OVERALL																			
G4-DMA	Disclosure on management approach	Delivering value far beyond the cement plant (pages 8-9) Non-financial performance: Environmental (page 30) TITAN Environmental Policy	Our efforts to address environmental concerns such as water and energy use, biodiversity, CO ₂ emissions and waste management are not add-ons to our business, but are central to what we do. They underpin both our operational efficiency and our focus on sustainability. They also help us secure the permits we need to run our business.																
G4-EN31	Total environmental protection expenditures and investments by type		<p>Environmental expenditure across all our operations (including emissions treatment, waste and remediation costs) in 2015 was €67.8 million.</p> <table border="1"> <thead> <tr> <th>Expenditure</th> <th>(million €)</th> </tr> </thead> <tbody> <tr> <td>Environmental management</td> <td>14.8</td> </tr> <tr> <td>Reforestation</td> <td>0.4</td> </tr> <tr> <td>Rehabilitation</td> <td>0.5</td> </tr> <tr> <td>Environmental training and awareness building</td> <td>0.2</td> </tr> <tr> <td>Application of environmental friendly technologies</td> <td>49.9</td> </tr> <tr> <td>Waste management</td> <td>2.0</td> </tr> <tr> <td>Total</td> <td>67.8</td> </tr> </tbody> </table>	Expenditure	(million €)	Environmental management	14.8	Reforestation	0.4	Rehabilitation	0.5	Environmental training and awareness building	0.2	Application of environmental friendly technologies	49.9	Waste management	2.0	Total	67.8
Expenditure	(million €)																		
Environmental management	14.8																		
Reforestation	0.4																		
Rehabilitation	0.5																		
Environmental training and awareness building	0.2																		
Application of environmental friendly technologies	49.9																		
Waste management	2.0																		
Total	67.8																		

SPECIFIC STANDARD DISCLOSURES continued

DMAs and indicators	Description	Location	Notes and omissions
MATERIAL ASPECT: SUPPLIER ENVIRONMENTAL ASSESSMENT			
G4-DMA	Disclosure on management approach	TITAN Code of Conduct for Procurement	
		Non-financial performance: Social: Our value chain and business partners (page 29)	
G4-EN32	Percentage of new suppliers that were screened using environmental criteria		100% of new suppliers are screened using the criteria of compliance with environmental legislation.
G4-EN33	Significant actual and potential negative environmental impacts in the supply chain and actions taken		<p>Identified omissions: a. The number of suppliers subject to environmental impact assessments. b. The number of suppliers identified as having significant actual and potential negative environmental impacts. c. The significant actual and potential negative environmental impacts identified in the supply chain. d. The percentage of suppliers identified as having significant actual and potential negative environmental impacts with which improvements were agreed upon as a result of assessment. e. The percentage of suppliers identified as having significant actual and potential negative environmental impacts with which relationships were terminated as a result of assessment, and why.</p> <p>Reason for omissions: The information is currently unavailable.</p> <p>Explanation for omissions: We are looking to report against this indicator by 2020 once we have our new supplier program in place.</p>
G4-EN34	Number of grievances about environmental impacts filed, addressed, and resolved through formal grievance mechanisms	Regional performance: Eastern Mediterranean (pages 45 and 47)	In 2015, one grievance was filed and signed by three local NGOs in Egypt in relation to our switch from natural gas to coal energy as a result of a natural gas shortage in the country. TITAN has taken the necessary actions to address this grievance by undertaking a detailed Social and Environmental Impact Assessment, and is doing everything it can to minimize the impact of this switch on the environment. The impact assessment identified the switch to coal as the best option from the possible options identified. The resolution of this grievance is ongoing. There were no other grievances received in relation to the environment.

SPECIFIC STANDARD DISCLOSURES continued

DMA and indicators	Description	Location	Notes and omissions				
CATEGORY: SOCIAL							
SUB-CATEGORY: LABOR PRACTICES AND DECENT WORK							
MATERIAL ASPECT: EMPLOYMENT							
G4-DMA	Disclosure on management approach	Non-financial performance: Social: Employment and development (page 21)					
G4-LA1	Total number and rates of new employee hires and employee turnover by age group, gender and region						
			2015	Male	Female		
			Total number of new employee hires	544	70		
			Rate of new employee hires	10%	1%		
			Total number of employee turnover	592	55		
			Rate of employee turnover	12%	9%		
			2015	Under 30 years old	30-50 years old	Over 50 years old	
			Total number of new employee hires	167	333	114	
			Rate of new employee hires	3%	5.9%	2%	
			Total number of employee turnover	75	317	255	
			Rate of employee turnover	1.3%	5.6%	4.5%	
			2015	Total number of new employee hires	Rate of new employee hires	Total number of employees who left	Rate of employee turnover
			Albania	28	14%	26	13%
			Bulgaria	20	7%	23	8%
			Egypt	31	4%	30	4%
			F.Y.R. of Macedonia	17	6%	29	10%
			Greece	37	3%	31	3%
			Kosovo	9	2%	11	3%
			Serbia	1	0%	4	2%
			Turkey	60	23%	28	10%
			USA	411	21%	465	23%
			Total	614	11%	647	11%

SPECIFIC STANDARD DISCLOSURES continued

DMA and indicators	Description	Location	Notes and omissions																					
G4-LA2	Benefits provided to full-time employees that are not provided to temporary or part-time employees, by significant locations of operation	BOD Report 2015 Non-financial performance: Social: Employment and development (page 21)																						
G4-LA3	Return to work and retention rates after parental leave, by gender		<p>In respect to the right to parental leave and to job retention after parental leave, TITAN Group acknowledges this right and guarantees job retention in all countries, despite existing local legislation. All employees are entitled to parental leave according to local legislation.</p> <table border="1"> <thead> <tr> <th>2015</th> <th>Male</th> <th>Female</th> </tr> </thead> <tbody> <tr> <td>Total number of employees that were entitled to parental leave</td> <td>183</td> <td>44</td> </tr> <tr> <td>Total number of employees that took parental leave</td> <td>8</td> <td>17</td> </tr> <tr> <td>Total number of employees who returned to work after parental leave ended</td> <td>7</td> <td>9</td> </tr> <tr> <td>Total number of employees who returned to work after parental leave ended who were still employed 12 months after their return to work</td> <td>6</td> <td>10</td> </tr> <tr> <td>Return to work rate (%) of employees who took parental leave</td> <td>88</td> <td>53</td> </tr> <tr> <td>Retention rate (%) of employees who took parental leave</td> <td>75</td> <td>59</td> </tr> </tbody> </table>	2015	Male	Female	Total number of employees that were entitled to parental leave	183	44	Total number of employees that took parental leave	8	17	Total number of employees who returned to work after parental leave ended	7	9	Total number of employees who returned to work after parental leave ended who were still employed 12 months after their return to work	6	10	Return to work rate (%) of employees who took parental leave	88	53	Retention rate (%) of employees who took parental leave	75	59
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MATERIAL ASPECT: LABOR/MANAGEMENT RELATIONS

G4-DMA	Disclosure on management approach	Non-financial performance: Social: Employment and development (page 21)	
G4-LA4	Minimum notice periods regarding operational changes, including whether these are specified in collective agreements		TITAN Group follows EU and national legislation in respect to notice periods.

MATERIAL ASPECT: OCCUPATIONAL HEALTH AND SAFETY

G4-DMA	Disclosure on management approach	Non-financial performance: Social: Health and Safety (page 19)	
G4-LA5	Percentage of total workforce represented in formal joint management-worker health and safety committees that help monitor and advise on occupational health and safety programs		Health and Safety Committees comprising management and employee representatives operate in all countries, covering 100% of our employees. The members of these Committees are elected along with the union board members by employees in formal and open elections every three years.

SPECIFIC STANDARD DISCLOSURES continued

DMAs and indicators	Description	Location	Notes and omissions
G4-LA6	Type of injury and rates of injury, occupational diseases, lost days, and absenteeism, and total number of work-related fatalities, by region and by gender	Non-financial performance: Social: Health and Safety (page 19)	<p>Identified omission: a. Types of injury, injury rate (IR), occupational diseases rate (ODR), lost day rate (LDR), absentee rate (AR) and work-related fatalities, for the total workforce (that is, total employees plus supervised workers)</p> <p>Reason for omission: The information is currently unavailable.</p> <p>Explanation for omission: We report lost time injuries frequency rate (LTIFR) overall and by country. We do not currently track occupational diseases rates, absenteeism rates or lost day rates or IR. We do not track working hours of employees by gender. We are looking to collect this data by 2020.</p> <p>See table on page 49 (at end of GRI index). Additionally there were zero third-party fatalities.</p>
G4-LA7	Workers with high incidence or high risk of diseases related to their occupation		<p>Occupational illness related to dust and noise at our sites is a material issue for TITAN. Through the WBCSD/CSI we are looking at best practice mechanisms for collecting and reporting on occupational illnesses.</p> <p>Identified omission: Whether there are workers who are involved in occupational activities who have a high incidence or high risk of specific diseases</p> <p>Reason for omission: The information is currently unavailable.</p> <p>Explanation for omission: Although this data is collected at plant level, we are working through the CSI and internally on developing best practice occupational illness data collection and reporting procedures. We aim to report on this indicator by 2020.</p>
G4-LA8	Health and safety topics covered in formal agreements with trade unions		<p>Union representatives have the right to meet with line management to discuss their concerns and suggest improvements, and to negotiate agreements on different issues covering employees' expectations, such as wages and additional benefits, and proposals to improve health and safety conditions. 100% of our formal agreements with trade unions cover a variety of health and safety topics.</p> <p>In addition, Health and Safety Committees comprising management and employee representatives operate in all countries, covering 100% of our employees.</p>

SPECIFIC STANDARD DISCLOSURES continued

DMA and indicators	Description	Location	Notes and omissions																																	
MATERIAL ASPECT: TRAINING AND EDUCATION																																				
G4-DMA	Disclosure on management approach	Non-financial performance: Social: Employment and development (page 21)																																		
G4-LA9	Average hours of training per year per employee by gender, and by employee category	Non-financial performance: Social: Employment and development (page 21)	<p>Average hours of training in 2015 by gender per employee</p> <table border="1"> <thead> <tr> <th></th> <th>Male employees</th> <th>Female employees</th> </tr> </thead> <tbody> <tr> <td>Albania</td> <td>29</td> <td>28</td> </tr> <tr> <td>Bulgaria</td> <td>42</td> <td>46</td> </tr> <tr> <td>Egypt</td> <td>15</td> <td>68</td> </tr> <tr> <td>F.Y.R. of Macedonia</td> <td>25</td> <td>33</td> </tr> <tr> <td>Greece</td> <td>30</td> <td>22</td> </tr> <tr> <td>Kosovo</td> <td>14</td> <td>40</td> </tr> <tr> <td>Serbia</td> <td>30</td> <td>55</td> </tr> <tr> <td>Turkey</td> <td>32</td> <td>39</td> </tr> <tr> <td>USA</td> <td>7</td> <td>12</td> </tr> <tr> <td>Total</td> <td>19</td> <td>28</td> </tr> </tbody> </table> <p>Identified omission: a. Report the average hours of training that the organization's employees have undertaken during the reporting period, by: employee category.</p> <p>Reason for omission: The information is currently unavailable.</p> <p>Explanation for omission: We are in the progress of updating our data collection system. We are looking to report average hours of training by employee category by 2020.</p> <p>For training hours per subject by country and by gender 2015, see table on page 50.</p>		Male employees	Female employees	Albania	29	28	Bulgaria	42	46	Egypt	15	68	F.Y.R. of Macedonia	25	33	Greece	30	22	Kosovo	14	40	Serbia	30	55	Turkey	32	39	USA	7	12	Total	19	28
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SPECIFIC STANDARD DISCLOSURES continued

DMA and indicators	Description	Location	Notes and omissions
G4-LA10	Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings	Non-financial: Social: Employment and development (page 21)	<p>TITAN Group invests in steady long-term work relationships with its employees and thus builds the intellectual capital of the Company on multiple levels:</p> <ul style="list-style-type: none"> The “C-Mentors” program is a three-year industrial development program for TITAN newcomers with technical roles. By interactively transferring know-how, it enables them to become first-rate cement professionals, fully fledged cement employees and, ultimately, highly valued cement mentors. Quality of leadership is critical to the Group’s success. That is why we commit significant resources to training and developing high-potential employees throughout the organization, giving them the knowledge and skills to deliver the Group’s performance and growth objectives. We designed and launched a new Leadership Platform in 2015, “Leading the TITAN Way”, encompassing the essence of our culture and describing the fundamentals of good leadership within TITAN. “Leading the TITAN Way” has been shared and discussed with our top managers at engagement events, so that they can communicate it to their own teams and eventually to all employees in 2016. We also continue to expand successful Group initiatives such as our Self-Training E-learning Program (STEP). In 2015, 17 employees from all business units participated, making a total of 99 employees that have now taken part in this program. <p>Out of 110,776 training hours provided to our 5,584 (average) employees in 2015, 88% are related to topics that build management skills.</p>
G4-LA11	Percentage of employees receiving regular performance and career development reviews, by gender and by employee category		On average 49% or 2,747 employees of TITAN Group were covered by performance appraisals in 2015. We are looking at expanding the number of employees receiving performance appraisals to 100% by 2020.

MATERIAL ASPECT: DIVERSITY AND EQUAL OPPORTUNITY

G4-DMA	Generic disclosures on management approach	Non-financial performance: Social Employment and development (page 21)															
G4-LA12	Composition of governance bodies and breakdown of employees per employee category according to gender, age group, minority group membership, and other indicators of diversity	Corporate governance (page 48) BOD Report	<table border="1"> <thead> <tr> <th>2015</th> <th>Male</th> <th>Female</th> </tr> </thead> <tbody> <tr> <td>Percentage of individuals within the organization’s governance bodies</td> <td>87%</td> <td>13%</td> </tr> <tr> <td></td> <td>Under 30 years old</td> <td>30–50 years old</td> <td>Over 50 years old</td> </tr> <tr> <td>Percentage of individuals within the organization’s governance bodies</td> <td>0%</td> <td>20%</td> <td>80%</td> </tr> </tbody> </table> <p>The TITAN Group Board does not have any individuals from minority groups (0%).</p>	2015	Male	Female	Percentage of individuals within the organization’s governance bodies	87%	13%		Under 30 years old	30–50 years old	Over 50 years old	Percentage of individuals within the organization’s governance bodies	0%	20%	80%
2015	Male	Female															
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SPECIFIC STANDARD DISCLOSURES continued

DMA and indicators	Description	Location	Notes and omissions																														
			<p>Identified omission: b. Report the percentage of employees per employee category in each of the following diversity categories: Gender, Age group: under 30 years old, 30–50 years old, over 50 years old, minority groups.</p> <p>Reason for omission: Data unavailable.</p> <p>Explanation for omission: Our current data collection processes does not break down employee data by age or minority group as this is confidential in several of the countries we operate. We are in the process of updating our data collection processes and plan to report on this by 2020.</p> <table border="1"> <thead> <tr> <th>Percentage of employees by country in 2015</th> <th>Male</th> <th>Female</th> </tr> </thead> <tbody> <tr> <td>Albania</td> <td>87.94%</td> <td>12.06%</td> </tr> <tr> <td>Bulgaria</td> <td>72.38%</td> <td>27.62%</td> </tr> <tr> <td>Egypt</td> <td>95.84%</td> <td>4.16%</td> </tr> <tr> <td>F.Y.R. of Macedonia</td> <td>82.74%</td> <td>17.26%</td> </tr> <tr> <td>Greece</td> <td>85.45%</td> <td>14.55%</td> </tr> <tr> <td>Kosovo</td> <td>95.06%</td> <td>4.94%</td> </tr> <tr> <td>Serbia</td> <td>84.68%</td> <td>15.32%</td> </tr> <tr> <td>Turkey</td> <td>92.08%</td> <td>7.92%</td> </tr> <tr> <td>USA</td> <td>89.37%</td> <td>10.63%</td> </tr> </tbody> </table>	Percentage of employees by country in 2015	Male	Female	Albania	87.94%	12.06%	Bulgaria	72.38%	27.62%	Egypt	95.84%	4.16%	F.Y.R. of Macedonia	82.74%	17.26%	Greece	85.45%	14.55%	Kosovo	95.06%	4.94%	Serbia	84.68%	15.32%	Turkey	92.08%	7.92%	USA	89.37%	10.63%
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USA	89.37%	10.63%																															

MATERIAL ASPECT: EQUAL REMUNERATION FOR WOMEN AND MEN

G4-DMA	Generic disclosures on management approach	Non-financial performance: Employment and development (page 21)	
G4-LA13	Ratio of basic salary and remuneration of women to men by employee category, by significant locations of operation		We pay the same salary to men and women who do the same job and ensure that there is no difference through in-cash and in-kind provisions due to gender or type of contract.

MATERIAL ASPECT: SUPPLIER ASSESSMENT FOR LABOR PRACTICES

G4-DMA	Generic disclosures on management approach	Non-financial performance: Employment and development (page 21) TITAN Code of Conduct for Procurement	<p>Identified omissions: a. Why the Aspect is material. b. How the organization manages the material Aspect or its impacts. c. The evaluation of the management approach.</p> <p>Reason for omission: The information is currently unavailable.</p> <p>Explanation for omission: We have set ourselves the target of assessing our supply chain using labor criteria and reporting against this by 2020.</p>
G4-LA14	Percentage of new suppliers that were screened using labor practices criteria	TITAN Code of Conduct for Procurement Non-financial performance: Social: Our value chain and business partners (page 29)	<p>Identified omission: a. Report the percentage of new suppliers that were screened using labor practices criteria.</p> <p>Reason for omission: The information is currently unavailable.</p> <p>Explanation for omission: We have set ourselves the target of assessing our supply chain using labor criteria and reporting against this indicator by 2020.</p>

SPECIFIC STANDARD DISCLOSURES continued

DMA and indicators	Description	Location	Notes and omissions
G4-LA15	Significant actual and potential negative impacts for labor practices in the supply chain and actions taken	TITAN Code of Conduct for Procurement Non-financial performance: Social: Our value chain and business partners (page 29)	<p>Identified omission: a. The number of suppliers subject to impact assessments for labor practices. b. The number of suppliers identified as having significant actual and potential negative impacts for labor practices. c. The significant actual and potential negative impacts for labor practices identified in the supply chain. d. The percentage of suppliers identified as having significant actual and potential negative impacts for labor practices with which improvements were agreed upon as a result of assessment. e. The percentage of suppliers identified as having significant actual and potential negative impacts for labor practices with which relationships were terminated as a result of assessment, and why.</p> <p>Reason for omission: The information is currently unavailable.</p> <p>Explanation for omission: We have set ourselves the target of assessing our supply chain using labor criteria and reporting against this indicator by 2020.</p>

MATERIAL ASPECT: LABOR PRACTICES GRIEVANCE MECHANISMS

G4-DMA	Generic disclosures on management approach	Non-financial performance: Social: Employment and development: employee grievance mechanisms and consultation (page 24) TITAN Group Code of Conduct
G4-LA16	Number of grievances about labor practices filed, addressed, and resolved through formal grievance mechanisms	Non-financial performance: Social: Employment and development: Employee grievance mechanisms and consultation (page 24) TITAN Group Code of Conduct

SUB-CATEGORY: HUMAN RIGHTS MATERIAL ASPECT: INVESTMENT

G4-DMA	Generic disclosures on management approach	Non-financial performance: Social: Employment and development: Protecting human rights (page 24) Non-financial performance: Social: Our value chain and business partners (page 29) TITAN Group Code of Conduct
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SPECIFIC STANDARD DISCLOSURES continued

DMAs and indicators	Description	Location	Notes and omissions																														
G4-HR1	Total number and percentage of significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	Non-financial performance: Social: Our value chain and business partners (page 29) Appendices: Glossary, acronyms and abbreviations (page 81)	<p>We plan to identify and assess significant actual and potential negative human rights impacts linked to our activities, products and services, and through our relationships with suppliers. Currently, assessments of our suppliers, including contractors, are informed by audits, contractual reviews and our two-way engagement, grievance and complaint mechanism, mainly focused on health and safety, which covers a number of human rights risks.</p> <p>All significant agreements that relate to primary providers of a given type of good or service and overall comprise the majority of the organization’s purchase are controlled at Group level. For each country, there are a number of significant agreements depending on the operations per country. Contracts may be significant based on their value, which varies according to local conditions (in TITAN’s Glossary, “significant agreements” are to be specified by local general management. It is not a fixed definition and should be discussed with the local general management every year).</p> <p>Identified omission: a. Report the total number and percentage of significant investment agreements and contracts that include human rights clauses or that underwent human rights screening.</p> <p>Reason for omission: The information is currently unavailable.</p> <p>Explanation for omission: As part of our commitment to the UNGC we are looking to develop more robust data collection systems for human rights screening of our key contracts by 2020.</p>																														
G4-HR2	Total hours of employee training on human rights policies or procedures concerning aspects of human rights that are relevant to operations, including the percentage of employees trained		<table border="1" data-bbox="1137 724 1803 1129"> <thead> <tr> <th data-bbox="1151 775 1424 798">Human rights training in 2015</th> <th data-bbox="1473 751 1603 798">Total hours of training</th> <th data-bbox="1659 724 1794 798">Percentage of employees trained</th> </tr> </thead> <tbody> <tr> <td data-bbox="1151 810 1227 833">Albania</td> <td data-bbox="1563 810 1603 833">185</td> <td data-bbox="1783 810 1794 833">-</td> </tr> <tr> <td data-bbox="1151 847 1227 869">Bulgaria</td> <td data-bbox="1581 847 1603 869">0</td> <td data-bbox="1749 847 1794 869">0%</td> </tr> <tr> <td data-bbox="1151 884 1205 906">Egypt</td> <td data-bbox="1581 884 1603 906">0</td> <td data-bbox="1749 884 1794 906">0%</td> </tr> <tr> <td data-bbox="1151 920 1339 943">F.Y.R. of Macedonia</td> <td data-bbox="1581 920 1603 943">12</td> <td data-bbox="1783 920 1794 943">-</td> </tr> <tr> <td data-bbox="1151 957 1227 979">Greece</td> <td data-bbox="1581 957 1603 979">0</td> <td data-bbox="1749 957 1794 979">0%</td> </tr> <tr> <td data-bbox="1151 994 1218 1016">Kosovo</td> <td data-bbox="1581 994 1603 1016">0</td> <td data-bbox="1749 994 1794 1016">0%</td> </tr> <tr> <td data-bbox="1151 1031 1211 1053">Serbia</td> <td data-bbox="1581 1031 1603 1053">0</td> <td data-bbox="1749 1031 1794 1053">0%</td> </tr> <tr> <td data-bbox="1151 1067 1211 1090">Turkey</td> <td data-bbox="1581 1067 1603 1090">0</td> <td data-bbox="1749 1067 1794 1090">0%</td> </tr> <tr> <td data-bbox="1151 1104 1189 1126">USA</td> <td data-bbox="1581 1104 1603 1126">0</td> <td data-bbox="1749 1104 1794 1126">0%</td> </tr> </tbody> </table> <p>Identified omission: b. Report the percentage of employees in the reporting period trained in human rights policies or procedures concerning aspects of human rights that are relevant to operations.</p> <p>Reason for omission: The information is currently unavailable.</p> <p>Explanation for omission: The percentage of employees trained for Albania and F.Y.R. of Macedonia is currently not available, but we look to report on this by 2020.</p>	Human rights training in 2015	Total hours of training	Percentage of employees trained	Albania	185	-	Bulgaria	0	0%	Egypt	0	0%	F.Y.R. of Macedonia	12	-	Greece	0	0%	Kosovo	0	0%	Serbia	0	0%	Turkey	0	0%	USA	0	0%
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SPECIFIC STANDARD DISCLOSURES continued

DMAs and indicators	Description	Location	Notes and omissions
MATERIAL ASPECT: NON-DISCRIMINATION			
G4-DMA	Generic disclosures on management approach	Non-financial performance: Social: Employment and development (page 21)	
G4-HR3	Total number of incidents of discrimination and corrective actions taken	Non-financial performance: Social: Employment and development (page 21)	No such incidents were reported in 2015.
MATERIAL ASPECT: FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING			
G4-DMA	Generic disclosures on management approach	Non-financial performance: Social: Employment and development: Collective bargaining and unionization (page 26)	
G4-HR4	Operations and suppliers identified in which the right to exercise freedom of association and collective bargaining may be violated or at significant risk, and measures taken to support these rights		<p>Unions, where established, operate freely according to each country's laws and regulations.</p> <p>Identified omissions: a. Operations and suppliers in which employee rights to exercise freedom of association or collective bargaining may be violated or at significant risk.</p> <p>Reason for omission: The information is currently unavailable.</p> <p>Explanation for omission: We are looking to embed human rights assessments into our supply chain by 2020. This will involve screening suppliers using new human rights criteria that covers freedom of association and collective bargaining. We look to report against this indicator by 2017.</p>
MATERIAL ASPECT: CHILD LABOR			
G4-DMA	Generic disclosures on management approach	Non-financial performance: Social: Employment and development: Child labor and compulsory labor (page 24)	
G4-HR5	Operations and suppliers identified as having significant risk for incidents of child labor, and measures taken to contribute to the effective abolition of child labor		<p>Our Group employee standards clearly spell out that TITAN allows employment only for people who are over 18 years old. All contractors are aware of TITAN's policy against child labor and they are monitored regularly to safeguard compliance with TITAN's standards.</p> <p>The risk of child labor has been identified through a human rights self-assessment and a mapping by our CSR Department in the supply chain in Egypt, where some transport contractors employ young people from 15 to 17 years old as support to load and unload their vehicles, a practice that is very common in many developing countries. To avoid such risks, TITAN has imposed strict requirements on its contractors and does not allow them to carry out our work with the help of any person younger than 18 years old. All contractors are expected to present us with a full list showing the profile and training of their employees before being commissioned for any contracted job.</p> <p>Identified omissions: b. Report operations and suppliers considered to have significant risk for incidents of child labor either in terms of:</p> <ul style="list-style-type: none"> Type of operation and supplier Countries or geographical areas with operations and suppliers considered at risk. <p>Reasons for omission: The information is currently unavailable.</p> <p>Explanation for omission: We are looking to embed human rights assessments into our supply chain by 2020. This will involve screening suppliers using new human rights criteria that covers child labor. We look to report against this indicator by 2017.</p>

SPECIFIC STANDARD DISCLOSURES continued

DMA and indicators	Description	Location	Notes and omissions
MATERIAL ASPECT: FORCED OR COMPULSORY LABOR			
G4-DMA	Generic disclosures on management approach	Non-financial performance: Social: Employment and development: Child labor and compulsory labor (page 24)	
G4-HR6	Operations and suppliers identified as having significant risk for incidents of forced or compulsory labor, and measures to contribute to the elimination of all forms of forced or compulsory labor		<p>Our procurement manual mandates that all of our contractors must provide official proof of payment and paid insurance of their employees, in order to be paid.</p> <p>To mitigate the risk of compulsory labor, TITAN is aiming to build long-term relationships with all suppliers that will allow us to have enough information on how and where they operate and select those ones that can provide consistency and reliability in the way they operate, along with the usual standards of cost, quality and on time delivery.</p> <p>Identified omission: a. Operations and suppliers considered to have significant risk for incidents of forced or compulsory labor</p> <p>Reason for omission: The information is currently unavailable.</p> <p>Explanation for omission: We are looking to embed human rights assessments into our supply chain by 2020. This will involve screening suppliers using new human rights criteria that cover forced or compulsory labor. We look to report against this indicator by 2017.</p>
MATERIAL ASPECT: SECURITY PRACTICES			
G4-DMA	Generic disclosures on management approach	Non-financial performance: Social: Employment and development (page 21)	Security practices are also very important to the business, as we need to ensure we can safeguard employees and local communities, especially in Egypt and countries that are less stable.
G4-HR7	Percentage of security personnel trained in the organization's human rights policies or procedures that are relevant to operations		To help us safeguard employees and local communities, we regularly train 100% of our security personnel.
MATERIAL ASPECT: ASSESSMENT			
G4-DMA	Generic disclosures on management approach	Non-financial performance: Social: Employment and development: Human rights (page 24)	
G4-HR9	Total number and percentage of operations that have been subject to human rights reviews or impact assessments	Non-financial performance: Social: Employment and development (page 21)	11% of our operations in Albania and Kosovo have been subject to human rights reviews or impact assessments.

SPECIFIC STANDARD DISCLOSURES continued

DMAs and indicators	Description	Location	Notes and omissions
MATERIAL ASPECT: SUPPLIER HUMAN RIGHTS ASSESSMENT			
G4-DMA	Generic disclosures on management approach	Non-financial performance: Social: Our value chain and business partners: our partnership approach (page 29) <u>TITAN Code of Conduct for Procurement</u>	Identified omissions: b. How the organization manages the material Aspect or its impacts. c. Evaluation of the management approach. Reason for omissions: The information is currently unavailable. Explanation for omissions: We have set ourselves the target of assessing our supply chain against human rights risks by 2020 and reporting against this by 2020.
G4-HR10	Percentage of new suppliers that were screened using human rights criteria	<u>TITAN Code of Conduct for Procurement</u>	Identified omissions: a. The percentage of new suppliers that were screened using human rights criteria Reason for omission: The information is currently unavailable. Explanation for omissions: We have set ourselves the target of assessing our supply chain against human rights risks by 2020 and reporting against this by 2020.
G4-HR11	Significant actual and potential negative human rights impacts in the supply chain and actions taken	<u>TITAN Code of Conduct for Procurement</u>	Identified omissions: a. The number of suppliers subject to human rights impact assessments. b. The number of suppliers identified as having significant actual and potential negative human rights impacts. c. The significant actual and potential negative human rights impacts identified in the supply chain. d. The percentage of suppliers identified as having significant actual and potential negative human rights impacts with which improvements were agreed upon as a result of assessment. e. The percentage of suppliers identified as having significant actual and potential negative human rights impacts with which relationships were terminated as a result of assessment, and why. Reason for omissions: The information is currently unavailable. Explanation for omissions: We will report against this indicator by 2020 once we have gathered the data on our human rights risks in our supply chain.
MATERIAL ASPECT: HUMAN RIGHTS GRIEVANCE MECHANISMS			
G4-DMA	Generic disclosures on management approach	Non-financial performance: Social: Employment and development (page 21)	All our cement plants and most of our installations have mechanisms for employees to report grievances through their ISO 14001 management systems. For example, our sites either have a yellow safety box for employees to communicate with management or other written procedures that can be followed. Our employees in Greece and in the USA, or 56% of all of our employees, have access to an anonymous grievance hotline. In the USA this is called "Ethics Point" and in Greece it is called "The Hotline". These hotlines consist of an anonymous email and telephone number that enables employees to raise concerns in confidence directly to senior management. When a concern is raised through these hotlines, it is immediately investigated to see if the concern is a justified grievance. If it is deemed to be justified, a thorough investigation is undertaken and necessary actions are taken by TITAN to remediate the grievance.
G4-HR12	Number of grievances about human rights impacts filed, addressed, and resolved through formal grievance mechanisms	Non-financial performance: Social: Employment and development (page 21) Regional performance: Eastern Mediterranean (pages 45 and 47)	In 2015, one human rights grievance was filed and signed by three local NGOs in Egypt in relation to our switch from natural gas to coal energy as a result of a gas shortage in the country. The grievance was in relation to the energy switch's impact on the human rights of the local community living near our cement plant in Alexandria. TITAN has taken the necessary actions to address this grievance by undertaking a detailed social and environmental impact assessment, and is doing everything it can to minimize the impact of this switch on the local community. The resolution of this grievance is ongoing. There were no other grievances received in relation to human rights.

SPECIFIC STANDARD DISCLOSURES continued

DMA and indicators	Description	Location	Notes and omissions
SUB-CATEGORY: SOCIETY			
MATERIAL ASPECT: LOCAL COMMUNITIES			
G4-DMA	Disclosure on management approach	Non-financial performance: Social: Community relations and development: Supporting communities and local development (page 27)	
G4-SO1	Percentage of operations with implemented local community engagement, impact assessments, and development programs	Non-financial performance: Social: Community relations and development (page 27) Regional performance (page 37) WBCSD/CSI environmental progress review (page 68)	In 2015, we reassessed our material issues with respect to their impact on the Group and its main stakeholders. In 2016, we will conduct local materiality assessments at all business units apart from the USA, which was reviewed in 2015. The first of these assessments was in Bulgaria in April 2016. This help ensure that the development of any new sustainability goals and activities remain inclusive and responsive to community needs.
G4-SO2	Operations with significant actual and potential negative impacts on local communities	Non-financial performance: Social: Community relations and development (page 27) Regional performance: Eastern Mediterranean (pages 45 and 47)	We work closely with local communities at each site to ensure any potential negative environmental or social risks are managed effectively.
MATERIAL ASPECT: ANTI-CORRUPTION			
G4-DMA	Disclosure on management approach	Corporate governance: Managing risks (page 52)	
G4-SO3	Total number and percentage of operations assessed for risks related to corruption and the significant risks identified	TITAN Code of Conduct for Procurement	100% of operations have been assessed for risk of corruption.
G4-SO4	Communication and training on anti-corruption policies and procedures		Our Code of Conduct training includes our expectations regarding anti-corruption. The Code of Conduct is translated into all languages spoken by TITAN employees and contractors. It is signed by managers and employees every time it is reviewed and updated by the Board. The Code of Conduct is also provided as part of the "personnel file" given to any new employee and they are required to read and sign it with their contract. The Code of Conduct is also an important element of induction courses provided to employees, and Group HR runs periodically a training program for managers in all countries to help them train employees appropriately and ensure they are familiar with it.
G4-SO5	Confirmed incidents of corruption and actions taken		No such incident was recorded in 2015.

SPECIFIC STANDARD DISCLOSURES continued

DMA and indicators	Description	Location	Notes and omissions
MATERIAL ASPECT: PUBLIC POLICY			
G4-DMA	Disclosure on management approach		Working with government and being transparent in our relationship with government and our stance on regulatory issues is part of being a transparent business.
G4-SO6	Total value of political contributions by country and recipient/beneficiary		TITAN does not provide any political contributions to any of the governments in which we operate directly or through our trade bodies.
MATERIAL ASPECT: ANTI-COMPETITIVE BEHAVIOR			
G4-DMA	Disclosure on management approach	Corporate governance: Our corporate governance principles and organization: Fair Competition (page 49)	
G4-SO7	Total number of legal actions for anti-competitive behavior, anti-trust, and monopoly practices and their outcomes		There have been no incidents of legal action for anti-competitive behavior, anti-trust or monopoly practices during the reporting period.
MATERIAL ASPECT: COMPLIANCE			
G4-DMA	Disclosure on management approach	Non-financial performance: Environmental (page 30)	
G4-SO8	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations		<p>TITAN paid €3,776 in fines and sanctions related to non-compliance with laws and regulations. Specifically:</p> <ul style="list-style-type: none"> In Bulgaria at the Zlatna cement plant we received a €2,600 sanction from the Labor Office for a labor accident of an injured worker. In the USA, TITAN paid €1,176 for proposed fines from the Mining Safety and Health Administration (\$1280.89) because north and south sides of coal belt 241 BC 250 had spilled material. Southside walkway of the same belt had also wet material. There were no non-monetary sanctions or social cases brought against TITAN Group in 2015.
MATERIAL ASPECT: SUPPLIER ASSESSMENT FOR IMPACTS ON SOCIETY			
G4-DMA	Disclosure on management approach	Non-financial performance: Social: Our value chain and business partners (page 29) <u>TITAN Code of Conduct for Procurement</u>	<p>Identified omissions: a. Why the aspect is material. b. How the organization manages the material Aspect or its impacts. c. The evaluation of the management approach.</p> <p>Reason for omissions: The data is currently unavailable.</p> <p>Explanation for omissions: We have set ourselves the target of assessing our supply chain using social criteria and reporting against this indicator by 2020.</p>

SPECIFIC STANDARD DISCLOSURES continued

DMAs and indicators	Description	Location	Notes and omissions
G4-SO9	Percentage of new suppliers that were screened using criteria for impacts on society	Non-financial performance: Social: Our value chain and business partners (page 29) <u>TITAN Code of Conduct for Procurement</u>	Identified omission: a. Report the percentage of new suppliers that were screened using criteria for impacts on society. Reason for omission: The information is currently unavailable. Explanation for omission: We have set ourselves the target of assessing our supply chain using social criteria and reporting against this indicator by 2020.
G4-SO10	Significant actual and potential negative impacts on society in the supply chain and actions taken	Non-financial performance: Social: Our value chain and business partners (page 29) <u>TITAN Code of Conduct for Procurement</u>	Identified omissions: a. The number of suppliers subject to assessments for impacts on society. b. The number of suppliers identified as having significant actual and potential negative impacts on society. c. The significant actual and potential negative impacts on society identified in the supply chain. d. The percentage of suppliers identified as having significant actual and potential negative impacts on society with which improvements were agreed upon as a result of assessment. e. The percentage of suppliers identified as having significant actual and potential negative impacts on society with which relationships were terminated as a result of assessment, and why. Reason for omissions: The information is currently unavailable. Explanation for omissions: We have set ourselves the target of assessing our supply chain using social criteria and reporting against this indicator by 2020.

MATERIAL ASPECT: GRIEVANCE MECHANISMS FOR IMPACTS ON SOCIETY

G4-DMA	Disclosure on management approach	Non-financial performance: Social: Community relations and development (page 27)	We conduct community needs assessments in many different countries to determine the local need for infrastructure and other services. Local stakeholder forums and panels are organized annually and local stakeholders are invited to provide feedback on programs implemented within the framework of TITAN's community policy and to address new needs or other opportunities on which to engage with us.
G4-SO11	Number of grievances about impacts on society filed, addressed, and resolved through formal grievance mechanisms	Non-financial performance: Social: Community relations and development (page 27) Regional performance: Eastern Mediterranean (pages 45 and 47)	All of our operations have mechanisms for members of the community to report grievances through our ISO14001 management system. Communities in the USA have access to the same ethics hotline as our employees. In 2015, one social grievance was filed and signed by three local NGOs in Egypt in relation to our switch from natural gas to coal energy as a result of a gas shortage in the country. The grievance was in relation to the energy switch's impact on the human rights of the local community living near our cement plant in Alexandria. TITAN has taken the necessary actions to address this grievance by undertaking a detailed social and environmental impact assessment, and is doing everything it can to minimize the impact of this switch on the local community. The resolution of this grievance is ongoing. There were no other grievances received in relation to impacts on society.

SPECIFIC STANDARD DISCLOSURES continued

DMAs and indicators	Description	Location	Notes and omissions
SUB-CATEGORY: PRODUCT RESPONSIBILITY MATERIAL ASPECT: CUSTOMER HEALTH AND SAFETY			
G4-DMA	Disclosure on management approach	Non-financial performance: Social: Our value chain and business partners (page 29)	All our operations have established management systems certified according to ISO 9000 and relevant country management systems, and for cement and ready-mix products we comply with relevant European quality standards. However, we adapt our customer service policy according to local market conditions. Our managers meet regularly with customers to transfer know-how and expertise regarding product use. This includes everything from health and safety best practice to explaining the advantages of using different products, such as blended cements or other more advanced products, and promoting their environmental and other benefits.
G4-PR1	Percentage of significant product and service categories for which health and safety impacts are assessed for improvement		100% of our products are assessed accordingly for health and safety impacts during development, production, transportation and use.
G4-PR2	Total number of incidents of non-compliance with regulations and voluntary codes concerning the health and safety impacts of products and services during their life cycle, by type of outcomes		There were no incidents of non-compliance with regulations or voluntary codes in 2015.
ASPECT: PRODUCT AND SERVICE LABELING			
G4-DMA	Disclosure on management approach		We continuously assess our ability to meet and exceed legal requirements on the labeling of our products to ensure that they are safe for our customers' use. Given recent changes to regulations such as EU Directive 67/548/EEC regarding the labeling of substances and mixtures, TITAN has assessed its risk and ability to comply with them, and has determined that we currently meet all regulatory requirements. We are currently undertaking a review of our operations in the USA to ensure this part of our business is able to comply as well.
G4-PR3	Type of product and service information required by the organization's procedures for product and service information and labeling, and percentage of significant product and service categories subject to such information requirements		Our procedures for product and service labeling spells out a number of requirements for the type of information that must be on the label including information regarding the sourcing of materials in our products, content of our products and their related environmental and social impacts, safe use and application, and logos regarding the safety and amounts of silica in our cement. 100% of our products meet all existing legal requirements and are certified against our labeling procedures. For aggregates, the only labeling requirements are related to their source and safe use. As cement is used to make long-term infrastructure projects, the safe disposal of infrastructure is out of our direct control. However, for products that are not used, we have specific disposal procedures in place.
G4-PR4	Total number of incidents of non-compliance with regulations and voluntary codes concerning product and service information and labeling, by type of outcomes		There were zero incidents of non-compliance with regulations and voluntary codes concerning product and service information and labeling in 2015.

SPECIFIC STANDARD DISCLOSURES continued

DMA and indicators	Description	Location	Notes and omissions
G4-PR5	Results of surveys measuring customer satisfaction		<p>Meeting and exceeding our customers' expectations is of utmost importance to our business. We build long lasting relationships with our customers, for example working with them to build the largest skyscraper in America. In addition to our ongoing engagements with customers we undertake customer satisfaction surveys at market level. In 2015, we received mixed results depending on local market conditions. The areas which customers found most important included: low stable prices, reliability and on time delivery.</p> <p>Identified omission: a. The results or key conclusions of customer satisfaction surveys</p> <p>Reason for omission: The data is currently unavailable.</p> <p>Explanation for omission: We are currently undertaking a major IT development project which aims to develop a common platform for managing global data and enable easy collection and aggregation of data including customer satisfaction results. We look to report against this Indicator more fully by 2017.</p>

MATERIAL ASPECT: COMPLIANCE

G4-DMA	Disclosure on management approach	<p>Non-financial performance: Social: Our value chain and business partners (page 29)</p> <p>Strategic review: Delivering value far beyond the cement plant (page 8)</p>	
G4-PR8	Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data		There were no such incidents in 2015.
G4-PR9	Monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services		There were no such fines in 2015.

DATA TABLES: GENERAL STANDARD DISCLOSURES: MATERIAL ASPECTS AND BOUNDARIES (SEE P4)

G4-19, G4-20 and G4-21

Material issues identified by our materiality assessment	G4 aspect	Boundary inside the organization	Boundary outside the organization
Financial liquidity and access to funding Access to bank credit facilities and capital markets financing provides liquidity to meet our obligations, to grow our business sustainably and meet any challenges that might arise.	Economic: Economic performance	TITAN Group	Employees, governments, local communities, suppliers
	Access to bank credit facilities and capital markets financing is essential to us in running and growing our operations sustainably.	TITAN Group	Contractors, governments, local communities, suppliers
	Economic: Market presence	TITAN Group, all TITAN operated sites	Contractors, governments, local communities, suppliers
Governance, transparency and ethics Ensuring good governance and maintaining the integrity and transparency of our business means upholding our Code of Conduct , ensuring ethical business practices, lobbying responsibly and ensuring our suppliers do the same.	Governance	TITAN Group, all TITAN operated sites	All suppliers and contractors, governments, joint venture partners, local communities, NGOs
	Economic: Procurement practices	TITAN Group, all TITAN operated sites	All suppliers and contractors
	Social – Human rights: Investment	All TITAN employees	Contractors, security personnel
	Social – Human rights: Security practices	All TITAN operated sites	Contractors, security personnel, suppliers
	Social – Human rights: Human rights grievance mechanism	TITAN Group	Contractors, governments, local communities and organizations, suppliers
	Social – Society: Anti-corruption	All TITAN operated sites	Contractors, joint venture partners, suppliers
	Social – Society: Public policy	TITAN Group	Governments
	Social – Product responsibility: Marketing communications	TITAN Group	Customers, governments, suppliers
	Social – Society: Anti-competitive behavior	TITAN Group	Joint venture partners
	Social – Society: Supplier assessment for impact on society	TITAN Group, all TITAN operated sites	Contractors, suppliers
	Social – Labor practices and decent work: Supplier assessment for labor practices	TITAN Group, all TITAN operated sites	Contractors, suppliers
	Social – Human rights: Supplier human rights assessment	TITAN Group, all TITAN operated sites	Contractors, suppliers
	Environmental: Supplier environmental assessment	TITAN Group, all TITAN operated sites	All suppliers and contractors
Social – Society: Public policy	TITAN Group	Governments	
Sustainability of communities TITAN is working toward building an inclusive relationships, through ongoing engagement with stakeholders at all levels. At site level, building strong relationships with local communities is part of this and is key to our ability to share direct and indirect value with our stakeholders.	Economic: Indirect economic impacts	TITAN Group	Contractors, governments, local communities and suppliers
	Social – Society: Local communities	TITAN Group, all TITAN operated sites	Contractors, governments, local communities and suppliers
	Economic: Market presence	All TITAN operated sites	Contractors, government, local communities and suppliers
	Social – Society: Compliance	All TITAN operated sites	Customers, local communities, NGOs, regulators
	Environmental: Environmental grievance mechanisms	All TITAN sites	Communities local to TITAN operations, representative organizations of the local community
	Social – Society: Grievance mechanisms for impacts on society	All TITAN operated sites	Contractors, governments, local communities, local organizations
	Economic: Economic performance	TITAN Group	Employees, governments, local communities, suppliers

DATA TABLES: GENERAL STANDARD DISCLOSURES: MATERIAL ASPECTS AND BOUNDARIES CONTINUED

G4-19, G4-20 and G4-21 continued

Material issues identified by our materiality assessment	G4 aspect	Boundary inside the organization	Boundary outside the organization
Climate change We recognize that our operations and the cement industry as a whole contributes to climate change. That's why we are reducing our CO ₂ emissions in line with the Kyoto Protocol and working with our peers to further improve our efficiency.	Environmental: Energy	All TITAN operated sites	Customers, governments, NGOs, suppliers
	Environmental: Emissions	All TITAN operated sites	Governments, local communities, NGOs
Circular economy We use a number of resources to make our products, such as raw materials, traditional and alternative fuels, water and energy, and waste materials. We can support the circular economy and have a positive impact by re-using and recycling our products and by increasing the use of alternative fuels. Innovation and out-of-the-box thinking is key to supporting closed-loop thinking.	Environmental: Effluents and waste	All TITAN operating sites, GAEA	Local communities, NGOs, regulators
	Environment: Materials	All TITAN operating sites, GAEA	Customers, local communities, NGOs, regulators, suppliers
Health and safety We are committed to keeping all our employees, contractors and third-party workers safe and healthy. This also means ensuring that our products are safe to use and that they are transported safely to our customers' construction sites.	Social – Labor practices and decent work: Occupational health and safety	All TITAN employees	Contractors, customers, third parties, suppliers
	Social – Product responsibility: Customer health and safety	TITAN Group	Customers
People management and development Being a responsible employer means providing training and development opportunities, and equal remuneration between men and women, embracing diversity with a work environment free from discrimination or harassment and supporting employees in exercising their right to freedom of association and collective bargaining. It also means ensuring that there is no child labor or compulsory labor in our operations or supply chain.	Social – Labor practices and decent work: Employment	All TITAN employees	Contractors, suppliers
	Social – Labor practices and decent work: Training and education	All TITAN employees	Contractors, suppliers
	Social – Labor practices and decent work: Diversity and equal opportunities	All TITAN employees	Contractors, suppliers
	Economic: Market presence	All TITAN operated sites	Contractors, governments, local communities, suppliers
	Social – Labor practices and decent work: Labor practices grievance mechanisms	All TITAN employees	Contractors, suppliers
	Social – Human rights: Non-discrimination	TITAN Group	Contractors, suppliers
	Social – Human rights: Freedom of association and collective bargaining	TITAN Group	Contractors, suppliers
	Social – Human rights: Child labor and compulsory labor	All TITAN operated sites	Contractors, suppliers
	Social – Human rights: Assessment	TITAN Group	Contractors, joint venture partners, suppliers

DATA TABLES: GENERAL STANDARD DISCLOSURES: MATERIAL ASPECTS AND BOUNDARIES CONTINUED

G4-19, G4-20 and G4-21 continued

Material issues identified by our materiality assessment	G4 aspect	Boundary inside the organization	Boundary outside the organization
Environmental management TITAN ensures that it adheres to international best practices and is focused on continuing to improve its performance and keep its license to operate.	Environmental: Biodiversity	All TITAN operated sites	Areas potentially affected by our activities outside of our operations, quarries.
	Environmental: Compliance	All TITAN operated sites	Governments, local communities, local organizations
	Environmental: Overall	All TITAN operated sites	Local communities, governments
	Environmental: Environmental grievance mechanisms	All TITAN sites	Communities local to TITAN operations, representative organizations of the local community
	Environmental: Water	All TITAN operated sites	Local communities, governments
	Environmental: Transport of goods and services	TITAN operating sites	Customers, local communities, suppliers
Social and political risks, and instability TITAN has plans in place to maintain control and normal operations during political instability, riots, uprisings and various conditions that lead to extreme volatility. We work to safeguard TITAN's local investments by protecting our people, business partners and the communities near our operations.	Social – Society: Local communities	All TITAN operated sites	Local communities
	Social – Society: Public policy	TITAN Group	Governments

In addition to reporting on the material issues identified by our materiality assessment, we have also chosen to report on the following aspect which reflects our impacts and is important to our strategy.

Other issues – not material	G4 aspect	Boundary inside the organization	Boundary outside the organization
Sustainable products and services: We collaborate with stakeholders to develop more sustainable products to create value through our cement such as ProAsh®.	Environmental: Products and services	GAEA, TITAN Group	Customers, NGOs, regulators, society

DATA TABLES: GENERAL STANDARD DISCLOSURES: STAKEHOLDER ENGAGEMENT

G4-24, G4-25, G4-26 and G4-27

Stakeholder group	How we engage	Frequency of engagement	What matters to them and concerns raised	Actions taken as a result
Business partners and suppliers	Procurement policy and practice Training Safety guidelines for contractors	Ongoing long term	Sustainability of communities Circular economy Governance, transparency and ethics	Awareness and capacity building sessions through business associations and networks
Customers	Marketing activity Project consulting and product support Bilateral meetings, organized workshops and conferences	Ongoing product support through Sales and Technical Department Ongoing evaluation of requests for new product development through R&D Annually	Service and reliability Quality and payment conditions Innovation Circular economy	Awareness and capacity building sessions through business associations and networks
Employees	Performance management Training Employee surveys	Annually Ongoing Every 3–5 years	Health and safety People management and development Pay, benefits and recognition Communications and engagement Sustainability of communities	Focus groups to review and upgrade internal communications
Investors and analysts	AGM, roadshows and conferences Financial results and investor presentations Investor relations website, Annual Report	Ongoing Every quarter Annual	Opportunities for growth Achieving fair valuation Transparency and accuracy in reporting Timely, consistent and accurate communication Commitment to advanced standards for reporting and accountability Increasing regulatory complexity Innovation	Work with the International Integrated Reporting Council (IIRC) to increase transparency and uNITE to improve data management efficiency and internal cross functional collaboration
Local communities and governments	Educational meetings Volunteering and social initiatives Bilateral meetings and stakeholder forums European Pact for Youth	Ongoing long term	Environmental management Climate change Circular economy Health and safety People management and development Sustainability of communities Governance, transparency and ethics Social and political risks and instability	Supporting the European Pact for Youth to promote collaboration for education and vocational training

DATA TABLES: GENERAL STANDARD DISCLOSURES: STAKEHOLDER ENGAGEMENT CONTINUED

G4-24, G4-25, G4-26 and G4-27 continued

Stakeholder group	How we engage	Frequency of engagement	What matters to them and concerns raised	Actions taken as a result
NGOs	Participation in industry bodies UNGC campaign on anti-corruption Thematic stakeholder forums and public events Low Carbon Technology Partnerships initiative (LCTPI)	Ongoing long term Annual	Environmental management Climate change Sustainability of communities Governance, transparency and ethics People management and development Diversity Health and safety	Support and coordinate events and activities in the context of the UN Human Rights and anti-corruption initiatives Support for the UN Sustainability Development Goals (SDGs) Supporting the LCTPI
Regulators	Participation in industry bodies Participation in employment bodies Thematic stakeholder forums and public events Integrated Report and other public disclosures	Ongoing long term Annual/regular Annual	Environmental management Climate change Circular economy Health and safety Governance, transparency and ethics Compliance with international and European standards	Fourth Integrated Report in compliance with GRI G4 core level Further expand our independent verification process, according to international accountability standards Participation in consultation for the SDGs and the European Pact for Youth

DATA TABLES: GENERAL STANDARD DISCLOSURES: GOVERNANCE

G4-38 and G4-39

Our Board and Board Committees at a glance

Name	Title	Executive, Non-executive Director	Independent Director	Board Committee memberships	Other Committee memberships
Efstratios-Georgios (Takis) Arapoglou	Vice Chairman and Senior Independent Director	Non-executive Director	Yes	Remuneration Committee (Chair)	-
Andreas Canellopoulos	Chairman	Non-executive Director	No	Nomination and Corporate Governance Committee	-
Nellos Canellopoulos	External Relations Director	Executive Director	No	-	Executive Committee, CSR Committee (Vice-Chair)
Takis-Panagiotis Canellopoulos	Investor Relations Director	Executive Director	No	-	-
Doros Constantinou	-	Non-executive Director	Yes	Audit Committee (Chair)	-
Vassilios Fourlis	-	Non-executive Director	Yes	Audit Committee	-
Domna Mirasyesi-Bernitsa	-	Non-executive Director	Yes	Nomination and Corporate Governance Committee (Chair)	-
Dimitri Papalexopoulos	Chief Executive Officer	Executive Director	No	-	Executive Committee (Chair), CSR Committee (Chair)
Alexandra Papalexopoulou-Benopoulou	Group Strategic Planning Director	Executive Director	No	-	Executive Committee
Petros Sabatacakis	-	Non-executive Director	Yes	Remuneration Committee	-
Ploutarchos Sakellaris	-	Non-executive Director	Yes	Audit Committee	-
Michael Sigalas Retired from the Board 12 January 2016	Director Southeastern Europe and Eastern Mediterranean Regions and International Trade Director	Executive Director	No	-	Executive Committee, CSR Committee
Effichios Vassilakis	-	Non-executive Director	Yes	Nomination and Corporate Governance Committee, Remuneration Committee	-
Efthymios Vidalis	Group Advisor on Strategy and Sustainable Development	Executive Director	No	-	Executive Committee, CSR Committee
Vassilios Zarkalis	USA Region Director	Executive Director	No	-	Executive Committee, CSR Committee
Company Secretary: Eleni Papapanou, Head Counsel					

DATA TABLES: SPECIFIC STANDARD DISCLOSURE: ENVIRONMENTAL: MATERIALS

G4-EN1

Extracted raw materials	metric tons/ year, dry
Limestone	14,721,808
Marl	1,776,227
Clay	1,652,751
Silica-aluminates	653,755
Kaoline	3,597
Gypsum	591,654
Iron oxide	100,169
Natural pozzolanes	205,524
Bauxite	80,854
Sand	258,169
Alumina/Clay (Overburdens)	14,297
Total	20,058,805

Alternative raw materials	metric tons/ year, dry
Industrial gypsum	54,143
Iron lamination scale	1,960
Fayalite	8,938
Limestone (waste/by-product)	46,133
Fly ash (wet)	117,315
Fly ash (dry)	438,673
Bottom ash	42,331
Pyrite ash	19,313
Blast furnace slag	48,636
Air cooled slag	50,817
Water cooled slag	10,192
Lead slag	19,822
Steel slag	108,397
Slag (other)	51,896
Cement by-pass dust	2,673
Demolition wastes/concrete returns	71,886
FeSO ₄ *7H ₂ O	5,842
FeSO ₄ *1H ₂ O	492
Copper powder	7,160
Others	68,904
Total	1,175,523

DATA TABLES: SPECIFIC STANDARD DISCLOSURE: ENVIRONMENTAL: ENERGY CONSUMPTION

G4-EN3

Conventional fossil fuels

Coal + anthracite + waste coal	%HB	27.70
Petrol coke	%HB	46.16
Lignite	%HB	0.58
Natural gas	%HB	1.92
Heavy fuel (ultra)	%HB	8.54
Diesel oil	%HB	4.68
Other solid fossil fuel	%HB	1.50
Other liquid fossil fuel	%HB	2.12
Other	%HB	0.05

Alternative fossil and mixed fuels

Tyres	%HB	1.39
RDF including plastics	%HB	0.23
Impregnated saw dust	%HB	0.51
Mixed industrial waste	%HB	0.51
Other fossil based and mixed wastes	%HB	3.44

Biomass fuels

Dried sewage sludge	%HB	0.16
Wood, non-impregnated saw dust	%HB	0.44
Agricultural, organic, diaper waste, charcoal	%HB	0.07

DATA TABLES: SPECIFIC STANDARD DISCLOSURE: ENVIRONMENTAL: BIODIVERSITY

G4-EN11

TITAN Group quarry sites with high biodiversity value

Site	Country	Location	Size (area in km ²)	Type of operation	Status
Pennsuco Quarry	USA	Miami Dade, Florida	25.19	Raw materials extraction for cement and aggregates production	Inside area for protection of freshwater ecosystems (wetlands) on local/state level
Center Sand Quarry	USA	Clermont, Florida	2.79	Raw materials extraction for aggregates production	Adjacent to area for preservation of terrestrial ecosystems on local/state level
Zlatna Panega Quarry	Bulgaria	Zlatna Panega, Lovech	0.95	Raw materials extraction for cement production	Partly inside NATURA 2000 area for protection of terrestrial ecosystems (SAC)
Xilokeratia Quarry	Greece	Milos Island, Cyclades	0.64	Raw materials extraction for cement production	Inside/adjacent to NATURA 2000 area for protection of terrestrial and maritime ecosystems (SAC/SPA)
Apsalos (west and east) Quarries	Greece	Apsalos, Pella	0.08	Raw materials extraction for cement production	Inside NATURA 2000 area for protection of terrestrial ecosystems (SPA)
Rethymno Quarry	Greece	Rethymno, Crete Island	0.30	Raw materials extraction for aggregates production	Inside area for protection of terrestrial ecosystems on national level
Leros Quarry	Greece	Leros Island, Dodecanese	0.23	Raw materials extraction for aggregates production	Inside area for protection of terrestrial ecosystems on national level
Agrinio Quarry Agrinio,	Greece	Aitolookarnania	0.89	Raw materials extraction for aggregates production	Inside area for protection of terrestrial ecosystems on national level

SPECIFIC STANDARD DISCLOSURE DATA TABLES: SOCIAL: HEALTH AND SAFETY

G4-LA6

Group safety performance

	Employees	Contractors
Fatalities	1	1
Lost time injuries (LTIs)	23	11
Lost time injuries frequency rate (LTIFR)	2.00	1.10

LTIs and fatalities by activity (sector)

Employees	Cement	Aggregates	Ready-mix	Other activities	Group
Fatalities	1	0	0	0	1
Fatality rate	2.68	0	0	0	1.8
LTIs	13	2	8	0	23
LTIFR	1.75	3.48	2.59	0.00	2.00

Contractors	Cement	Aggregates	Ready-mix	Other activities	Group
Fatalities	1	0	0	0	1
Fatality rate	2.60	0	0	0	2.19
LTIs	7	1	3	0	11
LTIFR	0.83	2.76	2.63	0.00	1.10

LTIs and fatalities by region

Employees	Greece	USA	Southeastern Europe	Eastern Mediterranean	Group
Fatalities	0	0	0	1	1
Fatality rate	0	0	0	9.91	1.8
LTIs	4	9	9	1	23
LTIFR	1.87	2.05	3.42	0.43	2.00

Contractors	Greece	USA	Southeastern Europe	Eastern Mediterranean	Group
Fatalities	0	0	0	1	1
Fatality rate	0	0	0	5.39	2.19
LTIs	7	0	2	2	11
LTIFR	3.11	0.00	1.24	0.35	1.10

DATA TABLES: SPECIFIC STANDARD DISCLOSURE: SOCIAL: TRAINING HOURS

G4-LA9

Training hours per subject by country and by gender 2015

	Albania		Bulgaria		Egypt		F.Y.R of Macedonia		Greece		Kosovo		Serbia		Turkey		USA		Total hours per subject
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
Environment: care and management systems	186	51	37	168	274	4	224	45	1,395	148	130	14	373	65	56	8	4	0	3,182
Foreign languages	112	0	267	396	1,452	0	0	0	275	121	1,116	176	545	331	467	122	0	147	5,527
Health and safety	2,816	178	6,481	1,361	2,154	36	2,488	392	11,172	385	1,091	58	2,214	174	6,732	150	9,158	33	47,073
Human rights	172	13	0	0	0	0	11	1	0	0	0	0	0	0	0	0	0	0	197
Management and managerial skills	289	8	587	309	4,161	1,605	1,261	398	4,257	368	496	180	2,321	999	324	294	804	677	19,338
Non-technical skills and specialization	168	184	794	1,025	1,022	292	192	168	6,544	2,527	0	0	59	380	5	0	790	858	15,008
Other	242	25	0	0	364	248	1,254	660	0	0	2,293	348	196	40	10	15	0	0	5,695
Technical know-how and core competence	645	146	256	239	1,535	5	736	75	6,788	287	0	0	196	53	226	191	1,466	722	13,566
Titan Group Code of Conduct	438	63	180	144	0	0	85	24	0	0	168	24	0	0	32	32	0	0	1,190
Total hours	5,068	668	8,602	3,642	10,962	2,190	6,251	1,763	30,431	3,836	5,294	800	5,904	2,042	7,852	812	12,222	2,437	110,776