

CSR & SUSTAINABILITY INTEGRATED ANNUAL REPORT

2015

Towards sustainable business





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[GM message]



Dear Stakeholders,

We are pleased to introduce ANTEA's second Annual Sustainability Report. This report was prepared to guide you through the financial, environmental, social performance and corporate governance of our company. It presents and emphasizes our commitment to the principles of Corporate Social Responsibility whereby reporting in a public, honest, holistic and transparent manner is a fundamental principle of a socially responsible company. To the best of our knowledge, ANTEA is the only company in Albania that publishes an audited Sustainability Report, in compliance with best international standards such as the Global Report Initiative G4* on sustainability reporting and disclosure.

This report also reflects our desire to significantly contribute at improving the business environment in Albania, abiding by the highest international standards and practices. ANTEA's financial results for 2015 have been the best compared to all 5 years of its operation in Albania. Our company's Earnings Before Interest Taxes and Amortization (EBITDA) amounted to EUR 11,148 thousand. This constituted an increase of 18.4% as compared to 2014, and it marked the first year that the company showed net profits to a total of EUR 2,434 thousand.

These results were achieved mainly due to lower energy and fuel costs against adverse market conditions both in the domestic as well as in the exports markets characterized by low demand and dropping prices. Although the financial results of ANTEA for 2015 have been positive, the company accumulated about EUR 35,796 thousand in losses to date. Therefore, ANTEA's financial performance still faces the challenge of meeting shareholders' expectations, that invested over EUR 200 million in the country, five years ago.

Despite ANTEA's operation with best available practices, poor infrastructure in the country's ports, directly affect the increase our export costs. On the other hand, steep indirect taxes imposed on solid fuels after the construction of our plant and the economic crisis, are the main reasons causing poor financial performance of the plant.

Despite financial constraints, we remain focused on our long-term sustainability targets, aiming to continue our good work and be a "pathfinder" in implementing case studies and best practices. We will continue to be a responsible business as well as a socially and environmentally friendly one, because these responsibilities are ingrained within our corporate values. Capacity-building and awareness-raising continue to remain crucial to our mission. We have managed to successfully increase training hours for our employees and contractors as compared to 2014. Through the continuous training program we aim not only at improving the technical skills of our employees and contractors but also at improving their working culture and behaviour. During 2015, trainings were focused on health and safety, environment, human rights, technical and managerial skills.

Through the TITAN Group Development Platform programs, we focus on our people's development, with the aim to develop our work force and our partners in order to ensure vigorous collaboration and provide a better and safer service. Health and safety standards continue to remain on our top priorities whereby we aim at offering an accident/ incident free environment for all our employees, contractors and everyone else inside our premises and beyond. As of December 2015, we achieved 1412 days free of any loss-time-incident (LTIs).

For ANTEA, it is extremely important to ensure the sustainability of its social license of operation and also to strengthen the long-term relationship with all its stakeholders. Environmental performance of our operation is a non-negotiable objective: a responsibility that we have towards all our partners, which we strive to improve continuously. Although no legal obligation is in place, ANTEA continues

*GRI is a non-profit organisation which provides the most used internationally standards on sustainability and disclosure, enabling businesses and governments, civil society as well as citizens to make better decisions on information that matters

to be the only company in Albania, which voluntarily reports on an annual basis the level of pollutants, according to the Kiev Protocol "On Pollutant Register and Transfer Register (PRTR)"*. To date, 36 countries globally and the European Union have signed the Protocol, aiming at creating public registers of pollutants for industrial facilities and other sources.

ANTEA's environmental performance is in full compliance with national, European and World Health Organization (WHO) standards, as acknowledged by our shareholders: TITAN and the International Finance Corporation (IFC). The lack of alternative raw material (ARM) as well as of alternative fuels (AF) in the country, unfortunately limits our ability to reduce consumption of natural resources and our CO2 emissions any further. It is estimated that if cement plants in Albania could utilize alternative fuels such as Refused Derived Fuels (RDF), than the Albanian government could reach up to 45% of its CO2 reduction target pledged in the 2015 Paris Climate Conference, also known as Cooperation of Parties COP 21. Apart from the contribution of the country towards CO2 reduction and good environmental performance, the country could have also financial benefits from sales of CO2 credits.

We also engage with the local communities and continuously recognize their concerns. We strive to improve the quality of our interaction by voluntarily providing transparent information about our policies and operations. Although our social responsibility relates to actions that manage our impact on the society and the environment, the company voluntarily provided contributions to the local communities in cash and in kind that exceeded EUR 581 thousand in the first 6 years of our operation. These contributions supported various projects in the improvement of school facilities and local roads, donations to improve

housing conditions for poor households, subsidies to local governance units, scholarships, etc. We are determined in carrying out these practices in the upcoming years.

One very important project launched in 2015 is the "Family Strengthening Project" financed by ANTEA, with implementing partner the SOS Village. The aim of the project is to provide the necessary educational, economical, legal and psychological support to the children and parents of poor households in the community of Thumana, for them to live a decent life and pursue education. The project involved 19 households and a total of 48 children from the local community.

ANTEA will continue to invest in long-term sustainability for our business, creating value for all our stakeholders, our shareholders, our business partners, our employees, the community and pioneering the best standards for implementing Corporate Social Responsibility in Albania. Along those lines, we support and are actively involved in the efforts of other organizations that share our goals. The Titan Group is a member of the World Business Council for Sustainable Development and of CSR Europe while ANTEA instigated the creation of the Corporate Social Responsibility Network of Albania (CSR Network of Albania) the signatory of this message held its Presidency for the first three years of its operation.

Adamantios FRANTZIS
General Manager




*PRTRs are inventories of pollution from industrial sites and other sources

TITAN

Group Profile



ABOUT TITAN

TITAN Group is an independent, vertically integrated cement and building materials producer with more than 113 years of industry experience. With its headquarters in Greece – where the parent company has been listed on the Athens Stock Exchange since 1912 – TITAN Group's vertically integrated activity spans in 13 countries worldwide.

In 2014, the Group composed a total of 5,500 direct employees and owned 13 cement plants worldwide, 126 ready mix plants and 64 quarries in all the countries it operates.

TITAN's business success and reputation are based on the application of best available technologies (BAT), for production procedures and distribution methods, on systematic research and constantly upgraded know-how and on its high-quality human resources. TITAN aims to grow as a multi-regional, vertically integrated cement producer, combining an entrepreneurial spirit and operational excellence with respect for people, society and the environment.

TITAN'S FOUR-PRONGED STRATEGY



Geographical Diversification

We extend our business through acquisition and greenfield development into attractive new markets, to build production scale and spread the risk of over-relying on too few markets



Continuous Competitiveness Improvement

We implement new efficiencies throughout our business to reduce costs and compete more effectively.



Vertical Integration

We extend our business into other product areas in the cement value chain, gaining greater control over our markets and accessing new profit opportunities



Focus on Human Capital and CSR

We develop and continuously improve our good relationships with all internal and external stakeholders for mutual respect and understanding.

WHERE WE OPERATE

Headquartered in Athens, Greece, the Group employs 5,654 people worldwide and sells products to 29 countries in North Africa, Western Africa, Canada, USA East Coast and Gulf of Mexico, Central America – Caribbean, Balkans and Western Europe. We have cement plants in nine countries and our operations are organized into four geographic regions: USA; Greece and Western Europe; Southeastern Europe; and Eastern Mediterranean.

USA	Greece and Western Europe	Southeastern Europe	Eastern Mediterranean																																																
Turnover €679.8 m 49%	Turnover €268.8 m 19%	Turnover €208.5 m 15%	Turnover €240.7 m 17%																																																
EBITDA €100.8 m 46%	EBITDA €44.8 m 21%	EBITDA €55.8 m 26%	EBITDA €15.0 m 7%																																																
Assets €1,006.3 m 34%	Assets €558.9 m 19%	Assets €496.2 m 17%	Assets €888.1 m 30%																																																
Employees 1,996	Employees 1,176	Employees 1,426	Employees 1,056																																																
Principal products/activities 	Principal products/activities 	Principal products/activities 	Principal products/activities 																																																
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Principal products/activities key: Cement Ready-mix concrete Aggregates Dry mortars Building blocks Fly ash Waste management and alternative fuel

[ANTEA'S profile]



PROFILE

ANTEA Cement has a production capacity of 1.4 million ton cement yearly and 3.300 ton clinker per day. The plant is situated in the locality of Boka e Kuqe, Borizane which is located 50 km away from the capital city of Albania, Tirana. The plant serves local market demands in Albania but also exports clinker and cement to Egypt, Montenegro, Libya and Italy. Corporate social responsibility is a fundamental element of TITAN Group and consequently ANTEA's governing objectives and one of its corporate values. From the very beginning, ANTEA has been constructed to ensure energy efficiency and environmental effectiveness, while addressing society concerns.

ANTEA Cement Sh.A is one of the biggest investments with the highest standards applied in terms of construction and operation in Albania and a total value exceeding EUR 200 million. The company is 80% owned by TITAN, a Greek multinational cement company and 20% by IFC, a very well-known international financial institution. The Plant was constructed by CBMI Construction Co, a Chinese construction company. Under the supervision of Titan Engineering which implemented the highest possible safety standards, the project was completed on time, within the forecasted budget and with zero accidents.



To ensure energy efficiency and environmental effectiveness the plant has been constructed with best available technologies.



To address the societal concerns, an elaborated Environmental and Social Impact Assessment Study (ESIA)

As an example, all transportation of materials within the plant is made via covered conveyors to decrease fugitive dust. The latest technology with vertical grinding mills which take less space is being used, ensuring a better environmental performance and higher efficiency in electricity consumption. ANTEA uses bag filters which despite having higher operational cost, guarantee a better environmental performance.

has been performed by Atkins: an internationally renowned environmental consultancy company. The study included a survey of the societal concerns of the local inhabitants, resulting with a five year Social Compensation Plan.

ANTEA as BEST PRACTICE

The environmental and social impact assessment for the plant and the quarries, as well as the subsequent Quarry rehabilitation, have been praised by the World Business Council for Sustainable Development and referred to as case studies.

The Health and Safety system applied during the construction phase, as well as the working conditions established thereafter, have been mentioned by the IFC as an exemplary case for the implementation of its Performance Standard 2 on labour and working conditions.



Facts:

» The first quarry in Albania to be exploited according to EU standards and fully compliant with the legislation;

» Two flora species included in the Albanian Red List, namely *Quercus ilex* (holly or holm oak) and *Salvia officinalis* (sage) have been incorporated in the quarry rehabilitation process.

Case Study Quarry Rehabilitation: a TITAN experience

To align with the company's targets for environmental sustainability, an Environmental and Social Impact Assessment was conducted in 2008 by international consultants (ATKINS) for the ANTEA green field project for development of cement production plant and associated quarrying activities in Albania. Among the environmental issues covered, the ESIA assessed the impact of the different project phases, namely: (i) construction, (ii) operation and closure on ecology, (iii) biodiversity and (iv) landscape. The ESIA then proposed specific mitigation measures and rehabilitation plans for ANTEA quarries that will incorporate the needs of the local ecology. The quarry rehabilitation plans are an integral part of the ANTEA plant Environmental Management System (EMS), including all relevant procedures, working instructions and monitoring practices

Restoration activities

Following the ESIA, an Environmental and Social Action Plan for the ANTEA project was prepared, in line with EBRD and IFC standards, and among others included the development of quarry management and rehabilitation plans. The Quarry Management Plans (QMPs) for both quarries

were completed in 2010 and comprised a structured and practical desk study, providing planning outlines, aligned with the existing (and officially approved) Quarry Mining Projects and Environmental Impact Assessment Studies. In this respect, the QMPs had to align with country legislation and also conform to TITAN Group best practices for quarries development and rehabilitation*.

The QMPs included the overall (long-term) mine plans, the detailed 5-year plans and the first year of quarry operations (focus annual plan). They ensured and presented a rational plan for quarry depletion, mine scheduling and rehabilitation reforestation of benches. The quarry rehabilitation plans are today an integral part of the ANTEA plant Environmental Management System (EMS) with all relevant procedures, working instructions and monitoring practices for the quarries rehabilitation activities.

They ensure implementation of plans, progressive landscaping and reclamation for mined-out areas. Despite early stages of quarry development, rehabilitation practices are already enforced in the upper (depleted) benches of the ANTEA quarries, and the commitment is to progress in line with the quarry development benchmarks.

AT A GLANCE: The development of quarry management and rehabilitation plans for the ANTEA project, were conducted pursuant to ESIA (Environmental Social Impact Assessment) findings. The quarry rehabilitation plan has been considered as best practice from WBCSD/CSI, based on:

- » Implemented quarry management plan before the quarry operation initiation
- » Implementation of a rehabilitation plan before the quarry operation initiation
- » Identification of the flora and endemic species of the region prior to quarry operation initiation
- » Rehabilitation was conducted within the first year of Quarry operation
- » Two Albanian endemic species were included in the quarry rehabilitation plan

*This case study is published in CSI Quarry Rehabilitation Guidelines 2011

You could find this study in the following webpage - <http://www.wbcsdcement.org>

Successful incorporation of IFC's PS2 requirements

The case study of ANTEA Cement

IFC's Performance Standard 2, which in part has been guided by core labour standards of ILO and key United Nations conventions, defines what constitutes a "good job": A job that guarantees workers' fundamental rights while paying them a decent and fair wage". The case study* of ANTEA Cement in Albania shows how the standard can be incorporated into contractual agreements with positive business results and increased access to new markets.

The emerging business case for quality jobs, emphasises the endogenous benefits for companies: higher productivity, increased profits, and access to new clients and consumers.

There is also evidence that compliant firms are more likely to survive financial crises. In our current political and economic environment, job creation is the key focus of academic institutions, international development agencies and governments alike. Not just any jobs, but jobs that are good for development and that contribute to higher global living standards, social cohesion, and productivity. IFC provided financing to ANTEA Cement in late 2008 to help the company build and operate a blended-cement plant with a capacity of 1.4 million tons in Albania. This project is a good example of interagency collaboration between IFC and the European Bank for Reconstruction and Development (EBRD). At the same time, it is a successful foreign direct investment (FDI) in Albania by a Greek company that was contracting Chinese workers and the successful inclusion of PS2 requirements in firm-level agreements and activities. ANTEA used IFC and EBRD financing to construct the

plant, resulting in the creation of 300 jobs and an additional 500 indirect jobs. CBMI Construction Company, was contracted to design, construct, and set up the plant. At the peak of the construction period, CBMI planned to hire approximately 800 Chinese workers and wanted to build on site worker accommodations for them. The risk assessment for labour was included in the Environmental & Social Impact Assessment process. In addition, the development and implementation of human resource policies and procedures were in line with the requirements of PS2.

ANTEA included specific PS2 requirements as clauses into the actual contractual agreement with CBMI and other contractors that it employed. The monitoring program for contractors, including internal and external audits, took place as planned and ANTEA was able to meet, and be audited against the widely known Social Accountability (SA8000) standard.

Convincing the sponsor of the importance of managing labour and working conditions with their contractors, was a difficult task at the beginning of the process. But after two years of implementation, the TITAN Group presents the ANTEA project as a case example of best practice. The benefits of the cooperation between TITAN and the construction company included on-time and on-budget completion of the project, zero accidents, best practice on contractor managements, and improvement of labour and working conditions at a construction company, that will create opportunities for them in new European and North American markets.



*This case study is published in IFC Jobs Study 2013

SOCIAL IMPACT ASSESSMENT

In 2015, ANTEA voluntarily undertook an update of the social impact assessment study. The objective of the study was to identify and measure the impact of plant construction and operation on the socio-economic status of local communities around the plant by:

- » Updating the baseline information regarding surrounding community
- » Analyse the existing social conditions of the main localities surrounding ANTEA Cement
- » Identify local community and their representatives' concerns
- » Based on findings, articulating the means of improving the socio-economic conditions of the local community
- » ANTEA quarry rehabilitation has been awarded as a best practice according to WBCSD/CSI

This was achieved through a solid process with the engagement of a reputable social studies institute which performed:

Desk research

» Qualitative research

- 5 Focus Groups with local community members: males of age group 25-55 years old, females of age group 18-55 years old and males of age group 18-24 years old from Thumana, Borizana and Mamurras
- 6 In-depth Interviews with local community members from Picrraga and Brret
- 10 In-depth Interviews with local community representatives (head of commune, elder of villages, director of schools and health centres, NGO, local business)

» Quantitative research

- Random sample, N=252 Face-to-Face, Door-to-Door interviews with men and women, 18+ years old) residents in target areas (multiple-stage stratified cluster sampling)
- Sample distribution: Thumana (N=93), Borizana (N=73), Mamurras including Shpërdhet and Fushë Mamurras (N=60); Picrraga and Brret (N=26) (N=60); Picrraga and Brret (N=26)



EMPLOYEE SURVEY | TOWER WATSON

Consistent with our corporate value of Continuous Improvement, we are committed to a constant process of internal review and analysis. For this purpose, in 2015 ANTEA voluntarily engaged with Tower Watson to undertake an opinion survey. All ANTEA employees were invited to voice their opinions with the goal of improving their own work experience and the company.

Sharing views about our work and involvement in our company will help drive change and give us the opportunity to achieve improvement together. The employee opinion survey was entirely managed by Towers Watson: an independent international survey research firm. The information that was provided to Towers Watson was kept completely confidential and private.

Tower Watson is a global professional services company well known in the areas of Human Resources consulting, which was hired by TITAN Group in order to assess its effectiveness in managing human resources and also to be able to assess and measure its employees satisfaction rate.

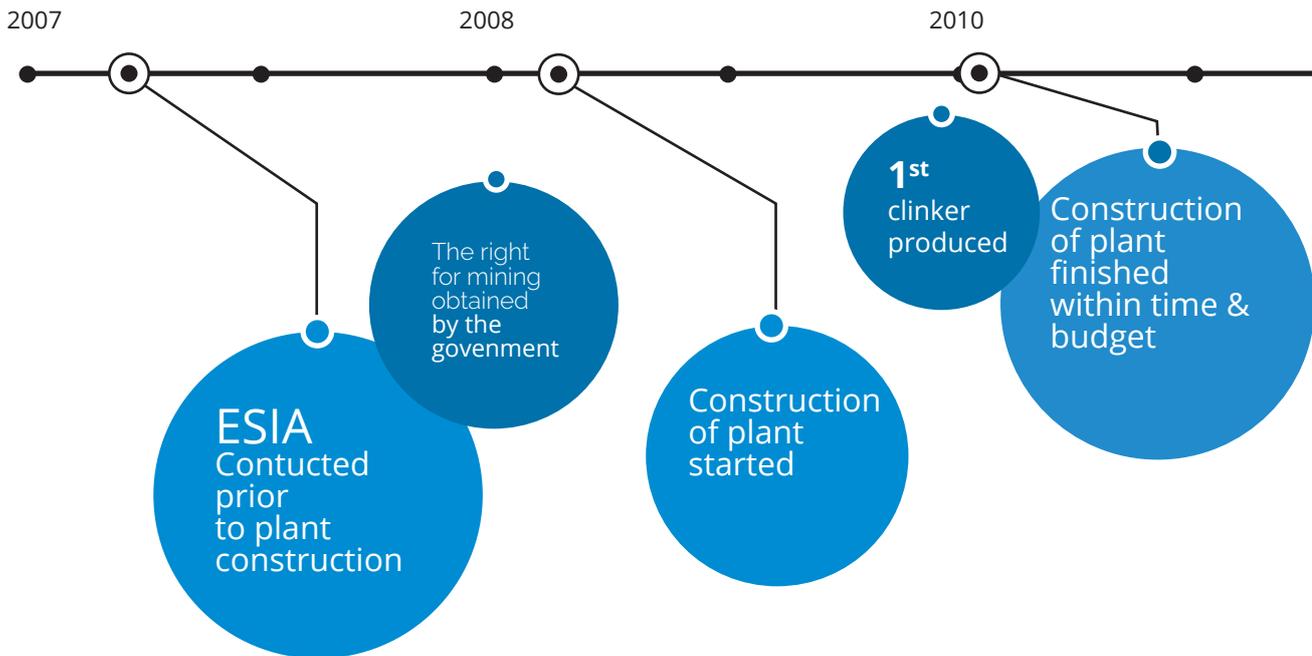
Why this is important to the company and it's employees?

- » Through this survey, TITAN Group demonstrates its care for employees and the readiness to listen to all of us on a broad range of issues
- » Voicing employees opinions, contributes to improving our own work experience and the company's efficiency
- » Employees' opinion is very important, since our response will help shape important future decisions.
- » Based on findings articulate the means of improving the socio-economic conditions
- » It takes only a small part of our time, while it is of GREAT value

So it is true that OUR, YOUR opinion will MATTER!



HISTORY in years



GOVERNING VALUES

ANTEA Cement's governing objective is to grow as a cement producer by combining an entrepreneurial spirit and operational excellence with respect for people, society and environment. The achievement of this objective requires a framework of agreed upon principles and values that guide our daily operations and reflect our commitment to stakeholders.



Integrity

- Ethical business practices
- Transparency
- Open communication



Value to the customer

- Anticipation of customer needs
- Innovative solutions
- High quality of products & services



CSR

- Safety first
- Sustainable development
- Stakeholder engagement



Know-how

- Enhancement of our knowledge base
- Proficiency in every function
- Excellence in core competencies



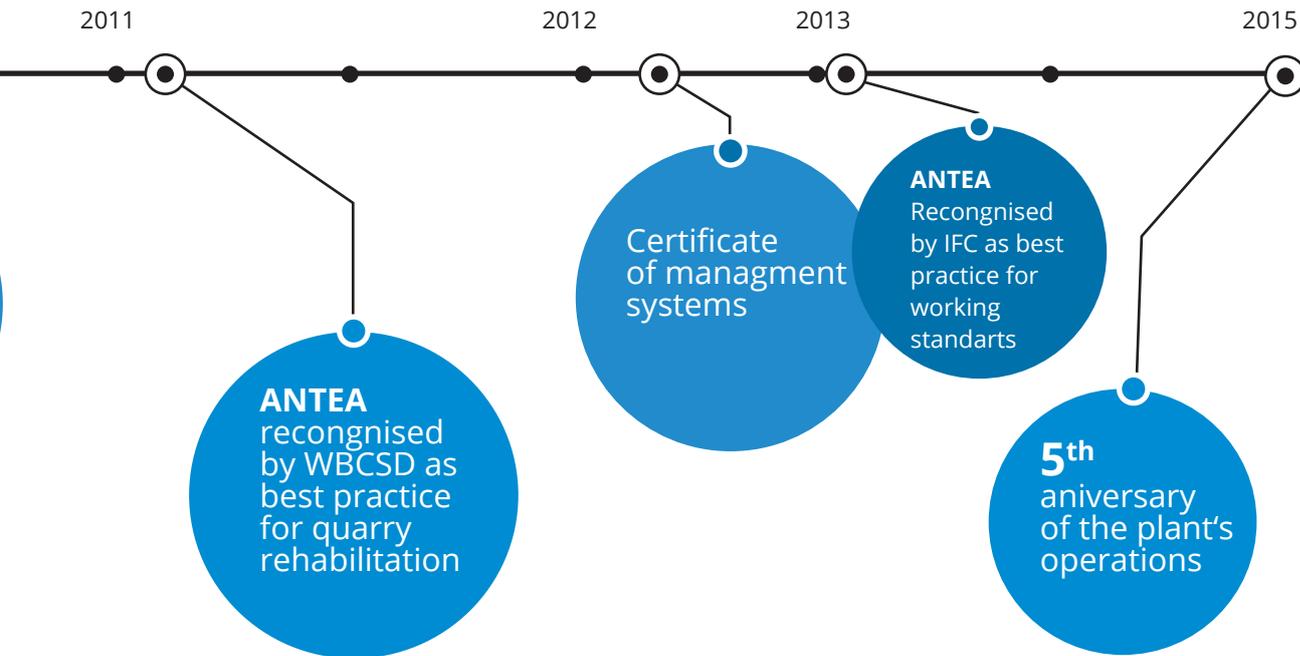
Delivering results

- Shareholder value
- Clear objectives
- High standards



Improvement

- Learning organization
- Willingness to change
- Rise to challenges



OUR PRODUCTS

CEM I /42.5 R

Portland cement with the main constituents 95 – 100% Clinker and minor additional constituents 0 – 5% Gypsum

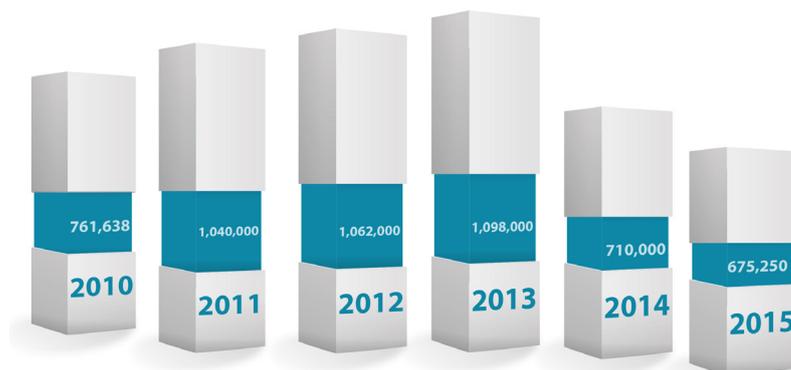
CEM II / A-LL 42.5

Portland Limestone Cement with the main constituents 80 – 94% Clinker, 6 -20% Limestone and minor additional constituents 0 – 5% Gypsum.

CEM II / B-LL 32.5

Portland Limestone Cement with the main constituents 65 – 79% Clinker, 21 – 35% Limestone and minor additional constituents 0 – 5% Gypsum.

Cement Production
tons/years



ALIGNING WITH THE UN SUSTAINABLE DEVELOPMENT GOALS

Defining our priorities

The Group Corporate Social Responsibility Committee has decided to utilize the SDGs to define our future priorities and areas for further improvement. We believe that they offer us a unique opportunity to strengthen collaborative action, deepen stakeholder engagement and increase the value we create at local level.

We have already begun the alignment of the Group's goals through our materiality assessment process. Rather than setting new targets for the next three to five years, we are focusing on the "triple bottom line" – taking into account financial, social and environment goals – and benchmarking our performance externally.

However, we have agreed that not all the 17 SDGs are of equal importance to us, so we have defined two main categories:

SDGs most relevant to our business



We will continue our assessment process throughout 2016, taking under consideration consultations with national stakeholders as we develop and promote the SDGs in each of the countries where we currently operate.

Given the significant changes all businesses have experienced over the last five years, we have revisited our sustainability strategy, expanding our scope and objectives while focusing on the implementation of collaborative efforts. In 2015, we have been following the key steps of the SDG Compass tool, starting with understanding and identifying the relevant SDGs for our business and where we can meaningfully contribute to their achievement. In particular, we are addressing as key areas to invest in the future health, the consumption of natural resources, climate change and collaboration for sustainable development.

Active participation

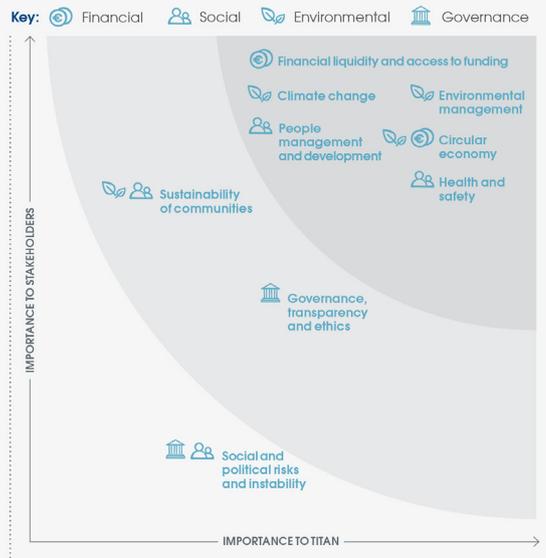
Since 2000, we have actively contributed to the foundation of local networks to promote sustainability and corporate social responsibility within the framework of the UN Global Compact. We will work with local networks to promote dialogue for the SDGs in the areas where we operate and support the development of relevant National Action Plans.

FOCUSING ON MATERIAL ISSUES

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

Since 2007, we have conducted materiality assessments as part of our stakeholder engagement process. The outcomes are used to shape the contents of our reports to stakeholders, align business priorities with stakeholders' expectations and improve our overall performance in the long term. In 2015, we continued the reassessment of all issues relevant to our business with respect to their impact on the Group and their significance for our main stakeholders. Following research and stakeholder feedback, as well as input from international organizations, institutional investors and business partners, we developed a list of 30 issues that were prioritized according to importance and relevance.

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



Engagement process

Engaging with internal and external stakeholders is a core element of the way we do business, directly linked to our values and key priorities for sustainable growth. Assessing material issues for our significant operations and their stakeholders is a key part of enabling continuous improvement of our strategy and management systems.

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

We use feedback from organized meetings, forums and workshops involving internal and external stakeholders to develop action plans and collaborative initiatives that enhance our enduring commitment to sustainability. This helps us to improve our know-how and expertise and it raises awareness on key issues, such as health and safety, energy and climate change.

Given the importance of the Group's local operations, stakeholder engagement is analyzed for each of the countries we operate in, setting out key material issues and actions. Responding locally is critical to embedding sustainability throughout the organization and allows us to respond to the most important issues.

ONE GOVERNING OBJECTIVE, ONE SET OF STRONG VALUES

Our governing objective

We aim to grow as a multiregional, vertically integrated cement producer, combining an entrepreneurial spirit and operational excellence with respect for people, society and the environment.

To achieve this objective, we focus on four strategic priorities:

GEOGRAPHICAL DIVERSIFICATION

We expand our business through acquisition and greenfield development into attractive new markets, to build production scale and mitigate the reliance on few markets.

CONTINUOUS COMPETITIVE IMPROVEMENT

We implement new efficiencies throughout our business to reduce costs and compete more effectively.

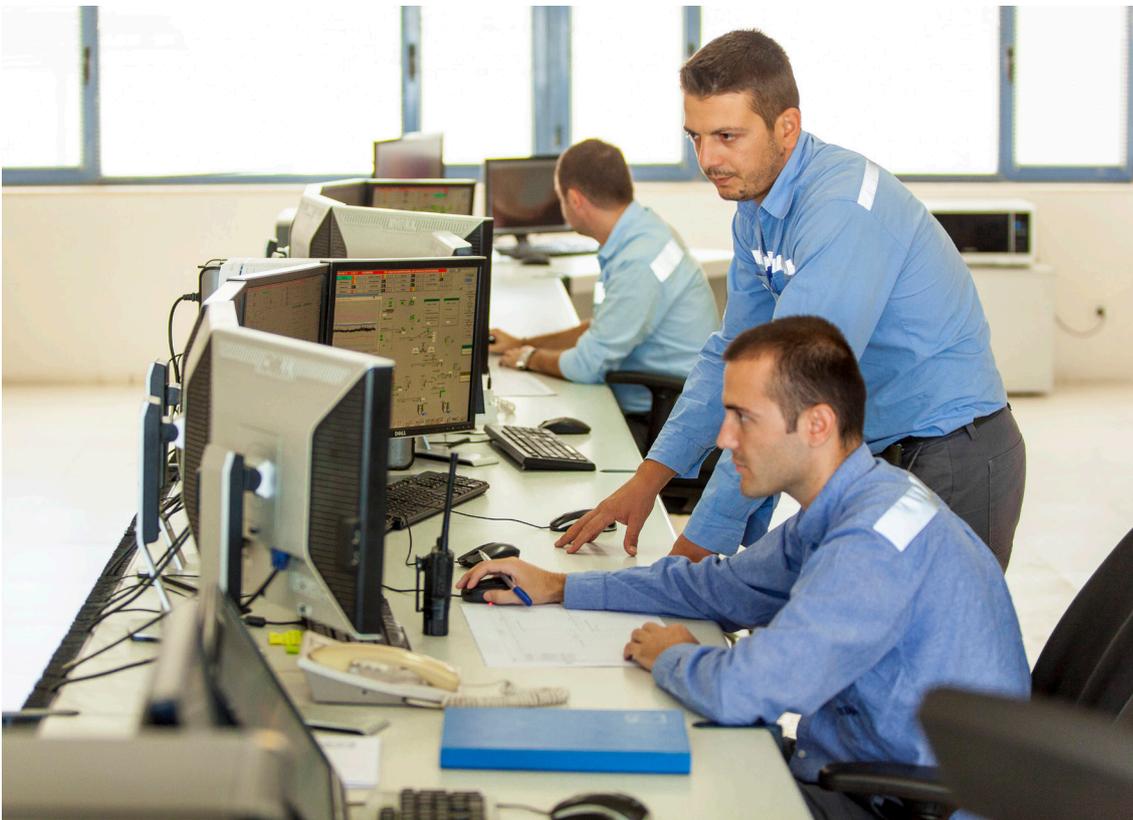
VERTICAL INTEGRATION

We extend our business into other product areas in the cement value chain, serving our customers better and accessing new profit opportunities.

FOCUS ON HUMAN CAPITAL & CORPORATE SOCIAL RESPONSIBILITY

We extend our business into other product areas in the cement value chain, serving our customers better and accessing new profit opportunities.

Underpinning these priorities is our approach to sharing best practice and leveraging expertise. We are committed to this, across the Group, to help us improve our capabilities and the efficient delivery of our governing objective



[AT A GLANCE]

2015

WITH RESPECT TO SOCIO-ECONOMIC & SUSTAINABLE DEVELOPMENT GOALS OBJECTIVES ANTEA DISCLOSE ITS IMPACT AND CONTRIBUTION IN THE DIFFERENT LOCAL CONTEXTS.

ANTEA continues giving effort to effective ways to report on topics that drive regional or local impacts

STAKEHOLDER ENGAGEMENT

€UR
2,584,522

Salary &
Employees Benefits

€UR
33,221,954

Suppliers
Expenditure

Environmental Protection

- » 44,434 m2 total rehabilitated quarries area (10,500 m2 only in 2015)
- » Specific waste production 24.62 kg/t clinker
- » 845.08 g/ton clinker NOx (nitrogen oxides), 35.57 g/ton clinker SOx (sulfur oxides) & 5.36 g/ton clinker dust
- » 661.71 kg/ton product CO2 (carbon dioxide)

Health and Safety

- » Zero accidents 100% decrease of LTI (Lost Time Injury) since 2012
- » 100% decrease of LTIFR (Lost time injury frequency rates) &
- » LTISR (Lost Time Injury Severity Rate) since 2012
- » 5,716 employees and contractors training hours during 2015

IN 2015

5.716 Employees training hours

€UR
12,047,775

Tax to Central & Local Government

€UR
520,000

CAPEX & Expenses on H&S and Environment

Local Community Development

- » EUR 581 thousand donations in cash & in kinds (2010-2015)
- » Public services awareness raising through continuous dialogue
- » Bilateral meetings
- » Reconstruction of schools and roads
- » Grievance mechanism implemented

Main Direct & Indirect Impacts of Operations

- » Emissions to air & Greenhouse emissions
- » Ambient air quality
- » Water consumption & waste production
- » Raw materials and fuels consumption
- » Alteration of landscape and visual impacts

ANTEA'S performance

OUR PEOPLE

People are central to everything we do. It is through their efforts and their talent that we have been successfully operating since the construction of the plant in 2010. At ANTEA Cement we share a genuine interest in people and society. Therefore, employment in our company is characterized by a long-term relationship based on mutual trust, directly reflecting our corporate values and consistency with our principles. Health and safety at work as well as employees wellbeing are essential company priorities for us, while we systematically invest in our people, in order to prepare them for dealing with the everyday challenges.

By joining ANTEA Cement, you do not only join a company which is part of TITAN multi-regional leading Group in the building materials industry but also a company with strong commitment to the development of its people.

We in ANTEA, aim to attract, retain and develop the best people, create an environment that ensures the best possible working conditions, promote transparency and reward performance and operate within the framework of TITAN Group Code of Conduct. Fundamental to our policy is to create a working environment that respects and values the individual and the employees' rights. We provide mechanisms to promote open and direct communication with our employees. It is our commitment to offer equal opportunities both to applicants and employees not allowing any form of discrimination related to gender, nationality, race, religion, family status or else, promoting transparency and meritocracy. We offer equal opportunities for all individuals with regard to employability, training, development, promotion or career advancement.

Minimum salary required by law (DCM 573/03.07.2013) 22,000 Lekë

Minimum salary at ANTEA Cement 37,000 Lekë



The minimum monthly salary provided by ANTEA for blue collar employees is 1.7 times higher compared to the minimum monthly salary established by the legislation in force. The company provides other benefits free meal, transportation and drinkable water to every employee. All female employees are entitled to maternity leave which are fully utilized.



Transportation Cost | EUR 240.153

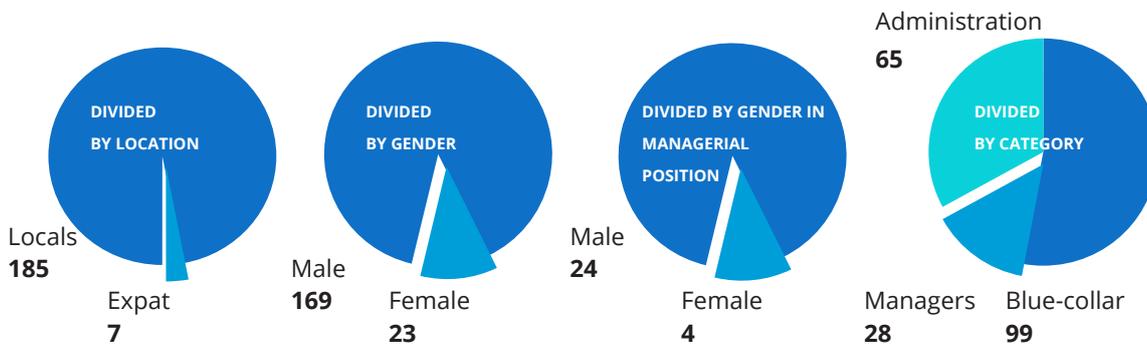


Catering Cost | EUR 257.353



Bottled water Cost | EUR 10.705

ANTEA Cement, despite operating in the heavy industry sector, has employed 23 females in total, out of which 4 are engaged in managerial positions. Considering this as one of the first good indicators of gender equality in the workplace, we are committed to apply equal compensation and benefits between genders. During 2015, 21% of employees received a performance appraisal through the PDR (Performance Development Review) process, which is an annual assessment process for white-collar employees.



Since the beginning of its operation in Albania, ANTEA Cement has considered the development and training of the local community as a matter of high importance, aiming to be recognized as one of the largest companies in the area. During 2015, 44% of ANTEA Cement employees were contracted from local communities.

TRAININGS

The development of our people is a responsibility which helps us retain high qualified personnel. ANTEA Cement contributes to the development of its employees by providing continuous training in technical and management skills. During 2015, the focus of our training was in developing employees' soft skills regarding team work and team building, effective communication, presentation skills and people management through the STEP program, which is a life-long learning program. The total training costs for 2015 amounted to EUR 27,616 (respectively EUR 22,559 for male trained employees and EUR 5,058 for female trained employees).

Most training has been offered through internal trainers and only few of them were offered through externally contracted trainers.

In 2015, ANTEA Cement has adopted and trained all of its employees on the Code of Conduct which is the company's framework for the optimal behaviour of all its employees. Since then, all new hires of the company have been actively trained regarding the content of Code of Conduct and the importance for fully implementing it. The trainings emphasize adherence to laws, international conventions fighting corruption, respect of human rights, protection of confidential information, communication with stakeholders and promoting Sustainable Development.

In 2015, a total of 5,716 hours of training were delivered to our 192 employees, 169 male employees received 5054 training hours while 23 female employees received 662 training hours on average 30 and 29 training hours respectively.

At ANTEA Cement, we have implemented a yearly training program. Specific topics are chosen in order to ensure that proper and adequate HS training is provided to all personnel at our facilities and that our activities are in accordance with the Albanian legislation regarding Health and Safety at Work. Trainings are delivered on a weekly basis and also include our daily contractors. Following these regularly scheduled trainings, employees received 2,974 hours of training while 854 training hours were organized for our daily contractors.



TRAINING TOPICS



Technical know-how

Care & Management

Foreign Languages

Code of conduct

**Environmental & Health
and Safety**

**Management & Mana-
gerial skills**

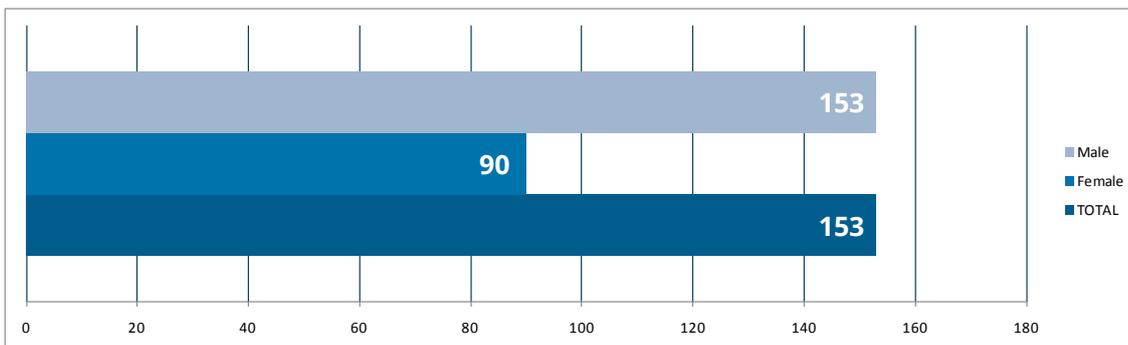
**Non - Technical skills
& normalisation**

Human Rights

Total number of employees	Employee number	Total Training hours per category
Senior Manager	4	185
Male	4	185
Female	0	0
Manager	24	1350
Male	20	1080
Female	4	270
Administration/Technical	65	1657
Male	47	1265
Female	18	393
Semiskilled/Unskilled	99	2524
Male	98	2524
Female	1	0

AVEREGE NUMBER OF HOURS OF TRAINING PER YEAR PER EMPLOYEE BY EMPLOYEE CATEGORY

Senior manager, Manager, Administration/Technical, Semiskilled/Unskilled



SA 8000 SETTING STANDARDS

ANTEA Cement is the first and only company in Albania that has successfully implemented and has been certified with the Social Accountability 8000 Standard (shortly SA8000): an auditable certification standard that encourages organizations to develop, maintain, and apply socially acceptable practices in the workplace. The company was certified in 2012 and has developed a Social Accountability 8000 System in its facility accordingly. SA 8000 was developed by Social Accountability International: a non-governmental, non-profit organization founded in 1997 and it serves as a tool for organizations to assure decent working conditions in their facilities and those of their suppliers.

The SA 8000 Standard covers all core international labour rights contained in the International Labour Organization conventions, the International Declaration of Human Rights and the United Nations Convention on the Rights of the Child. Development and ongoing oversight of the Standard is addressed by a multi-sector Advisory Board with experts from businesses, trade unions, government and NGOs from around the world and across industries. The SA8000 process of independent certification is modelled on the standards of the International Organization for Standardization as well as added elements necessary for social auditing including minimum performance requirements, worker interviews and an open complaints systems. Facilities seeking certification of compliance to the Standard must have robust management systems in place and undergo an audit by an independent, accredited certification body.

Basic elements of SA8000 Standard

The benefits for workers, Trade Unions and NGOs from SA8000 Standard are:

- » Enhanced opportunities to bargain collectively and form trade unions
- » A tool to educate workers about their core rights
- » An opportunity to work directly with businesses on labour rights issues

The benefits for businesses from SA8000 Standard are:

- (i) Drives company's values into actions, (ii) Enhances company's brand and reputation, (iii) Improves employee recruitment, retention and productivity, (iv) Supports supply chain management and performance

<p>Child Labour</p> <p>No workers under 15</p>	<p>Forced Labor</p> <p>No Forced Labor including prison or debt bondage labor</p>	<p>Health & Safety</p> <p>Provide a safe and healthy work environment</p>
<p>Discrimination</p> <p>No discrimination based on race, age, caste, origin, religion, gender, sexual orientation, union & political affiliation</p>	<p>Discipline</p> <p>No corporal punishment, physical or mental coercion or verbal abuse</p>	<p>Management system</p> <p>Facilities seeking certification must integrate the Standard into their Management Systems & Practices</p>
<p>Working Hours</p> <p>Overtime is voluntary and paid at a premium rate</p>	<p>Remuneration</p> <p>Wages are sufficient to meet the basic needs of the worker and his/her family</p>	<p>Freedom of Association & Right to Collective Bargaining</p> <p>Wages are sufficient to meet the basic needs of the worker and his/her family</p>

At ANTEA, we have put in place the Social Accountability 8000 Management system that ensures the compliance with all requirements of the standard. Through SA8000 standard we monitor and assist our contractors in fulfilling their human rights obligations. Each of our contractors is inquired in relation to standard requirements of freedom association in order to ensure that their employees are free to form any trade union. Based on the small complexity of the contracted companies, the employees do not create any formal trade union. Each of our contractors is inspected as well as on the requirement related to non – engaging child labour, since ANTEA is very sensitive and focuses most of its controls in relation to age documentation.

Significant contractors are being inquired on the requirement of forced and compulsory labour, where working hours, remuneration and insurance contributions payments are monitored.

ANTEA Cement actively promotes the freedom of employee association not only by creating its employee union but also going beyond legal requirements by applying SA 8000 working standard, where the workers representatives have access to management levels.

The Union's President and employee representatives can freely discuss with the management every possible issue related to obligations, improvements and suggestions on health and safety, and any other topics, affecting employees working conditions. SA8000 standard applied by ANTEA Cement and the Albanian Labour Code are in full compliance with each other in relation to the bargaining agreement standard and health & safety working conditions. Considerable hours of training were dedicated to human rights presentation, mainly for new hires during 2015.



SA8000 standard applied by ANTEA Cement and the Albanian Labour Code are in full compliance with each other in relation to the bargaining agreement standard and health & safety working conditions.

- » 185 training hours were dedicated to human rights presentation, mainly for new hires during 2015
- » 71% of the employees attended the human rights training



HEALTH AND SAFETY

Health and Safety has been and continues to be one of the top priorities of our company's governance. Group zero-injury objective and its efforts to be on the top performers of the international building materials industry have led ANTEA Cement to continuously pursue safety excellence. Occupational Health and Safety vision have led the company to seek certification in order to ensure that proper procedures and controls are in place. In addition to trainings, ANTEA Cement has implemented measures to maintain a "zero accident culture" not only for plant employees, but also for contractors, drivers and transporters. Management is focused on identifying leading causes of near misses, incidents, or accidents and implementation in timely manner of corrective actions in order to prevent reoccurrence. Safety inspections such as explaining and helping employees on their work station to identify hazards, improving the workplace and implement on-going training program based on the plant Health and Safety needs, are part of the daily routine job. These efforts keep the trend of zero accidents.

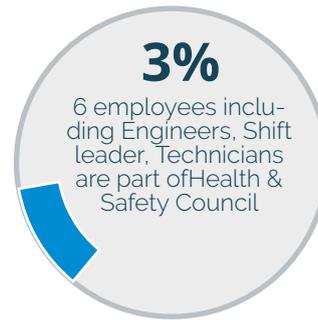
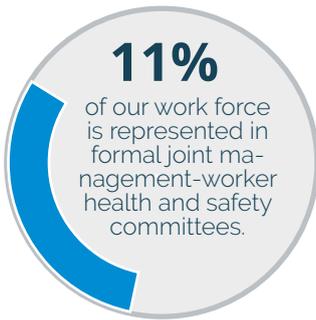
STOPTM for Each Other is a DuPont Program which aims to prevent injuries and its consequences. It was designed specifically for our industry and is intended for self-study workbooks, on-the-job field activities, video demonstrations, and group discussion meetings. These components are designed to help us observe what people are doing and what is going on around us in a new prospective. The program started in June 2010 and was fully implemented in 2011.

ANTEA's Health & Safety Council is in full compliance with Albanian legislation. Health and Safety at Work Council was re-elected during 2015. The Council consists of 3 employees elected by ANTEA employees based on a voting process, and 3 other members were directly chosen from ANTEA Cement management. H&S Manager is responsible to report and keep incident statistics. Based on this, H&S procedure "Incident Report and Investigation" and TITAN Group's Guidelines on Incident Classification, Investigation & Reporting are followed. In relation to our Performance indicators, we had zero fatalities and Lost Time Injuries during 2015. We had 43 reported Near Misses and 77 corrective actions taken.

Performance Indicators

DESCRIPTION	2012	2013	2014	2015
Fatalities (directly employed)	0	0	0	0
Fatalities (indirectly employed)	0	0	0	0
LTI	1	0	0	0
LTIFR	2.5	0	0	0
LTISR	853.8	0	0	0
Near Misses	23	39	41	43
% of Investigated NM	91	95	100	100
Number of corrective actions	55	110	77	77
Proposals by employees*	26	18	10	9
Training Hours (direct employees)	1894	3420	2361	2974
Training Hours (indirect employees)	773	1760	596	854

*By employees of the elected H&S Council



HEALTH AND SAFETY TRAININGS

ANTEA Cement has a yearly training program in place. Specific topics are chosen in order to ensure that proper and adequate HS training is provided to all personnel at our facilities and that our activities are in accordance with the Albanian legislation regarding Health and Safety at Work. Trainings are delivered on a weekly basis and also include our daily contractors.

KPI HOURS 2011 - 2015

Key Performance Indicators (KPI's) are the measurement instruments that the company has set to monitor its performance on Health and Safety. They are measured and reported periodically and serve as a basis for the company to set priorities for building a "zero accident" safety culture.

3432 HOURS IN 2011

Direct Employees = 3034 Hours

Indirect Employees = 398 Hours

2667 HOURS IN 2012

Direct Employees = 1894 Hours

Indirect Employees = 773 Hours

5180 HOURS IN 2013

Direct Employees = 3420 Hours

Indirect Employees = 1760 Hours

2957 HOURS IN 2014

Direct Employees = 2361 Hours

Indirect Employees = 596 Hours

3828 HOURS IN 2015

Direct Employees = 2974 Hours

Indirect Employees = 854 Hours

ENVIRONMENT

IMPROVING ENVIRONMENTAL PERFORMANCE

We at ANTEA, strongly believe that environmental protection should go hand in hand with business practices. We are all responsible to protect the environment and mitigate our impacts. A number of measures and projects developed with the motto “Environmentally Sustainable Business”, make ANTEA Cement a socially responsible company using innovative and voluntary acts for the sake of environment and community. They are listed below:

Our environmental management system includes:



SOME FACTS

- » First Green field project with an ESIA prior to construction and constructed according to BAT guidelines
- » Detailed environmental impacts identification and mitigation measurements. (applied mitigation measures since construction phase)
- » First CEMS (Continuous Emission Monitoring System) in Albania
- » First and only PRTR (Protocol on pollution release and transfer register) reporting operator for three consecutive years
- » Best practice for the quarry management and rehabilitation according to WBCSD (World Business Council on Sustainable Development)
- » Full hydrological study of the region's aquifer for assuring water supply for the operational needs of the plant without impacting on communities' water reserves
- » Surface and rain storm water treatment facility in Albania
- » First SNCR (Selective Non Catalytic Reduction) installation in Albania for further reduction of emissions (voluntarily), although emission levels are in compliance with local legislation
- » Monitoring for air quality in the nearby habituated areas to assure no adverse impacts to community from the plant's operation
- » Respect for the landscape and visuals of the community by progressive environmental rehabilitation and reforestation
- » Assuring more than 60% of water recycling for further decreasing water consumption
- » Verification of data monitored and reported by independent accredited laboratories.
- » Implementation of a waste management system for waste management according to EU legislation
- » Continuous activities on environmental awareness raising among different stakeholders and voluntary acts by the employees to the community
- » On voluntary basis in 2015 ANTEA has conducted a Social Impact Assessment Survey in order to be able to evaluate the contribution and actual needs of society. This survey was conducted from a specialized social studies institute



Climate change and Alternative fuels: raw materials and carbon dioxide generated by the cement industry contributes in the “greenhouse effect”. TITAN group is focused on improving energy efficiency in industrial processes and developing eco-effective products. A big role is played by the substitution of fossil fuels with alternative fuels. To this purpose, ANTEA has put a lot of efforts. ANTEA has conducted an Environmental impact assessment study prepared for the usage of AF. The designed installation allows their usage and the license for AF co-processing has been approved. Small quantities of AF have been co-processed during 2015 and the industrial test has been completed successfully. Currently, intensive market research for possible sources is taking place. At the moment, the substitution rate of fossil fuels with Alternative Fuels is almost zero. Antea applies the WBCSD/CSI Cement CO₂ and Energy protocol: CO₂ and energy accounting and Reporting standards for the Cement Industry to calculate total CO₂ emissions. In accordance to this protocol, calculation and reporting of CO₂ and energy is done on a regular basis, despite the fact that this is not a legal requirement in Albania.



Landscape and Biodiversity Management: A specific Landscape Management Procedure is being implemented, in order to assure minor visual impacts in the surroundings and prevent soil erosion. Based on the applicable Albanian law, ANTEA plant carries out a reforestation program in designated areas. The Environmental Manger is responsible to monitor this program. Biodiversity of the ANTEA plant area has already been identified through the relevant study conducted prior to the construction of the site (Environmental and Social Impact Assessment study - ESIA). A specific Environmental Management Program is being implemented in order to monitor biodiversity enhancement in the future. The expected results of this program are the following:

- » Make a Biodiversity Inventory Scoping Study for the identification of potential issues of high biodiversity value in the general area of the plant and both limestone and flysch quarries.
- » Develop possible biodiversity management actions in case that biodiversity issues are designated.

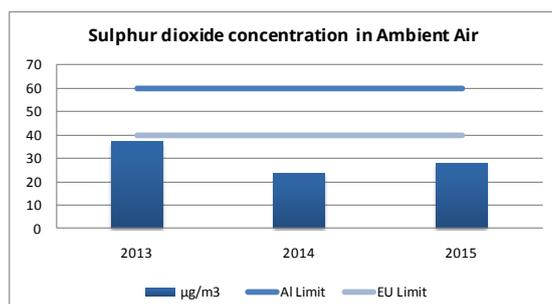
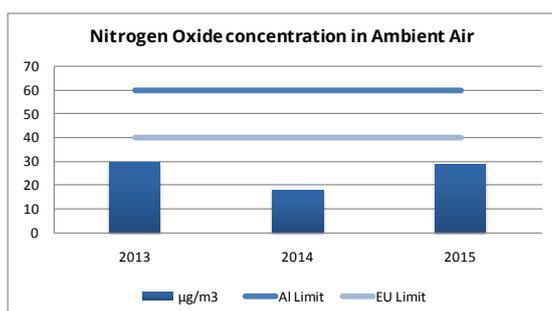
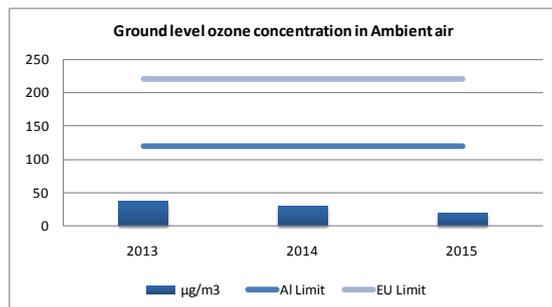
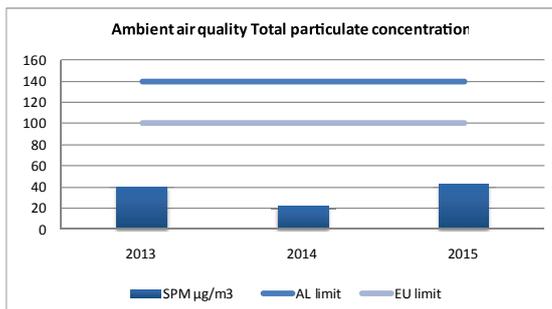
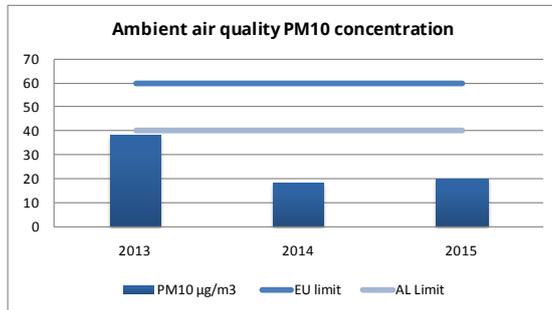


***Noise & Vibration:** A management system for the monitoring of noise and vibration is in place. Monitoring is performed internally and through accredited laboratories. Vibration and noise measurements are made at least quarterly internally and externally at specified locations. The monitoring takes place in the quarries and plant. These locations are defined by the Environmental Manager and they are carefully selected to include all the significant vibration receptors related to the activities, including at least four locations around the perimeter (North, East, West, and South).th).



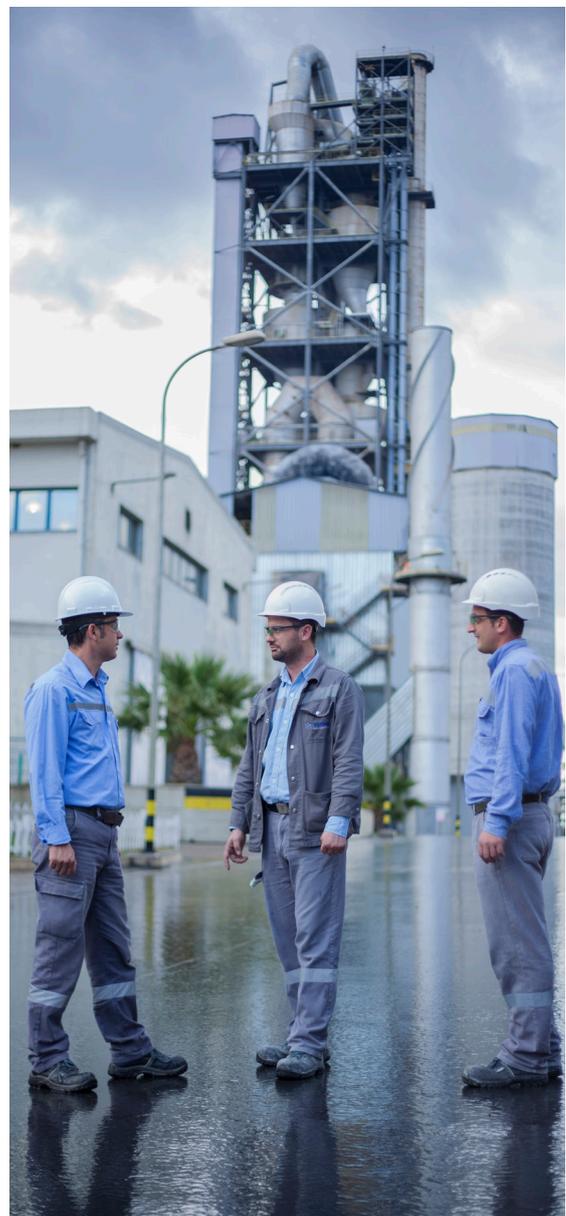
Legal compliance: Through its continuous monitoring of legislation, ANTEA assures full compliance with the legal requirements. Since the start of its operation, ANTEA has showed commitment in complying and also extending compliance beyond the legislative requirement. As the last year for this year as well, no fines from noncompliance in regard to the Environmental performance have been taken during 2015.

The Biodiversity Specialist and the Environmental Manager are responsible for preparing a biodiversity study, designing and updating a biodiversity Action Plan. Apart from the above, two species from the red list of Albania are being included on a yearly basis in the quarry rehabilitation processes , such as quercus ilex and salvia officinalis. The area nearby the plant and associated quarries are open scrubland that is being used partly for grazing, hunting and as a source of wood for fuel. No protected zones have been identified in the vicinity of the Plant and associated quarries and the locations itself including also the radius of 1 km, from the borders are not considered to be of exceptional ecological value, with habitats of similar composition and quality being found in the surrounding area. Scanning of the Plant and associated quarries area for identifying possible high biodiversity zones is a continuous process and was lately performed in the second trimester of 2014 via IBAT (Integrated Biodiversity Assessment Tool) application. The assessment through IBAT has shown that there are no protected areas or areas of high biodiversity value within, containing or adjacent to ANTEA quarry sites.



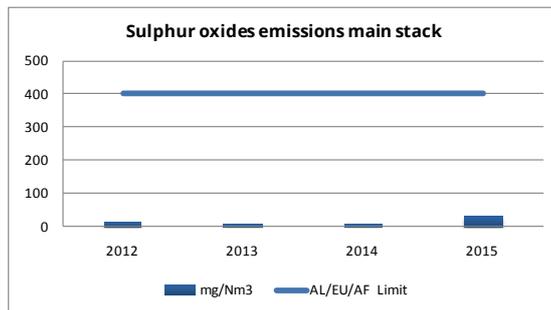
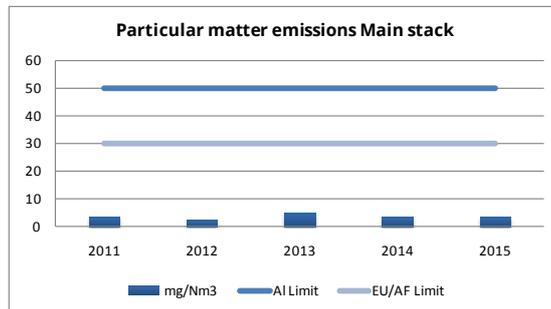
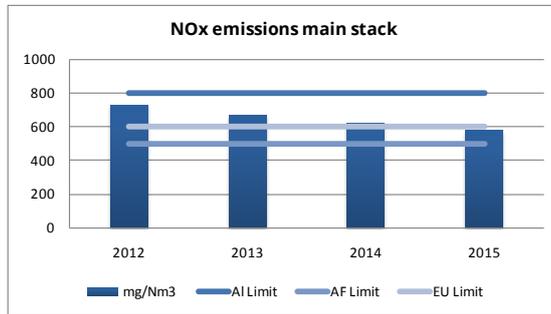
Ambient air: Apart from the continuous monitoring system that monitors the emissions from point sources, ANTEA monitors on a regular basis its' ambient air quality in order to assure that it does not affect it due to its operation.

For the monitoring of ambient air quality, antea has sub-contracted a reputable accredited laboratory according to ISO 17025:2005. Apart of the third party monitoring Antea has establish also an internal monitoring system for the ambient air. The graphs below show the ambient air quality in regard to SO2, NO2, O3 and noise.





Emission management: Beyond legislative requirements, the company has established and operates a Continuous Emission Monitoring System (CEMS) in compliance with the EN 14181 Standard. In order to assure and validate the data collected from the CEMS it is annually calibrated and tested for the validity of the data monitored from third party accredited laboratories. Additional investments to the CEMS are made by installing the MEAC 2000 (Acquisition and Evaluation of Emissions data) system which every day generates statistical data on emissions, automatically and independently from the operators. This assures the quality and authenticity of the values. ANTEA operates according to BAT (Best Available Technique), in accordance with industrial Emissions Directive 2010/75/EU, although not an Albanian legislation requirement. The plant has closed storages for over 100.000 tons of raw materials, and all transportation of materials within the plant is via covered conveyors to decrease fugitive dust. Hybrid filters are installed in all point sources and emissions are maintained regularly. The latest technology vertical grinding mills are used since they have better environmental performance and improved efficiency in electrical consumption. As an example of the commitment of the company to lower emission limits compared to Albanian standards, the case of the installation of an SNCR plant (Selective non-catalytic reduction). The facility practically allows a company to decrease its NOx emissions. Although our NOx emissions were within the Albanian limits, the company invested EUR 500,000 in an installation to further decrease emissions even to lower levels than the EU standards. The annual operational cost of the installation is estimated to EUR 300,000 - 500,000 per year.





Quarry management: Based on the approved Mining Projects, the Environmental Impact Assessment Studies and the Quarry Management Plans which cover both quarries and according to the progress of quarry development, the Quarry Manager and Environmental Manager identify the specific location/sites within the quarries which need to be restored during a given period. The "Annual Rehabilitation Planning", a suitable annual rehabilitation plan/budget is made at the beginning of each year by the Forestry Specialist in cooperation with the Quarry Manager and the Environmental Manager, taking into account specific parameters such as: the choice and quantity of species, the volume of filling, the required planting material, the irrigation and fertilization needs, the protection of the area etc.

The Quarry Management Plans (QMPs) for both quarries were completed in 2010 and comprised a structured and practical desk study, providing planning outlines, aligned with the existing (and officially approved) Quarry Mining Projects and Environmental Impact Assessment Studies. In this respect, the QMPs had to align with country legislation and also conform to TITAN Group best practices for quarries development and rehabilitation. The QMPs included the overall (long-term) mine plans, the detailed 5-year plans and the first year of quarry operations (focus annual plan). They aimed at ensuring and presenting a rational plan for quarry depletion, mine scheduling and rehabilitation reforestation of benches. Two flora species that are included in the Red List of Albania, namely *Quercus ilex* (holly or holm oak) and *Salvia officinalis* (sage) have been introduced in the quarry rehabilitation process.



Environmental management system: performance has been in place during 2015. ANTEA Cement implements an environmental management system certified from a third party certification body. The system has been certified as of July 2012 according to ISO 14001:2004. The system includes air emissions, quarries, landscapes, groundwater, wells and waterwaste, liquid and solid waste, natural resources & energy consumption, noise, etc. The system is maintained and audited on yearly basis for its compliance. In May 2015 after 3 years of successful implementation, the recertification of the management system was accomplished. During the recertification, no observation and findings were registered. Once again, this process reassured the full compliance with the requirements of ANTEA Cement.



***Water management:** The "hydro-drilling" project was initiated by the Production Technology (PT) in March 2007 with a preliminary study conducted by the ANTEA Geo-Team in cooperation with experts from Tirana University of the hydro geological conditions of the Borizane area. The target was to identify promising locations for drillings and developing water wells for supplying 60 m³/h, to cover the needs of ANTEA Cement Plant. The aim of the study was to "study the hydraulic characteristics of the system of aquifers in the general area of Borizane and suggested actions for the sustainable management of the groundwater potential for the needs of the future ANTEA Cement Plant, by evaluating the rate of influence of the aquifer with reference to the surrounding areas".

After a thorough study that lasted for 9 months, the experts concluded that: "Based on the calculated Cement Plant needs (at maximum), the annual rate of pumping from the Borizane aquifer is hardly 3% of the total annual potential of the replenishment of the aquifer, i.e. the "fresh" water supply/recharge in the aquifer for the general area". Although the initial study showed no significant impact on ANTEA water withdrawing in the aquifer of the region, continuous efforts have been made in order to increase the water recycling/reusing and decreasing water demand. YTD Antea demand for water is less than 1/3 of the initial amount predicted and taken in consideration during the period when the Hydrogeological study took place.



***Waste management:** A waste management system is in place. Based in the best practices, the waste is separated at source, collected and temporarily stored to a waste collection unit and then sent out for treatment through licensed contractors. Further improvements to the industrial waste collection unit have taken place during 2015. Its performance assessment has been completed successfully during 2015.

*Statistical data of water withdrawal in Appendices
*Statistical data of waste management in Appendices

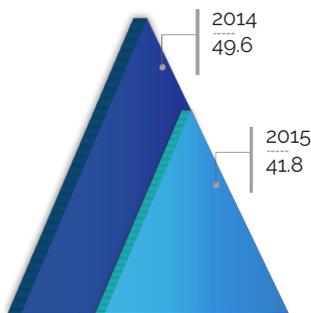


Financial performance

The financial performance of ANTEA is measured and assessed throughout the entire year. Our performance review takes place on a yearly basis. It accordingly addresses all the material issues of our operations in a timely manner. A set of Key performance indicators are shown in this report and divided into two main KPI-s: financial and non-financial. In the non-financial KPI-s, we report our environmental and social performance.

Financial

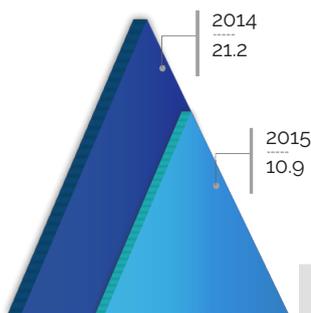
Total revenues in million €



EBITDA: EARNINGS BEFORE INTEREST, TAX DEPRECIATION & AMORTIZATION

€ 11,15Mln

EXPORT REVENUES



Non - Financial

social

New Hires 2015

55% Under 30



36% 30 - 50



9% Over 50



91% Male



9% Female



18% Expats



82% Locals



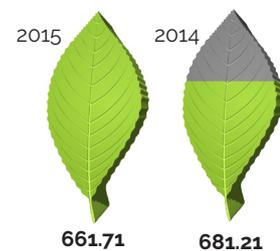
Percentage of LTIFR

2015 = 0%

2014 = 0%

environmental

Gross direct specific CO² emissions kg/t Product



Specific dust emissions (g/t clinker)

2015 | **5.36**
2014 | **4.88**



FINANCIAL RESULTS

ANTEA managed to maintain a utilization rate of 54% based on its export activities

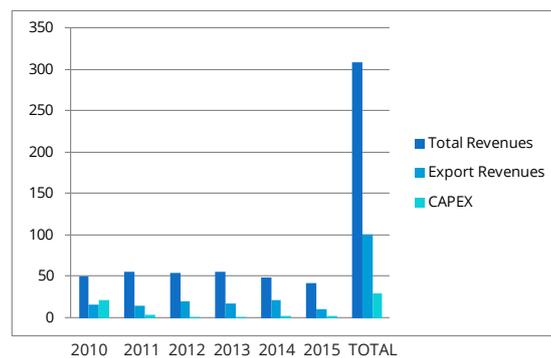
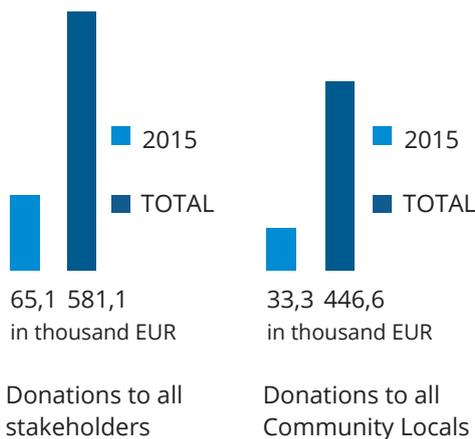
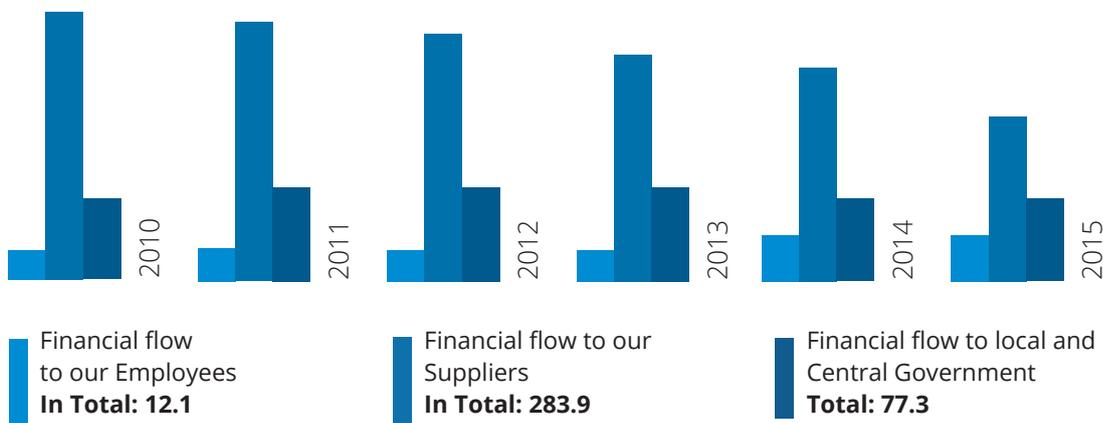
2015 continued to be a challenging year where demand for cement in the Albanian domestic market continued to drop, compared to the levels of 2014, due to the following reasons: i) lack of liquidity in the market ii) low level of public projects and iii) a long period with no new construction permits.

The Company managed to maintain a utilization rate of 54% based on its export activities, which were also limited

by international competition, particularly from countries with low energy costs, developed export infrastructure and export incentives.

Despite the above conditions the company, following a prudent management balanced and controlled its cost base thus achieving growth and in the same time financing all its activities and CAPEX projects, even in such a challenging environment.

During 6 years of operations, our financial flows to our stakeholders



Our local community together with other stakeholders have benefited from a total of EUR 581 thousand and from our development programs for the period 2010 - 2015

Financial information regarding the operations of the plant during throughout this 6 year period

Total number of employees	Year 2015 /EUR	Year 2014 /EUR
Revenues	41,752.8	49,650.5
Cost of sales	(32,042.6)	(40,263.8)
Gross Profit	9,710.2	9,386.7
Administrative expenses	(3,371.1)	(3,353.4)
Selling and Marketing Expenses	(1,010.7)	(1,392.1)
Other expenses	(427.4)	(1,039.5)
Other income	655.7	201.9
Operating Profit	5,556.8	3,803.6
Financial gains	3,983.6	3,243.1
Financial costs	(6,466.0)	(7,342.5)
Profit / (Loss) before Income Tax	3,074.4	(295.8)
Income Tax expense	(640.9)	(492.0)
Net Profit / (Loss) for the Year	2,434	(788)

Total turnover of the company decreased by 16% and amounted at € 41.8 mln. Despite the decrease in revenues the company made significant efforts to maximize the efficiency of its operations, achieving a stable variable cost and savings in its fixed costs. As a result the EBITDA of the company increased by 18.4% amounting to € 11.15mln in 2015 compared to € 9.4mln in 2014.

For the first time since start of its operations the company recorded a NPAT of € 2.4mln which will decrease the Accumulated Losses from the start of its operations.



CUSTOMERS AND SUPPLIERS

Customers and Suppliers have the same goal, to satisfy the end user

Customer satisfaction is an essential component of doing business in this global competition environment. We strive to address our customer needs by providing innovative products and services. ANTEA Cement engages with customers regularly through annual customer surveys, using the form "Customer Satisfaction Questionnaire". This form includes questions related to our products quality, employees' attitude towards customers and recommendations for future improvements.

The annual customer satisfaction survey for the year 2015 was conducted through our sales agents on 47 major local market clients. The results of the survey regarding the cement quality are satisfying (Quality of Cement: 92% "excellent" and "very good", 8% "good").

A Material Safety Data Sheet (MSDS) is compiled for cement products and certified by EuroCert according to ISO 9001, which contains information on the potential hazards (health, fire, reactivity and environmental), information on the use, storage, handling and emergency procedures related to product hazards. Besides the product hazards identification, the purpose of MSDS is to instruct on the following: safe product use, what to expect if the instructions are not followed, what to do if accidents occur, how to recognize symptoms of overexposure, and what to do if such incidents occur.

MSDS is an essential milestone for the development of a complete health and safety program. In addition, bags of cement provide required information on how to correctly handle the cement bag with illustrative pictures, based on best ergonomic practices. No incidents of non-compliance with regulations and voluntary codes related to health and safety effects of products and services are reported during the reporting period. Concerning our contractors, a new Progressive Discipline Procedure was introduced in 2014 for 35 of our contractors, including transportation companies. The scope of this procedure is to define the steps and responsibilities of progressive discipline identification in relation to dangerous behaviour and safety violations of ANTEA contractors and their subcontractors.

ANTEA staff systematically monitor contractors' personnel behaviour related to occupational health and safety by supervising their operations, as well as through random inspections performed at their joint presence.



CSR in action

CORPORATE SOCIAL RESPONSIBILITY

Enhance collaborative actions with all stakeholders

At ANTEA Cement, we are committed to create value for our employees, local community, suppliers and clients through strengthening our core values, applying ethical business practices, having an open and continuous communication with all stakeholders and addressing their most material issues on time and in a proper manner. Although the context where we operate has its own challenges, we strive to be a responsible company through identifying our impacts to society and taking actions to create value for its stakeholders by minimizing the adverse ones while increasing the care and well being for our employees, local communities and partners.

The Environmental and Social Impact Assessment Study conducted prior to the construction of the plant, identified the main stakeholders of the plant, the potential impacts of the plant's operations to these stakeholders and it proposed as well the mitigation measures for all listed impacts. We have put in place an annual CSR Action Plan designed to implement all the projects, actions and activities falling under the four pillars of the CSR Strategy which are as per below:

CSR strategy

ENGAGE
with stakeholder

PROVIDE HEALTHY AND SAFE
working place for our workers

REDUCE
environmental footprint

PROMOTE SUSTAINABLE
development through networking



TITAN Group signed the European Pact for Youth, alongside 50 other leading companies, and collaborated to accelerate our efforts throughout our operations to provide employment opportunities and address the skills gap. csreurope.org/pactforyouth



TITAN Group joined CSR Europe in 2004, and also participates in national partner organizations operating in Albania, Greece, Kosovo and Serbia

MANAGING RISK & OPPORTUNITIES

ANTEA Cement's management team assesses the social, environmental, managerial and financial risks that the company can face in the framework of the challenges arising in the country, the region and further. The company manages the risks through:

- » Internal and Systems' audits to keep in consistency with Management Systems requirements in place
- » Creation of various committees in the company to address various challenges and issues
- » Code of Conduct trainings to enforce anti-corruption measures

ANTEA is the first and the only company in Albania to have implemented the Social Accountability Standard 8000, which provides for an auditable system, setting out the voluntary requirements to be met in the workplace by employers, including workers' rights, workplace conditions and management systems. In 2011, the Company started the design of an Integrated Management System: the ideal scenario for any company which has various systems in place and aims to fully integrate all of their requirements into one system.

Systems of Environment, Health & Safety and Quality were integrated in 2012 while SA8000 was included as part of the system one year later.

ANTEA Cement has in place an Integrated Management System (IMS) which is comprised of three management systems and one standard, as follows:

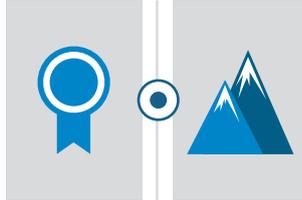
- » OHSAS 18001 for Occupational Health & Safety
- » ISO 14001 for Environment
- » ISO 9001 for Quality
- » SA 8000 for Social Accountability



At ANTEA Cement, we have the following Boards and Committees which address various challenges and issues:

QUALITY BOARD

The Company's Management is involved in the Quality System through the Quality Board. The responsibilities of the Quality Board are in general the following:



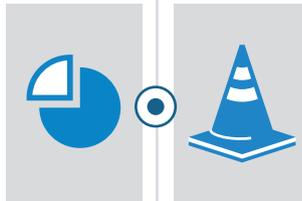
- » Establishing the Company's Quality Policy
- » Adopting the Quality System's documents
- » Conducting the internal quality audits
- » Conducting reviews of the Quality System
- » Establishing quality targets

ENVIRONMENT BOARD

The Environmental Board is responsible for identifying the environmental aspects, determining the emergency situations and the need for preparation of emergency plans, reviewing on an annual basis the Environmental Management System etc.

CREDIT CONTROL COMMITTEE

This Committee is in charge of the receivables and debts from the clients and main tasks include:



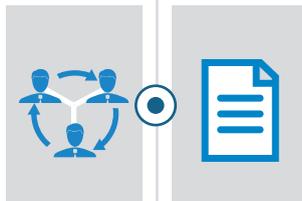
- » Evaluation and approval of credit
- » Customer's Appraisal forms/customer rating
- » Settlement of customers' debts
- » Debt coverage / Guarantees
- » Credit Monitoring & Control
- » Definition of provisions linked to credit risk

HEALTH & SAFETY CENTRAL COMMITTEE

ANTEA H&S Central Committee provides strategic and tactical guidance for the Safety and Health improvement initiatives at ANTEA Cement Plant. It establishes effective business processes to promote the full implementation of the TITAN's Group Health & Safety Policy.

CSR COMMITTEE

The main task of CSR Committee is to prepare and implement the CSR Action Plan which reflects the material issues of the company and their effective management. CSR Committee has also the following tasks:



- » Propose, draft and approve CSR related policies & procedures
- » Assess and decide upon CSR Projects
- » Prepare the Annual Sustainability Report
- » Prepare other publications such as fact sheets, newsletters etc.
- » Engage with Local Community through grievance mechanism
- » Actively participate in Albanian CSR Network through seminars and activities

THE SOCIAL ACCOUNTABILITY BOARD

The Plant has also appointed the Social Accountability Board, which is responsible for identifying SA8000 Standard's issues, determining the required preventive or corrective actions and reviewing on annual basis the SA8000 Standard.

STAKEHOLDER ENGAGEMENT

Stakeholder engagement is a continuous process through which ANTEA Cement aims to build trust-based relationships with its main stakeholders.

According to the definition given by AA 1000 Stakeholder Engagement Standard, “stakeholders are those groups who affect and/or could be affected by an organization’s activities, products or services and associated performance.” (www.accountabilityrating.com)

Stakeholder engagement is a continuous process through which ANTE aims to build trust-based relationships with its key stakeholders.

Listening and responding to the concerns of our employees, local communities, customers, shareholders, suppliers and other stakeholders has been a driving force in all our efforts at effectively meeting corporate social responsibility challenges. Understanding and addressing the material issues of our stakeholders is an ongoing process, which ANTEA Cement is committed to further develop.

The main focus has been to increase our stakeholder engagement by:

- » Continuous professional and personal training as a sign of vital importance and significant resource for our company
- » Continuous dialogue with local authorities and associations, we improve our Local Communities Action Plan which addresses needs related to education, culture, transportation, society and environment
- » Open dialogue with our stakeholders, aiming to further increase performance transparency of our activity and proper addressing of their concerns
- » Communicating our values, activities and good practices to our stakeholders through various channels

ANTEA CEMENT KEY STAKEHOLDERS

Stakeholder engagement is a continuous process through which ANTEA Cement aims to build trust-based relationships with its main stakeholders.

- » Our employees
- » Shareholders
- » Media
- » Local community
- » Local and central government
- » Business community
- » Suppliers
- » NGOs



Stakeholder	Type of engagement	Intended outcome
EMPLOYEE	Performance improvement Process	Employee assessment and career promotion
	Communication of internal changes, policies	Safeguard a working environment according to highest standards
	Communication days	Information provision, transparency
	Employee representative meetings through unions	Be an Employer of Choice
	Trainings	Employees skills & competence development
	Events	Celebration of important dates & team-building
	Volunteerism	Ensure employee engagement
COMMUNITY	Contributions in cash & kind	Provision of social services
	Events	Ensure community engagement & celebrate
	Public meetings	Promote transparency & communication
	Newsletters Trainings	Awareness on environment and H&S
	Impact assessment	Address material issues
CUSTOMERS	Customer surveys	Customer satisfaction
Suppliers	Procurement standards	Provide best practice & sustainability principles
	Trainings	Offer equal opportunities to all suppliers
	Best practice share	Improve quality of services
Government	Site visits	Promote transparency & best practice
	Multistakeholder forums Agreements	Engage in partnerships with local & national governments
Shareholders	Supervisory meetings	Provide information & reporting
Business community	CSR Network/ FIAA/ AmCham/ HBAA	Share best practices on CSR Lobby for important issues
Media	Press releases	Provide information regarding various activities & initiatives
NGO	Public meetings	Seek opportunities for collaboration

Only for the years 2010 - 2015, our local community together with other stakeholders have benefited from a total of EUR 581 thousand from our development programs.

WE CARE FOR OUR LOCAL COMMUNITIES

ANTEA Cement strives to have excellent relations with the local community, based on mutual trust, continuous transparent dialogue and collaboration. The company engages the local community through various awareness-raising activities, development programs, projects and open communication dialogue.

During the past 6 years of operations at Boka e Kuqe region, ANTEA Cement has created value for the local community, in terms of employment opportunities, creation of local suppliers, infrastructure development, contributions made to local authorities which has impacted on overall improvement of life standards. For the period 2010 - 2015, ANTEA Cement has disbursed EUR 581 thousand of donations in cash and in kind, out of which, EUR 446 thousand were disbursed to the local community.



*Includes gifts to the employees by awarding them for an outstanding behavior, vouchers, additional medical checkup other than those legally required

COOPERATION WITH LOCAL COMMUNITY

In pursuing its objectives, ANTEA Cement, incorporates the principles of corporate social responsibility and sustainability in its business operations in line with the principle that it is not only ethical responsibility but also a good business practice. ANTEA Cement is situated in Boke e Kuqe and is surrounded by four main villages: Picrrage, Brret, Thumane and Borizane. Local community is one of the main stakeholders of ANTEA Cement and we aim to have great relationship with our neighbours by having a continuous transparent dialogue and by investing in the community. We have a grievance mechanism in place as per Integrated Management System that ANTEA Cement implements.

The Procedure aims to pursue effective internal and external communication with our stakeholders and specifically local community through raising awareness and encouraging dialogue about various issues and concerns of stakeholders pertinent to ANTEA's operation.

The development programs that we implement, focus on provision of safe and improved qualities of living standards by contributing to the well-being of the local community members. Key focus areas of ANTEA Cement are education, sports, health care, infrastructure, socially excluded persons and culture. Through 2015, ANTEA has conducted more than 100 meetings with various stakeholders addressing different issues and concerns.

The development programs that we implement focus on provision of safe and improved qualities of living standards by contributing to the well being of the local community

members. Key focus areas of ANTEA Cement are education, sports, health care, infrastructure, socially excluded persons and culture.

Bilateral

- » Head of Commune of Thumane
- » Inspectorates
- » Governmental agencies
- » Trade Union
- » EU Project CEMSA

Public Meetings

- » Commune of Thumane
- » NGOs
- » Local representatives

Multilateral

- » Elders of Borizane
- » Ministry of Economy
- » CGIA
- » CSR Network GA & BoD
- » Ministry of Environment
- » Media
- » UNDP
- » GIZ
- » Minister of Welfare

Other Forums

- » AMCHAM
- » Inspectorates
- » FIAA
- » Roundtables
- » Multi-stakeholder forums
- » Academic conference
- » Seminars
- » HBAA
- » Workshops

ANTEA Cement promotes Sustainable Development and public policy development through active participation in the following business associations and their committees:



American Chamber of Commerce www.amcham.com.al

Being an AmCham Albania member empowers business to lobby in a group with leading companies, to extend networking to influential circles and to participate in events tailored to their needs. Through its work and services, AmCham Albania seeks to be the leading representative for U.S. and international business in Albania.



Foreign Investment Association of Albania www.fiaalbania.al

FIAA serves as a platform to improve the Investment and Business climate in Albania by working concrete reform proposals on legislation and product development as well as to promote dialogue between the FIAA Members and the Albanian Authorities.



Hellenic Business Association www.hbaa.al

This Association is membered by all active Greek companies in Albania and it aims the strengthening of Greek – Albanian business relations and increase of Greek investment in the country.



Albanian CSR Network www.albaniancsrnetwork.org

This Association aims the promotion of Corporate Social Responsibility in Albania among business community. ANTEA Cement holds the Presidency and Secretariat until 2015.

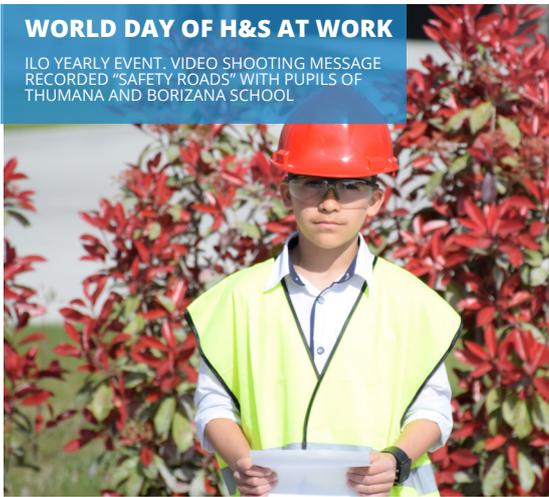
CSR ACTIVITIES

SOME ACTIVITIES OF ANTEA IN LOCAL COMMUNITIES

WE ACTIVELY PROMOTE THE CONCEPT OF CSR IN THE SURROUNDING AREA BELIEVING IN THE INTERACTION BETWEEN COMPANIES AND SOCIETY

WORLD DAY OF H&S AT WORK

THE YEARLY EVENT. VIDEO SHOOTING MESSAGE RECORDED "SAFETY ROADS" WITH PUPILS OF THUMANA AND BORIZANA SCHOOL



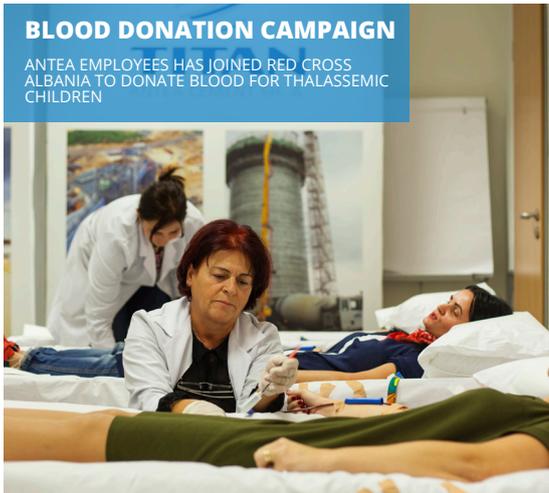
OPEN DAY

THE PLANT WAS OPEN TO FAMILIES AND WORKERS FROM THE SURROUNDING AREA TO VISIT AND LEARN MORE ABOUT ANTEA CEMENT



BLOOD DONATION CAMPAIGN

ANTEA EMPLOYEES HAS JOINED RED CROSS ALBANIA TO DONATE BLOOD FOR THALASSEMIC CHILDREN



REFORESTATION

ANTEA CONTRIBUTED TO REFORESTATION CAMPAIGN IN THE LOCAL COMMUNITY BY REFORESTATING 0,7 hectares FORESTY FUND DAMAGED IN 2014



For more activities please visit <http://www.anteacement.com/gallery/>



CELEBRATING SUMMER DAY

CELEBRATING SUMMER DAY WITH BURIZANA PUPILS. ANTEA HAVE RECONSTRUCTED "HAXHI QIRA" HIGH SCHOOL IN BURIZANA



STUDY VISIT

STUDENTS OF PROFESSIONAL BUISNESS ACADEMY GIFTING & PLANTING A TREE



EARTH DAY

THUMANA MECHANICAL SCHOOL TO BUILD A PREVENTIVE CULTURE WITH PUPILS OF THUMANA AND BORIZANA SCHOOL



CELEBRATING SUMMER DAY

CELEBRATING SUMMER DAY WITH BURIZANA PUPILS. ANTEA HAVE RECONSTRUCTED "HAXHI QIRA" HIGH SCHOOL IN BURIZANA

“CSR isn’t a particular programme, it’s what we do every day, maximising positive impact and minimising negative impact”

**NETWORKING
AND PARTNERSHIP**

ANTEA Cement aims to promote the best practices of the company in Albanian business community, by actively chairing the Albanian CSR Network association for two years in a row. The network was created in 2013 as a response to the companies’ growing needs in making CSR part of their practices and promoting CSR in Albania. Similar networks exist in all European countries, and for the first time implemented in Albania. CSR network mission is to promote the importance of corporate social responsibility in the business community by encouraging the implementation of sustainable business practices. During these years, Albanian CSR Network led by ANTEA Cement has actively organized several workshops, seminars, roundtables and forums. Nevertheless ANTEA has supported the organization of:

- » The First Carpathian Congress of Geology in Albania hosted by the Geological Association of Albania the Congress, which gathered the most renowned researchers in the field of geology, was organized for the first time in Albania.
- » The Conference on Green Energy hosted by the Agriculture University Not only did the company support the conference financially, but it also participated with a study and a presentation on the topic “Waste to Energy Recovery”. ANTEA was selected as a best practice regarding the environmental management and study visit was paid to the plant.
- » ALBEITI Project This project aims at the preparation and release of a report regarding mining industry performance in Albania.

SOME FACTS

- » Afforestation Campaign
- » Fundraising Campaign
- » Conference on CSR
- » CSR Awards
- » Seminars on Environment, H&S and Human Rights
- » Workshop on CSR
- » Roundtable on Corporate Governance



PARTNERS





ALBANIAN CSR NETWORK

In its mission to promote Corporate Social Responsibility in the business community, ANTEA Cement, together with other large enterprises in Albania showed efforts to promote the creation of a business-led network for CSR. The need was evident even more in Albania, due to the fact that in this country there was no such a Network, and where several aspects of CSR, including health and safety, human rights and environmental standards, were in need of improvement.

The Albanian CSR Network, which was launched in April 2013 in Tirana, has been well received by various stakeholders, and ANTEA has been recognized for its leadership role, through the appointment of its General Manager as the President of the Network.

The launching of the Network was attended by large companies from all over Albania, the United Nations Development Program (UNDP) in Albania, representatives from the European Union, the Albanian Ministry of Economy, business associations, etc. Since then, the Network has co-organized, with the UNDP and the Ministry of Economy, the Multi-stakeholder Forum on CSR, while it is also holding monthly meetings with the Network's members. Seminars on important issues such as Health & Safety, Environmental Care and Human Rights have been organized with the aim of sharing best practices among member companies and their contractors as well as raising awareness about

the importance of standards.

CSR Albania has successfully organized for two years in a row the CSR Awards in Albania and has awarded the best Large and SMEs active in CSR flora. The Network recently joined CSR Europe: the largest CSR network in Europe with more than 46 National Partner Organizations and 50 corporate members.



FAMILY STRENGTHENING PROJECT

In 2015, ANTEA in cooperation with SOS Village launched the project “Strengthening of families in the Municipality of Thumana”, which is a humanitarian project in support of children and families living in difficult living conditions.

The project aims at offering assistance to 47 children and 19 families in need in Thumana and Borizana villages in the Municipality of Kruja. Because of the extremely difficult conditions, these families risk losing their children. This one year project is intended to provide the optimal conditions for a family, including the protection of rights, education, health, sanitary conditions, food, etc., as well as capacity development in their community. This project is the next initiative that is added to a number of projects, contributions and investments that the company has implemented over the years, in order to operate responsibly and with social and environmental sensitivity, with a value exceeding the amount of EUR 1 million.

The purposes of this project are to strengthen the situation of the families that have children aged 0-18 years and live in difficult economic-social conditions, in order to retain their ability to provide care for their children to grow them up in a familiar, social and caring environment. Children will be offered services to ensure their right to decent life and development while parents will be offered services to build their capacities regarding the protection of children’s rights and to enhance their capacity to provide due parental care.

This is not the first project where ANTEA Cement promotes and encourages social responsibility.

ANTEA has organized a number of activities over the years, which have had the purpose to protect the environment, child care, social issues in general, etc.

The target group includes children and families, where:

» The wellbeing and the appropriate development of children are at risk, due to several difficulties/problems such as: malnutrition, untreated health problems, emotional and psychological difficulties, disabilities of different types, abuse, negligence, lack of basic needs fulfilment of child, like safety of the dwelling place, lack of individual and family hygiene, etc.

» Parents/caregivers are incapable or lack the commitment to offer care for their children (poor parenting skills, weak attachment with their children, previous cases of child abandonment, problems with law).

» Children and parents/caregivers face an acute crisis situation, such as: unexpected disease or death of one of the parents, imprisonment of one of the parents, loss of housing, migration for work, change of dwelling place etc.



Overall Goal: Families which are at risk of losing their child care as result of severe life conditions or lack the capacities to offer adequate child care, are supported in order to strengthen the provision of protection, education and care for their children to grow up in a safety family environment.

➤ **Objective 1:** By the end of October 2016, 80% of children participating families in project, complete their needs for growth and survival through having access to essential services. (Health, sanitation, education, nutrition etc)

➤ **Objective 2:** By the end of October 2016, 80% of participating children's families have the capacity and commitment to take care for their children. (Caregivers capacity building, vocational skills, improved living conditions, increased/stable family incomes, income generating activities etc)

➤ **Objective 3:** By the end of October 2016, an active network of community structures and partners contributes to ensure that children grow up in a family environment caretaker. (Advocacy, lobbying, active network etc)

FIRST ASSURED INTEGRATED REPORT IN ALBANIA



During 2015, ANTEA has published and delivered the Social Responsibility and Sustainability Report for 2014. This is a global tradition for large corporations and it has been introduced for the first time in Albania. The report has identified the financial, environmental, social performance and governance of the company for the year 2014. This activity coincides with the 5-year anniversary of ANTEA Cement operation, in Albania. The General Manager of ANTEA Cement stated that: "We are committed and aim at ensuring

quality products for our customers, creating satisfactory working conditions and high standards for our employees, by offering real opportunities for development, respect for human rights and above all ensuring maximum safety at work. We are committed to respect and protect the environment, by using the best techniques available. We are committed to strictly implement the law by using anti-corruption practices in all our business transactions".

[ABOUT this report]

According to G4 guidelines, the Integrated Report 2015 is the 2nd Annual Sustainability Report that the Company is issuing. It incorporates data from 01 January 2015 until 31 December 2015. The basis of this Report is composed by performance data from ANTEA Cement's facility (the plant and its surrounding quarries). The Report incorporates the full range of economic, social and environmental impacts and performance of ANTEA Cement operations. Relevant indicators are estimated following definitions provided by the Cement Sustainability Initiative Guidelines. Following the update of the CSI Guidelines in 2013 regarding safety performance, all references to previously mentioned as "contractors" are now references to "indirect employees" or "indirect employment". Indicators referring to "direct employment from the local community" and "local suppliers or contractors", have been estimated with the following definition of local: "Local" refers to the administrative region within which lies the cement plant, RM unit, a quarry, a terminal, company offices or other premises that belong to the Group or one of its subsidiaries. Locally-based suppliers are the providers of materials, products, and services that are based in the same geographic market as the reporting organization (i.e., no trans-national payments to the supplier are made). Information regarding OH&S and environmental protection complies with Cement Industry standards and relevant Protocols of the World Business Council for Sustainable Development (WBCSD) - Initiatives for Sustainability in the cement industry (CSI).

All questions and/or suggestions regarding this report are to be submitted to ANTEA Cement's CSR and Communication Officer Mr. Klajdi Gjondedaj or to the following email address:

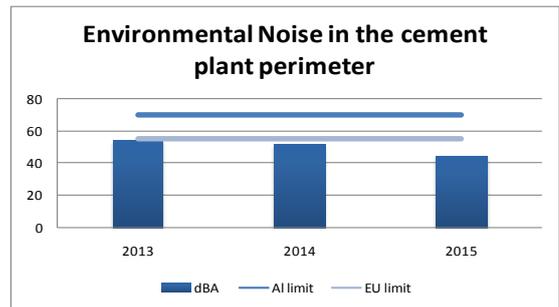
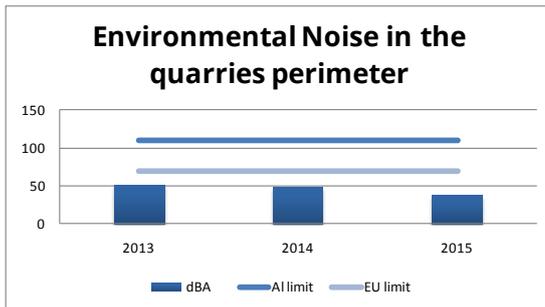
csr@anteacement.com

For more information please visit our website at:
www.anteacement.com

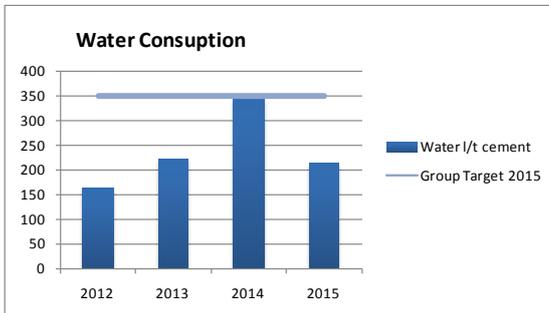


APPENDICES

Noise & Vibration



Water Management



Waste management

There have been no spills and/or accidental releases during 2015.

Specific total wastes produced (excluding printing toner and cartridges)	kg/tClinker	24.62
Specific wastes disposed externally	kg/tClinker	0.15
Specific wastes disposed internally	kg/tClinker	24.47
Total wastes production (excluding printing toner and cartridges, per sub unit)	%Total	100.00
Wastes disposed externally	%Total	0.61
Wastes disposed internally	%Total	99.39
Total wastes production (excluding printing toner and cartridges, overall)	%Total	100.00
Wastes disposed externally	%Total	100.00
Wastes disposed internally	%Total	100.00

Statistical data in regard to water withdrawal

4.4 Water			
4.4.1 Water withdrawn	Total water withdrawn (by course)(5)	m ³ /y	169,904
	Surface water(6)	m ³ /y	
	Ground water(7)	m ³ /y	169,838
	Rain water(18)	m ³ /y	0
	Waste water(8)	m ³ /y	0
	Municipal water(9)	m ³ /y	66
	Ocean or sea water	m ³ /y	0
4.4.2 Water use	Total water use (by destination)(5)	m ³ /y	169,904
	Process water(10)	m ³ /y	46,862
	Non recycled water for mechanical cooling(11)	m ³ /y	50,669
	Water for environmental purposes (12)	m ³ /y	22,360
	Potable water (for drinking, cleaning, hygiene, etc.)	m ³ /y	28,748
	Losses(13)	m ³ /y	21,264
4.4.3 Water discharge	Total water discharge (by destination)(5)	m ³ /y	15,791
	Surface water (river, lake)(16)	m ³ /y	15,791
	Sub-surface water (well)(17)	m ³ /y	0
	Off-site water treatment	m ³ /y	0
	Ocean or sea water	m ³ /y	0
4.4.4 Water consumption	Total water consumption	m ³ /y	154,113
4.4.5 Recycled water	Total recycled water	m ³ /y	266,696
	Recycled water for mechanical cooling(14)	m ³ /y	250,905
	Other (washing of vehicles, etc.)	m ³ /y	15,791
4.4.6 Water demand	Total water demand	m ³ /y	420,809



Independent Limited Assurance Report to the Management of ANTEA Cement S.H.A.

Introduction

We have been engaged by management of ANTEA Cement S.H.A. (hereinafter - the "Company") to provide limited assurance¹ on the Selected Information described below and included in the Corporate Social Responsibility & Sustainability Integrated Annual Report for the year ended 31 December 2015 (hereinafter - the "CSR Report").

Selected Information

We assessed the qualitative and quantitative information that is disclosed in the CSR Report and included in the Tables of the Global Reporting Initiative (the "GRI Tables 2015" for standard disclosures in environmental, workforce, safety and socio-economic areas in the reporting scope of the CSR Report (hereinafter - the "Selected Information"). The scope of our limited assurance procedures was limited to the Selected Information for the year ended 31 December 2015.

Reporting Criteria

We assessed the Selected Information using the Global Reporting Initiative ("GRI") Sustainability Reporting Framework, including version G4 of the Sustainability Reporting Guidelines (hereinafter - "GRI G4"). We believe that these reporting criteria are appropriate given the purpose of our limited assurance engagement.

Responsibilities of ANTEA Cement S.H.A.

Management of the Company is responsible for:

- designing, implementing and maintaining internal systems, processes and controls over information relevant to the preparation of the Corporate Social Responsibility & Sustainability Integrated Annual Report that is free from material misstatement, whether due to fraud or error;
- establishing objective reporting criteria for preparing the Selected Information;
- measuring the Company's performance based on the reporting criteria; and
- the accuracy, completeness and presentation of the information in the Corporate Social Responsibility & Sustainability Integrated Annual Report and Selected Information.

Our Responsibilities

Our responsibility is to form an independent conclusion, based on our limited assurance procedures, on whether anything has come to our attention to indicate that the Selected Information is not stated, in all material respects, in accordance with the reporting criteria.

We conducted our engagement in accordance with the International Standard on Assurance Engagements (ISAE) 3000 (Revised), Assurance engagements other than audits or reviews of historical financial information.

This standard requires that we comply with ethical requirements to plan and perform the assurance engagement to obtain limited assurance on the Selected Information.

This report, including our conclusions, has been prepared solely for management of the Company to assist them in reporting on the Company's sustainability performance and activities. We permit this report to be disclosed in the Company's Corporate Social Responsibility & Sustainability Integrated Annual Report, to enable management to show that as part of their governance responsibilities they have obtained an independent limited assurance report in connection with the Selected Information. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than management of the Company for our work or this report except where terms are expressly agreed and our prior consent in writing is obtained.

Our Independence and Quality Control

We have complied with the independence and other ethical requirements of the Code of Ethics for Professional Accountants issued by the International Ethics Standards Board for Accountants, which is founded on fundamental principles of integrity, objectivity, professional competence and due care, confidentiality and professional behaviour.

Our firm applies International Standard on Quality Control 1 and accordingly maintains a comprehensive system of quality control including documented policies and procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

Work Done

Our procedures included:

- enquiries of the Company's management;
- interviews with personnel responsible for sustainability reporting and data collection;
- analysis of the relevant policies and basic reporting principles and gaining an understanding of the design of the key structures, systems, processes and controls for managing, recording and reporting the Selected Information;
- limited substantive testing of the Selected Information on a selective basis to verify that data had been appropriately measured, recorded, collated and reported; and
- reviewing the Selected Information for compliance of the disclosures with the requirements of GRI G4.

Reporting and Measurement Methodologies

There are no globally recognised and established practices for evaluating and measuring the Selected Information. The range of different, but acceptable, techniques can result in materially different reporting outcomes that

may affect comparability with other organisations.

The reporting criteria used as a basis of the Company's CSR reporting should therefore be read in conjunction with the Selected Information and associated statements reported on the Company's website².

Limited Assurance Conclusion

As a result of our procedures:

- nothing has come to our attention that causes us to believe that the Selected Information for the year ended 31 December 2015 has not been prepared, in all material respects, in accordance with the requirements of GRI G4; and
- nothing has come to our attention that causes us to believe that the Selected Information does not meet the Core requirements in accordance with the Guidelines GRI G4.

PricewaterhouseCoopers Audit sh.p.k

PricewaterhouseCoopers Audit SH.P.K.
Tirana, Albania

25 November 2016

¹ Assurance, defined by the International Auditing and Assurance Standards Board (IAASB), gives the user confidence about the subject matter assessed against the reporting criteria. Limited assurance gives less in confidence than reasonable assurance, as a limited assurance engagement is substantially less in scope in relation to both the assessment of risks of material misstatement and the procedures performed in response to the assessed risks. The term "assurance" hereafter is not used as defined in the Federal Law No 307-FZ of 30.12.2008 "On Auditing Activities" (edition of 28.12.2010).

² The maintenance and integrity of the Company's website is the responsibility of management; the work carried out by us does not involve consideration of these matters and, accordingly, we accept no responsibility for any changes that may have occurred to the reported Selected Information or Reporting Criteria when presented on the Company's website.

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GRI index 2015

This Report is in accordance with the Global Reporting Initiative's (GRI) G4 Sustainability Reporting Guidelines at "Core" level.

GENERAL STANDARD DISCLOSURES

GENERAL
STANDARD
DISCLOSURES

DESCRIPTION

LOCATION AND RESPONSE

STRATEGY AND ANALYSIS		
G4-1	GM Statement	GM Message (page 4)
ORGANIZATIONAL PROFILE		
G4-3	Name of the organization	Antea Cement
G4-4	Primary brands, products and / or services	Strategic review about us (page 8)
G4-5	Location of organizations headquarters	Headquarters: Athens, Greece (page 6)
G4-6	Number of countries where the organization operates, and countries with major operations or relevant to sustainability issues	Strategic review TITAN group profile (page 6)
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 7)
G4-9	Scale of the reporting organization	Antea's Performance (page 20) Strategic review: About us (page 6) Strategic review: Where we operate (page 6)
G4-10	Employees by employment contract and gender	Antea's Performance (page 20) Non-Financial performance (page 34)
G4-11	Percentage of employees covered by collective bargaining agreements	34 % of all Antea employees, are covered by collective bargaining agreements

G4-12	Description of supply chain	<p>Non-financial performance: Costumers and Cuppliers (page 38)</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. 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 7)</p> <p>No changes have been recorded during the reporting period in the equity base of TITAN Group and ANTEA Cement</p>
G4-14	Whether and how the precautionary approach or principle is addressed	<p>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.</p>
G4-15	Externally developed economic, environmental, and social charters, principles, or initiatives the organization subscribes or endorses	<p>History in Years: Governing values (page 14)</p> <p>Non-financial performance: Costumers and Suppliers (page 38)</p> <p>The Company Charter of the Cement Sustainability Initiative TITAN Group Code of Conduct TITAN Group Code for Procurement</p>
G4-16	Association memberships	<p>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. The Company Charter of the Cement Sustainability Initiative ANTEA Partners (page 48)</p>

IDENTIFIED MATERIAL ASPECTS AND BOUNDARIES

G4-17	Entities included in consolidated financial statements and if any are not in report	<p>Annual Financial Statements: Note 14 – Principal subsidiaries, associates and joint ventures http://integratedreport2015.financial.titan.gr/notes/14.principal-subsidiaries</p>
G4-18	Process to define report content and aspect boundaries. How Defining Report Content principles was implemented	<p>Focusing on material issues (pages 16–17)</p>
G4-19 G4-20 G4-21	Material aspects and boundaries	<p>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 16 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</p>

GENERAL STANDARD DISCLOSURES CONTINUED

G4-22	Effect of restatements	
G4-23	Significant changes from previous reporting period	Reporting has been changed from GRI 3.1 to G4 standard for this year
STAKEHOLDER ENGAGEMENT		
G4-24 G4-25 G4-26 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	Engagement process (pages 16–17). See table on pages 42–43 at the end of this GRI index
REPORT PROFILE		
G4-28	Reporting period	01 January 2015 – 31 December 2015
G4-29	Most recent report	12.1.2015
G4-30	Reporting cycle	The reporting cycle is annual
G4-31		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: www.anteacement.com For more information, please visit our website: or contact: Mr. Klajdi Gjondedaj CSR & Communication Officer at: csr@anteacement.com
G4-32	Table with Standard Disclosure Locations	GRI Index
G4-33	External assurance statement	Appendices: Report assessment and verification (page 56)
GOVERNANCE		
G4-34	Governance structure	(page 41)
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 Managing risks (page 40) Governance (page 41) ANTEA's Performance: Our people (page 21)

Get in touch

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