



OUR SOCIO-ECONOMIC FOOTPRINT 2012





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ANTEA PROFILE

At a glance:

Production capacity of 1.5 million tons of cement

Production capacity of clinker of 1.2 million tons

Vertical Mills for coal, raw materials and cement

Covered conveyor belts for materials reaching 9 km

Closed storage available for 150,000 tons of materials

Management Systems:

BS OHSAS 18001 for Occupational Health and Safety

ISO 9001 for Quality

Social Accountability 8000 for Work Standards

ISO 14001 for Environmental management

ANTEA Cement Sh.A., as the biggest “Greenfield” investment in Albania, with a total value exceeding 200 million Euro, is one of the biggest industrial companies operating in Albania.

The investment has been made by the TITAN Group, a Greek multinational cement company, the International Finance Corporation (IFC) an organization of the World Bank and the European Bank for Reconstruction and Development (EBRD). The project has been referenced by international institutions such as *IFC regarding working conditions, *World Business Council for Sustainable Development regarding quarries’ rehabilitation, and CEMSA PRTR Project for monitoring and controlling environmental performance as setting the best standards in the industry.

TITAN GROUP

Our Values

1
INTEGRITY
Ethical business practices
Transparency
Open communication

2
VALUE TO CUSTOMER
Anticipation of customer needs
Innovative solutions
High quality of products and services

3
CONTINUOUS SELF-IMPROVEMENT
Learning Organization
Willingness to change
Rise to challenges

4
KNOW-HOW
Enhancement of our knowledge base
Proficiency in every function
Excellence in core competencies

5
DELIVERING RESULTS
Shareholder value
Clear objectives
High standards

6
CORPORATE SOCIAL RESPONSIBILITY
Safety first
Sustainable development
Stakeholder engagement

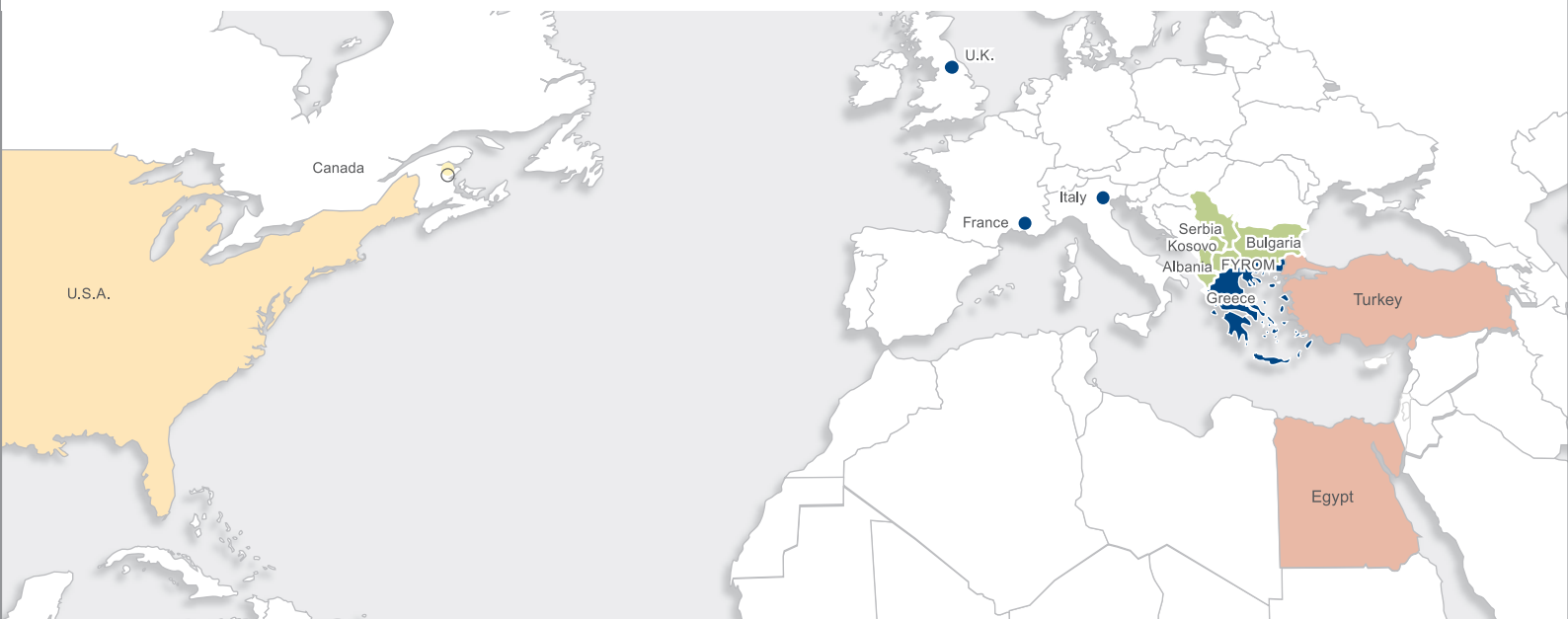


*IFC, 'Assessing private sector contributions to job creation and poverty reduction', USA, October 2012.

*WBCSD, 'Guidelines on Quarry rehabilitation', Switzerland, December 2011

TITAN GROUP

TITAN Group, the mother company of ANTEA Cement SH.A., is a vertically integrated building materials company founded in 1902, with 13 plants and operations reaching € 1.1 Billion in revenue and 25 million tons in producing capacity. In line with its governing objective of diversifying risk, TITAN has expanded operations in several regions, South-Eastern Europe, Egypt and Turkey as well as the US. During the booming years and in particular during the last 20 years TITAN grew quite significantly. Since the 2008 crisis one of our main objectives has been to increase free cash flow and decrease debt exposure, combining operational excellence with respect for people, society and the environment. TITAN Group is actively participating in different national, European and International Initiatives either as a founder or as a leader in the promotion of CSR. TITAN is founder of Hellenic Network for CSR and active member of CSR Europe, the European Alliance for CSR, the Global Reporting Initiative, the Cement Sustainability Initiative, the Global Compact and the Caring for Climate Initiative.



HIGHLIGHTS 2012

In 2012, TITAN Group celebrated:

110 years from the foundation of Titan's first plant in Elefsina

100 years on the Athens Exchange

10 years of active participation in U.N. Global Compact



EMPLOYEES (As of 31 December 2012)

U.S.A.	1,715
GREECE AND WESTERN EUROPE	1,161
SOUTHEASTERN EUROPE	1,629
EASTERN MEDITERRANEAN*	1,031
TOTAL	5,536

* Total employment calculated for joint ventures

OPERATIONS WORLDWIDE

Cement plants	13
Quarries	62
Ready-mix plants	128
Distribution terminals	21
Fly ash processing plants	9

ECONOMIC DATA

Revenues: € 1.1 Billion
EBITDA: € 195,8 million
Investments: € 2,1 Billion
Debt to EBITDA ratio: 3.04
Employees: 5,536

FINANCIAL INDICATORS

**€ 200 MILLION INITIAL INVESTMENT
FOR THE CONSTRUCTION OF THE PLANT**

ANNUAL REVENUES OVER € 50 MILLION

TOTAL REVENUES

2010	€ 49,008,914
2011	€ 54,870,438
2012	€ 51,468,279
Total Revenues 2010-2012	€ 155,347,631

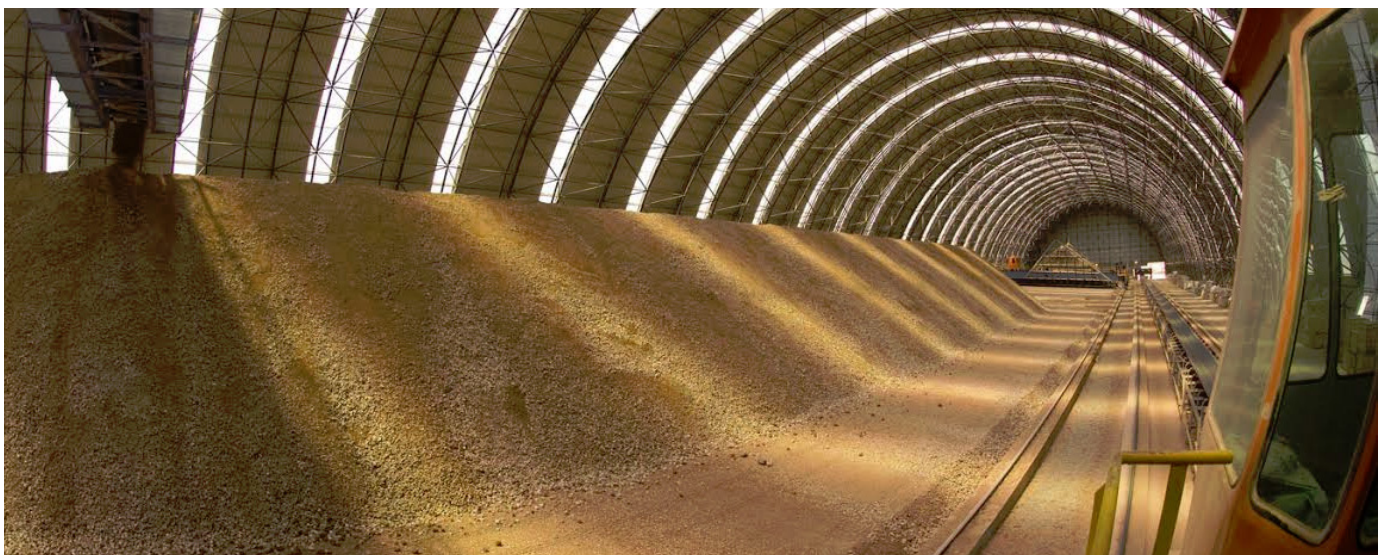
Annual interest excess of € 6 million

Interest Expenses During 2012 € 6,606,424

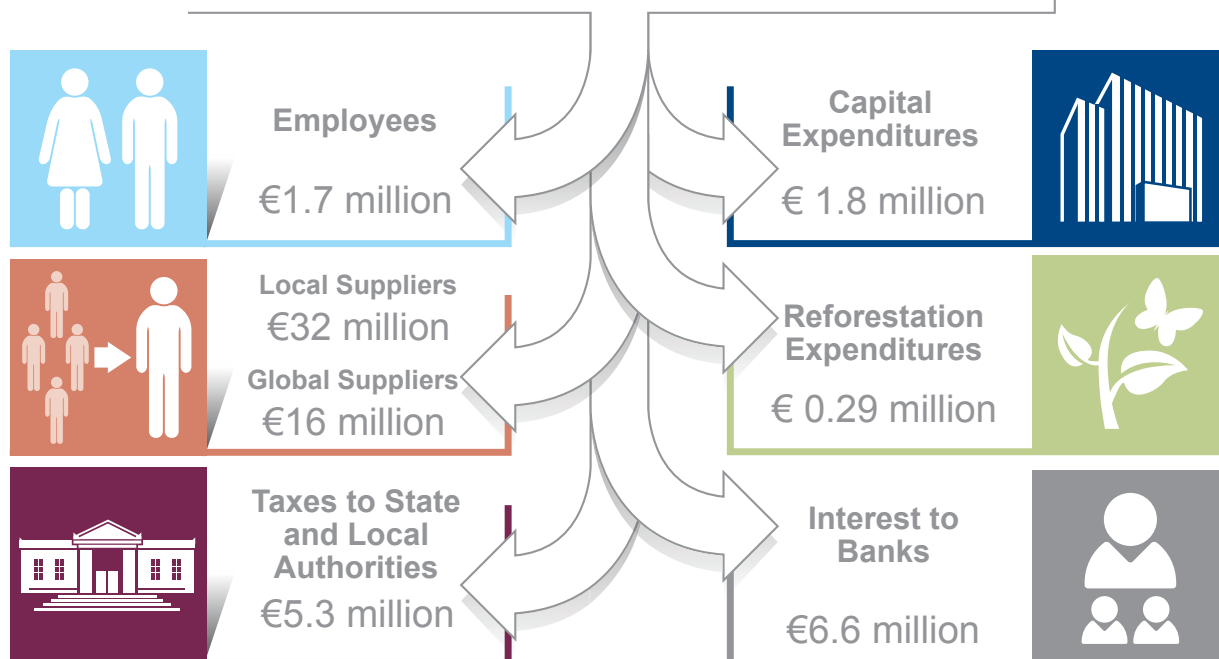
**~ € 20 MILLION IN ANNUAL
EXPORT REVENUES**

EXPORT REVENUES

2010	€ 11,627,968
2011	€ 15,455,362
2012	€ 19,291,022
Total Export Revenues 2010-2013	€ 46,374,351



FINANCIAL FLOWS TO OUR STAKEHOLDERS IN 2012



TAXES PAID BY ANTEA DURING 2012

VAT Credit	€ 1,523,601
Royalties	€ 274,632
Carbon Tax	€ 1,710,966
Excise Tax	€ 1,383,382
Municipality Tax	€ 111,743
Custom Tax	€ 142,137
Personnal Income Tax	€ 169,795
Total	€ 5,316,256

RE-FORESTATION EXPENSES

2010	€ 54,846
2011	€ 88,411
2012	€ 150,770
Total	€ 294,027

EXPENSES FOR EMPLOYEES IN 2012

Payroll	€ 1,384,588
Social Insurance	€ 349,301
Total	€ 1,733,889

Employment

Employees are Antea's best and most valuable assets. In this context, we are focused on building longterm relationships based on mutual trust and providing health and safety standards for the well-being of our employees.

The average salary provided by ANTEA is more than 80% higher than the national average salary

ANTEA's average salaries for blue collar workers are 54% higher than the national average salaries. Overall ANTEA average salaries (excluding managers) are 86% higher than the national average.

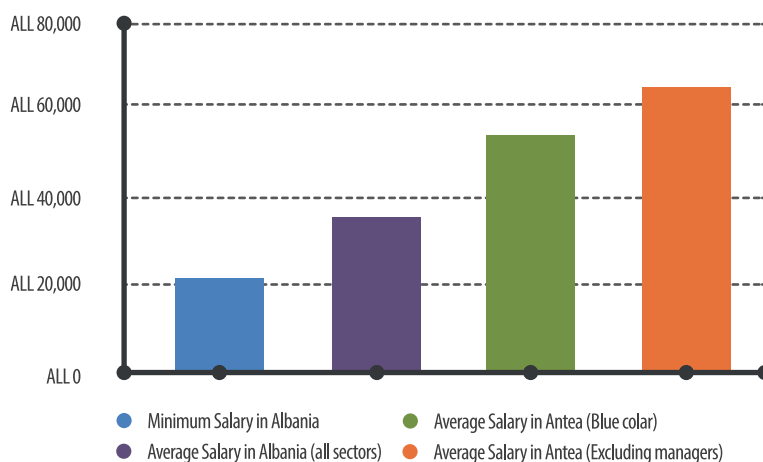
Other benefits provided to employees:

- Free transportation
- Free catering for all employees
- Medical checkups
- Gynecological exams for women
- Productivity bonus



Training is one of the most important investments ANTEA makes in its employees. The total of training hours amount to more than 806 days of work (man days).

Salary levels



**Source: INSTAT 2012.*

Our extensive training programs have led to the development of skills and the specialization of the workforce

Total no. of training man-hours 2012

Human Rights Issues Covered by Social Accountability 8000 elements	64 hr
Group Code of Conduct trainings	19 hr
Health and Safety training	2,667hr
Interpersonal & Management Skills Non Technical Know –How Induction	1,720 hr
Foreign languages courses	702 hr
Harvard Business Publishing Self Training E-learning Program (STEP)	270 hr

Throughout its long history, TITAN has been a people driven organization, recognizing that sustainable growth relies on the caliber, behavior and collaboration of our people, who are at the core of our Governing Objective and our Strategy. This has shaped our vision to “Ensure an engaged workforce, emotionally and mentally”.

ANTEA Cement is the only company in Albania to have been certified with Social Accountability Standard SA8000

Albania ranks among the countries with VERY LOW Gender Equity Index. On the other side, cement production is a traditionally male dominated industry. Despite these facts, in ANTEA women play an equally valuable role in the company.

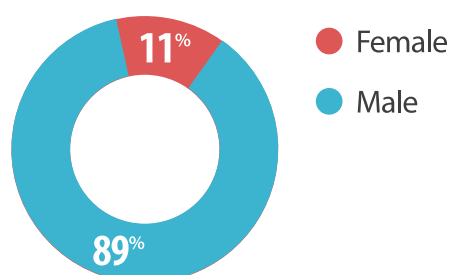
SA8000 Principles

- The company does not engage in the use of **Child Labor**
- The company does not engage in the use of **Forced Labor**
- **Health & Safety** System is in place
- People are entitled to the **Freedom of Association**
- There is no **Discrimination**
- The company treats all Personnel with dignity and respect - **Disciplinary practices**
- The company complies with the applicable laws on Working Hours and public holidays - Overtime **Working Hours** are voluntary and paid at a premium
- Salaries are sufficient to meet basic needs and provide discretionary income - **Remuneration**

HR Policy Principles

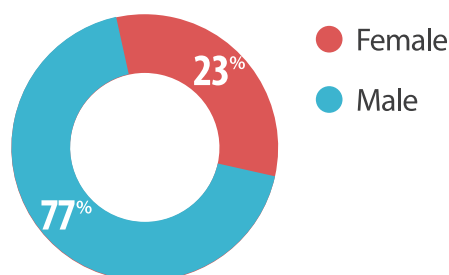
- Best fit Candidate Selection when joining ANTEA Cement
- Continuous Employee Development
- Meritocracy, Differentiation in rewards and Recognition
- Building trust by “living” our values and by practicing behaviors which ensure mutual respect, collaboration and an open flow of two-way communication.
- Respecting human rights, promoting them within the area of our influence and ensuring a law compliant and safe working environment.
- Employees’ Grievance Mechanism

Total Females Employed



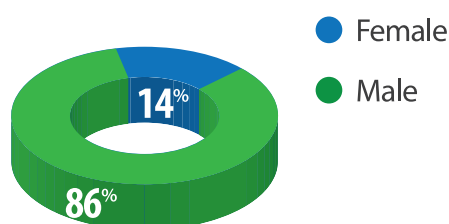
Women hold significant managerial positions within ANTEA

Females in Management



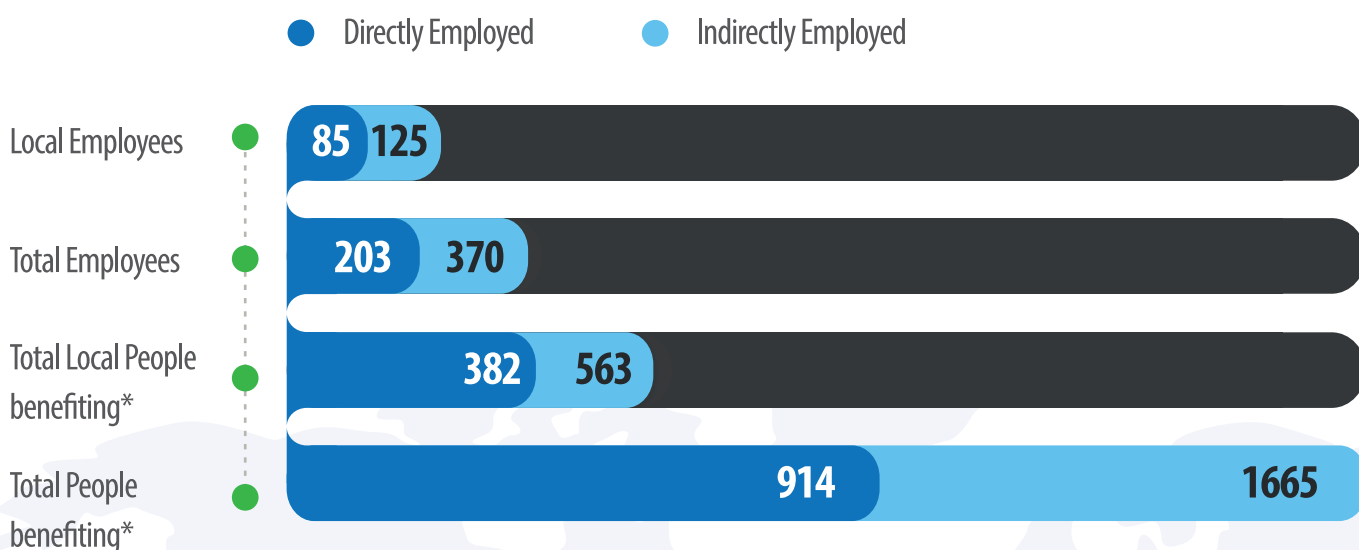
Even though representing 11% of the workforce, women take part in more than 14% of the training hours

Percentage of training hours



Impact on Community

ANTEA has a significant socioeconomic contribution, in terms of the employment it provides, the taxation generated through its economic activity and the overall support of local production and the strengthening of the national finances.

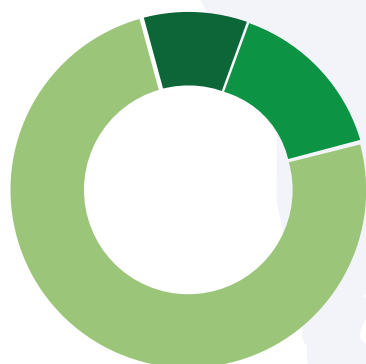


**Based on a study undertaken by ILO in 2007, the average family size in Durres District, part of which is Antea Cement, is 4.5 members.
("Rritja E Ndikimit Të Remitancave Të Migrantëve Në Shqipëri"-- Studimi I IOM dhe ILO 2007)*

Total number of
employees: 203

Total Number of indirectly
employed people: 370

2579 people are estimated to benefit from ANTEA's overall employment opportunities



- Employees from surrounding villages
- Indirect employees from surrounding villages
- Total of locals benefiting from employment

Donations and Sponsorships towards the community:

Kurbin Commune: 3t of cement for the construction of the Hospital parking

Kruja Municipality: 20t of cement for the construction of public infrastructure

Commune of Thumane: 18.5t cement for the construction of the water supply deposits in Borizane village

Kruja Municipality: 10t of cement for the reconstruction of roads

Commune of Thumana: 15t of cement for the reconstruction of houses for better living conditions

Villages of Thumana, Borizana, Derven and Bubq: 20t of cement for houses' reconstruction

Commune of Thumana: 3,500 euro sponsorship for the provision of cleaning services for the school

Fushe - Kruje City: 1,500 euro sponsorship for Children's Traditional Song Festival

Commune of Thumana: 3,150 euro sponsorship for Football Game Championship

Municipality of Tirana : Donation of 400 trees

2 Day Training program on environmental issues for the teachers of Thumana



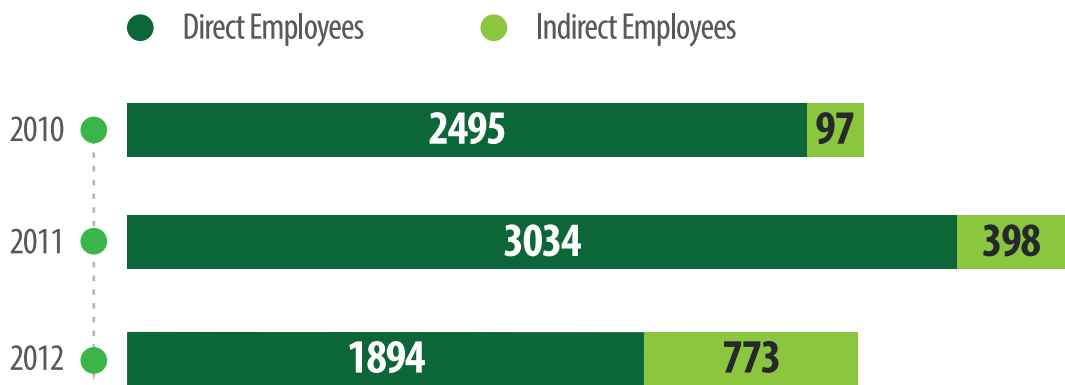
Health and Safety

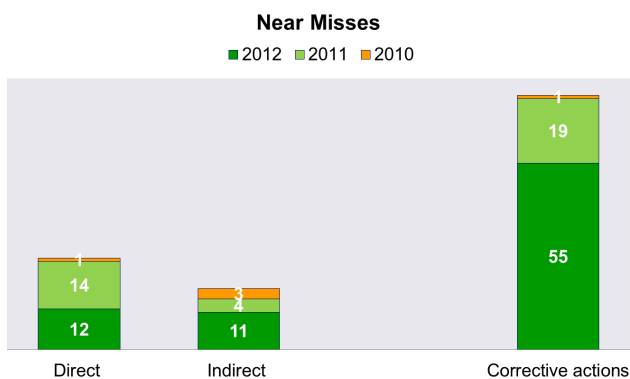
The Health and Safety procedures, preventive measures and trainings at ANTEA point to the importance of safety for our operations and our people. Health and Safety has been, and remains, the top priority of governance in our company. All employees in the plant go through numerous trainings, with H &S trainings in 2012 having exceeded 2667 hours.

Other measures taken by ANTEA include the constant monitoring of the working conditions and whether procedures are followed, as well as the review of procedures and instructions to ensure the improvement of our safety standards.

The aim for occupational health and safety has led the company also to seek certification in order to ensure that proper procedures and controls are in place.

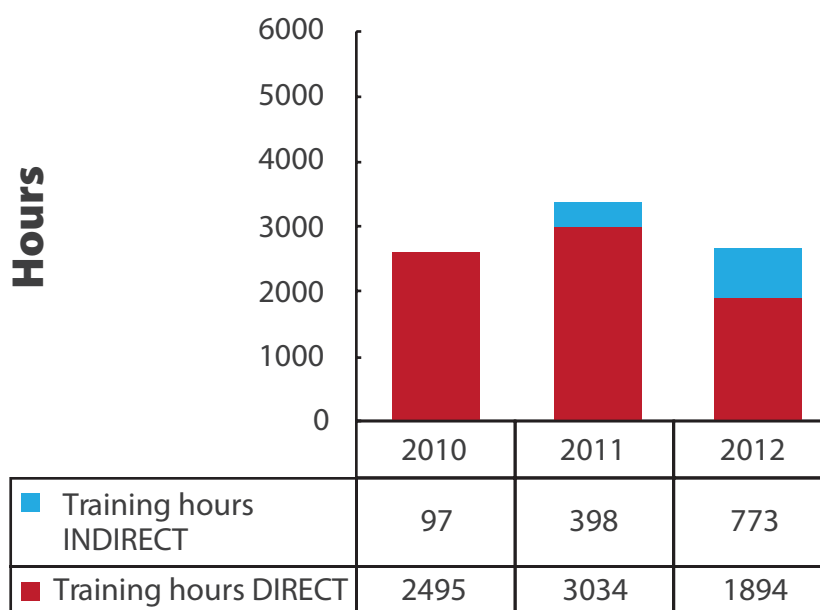
ANTEA is successfully certified with the Occupational Health and Safety OHSAS 18001 certification. In the vein of occupational safety, the Health and Safety Department is implementing throughout 2013 the “STOP” training For Each Other, a training aiming to increase safety culture, to teach how to make safety observations and how to effectively prevent ourselves and peers from being injured.





The Group's zero-injury objective and its efforts to be in the top performers in the international building materials industry, have both led ANTEA's continuous pursuit of safety excellence. While the safety culture in Albania presents several challenges, both for our employees and for our contractors working with us, ANTEA has from the beginning been noted to have excellent working standards, an achievement for which it has also been featured in the IFC Jobs study regarding working conditions. In addition to the training it ensures, ANTEA also implements measures for keeping a 'zero' accident culture in the plant not only for direct employees, but also for contractors, drivers and transporters. Management is focused on identification of leading causes of near misses, incidents, or accidents and implementation in timely manner of corrective actions in order to prevent reoccurrence of incidents. ANTEA has in place an annual training plan considering that trainings on Health and Safety are one of the priorities to create a proper workplace safety culture. Subjects of the training are part of daily tasks such as: emergency, electrical safety, hazards and risks, working with fuels etc.

Training Hours



Near Miss: is an Incident which potentially could have caused Injury or Occupational disease and/or damage (loss) to people, assets, environment or reputation, but which did not (the incident HAS occurred).

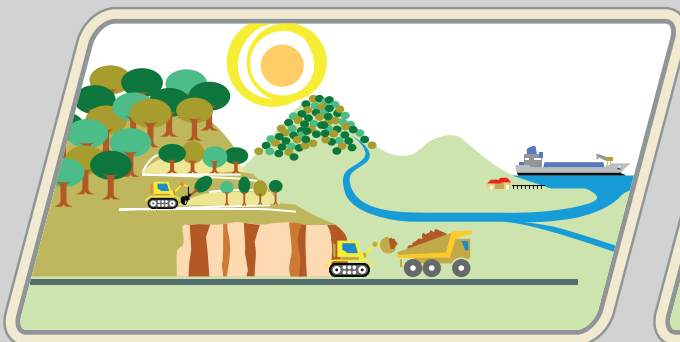
Environmental Footprint

An Environmental and Social Impact Assessment (ESIA) was conducted in 2007 to assess the impact of the “greenfield” project of the TITAN Group in Albania. An integrated Environmental Management System (EMS) was developed and applied according to international standards from the setting out of operations and in 2012 the EMS system of ANTEA Cement Company was certified with ISO 14001: 2004.

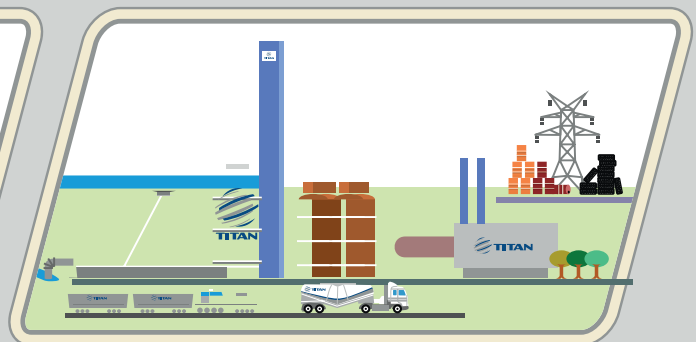
Both TITAN and Antea are committed to environmental protection and Antea complies not only to the environmental limits set by the Albanian legislation but also to international standards and limits.

The quarry rehabilitation plan of ANTEA was recognized as a case study by the World Business Council on Sustainable Development.

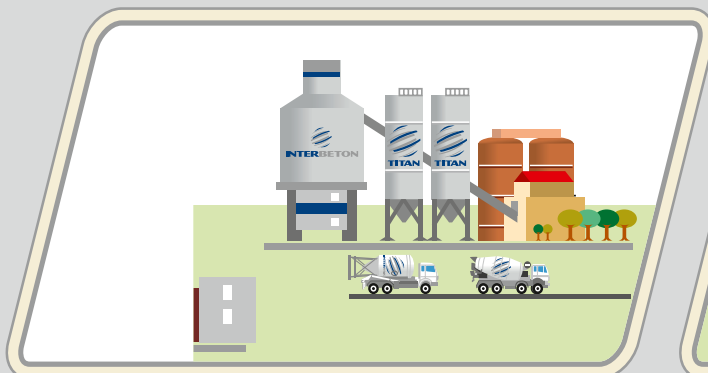
Antea has been featured as best practice in Albania for its monitoring system during the CEMSA-PRTR project of the European Union being implemented for the consolidation of the environmental monitoring system in the country.



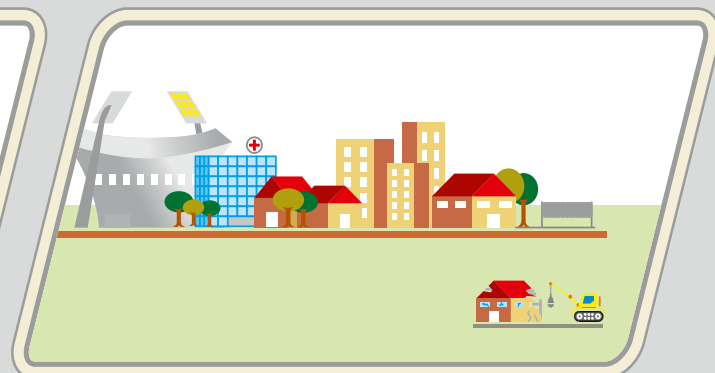
2 active quarries for flysch and limestone
3056 trees planted for rehabilitation between 2011-2013
250 ha of land reforested per legal obligations between 2009-2013



Main impacts include:
Dust and noise
Landscape and alteration
Emissions
Raw materials and energy consumption



1.2 million tons of cement produced in 2012



Concrete structures contribute to social values such as:
safety, durability, economy, resource efficiency

We acknowledge that our business activities have an impact on the environment since cement production is a resource and energy intensive industry. This impact is the “environmental footprint” of our activities in terms of depletable raw materials and other non-renewable resources used to make our products and the quantity of wastes and emissions to air, water and land that are generated in the process. For our cement production facilities we have identified the sources of impact and the associated indicators to measure them in the following areas below.

To ensure transparency and alignment with our peers in the cement industry the performance indicators used are those proposed by the WBCSD/CSI.

Dust

The major dust emission sources in cement plants are the kiln stacks and open surfaces creating fugitive dust from the transportation of materials. ANTEA has implemented measures such as road spraying with water and closed belt conveyors to reduce the dust of transportation, while it also conducts regular monitoring by accredited domestic laboratories in order to ensure compliance with the law and standards.

SOx

The presence of sulphur (S) in raw materials is the primary cause of SOx emissions. ANTEA's SOx emissions are substantially below the limits (set by the applicable national laws) as well as the EU regulations.

NOx

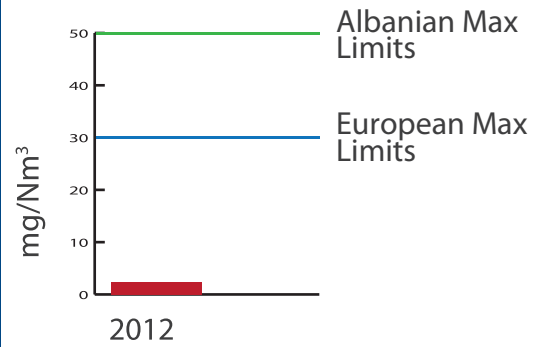
Combustion at high temperatures leads to NOx emissions. Scientific studies have indicated that NOx emissions may contribute to acid rain and smog. At ANTEA to prevent NOx emissions we supervise our technological process and we implement measures aimed at reducing our impact. Despite the fact that our emissions are below legal limits, we are investigating ways in which we can further reduce our emissions.

Water

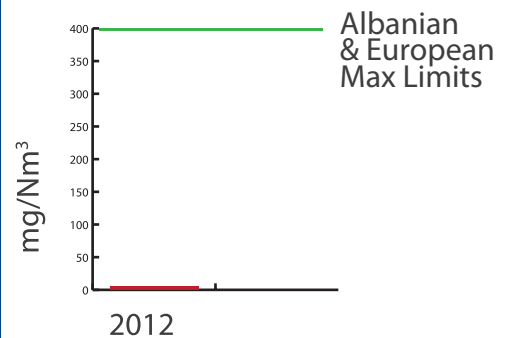
Water is necessary for the industrial process of producing cement. ANTEA has very low water consumption levels and has ensured through drilling its own water wells and conducting studies such as the ‘Hydrogeology Study of Burizane Region’ and the study for ‘The evaluation of hydraulic characteristics of the Burizane aquifer’.



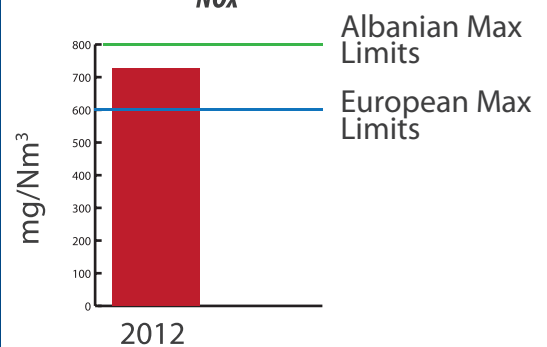
DUST



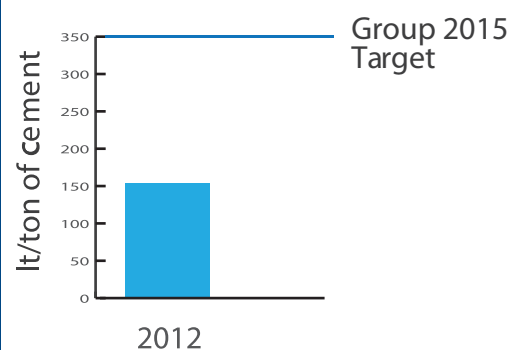
SOx



NOx



WATER CONSUMPTION





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