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*This is the first issue of the ANTEA Newsletter to be published after the construction of project ANTEA. After more than two years of construction work, the project was finally completed successfully and on time. Through this newsletter, and coming newsletters, we aim at communicating with all parties involved in our activity, including here our employees, the surrounding communities, suppliers, contractors, investors, the government and NGOs about news and developments of the company, internal changes, initiatives focused on the corporate social responsibility of the company as well as stories from the everyday-life at the plant.*

## Message from the outgoing General Manager, Mr. Angelos Kalogerakos

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Dear all ANTEA employees,

I have expressed to you many times my gratitude for the efforts and professionalism you have all shown from the birth of ANTEA and up until now. We have been a great team and I personally thank each and every one of you for sticking together and acting in unity throughout this endeavor. I will always remember you and keep you close to my heart.

As a last request, I would like to urge you all to continue acting as “ambassadors” of the ANTEA values at all times, by communicating our clear message and priority towards corporate social responsibility, health and safety and the environment, as well as embracing our initiatives and voluntarism regarding sustainability awareness and social solidarity.

I thank you all for your dedication and work and I wish you all the best.  
*Angelos Kalogerakos*

## Message from the new General Manager, Mr. Adamantios Frantzis

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Dear ANTEA employees,

I am honored to join ANTEA's team, which has achieved a lot within the small period of time that the company is operating. You have participated in the successful completion of a significant greenfield investment of TITAN in Albania, exceeding 200 million euros and hiring at its peak more than 1000 construction workers. Not only was the project completed on time and within budget, but it incorporated in the construction process the highest health and safety requirements, setting a best practice example by international standards. The plant started its operations with remarkable operational efficiency from the very first moment, while at the same time it provided jobs, training and development opportunities for approximately 200 employees from the region, most of whom were new to cement operations. Another 370

people from the wider region are estimated to be working for the plant as subcontractors and suppliers for various products and services, while ANTEA also contributes over 570 million lek to the Albanian state by means of taxes paid to the state. Last but not least, the company embraced in record time several of the international standards the TITAN Group is committed to, like the Environmental Management System ISO 14001, the Health and Safety System OHSAS 18001 and the Social Accountability standard SA 8000.

All these have been significant achievements, for which the ANTEA team has to be proud of. However, our company and the Group are facing serious challenges due to the economic crisis that influences adversely the financial performance of TITAN Group in every part of the world, including in Albania. For this reason, we need to continue striving to improve the efficiency of our operations, decreasing costs, streamlining our processes and strengthening our internal controls, thus providing value to our shareholders, without compromising our commitment to H&S, the reduction of our environmental footprint and social responsibility standards.

I am confident that the ANTEA team will live up to the challenge.

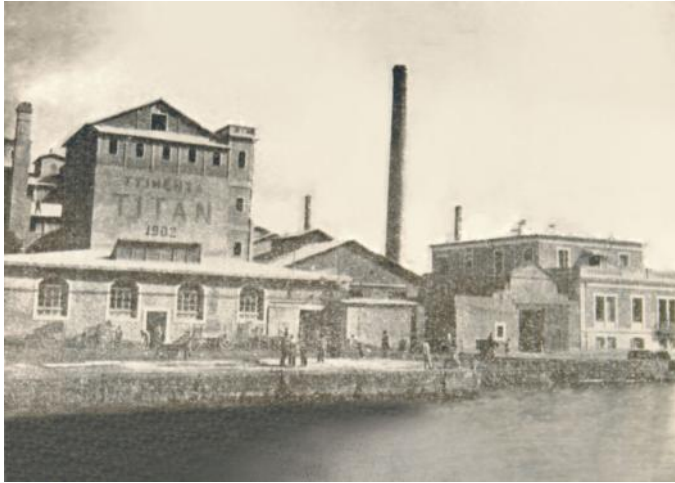
*Damir Frantzis*



# The history of Titans: more than a century of history

**1902**

- ♦ Founding of the Company with the creation of the first cement-making facility in the city of Elefsina.

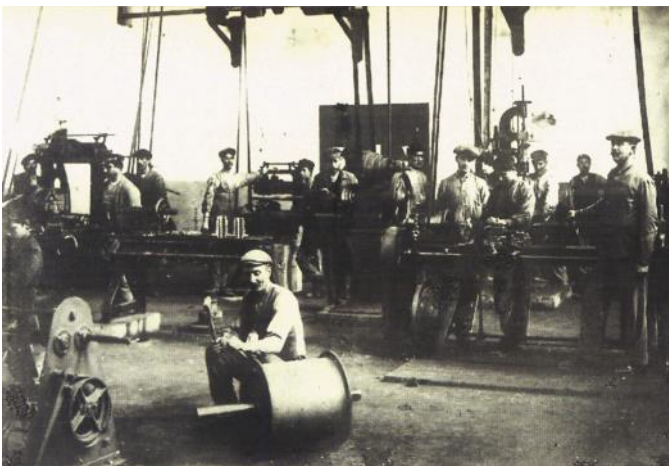


**1912**

- ♦ Registration at the Athens Stock Exchange.

**1927**

- ♦ Reduction of working hours of employees in Elefsina plant from 12 hours to 8 hours.



**1934**

- ♦ Provision of the Christmas gift for the staff, more than 20 years before it was made obligatory by law

**1951-1957**

- ♦ Increase in the amount of production of the Elefsina plant, with continuous expansion of exports, which represent 52% of the sales of TITAN and about 50% of the

total Greek exports.

- ♦ Start of production and sale of white cement in Greece and abroad.

**1960**

- ♦ Provision of a Work Doctor in the plants of TITAN.

**1962**

- ♦ Start of functioning of the second plant of TITAN in Nea Efkarpia, Thessaloniki.



**1967**

- ♦ Creation of a blood donation bank with the voluntary blood donation of employees.

**1968**

- ♦ Beginning of operation of the third plant of TITAN in Drepano.



1975

- ♦ Reduction of working hours of weekly working hours from 56 to 48 hours with no reduction in wages.



1976

- ♦ Start of operations of fourth plant in Kamari.
- ♦ Introduction of the Workers' Committees for Accident Prevention Measures in TITAN Plants.

1977

- ♦ Founding of Interbeton SA, a ready mix-company.
- ♦ Donation of land, cement and financial support for the building of the Thrasio Hospital in Elefsina, Greece.



1979

- ♦ Start of operations of first storage station in Jeddah, Saudi Arabia and in Alexandria, Egypt.



- ♦ Subsidiary NAYTITAN SA takes over shipping of cement.

1980

- ♦ TITAN ranked 2nd in the list of biggest exporting companies of Greece.

1982

- ♦ 5-working day weeks established (40 hours) in all TITAN operations, along with 5 week annual leave.

1983

- ♦ First Social Report of TITAN is published.
- ♦ The British Organization "Royal Society for the prevention of accidents" recognizes TITAN for its high performance regarding working safety.



1985

- ♦ Products exported for the first time to the USA.



**1992**

- ◆Control acquired over Roanoke cement plant in USA.



**1997**

- ◆TITAN awarded with the “Business and Environment” award of the Athens Chamber of commerce and Industry.
- ◆Scholarship and financial assistance provided for the graduate studies of employees.

**1998**

- ◆Acquisition of majority shares of the company Plevenski Cement in Bulgaria and the company Cementarnica Usje in FYROM.

**1999**

- ◆Acquisition of majority shares of the Egyptian company



Beni Suef Cement and operation of new terminal in Safa-ga, Egypt.

- ◆TITAN awarded by the European Commission for the promotion of occupational health in work environments.

**2000**

- ◆Acquisition of Tarmac America Inc. and 100% acquisi-

tion of plants in Roanoke (Virginia) and Pennsuco (Florida), quarries, ready mix units, distribution stations etc. in the USA.

- ◆TITAN Awarded with the Management Award for Sustainable Development by the European Commission.

**2001**

- ◆Award for Innovative Training Programmes for Preventing Accidents in the workplace by the European Commission.
- ◆More efficient application of the program for the restoration and regeneration of old quarries through hydroseeding.



**2002**

- ◆TITAN celebrates 100 years since its founding with a focus on Corporate Social Responsibility
- ◆TITAN signs the Global Compact of the United Nations.
- ◆The American company Separation Technologies (processing of fly ash) becomes part of the TITAN group.



◆ Acquisition of control of the Kosjeric cement producing unit in Serbia.



◆ Acquisition of control of the Egyptian company Alexandria Portland Cement (joint venture with Lafarge).



## 2003

◆ TITAN Group becomes a member of the World Business Council of Sustainable Development (WBCSD)

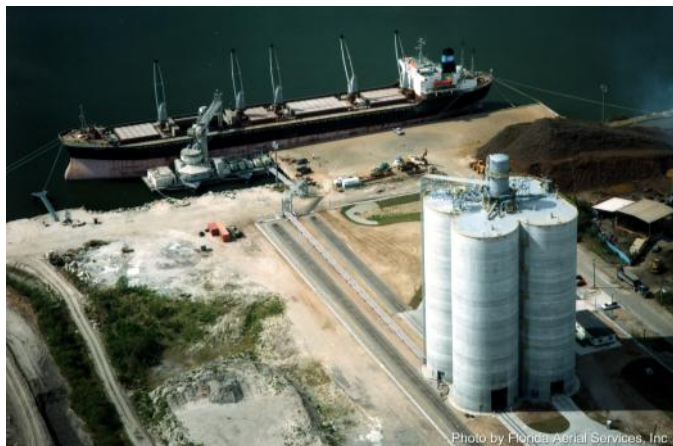
◆ European Commission recognizes TITAN as one of the 100 best companies regarding the working environment.

## 2004

◆ Acquisition of shares of the company Zlatna Panega A.D. in Bulgaria.



◆ Start of operations of the new cement terminal in Tampa, Florida, USA.



◆ First edition of the Corporate Social Responsibility and Sustainable Development Report of 2003.

◆ TITAN participates in construction of the Rio-Antirrio bridge, the world's longest multi-span cable-stayed bridge, as the exclusive producer of the special cement.



## 2006

◆ Construction of cement distribution terminal in Vlore, Albania.





◆Acquisition of Turkish company Adocim cemento Beton Sanayi ve Ticaret A.S. with acquisition of 50% of the plant in Tokat and the grinding unit in Tekirdag.



♦TITAN recognized as one of the Top companies for leaders.

◆Inauguration of the ANTEA production unit in Albania.



2011



2012

◆TITAN Group updates its Code of Code of conduct and reiterates commitment to corporate and social responsibility.



# ANTEA participates in 3<sup>rd</sup> Multistakeholder Forum on CSR

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**A**NTEA Cement participated on December 17th, 2012 at the 3<sup>rd</sup> Corporate Social Responsibility Multistakeholder Forum, organized by the Ministry of Economy, Trade and Energy, United Nations Development Program in Albania and the Swiss Cooperation in Albania. The Forum is organized regularly with the purpose to contribute to the creation of a favorable environment for the adoption of CSR practices, through continuous and inclusive dialogues with all interested parties.

This Forum comprised of a presentation of CSR principles and international standards and certifications by an expert of international standards, who explained in detail different certifications and their importance for businesses. After this presentation, ANTEA was invited to

make a presentation on best practices on CSR, focusing mainly on labor issues, both during the construction of the plant and the operation. Following ANTEA's presentation, the UNDP concluded presentations, by providing an overview of CSR projects to be supported in 2013 by the UNDP, including here an awareness raising campaign, the building of private sector capacities on CSR, and the rewarding of responsible enterprises throughout 2013.

This is the third time ANTEA participates in the Multistakeholder Forum, by presenting its best practices and discussing CSR with relevant stakeholders. The Forum is an opportunity for Albanian businesses to interact with NGOs, Unions and the government, in order to better coordinate actions and to promote CSR policies on a national level.



# Health and Safety at Work

Only two in five Albanians feel informed about health and safety in the workplace

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Every year in the European Union there are 5,720 fatal work-related accidents, a worrisome statistic that indicates the extent of the issue of occupational safety and health. This statistic is even more worrisome for our country. According to the European Agency for Safety and Health at Work's 2012 Opinion poll, only two in five (39%) Albanians feel informed about health and safety in the workplace, compared with over half (56%) who do not feel well informed and one in five who do not feel 'well informed at all' (20%). This is a very concerning statistic given the large number of Albanians working in jobs that have a high risk for accidents such as the construction sector, the heavy industry and extraction sector, as well as manufacturing and textiles. Our main goal at ANTEA is to perform all business activities without any injuries. As many of the trainings performed by the plant note, this goal lies in our own hands. The way we perform our work, the attention we pay to our surroundings and co-workers and the quality of our work are the best way we can ensure that neither our employees and co-workers, and nor our partners are injured.

The Health and Safety procedures, preventive measures and trainings at ANTEA point to the importance of safety for our operations and our people. All employees in the plant go through numerous trainings, with trainings in



*Health and Safety trainings are a part of induction programs for all new ANTEA employees*



*Making sure to wear the appropriate Personal Protective Equipment is the first step to being safe and healthy at work*

2012 having exceeded 2668 hours for our employees. 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. Thus, after two years of preparation and implementation, as of May 2<sup>nd</sup>, 2012 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 our safety culture, to teach us how to make safety observations and how to effectively prevent ourselves



and our peers from being injured. Our motto in this training is that “WE DEPEND ON EACH OTHER”. Beyond the duty we have as workers to be safe and respect safety conditions, we can not be safe unless we protect each other. A mistake or lack of attention from one worker can lead to a serious incident for a peer. If we care about our co-workers, friends and family we need to lead by example and be safe ourselves while also showing them safe measures and talking to them about safety at work. The promotion of safety in our work, our family and our homes is the only way to ensure a healthy, happy injury-free life.



*Safety bumps and street marking were also implemented as part of safety measures in order to reduce speed both in the plant and in the road leading to*

## ANTEA is certified with SA8000

First company in Albania to be certified with SA8000

ANTEA Cement Sh.A. underwent a successful certification audit for the Social Accountability SA 8000 standard, becoming the first company to be certified in Albania with SA 8000. The certification's scope covers the quarry operation, design, development, production and sale of cement.

SA 8000 is one of the world's first auditable social certification standards for decent workplaces created by the non-profit organization Social Accountability International. The standard is based on conventions of the ILO, UN as well as national laws. To ensure certification, companies have to adopt and successfully implement policies and procedures that protect the basic human rights of workers in nine specific areas: child labor, forced and compulsory labor, health and safety, freedom of association and right to collective bargaining, discrimination, disciplinary practices, working hours and remuneration.

The SA8000 certification reaffirms the commitment of ANTEA Cement to its employees as well as to corporate social responsibility, one of the main values of the TITAN Group. This certification and the socially responsible practices of the company on employment will positively influence the practices of its business partners and

will in turn improve the quality of work and life of their employees.

Being one of the most technologically advanced plants in the South Eastern Europe region, ANTEA started the implementation of management systems and the preparation for certifications, from the beginning of its operation in 2010. This certification comes to complete a successful round of certifications for the company, which is already certified with the Occupational Health and Safety Management System BS OHSAS 18001: 2007, the Quality Management System ISO 9000 and the Environmental Management System ISO 14001: 2004. ANTEA currently implements an Integrated Management System which addresses environmental, health and safety and quality issues in a holistic manner throughout its operation.



# Biodiversity Day at ANTEA

The World Biodiversity Day is a United Nations—sanctioned international day for the promotion of biodiversity issues, held every year on May 22nd. To celebrate this day and raise awareness on biodiversity among its employees, ANTEA decided to implement a significant project.

Following a project plan to make the plant greener, the Environmental Department organized also a planting event for May 22nd. Employees were grouped according to their departments and throughout the day of May 22nd they planted trees in designated places around their working areas. At the end, all participants received a pin with the message “Help the planet, plant a tree!”





# Cementors training in ANTEA

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The Cementors training program took place in ANTEA for three weeks during June 25th and July 13th 2012. The Cementors training program first began in Egypt in 2011 and has been applied in ANTEA as well since 2011. Focused primarily on developing young engineers on a fast-track pace to be world-class cement professionals, the Cementors program provides condensed industrial knowledge and increased scaling of experience gained, which is shared and transferred from internal trainers to trainees.

Workshops in ANTEA run over three weeks with participation from engineers, introducing first of all the main Industrial Competencies for cement professionals, related to the required competencies for every role in the plant. Topics covered included cement industry environmental impact mitigation, alternative fuels, automation processes in cement plants, kiln optimization levers and other topics specific to the cement sector.

Cementors is a training program based on an Industrial Competency Framework and it has been long awaited by the group as a systematic approach to train and to develop our people based on actual needs.

As one of the most-technologically advance companies in Albania, ANTEA and its employees from all departments partake in several trainings and activities throughout the year, aimed at addressing the needs of the company, the development of professional skills of the staff and the improvement overall of the operation of the company.

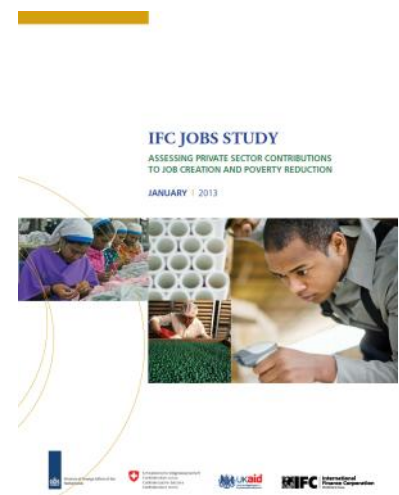


## ANTEA Cement featured as a best practice in IFC Jobs Study

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ANTEA Cement was featured as a best practice in the IFC Jobs Study, which was published in January 2013. The study highlights the labor practices of ANTEA, and specifically the good application of the Performance Standard 2 regarding the protection of the basic rights of workers. This practice has had a positive impact both for the improvement of the working standards for the workers and for CBMI, the company contracted for the construction of the plant, which has seen new opportunities created for the company to expand in European markets.

The study notes that ANTEA's case is an example of how employment standards can be incorporated into contractual agreements with positive business results and increased access to new markets.



# Open Day at the Plant



On June 5th 2012, the World Environment Day as well as the International Day of Families were celebrated in the premises of the ANTEA plant, through the organization of an “Open Day”, a day when the plant was open to everyone to visit and learn from it. The celebration was focused on the families of the workers as well as the community surrounding the plant with two clear goals: to raise awareness on environmental protection among children and to raise attention on safety and health for the parents and families.

The Open Day started with the transportation of the participants from areas around the plant and from Tirana (which was organized by the company) to the plant. After the welcoming speeches from Company representatives, a theater performance took place for the children in order to raise awareness on environmental protection. The theater was followed by a seminar for the female attendants, which stressed issues of safety at home and the avoidance of accidents.

The event concluded with music and a drawing competition by the children. The best drawings were recently selected and put together on a Calendar for 2013, which was given out to the employees and stakeholders of the Company.

## Thumana-Borizana school teachers trained

In the spirit of promoting environmental protection and raising awareness on each person's contribution in protecting the environment, ANTEA supported the training of the teachers of the Thumana school on the use of the Green Pack.

The Green Pack is an environmental education kit for teaching children between the ages of 11 and 14 about environmental protection and sustainable development. The Green Pack is primarily intended for teachers and pupils in European schools, where it has been implemented ample times. Since its launch in 2002, it has been produced in 20 language versions for 15 countries.

ANTEA made possible the training of the teachers, as a way of inserting environmental education in schools starting from a young age. The teachers were trained in the premises of the ANTEA plant, during two days regarding educational methodologies on implementing the Green Pack in schools, waste management, working in groups regarding environmental dilemmas and organizing environment-related activities at school. It is hoped that this training and the expertise gained will allow teachers to raise awareness on environmental issues among their students and to incite them to further actively protect it.





# 3<sup>rd</sup> Soccer Championship



*ANTEA's 2012 team*

ANTEA Cement supported for the 3rd consecutive year the community soccer Championship, organized by the Thumana Commune in November 2012.

The communities that participated were the seven communities of Bushnesh, Borizane, Derven, Dugagjin, Gramez, Thumane and Sukth along with the team from ANTEA, which was comprised of ANTEA employees. Given that the championship has now become a tradition in the community, many residents were eager to play and represent their communities. The soccer field was filled with people and fans passionately supporting their communities at all times, despite the fact that it was very cold outside.

The ANTEA team played against Bushnesh on November 23rd 2012 with the coaching of Mr. Kostas Kouklidis, while the finals of the Championship took place in November 27th, with the Borizana team being pronounced Champion for 2012.

## ANTEA Dream Team

|        |           |
|--------|-----------|
| Adrian | Bylyku    |
| Aldit  | Vallja    |
| Asim   | Kapollari |
| Denis  | Gjyzeli   |
| Edi    | Balla     |
| Eli    | Plava     |
| Eris   | Goce      |
| Irtan  | Sejko     |
| Landi  | Dardha    |
| Olvin  | Prifti    |
| Sajmir | Nabolli   |
| Sokol  | Kullaku   |

**COACH: Kostas Kouklidis**

In the framework of health and wellbeing for employees, ANTEA supports football games among male employees, every Monday and Thursday. To participate please sign up at the bulletin board by the canteen.



*The winning team celebrating with the cup*

# Support for children of police officers killed on duty

For the third year in a row, ANTEA Cement supported the Holiday celebration held by the Albanian State Police for the children of police officers killed in the line of duty, which was organized on December 18<sup>th</sup>, 2012.

The event was attended by the children and the families of the killed police officers, as well as by Mr. Flamur Noka, Minister of the Interior and Mr. Hysni Burgaj, General Director of the Albanian State Police, both of whom spoke of the difficult work of the police officers as well as the efforts of the government to support the families of the killed police officers.

The holiday party is organized annually and is a tradition of the Albanian State Police, aiming at commemorating the work of police officers killed in the line of duty and at recognizing their families. More than 240 policemen are estimated to have been killed in the line of duty on a national level. According to the Police, there are an estimated 191 children under the age of 18, whose parents have died in duty. Except for the presents which were provided to the children, packages with food and other house products were provided at the end of the event.



*Minister of Interior, Mr. Noka speaking at the event.*



*Volunteers with the gifts for the children*

## SAFETY TIPS

- Make a fire escape plan for your family and make sure everyone knows the exit plan for cases of emergency
- Never put a heater near clothes or furnishings
- Plug off your shower before you start showering
- To avoid fires, never fill a pan more than one third full of fat or oil.
- Never leave small children unattended: nearly 70% of the children who die from unintentional injuries at home are 4 years old and under
- Lock away from children garden tools, as well as fertilizers and cleaning chemicals which are often poisonous



*Occupational health and safety is not relevant only at work-it is a matter of culture and it is applicable in every day life situations*



# End of Year Party for Employees' Children

On December 20th, 2012 ANTEA organized a party celebrating the end of the year holidays with employees, their children and their families. The party which was organized by the administration of the company, is being organized for the third year and is one of the most loved events for the little friends of the company.

The children arrived at the plant with their parents in the afternoon with transportation provided by the company and gathered in the restaurant of the company, which had been pre-

pared to host the children and which had been filled with presents, decorations and food.

Beyond music, presents and food, the children also enjoyed a short theater performance presented by the entertainers' group "Shoqeria e Animatoreve Shqiptare" which specializes in organizing fun events for the children. After more than 3 hours of dancing, playing and meeting Santa Claus, the children returned home with their gifts in hand.



# Farewell party for Mr. Angelos Kalogerakos, ex-General Manager of ANTEA

With the occasion of Mr. Angelos Kalogerakos' end of term as General Manager of ANTEA a farewell party was organized to celebrate his work and stay in Albania for these past few years.

The event included a cocktail event provided by the Company's contractors, a short speech by Mr. Skolikis, the Human Resources Manager and finally a surprise impromptu song. Employees spent time together and greeted Mr. Kalogerakos and gave their wishes to him, with some of them having known and worked with Mr. Kalogerakos since the beginning of the ANTEA project, more than five years ago.

Angelos Kalogerakos started his work at the TITAN Group more than 20 years ago, and continued in various positions within it. He worked in both the Kamari plant and the Patra plant in Greece as a Mechanical Engineer and then moved to the Group Engineering and Technology section where he worked initially as a New Projects Manager and then as a Technical Projects Manager. It was through this position that Mr. Angelos Kalogerakos was involved in the creation of the ANTEA greenfield project and its later implementation. Mr. Kalogerakos was on the site much earlier than its start







of operation and participated in the whole process of setting up ANTEA. Since 2009, he was also appointed as General Manager of the plant, a position he held until February 2012. After ANTEA, Mr. Kalogerakos will be continuing his work at the Group in his new position as Cement Operations Director of the Greek Region. We wish him best of luck.

## Our best wishes go to....



To our coworkers who got married:

Alban Guni  
Aldorjan Gjeta  
Arben Jaku  
Avdul Halili  
Edlira Fortuzi & Enkel Gilaj  
Edmond Seferi  
Irtan Sejko

To our coworkers who had a baby:



Adrian Bylyku, who had his son,  
**Bianti**

Aleksandar Mojsovski, who had his son, **Davor**

Behar Disha, who had his son **Ryan**  
Besmir Banushaj, who had his son, **Bjon**

Dimitrios Skolikis, who had his daughter, **Chrisoula**

Dritan Dervishaj, who had his son, **Albios**

Ervin Isaj, who had his son, **Rei**  
Florjan Çukaj, who had his daughter **Emili**

Gazmir Zalla, who had his daughter, **Xhensila**

Lulzim Tanuzi, who had his son, **Vath**

Maradon Laçi, who had his daughter, **Lorena**

Shkelzen Xhafa, who had his daughter, **Olivia**

Xhim Mirdita who had his daughter, **Florenca**



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