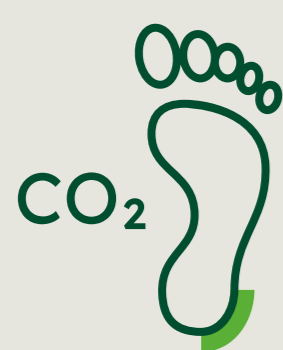


# Environment Policy



The environmental policy of Heidelberg Materials Hellas part of Heidelberg Materials Group is related to our commitment to protect the climate, water, biological diversity and natural resources, as well as reducing emissions and effective waste management. We strive to reduce the impact on our environment and ecosystems by continuously improving our processes, business and supply chain.

Our main goals are related to carbon neutrality, nature conservation and sustainable development, so that resources are used wisely and ecosystems are maintained and restored.

#### The company undertake:

- Activities to be carried out in accordance with all applicable environmental laws and regulations as well as with other local and sectoral agreements signed by the Company or the Group. The environmental policy, together with the other policies of the Companies, is an integral part of the sustainable development strategy. It is part of the Integrated Management System and reflects our commitment to implementing environmental standards that meet or exceed the requirements of local legislation.
- Environmental protection is set as an important and sensitive component for all processes and activities in our companies, related both to the performance of operational activities and to decision-making for future investments;
- Continuously explore the possibilities of applying processes and technologies mitigating the impact on the environment and its components and factors, including the implementation of technologies to reduce carbon emissions by capturing carbon dioxide;
- On the way to sustainable development, we have identified seven key priorities in the Environmental Policy in order to continuously improve efficiency in the following areas:
  - Reducing climate change by reducing carbon dioxide (CO<sub>2</sub>) emissions;
  - Responsible use of fossil fuels and raw materials and substitution with alternative sources;
  - Reducing water consumption and maintaining its quality;
  - Waste management;
  - Reducing local impacts on land and communities;
  - Reduction of process-related emissions;
  - Innovation in product development.
- Protecting the environment benefits everyone: our communities, customers, employees and future generations and is one of the key priorities of the Companies, which continuously monitor, analyze the results obtained and improve their operations in order to minimize their impact on environment.
- Regular training and awareness programs are conducted to promote appropriate personal and corporate conduct and management practices. Best practices are shared to improve environmental performance.
- A positive dialogue is maintained with local communities and authorities. Creating such interaction promotes high standards of environmental protection, social responsibility and safety, which will generate benefits at local, regional and national levels.

With this Environmental Policy, we maintain our commitment to sustainable development in accordance with the charter of the Global Cement and Concrete Association (GCCA) in strategic partnership with the World Business Council for Sustainable Development.

All managers and employees are responsible for implementing this policy and for conducting their activities in a safe and responsible manner, protecting the environment that may be affected by their actions.

December 2023

**Mihail Polendakov**  
Managing Director

