



This is our **Communication on Progress** in implementing the principles of the **United Nations Global Compact** and supporting broader UN goals.

We welcome feedback on its contents.

2024

COMMUNICATION ON PROGRESS REPORT

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MESSAGE FROM THE PRESIDENT



The year 2024 proved that our strategy and business model are resilient, while underscoring the Company's ongoing commitment to integrating sustainability into our core business operations.

I am proud to announce that Cosmos Aluminium is continuing to support the UN Global Compact initiative and its Ten Principles in the areas of Human Rights, Labour, Environment and Anti-Corruption.

Our strong commitment to a sustainable and responsible future is supported by all our employees and stakeholders, as well as communicated within our supply chain. Additionally, we have consistently supported community initiatives in healthcare and well-being.

We recognize that a key requirement for participation in the Global Compact is the submission of an annual "Communication on Progress" that details our efforts to embed the Ten Principles into our strategy and developed policies.

With collaborative efforts, COSMOS is committed to a sustainable and responsible future, integrating sustainability and promoting transparency into our decision-making processes.

The Chairman of the Board

A handwritten signature in dark ink, appearing to read 'Xenofon I. Kantonias', with a long horizontal stroke extending to the right.

Xenofon I. Kantonias

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ABOUT COSMOS

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COSMOS Aluminium, headquartered in Larissa, Greece, stands as a leader in the aluminium extrusion industry, recognized for its advanced technology, exceptional quality and global reach. The company was founded by Xenofon Kantonias and his sons, Yannis and Theodoros.

Based on state-of-the-art facilities and machinery, COSMOS Aluminium specializes in the design, production and export of high-quality aluminium profiles.

The construction of the factory was completed in 2008, in a privately-owned area of 190.000 m².

The plant covers a total area of 44.000 m², including industrial facilities as extrusion lines, thermal break assembly lines, automated storage & packaging lines, quality & certification laboratories, aluminium foundry of high-quality billet production, machining lines (CNC, cutting, drilling machines, etc.) and office spaces.

COSMOS ALUMINIUM GROUP

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In 2023, COSMOS Aluminium marked a transformative milestone by merging with ETEM S.A., Greece's oldest and most distinguished aluminum extrusion company and producer of Architectural Systems

The merge led to the creation of **COSMOS Aluminium Group**.

ETEM was founded in 1971 and was the first company in Greece to design and produce integrated aluminium systems in Greece. Boasting over 50 years of experience, with sales offices in Bulgaria, Serbia, Romania and Ukraine and sales in over 67 countries, ETEM moves forward to the future retaining the same core values.

The integration of ETEM's design leadership with COSMOS' production know-how was completed in April 2023, led to the creation of a dynamic entity reshaping the landscape of the global aluminium market.

LOCATION OF BUSINESS UNITS

The factory location was chosen for its strategic location, since it provides easy access to main highways and roads and connects the city of Larissa with other urban centers of the country.

COSMOS Aluminium HQ // Larissa ●

● ETEM BRANCH // Athens



OUR VISION

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Shared Vision

As a unified entity now, our shared vision is to lead the creation of innovative aluminum solutions that improve the quality of life with a sense of social responsibility and a vision for a sustainable future.

Mission

COSMOS mission focuses on delivering value by transforming aluminum into solutions that drive modern living while respecting the environment. Guided by principles of responsibility, integrity, and excellence, the company strives to create sustainable products that contribute to global progress, foster long-term partnerships, and support the development of both its workforce and the communities it serves.



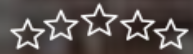
CORPORATE VALUES

“ We aspire to create a sustainable enterprise, oriented toward achieving a balance between natural, social and economic capital. Consequently, we are continuously reducing our environmental impact and becoming as carbon neutral as possible. ”

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Ethics | Quality

Committed to operate with integrity, transparency and respect, we offer products standing out for their superior quality.



Teamwork

We visualize our future through teamwork and collective effort to achieve common goals.



Creativity without limits

We encourage innovation by creating groundbreaking solutions that meet today's needs and shape the future.



Continuous Growth

We invest in the continuous development of our products and people. With every step, we ensure constant innovation in our production, contributing to creating added value for our stakeholders.



Reliability

Consisting the foundation of our collaborations, building by this way long-term relationships of trust that endure over time.



Flexibility & Adaptability

Committing our goals while always responding with flexibility to challenges of an ever-changing world.



PLANT FIGURES

As on 31.12.2024

Overall capacity:
70.000 Tons/Year

Total sales 2024
51.800 Tons

Turnover 2024:
204 million Euros

Employees:
534 in total

Press 1:
SMS // 1.750 Tons, Larissa

Press 2:
SMS // 2.700 Tons, Larissa

Press 3:
SMS HYBREX // 2.500 Tons, Larissa

Press 4:
OMAV SMS – 2.000 Tons, Larissa

Press 5:
SMS // 2.200 Tons, Magoula

Press 6:
Farrel // 2.700 Tons (9”), Magoula

Alloys

6063
6060
6005A
6082
6106
6061

In all commercial
tempers

Product Segments

Architectural Systems
Standard Profiles
Drawing Profiles

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MARKET DIVERSIFICATION

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In **2024**, COSMOS solidified its position as a global leader in the production and distribution of premium aluminum profiles, reaching an impressive number of **67 countries** across multiple continents.



CORPORATE SOCIAL RESPONSIBILITY

In COSMOS, we believe CSR represents a long-term investment, helping in strengthen our operations and competitiveness in the market, but also attract and engage talented employees, and maintain our reputation.

Our CSR strategy plays an important role in the future success of the company. It also serves to positively impact to the economic development of our local society by creating new job opportunities each year.

The combination of high skilled personnel and state of the art machinery allows us to offer top quality aluminium products at exceptionally competitive prices. At the same time, our expanding exporting activities contribute to the promotion of Greece's productivity in a universal level.

With emphasis on high standards of integrity and responsible business practices, the United Nations Global Compact reflects our company. Our CSR approach is built upon our actions, commitments and initiatives which are aligned to our areas of greatest impact.

“We strive to reduce Greenhouse Gas Emissions, to minimize waste and to conserve water resources”

“We seek to be an engaged member of our community in which we operate through collaborations with local stakeholders, active employee volunteerism, donations to those in need, employee awards and eco actions”

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HUMAN RIGHTS

Principle 1: *Businesses should support and respect the protection of internationally proclaimed human rights*

Principle 2: *Make sure that they are not complicit in human rights abuses.*

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Commitment:

We support the Universal Declaration of Human Rights. Within our sphere of influence, we are planning our strategy in accordance with respect to human rights and good labour practices. Furthermore, we operate all our business dealings in a transparent and trustworthy way, ensuring responsible conduct by commitment to ethics and integrity, which includes basic rules of conduct, principles and values, such as equality, respect for diversity, equal opportunities, non-discrimination, zero tolerance for discrimination and harassment. We see no significant risks for us and our suppliers leading to violation of the UN Global Compact Principles 1 & 2.

Initiatives:

- When selecting employees and determining their assignment, we attach great importance to their qualifications appropriate to their task description. Since 2023 and in 2024, employees are paid higher than the applicable national minimum wage aiming at bolstering the income of low-wage earners.
- Our commitments are not only reflected on our internal employment policies and partnership standards, but additionally the company, as a corporate citizen, provides active financial support to organizations dedicated to human rights protection and supporting the non-privileged. Only in 2024 we have donated approx. 1.000.000€ to support medical equipment for the pediatric clinic of University General Hospital of Larissa.
- We promote specific measures to favor the protection of our employees facing family situation, particularly in the cases of serious illness among them or the members of their families.
- At our annually employee performance evaluation, Company's top management provide financial bonuses to employees who excelled at their work. For 2024, an additional financial bonus on a monthly base is provided to each employee to reward them and show our appreciation.
- Employees are actively made aware of the possibility of reporting any behavior within the company regarding violation of human rights or environment regulations. See "Whistleblower software".

Overview of Performance:

- No incident of discrimination and human rights violation was reported in 2024.
- Zero tolerance of violations of Human rights.
- "Human Rights Policy" published and communicated.
- "Supplier Code of Conduct" communicated inside the supply chain.



LABOUR STANDARDS

Principle 3: *Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining protection of internationally proclaimed human rights*

Principle 4: *The elimination of all forms of forced and compulsory labour*

Principle 5: *The effective abolition of child labour*

Principle 6: *The elimination of discrimination in respect of employment and occupation.*

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Commitment:

We respect the right of all employees for safe employment and promote safe working conditions. Zero tolerance to incidents of violence and harassment is demonstrated inside and outside of the Company. Also, we commit to zero tolerance for child or forced labor. We have identified the typical risks within the branch concerning labour and subcontracting. These issues are monitored on regular basis.

Initiatives:

- All employees attend training programs concerning health & safety in workplace and are supplied with the necessary protective equipment according their job position.
- In 2024, in-house training seminars were carried out, providing to employees the opportunity to enhance their skills in CPR and basic first aid procedures. A qualified «First Aid Team» was able to be created for internal needs.
- All employees are treated fairly, with respect and humanity, compensated financially and morally according to their achievements and developed in a safe work environment of motivation and nondiscrimination. See “Policy on the Prevention, Combating & Management of Violence and Harassment at Work”.
- The employees’ right to freedom of association is recognized in all business activities. Representatives of employees arrange regularly meetings to express their opinions on health, safety and labour issues.
- For enjoying greater healthcare security, a 24-hour personal insurance is provided to all employees, strengthening their health and well-being. See “Personal accident contract”.
- Strengthening of the economy of local community is achieved by employment of local personnel and cooperation with many local suppliers.
- All business operations are certified according to the ISO standards: ISO 9001, 45001, 14001 & ISO 50001. Those standards are important tools in our efforts to continuously enhance aspects like quality, working conditions, sustainability throughout company’s activities.

Performance:

- No incident of a violation of the labour rights was reported to the Human Resource Division in 2024.
- “Health & safety at work policy” was shared and communicated to all employees.
- All employees are covered by business collective bargaining agreements (100%).



ENVIRONMENT

Principle 7: *Businesses should support a precautionary approach to environment challenges.*

Principle 8: *Undertake initiatives to promote greater environmental responsibility*

Principle 9: *Encourage the development and diffusion of environmentally friendly technologies.*

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Commitment:

We operate our core business with emphasis on environmental protection ensuring complete compliance with National and European laws and regulations.

Initiatives:

- We renewed our Certifications of ISO 14001 and ISO 50001.
- Natural gas, considered as the most eco-friendly natural energy source, is harnessed to provide power to energy-consuming furnaces and ovens. This action results in fewer emissions of nearly all types of air pollutants and in reducing electricity consumption of the entire production premises.
- Recycling programs of raw and secondary materials are available at high rates. If recycling is not possible, then waste is sold as secondary products.
- An environmental conscious lifestyle is promoted among employees through regular training seminars. They are encouraged to reuse and recycle possible waste streams to achieve a zero-waste work environment at working place and home.
- Second Sustainability report was published in 2025, covering the year 2023, in accordance with the GRI Standards and is available in digital format on the company's website.



Performance:

- No incidents on violations of the environmental principles and laws have been reported.
- Implementation of energy-saving measures (diesel, natural gas, electricity) are set towards carbon-neutral strategies. An annual energy reduction was not achieved due to machinery improvement and production growth (see Plant Facts and Figures).
- ESG training provided to executive managers and board of directors.
- For the first time, COSMOS Aluminium was certified by Synesgy – ICAP CRIF S.A. as a **“Most Sustainable Company 2024”** among 10 Greek Companies after the evaluation of our performance based on ESG criteria. Obtained ESG Score: A - Excellent.



ANTI-CORRUPTION

Principle 10: *Businesses should work against all forms of corruption, including extortion and bribery.*

Commitment:

We are fundamentally opposed to any kind of corruption and bribery. Specifically, we prohibit bribery of or by any of its employees and foster a culture within the Company in which bribery is not acceptable. Bribery committed on the Company's behalf by third parties is also not acceptable. We are committed to achieving the highest standards of ethical conduct and professional integrity and to ensuring that the we, our executive managers, our employees and third parties, in conducting company business, act in compliance with all applicable Greek Anti-Bribery & Anti-Corruption laws.

We are striving to deal only with reputable third parties and avoid even circumstances which may indicate a higher risk of bribery and corruption. This policy is also used as one of our major criteria in the selection process of a new supplier, customer, business partner or employee. Furthermore, business partners and representatives of authorities may not be offered any inappropriate financial benefits to promote Cosmos' business activity.

No Employee, in conducting company business, shall take unfair advantage of anyone through manipulation, concealment, abuse of privileged information, misrepresentation of material facts, or any other unfair-dealing practice.

Initiatives:

- We work systematically to strengthen business ethics and continually coordinating business strategy, culture and daily operations with the Ten Principles of the UN Global Compact. Internal ethical guidelines support responds to incidents if an employee should face an ethical dilemma.
- Emphasis is given on the important role of the supply chain to achieve further growth. In this matter, corporate suppliers are expected to act with responsibility, integrity, honesty and transparency. The supplier's evaluation process is based on following criteria: Compliance with relevant laws, including anti-corruption laws, in all business dealings. Fair competition and refraining from unfair trade practices. Strict procurement procedures set out mandatory expectations for efficient, competitive, fair and transparent procurement.

Performance:

- No incidents on violations of anti-corruption principal have been reported. No data or information leakage happened in 2024.
- "Business Ethics & Anti-Corruption Policy" was shared and communicated to all employees.

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