

Sustainability Update March 2021



CORIALIS
core innovative aluminium integrated solutions

Introduction

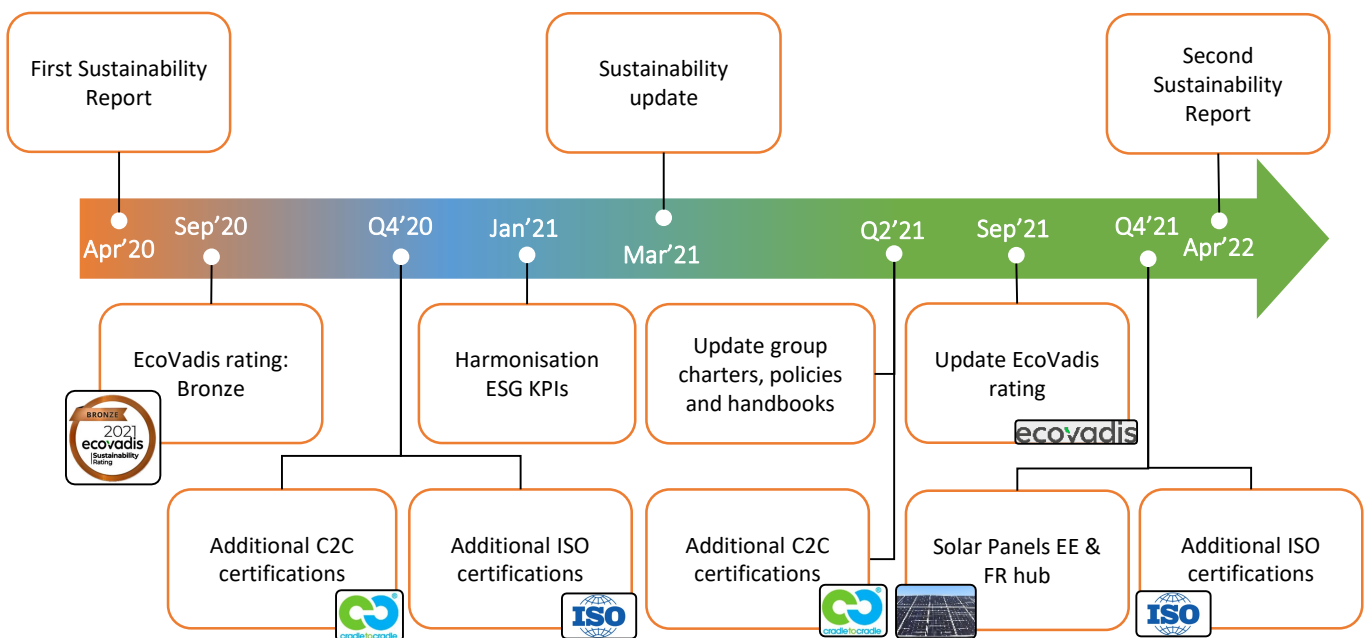
We are pleased that our first sustainability report was well received. The positive feedback strengthens our belief this is the way forward and encourages us to continue our efforts in the field of corporate responsibility. By emphasizing sustainability matters, we also feel the enthusiasm of our employees growing every day. As a group, we want to make use of this momentum to demonstrate the sustainable nature of our products and our operations.

2020 has also been the year where we integrated Lingote in the group. We have drafted plans to build an entirely new state-of-the-art factory to support future growth and will do the construction in the course of 2021. The new factory will also improve the working environment for the employees and will include modern equipment and solar panels, reducing the company’s environmental impact.

As explained in last year’s report, we had not yet optimized the information flows on a consolidated level. We are putting in a lot of effort to harmonize the data at a local level and initiated additional internal KPI reporting with regard to sustainability matters. We are also reviewing and implementing policies and procedures at group level.

To enhance our commitment, additionally, we were also subject to an assessment by EcoVadis. Knowing that we still need to make progress, we are satisfied with the result of the first assessment. We will undergo a new assessment in 2021 and target an improved outcome.

All in all, Corialis remains keen on making progress. Hence, we keep on improving our products, our processes and our reporting. We are also taking various initiatives such as accommodating our facilities for electrical cars, encouraging lease bikes, or even setting up a football field next to the factory for the employees and their children. You can find some key milestones in the timeline below. We look forward to telling you more in our 2022 sustainability report.



Product portfolio serving customers & the environment

We continue our engagement regarding the sustainability of our product portfolio. We succeeded to obtain additional cradle-to-cradle certifications. Moreover, we are in the process of having supplementary product series certified in 2021 and preparing product series to obtain certification in the future. The table below demonstrates the current status of the achieved certification and the pipeline.

Hub	Status	Product series	Level
Eastern Europe	Certification obtained	/	/
	Assessment ongoing	- Genesis75	Silver
		- Max Light	Silver
		- EcoFutural	Silver
		- Star75	Silver
		- Star90	Silver
		- Econoline	Silver
		- Office	Silver
		- MC Wall	Silver
		- Ultraglide	Silver
		- Visoglide Plus	Silver
	Preparations ongoing	- FR65	Silver
	- FR90	Silver	
Benelux	Certification obtained	- Max Light	Bronze
		- EcoFutural	Bronze
		- Star75	Bronze
		- Star90	Bronze
		- Visoglide	Bronze
		- Deco Wall	Bronze
		- IDA	Bronze
	- Infinity	Bronze	
Assessment ongoing	/	/	
Preparations ongoing	- MC Wall	Bronze	
France	Certification obtained	/	/
	Assessment ongoing	- Cuzco	Bronze
		- Tanagra	Bronze
	Preparations ongoing	/	/

Circularity in the value chain

In 2020, we've also achieved our goals regarding obtaining additional ISO's. We had selected 4 key ISO's to be implemented by the 4 biggest hubs. The UK hub already achieved this target, whilst the Eastern Europe, Benelux and France hubs obtained the additional ISO's foreseen for 2020 and they are on track to achieve the remaining ISO's in 2021. The Eastern Europe hub is also in progress of achieving the ISO 26000:2010.

Next thereto, we also set targets for the newly acquired Iberia hub. They forecast to achieve the missing ISO's in 2021 and 2022. The table below gives the overview of the status of all hubs:

Topic	Version	Benelux	France	Eastern Europe	UK	Iberia
Quality management system	ISO 9001:2015	✓	✓	✓	✓	✓
Environmental management system	ISO 14001:2015	✓	2021	✓	✓	✓
Health & Safety management system	ISO 45001:2018	✓	2021	✓	✓	2021
Energy management system	ISO 50001: 2011	2021	2021	2021	✓	2022

Environmental footprint

Corialis is taking concrete steps towards the reduction of the emission of greenhouse gasses. We are equipping our key production sites with solar panels. The Benelux hub pioneered in this respect with the installation being installed in 2019. The other hubs are following in 2021 and 2022 as detailed in the table below.

	Benelux	Eastern Europe	UK	France	Iberia
Capacity	1,1 MW	1,1 MW	0,7 MW	3,7 MW	2,0 MW
Timing	2019	H2 2021	2022	H2 2021	H1 2022

Sustainability performance indicators

Indicator	Boundary	Unit	2018	2019	2020	Change 2019/2020
Financials						
Sales	Corialis	€ '000 000	487,5	512,8	560,8	9%
Production						
Aluminium profiles produced	Corialis	Tonnes	66.706	69.762	82.499	18%
Recycled aluminium used in profiles	Corialis	Percentage	23%	20%	19%	-1ppt
People						
Total workforce in full-time equivalent (FTE)	Corialis	Number	2.061	2.143	2.312	8%
Benelux			317	306	295	-4%
France			432	432	390	-10%
Eastern Europe			584	678	715	6%
UK			551	568	528	-7%
Iberia			n.a.	n.a.	226	-
Réunion Island			36	38	28	-26%
Balkan			13	22	30	37%
South Africa			124	98	99	1%
China			4	2	2	0%
Employees with permanent contract	Main hubs & holding	Headcount	1.466	1.518	1.679	11%
Benelux			290	283	296	5%
France			369	368	360	-2%
Eastern Europe			353	389	414	6%
UK			443	467	598	28%
Holding			11	11	11	0%
Employees with fixed term contract	Main hubs & holding	Headcount	300	249	283	14%
Benelux			4	2	-	-100%
France			15	10	11	10%
Eastern Europe			281	237	270	14%
UK			-	-	2	-
Holding			-	-	-	-
Diversity						
Age <30	Main hubs & holding	Headcount	475	447	514	15%
Benelux			47	36	35	-3%
France			57	49	47	-4%
Eastern Europe			237	224	246	10%
UK			132	135	184	36%
Holding			2	3	2	-33%

Sustainability performance indicators

Indicator	Boundary	Unit	2018	2019	2020	Change 2019/2020
Age 30-50	Main hubs & holding	Headcount	1.025	1.027	1.107	8%
Benelux			187	183	184	1%
France			263	263	248	-6%
Eastern Europe			365	364	397	9%
UK			205	213	273	28%
Holding			5	4	5	25%
Age>50	Main hubs & holding	Headcount	266	293	341	16%
Benelux			60	66	77	17%
France			64	66	76	15%
Eastern Europe			32	38	41	8%
UK			106	119	143	20%
Holding			4	4	4	0%
Length of service 0-9 years	Main hubs & holding	Headcount	1.300	1.289	1.446	12%
Benelux			135	134	143	7%
France			574	170	151	-11%
Eastern Europe			183	556	606	9%
UK			403	424	541	28%
Holding			5	5	5	0%
Length of service 10-19 years	Main hubs & holding	Headcount	405	392	421	7%
Benelux			136	114	121	6%
France			174	171	171	0%
Eastern Europe			60	70	78	11%
UK			30	33	47	42%
Holding			5	4	4	0%
Length of service >20 years	Main hubs & holding	Headcount	61	86	95	10%
Benelux			23	37	32	-14%
France			27	37	49	32%
Eastern Europe			-	-	-	-
UK			10	10	12	20%
Holding			1	2	2	0%
Women	Main hubs & holding	Headcount	274	281	320	14%
Benelux			53	46	49	7%
France			33	35	38	9%
Eastern Europe			135	140	154	10%
UK			51	57	76	33%
Holding			2	3	3	0%
Men	Main hubs & holding	Headcount	1.492	1.486	1.642	10%
Benelux			241	239	247	3%
France			351	343	333	-3%
Eastern Europe			499	486	530	9%
UK			392	410	524	28%
Holding			9	8	8	0%

Sustainability performance indicators

Indicator	Boundary	Unit	2018	2019	2020	Change 2019/2020
New hires & Leavers						
Employee turnover	Main hubs & holding	Percentage	17%	21%	16%	-25%
Benelux			11%	15%	6%	-56%
France			1%	5%	6%	15%
Eastern Europe			18%	31%	23%	-26%
UK			32%	26%	20%	-23%
Holding			9%	9%	0%	-100%
New hires age <30	Main hubs	Headcount	125	233	217	-7%
Benelux			13	17	11	-35%
France			20	25	7	-72%
Eastern Europe			71	146	135	-8%
UK			21	44	64	45%
Holding			-	1	-	-100%
New hires age 30-50	Main hubs	Headcount	151	171	142	-17%
Benelux			10	14	12	-14%
France			15	9	9	0%
Eastern Europe			95	106	64	-40%
UK			30	42	57	36%
Holding			1	-	-	-
New hires age >50	Main hubs	Headcount	39	33	25	-24%
Benelux			7	4	7	75%
France			2	-	-	-
Eastern Europe			14	6	3	-50%
UK			16	23	15	-35%
Holding			-	-	-	-
Leavers age <30	Main hubs & holding	Headcount	91	166	134	-19%
Benelux			10	18	6	-67%
France			4	9	5	-44%
Eastern Europe			32	91	84	-8%
UK			45	48	39	-19%
Holding			-	-	-	-
Leavers age 30-50	Main hubs & holding	Headcount	142	167	123	-26%
Benelux			18	20	10	-50%
France			1	6	14	133%
Eastern Europe			54	87	56	-36%
UK			68	53	43	-19%
Holding			1	1	-	-100%
Leavers age >50	Main hubs	Headcount	38	32	24	-25%
Benelux			6	6	3	-50%
France			-	5	4	-20%
Eastern Europe			6	5	5	0%
UK			26	16	12	-25%
Holding			-	-	-	-

Sustainability performance indicators

Indicator	Boundary	Unit	2018	2019	2020	Change 2019/2020
New hires Women	Main hubs	Headcount	80	115	96	-17%
Benelux			5	4	6	50%
France			8	14	4	-71%
Eastern Europe			53	87	67	-23%
UK			14	9	19	111%
Holding			-	1	-	-100%
New hires Men	Main hubs	Headcount	235	322	288	-11%
Benelux			25	31	24	-23%
France			29	20	12	-40%
Eastern Europe			127	171	135	-21%
UK			53	100	117	17%
Holding			1	-	-	-
Leavers Women	Main hubs	Headcount	50	43	70	63%
Benelux			3	8	2	-75%
France			2	-	1	-
Eastern Europe			30	20	53	165%
UK			14	15	14	-7%
Holding			1	-	-	-
Leavers Men	Main hubs	Headcount	221	150	211	41%
Benelux			31	20	17	-15%
France			3	2	22	1000%
Eastern Europe			62	38	92	142%
UK			125	89	80	-10%
Holding			-	1	-	-100%
Health & safety						
Fatalities	Corialis	Number	-	-	-	-
Benelux			-	-	-	-
France			-	-	-	-
Eastern Europe			-	-	-	-
UK			-	-	-	-
Lost-time accident frequency rate (per million hours worked) *	Corialis	Number	20	19	15	-19%
Benelux			29	44	23	-48%
France			34	29	24	-17%
Eastern Europe			25	17	18	2%
UK			2	1	2	113%
Lost time accidents	Corialis	Number	66	64	51	-20%
Benelux			15	22	11	-50%
France			23	20	15	-25%
Eastern Europe			26	21	23	10%
UK			2	1	2	100%

* Group is blended average

Sustainability performance indicators

Indicator	Boundary	Unit	2018	2019	2020	Change 2019/2020
Lost workdays	Corialis	Number	1.497	2.018	2.918	45%
Benelux			80	190	329	73%
France			841	1253	1615	29%
Eastern Europe			546	564	944	67%
UK			30	11	30	173%
Near misses	Corialis	Number	697	1.416	867	-39%
Benelux			220	259	123	-53%
France			172	97	62	-36%
Eastern Europe			116	158	168	6%
UK			189	902	514	-43%
Severity rates *	Corialis	Number	0,42	0,54	0,81	50%
Benelux			0,16	0,38	0,68	79%
France			1,23	1,82	2,58	42%
Eastern Europe			0,52	0,47	0,73	56%
UK			0,03	0,01	0,03	191%
Energy consumption & emissions						
Electricity consumption	Main hubs	MWh	40.447	47.162	46.281	-2%
Benelux			9.614	9.831	9.438	-4%
France			8.929	8.495	8.218	-3%
Eastern Europe			11.489	16.995	19.836	17%
UK			10.416	11.841	8.789	-26%
Gas consumption	Main hubs	MWh	61.642	67.471	76.374	13%
Benelux			13.802	12.003	13.220	10%
France			7.475	7.757	11.251	45%
Eastern Europe			21.760	29.641	35.192	19%
UK			18.605	18.070	16.711	-8%
Total direct carbon emissions (Scope 1)	Main hubs	Tonnes CO2e	21.113	23.050	25.485	11%
Benelux			4.411	3.836	4.225	10%
France			2.432	2.523	4.252	68%
Eastern Europe			7.240	9.862	11.448	16%
UK			7.031	6.829	5.560	-19%
Total indirect carbon emissions (Scope 2)	Main hubs	Tonnes CO2e	13.284	17.657	11.270	-36%
Benelux			1.652	1.689	1.621	-4%
France			467	444	2.286	415%
Eastern Europe			8.267	12.230	1.037	-92%
UK			2.898	3.294	6.325	92%

* Group is blended average

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