

SUSTAINABILITY REPORT 2024



2024

SUSTAINABILITY
REPORT 2024



2024

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LETTER TO STAKEHOLDERS

Dear Readers,

With the release of this third Sustainability Report, our commitment to transparent and responsible reporting of the journey that Alluminio di Qualità is undertaking continues. Our goal remains to share with all our stakeholders — i.e. customers, suppliers, collaborators, institutions, local communities — the values that guide our business, the results achieved, and, most importantly, the direction we intend to follow to contribute to sustainable and inclusive growth.

Alluminio di Qualità, founded in 1986 and today a leader in Italy in the distribution of semi-finished products in aluminum alloys, is part of the Cauvin Group, controlled by Vittorio Cauvin S.p.A., an entrepreneurial group with over 130 years of history, now in its fifth family generation.

2024 represented a significant milestone in our journey: a complex year, marked by strong geopolitical tensions, economic instability and growing environmental pressure. The

persistence of the Russian-Ukrainian and Israeli-Palestinian conflicts has accelerated the formation of opposing economic-political blocs, putting a strain on international cooperation. Added to this is a global arms race and a macroeconomic environment marked by high interest rates and slowing growth, which has affected demand in many industrial sectors.

The aluminum market has also been affected by these dynamics: the new Western sanctions on the trade of Russian metals and the logistical challenges associated to the Red Sea crisis have affected the availability of semi-finished products, leading to an increased price volatility and an extended delivery times. The average price of aluminum rose by 7.5% compared to 2023, with significant fluctuations that made commercial management particularly challenging.

In a market context characterized by weak demand and growing competitive pressure at national level, Alluminio di Qualità recorded a turnover of 70.6 million euros, a decrease of 7% compared to the previous year. Despite external

challenges, the Company was able to maintain stable overall sales volumes, thanks to a solid strategy of market diversification and particularly positive results in sectors such as industry and building & construction.

2024 was also a year of concrete achievements, demonstrating our commitment to consolidating and strengthening our strategic positioning. The main investments include the opening of the new operating unit in Vignole Borbera, the renovation of the production layout of the service center in Villafranca di Verona in anticipation of the new Combo Fagor line, and the start-up of the logistics company Movimet S.r.l., which will enable more efficient transport management, with positive environmental impacts as well.

We have also launched significant projects in the field of operational efficiency and environmental sustainability, including the strengthening of the Opex Team and a continuous training program oriented towards Lean culture. Investments have also continued to expand the product range, particularly for the mechanical sector,

with the inclusion of new extrusions and plates that make the Company's offer among the most comprehensive in Italy.

We believe that being a solid and sustainable company is not only a responsibility, but also an opportunity. Sustainability is an integral part of our governance model and guides strategic choices, directly involving management in the definition and monitoring of environmental, social, and governance objectives.

With this Report we intend to strengthen our dialogue with all stakeholders, promoting a relationship based on trust, transparency, and mutual commitment. Only in this way will it be possible to build, together, a path of long-lasting, resilient development oriented towards the common good.

Enjoy reading,

Ernesto Cauvin (President)

Mattia Marconi (Chief Executive Officer)



METHODOLOGICAL NOTE

This **Sustainability Report** (hereinafter also the “**Report**” or “**Document**”) of **Alluminio di Qualità S.p.A.** (hereinafter also referred to as “**Alluminio di Qualità**” or “**Company**”), prepared as of **31 December 2024**, represents the **third Report** published by the Company, reflecting its ongoing and evolving commitment to a responsible and sustainable growth model.

Over time, Alluminio di Qualità has undertaken a growing number of initiatives across environmental, social and governance domains. Since 2022, the Company has decided, on a voluntary basis, to set up and value these initiatives through the preparation of the **Sustainability Report**, serving as the primary tool for reporting environmental and social performance. This Report facilitates a deeper understanding of current dynamics and more clearly defines the actions necessary to forge an increasingly sustainable future, in alignment with the **Sustainable Development Goals (SDGs)** advocated by **the United Nations as part of the 2030 Agenda**.

The **Report** has been prepared following a selection of the **Global Reporting Initiative Sustainability Reporting Standards** (GRI-Referenced claim), defined by the **Global**

Reporting Initiative (GRI). In accordance with these Standards, the Company has adopted the principles of **Stakeholder inclusiveness** and **completeness** in defining content, assessing its sustainability context. To ensure quality and transparency in communication, the principles of **balance, clarity, accuracy, timeliness, comparability**, and **reliability** have been applied, ensuring the adequacy of the information reported and consistency with the sustainability objectives pursued.

The **information contained in this Document** is based on **materiality**, a core principle of the GRI Standards. Specifically, the contents subject to reporting have not changed from the 2023 Financial Statements, as the **materiality analysis carried out in 2023** remains relevant and representative of the Company’s priorities. This consistency was also confirmed considering the absence of significant changes in the activities carried out and in the reference sector. The material issues previously identified therefore remain current. The process is described in paragraph “**3.3 Materiality analysis**” and reflects the Company’s commitment to accurately identify the relevant impacts along its entire value chain, including through **Stakeholder Engagement practices**.

The **Financial Statements** are prepared **annually**, covering the period between **1 January 2024** and **31 December 2024**. Where feasible, the data have been compared with those from 2023 to ensure **temporal comparability**. To ensure an accurate representation of performance and enhance the **reliability of information**, the use of estimates has been minimized; where estimates are

utilized, they are clearly indicated. The **Sustainability Report** is available on the Company’s website at www.alluminiodiquality.it, under the “Sustainability” section. For any inquiries or information regarding **Alluminio di Qualità’s Sustainability Report**, please contact marco.bruzzone@alq-cauvin.it, addressing **Marco Bruzzone** and including “**Sustainability Report**” in the subject line.



01

THE CAUVIN GROUP

1.1 Over 130 years of history, five generations

10



1.1 OVER 130 YEARS OF HISTORY, FIVE GENERATIONS

The **Cauvin Group**, founded in **Genoa in 1890** by **Vittorio Cauvin**, is now in its **fifth generation of family leadership**, marking a path of growth and diversification that spans over a century of history. Throughout this period, the Group has navigated and overcome two world wars and continuous shifts in the reference markets, building robust relationships with leading manufacturers in the sector and responding flexibly to the needs of both national and international customers.

Over the years, the Cauvin family has consistently maintained leadership and control of the Group, upholding its entrepreneurial tradition with consistency and vision.

Since the Second World War, product and geographical diversification has been a strategic pillar for the Group's development. This approach has enabled the generation

of solid synergies and the prompt seizing of opportunities presented by ever-evolving markets. Since the 1980s, the Group has progressively expanded its operational scope through the establishment of new companies, including **Alluminio di Qualità** in **1986**, thereby strengthening its industrial and commercial presence.

With **over 130 years of experience**, the Group has invested in the vertical integration of its activities, consolidating its structure through **ten operating companies**, with a **total turnover of approximately 500 million euros** and **over 200 employees**. The result of this long-term business journey is now an integrated Group that operates in the trading, distribution and processing of fertilizers, steel, aluminum and non-ferrous metals, ferro alloys and international procurement services.

GROUP STRUCTURE



GRUPPO
CAUVIN



GRUPPO
CAUVIN

Fertilisers



GRUPPO
CAUVIN

Steel



GRUPPO
CAUVIN

Aluminium and
non-ferrous metal



GRUPPO
CAUVIN

Ferro Alloys



GRUPPO
CAUVIN

Procurement

02

ALLUMINIO DI QUALITÀ

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2.1 THE COMPANY

Founded in Genoa in 1986, *Alluminio di Qualità S.p.A* is now a national leader in the **distribution and processing of flat-rolled and extruded aluminum alloys**, intended for multiple industrial sectors, including **construction, automotive and shipbuilding**. The experience gained in **over 35 years of activity in the light metals sector** has enabled the Company to consolidate a competitive position, supported by a flexible and customer-oriented operating structure.

The Company supplies **semi-finished products in commercial or tailor-made formats**, distributed throughout Italy and abroad through an integrated logistics network supported by **highly specialized Service Centers**:

- **Villafranca di Verona**, for the flattening and longitudinal and transverse cutting of strips, and the processing of plates and sheets,
- **Campi Bisenzio (FI)**, for the cutting and processing of extrusions,
- **Vignole Borbera (AL)**, for the processing of plates and sheets specifically dedicated to shipbuilding.

Commitment, expertise and continuous investments in service enhancement distinguish Alluminio di Qualità in the market, guaranteeing **technical support to customers** from the design phase and providing a punctual logistics service, carried out with its own vehicles and third-party carriers.

Today, the Company continues its growth trajectory by investing in the digitalization of processes and in the continuous improvement of environmental, structural and production performance.



2.1.1 2024 HIGHLIGHTS



2.2 HISTORY AND VISION OF THE COMPANY

Alluminio di Qualità was officially founded in **1986**, but its growth journey began in **1977**. The starting point was Max Cauvin's intuition when he first saw an aluminum plate from ALCOA in France. In **1978**, Vittorio Cauvin established the first agreements with the American multinational, followed by those with RAI-Slim in **1985** for the distribution of profiles for windows and doors in Liguria. This event marked the beginning of a strategic interest in aluminum within the Cauvin Group, which led to the creation of Alluminio di Qualità in **1986**, with the acquisition of the Genoa distribution center from Alumix and the beginning of activities at the two Service Centers in **Villafranca di Verona** and **Campi Bisenzio (FI)**.

In the nineties, the use of aluminum grew steadily, and the Company held a significant market share in Liguria. To expand sales and areas of expertise, companies were subsequently opened in **Piedmont (Comtometal)** and **Tuscany (Alluminio Toscana)** with local partners already active in the sector. However, after a few years, the window and door market proved to be limiting. The dynamics of the sector, characterized by strong competition between Italian producers, do not allow the desired size to be reached. Thus, pursuing the growth strategy through alliances in this sector as well, in **1997** Alluminio di Qualità diversified into the industrial sector through the exchange of shareholdings with the **Predieri Group** of **Reggio Emilia**, which boasted a strong presence in its region but which, like the Cauvins, wanted to expand its areas of

expertise. The final objective of the project, after an initial period of collaboration while maintaining control of the respective regional companies, was the possible formation of a single entity of national importance.

A first step in this direction was taken in **2009** with the merger of Alluminio di Qualità with Alluminio Toscana and Comtometal, with Vittorio Cauvin as a **60% shareholder**, Predieri Group at **37%** and Eugenio Paroletti at **3%**. In the meantime, the Predieri Group began to face some difficulties: in 2010 Alluminio di Qualità acquired the subsidiary **Lampro**, specialized in the distribution of pre-painted rolled products in Lombardy, and in **2013** Vittorio Cauvin acquired the entire stake of the Predieri Group in Alluminio di Qualità, reaching **97%** of capital. In the same period, the Company's workforce was strengthened with the entry of commercial resources from the closure of **Corus**.

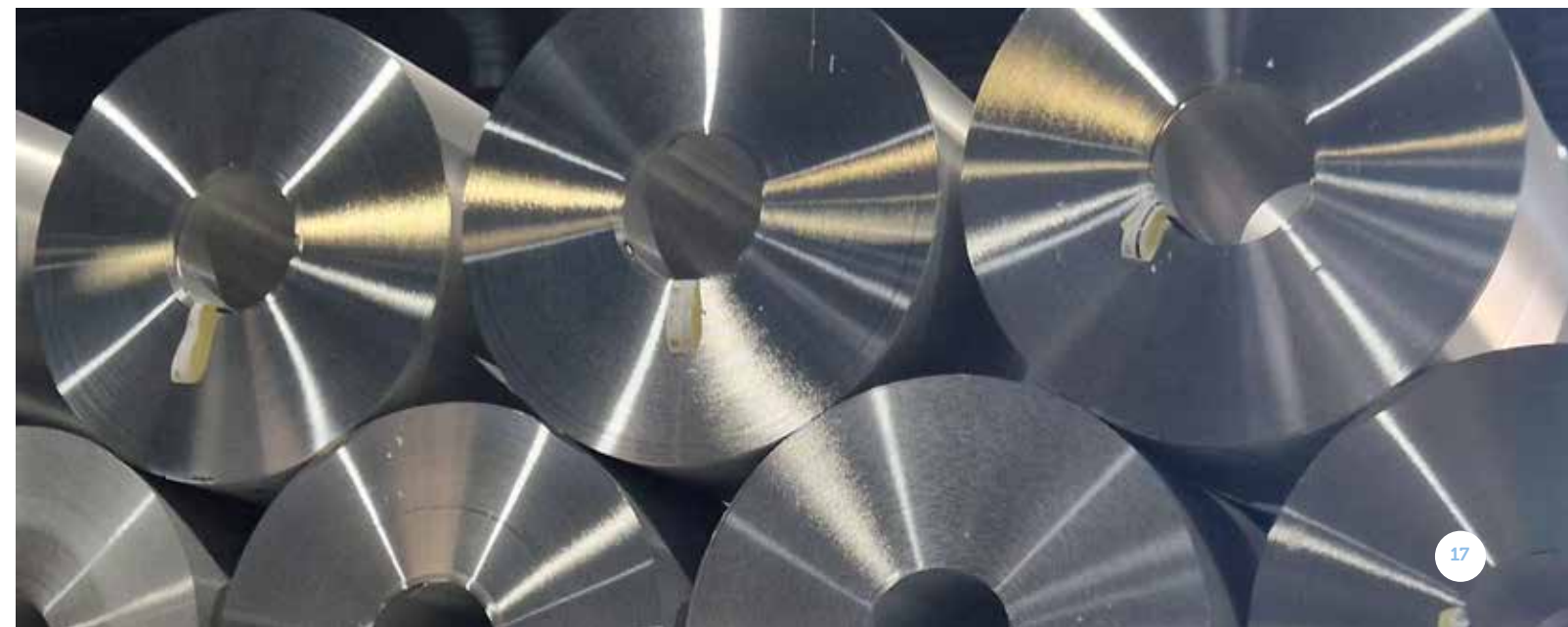
Also in **2010**, a fundamental operation for growth was concluded: the lease of the Fover Alluminio business unit, concluded with the purchase and merger after three years of management. In the following years, the Company implemented a profound reorganization, with the closure of the distribution centers in **Nichelino (TO)** and **Cesano Boscone (MI)** and the separation of the activities relating to windows and doors in the center of **Genoa Bolzaneto**, then spun off in **2019** into an independent company, as they were no longer synergistic with the core business.

The expansion of the **Service Centers** continues, with the implementation of increasingly advanced systems in **Villafranca di Verona** and with the doubling of the covered areas in the center of **Campi Bisenzio (FI)** in **2022**, both aimed at ensuring widespread logistical coverage from northern to central-southern Italy. Mattia Marconi, after coordinating the organizational restructuring process, joined Eugenio Paroletti, in the management of the Company in **2015**, and assumed leadership in **2020**, thus completing a project born many years earlier, which started from a clear vision of the market and the ambition to create a player of national importance.

With the same vision, **Metal Link** was established in **2020**, a commercial and logistics alliance with **Baratè S.p.A.**, a distributor specialized in the mold and mechanical sector, a complementary entity to Alluminio di Qualità. The goal was to create the most important commercial platform in Italy for the distribution of semi-finished products in all the different aluminum alloys. Although the alliance was interrupted in **February 2022**, it made it possible to navigate the difficult years of the **Covid-19 pandemic**.

Over the years, Alluminio di Qualità has continued to pursue a multi-sector growth strategy, with particular attention to the development of its digital processes, services, and sales channels. In this context, **2024** was a particularly significant year, marked by two milestones in the history of the Company: the opening of the new operating unit in **Vignole Borbera** and the launch of **Movimet**, the Group's new logistics company.

The **Vignole Borbera (Alessandria)** facility, inaugurated in **September 2024**, joins the **Service Centers** of **Villafranca di Verona** and **Campi Bisenzio (Florence)**, significantly strengthening the presence in the **north-west of Italy**, with a focus on **Liguria, Piedmont** and **lower Lombardy**. Originally established as a warehouse and processing center for sheets and plates dedicated to shipbuilding, the new structure represents a strategic node for distribution and plays a key role in the process of reducing environmental impact and optimizing transport at Group level.



2.2 HISTORY AND VISION OF THE COMPANY

At the same time, a long-studied logistics project came to fruition, aimed at internalizing and rationalizing the logistics activities of the companies of the Cauvin Group. It is in this context that **Movimet S.r.l.** was founded, a wholly owned subsidiary of **Vittorio Cauvin S.p.A.** and operational since **November 2024**, with the aim of managing the logistics of Alluminio di Qualità, Acciai di Qualità and other related companies in an integrated way.

MOVIMET S.R.L.

Movimet S.r.l. is a new company, wholly owned by **Vittorio Cauvin S.p.A.**, established with the aim of optimizing the logistics flows of the Group's companies, including **Alluminio di Qualità** and **Acciai di Qualità**. With a focus on reducing environmental impact and optimizing transport, the logistics internalization project will make it possible to streamline operations on three main fronts: **intra-warehouse logistics (Hub-to-Hub)**, **inbound logistics** and **outbound logistics**.

Thanks to the **strategic location of the warehouses** of the various Group companies, Movimet will be able to enhance logistics routes, avoiding empty load journeys and optimizing routes. In addition, the process of collecting **from suppliers** and **delivering to customers** will be made more efficient by combining delivery and pickup routes, especially when suppliers are located in proximity to logistics centers.

The declared goal is **to fully utilize** transport capacity, reducing the routes and the environmental and economic impact associated with them. The creation of Movimet therefore represents a crucial step to improve the service and reduce operating costs, leveraging the existing synergies within the Group.

The growth continues, to date, thanks to partnerships with important operators across various sectors and the collaboration of qualified managers and highly specialized employees. The Company consistently invests in the innovation of computerized processes, enhancing them year after year. Alluminio di Qualità is committed to continuous improvement, making its business increasingly sustainable, efficient, and oriented towards the highest quality of the product for the customer.

Establishment of
Alluminio di Qualità

1986

1992

Establishment of
Comtometal

Establishment of
Alluminio Toscana

1996

1997

Beginning of the collaboration
with the **Gruppo Predieri**

Merger of **Alluminio
Toscana** and **Comtometal** into
Alluminio di Qualità

2009

2010

Acquisition of **Lampro**

Lease of the **Fover Alluminio**
business unit

Closure of the **Nichelino (TO)**
warehouse

2012

Reacquisition of **Predieri** shares

Acquisition of the **Fover Alluminio**
business unit and integration into
Alluminio di Qualità

2013

Closure of the **Cesano Boscone (MI)**
warehouse

2015

Spin-off of the **window and door** business

Beginning of the collaboration with
Baratè S.p.A. through **Metal Link**

2019

Closure of **Metal Link**

Expansion of the Service Centre
facilities in **Campi Bisenzio (FI)**,
doubling the available space

2022

2024

Establishment of **Movimet S.r.l.**
and inauguration of the new
logistics hub in Vignole Borbera

2.2.1 KEY EVENTS OF 2024

2024 was a year of substantial progress for Alluminio di Qualità, marked by **significant events** that further solidified its presence on the market, enhancing its operational capability and positioning the Company for new growth opportunities.

MARCH 24

Participation in the **MECSPE** Fair dedicated to the Mechanics sector.

Training event on cold-rolled aluminum at our supplier **PROFILGLASS** in Fano.

MAY 24

JUNE 24

Training event on hot-rolled aluminum at our supplier **AMAG** in Austria.

Coaching with the targeted continuation of the **"Evolution of Skills"** program.

Publication of the second **Sustainability Report FY2023**.

Repaving and initial preparation of the **foundations** to accommodate the new FAGOR combo line.

CONTEXT

LME rollercoaster trend following EU sanctions on Russian primary aluminum and elimination of Chinese tax rebates.

General **decline in demand** across the industrial and automotive sectors.

Intense price competition due to a highly fragmented distribution market.

Opening of the new **operating unit in Vignole Borbera** (AL), approximately 2,500 sqm within the premises of Acciai di Qualità, to serve the regions of Northwest Italy following the closure of the Genoa Bolzaneto warehouse.

SEPTEMBER 24

OCTOBER 24

Sponsorship of the **5th SUPER YACHT FORUM** organized by SY24 in Pisa.

Kick-off of the **OPEX TEAM** project, initiation of **Lean Manufacturing training with Kaizen Institute**.

MOVIMET S.r.l. is established to manage the Group's logistics, starting with the transfer of ALQ's transportation assets.

NOVEMBER 24

2.3 MISSION AND VALUES

Alluminio di Qualità, in accordance with the Cauvin Group's values, has the objective of pursuing sustainable development over time, respecting its own tradition and the expectations of its stakeholders. The Company distinguishes itself through the quality of its products and its ability to meet customer needs, made possible by the support of its shareholders, the collaboration between managers and the growing specialization of its employees.

Alluminio di Qualità places great importance on the opinion of its stakeholders, committing to building and maintaining relationships based on **trust**, **continuity** and **reliability**, elements that contribute to consolidating its strong reputation. To ensure adherence to the values of ethics, responsibility and integrity in professional activities, the Company adopts the Cauvin Group's **Code of Ethics**.



In accordance with the Group's principles, Alluminio di Qualità embraces the following fundamental values that guide daily activities:

- ✓ **Honorability:** Alluminio di Qualità operates by maintaining its requirements of respectability and good reputation over time.
- ✓ **Competence:** The Company acts responsibly, according to recognized, technically sound and ethically correct criteria, to provide top-quality products and services.
- ✓ **Professionalism:** Alluminio di Qualità ensures the highest level of commitment and professionalism on behalf of all those who collaborate with the Company, to contribute effectively to achieving the company's objectives and ensure maximum customer satisfaction.
- ✓ **Trust:** The Company builds its relationships on continuity, reliability, and good reputation towards all business partners.
- ✓ **Openness to change:** Alluminio di Qualità operates with dynamism, remaining attentive to market changes and socio-economic evolution, ensuring continuity with the past while respecting its tradition.
- ✓ **Safety in the working environment:** In respect of individuals and in accordance with relevant legislation, the Company is committed to creating and managing work environments that protect the health and safety of its employees.



2.4 MARKET SERVED AND SERVICES PROVIDED

As a leading Italian company in the distribution and processing of flat rolled aluminum alloy products, Alluminio di Qualità relies on technologically advanced service centers and a highly specialized organization to offer a comprehensive range

of products and processes, guaranteeing flexibility, quality and punctuality. The solutions provided are tailored to meet the needs of various sectors, supported by an efficient and customer-oriented operating model.



2.4.1 MARKET SECTORS

✓ Industry

Alluminio di Qualità provides a complete portfolio of flat rolled products (sheets and plates) and extruded bars in various aluminum alloys. The wide range of semi-finished products is available in both commercial and cut-to-size formats, according to customer requirements. Supported by an extensive sales network, the Company operates in Italy and abroad, supplying semi-finished aluminum products for various sectors, from light carpentry to mechanics, from industrial vehicles to railways, from street furniture to lighting technology.

✓ Automotive

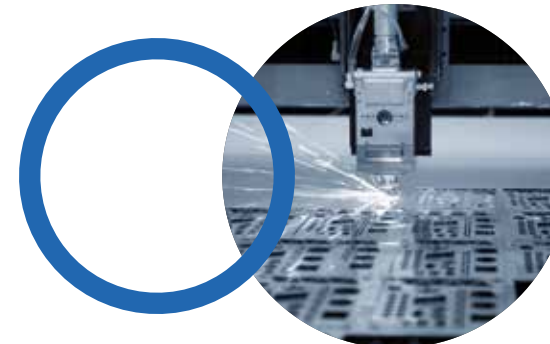
Alluminio di Qualità is the only Service Center in Italy specialized in supplying from stock flat-rolled products in 6016/6111 T4 and 5182 O/H111 alloys, with the certifications required by the main car manufacturers. The products are available with EDT, Drylube and Ti/Zr Passivation surface treatments, in various widths and thicknesses. With processing lines for levelling, cross-cutting, slitting and Drylube lubrication application, the company provides a tailor-made service to meet the specific needs of the industry.

✓ Shipbuilding

For over 30 years, Alluminio di Qualità has been a reference point in Italy and abroad for the construction of aluminum hulls and superstructures for super and mega yachts. The Company, in fact, offers from ready-to-use construction sheets to plates in 5083 H111/H321 alloy, with thicknesses from 3 to 40 mm and sizes 2000x6000, as well as pre-shaped materials with laser cutting using the latest generation power, extrusions, profiles and friction stir welded panels. All products are supplied with certifications from the main international classification bodies, ensuring quality and compliance with regulations.

✓ Building

The Company, as the official distributor in Italy of Luxe Coat products, offers liquid and powder-coated pre-painted laminates, continuously and "sheet by sheet", in a wide range of colors. These products are specifically designed for the construction market, particularly for roofs, facades and cladding, as well as various industrial applications. Pre-painted laminates are available in commercial formats and cut to size, up to 3 mm thick. All products guarantee high performance and durability, with quality ISO 9001-2015 and Class A1 fire reaction certifications.



2.4.2 OUR SERVICES



Alluminio di Qualità operates through two highly specialized service centers, located in Villafranca (VR) and Campi Bisenzio (FI), complemented by a new logistics hub in Vignole Borbera (AL). The total covered area exceeds 14,000 square meters, with an annual cutting capacity of over 15,000 tons. At the operational centers, the Company has:

- ✓ **3 processing lines for levelling, cross-cutting, and slitting of strips;**
- ✓ **2 numerically controlled sawing machines** for cutting plates and extrusion;
- ✓ **1 line for automatic application of PVC** sheet to sheet.

✓ **Levelling and cut-to-length**

This line is capable of processing thicknesses from 0.4 to 6 mm, with widths up to 1600 mm and lengths up to 8000 mm, depending on the alloy. Cutting is performed with a 143 kW automated rotary shear, ensuring an accuracy of ± 0.25 mm along the length. The plant is equipped with a detensioning system to eliminate rolling tensions present in the coils, belts for checking the diagonals and flatness of the outgoing sheets, and three tables for stacking and unloading materials. In addition, PVC can be applied on both sides, and interleaving paper can also be applied.

✓ **Cut-to-length and blanking line**

The levelling and cut-to-length line is designed to process sheets and blanks with thicknesses from 0.4 to 3 mm, for a width range from 200 to 1050 mm and a length range of 300 to 2000 mm, depending on the alloy. Cutting is performed with an automated flying shear, ensuring an accuracy of ± 0.25 mm in length. The system also allows for the application of protective PVC on both sides and interleaving paper is possible.

✓ **Slitting line and DRY LUBE lubrication**

The slitting line for reducing the width of strips has the capacity to process incoming coils up to 8,500 kg and can cut, depending on the alloys, thicknesses from 0.4 to 6 mm, with a width range from 300 to 1650 mm. The system is equipped with a shearing table with rubber-coated blades and spacers, which allows the production of strips with minimum widths of 30 mm, guaranteeing cutting tolerances with precision measurable in tenths of a millimeter. Finally, the plant is equipped with a Ravarini&Castoldi Elettrospray® electrostatic oiling machine for the application of DRY LUBE lubricant, ideal for materials intended for automotive applications.

✓ **Bar sawing machine**

The EVO 545 sawing machine, installed at the Campi Bisenzio plant is designed to meet customers' requirements for cutting to size on bars. The numerical control system can perform single or series cuts in "no stop" mode, with a variable band saw speed ranging between 500 and 3000 mt/min. It is capable of processing bars with a maximum diameter of 540 mm, ensuring a cutting tolerance of ± 0.3 mm.



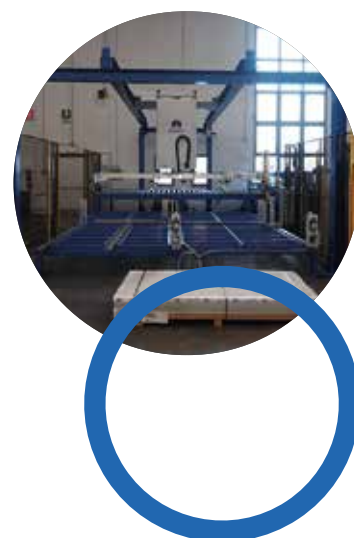
✓ Plate sawing machine

BRIGANTO's latest generation sawing machine capable of cutting plates with a thickness from 5 to 200 mm. The machine is equipped with a roller table measuring 6200x4200 mm, guaranteeing a cut straightness of ± 0.1 mm over a length of 3 meters. A distinctive feature of this sawing machine is the air curtain table, which enables manual handling of plates up to a maximum weight of 4000 kg, facilitating the cutting process. Additionally, the plant is equipped with a vacuum system connected to a briquetting unit, ensuring efficient recovery of chips, which are subsequently reintroduced into the aluminum recovery cycle.



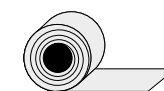
✓ Protective films application line

This line is designed for the application of various types of PVC sheet-to-sheet, on one or both sides. It is capable of processing materials with thicknesses from 0.4 to 10 mm, width from 500 to 2000 mm and length from 1000 to 4000 mm. The plant is equipped with a second bench for the automatic packaging of new pallets, ensuring efficiency and precision during the process.



AVAILABLE FORMATS

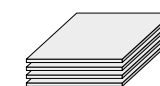
COILS



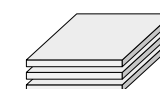
CUT-TO-LENGTH



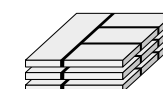
SHEETS



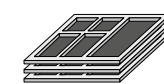
PLATES



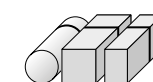
CUT PLATES



PROCESSED



CUT TO SIZE BARS



CUT TO SIZE TUBES



ROUND/
RECTANGULAR
BARS



ROUND/
RECTANGULAR
TUBES



03

SUSTAINABILITY PATH

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3.1 SUSTAINABILITY APPROACH

With the publication of this Report, **Alluminio di Qualità** continues its **Sustainability Path**, started in 2022, with determination, enhancing the integration of environmental, social and governance (**ESG**) issues within corporate strategies. The Company acknowledges the increasing importance of responsible **and transparent management**, capable of generating lasting value not only for the company, but also for its stakeholders. In this context, Alluminio di Qualità is committed to identifying and evaluating the impacts – both positive and negative – associated with the material issues that emerged from stakeholders dialogue, adopting an approach focused on **continuous improvement**.

Three years into the process, the commitment has been translated into a structured **monitoring and reporting activity**, which has consolidated the initiatives launched, measured their results and progressively refined tools and metrics. Sustainability is thus confirmed as a **guiding principle** in strategic and operational decisions, transcending mere regulatory compliance and contributing concretely to the Company's long-term vision.

3.2 OUR STAKEHOLDERS

Alluminio di Qualità places great importance on its relationships with its **Stakeholders**, recognizing their central role in shaping corporate strategies and fostering responsible and sustainable initiatives. The Company promotes **continuous, transparent and constructive** dialogue with all parties it interacts with, aiming to understand and integrate expectations, needs and perspectives into its decision-making processes.

Understanding that its **reputation** is built on trust developed over time, Alluminio di Qualità adopts an **inclusive and participatory** approach, valuing the involvement of the community, strategic partners and all individuals contributing to the company's operations. This engagement is essential for implementing development strategies and sustainability projects. Throughout its journey, the Company has established a **structured Stakeholders map**, based on contextual analysis and significant business relationships. This mapping, already consolidated, has been reaffirmed for the current year, as it remains fully representative of Alluminio di Qualità's relationship network. The result is a concise representation of the key Stakeholders categories, which are entities who influence – or are influenced – by the Company's operations. Some of these categories also serve as **shareholders**, being directly engaged in strategic decision-making processes.

Stakeholders are entities or individuals that can reasonably be significantly affected by the organization's activities and that may affect the performance of the Company. For this reason, Alluminio di Qualità places the active **involvement of its stakeholders at the center of its sustainability path**.

The identified categories include **Employees, Top Management, suppliers, business partners** and **customers**.

Below is a **graphic representation** of the ten Stakeholders categories considered relevant by Alluminio di Qualità.



This phase, along with the identification of the **expectations** and **interests** of each Stakeholder category, is crucial to accurately define the contents of this Sustainability Report. This allows us to showcase the main ESG initiatives

undertaken throughout the year. The main Alluminio di Qualità's Stakeholders actively participated in the assessment and prioritization of the most significant impacts for the Company, as detailed in the following paragraph.

3.3 MATERIALITY ANALYSIS

The materiality analysis is an essential tool to ensure that the contents of the Report are aligned with the significant impacts that corporate activities generate – or can generate – in the environmental, social and governance fields. Alluminio di Qualità conducted this analysis following the standards of the Global Reporting Initiative (GRI Standards 2021), identifying the issues that most significantly represent the priorities of the Company and its stakeholders.

In 2024, a benchmark analysis was conducted on peers and competitors in the sector, aiming to identify best practices and significant ESG trends, as well as verifying any material changes compared to the previous year. The analysis did not reveal any substantial changes in

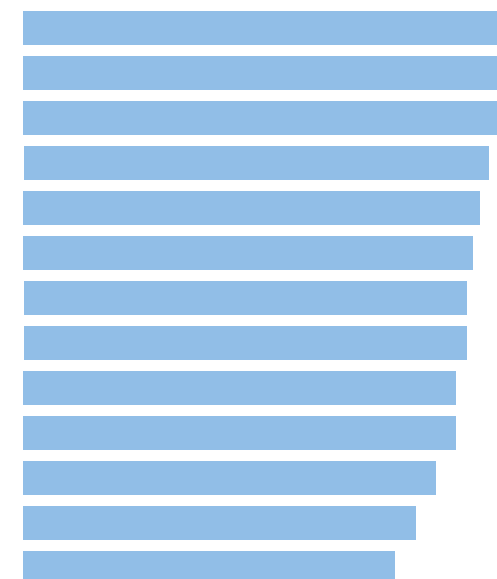
the operating context and business impacts, confirming the validity of the materiality analysis carried out in 2023.

The material issues identified remain confirmed and continue to represent the most relevant issues in terms of sustainability for Alluminio di Qualità. Each topic is associated with the relevant GRI standards and the main impacts, classified according to their nature (positive or negative) and intensity (current or potential).

Through this approach, Alluminio di Qualità aims to promote an integrated vision of sustainability, strengthening its ability to measure, manage, and communicate its actions responsibly.

Material topics prioritization

Workers' health and safety	
Customer care	
Safeguarding human rights	
Diversity and human capital development	
Process innovation and digitalization	
Circular economy and responsible resources management	
Product sustainability	
Privacy and information protection	
Governance, Sustainable Strategy, and Business Model	
Responsible supply chain management	
Value creation	
Involvement, support and development of the local community	
Energy efficiency and the fight against climate change	



04

ECONOMIC AND GOVERNANCE RESPONSIBILITY

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4 ECONOMIC AND GOVERNANCE RESPONSIBILITY

Alluminio di Qualità recognizes the importance of operating with fairness and transparency, to protect its reputation and meet the expectations of stakeholders. At the same time, it values the contribution of its employees and implements preventive measures to counteract any illegal behavior by directors, employees and collaborators.

The **governance structure**, the **principles of ethics and integrity**, the **responsible management of economic value**, the **IT security**, and **attention to the supply chain** are the pillars on which Alluminio di Qualità builds a sustainable development model, capable of ensuring transparency, reliability and shared value for all stakeholders.



4.1 GOVERNANCE STRUCTURE

Alluminio di Qualità employs a **traditional** administration model, which includes the presence of a **Board of Directors** and a **Board of Statutory Auditors**.

Board of Directors

The **Board of Directors**, the strategic management body of the Company, meets periodically and holds broad powers for the administration of ordinary and extraordinary activities, as well as for legal representation towards third parties. The Chairman and the Chief Executive Officer are appointed within this body.

Currently, the Board is composed of five members:

COMPONENTS	CHARGE	AGE GROUP
Cauvin Ernesto	Chairman	>50
Marconi Mattia	CEO	30-50
Cauvin Michele	Executive director	>50
Cauvin Umberto	Executive director	>50
Cauvin Gregorio	Executive director	30-50

Board of Statutory Auditors

The **Board of Statutory Auditors**, composed of **three standing members** and **two alternates**, has the task of overseeing compliance with the law and the principles of proper administration.

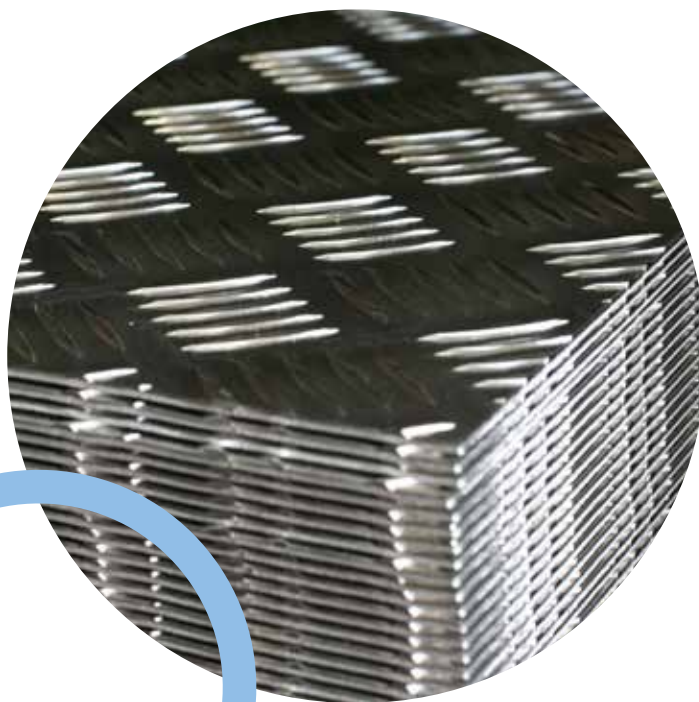
COMPONENTS	CHARGE	AGE GROUP
Bisio Paolo	Chairman	>50
Rovida Marcello	Auditor	30-50
Figari Luigi	Auditor	30-50
D'Alauro Gabriele	Alternate Auditor	30-50
Bolla Pittaluga Sebastiano	Alternate Auditor	>50

4.1.1 ROLE OF THE MANAGEMENT TEAM AND THE OPEX TEAM

Alluminio di Qualità bases its management model on a cohesive and excellence-oriented organization. In this perspective, the contribution of managerial and operational groups is particularly important, which, with complementary approaches, support strategic choices and guide the implementation of corporate initiatives, including sustainability objectives.

The Company has a **Management Team** of 7 members, actively involved in governance and in the definition of corporate guidelines. The team plays a central role in overseeing strategic choices and coordinating sustainability policies, especially in the pursuit of environmental and social objectives. This structure fosters cross-functional dialogue and helps to strengthen the integration of sustainability into decision-making processes.

To complete the organizational structure, the **Opex Team**, a cross-functional group dedicated to operational excellence and supervision of key processes, was established in **November 2024** under the leadership of the Operations Manager Eng. **Marco Mortaro**. This new structure represents a fundamental element for the implementation of long-term strategies and for the promotion of a culture of continuous improvement. An in-depth analysis of the role, skills and future projects of the Opex Team is available in paragraph 8.2 "Key projects for future growth and innovation".



4.2 ETHICS AND BUSINESS INTEGRITY

Alluminio di Qualità bases its daily activities on a business vision founded on **integrity, legality and respect for the rules**, in line with the values promoted by the Cauvin Group. Every decision and every operation is carried out in full compliance with the regulations in force on **anti-corruption, fair competition and the protection of legality**, as well as the specific provisions governing the industrial sector of reference.

To strengthen adherence to the principles of **ethics, responsibility and transparency**, the Company adopts the **Code of Ethics of the Cauvin Group**, a document that defines the fundamental principles, duties and responsibilities that the Group assumes towards all its internal and external stakeholders. The Code is not only an internal regulatory reference, but also a **value tool** that guides the strategic choices and operational conduct of directors, employees, collaborators, suppliers and business partners.

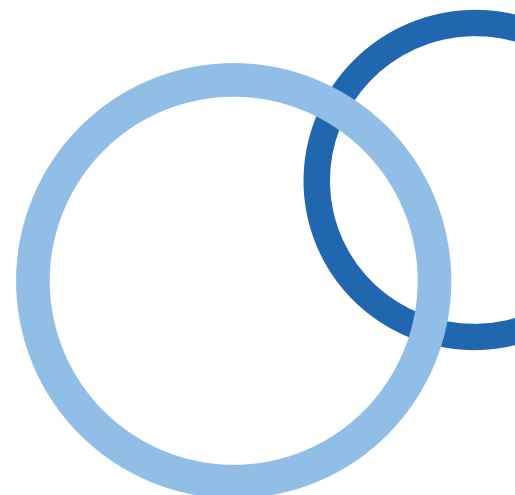
The values that underpin the Code of Ethics and guide the daily work of the people of Alluminio di Qualità include:

- ✓ **Honorability**, understood as correctness, transparency and consistency in behavior;
- ✓ **Competence and professionalism**, to support the quality of individual and collective services;
- ✓ **Mutual trust**, as the foundation of internal and external relationships;
- ✓ **Openness to change**, to encourage a constructive approach to innovation;

- ✓ **Health and safety in the workplace**, as a shared and priority commitment.

The Code of Ethics is delivered to all employees at the time of recruitment and is made accessible to all interested parties – including directors, collaborators, consultants, customers, suppliers and other stakeholders – through publication on the **company Intranet** and other Group information channels.

In addition to the Code of Ethics, the Company has implemented a **Company Regulation** that regulates organizational and behavioral aspects relevant to daily working life. The document clearly defines the obligations, prohibitions and behavioral expectations for staff, promoting a work environment based on mutual respect, individual responsibility and adherence to corporate values. The Regulation applies to all personnel and represents a fundamental tool to ensure management consistency and operational integrity.



4.2.1 REPORTING ILLEGAL ACTIVITIES

To ensure adherence to the principles and values of the Cauvin Group, in December 2023 **Alluminio di Qualità** adopted and disseminated the **Group's Whistleblowing procedure**, aimed at facilitating the reporting of violations of the Code of Ethics and, more generally, of wrongdoings, in accordance with European legislation and Legislative Decree 24/2023.

The procedure, applied within Alluminio di Qualità, regulates the process of receiving, analyzing and managing **internal reports**, guaranteeing the confidentiality of the whistleblower and providing a system of protection against possible retaliation. Through this tool, Alluminio di Qualità intends to promote and incentivize reports from top management, members of corporate bodies, employees, partners, customers, suppliers, consultants and collaborators.

The management of reports is entrusted to a Collegial Body within the Cauvin Group which, depending on the nature, complexity and seriousness of the report, may make use of the support of the competent corporate functions and/or external consultants to carry out the necessary investigation and verifications. Confirming the effective management of business relationships, during 2024 there were no cases of non-compliance with current regulations or episodes of corruption, active or passive. In addition, no legal action has been taken or concluded relating to anti-competitive conduct, violations of antitrust laws or monopolistic practices. Similarly, **Alluminio di Qualità has not received reports of violations of the Code of Ethics through the Whistleblowing platform.**

4.3 VALUE CREATION

Alluminio di Qualità pursues a growth of short and long-term strategy, with the aim of consolidating itself as an **Italian master distributor** in the sector. To achieve these results, the Company pays particular attention to **strengthening its assets, reinvesting profits** to improve processes and services, and **ensuring sustainable shareholder remuneration over time**. Correct and transparent accounting management is a core principle for Alluminio di Qualità, which also recognizes its importance for its stakeholders.

The statutory audit activity is entrusted, as required by law, to a company registered in the appropriate register and appointed by the Shareholders' Meeting based on the reasoned proposal of the Board of Statutory Auditors. The appointment for the **three-year period 2024-2026** was given to **Deloitte & Touche S.p.A.** during the **Shareholders' Meeting held on 29 April 2024**.

In line with its commitment to transparency, Alluminio di Qualità annually monitors the economic value generated and distributed¹, reclassifying the income statement in accordance with the **GRI 201 standard**. This analysis enables assessing the financial solidity of the Company and the ability to create lasting value for stakeholders and the business.

As of December 31, 2024, the economic value generated by Alluminio di Qualità stood at **70,857 thousand euros**, recording a slight

decrease of about 9% compared to the previous year. This reduction reflects a **complex international context**, marked by **geopolitical tensions** and significant **volatility in the aluminum market**, which has made commercial management particularly challenging.

Over the course of the year, the **price of aluminum** showed an **extremely unstable trend**: very weak in the first few months, it soared following the introduction of new sanctions, only to retrace before the summer and return to high levels towards the end of the year. The average price of aluminum on the London Metal Exchange in 2024 stood at USD 2,418/ton, an increase of 7.5% compared to 2023 (USD 2,249/ton), reaching a high of USD 2,799/ton and a low of USD 2,152/ton. This high variability affected the predictability of margins and economic planning, contributing to the slightly lower overall result.

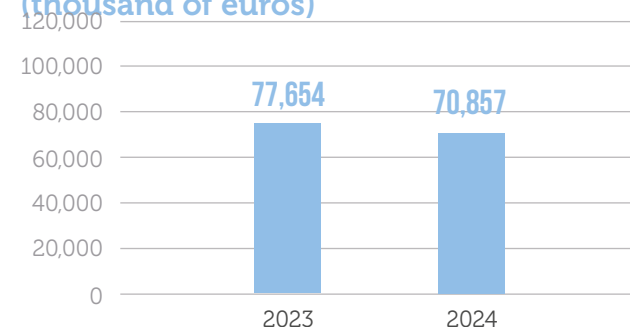
Despite these challenges, the Company has maintained its overall sales volumes stable, thanks to a well-diversified positioning in the markets served and the commercial and operational solidity of its model. There was a good performance in the industrial and building & construction sectors, which partly offset the decline in volumes recorded in the naval and automotive sectors. This balance confirmed the Company's ability to adapt to market dynamics, demonstrating good resilience in a highly unstable environment.

1 - The value generated and distributed represents the difference between revenues and costs incurred for:

- the purchase of goods and services – remuneration of suppliers – represented by operating and other costs;
- human capital – staff remuneration;
- taxes and duties – remuneration to the Public Administration;
- interest rates – remuneration to lenders – represented by financial charges.



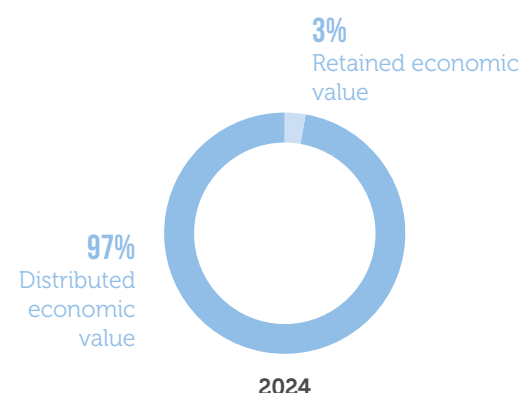
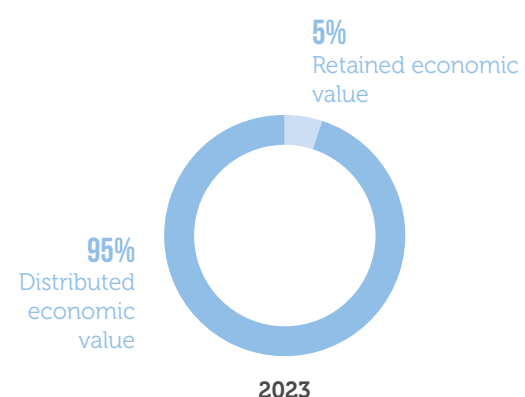
Economic value generated (thousand of euros)



The share of value distributed to stakeholders increased from **95% to 97%**, while the value retained, intended to cover depreciation and amortization and strengthen capital reserves, fell from **5% to 3%**.

This performance highlights Alluminio di Qualità's commitment to promoting a broader redistribution of the value generated, while maintaining prudent management of the reserves necessary to ensure long-term sustainability.

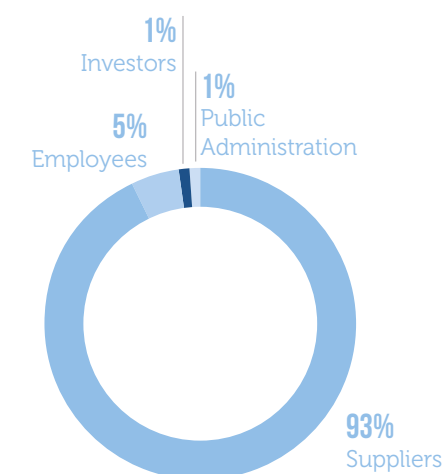
Direct economic value generated and distributed



As regards the distribution of value, it remains consistent with the previous year, with **93%** allocated to covering operating costs, **5%** intended for **personnel** and the remaining **2%** divided between **the Public Administration** and **Lenders**.

This distribution reflects Alluminio di Qualità's focus on management efficiency and fair recognition of human resources who contribute to the company's success daily.

Details of economic value distributed



4.4 PRIVACY AND CYBERSECURITY

The **protection of privacy** and the **safeguarding of personal data** are fundamental elements in the governance of Alluminio di Qualità, which operates in full compliance with the **European Regulation GDPR 2016/679**. Recognizing the importance of these matters, the Company guarantees all collaborators clear and transparent information at the time of hiring and provides for the continuous updating of internal documentation (registers, dossiers), promptly informing of any regulatory or procedural changes.

In addition, Alluminio di Qualità invests in **the ongoing training of its employees**, promoting the adoption of responsible practices that comply with privacy and IT security regulations, to raise awareness and empower all staff in the processing and protection of corporate and personal data.

To ensure secure and appropriate data processing, Alluminio di Qualità has adopted a comprehensive system of IT security measures that cover different levels of protection:

- ✓ **Multi-level backup**, divided into three distinct levels:
 - At the end of each working day, a complete copy of all the data on the various company servers is made, transferred to dedicated storage at the Genoa headquarters;
 - A second copy of the data is sent to the

remote office in Villafranca di Verona, guaranteeing a backup in a different geographical location;

- Three times a week, a set of tapes containing the updated data is exported, stored completely offline in a safe; periodically, the quality of backups is checked through spot restores of individual files or entire virtual machines.

- ✓ **Controls and monitoring**: users are trained and instructed on how to proceed in the event of abnormal events or data breaches and follow a semi-annual password change policy.

To protect the IT infrastructure, the Company employs advanced technologies such as:

- ✓ **Cynet**, an antivirus monitoring software that covers all servers and workstations, with direct support from a specialized Security Operations Center (SOC);
- ✓ **Two-factor authentication** for external access;
- ✓ **Dedicated passwords** for each operator, with different functionality permissions;
- ✓ **Firewall** and security suite equipped with anti-ransomware functions²;
- ✓ **Antigena Mail**, a software for proactive monitoring of incoming emails, aimed at preventing the opening of malicious or suspicious emails.

Another key element in the security strategy is the annual **Vulnerability Assessment and Penetration Testing (VAPT)** process, which includes:

- ✓ The **Vulnerability Assessment (VA)**, which consists of a systematic assessment of vulnerabilities in IT systems, applications and networks, with the aim of identifying potential weaknesses and analyzing the risks of attacks by hackers or other malicious entities;
- ✓ The **Penetration Test (PE)**, i.e. the simulation of cyberattacks by security experts to test the effectiveness of the measures taken, prioritize corrective actions and verify the possibility of unauthorized access or data theft.

In 2022, the Vulnerability Assessment highlighted the presence of obsolete technologies on company websites. In 2023, Alluminio di Qualità modernized these systems by entrusting their management to external companies, which rewrote the sites to ensure greater security.

The **latest Penetration Test**, carried out on **7 June 2024**, detected some medium-low level vulnerabilities, confirming an overall low level of risk and a high standard of security and protection of corporate information.

Thanks to this integrated approach and the contribution of various dedicated teams, during the three-year reporting period Alluminio di Qualità has not recorded any proven complaints of privacy violations or data leaks.

Looking to the future, the Company has made significant progress in strengthening the protection and resilience of its systems. During 2024, the **disaster recovery site**³ was physically built at the **Vignole Borbera (AL)** site, and activities are currently underway to set up connectivity.

In addition, at the level of the Cauvin Group, the path has been defined that will lead, starting from 2025, to the adoption of advanced protection through the **Security Operations Center (SOC)**, with the use of tools for continuous monitoring of the infrastructure, operating 24 hours a day, 7 days a week. A **comprehensive review of the privacy management system** is also planned for **2025**, which includes the development of **new policies** and the **appointment of GDPR contact persons**, as part of a group project aimed at further strengthening **regulatory compliance**.

² - Ransom malware, or ransomware, is a type of malware that blocks access to users' systems or personal files and demands a ransom payment to make them accessible again.

³ - Disaster recovery is the process of returning an organization's IT infrastructure, data, and business operations to normal following an incident that has caused an outage.

4.5 SUSTAINABLE SUPPLY CHAIN

Alluminio di Qualità operates by basing its strategy on the **quality and reliability of suppliers**, establishing **relationships of trust and long-lasting collaboration**. The quality of suppliers is essential for the achievement of the Company's objectives; therefore, continuous processes of **selection, qualification and evaluation** are implemented.

To this end, all selected suppliers are in line with the values contained in **the Cauvin Group's Code of Ethics**, allowing for the development of aligned and efficient collaborations, with a view to constant growth and improvement for both the company and its stakeholders.

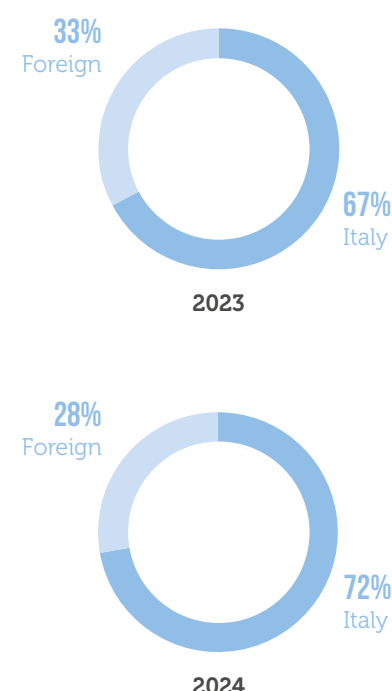
Alluminio di Qualità selects its suppliers by favoring their origin, mainly Italian and European, to best meet customer requests. In an international context marked by growing geopolitical tensions and market complexity, the Company monitors the origin of materials more carefully and increases the scrutiny in the selection of new suppliers located in sensitive areas. As a result, supplies from non-EU areas in 2024 represent only **3.6%** of the total, showing a further decrease compared to **4.7%** in the previous year.

This strategy has become a real **strength**, allowing Alluminio di Qualità to ensure faster supply times and to comply with the preferential origin requirements of the material requested by numerous customers. In addition, fostering a supply chain with a strong presence in the

domestic market allows the company to maintain its competitiveness, especially in a global context of instability that has weakened many companies with activities located outside the European Union.

To support the supply chain management strategy, in 2024 the percentage of spending on **local suppliers**⁴ increased by **5%** compared to the previous year, reaching **72%**, while spending on foreign suppliers stands at **28%**.

Percentage of procurement from local suppliers



4 - Local suppliers are suppliers based in Italy.

CBAM Regulation

Regulation (EU) 2023/956⁵, published by the European Parliament on 10 May 2023, introduces the CBAM, **Carbon Border Adjustment Mechanism**.

This Regulation is an essential element of the European Green Deal, which aims to reduce greenhouse gas emissions by at least **55% by 2030 compared to 1990 levels**, and to achieve **climate neutrality by 2050**.

The CBAM aims to ensure that efforts to reduce EU greenhouse gas emissions are not undermined by a simultaneous increase in emissions outside its borders, for goods produced in third countries that are imported into the European Union.

Effective on the **1st of October 2023**, the CBAM impacts organizations importing goods from the **cement, iron, steel, aluminum, fertilizers, hydrogen and electricity sectors into the EU**.

During the **transitional phase**, which will be in force until **31 December 2025**, there is no provision for the application of a levy, but only for the collection of data on imported quantities and their embodied emissions.

At its final stage, from **1 January 2026**, a **cost for embodied emissions in imported products, comparable to that incurred by EU producers under the existing Emissions Trading System (EU ETS)**.

In particular, the importer – qualified as a **CBAM registrant** – will have to purchase the **CBAM certificates** corresponding to the embodied emissions, at the price that would have been paid if the goods had been produced in Europe. At the same time, the operator (exporter) outside the EU will have to report to the importer the data relating to the greenhouse gas emissions embodied in the goods destined for the European Union.



5- "Regulation (EU) 2023/956 of the European Parliament and of the Council of 10 May 2023 – Official Journal of the European Union, L 130/52. <https://eur-lex.europa.eu/legal-content/IT/TXT/?uri=CELEX%3A32023R0956>

4.5.1 SUPPLIER EVALUATION

Accurate **supplier management** is a crucial element in Alluminio di Qualità's strategy to ensure high standards of quality and sustainability throughout the supply chain.

For this reason, the Company adopts a **detailed evaluation system**, through which each supplier is assessed individually by filling in an **evaluation form** prepared by the procurement manager.

The evaluation form examines **six key parameters**, each rated with a score from 1 to 10. The weighted sum of these scores, calculated according to the importance of each parameter, allows the supplier to be classified **as suitable, unsuitable or conditionally suitable**.

This method ensures not only compliance with technical **and quality requirements**, but also alignment with the Company's **own ethical and responsibility principles**, thus strengthening the reliability and sustainability of the supply network.

With a view to continuous improvement, Alluminio di Qualità plans to extend the assessment to include **environmental, social and governance (ESG)** criteria, to fully integrate sustainability principles into supplier management.

THE OUTCOME OF PREVIOUS SUPPLIES

concerning the quality of the supply and the completeness of the documentation

THE LEVEL OF THE SERVICE

relating to the delivery times and the response times by the commercial offices of the supplier

THE IMPACT OF THE NON-CONFORMING MATERIAL

on the total supplied

THE PRICES OF THE MATERIALS OR SERVICES

THE CONTINUITY OF THE RELATIONSHIP

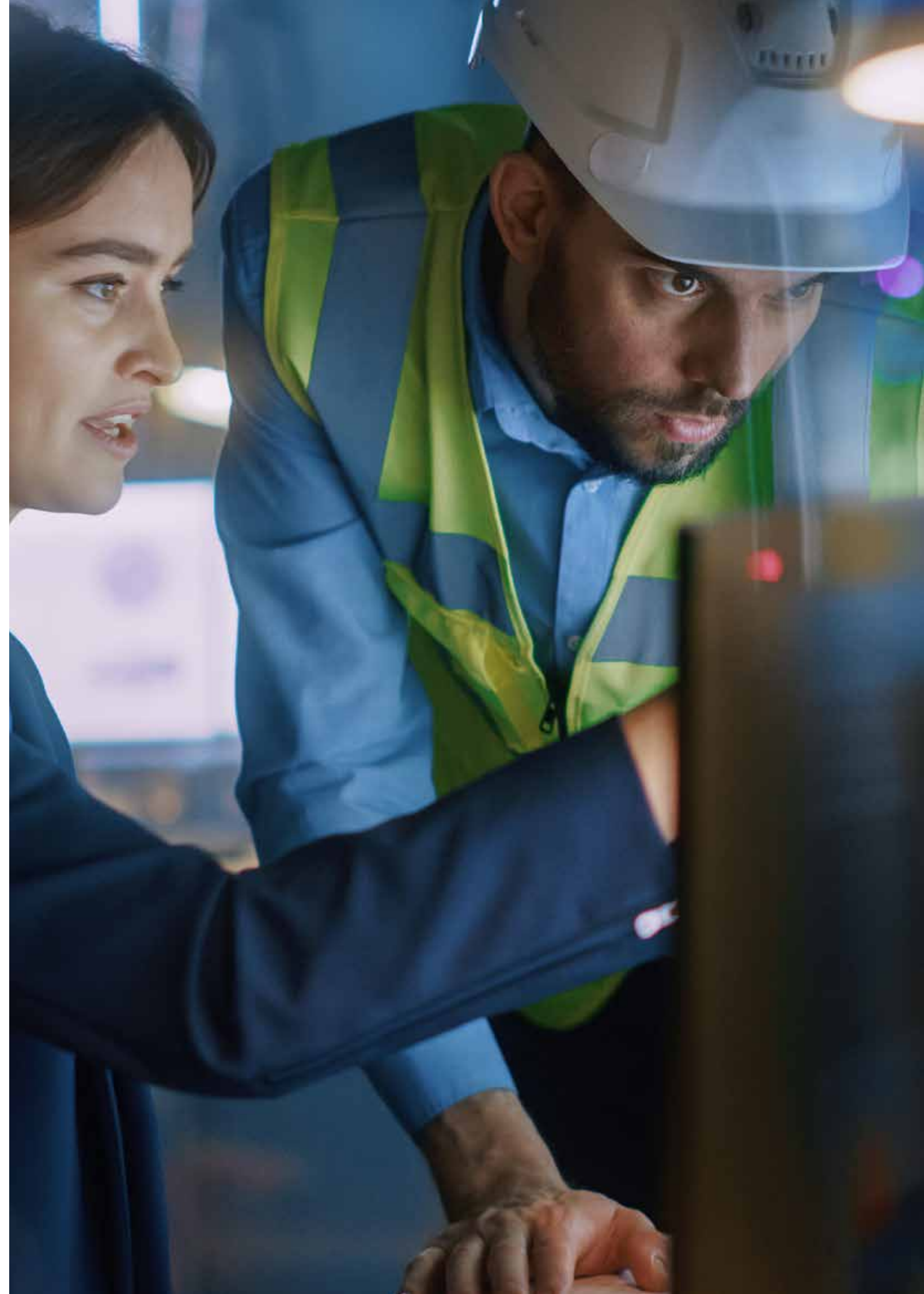
THE FLEXIBILITY

with respect to particular requirements

05

PRODUCT RESPONSIBILITY AND CUSTOMER RELATIONS

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5.1 ALUMINUM SUSTAINABILITY AND CUSTOMER VALUE

Alluminio di Qualità bases its business on a material with **unique characteristics of sustainability and quality**, which translate into a concrete advantage for customers and the environment. Aluminum, in fact, can be recycled indefinitely without losing its mechanical and physical properties, thus guaranteeing reliable and long-lasting products. The Company has been leveraging this potential for years, adopting **closed production cycles** that promote the recovery and reuse of waste and scrap, in close collaboration with supply chain partners, for the benefit of a more responsible and transparent supply chain. For more information on closed cycles, please refer to paragraph 7.2.1 "Production materials", which details the closed cycle started in 2024 with Fusina.

Aluminum manages to **retain its original energy value**: the energy used in the initial production is not lost, but is preserved in the structure of the material, which can be remelted and

reused several times without compromising its properties. This makes the subsequent processing steps **much more energy-efficient**. In fact, the recycling of aluminum allows energy **savings of up to 95%** compared to primary production from **bauxite**, the natural rock from which aluminum is extracted⁶, thus contributing to a **significant reduction in greenhouse gas emissions**.

Through the adoption of industrial practices inspired by the circular economy, Alluminio di Qualità makes a concrete contribution to reducing the consumption of resources, reducing waste and supporting the ecological transition. The increasing integration of secondary aluminum into production processes is a key element in ensuring the sustainability of the product in the long term, responsibly responding to the expectations of customers who are increasingly attentive to quality and environmental impact.

Recycled aluminum

During 2024, Alluminio di Qualità purchased about 52.2% of recycled aluminum from its aluminum suppliers.

6 - International Aluminium Institute – Sustainability Update 2023, international-aluminium.org

5.2 QUALITY AND CERTIFICATIONS AND DECLARATIONS OF CONFORMITY

Alluminio di Qualità places **quality** at the center of its corporate strategy, understood as a commitment to guarantee products and services that comply with the highest **international and industry standards**, with the aim of fully satisfying customer needs and consolidating its reliability in the market.



Quality, understood as the ability to guarantee products and services that comply with customer expectations and the strictest regulations, is the basis of every production process. For this reason, in the operational offices of Villafranca and Campi Bisenzio, Alluminio di Qualità has adopted a **UNI EN ISO 9001:2015 certified Quality Management System**, an international standard that defines the requirements necessary for effective control and continuous improvement of business processes.

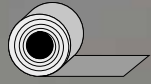
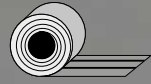
Thanks to this system, the Company ensures **maximum transparency, operational efficiency** and the ability to respond promptly to customer needs, through the constant review of procedures and periodic discussions with external auditors. **ISO 9001** certification constitutes a solid benchmark for increasing product value and building customer trust.

In addition to the Quality Management System, Alluminio di Qualità provides its customers with materials accompanied by **sector-specific certifications**, which attest to compliance with the regulations and technical standards required in the various application areas. In the **Automotive sector**, the alloys offered are **approved and accompanied by the certifications of the manufacturers**, thus guaranteeing the suitability of the materials for the critical applications of the sector.

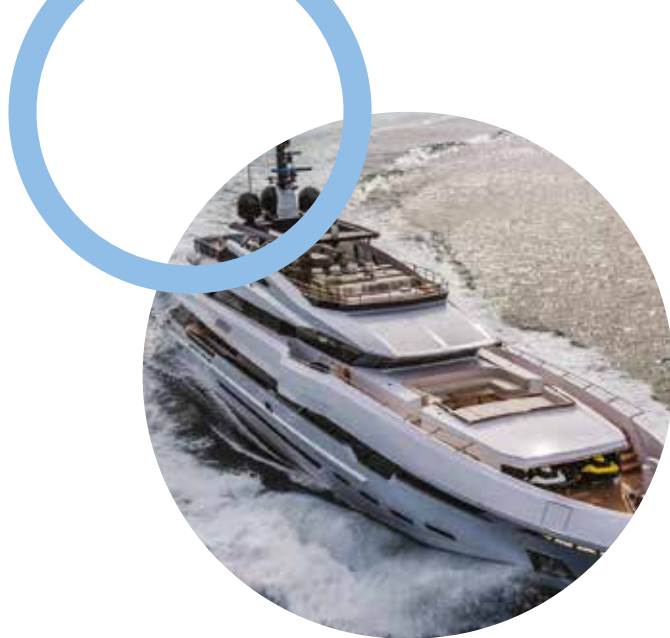


SCAN THE QR CODE TO DISCOVER IN DETAIL THE ENTIRE AVAILABLE OFFER

Automotive

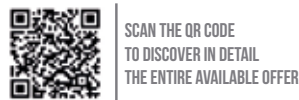
FORMATS				CERTIFICATIONS
[EN-AW]	5182 0 + EDT + DRY LUBE + Ti/Zr 6016 T4 + EDT + DRY LUBE + Ti/Zr 6111 T4 + EDT + DRY LUBE			STELLANTIS (MS) VW (TL) BMW (GS) MERCEDES (MBN) RENAULT (RN) DAIMLER (DBL)

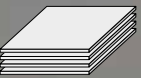
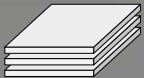




In the **Shipbuilding sector**, on the other hand, the materials are always accompanied by certifications of the main **international Classification Bodies**, confirming compliance with the safety and quality requirements required for use in the naval sector.

Shipbuilding



FORMATS				CERTIFICATIONS
[EN-AW]	5083 H111/H321			RINA LRS ABS BV
FORMATS				
[EN-AW]	6060 T6	6060 T6 6063 T6 6082 T6	6060 T6 6082 T6 5083	

Declarations of conformity

To ensure full regulatory compliance and meet the different industry needs, Alluminio di Qualità has specific declarations of conformity that certify compliance with the main environmental, safety and quality regulations applicable to its semi-finished products.
Below are the main declarations that the Company can provide to its customers, in support of product transparency and traceability.

RoHS III Declaration of Conformity

through which the Company declares that the semi-finished aluminum alloy products supplied such as coils, strips, sheets, plates and extrusions do not contain any of the hazardous substances under Directive 2015/863/EU (RoHS III);

REACH Declaration of Conformity

through which the Company declares that the semi-finished products supplied, such as coils, strips, sheets, plates and extrusions, fall into the category "articles without intentional release of substance", as defined by the REACH Regulation, that none of the restricted substances are present in them and that none of the SVHC substances are present in a concentration equal to or greater than 0.1%;

Conflict Minerals Declaration

through which the Company confirms that the semi-finished products supplied do not contain raw materials contrary to the US law ("Dodd-Frank Wall Street Reform and Consumer Protection Act") and Regulation (EU) 2017/821 of the European Parliament and of the Council, regulations relating to minerals from mines located in the "Conflict-Minerals" region;

Declaration of food conformity

- through which the Company can declare that the semi-finished products supplied are produced in compliance with:
- UNI EN 602;
 - Ministerial Decree of the Italian Republic no. 76 of 18 April 2007;
 - EC Regulation No. 1935/2004 of 27/10/2004.
 - EC Regulation 2023/2006 of 22/12/2006
 - Arrêté du 27/08/1987 art. 3.

Declaration of recycled material content

- through which the Company can declare that the semi-finished products supplied have been produced:
- using a certain percentage of recycled material, mainly obtained from pre-consumer collection;
 - the percentage of raw material used.

5.3 INNOVATION AND STRATEGIC INVESTMENTS

In 2024, Alluminio di Qualità reinforces its commitment to innovation oriented towards product quality, operational efficiency and customer focus. The investments made are part of a long-term strategy, already started

in previous years, which today is consolidated through initiatives of high strategic value, designed to respond more promptly to market needs and to guarantee high standards at every stage of the process.



5.3.1 DIGITAL INNOVATION INVESTMENTS

In recent years, Alluminio di Qualità has embarked on a structured path of digital transformation, with the aim of improving operational efficiency, enhancing company data and offering an increasingly fluid experience to its customers and partners.

The first significant step was the introduction of a **Document Management System (DMS)**, a fundamental tool for internal document management, particularly in the administrative and purchasing areas. The DMS has made it possible to automate information flows, archive documents in compliance with current legislation and monitor any non-conformities more effectively.

In **2022**, the Company launched a broader process of **updating the company portal**, aimed at evolving customer interaction and making document flow management more efficient. In this context, **MYAQ** was born, a dedicated section of the portal that allows business partners to independently view and download orders, certificates, delivery notes and courtesy invoices.

In 2024, Alluminio di Qualità continues the digital transformation path started in previous years, continuing the transition of the **company portal from a passive to an active mode**. This step represents a fundamental evolution to improve the experience of loyal customers, who will not only be able to consult the order history, but also interact dynamically with the company's offerings, through the creation of **personalized shopping carts** and a more streamlined and tailored management of purchases.

The progress of this project is **strategic**, as it will enable the implementation of the **Transport Management System (TMS)** and **Customer Relationship Management (CRM)**, two fundamental digital tools to complete the transformation of the commercial and logistics area. The TMS, expected in 2026, will be a single platform capable of planning, executing and optimizing incoming and outgoing logistics flows, ensuring compliance with shipping times, the availability of the necessary documentation and full integration with Movimet S.r.l., the Group's new logistics company active from the end of 2024. CRM, coming in 2026, will instead make it possible to manage commercial relationships in an advanced way and automate the formulation of offers.

Also in 2024, Alluminio di Qualità formalized **the agreement for the adoption of Matchplat**, a platform based on **artificial intelligence and semantic analysis** that will make it possible to identify new customers and business partners through the analysis of databases and web sources. **It is expected to start operations in 2025**, in line with the Company's digital strategy.

5.3.2 PROCESS INNOVATION INVESTMENTS

With the aim of continuously improving production and technological capabilities, **Alluminio di Qualità has made investments aimed at process innovation**, focusing to increase quality, flexibility and operational efficiency.

In **2023**, the Company expanded its capacity in the mechanical sector by installing a **new plate saw machine for aluminum plates up to 200 mm** and a dedicated bar saw machine, which enabled to offer tailor-made processing. At the same time, in 2023 the bar cutting line was updated at the Campi Bisenzio (FI) center, as a result of the flood damage.

Finally, in the same year, a **combined coil-fed laser cutting line and leveling machine with a width of 2150 mm** was ordered, classified as **an Industry 5.0 investment** and destined for the service center in Villafranca di Verona. This facility, designed to supply aluminum shapes to the automotive, industrial and building & construction sectors, will bridge an important technical gap in the cross-cutting of coils, helping to reduce waste along the supply chain and improve overall energy efficiency. For more information on the new line, please refer to paragraph 8.2 "Key projects for future growth and innovation".

5.3.3 STRUCTURAL INVESTMENTS

In addition to digitization, **Alluminio di Qualità has invested significantly in the strengthening of its production and logistics facilities**, with the aim of increasing operational efficiency and ensuring an increasingly timely and personalized service.

In this context, in **2022 the Company doubled the size of the center in Campi Bisenzio (FI)**, significantly improving logistics coverage from northern to central-southern Italy.

Continuing along this line of development, in **2024 the reorganization of the layout of the Villafranca plant was started** to accommodate the new combined coil laser cutting and leveling line mentioned above, which is expected to start up by October 2025.

At the same time, a **new operational unit was inaugurated in Vignole Borbera**, strategically located to serve the regions of Piedmont and Liguria markets more efficiently. This unit includes spaces dedicated to the storage, contract manufacturing and distribution of industrial and naval sheets in light alloy.

The inauguration of this new facility promotes greater operational synergy with Acciai di Qualità, which performs laser cutting of naval alloys, which are then further processed and distributed by Alluminio di Qualità, allowing an integrated management of logistics and production activities and strengthening Vignole Borbera as an industrial and logistics hub of reference for the Cauvin Group in the North-West.

To complete this important path of structural strengthening, one of the most significant interventions is the **complete renewal of the forklift fleet** across all of its operational units: started in 2022 with the gradual replacement of forklifts with modern models equipped with innovative battery charging systems, the project was completed in 2024, bringing substantial improvements both in terms of safety for operators, and from an environmental point of view, thanks to the reduction of emissions and the increase in energy efficiency.



Breakdown of investments in 2024

NEW
OPERATIONAL
UNIT IN VIGNOLE
BORBERA

REDEFINED
LAYOUT OF
VILLAFRANCA
SERVICE CENTER

Structural
Investments

RENEW
FORKLIFT
FLEET

Investments in
Process Innovation

COMBINED
COIL-FED LASER
BLANKING LINE AND CUT
TO LENGTH

Investments in
digitalization

MATCHPLAT
PLATFORM

5.4 CUSTOMER RELATIONSHIP

Alluminio di Qualità recognizes **customer satisfaction** as a fundamental element for success and sustainable growth. The Company builds its relationships based on trust and the ability to customize services to the specific needs of customers, aiming to establish lasting and profitable relationships.

The achievement of satisfaction derives from constant commitment, the professionalism of the staff and continuous investments aimed at improving the service. This approach enables responding to customer requests and to support them in the choice and use of materials during the design and construction phases of products, machinery and systems.

To ensure constant alignment with customer needs, the Company regularly monitors satisfaction through an **indirect survey system**, which collects monthly data on **eight evaluation parameters**, based on the observations of sales staff. This method, considered more effective than a simple direct questionnaire, allows for early identification of areas for improvement and targeted action to be taken. The data collected is analyzed in detail by sector and business unit, providing strategic support to managers.

CERTIFICATES

relating to the correctness of the shipment and the timing and correspondence to the indications of the semi-finished product

CONDITION AND QUALITY OF PACKAGING

relating to the conformity of the packaging with customer requests

RESPONSE TIME

to the customer, relating to the promptness of response times but also the ability to offer valid alternatives to unavailable products

PRICE

relating to perceived competitiveness and the quality/price ratio

CONDITION AND QUALITY OF PROCESSING

relating to the non-conformity of the material due to internal and external processing

CONDITION AND QUALITY OF THE MATERIAL

relating to the non-conformity of the material due to defects not attributable to processing

DELIVERIES

of material to the customer within agreed times

AVAILABILITY

of material in stock



The assessment forms are completed monthly by sales representatives, who base their evaluations on the satisfaction perceived through their Customer Platform. The collected data are subsequently organized in a file divided by sector and operational unit, on which statistics are then processed that the area managers analyze regularly. This analysis enables distinguishing between two main areas of performance: the **retention area**, which includes grades between 2 and 4, and the **critical area**, which includes values below 2, thus allowing the necessary corrective actions to be focused on in a timely manner.

During 2024, overall satisfaction stood at an average of **2.99**, in line with the value recorded in 2023 (**3.04**), confirming substantial **stability in the overall perception of the service offered**. The evaluations expressed for the various satisfaction factors were **largely positive**, with values ranging from **2.22 to 3.59**, reflecting a trend consistent with normal operations.

The overall average was slightly influenced by a **modest decrease in the "Customer response time" factor** (-0.21 compared to the previous year), which emerged in the industrial sector. On this aspect, the Company has already launched a series of targeted interventions, with the aim of further improving the efficiency of the service. In contrast, the **shipping sector showed a significant improvement**, with all ratings above 3 (ranging from **3.27 to 4**), except for the "Certificates" factor, which averaged **2.27**.

A more in-depth analysis by operational unit confirms values in line with the general averages, while highlighting some specificities. In particular, the **Villafranca O.U.** reported a slight decrease in the factors "**Delivery on time**" (-0.24) and "**Condition and quality of processing**" (-0.22), while the **O.U. of Campi Bisenzio** recorded an **improvement of +0.31** in the factor "**Condition and quality of the material**". This evidence provides useful indications for advancing on the path of **continuous optimization of company performance**.

5.4.1 COMPLAINT MANAGEMENT

Paying great attention to customer satisfaction, Alluminio di Qualità manages complaints with a rigorous and systematic approach, aimed at promptly identifying causes and frequency, preventing their recurrence. The Company uses the capabilities of the **Document Management System (DMS)** software to handle the workflow of non-conformities, managing related authorizations such as the return of material or the issuance of credit notes.

The monitoring of complaints starts with the daily collection of data, which is entered monthly into statistics automatically generated by the system. These statistics are analyzed on

a quarterly basis to assess trends over time. In addition, updated statistics are compiled every month, while a comparison with the previous year is made every six months. The analyses consider both the quantity (in **kg**) and the number of complaints and non-conformities, divided according to "**Reason for complaint**" and "**Cause of complaint**".

Reports follow a well-defined path, differentiated according to the **source and nature of the complaint**, with the aim of implementing effective and definitive corrective actions, focused on eliminating the causes and effects of non-conformities.



Source of the report

External: The customer submits a complaint to Alluminio di Qualità following the purchase of the material

Internal: Alluminio di Qualità submits a complaint to the supplier, reporting any non-conformity of the purchased material



Cause of the report

External: non-conformity of the material and failure to meet quality standards due to external processes (supply, transport, external processing)

Internal: non-conformity of the material and failure to meet quality standards due to internal processes



To ensure effective control and continuous improvement, Alluminio di Qualità has identified specific **"quality indicators"** to monitor key parameters of business processes and verify the achievement of objectives. To support this commitment, the Company is launching a project to define **KPIs related to the "Service Level"**, i.e. the ability to process order lines within the time agreed with customers. This monitoring system will make it possible to promptly identify margins for improvement and implement development actions.

The analysis of complaints for 2024 shows an average incidence of **1.01%** on the total volume sold, with a quarterly average of **59 complaints**, slightly higher than the **0.93%** and **53 complaints** in 2023. This slight increase is mainly attributable to an error by the internal commercial offices, responsible for **16.54%** of the total number of complaints, compared to 13.70% in 2023.

Most of the non-conformities found concern external suppliers and procured materials, while a smaller share is attributable to internal causes, such as errors in order entry by the Sales Department, problems in internal processing, warehouse errors and, to a limited extent, errors attributable to personnel during training (**"Training"**). To balance the negative complaints, there was positive feedback regarding the quality of packaging, transport and external processing.

Despite the increase in the number of complaints, the overall picture remains stable, without significant variations: although a single complaint of particular magnitude can influence the volume of kg involved, the total number of reports remains low, confirming effective control.

In this context, upon receipt of any complaint, the Company promptly initiates a management procedure through the **Quality Management System (QMS)**. Through this system, Alluminio di Qualità also collects information from **External Sales Units** to ensure the quality of the products and promptly identify any non-conformities, in accordance with the provisions of the **ISO 9001:2015 standard**.

The detection of non-conformities takes place through inspections, customer complaints and internal controls, and allows **targeted corrective actions** to be initiated. The main objective of these actions is the **elimination, possibly definitively, of the causes and effects of non-conformities** that may negatively affect the Company, the material release process, the quality management system and, consequently, customer satisfaction.

The monitoring of complaints is structured through a preliminary phase of daily data collection, which is entered monthly into statistics automatically generated by the system. This data is analyzed on a quarterly basis to identify any trends or critical issues. After a corrective or preventive action is implemented, specific checks are performed to verify its effectiveness. To this end, specially identified **quality indicators** are used to monitor the achievement of the set objectives and ensure the correct decision-making.

To support the proper management of the customer relationship, in 2024 **there were no cases of non-compliance with regulations and/or self-regulatory codes regarding the health and safety impacts of products and services**.



06

RESPONSIBILITY TOWARDS PEOPLE

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6 RESPONSIBILITY TOWARDS PEOPLE

Responsibility towards people is an essential pillar for Alluminio di Qualità, which recognizes the central **value of respect for Human Rights** in every area of its activity. This commitment translates into sustainable **management**, based on the **protection of individual dignity**, the **promotion of inclusion** and the dissemination of a culture focused on **social responsibility**, inside and outside the organization.

For Alluminio di Qualità, work **must be fair, safe and dignified**. In this context, the Company firmly opposes **all forms of exploitation**, rejecting **child or forced labor practices**, in line with a **policy of zero tolerance** towards any violation of fundamental rights. The recruitment of personnel takes place in compliance with the **minimum age established by law** and the **regulations in force** on contractual conditions and safety, ensuring that no activity is carried out under **coercion, either physical or psychological**.

This approach also extends to the relationship with the community, through **initiatives aimed at strengthening the link with the local community**, promoting **shared and inclusive development**. **Social responsibility**, for Alluminio di Qualità, is a commitment that is reflected in **the care of human relationships** and the desire to generate a **lasting positive impact**, both for its employees and for the context in which it operates.



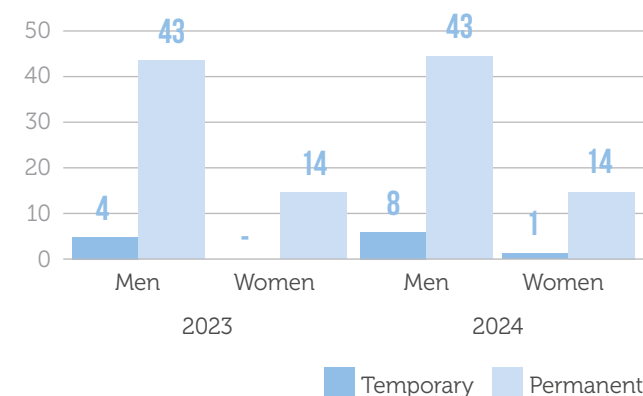
6.1 OUR PEOPLE

Alluminio di Qualità considers its employees a **fundamental and valuable resource**, providing them attention that goes far beyond simple compliance with regulations and formal procedures. **The Management knows personally** a large part of the employees and is committed to providing all the necessary support to ensure their well-being and professional growth.

In this context, **the Company strives to create a welcoming work environment**, based on mutual trust and respect for roles, promoting a **positive climate that values the individuality** of each person. In addition, it **encourages active participation and constructive discussion** in company activities, fostering internal cohesion and the development of **team spirit**.

As of December 31, 2024, **Alluminio di Qualità** had a total workforce of **66 employees**, an increase of five employees compared to the previous year. Of these, **57 are hired on a permanent basis**, while **9 are employed with fixed-term contracts**.

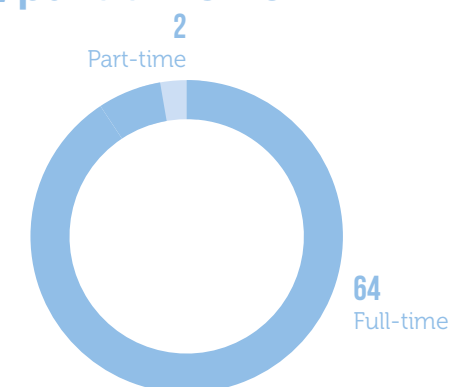
Number of employees by gender and contract type



All workers are protected by a National Collective Bargaining Agreement (CCNL). Most fall under the **Commerce, Tertiary and Services CCNL**, while until 18 November 2024, three employees were classified according to the Transport and Logistics CCNL. Starting from the month of November, with the establishment of the company Movimet, the latter were transferred to the new entity. Consequently, the Company standardized the contractual treatment of all personnel, extending the exclusive application of the National Collective Labor Agreement (CCNL) for Commerce, Tertiary and Services.

Alongside contractual stability, the Company promotes **work flexibility** to balance private life and organizational needs. In addition to the possibility of accessing **forms of part-time work**, which as of 31 December 2024 involve **two people**, there is the possibility of carrying out the activity in **smart working mode**, where compatible with the tasks, even in the absence of specific union agreements.

Number of employees full time/part time 2024

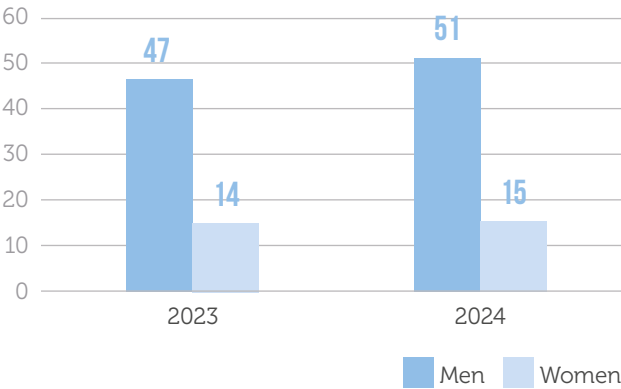


In continuity with previous years, from a **demographic and professional point of view**, the composition of the staff reflects the typical

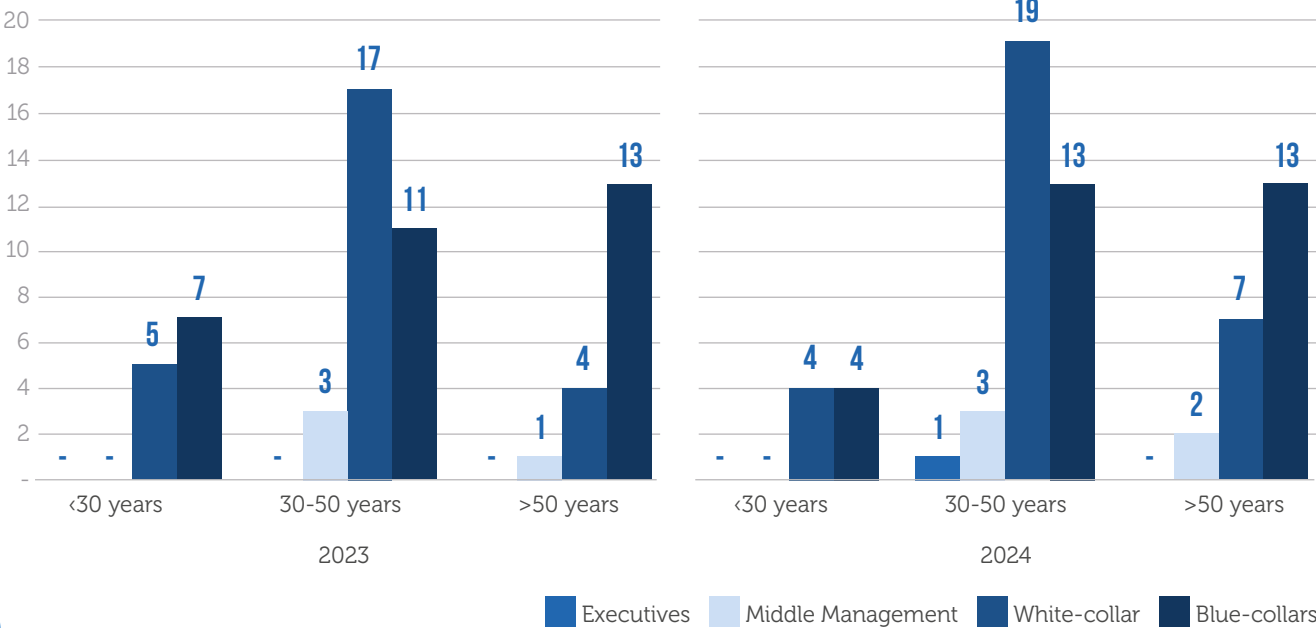


characteristics of the sector. The **men make up the 77%** of the workforce, with a prevalence in the operational and production areas. However, the Company is actively engaged in **enhancing women's skills**, particularly in administrative and commercial functions, where women hold **strategic roles** in the front office and in customer relationship management.

Total number of employees by gender



Total number of employees by professional category and age group



The distribution by age group confirms, as in previous years, a **balanced generational mix**, in which the 30-50 age group represents 55% of the total. The presence of both younger profiles and senior employees fosters a dynamic workplace, which at the same time favors **innovation** and the **transmission of skills**. Regarding **professional categories**, **white-collar and blue-collar workers represent the largest groups**, each consisting of 30 units. Among the white-collar workers, there are 16 men and 14 women, while among the blue-collar workers, the male component is clearly predominant, with 29 men and only one woman. In both cases, the majority of individuals fall within the 30 to 50 age range. As for the white-collar workers, the majority fall within the 30 to 50 age range. Among the blue-collar workers, on the other hand, there are 4 individuals under 30, 13 between 30 and 50, and 13 over 50. Finally, the category of **executives and managers** includes **6 men**, also mainly in the middle-age group.

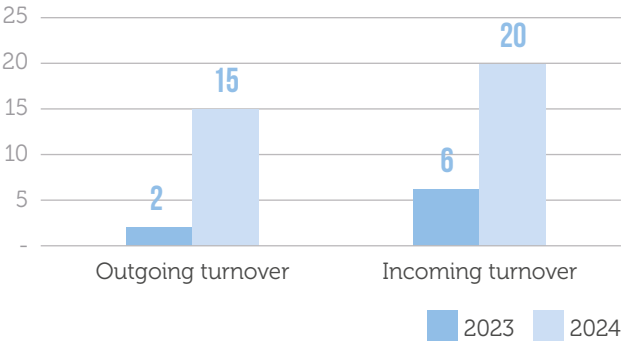
To complete the personnel picture, it should be noted that in 2024 the Company employed **four workers belonging to protected categories**, all in the category of blue-collar workers. They represent **13% of the total number of workers**, with a share of **10% pertaining to men**, confirming the Company's attention to the development of all components of the workforce.

In terms of employment dynamics, 2024 saw a significant increase in **hiring**, which rose to **20 employees** compared to **6 in 2023**, while terminations increased from **2 to 15**, largely attributable to **voluntary retirements** and **resignations**, in line with the physiological dynamics of the labor market.

The new hires are mainly concentrated in the 30-50 age range, with 10 entries, while there are 5 new employees under 30 and 5 over 50. This distribution highlights a focus on maintaining an appropriate generational mix, combining the inclusion of young talent with the experience of senior profiles.

The new entries respond to different needs, including generational **turnover** in the operations department, the introduction of **new machinery** that requires specialized personnel and the **strengthening of the commercial structure** to support the expansion of sales activities.

Employees turnover 2024

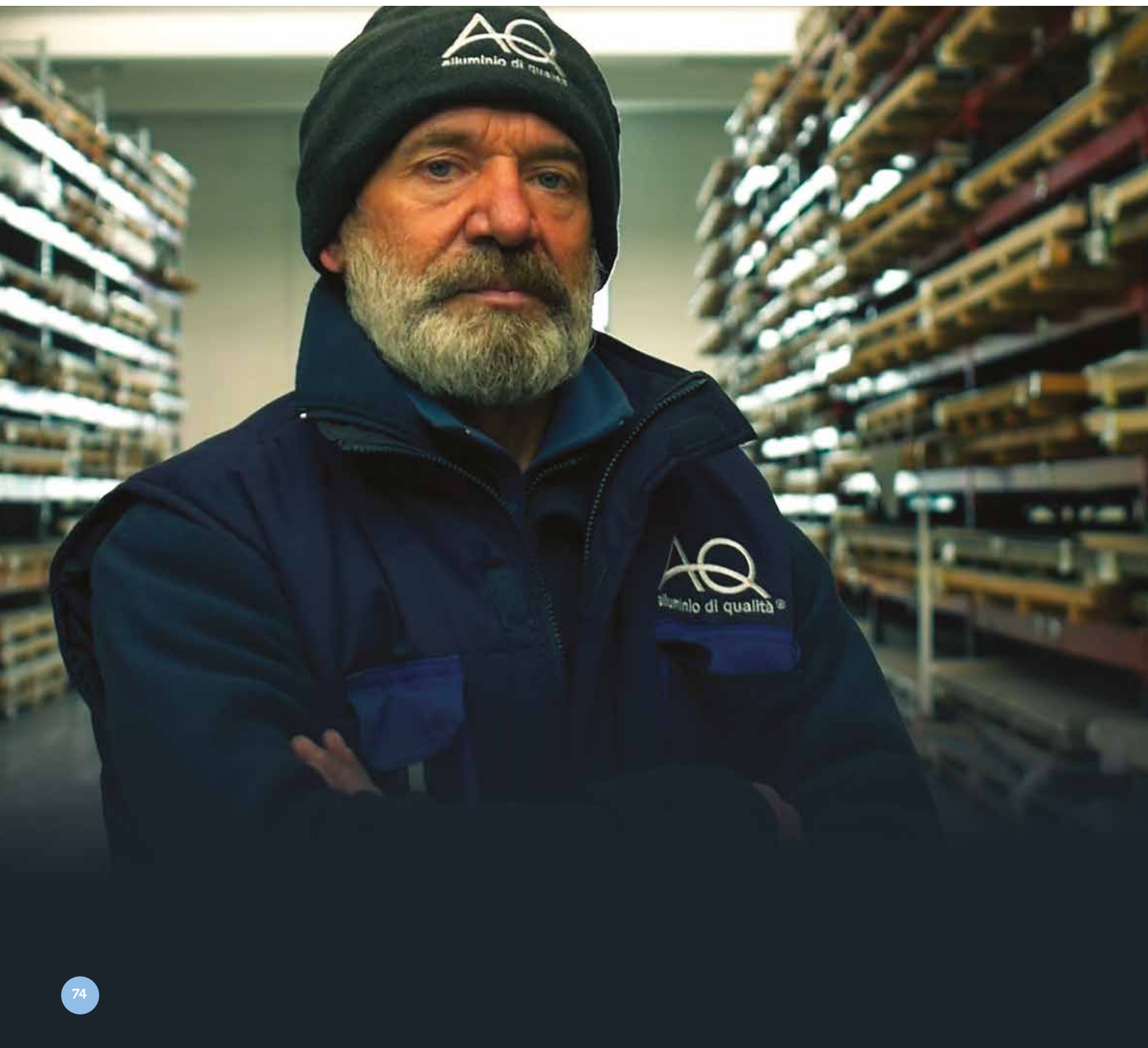


6.2 HUMAN RESOURCES

DEVELOPMENT AND ENHANCEMENT

The strategic value of people is one of the fundamental assets for Alluminio di Qualità. The Company continuously invests in the development of skills and organizational well-being, promoting a corporate culture based on

ethics, training and attention to the individual. In this context, human resources management follows an integrated approach that embraces both corporate **welfare** and structured **continuous training programs**.



6.2.1 CORPORATE WELFARE

Alluminio di Qualità's welfare policies are developed in continuity with what was started in previous years.

The structured measures concern the Management Team, through the provision of welfare credits. In addition to this, the Company extends its commitment to all employees through a series of initiatives aimed at collective well-being and internal cohesion. These include:

- ✓ fuel vouchers
- ✓ shopping voucher
- ✓ non-professional accident policies
- ✓ events and business dinners during holiday occasions
- ✓ moments of shared training, aimed at strengthening the sense of belonging.

The incentive system is active primarily for commercial staff, for whom there is a bonus plan formalized through the MBO (Management by Objectives) platform.

Individual objectives are agreed at the beginning of the year and constantly monitored, ensuring consistency with company strategies.

To complete the picture, both structured and informal moments of discussion are planned in all functions, which allow managers to collect feedback, evaluate performance and approve rewards or promotions on a merit-based basis.



6.2.2 TRAINING AND PROFESSIONAL GROWTH

In 2024, Alluminio di Qualità significantly strengthened its commitment to training, recording a total of **672 hours of training**, a marked increase compared to **384 hours in 2023**. The interventions concerned both the inclusion of new resources and the continuous development of the skills of the staff already present in the company.

The training course begins as early as the **onboarding** phase, considered a strategic moment for the effective integration of new resources. In this phase, in addition to the sharing of fundamental documentation – including the Code of Ethics, Privacy Regulation, Disciplinary Code and Company Regulations – personalized training about GDPR is guaranteed, adapted to the role and responsibilities assigned.

The Company's commitment is reflected in the data relating to the **average hours of training per capita**, which have increased from **6 to 10 hours**, confirming a transversal strengthening of training

activities. Executives, for the first time included in a structured way in training courses, record an average of **48 hours**, demonstrating a growing attention to leadership development. **The number of middle managers and white-collar workers** also increased, from 6 to 8 hours and from 8 to 11 hours respectively, a sign of a strengthening of managerial and organizational skills.

A particularly significant result concerns **blue-collar workers**, for whom an **average** of 4 to **8 hours** has been increased: a figure that highlights the desire to extend access to training in an increasingly comprehensive way, also enhancing operational skills. Overall, the results achieved in 2024 confirm the effectiveness of a more structured, widespread and inclusive training strategy, capable of accompanying the growth of the organization through the continuous strengthening of human capital.

The main initiatives promoted in 2024 are listed below.



Coaching course "Evolution of skills"

After the two introductory meetings held in 2022 and the program implemented in 2023, the "Evolution of skills" coaching project continued in 2024, confirming itself as a strategic lever for the development of **soft skills** in management and the sales network, both internal and external. The new, more targeted edition focused on a small group of area managers and five particularly motivated salespeople. The format includes individual sessions and collective moments and will continue into 2025, when it will symbolically end during the company party in July.



Technical workshops at suppliers

In 2024, Alluminio di Qualità organized a cycle of **technical workshops dedicated to the external sales network**, with the aim of deepening the production cycle and the product and after-sales technical aspects.

The course included two distinct stages:

- ✓ **Workshop at Profilglass (May 2024)**: two training days dedicated to **cold rolling**, with plant visits and classroom sessions to analyze the characteristics of the products and the main technical production aspects.
- ✓ **Workshop at AMAG Austria Metall (June 2024)**: Two days focused on **hot rolling** and the **production of precision milled plates** for the mechanical and packaging industries. The visit allowed a direct comparison with **AMAG's high-quality standards**, strengthening the partnership between the two companies.

Looking to the future, in 2025 a **training course** with the **Kaizen Institute** is planned, focused on the principles of **Lean Manufacturing** aimed at the **Opex Team**.

Through these initiatives, Alluminio di Qualità consolidates its commitment to the enhancement of human capital, placing people at the center of growth strategies.



6.3 HEALTH AND SAFETY

Alluminio di Qualità is committed to **constantly ensuring and improving the protection of the health and safety** of its workers, third parties and the community in which it operates. To achieve this goal, the Company develops specific processes aimed at preventing and reducing the risks of injuries, accidents, non-conformities and occupational diseases.

To promote an inclusive and participatory management of health and safety activities at work, the Company adopts strategies such as internal and external communication, interviews dedicated to risk assessment, as well as training, information and awareness-raising initiatives. In addition, activities that may affect safety are constantly monitored, with timely interventions through appropriate preventive and corrective measures.

The risk assessment, formalized in the Risk Assessment Document (DVR), is the core of the **Occupational Safety Management System**. In this phase, the Company carries out documentary checks, inspections at the operating sites, interviews and interviews to analyze the risks, assessing the probability of occurrence and the severity of the possible associated damage.

As of December 31, 2024, none of the risks related to Alluminio di Qualità activities, both for

direct employees and external workers, falls into the category of **"serious risk"**. In particular, the Company identifies the following main risks:

- ✓ **Risk from exposure to noise:** instrumental and phonometric surveys were carried out, following which hearing protectors were provided;
- ✓ **Risk from manual handling of loads:** mechanical aids have been provided and adequate workspaces have been ensured; to avoid accidents, the work is organized in such a way as to guarantee handling by two employees in collaboration, where necessary;
- ✓ **Risk of pedestrian investment:** related to the use of forklifts; the Company mitigates this risk by creating pedestrian paths within the workplace.

To improve safety, Alluminio di Qualità has reorganized some areas and revised the layout of the warehouse, moving the coils to allow the installation of shelving with aluminum sheets. This intervention has facilitated the handling of loads with forklifts, creating more space and a better organization of workspaces, thus reducing the risk of accidents.

During 2024, **two accidents** were recorded:

- ✓ an accident on the way to work, with a duration of 8 days;
- ✓ an accident at the Villafranca plant, lasting 2 days, caused by an electrostatic charge injury.

Following this latest event, the Company activated a proactive initiative to mitigate the risk by grounding equipment in the area where the electrostatic charge is generated. This phenomenon is due to the passage of aluminum between two rollers, which causes the accumulation of charge. An external consultant suggested grounding this part to disperse the charge, eventually leading to the fixing of the two rollers superimposed on the aluminum foil, thus reducing the risk of future accidents.

Within the Occupational Safety Management System, the responsibilities and key roles necessary to ensure compliance with the regulations and the correct application of prevention measures have been formalized. In compliance with Legislative Decree 81/2008, the Company has appointed the **Head of the Prevention and Protection Service (RSPP)**, the **Coordinating Competent Doctor** and the **Competent Doctors** for each site. In addition, the persons in charge have been identified with the function of internal referents, in charge of coordinating safety activities at work in close collaboration with the RSPP.

The Health and Safety Protection Policy outlines the responsibilities of all company functions, emphasizing how each company role must contribute to achieving safety objectives based on their specific responsibilities and expertise.

To deal with any emergency situations, a **team dedicated to emergency management** has been defined, in charge of intervening promptly to minimize the consequences on people, the environment, structures, plants, equipment and materials.

The Company organizes annual **meetings dedicated to safety**, during which the Workers' Safety Representatives are updated on company activities and initiatives adopted in the field of health and safety at work. On these occasions, changes to processes and risk assessment, the results of the accident analysis and the state of health of workers are presented; in addition, if necessary, information is shared on the supervisory activities carried out by external control bodies.

To prevent the recurrence of accidents, Alluminio di Qualità has implemented a **procedure that includes for data collection, event reconstruction** and identification of the **causes**, thus allowing to define and plan corrective and preventive actions whose effectiveness is subsequently verified.

In conclusion, in the two-year period 2023-2024, there were **two recordable accidents** among employees and external collaborators, **without cases of serious accidents or occupational diseases**, in continuity with the previous year.



6.3.1 PREVENTIVE ACTIONS

The Company has already implemented a series of **preventive actions** aimed at ensuring full respect for the health and safety of its employees. These include clearly defining roles and promptly assigning prevention and protection duties within the organizational structure, which allow an accurate assessment of the risks arising from business processes.

Particular attention is paid to the **implementation of prevention and protection measures**, both collective and individual, through checks and maintenance of workplaces, refreshment areas, and ancillary rooms, as well as the supply and correct use of personal protective equipment (PPE).

Additionally, the Company constantly promotes **the education, information, and training of personnel**, fundamental tools to raise awareness and make workers aware of the risks and the correct procedures to be adopted.

The **preventive and periodic monitoring of the health status** of workers is guaranteed by medical examinations conducted by the headquarters competent doctor, who also carries out counseling activities during these checks, thus supporting the psycho-physical well-being of the staff.

Great attention is also paid to the definition of **specific procedures for the management of emergencies**, with the consequent preparation of technical and health facilities suitable for timely intervention in case of need.

In its relationship with contractors, **the Company rigorously selects partners** based on technical and professional criteria and manages cooperation and coordination, both in the preventive phase and during the execution of the works. This is to mitigate interference risks, which may vary depending on the type of service (e.g., risk of collision between vehicles, pedestrian investment, falling materials).

The Company divides the contractors' procedure into two fundamental phases:

- ✓ verification of the possession of the technical-professional requirements necessary for the provision of the service;
- ✓ definition of contractual agreements, including security costs and preventive and ongoing cooperation and coordination activities.

For third-party **transporters** accessing company premises for loading and unloading materials, Alluminio di Qualità establishes **specific conduct protocols** to prevent risks such as collisions between vehicles (e.g. trucks and forklifts), running over pedestrians, or falling materials handled.

For **suppliers of work equipment**, the Company adopts a **rigorous pre-purchase assessment approach**, verifying that the machinery complies with safety requirements, accompanied by the documentation required by current legislation, such as the EC declaration of conformity and the use and maintenance manual.

A similar process is applied to suppliers of **personal protective equipment (PPE)**: together with the economic offer, the technical data sheet and the declaration of conformity are requested, to ensure that the PPE adequately meets the requirements that emerged from the risk assessment and complies with the legislation. These preventive actions are an integral part of the Alluminio di Qualità Occupational Safety Management System, consolidating the company's commitment to protecting the health and safety of all those involved.



6.3.2 HEALTH AND SAFETY TRAINING

In compliance with current regulations, the Company engages its employees in training activities focused on Health and Safety at work, supplemented with the use of **flow charts**,

which clarify the operational phases and the roles involved in the various procedures outlined in the field of health and safety, thus facilitating their understanding and application. Especially:

During the training activities, in addition to examining the specific risks related to the tasks and activities carried out, prevention and protection measures, both collective and individual, are illustrated. At the same time, the Company utilizes these occasions to remind

all employees of the importance of promptly reporting any deficiencies or non-conformities detected during the performance of their activities. These reports represent a fundamental contribution to the prevention and continuous improvement of health and safety conditions at work.

GENERAL AND SPECIFIC RISK TRAINING

including a 4-hour general module for all workers, 4 hours of specific risk training for clerical and commercial workers, and 12 hours of specific risk training for all other workers. A five-yearly update of 6 hours is foreseen

TRAINING FOR THE USE OF WORK EQUIPMENT

including training for the use of overhead cranes, which is carried out through on-the-job training

8-HOUR TRAINING FOR SUPERVISORS

and 16-hour specific training for managerial roles. A five-yearly update of 6 hours is foreseen

TRAINING FOR FORKLIFT TRUCK USERS

A five-yearly update of 4 hours is foreseen

TRAINING FOR FIRE-FIGHTING AND FIRST AID OFFICERS

Refresher training of 5 and 3 years of 5 hours respectively is provided

TRAINING DEDICATED TO WORKERS' SAFETY REPRESENTATIVES

An annual update of 8 hours is foreseen

6.4 SUPPORT TO THE LOCAL COMMUNITY

Alluminio di Qualità is committed to supporting the local community, actively contributing to its social and economic development. Through **targeted donations** and the creation of **job opportunities**, the Company generates positive and lasting impacts within the territory. In 2024, Alluminio di Qualità continues its support for various organizations in the local area and beyond with renewed commitment, demonstrating a concrete commitment to causes of great social value. These include:

✓ Happydu Onlus

Association that operates in Namibia to improve the quality of life of children and young people in extremely precarious conditions, offering education, health care and sports and musical activities.

✓ Juvenile Diabetes Association of Trentino

It promotes knowledge and assistance regarding juvenile diabetes in the province of Trento, encouraging the collection of funds for research and self-financing.

✓ Solidarity Pediatric Surgery ODV

Association born within the Pediatric Surgery Unit of the S. Chiara hospital in Trento, which offers free pediatric health services to children in poverty and supports humanitarian interventions.

✓ Open Space Services

A Milanese social enterprise that supports people in situations of fragility through a network of social, health, welfare, educational and housing services.

✓ Unitalsi (Italian National Union for the Transport of the Sick to Lourdes and International Shrines)

A volunteer organization that is part of the National Civil Protection Service, which Alluminio di Qualità particularly supports the **Children's Project**, dedicated to families involved in pilgrimage and volunteering activities.

In addition, in 2023 Alluminio di Qualità launched a **long-term project for the production of painted aluminum color decks**, made in collaboration with the social cooperative **Arte e Libro**, an organization that for years has been dedicated to creating job opportunities for young people with disabilities, promoting social inclusion through craft and artistic activities. This cooperative stands out for its commitment to enhancing the skills and creativity of the people involved, offering a stimulating and sustainable work environment.

In 2024, Alluminio di Qualità **continues this initiative with conviction**, which involves the creation of the bundles using specific molds produced and assembled by the cooperative itself, transforming a company production need into a concrete opportunity for work inclusion. Through this collaboration, the Company integrates social responsibility and environmental sustainability into its business model, generating not only high-quality products, but also a positive and lasting impact on the territory and on the lives of the people involved.



07

ENVIRONMENTAL RESPONSIBILITY

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7 ENVIRONMENTAL RESPONSIBILITY

Alluminio di Qualità fully aligns with the principles of the **European Green Deal**⁷, which promotes climate neutrality and sustainable economic growth, free from the intensive use of natural resources. In this context, the Company directs its efforts on the main areas of environmental impact, such as **energy consumption, greenhouse gas (GHG) emissions, the use of materials** and the management of the **circular economy**.

To minimize environmental negative impacts, Alluminio di Qualità has adopted a comprehensive and responsible approach that manifests in several concrete initiatives.

These initiatives aim to **efficiently and sustainably manage materials usage and waste generated**, promoting the reduction of waste and the recovery of resources. In this sense, separate waste collection is a consolidated

practice, applied not only to offices, but also to processing waste, which is separated by type of alloy to facilitate recycling and reduce the use of raw materials not from recycling.

Simultaneously, the Company consistently invests in **enhancing the energy efficiency** of its facilities and in **the use of renewable energy**, thus reducing greenhouse gas emissions and contributing to the fight against climate change.

A key element of this strategy is the **ongoing training and awareness of staff**, who are involved through specific programs aimed at disseminating good environmental practices and promoting sustainable behavior within the company.

These integrated actions reaffirm Alluminio di Qualità's commitment to sustainable development.

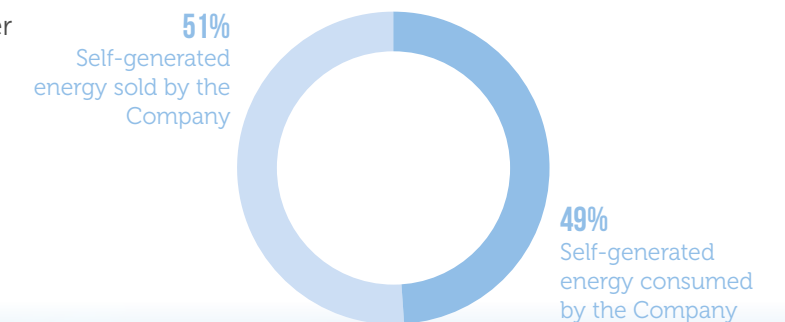
7.1 ENERGY TRANSITION AND THE FIGHT AGAINST CLIMATE CHANGE

In a global context where the energy transition and the fight against climate change are essential priorities, **Alluminio di Qualità** distinguishes itself for its commitment to environmental sustainability, integrating these issues into its corporate strategies. The Company considers the improvement of energy efficiency and the reduction of consumption as fundamental pillars of its business ethics, as demonstrated by the numerous initiatives implemented over time.

Due to the nature of its activities, the Company's main energy consumption concerns the electricity needed to power plants and facilities. In 2024, thanks to the photovoltaic system installed in 2022 at the Villafranca plant, internal electricity production increased further compared to 2023, significantly impacting the overall energy balance.

In 2024, **Alluminio di Qualità** self-produced **1,175 GJ** of energy, recording a significant increase compared to **903 GJ** in 2023, the year in which the photovoltaic plant reached full operation. This increase is mainly attributable to an improvement in the efficiency of the plant itself. Of this self-produced energy, **578 GJ** was consumed internally (compared to 346 GJ in 2023), while the remaining **597 GJ**, not used during plant closing hours and periods, was fed back into the grid (compared to 558 GJ the previous year), thus also contributing to the local energy grid.

Self-generated electricity from renewable sources



578 GJ

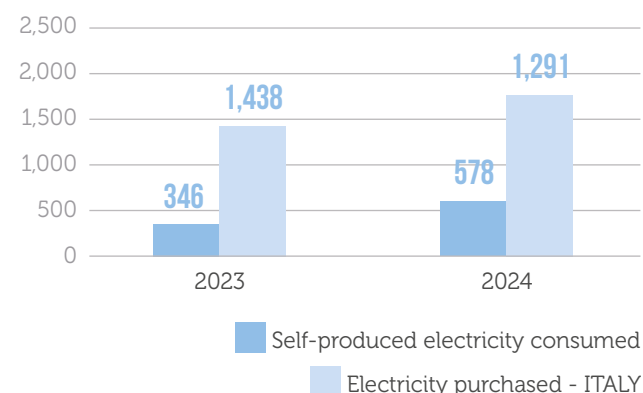
self-produced energy consumed compared to 1,291 GJ of purchased energy

7 - A European Green Deal (europa.eu)

At the same time, there was a significant **reduction in electricity purchased**, totaling **147 GJ**, corresponding to a decrease of **10%** compared to the previous year. This result is mainly attributable to the **increase in internal production of energy from photovoltaic sources**, which has allowed the Company to meet an increasing share of its energy needs through renewable sources. Specifically, total **electricity purchased** decreased from **1,438 GJ in 2023 to 1,291 GJ in 2024**, highlighting not only an effective optimization of consumption, but also a greater balance between internal energy demand and availability. This development reflects the effectiveness of the measures taken in the areas of energy efficiency and responsible resource management.

In 2024, the **share of self-produced energy** reached around **48% of total demand**, including energy fed into the grid. This is an increase of **9 percentage points** compared to 2023, which demonstrates the Company's growing commitment to a more autonomous, sustainable and resilient supply model to fluctuations in the energy market. The 30% increase in self-production has not only reduced energy costs, but also the environmental impact, confirming the effectiveness of the sustainable initiatives adopted.

Electricity consumption (GJ)



To further optimize consumption and reduce CO₂ emissions, in 2024 the Company completed the forklift fleet renewal project initiated in 2022, replacing the latest obsolete vehicles with state-of-the-art models equipped with highly efficient battery charging systems which, according to the information provided by the manufacturer, can generate an estimated annual energy saving of approximately **31.74 GJ**.

At the same time, the Company is pursuing the energy efficiency strategy regarding the car fleet undertaken in 2023. In fact, to reduce the environmental impact associated with the company's fleet, in 2023, the Company completed the installation of charging stations for electric and plug-in hybrid vehicles, a fundamental infrastructure to support the introduction of increasingly sustainable vehicles in the car fleet.

In 2024, the Company continues this path with the transfer of the trucks owned by Alluminio di Qualità to Movimet S.r.l., the new transport company of the Cauvin Group. This sale, in addition to increasing logistical efficiency, has allowed the Company to focus on a fleet exclusively composed of cars, thus significantly reducing heavy vehicles emissions. Since Movimet has been operational since the end of 2024, the environmental benefits related to this sale will be visible mainly from 2025.

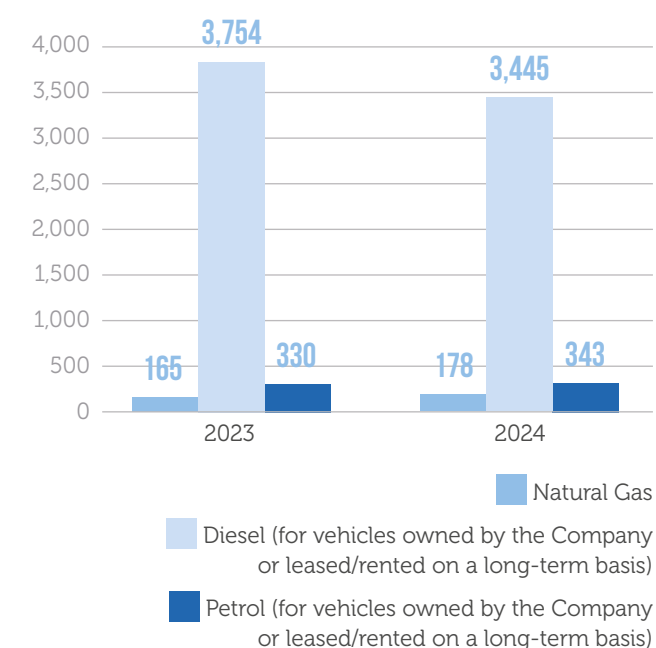
As of December 31, 2024, the car fleet consists of 18 cars, divided into:

- ✓ 13 diesels;
- ✓ 5 hybrids, some petrol-based.

Diesel and petrol consumption in 2024 was substantially in line with the previous year, with natural variations attributable to the normal course of business activities: diesel consumption decreased by 8%, while petrol consumption increased by 4%.

Similarly, **natural gas**, which is mainly used for office heating, also recorded a modest increase of 8% compared to the previous year, a slight increase justified by seasonal thermal needs, and which nevertheless maintains a limited impact on the Company's overall energy consumption.

Fuel consumption (GJ)



7.1.1 GHG EMISSIONS

Alluminio di Qualità confirms its commitment to reducing greenhouse gas emissions, focusing on:

- ✓ **Scope 1 emissions:** direct emissions from sources owned or controlled by the organization, generated by fuel consumption. For the Company, these include diesel and petrol for the car fleet and methane for heating production premises;
- ✓ **Scope 2 emissions:** indirect emissions from the production of electricity, heat or steam imported and consumed by the organization. For the Company, these consist of the electricity purchased and consumed for production activities.

Overall, Scope 1 and Scope 2 emissions follow the trend of the Company's energy consumption.

Scope 1 emissions were almost unchanged compared to the previous year, reflecting the stability in the use of fuels for the car fleet and heating.

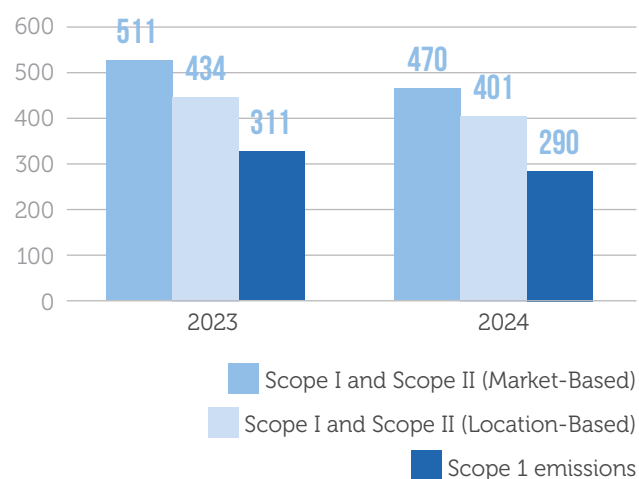
Scope 2 emissions, on the other hand, recorded a reduction of about 10%, mainly attributable to the decrease in electricity purchased, made possible by the increase in self-produced energy internally through the photovoltaic system.

Regarding the calculation of Scope 2 emissions, the Company uses two complementary methods:

- ✓ The **"Location-Based"** approach, which estimates emissions based on the average emission factors of the regional or national energy mix, thus reflecting the average of emissions associated with energy production in the geographical area of consumption;
- ✓ The **"Market-Based"** approach, considers instead the specific choices made by the Company for the purchase of electricity, including supplies from renewable sources certified through Guarantees of Origin, highlighting the commitment to the use of sustainable energy.

These figures confirm the effectiveness of the strategies adopted by Alluminio di Qualità to reduce its environmental impact and pursue sustainability goals.

CO₂ emissions (tonCO₂)



7.2 RESOURCE MANAGEMENT AND CIRCULAR ECONOMY

Alluminio di Qualità is committed to managing resources efficiently and sustainably, integrating the principles of **the circular economy** into all phases of its production cycle. The Company adopts targeted strategies to optimize the use of materials, reduce and value the waste produced

and carefully monitor the consumption of water resources. This integrated approach enables minimizing waste, promote recycling and contain environmental impact, while ensuring the quality and safety of the products offered.



7.2.1 PRODUCTION MATERIALS

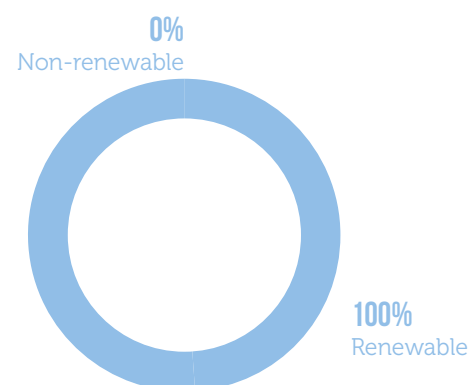
Alluminio di Qualità uses a wide range of materials for production ranging from **Interleaving paper** to **cardboard for packaging**, to **wooden pallets** for the transport and storage of products up to **the different types of alloys**. The Company carefully monitors the data relating to the materials used, ensuring continuous and precise control of resources and responsible and sustainable management.

The analysis conducted revealed that, in continuity with previous years, the use of materials for business activities **was 100% renewable again in 2024**. This result demonstrates the constant commitment to a production model with a low environmental impact.

52.2%

of the aluminum used by Alluminio di Qualità is produced from recycling

Materials used in 2024



Among those used, **aluminum alloys** are the fundamental material for the production process of Alluminio di Qualità and are selected based on their unique characteristics and application needs, offering lightness, strength and versatility for sectors such as industry, automotive and naval.

A crucial aspect of Alluminio di Qualità's sustainability strategy focuses on the recycling of alloys: the Company optimizes processing waste by transforming it into secondary raw materials. This approach reduces both the extraction of virgin raw material, and the emissions associated with the transport of materials, demonstrating a concrete commitment to an integrated circular economy and a more responsible management of resources.

For more information on specific initiatives for the recycling and valorization of materials, please refer to paragraph 7.2.2. "Waste management".

The following provides an overview of the aluminum alloys utilized:

1000 SERIES

industrially pure aluminum with a purity level of at least 99%. Characterized by excellent corrosion resistance, high thermal and electrical conductivity, and good machinability, they are ideal for applications where mechanical strength is not a priority.

2000 SERIES

alloys with copper as the main alloying element, with additions of magnesium and manganese in some variants. Heat treated alloys offer excellent machinability with machine tools and often used in applications that require high mechanical strength.

7000 SERIES

zinc-based alloys, known for their heat-treatable properties, exhibit the highest mechanical characteristics among aluminum alloys. Used in applications that require maximum mechanical strength, such as the aerospace industry.

6000 SERIES

alloyed with magnesium and silicon, they are heat treated and develop intermediate mechanical characteristics. They offer good mechanical strength, low hardening sensitivity and good corrosion resistance, making them versatile for many applications.

3000 SERIES

contain between 1 and 1.5% manganese, which significantly increases mechanical strength, making them ideal for applications demanding a balanced mix of strength and machinability.

5000 SERIES

with a magnesium content of more than 3%, these alloys are particularly resistant to corrosion and offer good hot strength, ductility and machinability, making them ideal for marine and industrial uses.

7.2.2 WASTE MANAGEMENT

Responsible waste management is a fundamental pillar for Alluminio di Qualità. Most of the waste produced is classified as non-hazardous and includes different types:

- ✓ Iron and steel;
- ✓ Paper and cardboard;
- ✓ Packaging of mixed and wooden materials;
- ✓ Plastic waste;
- ✓ Filings and shavings of non-ferrous materials;
- ✓ Dust and particulate matter of non-ferrous materials;
- ✓ Mineral engine oil waste;
- ✓ Exhausted waxes and fats.

The Company implements advanced practices for the separation, recycling and treatment of each type of waste, ensuring responsible and sustainable management.

The **recycling process** begins with the **separation of processing waste and non-compliant materials**. This process allows the material to be divided into its main alloys, preparing it for the reworking phase and transformation into new semi-finished products. To facilitate this operation, Alluminio di Qualità has set up specific containers for the collection of each type of alloy, with particular attention to sectors that require special alloys, such as the naval and automotive sectors.

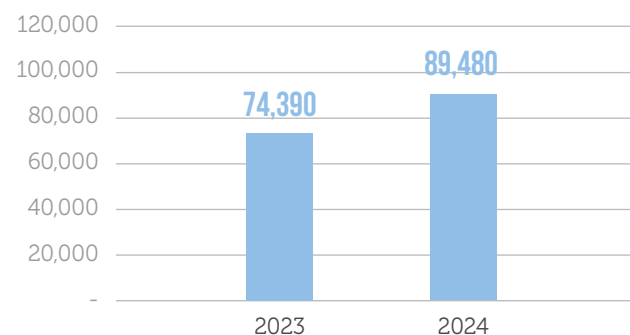
The goal of this process is to reintegrate the already separated alloys into the production cycle. Thanks to the intrinsic qualities of aluminum, the process of recovery, transformation and reuse allows continuous recycling without altering the properties of the material.



In 2024, the Company recorded a **total increase of approximately 20% in non-hazardous waste produced** compared to the previous year, from 74,390 kg to 89,480 kg. This increase is mainly attributable to an extraordinary operation to scrap materials damaged by the flood that hit the Campi Bisenzio site near Florence. The decommissioning mainly involved pieces of iron and steel machinery.

Despite this increase, all waste was managed with established recycling and treatment practices, maintaining a focus on sustainability.

Non-hazardous waste generated (kg)



Recycling and valorization initiatives for production waste

Over the years, Alluminio di Qualità has embarked on a path to reduce its environmental impact, implementing several projects:

- ✓ **Closed-loop system with suppliers:** Launched in 2024, this system involves the direct sale of scrap to foundries for the production of new semi-finished products. A closed cycle has been established with Fusina, a specific supplier of alloys for shipbuilding. The cycle covers both the materials that Alluminio di Qualità processes and pre-processes for the naval sector, which are collected, palletized and returned to the supplier for recycling, as well as other alloys of the 1000 and 5000 series. This model closes the recycling loop, reducing waste and improving the efficiency of the production process.
- ✓ **Turning chips into briquettes:** The plate cutting line, which went into operation in 2023, started producing aluminum chips, a different type of scrap. These chips are compressed to form cylinders called briquettes, which are then bagged and sold. This transformation adds value to a material that was once considered simple waste, transforming it into a saleable product that generates economic value, reducing waste.
- ✓ **Optimizing the design of wooden pallets:** In 2023, the design of the pallets was revised to reduce timber consumption by 16% per unit, helping to limit the waste of support and packaging materials.

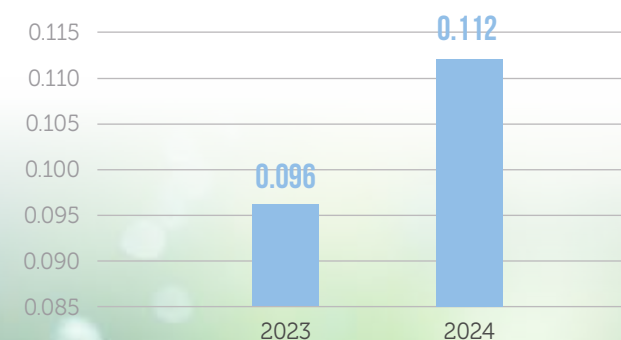
In the future, the Company plans to continue its commitment through the introduction of new initiatives, including the **Paper recycling project**. In 2025, an initiative aimed at improving paper recycling will be launched, with the installation of compactors at the Villafranca and Campi Bisenzio sites. These devices will separate paper and cardboard, facilitating separate collection and adding value to a material widely used as paper interleaving in sheet metal, today still partly considered waste.

7.2.3 WATER RESOURCE MANAGEMENT

Alluminio di Qualità recognizes the importance of sustainable management of water resources, even in a production context where water is not used directly in the manufacturing processes. Water use is limited exclusively to **sanitary purposes**, with **low volumes** that are constantly monitored to ensure efficient and responsible use.

In the period considered, there was a slight increase in water consumption, from 0.096 megaliters in 2023 to 0.112 megaliters in 2024. This is a minimal change, considered physiological compared to the overall trend of the company's activity.

Water withdrawal (Megalitres)



All the water drawn from the aqueduct network is fully returned to the sewer system, ensuring a transparent cycle that complies with environmental regulations. This approach reflects the company's commitment to sustainability, even in areas where the impact is marginal but still significant within the framework of overall environmental responsibility.

08

RESPONSIBILITY FOR THE FUTURE

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8 RESPONSIBILITY FOR THE FUTURE

The Sustainable Development Goals (SDGs) are 17 goals approved in September 2015 by the governments of the 193 member countries of the United Nations General Assembly and acknowledge the close link between human well-being and the health of natural systems, highlighting the common challenges that all countries are called upon to face for a sustainable future.

The goals are part of the ambitious action program for peace and prosperity for people and the planet, known as the 2030 Agenda for

Sustainable Development, and are further divided into 169 'targets' or goals.

The SDGs are universal, addressing both developing and advanced countries, and are based on the integration of the three dimensions of sustainable development: environmental, social and economic. The 17 goals therefore cover various areas of development, from the fight against hunger to the elimination of inequalities, from the protection of natural resources to urban development, from agriculture to consumption patterns.

SUSTAINABLE DEVELOPMENT GOALS



8.1 CULTURE OF A PRESENT THAT LOOKS TO THE FUTURE

Alluminio di Qualità strives to improve its impact on the territory and on people, promoting development based on responsibility and constant commitment to sustainability.

For this reason, it has embarked on a path of business growth that embraces sustainability in all its aspects. The Company has set out a plan of objectives, divided into three main strategic lines – Digitalization, Development of Human Capital and Technology and innovation in production – which demonstrate how Alluminio di Qualità has embraced its commitment to promote respect for the environment, the territory and people.

These strategic guidelines will be enriched, in the coming years, with the definition of a more detailed action plan that will cover the entire value chain of Alluminio di Qualità, as well as the strengthening of best practices for the management of the most relevant sustainability issues for the company.

The strategic objectives of Alluminio di Qualità embody the Company's culture of sustainability, and these strategic guidelines can be correlated with the 17 goals set out in the 2030 Agenda for Sustainable Development.



Our contribution to the SDGs

In fact, the Company has examined the 169 targets in which the SDGs are divided, identifying those to which it can contribute most to the daily execution of its activities. These SDGs are: Goal 3 – Good health and well-being, Goal 5 – Gender equality, Goal 8 – Decent work and economic growth, Goal 9 – Industry, innovation and infrastructure, Goal 12 – Responsible consumption and production and Goal 13 – Climate action, as specified in the chart below:

DEVELOPMENT OF HUMAN CAPITAL

Contribution to the SDGs:



Role and contribution of Alluminio di Qualità in the development of human capital, through job generation.

Initiatives undertaken:

- ✓ Development of training paths for key people and functional areas in order to increase skills;
- ✓ Development of existing welfare initiatives;
- ✓ New recruitment of employees, with particular attention to the age group under 36 and the protected categories under Law 68/1999.

TECHNOLOGY AND INNOVATION IN PRODUCTION

Contribution to the SDGs:



The role and contribution of Alluminio di Qualità in promoting initiatives, at all levels, to combat climate change.

Initiatives undertaken:

- ✓ New investments in plant and machinery "Industry 5.0";
- ✓ New investments in plant to help improve the circular economy, reduce consumption and reduce waste;
- ✓ New investments that foster the transition to a more sustainable production model, by reducing net CO₂ emissions and strengthening the principles of a circular economy.

DIGITALIZATION

Contribution to the SDGs:



Role and contribution of Alluminio di Qualità in the digital transition for more efficient, integrated and customer-oriented management.

Initiatives undertaken:

- ✓ Development of a digital platform for improving the customer experience;
- ✓ Introduction CRM for improving the management of the sales network;
- ✓ Introduction TMS for improving the logistics and the expediting;
- ✓ Development of an advanced platform of BI to improve the operational efficiency and the decision-making process;
- ✓ Introduction of Matchplat, AI platform for identifying new customers and partners.

8.2 KEY PROJECTS FOR FUTURE GROWTH AND INNOVATION

In the coming years, Alluminio di Qualità will focus its efforts on a series of targeted projects that reflect a solid and long-term oriented industrial vision. From the **growth of internal skills** to the development of advanced production technologies, each intervention is

designed with the aim of **strengthening** the Company's ability **to navigate increasingly complex markets**, value the available resources and generate positive and lasting impacts throughout the supply chain.



8.2.1 STRENGTHENING OPERATIONS AND A CULTURE OF CONTINUOUS IMPROVEMENT

In the coming years, Alluminio di Qualità will invest significantly in the growth of its people and in the structuring of increasingly lean, integrated and operational excellence-oriented internal processes. A first step in this direction was taken in 2024 with the formation of the **Opex Team**, a cross-functional group focused on overseeing production and logistics processes, capable of generating value through shared data analysis, systemic problem solving and coordination of corrective actions. In 2025, the evolution of this model will be supported by the launch of an extensive **Lean training course**, developed in collaboration with the *Kaizen Institute*. The objective is

twofold: on the one hand, to provide operators with concrete tools to improve flows and reduce waste; on the other hand, to build a culture of continuous improvement embedded throughout the organization. The benefits expected from this initiative are many: greater production efficiency, better quality of service, consolidation of internal skills and, above all, a strengthening of the sense of responsibility and active participation of all the people involved in business processes. This approach represents a strategic investment in human capital and an indispensable foundation for facing future challenges imposed by the market with flexibility and promptness.

8.2.2 EVOLUTION OF THE OFFER FOR THE MECHANICAL MARKET

One of the strategic priorities for the coming years is to strengthen our presence in the **mechanical sector**, a sector with a high technical content and constantly evolving. After the milestones already achieved with the installation of the **bar cutting line** (2022) and the **plate cutting line** (2023), the Company has started a process of **expansion and specialization of the offer** aimed at the most complex and customized applications. This path will continue through a strengthening of the dedicated commercial structure and the development of new technical solutions that

respond specifically to the needs of precision, quality and flexibility expressed by increasingly demanding customers. The goal is to position itself as a reference point for operators in the advanced mechanical sector, thanks to an **ever-expanding range of services** and a **co-design capacity** that fully leverages the skills gained. Looking ahead, this strategy will allow Alluminio di Qualità to capture new market niches, strengthen the loyalty of existing customers and consolidate its role as a reliable and innovative partner in the European industrial landscape.



8.2.3 EXPANSION OF PRODUCTION CAPACITY: THE NEW 2,150 MM LINE

A fundamental step in the **Company's** growth path will be the commissioning of the new **combined coil laser cutting and leveling line with a width of 2,150 mm**, installed at the Villafranca di Verona service center in 2025. Developed in collaboration with the Spanish manufacturer Fagor Arrasate, this line integrates a **Cut-To-Length** system with automatic change of the double roller bank and rotary shear, together with a **Laser Blanking booth** equipped with a laser torch and already prepared for the future installation of a second booth. With a cutting capacity of up to **2,150 mm in width**, the new technology marks a major step forward in the **Company's** production capacity. The real value of this innovation lies in the **expansion of the offer**, since the possibility of making **cuts to size up to 2,150 mm wide** impacts **all sectors** in which the **Company** operates. This flexibility allows us to meet much wider customization needs, overcoming the limits of traditional cutting capabilities and responding to the demands of increasingly

diversified customers.

The **Laser Blanking** booth, dedicated to shaped cutting, is particularly strategic for the automotive sector, but also finds applications in other highly specialized sectors. It allows the creation of small batches, pre-series and prototypes without the need for traditional molds, reducing tooling costs and material waste.

This new line will bring concrete benefits in terms of increased **productivity**, reduced setup times, and greater ability to respond to the most complex technical needs. The management of variable thicknesses and geometries translates into an important competitive advantage, strengthening the **Company's** position on the European scene.

Finally, the investment is part of a broader project of **innovation and digitization**, which involves the adoption of advanced systems for quality control and automated production management, ensuring increasingly high levels of efficiency and precision.

8.2.4 NEW ENVIRONMENTAL INITIATIVES TOWARDS A MORE SUSTAINABLE MANAGEMENT OF MATERIALS

Alongside industrial and organizational development, Alluminio di Qualità will continue on its path towards a **more responsible management of resources**. Among the initiatives planned for 2025, the launch of a project dedicated to the **recovery and optimization of wrapping paper** is planned, through the installation of **compactors** in the Villafranca and Campi Bisenzio plants. This action is part of a broader circular economy strategy, which has already seen the implementation of significant initiatives, including:

- ✓ the closed-loop system **with alloy suppliers**, launched in 2024;
- ✓ the **valorization of shavings** in the form of reusable briquettes;
- ✓ the **rationalization of wooden pallets**, aimed at reducing the impact of supplies.

Through these projects, the **Company** aims to **minimize waste, reduce landfills and improve the environmental performance** of its business, increasingly integrating sustainability into decision-making processes and daily activities. In the medium term, the goal is to transform the management of materials and waste into a **factor of innovation and competitiveness**, capable of generating value not only in environmental terms, but also in economic and organizational terms.



Direct and indirect correlations to the SDGs of the activities and strategic lines of Alluminio di Qualità

Sustainability Culture





CONCLUSIONS

Attachments	114
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ATTACHMENTS

Value creation

GRI 201-1 Direct economic value generated and distributed (thousands of euros)		
ECONOMIC VALUE	2023	2024
Economic value directly generated	77,654	70,857
Economic value distributed	73,776	68,552
Operational costs	68,797	64,015
Employee remuneration	3,288	3,586
Remuneration of investors	593	598
Remuneration of the public administration	1,067	322
Donations and liberalities	30	32
Retained economic value	3,878	2,306

Responsible supply chain management

GRI 204-1 Proportion of expenditure on local suppliers		
	2023	2024
Local	67%	72%
Non-local	33%	28%
Total supplier expenditure	100%	100%

Energy efficiency and the fight against climate change

GRI 302-1 Energy consumption within the organization			
ENERGY	UNITS OF MEASURE	2023	2024
Natural gas	GJ	165 ⁸	178
Diesel (for vehicles owned by the Company or leased/rented on a long-term basis)	GJ	3,754	3,445
Petrol (for vehicles owned by the Company or leased/rented on a long-term basis)	GJ	330	343
Self-generated electricity consumed	GJ	346	578
Electricity purchased - ITALY	GJ	1,438	1,291
of which, from renewable sources (certified)	GJ	-	-
Total energy consumption	GJ	6,033	5,835
Total renewable energy	GJ	346	578
% Renewable Energy	%	6 %	10%

GRI 305-1: Direct (Scope 1) GHG emissions GRI 305-2: Indirect (Scope 2) GHG emissions		
EMISSIONS (ton CO ₂ eq)	2023 ⁹	2024
Total direct emissions (Scope 1) ¹⁰	311	290
Total Indirect Emissions (Scope 2) - Location-based ¹¹	123	110
Total Indirect Emissions (Scope 2) - Market-based ¹²	200	179
Total Scope 1 and Scope 2 emissions (Location-Based)	434	401
Total Scope 1 and Scope 2 emissions (Market-Based)	511	470

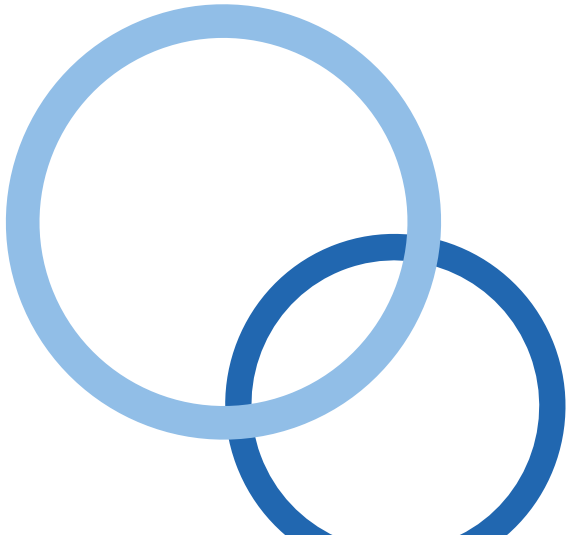
8 - Following an improvement in the reporting process, the 2023 figures for natural gas consumption have been restated compared to what was published in the previous Sustainability Report. For previously published data, please refer to the 2023 Sustainability Report, published on the website Sustainability - Alluminio di Qualità (alluminiodiquality.it)

9 - For the calculation of Scope 1 emissions for the financial years 2023 and 2024, the emission factors published by the Ministry of Environment - Table of national standard parameters for the monitoring and reporting of greenhouse gases were used.

10 - Following an improvement in the reporting process, the 2023 figures relating to Scope 1 emissions have been restated compared to what was published in the previous Sustainability Report. For previously published data, please refer to the 2023 Sustainability Report, published on the website Sustainability - Alluminio di Qualità (alluminiodiquality.it)

11 - For the calculation of Scope 2 - Location-Based emissions, the emission factors published by ISPRA - Atmospheric greenhouse gas emission factors in the national electricity sector and in the main European countries were used.

12 - Following an improvement in the reporting process, the 2023 data relating to Scope 2 - Location Based emissions have been restated compared to what was published in the previous Sustainability Report. For previously published data, please refer to the 2023 Sustainability Report, published on the website Sustainability - Alluminio di Qualità (alluminiodiquality.it)



Circular economy and responsible resource management

GRI 301-1 Materials used by weight and volume			
MATERIAL TYPE ¹³	UNITS OF MEASURE	2023 Renewable	2024 Renewable
Interleaving paper	%	0.1%	0.01%
Corrugated cardboard (100/1250/1500 sheets)	%	0.3%	0.3%
Corrugated cardboard in rolls	%	0.3%	0.2%
Cardboard cores	%	0.05%	0.05%
Bubble wrap (100/1250/15000)	%	-	-
Wooden pallets (timber)	%	2.6%	2.2%
Cardboard corners	%	0.2%	0.1%
Painted / oxidized	%	9.5%	11.2%
Extrusions 7000	%	0.04%	0.002%
Aluminum alloys (Alloys 6000, Alloys 1000/3000, Alloys 5000)	%	82.1%	78.9%
Automotive alloys (processing waste)	%	0.4%	0.4%
Naval alloys (processing waste)	%	0.7%	0.4%
Industrial alloys (processing waste)	%	3.8%	6.2%
Total	%	100%	100%

GRI 301-2 Materials used that come from recycling			
MATERIAL TYPE	UNITS OF MEASURE	TOT RECYCLED MATERIAL 2023	TOT RECYCLED MATERIAL 2024
Interleaving paper	%	100%	100%
Corrugated cardboard (100/1250/1500)	%	100%	100%
Corrugated cardboard in rolls	%	100%	100%
Cardboard cores	%	100%	100%
Cardboard corners	%	100%	100%

13 - The figure represents the % of the material compared to the KG. It has been chosen to display the figure in % since the weight in KG is considered sensitive data for the Company.

14 - Following an improvement in the reporting process, the figure for corrugated cardboard rolls in 2023 has been restated to provide a more accurate view, correcting what was published in the previous Sustainability Report. For 2023 data, please refer to the Sustainability Report published on the Sustainability - Alluminio di Qualità website.

GRI 303-3 Water withdrawal					
SOURCE OF THE WITHDRAWAL	UNITS OF MEASURE	2023 (1 January – 31 December)		2024 (1 January – 31 December)	
		All areas	Water stress areas	All areas	Water stress areas
Third-party water	Ml	0.1	-	0.1	-
Total water withdrawal	Ml	0.1 ¹⁵	-	0.1	-

GRI 306-3 Waste generated							
COMPOSITION OF WASTE	UNITS OF MEASURE	2023 ¹⁶ (1 January – 31 December)			2024 (1 January – 31 December)		
		Hazardous	Non-hazardous	Total	Hazardous	Non-hazardous	Total
Iron and steel	Kg		10,040	10,040		16,980	16,980
Paper and cardboard	Kg		41,720	41,720		43,160	43,160
Mixed Material Packaging	Kg		22,630	22,630		26,160	26,160
Plastic waste (070,213)	Kg		-	-	-	3,180	3,180
Mineral engine oil scrap (130,205)	Kg		-	-	200	-	200
Spent waxes and fats (120,112)	Kg		-	-	378	-	378
Total	Kg		74,390	74,390	578	89,480	90,058
Percentage	%	-	100%	100%	1%	99%	100%

15 - Following an improvement in the reporting process, the figure relating to water withdrawal in 2023 has been restated to provide a more accurate view, correcting what was published in the previous Sustainability Report. For 2023 data, please refer to the Sustainability Report published on the Sustainability - Alluminio di Qualità website.

16 - Following an improvement in the reporting process, the data relating to waste produced in 2023 has been restated to provide a more accurate view, correcting what was published in the previous Sustainability Report. For 2023 data, please refer to the Sustainability Report published on the Sustainability - Alluminio di Qualità website.



Diversity and human capital development

GRI 2-7 Employees

TYPE OF CONTRACT	2023			2024		
	Men	Women	Total	Men	Women	Total
Temporary	4	-	4	8	1	9
Permanent	43	14	57	43	14	57
Total	47	14	61	51	15	66

Indicator GRI 2-7 Employees

FULL-TIME / PART-TIME	2023			2024		
	Men	Women	Total	Men	Women	Total
Full-time	46	14	60	50	14	64
Part-time	1	-	1	1	1	2
Total	47	14	61	51	15	66

GRI 404-1: Average hours of training by occupational category

AVERAGE HOURS BY OCCUPATIONAL CATEGORY	2023	2024
Executives	-	48
Middle management	6	8
White collars	8	11
Blue collars	4	8
Total	6	10

GRI 404-1: Average hours of training by gender

AVERAGE HOURS BY GENDER	2023	2024
Men	6	13
Women	8	2
Total	6	10

Indicator GRI 405-1: Diversity of employees and governance bodies

JOB CATEGORY	2023		2024	
	Men	Women	Men	Women
Executives	-	-	1	-
Middle management	4	-	5	-
White collars	12	14	16	14
Blue collars	31	-	29	1
Total	47	14	51	15

Indicator GRI 405-1 Diversity of employees and governance bodies (Protected categories)

JOB CATEGORY	2023			2024		
	Men	Women	Total	Men	Women	Total
Executives	-	-	-	-	-	-
Middle management	-	-	-	-	-	-
White collars	-	-	-	-	-	-
Blue collars	3	1	4	3	1	4
Total	3	1	4	3	1	4

RI 405-1: Diversity of employees and governance bodies

JOB CATEGORY	2023			2024		
	<30 years	30-50 years	>50 years	<30 years	30-50 years	>50 years
Executives	-	-	-	-	1	-
Middle management	-	3	1	-	3	2
White collars	5	17	4	4	19	7
Blue collars	7	11	13	4	13	13
Total	12	31	18	8	36	22

GRI 405-1: Diversity of employees and governance bodies (Board of Directors)

JOB CATEGORY	2023			2024		
	<30 years	30-50 years	>50 years	<30 years	30-50 years	>50 years
Men	-	1	3	-	2	3
Women	-	-	-	-	-	-
Total	-	1	3	-	2	3

GRI 405-1: Diversity of employees and governance bodies (Board of Statutory Auditors)						
JOB CATEGORY	2023			2024		
	<30 years	30-50 years	>50 years	<30 years	30-50 years	>50 years
Men	-	3	2	-	3	2
Women	-	-	-	-	-	-
Total	-	3	2	-	3	2

Indicator GRI 401-1: New employee hires and employee turnover						
NUMBER OF HIRES	2023			2024		
	<30 years	30-50 years	>50 years	<30 years	30-50 years	>50 years
Men	2	-	3	4	10	5
Women	1	-	-	1	-	-
Total	3	-	3	5	10	5
Inbound turnover rate (%)	25%	-	17%	63%	28%	23%

Indicator GRI 401-1: New employee hires and employee turnover						
NUMBER OF TERMINATIONS	2023			2024		
	<30 years	30-50 years	>50 years	<30 years	30-50 years	>50 years
Men	-	-	2	3	9	3
Women	-	-	-	-	-	-
Total	-	-	2	3	9	3
Outbound turnover rate (%)	-	-	11%	38%	25%	14%

Workers 'health and safety

Indicator GRI 403-9 (2018): Work-related injuries				
EMPLOYEE ACCIDENT INDICES		UNITS OF MEASUREMENT	2023	2024
Total number of employee workplace injuries¹⁷		n.	-	2
<i>of which:</i>				
Fatal Injuries		n.	-	-
High-consequence work-related injuries ¹⁸		n.	-	-
Other injuries ¹⁹		n.	-	2
Number of hours worked by employees		n.	98,738	111,211
GRI accident indices²⁰	Multiplier for calculation	n.	200,000	200,000
	Rate of deaths due to accidents at work	n.	-	-
	Rate of serious accidents at work (excluding fatalities)	n.	-	-
	Rate of recordable occupational accidents	n.	-	3.6

17 - "Accidents at work" refer to all accidents that can result in death, days of absence, work limitations, transfer to other tasks, medical treatment that goes beyond first aid, loss of consciousness. These are all injuries generated by risks and hazards to which workers are exposed in the workplace (e.g. death, amputations, lacerations, fractures, hemias, burns, loss of consciousness and paralysis).

18 - "Accidents at work with serious consequences" refer to accidents that have resulted in at least 6 months, consequently, excluding deaths.

19 - "Other Injuries" refer to accidents that have resulted in less than six months of consequences.

20 - The calculation of the accident indices was based on 100,000 hours worked, according to the following formulas:

- Ratio of total accidents/hours worked: (total work-related accidents/hours worked) * 200,000;
- Ratio of fatal accidents/hours worked: (total fatal accidents/hours worked) * 200,000;
- Ratio of serious accidents/hours worked: (total serious accidents/hours worked) * 200,000;
- Ratio of other accidents/hours worked: (total other accidents/hours worked) * 200,000.

IMPACTS
GENERATED

MATERIAL TOPICS	IMPACT	NATURE OF IMPACT	COMPANY INVOLVEMENT
Energy efficiency and the fight against climate change	The Company contributes to climate change due to the increase in the generation of greenhouse gas emissions into the atmosphere and the consumption of energy from non-renewable sources by the Company, resulting in negative impacts on the environment	Negative	Caused by the Company
Circular economy and responsible resource management	The Company generates potential negative impacts on ecosystems through the overexploitation of water resources and the introduction of pollutants into water leading to soil and groundwater contamination	Negative	Caused by the Company
	The Company contributes to greater circularity in processes through the reuse of recyclable and recycled materials	Positive	Caused by the Company
	The Company generates a negative impact through the production of waste and its inadequate disposal	Negative	Caused by the Company
Involvement, support and development of the local community	The Company contributes to the socio-economic development of local communities through donations, sponsorships, participation in local initiatives and the creation of professional opportunities	Positive	Caused by and directly connected to the Company through its business relationships
Diversity and human capital development	The Company fosters a work environment that prioritize employee well-being, promoting values such as inclusion, gender equality and Skills development	Positive	Caused by the Company
	The Company creates a work environment that attracts and retains talent through the promotion of training, professional development and performance evaluation programs	Positive	Caused by the Company
	Potential episodes of discrimination and/or abuse	Negative	Caused by and directly connected to the Company through its business relationships
Safeguarding human rights	Potential violations of human rights along the value chain (e.g. right to freedom of association and collective bargaining, child labor, forced or compulsory labor) with repercussions on human dignity and community development	Negative	Caused by and directly connected to the Company through its business relationships

MATERIAL TOPICS	IMPACT	NATURE OF IMPACT	COMPANY INVOLVEMENT
Workers 'health and safety	Prevention and mitigation of impacts on health and safety at work, including through Promotion of responsible behaviors, health and safety training and the development and adoption of state-of-the-art safety management systems	Positive	Caused by the Company
	Potential cases of increased occupational accidents and diseases, including due to the lack of appropriate procedures or failure to monitor and Application of health and safety management systems	Negative	Caused by the Company
Value creation	The Company's ability to generate economic value, protect business continuity and ensure the distribution of value to stakeholders (e.g., employees, suppliers and shareholders)	Positive	Caused by the Company
	Potential erosion of the organization's value and failure to redistribute generated value to stakeholders	Negative	Caused by the Company
Governance, sustainable strategy and Business Model	The Company disseminates business ethics and sustainability values, communicating and training employees, business partners and other stakeholders on anti-corruption regulations and procedures and spreading ESG culture	Positive	Caused by the Company
	Failure to achieve the objectives necessary to ensure sustainable business development	Negative	Caused by the Company
	Potential corruption and/or non-compliance with laws and regulations, anti-competitive behaviors, and monopolistic practices, with associated social/environmental/governance negative consequences and related reputational damage	Negative	Caused by the Company
Privacy and information protection	Potential security breaches involving customer privacy and loss of customer data, including due to potential intentional security breaches by third parties (e.g. cyber-attacks)	Negative	Caused by the Company

MATERIAL TOPICS	IMPACT	NATURE OF IMPACT	COMPANY INVOLVEMENT
Responsible supply chain management	Contribution to the creation of sustainable supply chains through the selection of local suppliers and the raising their awareness of ESG issues	Positive	Caused by and directly connected to the Company through its business relationships
	Potential negative impacts due to failure to select, assess and monitor suppliers according to ESG criteria	Negative	Caused by and directly connected to the Company through its business relationships
Customer care	Creation of a relationship of trust with the customer based on support during the decision-making process, compliance with current legislation in transparency, the correct management of complaints and the ability to respond effectively and promptly to their requests	Positive	Caused by and directly connected to the Company through its business relationships
	Reduction in the sales volume of individual products due to a failure to recognize customer expectations, unresolved disputes and complaints, and failure to listen to their feedback, resulting in the loss of customers served	Negative	Caused by and directly connected to the Company through its business relationships
Product sustainability	The Company develops and offers its customers an offer of traceable and certified products, compliant with current regulations	Positive	Caused by and directly connected to the Company through its business relationships
	Increased industry quality standards	Positive	Caused by and directly connected to the Company through its business relationships
Innovation and process digitalization	The Company guarantees a high standard of innovation for its products/services through the efficiency and automation of processes and the use of innovative machinery	Positive	Caused by and directly connected to the Company through its business relationships

GRI-MATERIALITY

CORRELATION TABLE

ESG SCOPE	MATERIAL TOPICS	PERIMETER		RECONCILIATION TOPIC GRI
		WHERE THE IMPACT HAPPENS	TYPE OF IMPACT	
Environmental	Energy efficiency and the fight against climate change	Society	Caused by the Company	GRI 3: Material Topics (2021) GRI 302: Energy GRI 305: Emissions
	Circular economy and responsible resource management	Companies, Suppliers and business partners	Caused by the Company	GRI 3: Material Topics (2021) GRI 301: Materials GRI 303: Water and Effluents GRI 306: Waste
Social	Involvement, support and development of the local community	Society, Local Community	Caused by and directly connected to the Company through its business relationships	N/A
	Safeguarding human rights	Companies, Suppliers and business partners	Caused by the Company and directly connected through a business relationship	GRI 3: Material Topics (2021)
	Diversity and human capital development	Society	Caused by the Company and directly connected through a business relationship	GRI 3: Material Topics (2021) GRI 2-7: Employees GRI 401: Employment GRI 404: Training and Education GRI 405: Diversity and Equal Opportunity GRI 406: Non-discrimination
	Workers' health and safety	Society	Caused by the Company	GRI 3: Material Topics (2021) GRI 403: Occupational Health and Safety

ESG SCOPE	MATERIAL TOPICS	PERIMETER		RECONCILIATION TOPIC GRI
		WHERE THE IMPACT HAPPENS	TYPE OF IMPACT	
Governance	Value creation	Society	Caused by the Company	GRI 3: Material Topics (2021) GRI 201: Economic performance
	Governance, sustainable strategy and Business Model	Companies, Suppliers, Government, Institutions and Regulatory Bodies	Caused by the Company	GRI 3: Material Topics (2021) GRI 205: Anti-corruption GRI 206: Anti-competitive behavior
	Responsible supply chain management	Companies, Suppliers and business partners	Caused by the Company and directly connected through a business relationship	GRI 3: Material Topics (2021) GRI 204: Procurement Practices
	Privacy and information protection	Society	Caused by the Company	GRI 418: Consumer Privacy
Product and customer responsibility	Customer care	Company, Customers	Caused by the Company and directly connected through a business relationship	GRI 3: Material Topics (2021) GRI 416: Customer Health and Safety
	Product sustainability	Companies, Customers, Suppliers and business partners	Caused by the Company and directly connected through a business relationship	N/A
	Innovation and process digitalization	Society	Caused by the Company and directly connected through a business relationship	N/A

GRI

CONTENT INDEX

Below is a summary table of the **GRI indicators** reported in this Sustainability Report.

GRI 2: Background (2021)

GRI INDICATOR		PAGE	NOTES AND OMISSIONS
Statement of Use	Alluminio di Qualità has submitted a report in compliance with the GRI Standards for the period from 1 January 2024 to 31 December 2024		
GRI 1 used	GRI 1 - Fundamental Principles - 2021 version		
Relevant GRI industry standard	Not applicable		
The organization and its reporting practices			
GRI 2-1	Organizational details	16-17	
GRI 2-2	Entities included in the organization's sustainability reporting	6-7	
GRI 2-3	Reporting period, frequency and contact point	6-7	
GRI 2-4	Restatements of information	6-7	
GRI 2-5	External Assurance		The 2024 Sustainability Report is not subject to external assurance
Activities and workers			
GRI 2-6	Activities, value chain and other business relationships	24-29	
GRI 2-7	Employees	70-73; 118	
Governance			
GRI 2-9	Governance structure and composition	39	
GRI 2-10	Nomination and selection of the highest governance body	39	

GRI INDICATOR		PAGE	NOTES AND OMISSIONS
Strategy, policies and practices			
GRI 2-22	Statement on sustainable development strategy	4-5	
GRI 2-27	Compliance with laws and regulations	42	
GRI 2-28	Membership in associations	84	
Stakeholder engagement			
GRI 2-29	Approach to stakeholder engagement	32-33	
GRI 2-30	Collective bargaining agreements	71	
SPECIFIC STANDARD DISCLOSURE			

GRI 3 - Material Topics - 2021 Version

Material topic: Governance, sustainable strategy and Business Model			
GRI 3: MATERIAL TOPICS (2021)			
GRI 3-3	Management of material topics	41	
GRI 205: ANTI-CORRUPTION (2016)			
GRI 205-3	Confirmed incidents of corruption and actions taken	During 2024, no episodes of corruption were ascertained	
GRI 206: ANTI-COMPETITIVE BEHAVIOR			
GRI 206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	During 2024, there were no anti-competitive episodes	
Material topic: Value creation			
GRI 3: MATERIAL TOPICS (2021)			
GRI 3-3	Management of material topics	43-35	
GRI 201: ECONOMIC PERFORMANCE			
GRI 201-1	Direct economic value generated and distributed	43-45; 114	

GRI INDICATOR		PAGE	NOTES AND OMISSIONS
Material topic: Responsible supply chain management			
GRI 3: MATERIAL TOPICS (2021)			
GRI 3-3	Management of material topics	48-51	
GRI 204: PROCUREMENT PRACTICES			
GRI 204-1	Proportion of spending on local suppliers	48; 114	
Material topic: Privacy and information protection			
GRI 3: MATERIAL TOPICS (2021)			
GRI 3-3	Management of material topics	46	
GRI 418: CONSUMER PRIVACY			
GRI 418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	During 2024, there were no substantiated complaints regarding breaches of customer privacy and loss of customer data	
Material topic: Circular economy and responsible resource management			
GRI 3: MATERIAL TOPICS (2021)			
GRI 3-3	Management of material topics	93-99	
GRI 303: WATER AND EFFLUENTS			
GRI 303-1	Interaction with water as a shared resource	98-99	
GRI 303-3	Water withdrawal	98-99; 117	
GRI 301: MATERIALS			
GRI 301-1	Materials used by weight or volume	94; 116	
GRI 301-2	Recycled input materials used	94; 116	
GRI 306: WASTE			
GRI 306-3	Waste generated	96; 117	

GRI INDICATOR		PAGE	NOTES AND OMISSIONS
Material topic: Energy efficiency and the fight against climate change			
GRI 3: MATERIAL TOPICS (2021)			
GRI 3-3	Management of material topics	89-93	
GRI 302: ENERGY			
GRI 302-1	Energy consumed within the organization	90-91; 115	
GRI 305: EMISSIONS			
GRI 305-1	Direct (Scope 1) GHG emissions	92; 115	
GRI 305-2	Energy indirect (Scope 2) GHG emissions	92; 115	
Material topic: Diversity and Human Capital Development			
GRI 3: MATERIAL TOPICS (2021)			
GRI 3-3	Management of material topics	74-76	
GRI 401: EMPLOYMENT			
GRI 401-1	New employee hires and employee turnover	73; 120	
GRI 404: TRAINING AND EDUCATION			
GRI 404-1	Average hours of training per year per employee	76-77; 118	
GRI 405: DIVERSITY AND EQUAL OPPORTUNITY			
GRI 405-1	Diversity of governance bodies and employees	72; 119	
GRI 406: NON-DISCRIMINATION			
GRI 406-1	Incidents of discrimination and corrective actions taken	There were no cases of discrimination during 2024	
GRI 401: EMPLOYMENT			
GRI 401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	75	

GRI INDICATOR		PAGE	NOTES AND OMISSIONS
Material topic: Customer care			
GRI 3: MATERIAL TOPICS (2021)			
GRI 3-3	Management of material topics	63-67	
GRI 416: CUSTOMER HEALTH AND SAFETY			
GRI 416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	During 2024, there were no episodes of non-compliance relating to the health and safety impacts of products and services	
Material topic: Workers' health and safety			
GRI 3: MATERIAL TOPICS (2021)			
GRI 3-3	Management of material topics	78-83	
GRI 403: OCCUPATIONAL HEALTH AND SAFETY (2018)			
GRI 403-1	Occupational health and safety management system	78-83	
GRI 403-2	Hazard identification, risk assessment, and incident investigation	78-83	
GRI 403-3	Occupational health services	78-83	
GRI 403-4	Worker participation, consultation and communication on occupational health and safety	78-83	
GRI 403-5	Worker training on occupational health and safety	82-83	
GRI 403-6	Promotion of worker health	78-83	
GRI 403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	78-83	
GRI 403-9	Work-related injuries	78-79; 121	
GRI 403-10	Work-related ill health	78-79	

GRI INDICATOR		PAGE	NOTES AND OMISSIONS
Material topic: Involvement, support and development of the local community			
GRI 3: MATERIAL TOPICS (2021)			
GRI 3-3	Management of material topics	84	
Material theme: Safeguarding human rights			
GRI 3: MATERIAL TOPICS (2021)			
GRI 3-3	Management of material topics	70	
Material topic: Product sustainability			
GRI 3: MATERIAL TOPICS (2021)			
GRI 3-3	Management of material topics	54	
Material topic: Innovation and process digitalization			
GRI 3: MATERIAL TOPICS (2021)			
GRI 3-3	Management of material topics	58-61	



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Località Precipiano, 13b

