

# SUSTAINABILITY REPORT 2024

ACCELERATE THE TRANSITION  
TO A LOW-CARBON AND MORE  
EGALITARIAN SOCIETY





# SUSTAINABILITY REPORT 2024

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Dear Valued Partners,  
Customers, and Stakeholders,

**2024** was another year in ALUDIUM's journey as an industrial company focused on high quality aluminum rolled products while continuing our commitment to sustainability – both in advancing the transition to a low carbon economy and doing our part to support our people and communities.

Across the world we see more than ever a need for steady focus & practical solutions to become a more sustainable economy. In this context, 2024 was another year where ALUDIUM remained focused on its company and sustainability strategy through investments in technology, people, product innovation, and supply chain network. Among many exiting news we share with you in this report, I am proud to highlight that ALUDIUM achieved it's lowest every company carbon footprint in 2024 – a result coming from a record share of recycled inputs, energy efficiency initiatives, and a shift of our energy mix to renewable fuel sources. At this same time, with investments in our people such as the second generation of the ALUDIUM Talent Academy, we are preparing continue improvement for the years ahead.

I invite you to read this annual company report to hear in more detail about the many initiatives across ALUDIUM and to participate in this collective journey to a more Sustainable future.

Regards,

**Lionel Chapis**  
ALUDIUM Chief Executive Officer



# OVERVIEW

## 2024-OUR BUSINESS IN NUMBERS



DIVERSE  
PRODUCT  
PORTFOLIO



77%  
RECYCLING  
MIX



COMPANY  
FINISHED  
PRODUCT  
CAPACITY

220  
kt/y  
CAPACITY



ALICANTE  
AND AMOREBIETA  
(SPAIN) AND  
CASTELSARRASIN  
(FRANCE)

APROX.  
900  
EMPLOYEES

TO INCREASE  
52% OF CLOSED  
LOOP WITH  
CUSTOMERS



3  
PLANTS IN  
EUROPE

INVESTMENTS  
BETWEEN  
2015 & 2024

114  
M €

## WHO WE ARE

### Quality, Service, Partnership and Sustainability are the core of ALUDIUM

With more than 60 years experience, ALUDIUM is a leader in the field of manufacturing flat-rolled aluminium products. The company, employing approximately 900 employees, uses a specialised manufacturing process to produce high quality aluminium sheets and coils. ALUDIUM's products are distributed to clients worldwide, in architecture, energy, insulation, equipment, packaging and transport sectors. With the Cindal R&D center support, ALUDIUM excels in developing innovative processes and products.

### Same path, new stage

In June 2023, Jupiter Aluminum Corporation completed the purchase of ALUDIUM from Atlas Holdings LLC. With this acquisition, Jupiter Aluminum Corporation is continuing its expansion in Europe and ALUDIUM is closing a fruitful period of eight years with Atlas Holdings. During this period it became an independent company and broadened its recycling activities through significant investments. This transaction consolidates the future of ALUDIUM as part of an industrial group, allowing it to continue its development and focus on product innovation, services and aluminium recycling.

### Jupiter Aluminum Corporation

Jupiter Aluminum Corporation is an aluminium manufacturer of flat-rolled products with operations in the United States of America and Spain. The company founded in 1992 by Dietrich M. Gross is privately owned. Jupiter Aluminum produces nearly 100% scrap-sourced mill finish and painted coils destined to the Building and Construction, Automotive, and Distribution markets. It also serves Federal and State Governmental agencies. Jupiter Aluminum's high scrap content in its finished goods and unique patented oxy-fuel run melting processes bring the carbon footprint to one of the lowest levels in the industry. Recycling and respecting the environment is one of the key components of our success in the market.

### ALUDIUM joins Aselam to strengthen the rolled aluminium industry in Spain

In 2024, Spain's six leading aluminium rolling companies, including ALUDIUM, created the Association of Spanish Aluminium Rolling Companies (Aselam). The goals of this alliance are to drive growth in the sector in Spain, promote consumption of aluminium in society, and generate more than 3,000 direct jobs and an additional 70,000 indirect jobs throughout the value chain. Together, these companies account for 100% of Spain's rolled aluminium production, producing 500,000 tons per year, 40% of which is exported, with the rest supplying the domestic market.

## MISSION

ALUDIUM is a leading supplier of flat rolled aluminium products to a diverse range of end markets in Europe.

We produce coils, shates and sheets for building and construction, industrial applications, bright, and speciality packaging such as closures and cosmetics.

ALUDIUM's customers can rely on consistent quality, short lead time delivery programs, a low-carbon supply chain and outstanding logistic capabilities.

We actively engage with our community and partners to foster sustainable development and create a positive impact.

## VISION

Our aim is to become the supplier of reference to our customers worldwide.

## VALUES

People First.

Personal Integrity.

Performance.

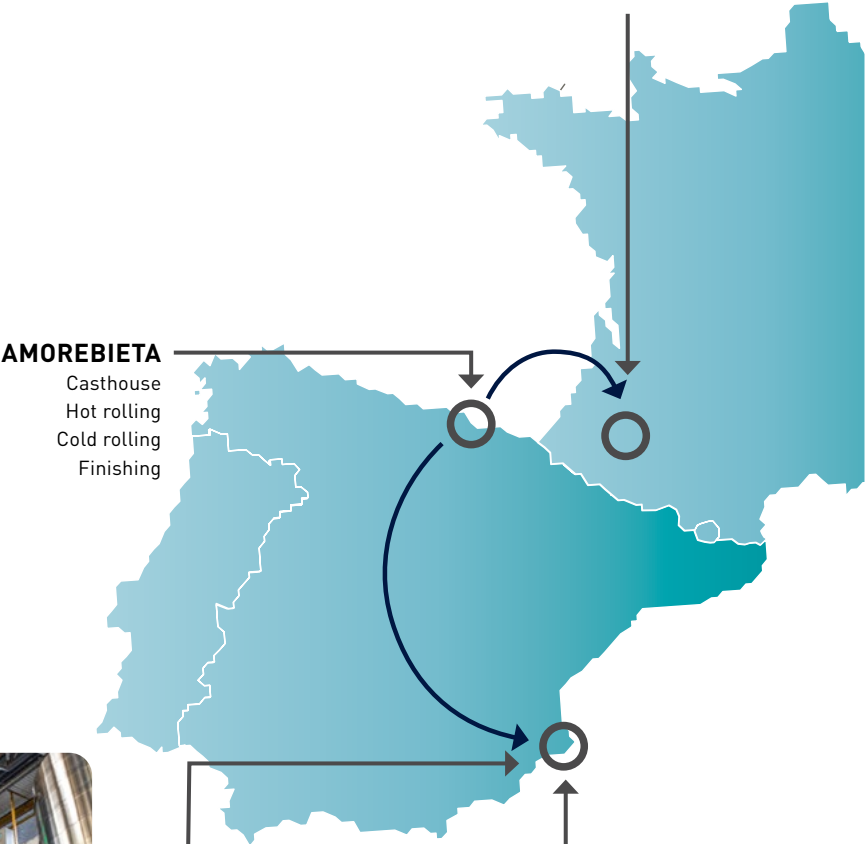
Excellence.

Passion.

# OVERVIEW



**CASTELSARRASIN**  
Bright mill  
Finishing



**AMOREBIETA**  
Cathouse  
Hot rolling  
Cold rolling  
Finishing

**ALICANTE**  
Cathouse  
Cold rolling  
Finishing

**ALICANTE**  
CINDAL R&D



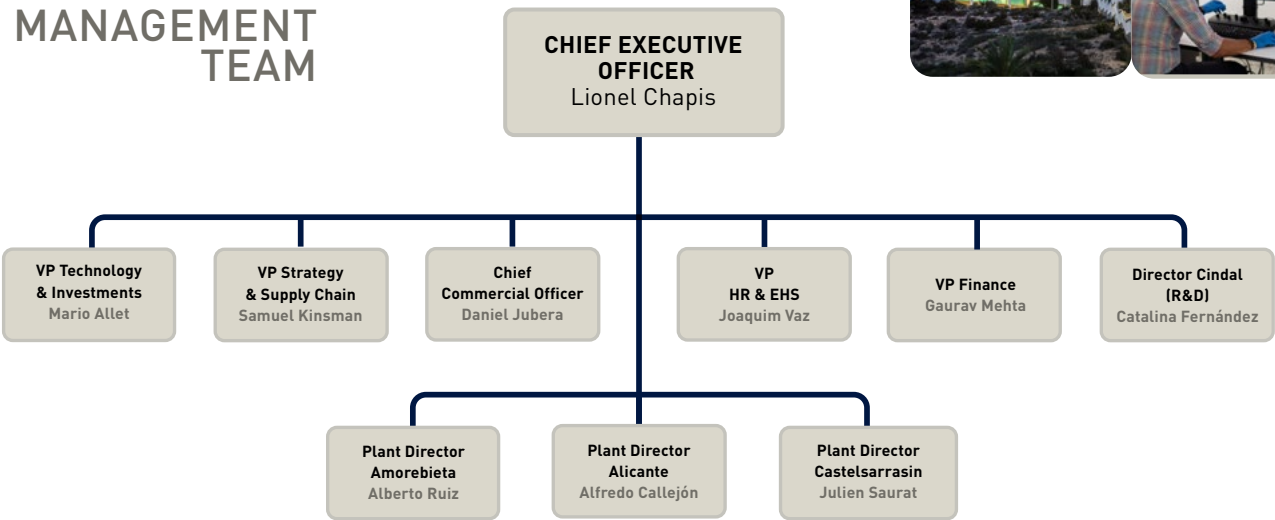
## WHAT WE DO

### ALUDIUM'S QUALITY POLICY

ALUDIUM specializes in scrap recycling, rolling, and high quality finishing for a diverse portfolio of customers, alloys (1xxx, 3xxx, 5xxx, 8xxx) and end markets. ALUDIUM's differentiation is consistent quality, service, flexibility, and its outstanding sustainability footprint leading to long-term partnerships with its customers, suppliers, and communities.



## MANAGEMENT TEAM



## MARKET LEADERSHIP

At ALUDIUM, we develop high quality aluminium products to meet our clients' needs so they, in turn, can respond to the needs of millions of people. We remain committed to the building and construction, distribution and special product markets.



TRANSPORTATION

TRIM

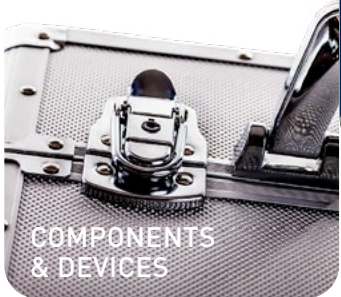
FOOD  
PACKAGING



COSMETIC  
PACKAGING



ENERGY &  
INSULATION



COMPONENTS  
& DEVICES



ARCHITECTURAL

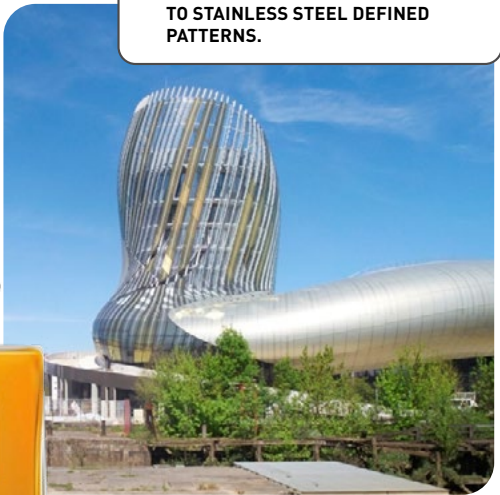


DISTRIBUTION

OUR INNOVATIVE  
SOLUTIONS FOR  
BUILDING AND  
CONSTRUCTION

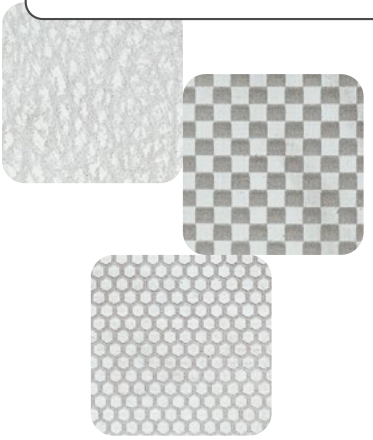
**DECORANDUM®**  
by Aludium

THE LIGHTWEIGHT ALTERNATIVE  
TO STAINLESS STEEL DEFINED  
PATTERNS.



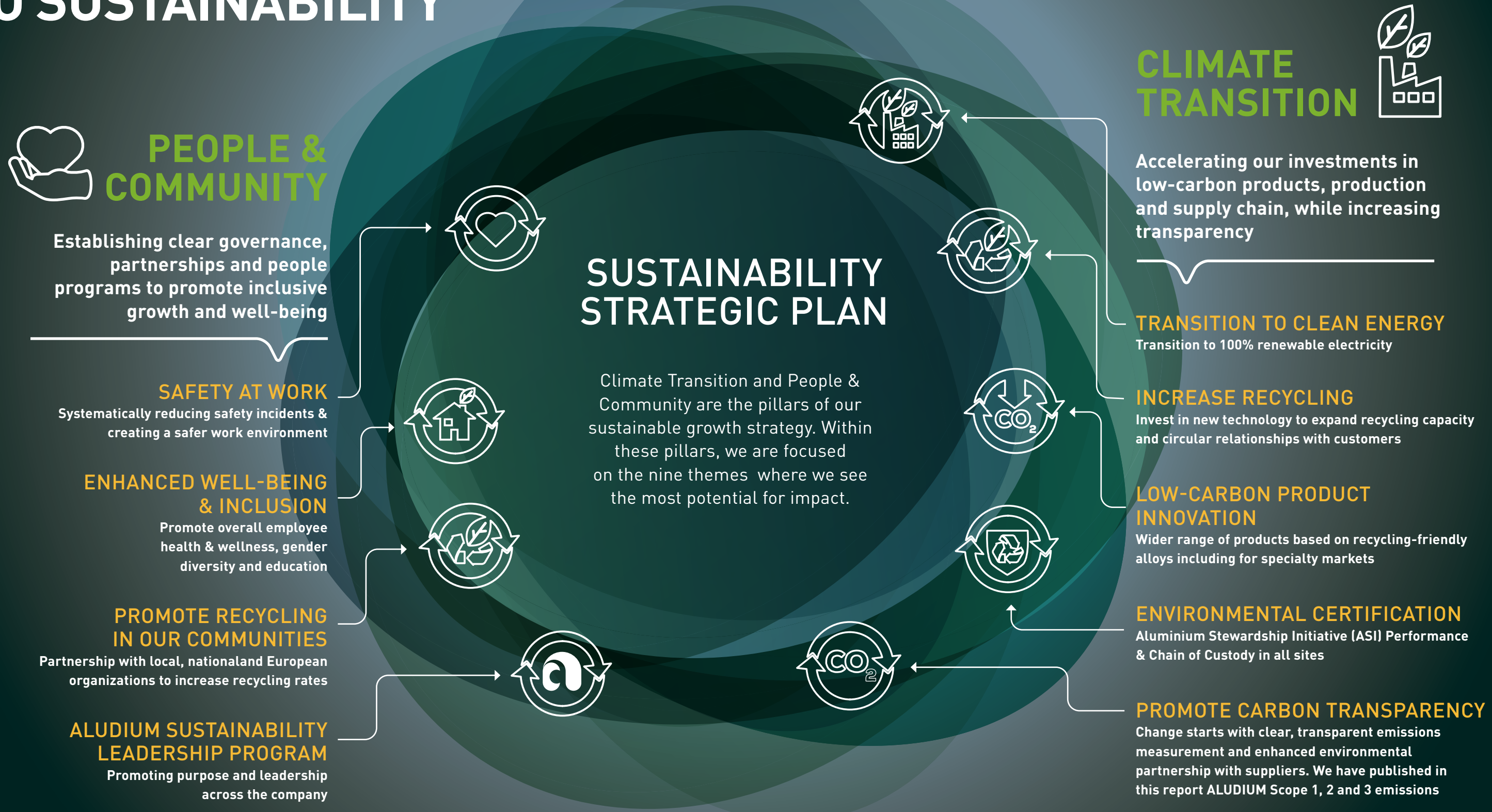
**TEXTURANDUM®**  
by Aludium

DEFINED PATTERNS.  
INFINITE DESIGNS.



# GOVERNANCE

## OUR APPROACH TO SUSTAINABILITY



# GOVERNANCE

## OUR SUSTAINABILITY JOURNEY

First Ecovadis certification in Castelsarrasin for selected customers

<2015

HISTORICAL

2015

**JAN 2015:**  
ALUDIUM starts to operate as an independent company

**SEP 2015:**  
Launch of Recycling based Initiatives, Phase I

2016

**SEP 2016:**  
Startup Rotary Furnace in Amorebieta, DC4

**MARCH 2016:**  
First Ecovadis certification in Amorebieta for selected customers

2018

**DEC 2018:**  
First Sustainability Report of ALUDIUM, base 2017

**DEC 2018:**  
Re-opening Alicante Casthouse, DC and CC

2019

**MAR 2019:**  
Startup Multi Chamber Furnace, New Holder and increased Pit Capacity in Amorebieta, DC3

**DEC 2019:**  
ASI Performance Standard certification for Amorebieta and Alicante

2020

**MAY 2020:**  
ALUDIUM start to emit auditable Recycling Content Certificates on customer request

**SEP 2020:**  
First Ecovadis certification in Alicante for selected customers

2021

**JUL 2021:**  
Launch of Recycling based Initiatives Phase II

**OCT 2021:**  
Creation of the ALUDIUM Sustainability Council

2022

**FEB 2022:**  
ASI Pre-audit in Castelsarrasin (PS and CoC)

**MARCH 2022:**  
Publication of the 'Sustainability Framework'

**JUN 2022:**  
Publication of the company's full carbon footprint (Scopes 1, 2 and 3) and the 2025 emissions reduction goal → Reduce Total ALUDIUM Carbon Emissions Intensity to Less than 4.5 t CO<sub>2</sub> /t Al Cradle to Gate, a 50% emissions reduction compared to 2018 levels (Scope 1, 2, and 3)

**OCT 2022:**  
Publication of ALUDIUM's 9 sustainability goals for 2025

**OCT 2022:**  
ASI Performance Standard certificate renewal and ASI Chain of Custody certification for Amorebieta and Alicante plants

**NOV 2022:**  
ALUDIUM launches 'ALUDIUM Eco', a range of innovative products with a certified carbon footprint

**NOV 2022:**  
Creation of the ALUDIUM Women's Committee

2023

**JAN 2023:**  
Alicante and Amorebieta plants renew their ASI (Performance Standard) certification and receive the ASI Chain of Custody (CoC) certification for the first time

**APR & JUL 2023:**  
Castelsarrasin plant achieves the ASI Chain of Custody (CoC) standard and ASI Performance Standard (PS).

**JUN 2023:**  
JUPITER ALUMINUM COMPLETES THE PURCHASE OF ALUDIUM

**JUN 2023:**  
Alicante casthouse expansion



2024

**MAR 2024:**  
Publication of the '2030 Sustainability Targets'

**OCT 2024:**  
ALUDIUM approves its new Plan for Equal Opportunities for Women and Men



WE SPEED UP OUR ACTIVITY

# GOVERNANCE

## 2025 SUSTAINABILITY TARGETS & COMMENTS ON PROGRESS MADE

ALUDIUM published in 2022 a set of targets to achieve by 2025 that are aligned with its Sustainability Framework. The targets drive actions across the company which are overseen by the company’s Sustainability Council, chaired by CEO Lionel Chapis. ALUDIUM has chosen to publish short-term (2025) targets vs. long-term (2050 and beyond) because we believe this focuses the organization on concrete actions and places sustainability at the center of today’s decision making. The targets are challenging and represent meaningful progress in advancing the low carbon transition, and in supporting its people and communities.

## CLIMATE TRANSITION TARGETS

- 1.** Reduce Total ALUDIUM Carbon Emissions Intensity to Less than 4.5 t CO<sub>2</sub> /t Al Cradle to Gate, a 50% emissions reduction compared to 2018 levels (Scope 1, 2, and 3).

**MILESTONE ACHIEVED:**  
**A.** New Power Purchase Agreement (PPA) signed in July 2024 for 10 years that will increase our renewable energy consumption.  
**B.** We have reduced the use of primary ingots in our casthouses by 19% compared with 2023.
- 2.** Transition ALUDIUM to 100% Renewable-Sourced Electricity, more than 10x increase compared to 2018 levels.

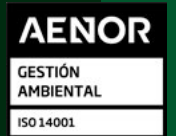
**MILESTONE ACHIEVED:**  
ALUDIUM has signed a long-term Power Purchase Agreement (PPA) that it will secure more than a third of its annual electricity consumption with renewable energy.
- 3.** Increase Scrap Recycling to more than 200kt Per Year, a 100% increase compared to 2018 levels.

**MILESTONE ACHIEVED:**  
Alicante Casthouse Expansion is already running to bring ALUDIUM recycling capacity to 200k/y.
- 4.** Increase Closed Loop Scrap Recycling with customers to a minimum of 15kt per year.

**MILESTONE ACHIEVED:**  
We have increased our closed loop scrap recycling with customers by 52% vs. 2023.
- 5.** Offer Certified, Low-Carbon Products to support customers and end users reach their carbon reduction goals.

**MILESTONE ACHIEVED:**  
Our ALUDIUM ECO (low carbon brand) sales have increased by 54% vs. 2023.
- 6.** Maintain the Highest Industry Standard in Environmental Management Certifications.

**MILESTONE ACHIEVED:**  
All ALUDIUM plants full certified in ASI Performance Standard & ASI Chain of Custody Standard.



ecovadis

## PEOPLE & COMMUNITY TARGETS

- 7.** Safety: We believe all workplace accidents are preventable. Target 0.5<sup>1</sup> Total Recordable Incident Rate.

**MILESTONE ACHIEVED:**  
Launch of safety communication project to reach new levels of safety performance.
- 8.** Promote Gender Equality including increasing the percentage of women represented in management and technical roles to become a leader in gender diversity and inclusion in industry.

**MILESTONE ACHIEVED:**  
Creation of Gender Equality Plan for Amorebieta and Alicante to achieve all our gender challenges in the company.
- 9.** Support our communities, by participating and/or organizing at least 3 volunteer events per year per plant.

**MILESTONE ACHIEVED:**  
More than 20 events organized across all three plants in topics ranging from health through sports, promoting family engagement, and support and awareness of disabilities, and environmental clean ups.

<sup>1</sup> Per 200,000 hours worked

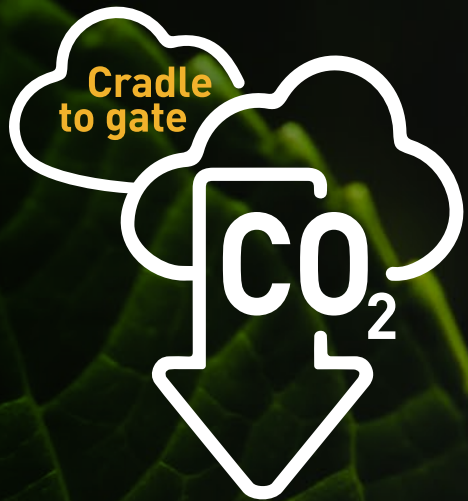
# GOVERNANCE

## 2030 SUSTAINABILITY TARGETS

Our Sustainability Strategy is based on doing our part as an Industrial company to address climate change and to promote an equal & inclusive society. For this reason, we have established in 2024 two new long-term targets in line with our Sustainability Pillars: 'Climate Transition' and 'People and Community'.

First, we are setting a new, ambitious target **to further decrease our total company emissions per ton shipped to less than 3 tons of CO<sub>2</sub>e per ton of Aluminium, more than 60% decrease since 2018** and among the lowest level of emissions available in the rolled product market. Of course, part of this strategy includes continuing to develop our ALUDIUM ECO product portfolio with certified carbon emissions at even lower levels than our company average. We also will continue to reduce our energy consumption intensity and increase our renewable sourced energy (2025 target – 100%). We are participating actively in industry working groups to develop long-term new technologies (i.e. hydrogen furnaces) to further reduce.

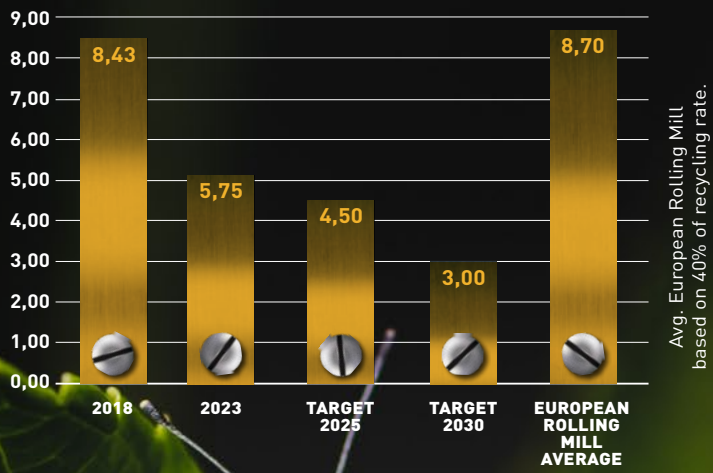
Second, we are setting **a second ambitious target to reach higher levels of women representation in ALUDIUM, and especially in Senior & Technical roles**. ALUDIUM already has a leading representation of Women in our industry, but we believe we must push further with actions to promote equality and promote our industry over time.



Less than 3 tons of CO<sub>2</sub>e emissions per ton of Aluminium delivered to our customers, cradle to gate.

### Carbon footprint reduction

Our 2030 company emissions target is a 64% decrease vs 2018, and represents among the lowest level of emissions available in the rolled product market.



### Gender equality

Increase total representation of women at ALUDIUM to 20%, and representation of women in senior and technical roles to 30%.

# SOCIAL

## PROMOTING GENDER EQUALITY INSIDE AND OUTSIDE THE COMPANY

This commitment is demonstrated by actions and concrete goals. In 2024, ALUDIUM set two ambitious sustainability goals to be achieved by 2030, one of which was aimed at promoting real and effective equal opportunities between men and women in the company to reduce the gender gap, and focusing on increasing the proportion of women in ALUDIUM, mainly in technical and management positions. This goal is:

“For women to represent 20% of ALUDIUM’s total workforce, and for women to hold 30% of the technical and management positions”



This goal reaffirms and positions the company’s **commitment** to promoting gender equality to **eliminate inequality and the gender gap in society, in the industrial sector and in the company, and to guarantee the absence of discrimination against women in all areas.** Our goal is to become one of the leading companies in the sector in gender diversity and inclusion, and this year we took an important step on this path with the **approval and registration of the Plan for Equal Opportunities for Women and Men, to replace the previous plan.**



### Plan for Equal Opportunities for Women and Men

On November 4th, the Equality Plan was agreed upon by both the company and the legal representatives of the workers through the ALUDIUM Negotiation Commission and was registered in the Register of Collective Bargaining Agreements and Equality Plans (REGCON) November 12, 2024.

The goals and measures of the Equality Plan are aimed at the entire staff of the Alicante and Amorebieta work centers and will be developed and implemented in the 4 years after it was signed, which means that the implementation will conclude in 2028. **At ALUDIUM, our aim is to completely and effectively achieve the principle of equality and non-discrimination between women and men within the framework of labor relations.** To do this, as part of the Equality Plan, we have initiated **18 new measures defined along 10 lines of action.**

5 GENDER EQUALITY



# SOCIAL

## GENERAL GOALS

## GOALS OF THE EQUALITY PLAN

## SPECIFIC GOALS

**1** **INTEGRATE** the principle of equal treatment and equal opportunities between women and men into ALUDIUM, applying it in all areas and incorporating this principle into its management model.

**2** **ENSURE** the absence of gender discrimination, both direct and indirect, in the company, especially discrimination associated with maternity, paternity, taking on family obligations, marital status and work conditions.

**3** **ELIMINATE** all manifestations of discrimination in internal selection and promotion, in order to achieve a company with a balanced representation of men and women.

**LINE 1**  
**1** **PROFESSIONAL CLASSIFICATION AND UNDER-REPRESENTATION OF WOMEN**  
• Balance the ratio of men and women in the different departments.  
• Balance the ratio of men and women in management and executive positions.

**LINE 2**  
**2** **WORKING CONDITIONS AND OCCUPATIONAL HEALTH**  
• Incorporate the gender perspective into the teleworking policy.  
• Integrate the gender perspective into the strategy for promoting the health, safety and well-being of the workforce.

**LINE 3**  
**3** **HIRING AND SELECTION PROCESS**  
• Incorporate the gender perspective into the teleworking policy.  
• Integrate the gender perspective into the strategy for promoting the health, safety and well-being of the workforce.

**LINE 4**  
**4** **PROFESSIONAL PROMOTION**  
• Balance the ratio of men and women in the different departments and classifications of the organization.  
• Support the management and retention of internal talent.

**LINE 5**  
**5** **TRAINING**  
• Provide training on equality to the entire workforce.  
• Facilitate the reincorporation of people after leaves of absence.

**LINE 6**  
**6** **REMUNERATION**  
• Guarantee the principle of remunerative equality.

**LINE 7**  
**7** **CO-RESPONSIBLE EXERCISE OF THE RIGHTS OF PERSONAL, FAMILY AND WORK LIFE**  
• Promote co-responsibility and life-work balance in family, personal and work areas.

**LINE 8**  
**8** **PREVENTION OF SEXUAL AND GENDER-BASED HARRASSMENT**  
• Guarantee a safe work environment, free from situations of sexual or gender-based harassment.

**LINE 9**  
**9** **GENDER VIOLENCE**  
• Establish specific policies aimed at women who are victims of Gender Violence.

**LINE 10**  
**10** **NON-SEXIST LANGUAGE AND COMMUNICATION**  
• Communicate the company's commitment to equality between men and women.  
• Understand the workers' perception of the implementation of the Equality Plan.



## SOCIAL

COMMITMENTS  
FULFILLED 2024

At ALUDIUM, we are contributing to **SDG 5 'Achieve gender equality and empower all women and girls'** through our commitment and participation in different initiatives, some within the company and others outside it, as you can see below.

PROMOTING AND INCREASING  
AWARENESS OF STEM PROFESSIONS  
AMONG GIRLS AND ADOLESCENTS

- Increase visibility of female role-models in scientific and technical areas (STEM) through ALUDIUM's women employees at the World Days related to gender equality

- Highlight female role-models in STEM through educational talks and conferences, and familiarize boys and girls in elementary and high schools with our industrial activity through the different professions in the company. These talks are given throughout the year or during World Days, such as International Women's Day or the International Day of Women and Girls in Science.
- Collaboration with the 'I want to be an engineer' program organized by the University of Alicante for the third year.
- Attendance at the 6th 'Women and Industry' Conference organized by the Vizcaya Federation of Metal Companies (FVEM).



- **Recognition of female role-models in society and sports during the World Days related to gender equality.**
  - Tribute to women athletes who play on ALUDIUM's women's basketball team, in Alicante on the occasion of International Women's Day (March 8). A tribute was also held during one of the games of men's team to highlight March 8th.
  - Participation of one of ALUDIUM's women employees who holds a management position at the institutional ceremony on March 8th featuring women leaders, organized by the Alicante City Council under the slogan 'Achieve anything you want'.



## TRAINING AND HIRING

- Collaboration with vocational training centers (FP) and universities in our regions to attract and hire women in technical and engineering areas.
- Hiring and internal promotion of women in technical and management positions, or engineering professional profiles.
- Foster female talent through training with internships and scholarships aimed at women.
- Public-private alliances to attract local female talent to technical positions in all of the plants.

## LEADING THE ACTION

- **Organization and participation in activities aimed at promoting the role of women internally and externally**
  - Organization of the 2nd Women's Month, held in March to commemorate International Women's Day, with more than a dozen activities.
  - Participation in conferences related to women, inclusion and neurodiversity in Alicante and Amorebieta to exchange best practices in social and labor inclusion.
  - Worker participation in sporting events to increase the visibility of women.

- **Women's health:** as part of the 'Healthy for ever' corporate health program, in 2024, the women at the Alicante and Amorebieta plants were offered a voluntary comprehensive gynecological exam.

• **Women's Committee 2024**

Four meetings were held in 2024 as part of the 'Women's Committee' initiative. This year, the company ran its first diversity survey, and four training courses in soft skills were held in 2024, with five planned for 2025. These sessions will be available on our Sharepoint platform, where a training video will be available for each one of the training programs in Spanish, English and French. An event was also held to present Baux's Diversity situation and Equality Plan.

- **Communications with gender perspective:** this year, as part of our commitment to gender equality, the external communications on the corporate website, as well as in other channels and communications, public-relations and management materials, and the Corporate policies were revised and changed to integrate non-sexist inclusive language into our Communications policy. Starting in 2024, ALUDIUM's policy for both internal and external communications includes the use of non-sexist inclusive language.

- **Prevention of sexual and gender-based harassment** ALUDIUM has a **Sexual and Gender-Based Harassment Prevention Protocol**. This protocol was prepared with the support and approval of the legal representatives of the workers.

• **Work-life balance measures**

The company has action measures for work-life balance for all of its workers.

## SOCIAL

ALUDIUM CONTINUES  
ITS SUPPORT OF EQUALITY IN  
SPORTS WITH THE RENEWAL  
OF ITS SPONSORSHIP

In 2024, ALUDIUM renewed its sponsorship agreement with the women's basketball team ALUDIUM Lucentum for the 2024-2025 season, signing the second year of this alliance. This consolidates the company's commitment to **promote and increase the visibility of gender equality in society and in women's sports.**

ALUDIUM is a company that is committed to and responsible for its workers, its communities and its other stakeholders. The actions carried out during this

year generated a positive social impact locally. Within the framework of this alliance, different activities, some promoted by ALUDIUM and some by the team, have been carried out with the participation of the players. **The company's support follows from its strategic goals to promote gender equality inside and outside the company, sports to guarantee health, and the values associated with sports.**



## Two scholarships

As part of the agreement as the **main sponsor of the women's team Lucentum Alicante**, the company has given **two scholarships so that the players can combine basketball with their university studies.** The two players who will receive the ALUDIUM scholarship are Clara García and Vanja Manojlovic, who are studying Education and Translation and Interpretation, respectively. This initiative, which develops **female talent and supports training**, has been carried out during the two seasons that the company has sponsored the team.

In addition to these and other actions, a team-building activity was held with the Alicante workers, the players and the technical team of ALUDIUM Lucentum. Another team-building activity will be organized in 2025 for ALUDIUM's employees, as well as for our customers and suppliers. This action, led by Human Resources, is part of the Sustainability Plan.

ALUDIUM strengthens its commitment  
to women's sports through its 2024  
sponsorship of two sports clubs  
for Basque pelota and rugby in  
Amorebieta (Bizkaia)

In 2024, ALUDIUM strengthened its commitment to women's sports and to promoting local sports in the communities in which it operates by signing an agreement to sponsor two sports clubs in Amorebieta-Etxano (Bizkaia). ALUDIUM is sponsoring the women's and men's teams of the Urgozo rugby club and the mixed team of the Lagun Onak Basque pelota club for the 2024-2025 season.



# SOCIAL

## DIVERSITY AND INCLUSION

At ALUDIUM, we manage diversity and inclusion and foster an inclusive, diverse culture as an essential element to retain and attract talent while at the same time moving the company forward and generate positive social impact. We have a **Diversity and Inclusion Policy** that expresses our commitment to build and maintain a diverse and inclusive workplace that respects and values the unique contributions of each individual. We feel that the diversity of perspectives, background and experiences enriches our business culture and improves our capacity to innovate and satisfy our customers.

**At ALUDIUM, we collaborate with many NGOs and entities of the tertiary sector that are aimed at reducing the inequality of people with different capacities, and to improve the integration of people with physical and mental disabilities.** Some of these entities are the associations Anilia and AIDAE and the foundations Adecco and Eurofirms.

We promote and participate in actions aimed at achieving these ends, such as, for example, the contracting of services, organization of corporate volunteer activities, economic collaboration with those entities, the sponsorship of events or by purchasing products that achieve them.

Another line of action is our participation in events organized by our stakeholders, where members of **the Human Resources team of the plants advise and interview people with disabilities to facilitate and assist in their inclusion in the workplace.**



## COMMUNICATION

This year, different actions were implemented to improve internal communication in our plants and between departments. Two of the more important actions were the **installation of displays at strategic common points in the facilities** to share important messages or news with our internal stakeholders, mainly our work force, customers, and suppliers, and the **weekly communication of production figures and targets** achieved during that period to **increase the transparency with the workforce.**

Also, the corporate website will be published in French in the first quarter of 2025 so that our Castelsarrasin plant in France has this communication tool in its official language. This action promotes cultural and linguistic diversity in the company and improves communication with our French-speaking stakeholders.

Lastly, to promote the diversity and accessibility of our company online, we have included a tool in the website to **improve web accessibility for people with hearing or visual impairments.**



# SOCIAL

Safety & health, our top priority

## REFLECTING ON OUR SAFETY PERFORMANCE IN 2024: LESSONS AND ACTIONS FOR A SAFER FUTURE

Our safety performance over 2024 were far from what we aspire to achieve. Medical treatments increased by a staggering 150%, and first aid cases remained alarmingly high. Such figures highlight a pressing issue that demands immediate and sustained attention.

A deeper analysis of the incidents revealed that the primary causes were related to human behavior, underscoring the importance of fostering a culture where safety is second nature. Additionally, the injury data showed that 43% of the reported cases involved hand injuries, emphasizing the need for targeted interventions to protect our employees from these preventable risks.

The trends we observed point to a concerning decline in safety engagement among our workforces. Safety is not just a set of rules or guidelines; it is a shared responsibility and a reflection of our commitment to one another. This erosion of safety culture is a wake-up call for all of us—management and employees alike.



### Actions Taken to Turn the situation

Recognizing the urgency of the situation, we implemented several key actions during the last quarter of 2024:

- **Enhanced Training Programs:** Training initiatives were intensified across all plants to reinforce the fundamentals of workplace safety.
- **Safety-Focused Team Meetings:** Reinforce the safety performance in our regular plant meetings to have an open forum for discussing safety issues, addressing concerns and discussing on improvements.
- **Safety Leadership Program:** In December, we launched a comprehensive safety leadership training program with the plant management teams. This initiative is designed to cascade throughout the organization in 2025, ensuring that every employee, at every level, understands their role in creating a safer workplace.

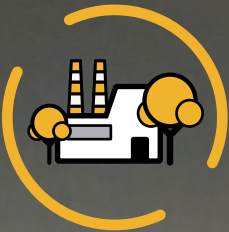
### Conclusion

The safety of our employees is, and always will be, our top priority. While 2024's performance underscores significant challenges, it also presents an opportunity to recommit to safety with renewed vigor.

At ALUDIUM, we are committed to making 2025 a year of transformation. We will work towards significantly improving our safety and ensuring that ALUDIUM continues to provide a safe and stronger future for our organization and its people.



WE DEVELOP AND IMPLEMENT HEALTHY, DIVERSE, SAFE, AND STIMULATING ENVIRONMENTS

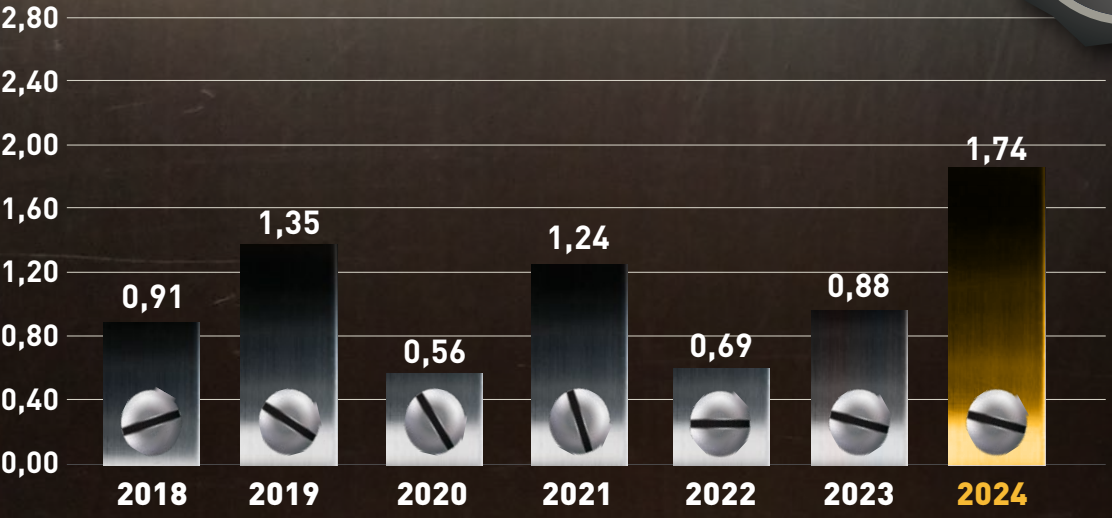


100% PLANTS



### FOCUS ON SAFETY

TRR reported as number of incidents x 200,000 / hours worked



# SOCIAL

## ENHANCING SAFETY LEADERSHIP AT ALUDIUM: A COMMITMENT TO EMPLOYEE WELLBEING

At ALUDIUM, safety is not just a priority—it’s integral to our operations, deeply embedded in our culture and daily practices. To strengthen this commitment, we have launched a safety leadership program aimed at empowering our employees to become leaders in safety and health. This initiative is a key element of our ongoing efforts to ensure a safe working environment for all employees.



### LEADERSHIP FOR SAFETY

The Leadership Program for Safety equips employees with the tools to lead by example and embed safety into every level of the organization. This program goes beyond compliance by fostering a mindset that embraces safety as a continuous, daily responsibility. The goal is to make safety a core value that all employees actively promote.

### KEY COMPONENTS OF THE PROGRAM

The program is structured around a series of workshops that address critical aspects of safety leadership:

- 1. Commitment to Safety:** The Commitment Workshop (Taller de Compromiso) engages senior leadership in establishing a shared language and understanding of safety principles. Leaders are encouraged to model safety practices and communicate their importance to teams.
- 2. Effective Leadership:** Workshops explore risk identification, preventive observations, and incident management. Participants enhance communication, decision-making, and conflict resolution skills to prioritize safety effectively.

- 3. Behavioral Change:** Employees learn to influence safety behaviors using the OODA Loop (Observe, Orient, Decide, Act). This proactive decision-making process helps identify risks and engage teams in meaningful safety dialogues.
- 4. Soft Skills for Safety:** The program emphasizes developing interpersonal skills, such as emotional intelligence, influence, and motivation. These competencies are essential for fostering a collaborative and safe work environment.

This program is part of ALUDIUM’s broader commitment to sustainability, encompassing environmental responsibility and the health and safety of our employees. By empowering employees with safety leadership skills, we are creating a workplace where safety is everyone’s responsibility. This initiative reflects our dedication to fostering a secure, supportive atmosphere that enables our teams to thrive.

### A CULTURE OF SAFETY AT ALUDIUM

By the end of the program, employees will understand their roles as safety leaders, equipped to identify hazards, influence safe behaviors, and integrate safety into ALUDIUM’s daily operations.



# SOCIAL

## THE CORPORATE HEALTH PROGRAM ‘HEALTHY FOR EVER’ ORGANIZED MORE THAN TWENTY INITIATIVES IN 2024

Ensuring the safety and health of our staff, and promoting a healthy, diverse, safe and inclusive work environment are two of our foremost social priorities. Within the area of health, prevention and the promotion of healthy habits by the company is reflected in the actions carried out as part of the ‘Healthy for ever’ corporate health program. The initiative started in 2017 and continued in 2024 with new activities aimed at promoting and improving the mental health of our workforce. The campaigns to improve the physical and mental health of the employees are supported by the data obtained from the surveys and epidemiological results of the annual medical check-ups that are part of health monitoring.

### AREAS OF ACTION

#### PHYSICAL ACTIVITY AND SPORT

- Due to the prevalence of abdominal obesity, high blood pressure and cholesterol, activities are established each year to promote physical exercise:
- **Healthy Cities by Sanitas:** 52 employees took part in 2024.
  - **International cycle-touring ride Bilbao-Bilbao 2024:** 3 participants.
  - **Santurce-Bilbao Race,** 7 participants.
  - **Prosolia Women’s Day Race in Alicante,** with 30 people taking part.
  - **Sign up for the Gym:** collaboration agreements with two gyms in Alicante to offer lower priced memberships to promote physical activity.
  - **5th and 6th Family Hikes,** 24 and 34 people participated.
  - **Alicante Corporate Run** in which 24 workers competed.
  - **Toulouse Marathon:** 6 members of staff ran in the race.

#### HEALTHY DIET AND OBESITY

- Goal:** to encourage the consumption of fruits and vegetables, reducing sugary and fatty foods to reduce obesity and high blood pressure and cholesterol among workers.
- **Anti-obesity campaign:** workers with BMIs higher than 30 can participate in a diet program to lose weight through an effective fat-reducing dissociated diet. In 2024, nine people participated in the program.
  - **Factory canteen:** we worked with the canteens in Alicante and Amorebieta to select healthier menus and encourage the consumption of seasonal fruits.
  - **Fruit day:** for the last three years, every Wednesday, fruit has been offered at the facilities to promote a healthy diet and encourage workers to eat fruit.
  - **Healthy nutrition workshop** aimed at shift workers in Alicante, which was attended by seven workers.

#### CARE HEALTH

- Goal:** to improve cardiovascular health and prevent cancer.
- **Cardiovascular health**
  - **Colon cancer prevention.**
  - **Prostate cancer prevention.**
  - **Flu and COVID prevention campaign.**
  - **Menopause talk.**
  - **Health campaign with gynecological exams for women workers.**

#### SMOKING

This campaign has been running since 2018 and offers workers who smoke the opportunity to request help to quit smoking. This year, a stop-smoking day was held in Amorebieta, with 15 workers taking part.

#### EMPLOYEE SUPPORT

ALUDIUM offers its workers the possibility of psychological treatment, physical therapy, podiatry consultations, medical aid and the possibility of social security prescriptions. In 2023, there were 49 physical therapy sessions, 13 for psychology, 15 for podiatry, 192 for medical aid, and 126 social security prescriptions.

#### BLOOD DONATION

During the year, the Alicante Transfusion Center and Amorebieta organized three blood donation sessions in each plant.

#### MENTAL HEALTH

**As a new development this year, five workshops were organized in Alicante on emotional management, because of its impact on stress and mental health.** The sessions were given by a psychologist and 50 workers took part. The response was very positive.

#### PARTICIPATION IN FORUMS AND EVENTS

We took part in the Asepeyo Prevention Group, leading round-table discussions on psycho-social risks in the workplace, the relationship with Health Monitoring and the management of workers who have been declared fit to work with restrictions/especially sensitive personnel, with pathologies related to them.



# SOCIAL

## AWARENESS AND SUSTAINABLE ACTION

**This year, ALUDIUM organized two programs as part of our sustainability strategy that consolidate the company’s culture of safety, health and prevention, as well as its commitment to preserve the environment and make our employees more aware of the importance of sustainable development and protecting the environment.**

### SAFETY WEEK 2024

To mark the World Day for Safety and Health at Work in April, ALUDIUM celebrated ‘Safety Week 2024’ in all its plants, with a total of 44 activities. The goal of the program was to ensure the highest levels of safety and prevention of occupational risks and improve employee health and well-being. These activities included two sessions, one in Alicante and the other in Amorebieta, to share best practices, with the collaboration of the most prominent companies and organizations in Alicante and Bizkaia.



### 1ST SUSTAINABILITY WEEK

As part of our commitment to preserving the environment, promoting the health and safety of our workers, and generating a positive impact on the surrounding communities, ALUDIUM organized the first Sustainability Week in the last quarter of 2024. The program included 11 activities, six held in Alicante and five in Amorebieta.

The program was designed by the Environment, Health and Safety and Human Resources departments in both plants and was divided into four main areas: biodiversity and community, sustainability and energy savings, recycling and health and community. All the activities were aligned with the Sustainable Development Goals (SDGs). The aim was to promote a culture of sustainability in line with the Sustainable Development Goals (SDGs), informing workers and increasing awareness in the areas of health, safety, sustainability and the environment, encouraging active commitment, and identifying and promoting practices that reduce consumption of resources and emissions in our plants.



# SOCIAL

## COMMUNITY ENGAGEMENT EVENTS

**ALUDIUM is a company committed to the communities in which it operates and to the environment. Our goal? To create social, environmental and economic value as the basis for our sustainable action in collaboration with our stakeholders.**

### HUMAN RESOURCES, TALENT AND EDUCATION

The Human Resources departments work through alliances with universities and vocational training centers to maintain constant contact with universities to find and attract the best young local talent, acquaint students with the industrial activity through plant visits, generate social and economic growth, and contribute to the exchange of knowledge between the company and the university.



ALUDIUM supports young talent through agreements with educational centers to give them access to the company's scholarship program, which covers different professional profiles, and spreading knowledge of the processes involved in recycling, smelting and rolling of aluminium through educational visits and talks given by our team in high school and elementary school classrooms. These activities are part of the company's social policy.

### CORPORATE VOLUNTEERING

In 2024, ALUDIUM organized two corporate volunteering activities in the Alicante plant, as part of the "1st Sustainability Week". The first consisted of planting trees on the factory grounds in collaboration with the Anilia association, with 84 people taking part. The second was a beach cleanup with the Adecco foundation. Thirty-three volunteers from the company, along with 14 people with intellectual or psychological disabilities in Adecco's employment programs participated.



### PROMOTING SPORTS AMONG WORKERS

As mentioned in the section of the 'Healthy for ever' program, the Human Resources departments encourage participation by employees in fun runs and sporting events organized in our communities.



### ASSISTING THE COMMUNITY

Solidarity is one of the values that is part of ALUDIUM's essence. During the year, the company, either as part of initiatives by the company or by the employees, organizes and leads actions to help vulnerable groups or organizations that protect biodiversity, either through economic contributions, blood drives at the plants, or the purchase of products or services, as mentioned in 'Diversity and Inclusion'.

This year, the highlights included the collaboration with the Spanish Cancer Association, the collaboration on stewardship with the Lurgaia Foundation, financing the purchase of a plot of land in the Urdaibai Biosphere Reserve (Bizkaia) and the collaboration by the entire ALUDIUM team to help the people of Valencia affected by the floods caused by the cut-off low in 2024, Europe's second deadliest flood this century, with almost one hundred deaths.



# SOCIAL

## SECOND EDITION OF THE ALUDIUM TALENT ACADEMY: SHAPING THE LEADERS OF TOMORROW

The second edition of the ALUDIUM Talent Academy is officially underway, having commenced in October 2024. This exciting program will span over 15 months, culminating in January 2026. Building on the success of the first edition, the Talent Academy continues to embody ALUDIUM's commitment to developing future leaders and strengthening the company's talent pipeline.



### Future Leaders in Development

This edition brings together 10 high-potential participants from ALUDIUM's three locations. These individuals have been carefully selected for their leadership potential and commitment to personal and professional growth. As in the first edition, the program is expertly managed by the Mercer team, ensuring a structured and impactful learning journey for all participants.

### Comprehensive Learning Experience

Throughout the program, participants will embark on a multifaceted development journey designed to deepen their understanding of ALUDIUM's business and operations. Key highlights include:

- **Site Visits:** Participants will have the opportunity to visit ALUDIUM's plants, gaining firsthand insights into our operational excellence and innovative processes.
- **Internal Training:** A series of internal training sessions will provide participants with a comprehensive overview of critical company processes, including metal production, hedging strategies, financial management, sustainability initiatives, and product development, among others. These sessions aim to equip participants with the knowledge and skills necessary to navigate complex business environments.

### Sustainability in Focus

A unique and impactful component of the program is the sustainability project. Participants will work in pairs to tackle real-world sustainability challenges relevant to ALUDIUM's operations and strategic goals. These projects are an opportunity for participants to apply their learning, drive meaningful change, and demonstrate their leadership capabilities. The culmination of these efforts will be the presentation of their projects to the ALUDIUM Executive Team during the program's final session.

### Aligned with ALUDIUM's Sustainability Goals

The ALUDIUM Talent Academy plays a vital role in advancing our commitment to sustainability. By incorporating sustainability projects into the program, we aim to foster innovative thinking and practical

solutions that contribute to ALUDIUM's environmental, social, and governance (ESG) objectives. This focus ensures that our leadership pipeline not only drives business success but also champions sustainable practices across our operations.

### Investing in the Future

The ALUDIUM Talent Academy reflects our unwavering dedication to building a robust leadership pipeline. By fostering growth, collaboration, and innovation, the program ensures that ALUDIUM continues to thrive in an ever-evolving industry.

We look forward to witnessing the achievements of this cohort and celebrating their contributions to ALUDIUM's future and sustainability goals.



# ENVIRONMENT

## PROMOTING CIRCULARITY IN PRODUCTS AND PROCESSES

Promoting the circular economy in our production processes and products is one of our strategic goals, as well as the engine that drives our business model. We are aware that we need to lead change in the industry, and that as part of our commitment to society, we must also reduce our emissions and protect the planet. Accordingly, in 2024, we prioritized four actions to achieve our climate and environmental goals: increase closed-loop recycling with our customers, expand our recycling capacity, achieve carbon neutrality in emissions and implement measures to increase energy flexibility to improve efficiency and reduce environmental impact.

One figure demonstrates this real commitment to circularity: between 2018 and the end of 2024, we reduced the purchase of external aluminium slabs by more than half, increasing the amount of recycled (internal) aluminium used to produce our products from 36% in 2018, to 77% in 2024.



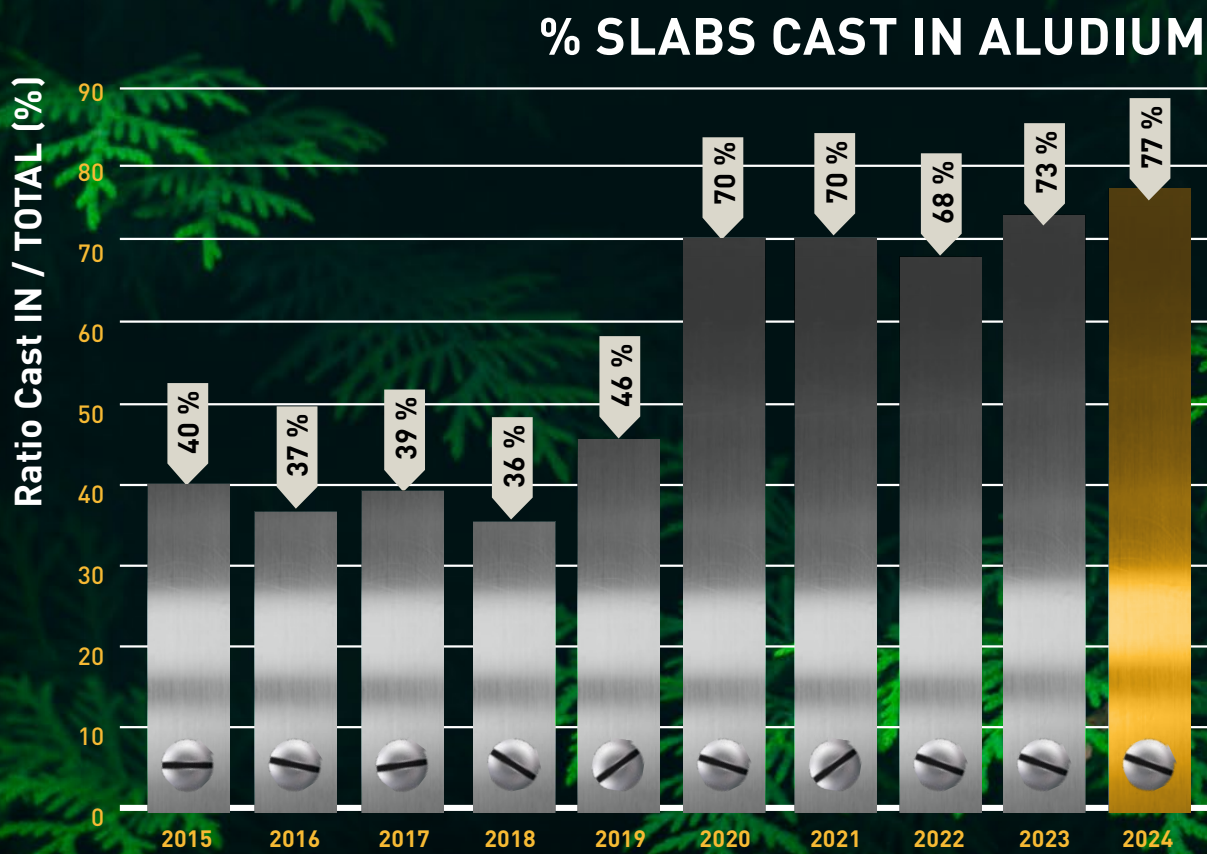
# ENVIRONMENT

## INCREASING OUR RECYCLING CAPACITY

Recycling is the cornerstone of our environmental sustainability and production strategy. The consolidation of our recycling system in recent years based on different and complementary remelting technologies enables us to recycle a wide variety of different types of scrap from our customers, and therefore reduce the carbon footprint of our products. The investment in recycling assets is the principal way that ALUDIUM is minimizing its carbon footprint.

Thanks to the expansion of the casthouse in the Alicante plant with three new furnaces, which went into operation in 2023, the company is producing approx. 140,000 tons of aluminium per year between the two

casthouses (Alicante and Amorebieta) and melting up to 58,000 tons per year of scrap aluminium between the two plants, an increase of 20,000 tons per year in the group's capacity for melting recycled material. This implementation has made the production process more efficient and flexible for our customers. After expanding our recycling capacity, over the course of 2024, we have intensified our efforts to increase both the quantity and volume of the closed-loop circuits with our customers with numerous alloys and products.



\*Reference year: 2018



As a result of the optimization of the use of scrap and the closed-loop work with our customers, in 2024, 77% of the rolled slabs produced by ALUDIUM were manufactured with recycled aluminium, 4 points higher than the previous year (73%).

Thanks to the large investment in our casthouses to increase the aluminium recycling capacity, in 2024, just 22% of rolled slabs were made of primary aluminium, compared with the 64% slabs rolled in the reference year (2018).

**OUR HORIZON**

CONTINUE INCREASING OUR ALUMINIUM RECYCLING CAPACITY TO REDUCE OUR CARBON FOOTPRINT UNTIL WE REACH 'NET ZERO'



# ENVIRONMENT

## SCRAP STRATEGY

Recycling aluminum is essential for reducing environmental impact and conserving natural resources. Unlike many other materials, aluminum can be recycled indefinitely without losing quality, making it one of the most sustainable metals in use today. Recycling aluminum requires 95% less energy compared to producing new aluminum from raw materials, significantly reducing carbon emissions and therefore making it core to our company operations and sustainability strategy. We are convinced that our investments in recycling create a sustainable future for ALUDIUM and ensure the competitive future for the entire industry by promoting aluminum as the low carbon material of choice for advancing the green economy.

It's also clear that executing this strategy does not stop only with investments in machinery and capacity - it is also the result of daily, detailed work by the ALUDIUM team to develop close collaboration with a broad network of supplier & technical partners with whom we source, select, prepare, and delivery different scrap qualities to produce the perfect aluminium for our customers' final application. 2024 was a year where the entire industry saw shifts in scrap flows due to a combination of lower industrial output in Europe and increases in melting capacity across the world. In this dynamic environment, ALUDIUM remains committed to its strategy and differentiates itself due to its strong partnerships with its supply chain network, including increasingly with customers who prefer to establish a direct closed loop recycling of their products.

In 2025 we will continue this commitment to a future of recycling, focusing as always on relationships, innovation, and strong collaboration with our partners.



VP Strategy & Supply Chain.  
Samuel Kinsman.

## CLOSED-LOOP CUSTOMER SUCCESS CASE

2024 was a key year in promoting and consolidating closed-loop recycling with our customers, including for example a success case with a larger automotive OEM with whom ALUDIUM has agreed to a 5 year closed loop contract.

These loops are one of the most important actions for reducing carbon emissions and promoting the circularity of our production processes in our value chain.



## ENVIRONMENT

## INNOVATION AND SUSTAINABLE PRODUCTS

**aludium<sup>®</sup>**  
**eco**

Certified Carbon Footprint

**aludium<sup>®</sup>**  
**eco**

(less than 4 tons CO<sub>2</sub> e/t Al)  
 54% Reduction in total CO<sub>2</sub>  
 footprint vs market standard<sup>1</sup>

**aludium<sup>®</sup>**  
**eco**

(less than 2 tons CO<sub>2</sub> e/t Al)  
 77% Reduction in total CO<sub>2</sub>  
 footprint vs market standard<sup>1</sup>

**aludium<sup>®</sup>**  
**eco**

(less than 3 tons CO<sub>2</sub> e/t Al)  
 66% Reduction in total CO<sub>2</sub>  
 footprint vs market standard<sup>1</sup>

**aludium<sup>®</sup>**  
**eco**

(less than 7 tons CO<sub>2</sub> e/t Al)  
 53% Reduction in total CO<sub>2</sub>  
 footprint vs market standard<sup>2</sup>

<sup>1</sup> Avg. of European Rolling Mill based on 40% of recycling rate.

<sup>2</sup> Avg. of European and non - European Origin Primary.

The transition towards carbon neutrality by 2050, with the goal of net zero greenhouse gas emissions, makes the innovation of low-carbon products one of the keys to creating a sustainable future and achieving our climate goals to preserve the planet, in line with the Sustainable Development Goals and the Paris Agreement.

At our CINDAL innovation center, one of the world's leading aluminium research centers, we develop high-performance products that contain a high percentage of recycled aluminium. Together with our customers, we are working, researching and challenging the limits of the most advanced melting and rolling technologies. In 2022, this close collaboration, the product of years of research and development, culminated in the **launch of our ALUDIUM ECO solution, offering innovative products with a low carbon footprint in comparison with the European average for a variety of markets, such as building and construction, cosmetics and the automotive industry.**

## SUCCESS STORY IN GLOSS COSMETICS PACKAGING

In 2024, we completed the development of an alloy with at least 95% recycled aluminium. Our customer TESEM has been actively working with it, and at LUXE Pack 2024 in Monaco, launched its new BRI&Va technology, which enables a gloss finish with recycled aluminium with a high PCR content.

The optimization of the use of 'post-consumer' (PCR) scrap made it possible to develop products for this

segment that are suitable for both gloss and matte finishes, with a guaranteed minimum of 30% PCR, and up to 50%.



**TESEM GROUP**

## TRANSPARENCY AND RECYCLING

Innovation, aimed at making it **possible to recycle aluminium into increasingly complex products**, has enabled us to **decrease the carbon footprint of a large number of products in our portfolio by at least -0.5t CO<sub>2</sub>/t Al Cradle to Gate**. This notable milestone is the result of our climate commitments defined in our sustainability goals for 2025 and 2030. **In 2025, new alloys and applications certifications ALUDIUM ECO 1.0, ALUDIUM ECO 2.0 and ALUDIUM ECO 3.0 will be rolled out.**

Transparency forms part of our good corporate governance and our commitment to our customers. As a result, ALUDIUM works with **external certification bodies to both the procedures to calculate emissions and percentage of recycled aluminium, as well as the carbon footprints of our products.**

Another step based on our responsible performance was **obtaining the Environmental Product Declaration (EPD) for the company's strategic products in beginning 2025. An Environmental Product Declaration** provides a reliable, relevant, transparent, comparable and verifiable environmental profile that makes it possible to indicate the environmental impacts generated by a product, and based on the information of the product's Life Cycle Analysis (LCA).

## AXILONE AND ALUDIUM INTRODUCE A LOW-CARBON ALUMINIUM TO THE COSMETIC MARKET, ACHIEVING A STRONG AND SIGNIFICANT DECREASE IN ITS CARBON FOOTPRINT COMPARED TO THE EUROPEAN AVERAGE

Axilone, a leading global luxury cosmetic packaging manufacturer for skincare, fragrance, and color cosmetics, in collaboration with ALUDIUM, one of Europe's leading aluminium suppliers, have teamed up to introduce an aluminium to the market that reduces the carbon footprint by over 24% compared to the average carbon footprint for primary aluminium **[1]** sold in Europe **[2]**. When compared to primary aluminium produced in China, it results in an average carbon footprint reduction of 76% **[3]**.

Axilone will utilize ALUDIUM's leading, certified, and independently verified low-carbon aluminium for their cosmetic packaging components.

ECO P7 Aluminium generates less than 7 tonnes of CO<sub>2</sub> equivalent per tonne of aluminium, from raw material extraction through to delivery **[4]**. This reduction is achieved through a combination of a controlled production process and the careful selection of low-carbon primary aluminium.

The GHG emissions produced by this enhanced generation of aluminium are verified by a third party and certified in accordance with ISO-14067-1:2018 and the Greenhouse Gas Protocol Standards. This certification process has been rigorously executed to provide full transparency of the aluminium carbon footprint.

## NOTES TO EDITORS:

**[1]** Primary aluminium is produced from alumina, typically by electrolysis, and with an aluminium content of 99,7%. Primary aluminium excludes alloying additives and recycled aluminium possibly include a small amount of runaround scrap. (Source: Global Advisory Group GAG – Guidance "Terms and Definitions" – 2011-01 and The International Aluminium Institute (IAI)).

**[2]** Rolled product produced using primary aluminium used in Europe: 9.2 tonnes CO<sub>2</sub> eq/tonnes semi-finished rolled alu (source: 2018 EA Environmental profile report). (<> 24 % reduction in tons CO<sub>2</sub> eqv).

**[3]** Rolled product produced using China primary aluminium: 28.6 tonnes CO<sub>2</sub> eq/tonnes semi-finished rolled alu, (source: 2018 EA Environmental profile report and The International Aluminium Institute) (<> 76 % reduction in tons CO<sub>2</sub> eqv).

**[4]** The new technology also known as ALUDIUM Eco Brand P7, is cradle-to-gate including Scope 1, Scope 2, and Scope 3 emissions meaning that less than 7 tonnes of CO<sub>2</sub> is produced per tonne of semi-finished aluminium.

# ENVIRONMENT

INTERVIEW WITH DANIEL JUBERA, ALUDIUM'S CCO,  
ON THE FUTURE OF ALUDIUM ECO

**“THE KEY TO THE SUCCESS OF ALUDIUM ECO IS THAT IT IS A PRODUCT WITH A CARBON FOOTPRINT CERTIFIED BY AN EXTERNAL COMPANY”**



- ALUDIUM ECO is an innovative product line with four categories - ALUDIUM ECO 2.0, ALUDIUM ECO 3.0, ALUDIUM ECO 4.0 and ALUDIUM ECO P7- with a carbon footprint that is certified from production to commercialization. The different ALUDIUM ECO subproducts are generating significant interest in markets in which this sustainable solution was not launched initially. Which markets are showing increased demand for this product?

- ALUDIUM ECO has generated a lot of interest in different markets, but I would highlight the packaging market as the first to make a move and where the ALUDIUM ECO product has shown the most growth.

That's not to say that other markets haven't also shown great interest in the product. In general, there is a high-amount of interest in ALUDIUM ECO, but in most cases, it will be rolled out progressively and in parallel with 'standard' products.

- What's the reason for the increased interest?  
What are the keys ALUDIUM ECO's success?

- The key to the success of ALUDIUM ECO is that it is a product with a carbon footprint certified by an external company. One of the corporate goals of our customers, and one of their commitments to their end customers, is to reduce their carbon footprint. As a result, a product like ALUDIUM ECO serves as the perfect base for ensuring that our customers achieve their sustainability goals.

- The response to ALUDIUM ECO has been exceptional since it was launched in the packaging market in 2022. Could you highlight one success story in that segment?

- That would be one of our customers that mainly manufactures aluminium caps for beverages. For more than a year, this company has been exclusively purchasing the ALUDIUM ECO product from our Alicante plant. The commitment to sustainability and transparency is more important now than ever before, so we are developing new ALUDIUM ECO products for this company to guarantee an even smaller carbon footprint in the future.

- What are the highlights in 2024 in regard to ALUDIUM ECO?

- The applications of ALUDIUM ECO have diversified in 2024. The sales volume of ALUDIUM ECO products increased around 30% with respect to 2023. This year, we supplied ALUDIUM ECO to a wide variety of market segments ranging from construction to automakers and distributors.

**“The applications of ALUDIUM ECO have diversified in 2024 and the sale volume of ALUDIUM ECO products increased around 30% with respect to 2023”**

- What is the future of ALUDIUM ECO?

- As we improve our carbon footprint, we'll be able to offer ALUDIUM ECO products with even lower CO<sub>2</sub> emissions. As we continue to evolve, and depending on the needs of our customers, ALUDIUM ECO will also expand the number of alloys and applications. There is still a long way to go to develop the market and the ALUDIUM ECO product.

**aludium®**  
**eco**

Certified Carbon Footprint



# ENVIRONMENT

## ASI: ANOTHER SUCCESSFUL YEAR

ALL OF ALUDIUM'S PLANTS HAVE THE ASI PERFORMANCE STANDARD (PS) AND CHAIN OF CUSTODY (CoC) CERTIFICATIONS

In earlier years, ALUDIUM received the certifications of the Performance Standard (PS) and the Chain of Custody (CoC) for Amorebieta, Alicante and Castelsarrasin covering Recycling, Hot Rolling, Cold Rolling, Finishing, Administration and R&D.

In April 2024, ALUDIUM successfully passed the surveillance audit of the CoC certification for Alicante and Amorebieta. This audit was mandatory to control our certification that is valid until January 31st, 2026. We were able to pass the audit without any major or minor non-conformities and we have improved our Overall Rating from Medium to High. This is the best level that can be achieved.

In September 2024, ALUDIUM, together with other stakeholders from the Aluminium Industry, has been invited to participate in a round table discussion, chaired by its CEO Fiona Solomon, with the ASI Board Members and the ASI Management Team. ALUDIUM was represented by Mario Allet. Several elements regarding the Strategic Development of ASI have been discussed and potential opportunities to improve the Standards for PS and CoC have been highlighted.

Over the whole year of 2024, the ALUDIUM Team continued to adapt ALUDIUM's Policies and Processes to the new requirements of PS V3 and CoC V2. Towards the end of 2025 ALUDIUM will go through the re-certification against these updated ASI Standards.

A successful re-certification will continue to underline our commitment to be a sustainable Aluminium Producer.

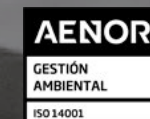
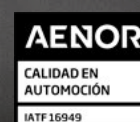
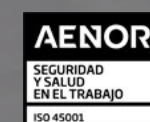
Regarding CoC, we were now running for the first time a full year with the completely integrated Mass Balance System minimizing manual interventions and maximizing accuracy.

PS: The Aluminium Stewardship Initiative (ASI) is a global non-profit standards setting and certification organization. ASI brings together producers, users and stakeholders in the Aluminium value chain with a commitment to maximize the contribution of Aluminium to a sustainable society. Working together, ASI aims to collaboratively foster responsible production, sourcing and stewardship of Aluminium.

As part of ALUDIUM's multi-year plan to significantly **reduce the carbon footprint and the dependency on high CO<sub>2</sub> emitting Smelters**, in the second quarter of 2024, the extension of the Alicante casthouse became operational. The installed assets include a Rotary Furnace. The setup at ALUDIUM gives us **maximal flexibility to substantially increase the third-party scrap intakes and is ideally positioning us to become a partner of choice to remelt customer scrap and to support the concept of Circular Economy.**

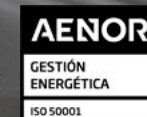
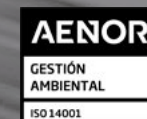
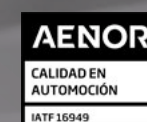
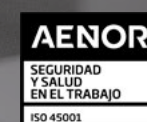
## OUR CERTIFICATIONS

### AMOREBIETA



ecovadis

### ALICANTE



ecovadis

### CASTELSARRASIN



ecovadis

In 2024, all of the certifications of the Alicante and Amorebieta plants were audited, with positive results: ISO 9001 (Quality Management), ISO 14001 (Environmental Management), ISO 45001 (Occupational Safety and Health), IATF 16949 (Automotive Quality) and ISO 50001 (Energy Management).



**ASI Board**  
In-person meeting  
Amsterdam, September 2024

# ENVIRONMENT

## EMISSIONS: ACCELERATING OUR DECARBONIZATION BY FOCUSING ON RECYCLING AND RENEWABLE ENERGY

Our strategy to fight and halt climate change looks towards the future but is built in the present with sustainable ambition and responsible action. Global warming is increasing faster than expected and is one of the biggest challenges facing humanity. Our roadmap for achieving the sustainability goals set by the company for 2025 and 2030 is centered on two main courses of action:

- Continue increasing production of recycled aluminium, using low carbon primary aluminium when required for technical reasons.
- Starting in January 2025, 100% of the electricity used will be from renewable sources.

### REDUCTION IN LINE WITH OUR CLIMATE GOAL

In 2024, ALUDIUM's carbon footprint was 5.17 t CO<sub>2</sub>/t Al Cradle to Gate, a reduction of 3.27 t CO<sub>2</sub>/t Al Cradle to Gate with respect to the reference year (2018). This reduction is the result of our drive to achieve the sustainability goals set by the Sustainability Council:

- ≤4.50 t CO<sub>2</sub>/t Al delivered to our customers, Cradle to Gate, for 2025.
- ≤3.00 t CO<sub>2</sub>/t Al delivered to our customers, Cradle to Gate, for 2030.

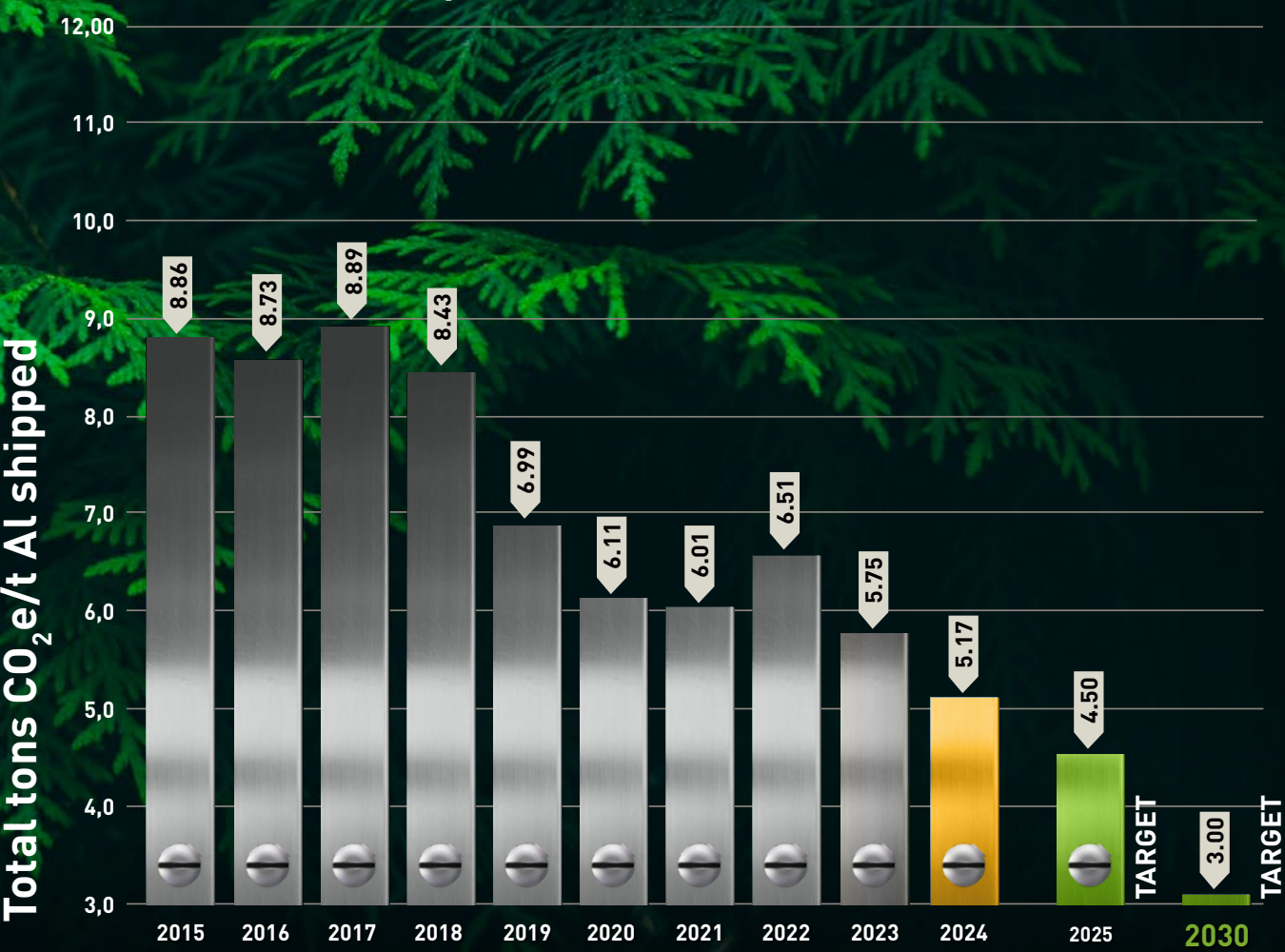
IN 2024, ALUDIUM'S CARBON FOOTPRINT DECREASED BY 3.27 T CO<sub>2</sub>/T AL CRADLE TO GATE COMPARED TO 2018 (REFERENCE YEAR).

The vector behind this reduction in the carbon footprint was the **decrease in the indirect emissions generated by the manufacture of primary aluminium**, in two ways:

- Thanks to the **continuous improvement of the scrap mix**, we reduced the use of primary ingots in our casthouses by 19.21% compared with 2023.
- The percentage of **slabs cast in our casthouses with recycled aluminium** was **77%** in 2024, 4 points more than the previous year (73%).

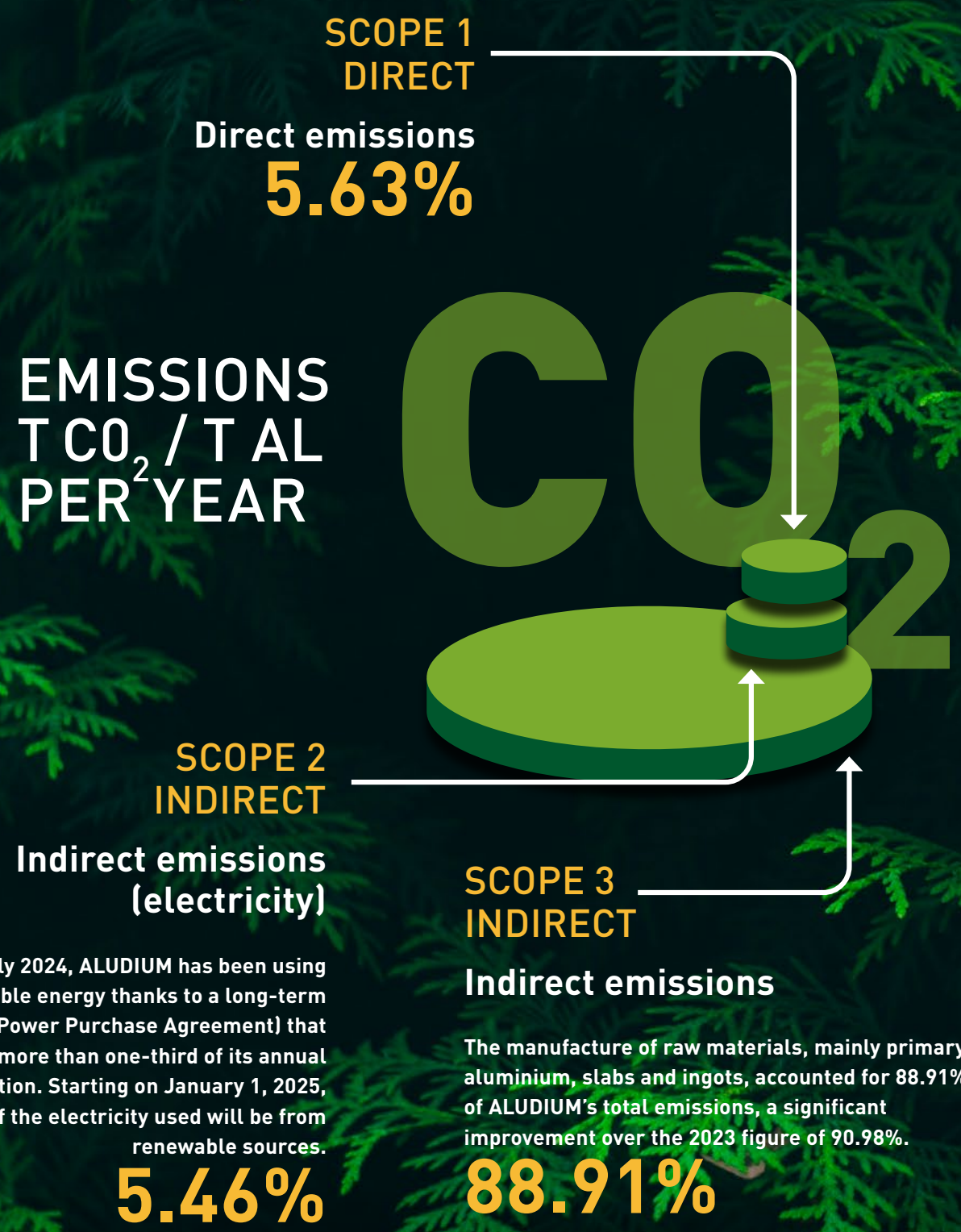


EMISSIONS T CO<sub>2</sub> / T AL PER YEAR  
ALUDIUM Carbon Footprint



# ENVIRONMENT

## 2024 EMISSIONS



### COMMITMENTS TO REDUCE OUR CARBON FOOTPRINT

- Continued investment in recycling capacity and capability.
- Increasing renewable electricity consumption to 100%.
- Productivity & energy efficiency programs to reduce energy intensity.
- Purchasing of low-carbon primary aluminium.
- Promoting electric vehicle use for ALUDIUM employees.

**OUR HORIZON = CONTINUING TO INCREASE OUR ALUMINIUM RECYCLING CAPACITY TO REDUCE OUR CARBON FOOTPRINT UNTIL REACHING NET ZERO**

### APPROVED IN 2024 Research

In 2024, the company started an industrial research project to **recover aluminium fume dust** and improve its processes by developing smart digital technologies in the Amorebieta plant. KE-AL will run for the next 3 years, and its goal is to obtain **more than 1,000 tons of products with low carbon footprints per year** for the construction and chemical industry.

### Sustainable mobility

ALUDIUM has received a subsidy from the **MOVES III PROGRAM-ELECTRIC VEHICLE RECHARGING INFRASTRUCTURE OF THE REGIONAL GOVERNMENT OF VALENCIA** to install recharging points for electric vehicles to promote sustainable mobility in the Alicante plant.



# ENVIRONMENT

## ENERGY SAVINGS: AMOREBIETA PLANT HOT MILL FLEXIBILITY PROJECT

### Operational optimization analysis of the Hot Rolling department at Amorebieta

Energy savings is one of the goals of our environmental sustainability strategy. The main purpose of the Hot rolling department is to transform slabs into rolls. To do this, the Amorebieta plant uses three gas furnaces and a rolling mill. **The furnaces supply hot slabs to the rolling mill, and the system, as a whole, is designed to produce a maximum of 22,000 tons a month.**

Production targets vary with changes in market demand, and as a result, the total installed capacity often does not align with the current production levels.

In response to this situation, two of the students from the first ‘ALUDIUM Talent Academy’, the leadership training program that the company created in 2022 to train ALUDIUM’s future leaders in the essential skills and abilities to move the business forward and position the company as a leader in terms of leadership and sustainability, developed a sustainable project to **reduce energy costs and also to make our production processes more efficient and environmentally friendly.** Along these lines, in 2024, a plan was proposed to analyze and determine the most efficient way to operate with small production volumes.



### Alternatives evaluated

Initially, two main alternatives were considered:

- 1. Reducing weekly work hours from 21 shifts to 18 shifts:** This would involve working six days a week instead of seven, while keeping all three furnaces in operation.
- 2. Maintaining 21 weekly shifts but reducing the number of furnaces in use:** In this scenario, two furnaces would be used instead of three.

### Benefits of operating with 21 shifts and 2 furnaces vs. 18 shifts and 3 furnaces

After analysis, the option of maintaining 21 shifts using only two furnaces showed several advantages:

- Lower gas and electricity consumption:** This results in a significant reduction in emissions as well as energy costs.
- Economic and social sustainability:** This balances the reduction of energy costs with preserving employee social benefits.
- Greater flexibility and adaptability:** Operating with two furnaces allows better responsiveness to potential disruptions, such as supply issues or equipment breakdowns, as the third furnace can be started up if necessary.
- Stability of overall production rhythm:** By adjusting the production pace to match demand, factory flows are stabilized, facilitating better planning.
- Maintenance opportunities:** Operating with two furnaces allows idle time between batches to be used for maintenance on the rolling mill as well as the inactive furnace.
- Minimizing furnace usage:** Reducing the operation to two furnaces decreases equipment wear and tear.

### Conclusions of the analysis

After conducting the relevant analyses, it was concluded that for certain production ranges, operating 21 shifts with two furnaces can achieve an approximate 10% energy savings compared to operating 18 shifts with three furnaces. This saving also translates into a direct reduction in the company’s carbon footprint and emissions.

Given the current context of high energy prices, this alternative not only represents a more environmentally friendly option but also a more profitable one for the company’s long-term sustainability.

In the following real example, two months with similar production targets (≈17,000 tons) and configurations of 18 shifts - 3 furnaces and 21 shifts - 2 furnaces are compared.



| Month              | Configuration | Furnaces gas consumption (kwh/tn)               | Furnaces electric consumption (kwh/tn)         | Furnaces+ Hot mill electric consumption (kwh/tn) |
|--------------------|---------------|-------------------------------------------------|------------------------------------------------|--------------------------------------------------|
| may-23             | 18T-3H        | 276                                             | 41                                             | 141                                              |
| may-24             | 21T-2H        | 243                                             | 31                                             | 134                                              |
| Improvement 21T-2H |               | 11,96%<br>561000kwh<br>102,3 tn CO <sub>2</sub> | 18,87%<br>170000kwh<br>44,2 tn CO <sub>2</sub> | 4,96%<br>119000kwh<br>30,94 tn CO <sub>2</sub>   |
|                    |               | 133,24 tn CO <sub>2</sub>                       |                                                |                                                  |

In May, thanks to this measure, we avoided releasing 133.24 tons of CO<sub>2</sub> into the atmosphere.

# ENVIRONMENT

## ACTION PLAN IN THE THREE PLANTS AS PART OF OUR ENVIRONMENTAL COMMITMENT

Preservation of the planet is a key objective in our sustainability strategy and is applicable throughout the whole company. In addition to the actions and projects carried out on a corporate level, in 2024 each plant has designed an action plan to care for the environment, as part of our commitment to protect the environment in the communities where we operate. This section explains the actions implemented, as well as the future projects approved in the course over this year.

### ALICANTE PLANT

- Two tree-planting activities with employees and their families in collaboration 'Anilia', the association for people with borderline intelligence, held in April and during the 1st Sustainability Week.
- We are continuing with the mulching program (Compost generation reusing pruning and grass trimmings.)
- Collecting water from the factory's air conditioning units to use for irrigation. This year we reused a total of more than 20,000 liters.
- Activities in schools to increase recycling awareness.
- Collaboration on the Eco-sustainable project with collection of work clothing.
- Suggestions campaign on sustainability matters.
- The startup of the new furnaces of the casthouse with the fume-treatment plant to reduce emissions and increase aluminium recycling.
- Beach cleanup.

### AMOREBIETA PLANT

- Installation completion and start-up of fumes treatment plant for Casting Group 4.
- Project to reduce the generation and cost of hazardous waste oily water in Hot Rolling.
- R&D project supported by the regional government from 2024 to 2026, to investigate the possible recycling of hazardous waste dirt lime, currently going to landfill.
- Donation to a local biodiversity protection association for the preservation of a plot of land native forest.
- Dissemination of biodiversity culture among employees by installing flora panels in the factory.
- Conducted factory visits for schools and employees to raise awareness about the benefits of aluminium recycling.
- Organisation of the first ALUDIUM Sustainability Week.
- Reducing electrical consumption of the compressed air network by correcting leaks.
- Reduction of natural gas consumption in LC heating furnaces by rescheduling production.
- Reducing the LF6's electrical consumption through eco modes.

### CASTELSARRASIN PLANT

- Solar panel activated: the company is now connected to its electricity production, which allows it to partially reduce its dependence on the power grid.
- Completion of the film recovery project at the leveling machine : plastic reused decreasing the quantities of plastic bought.
- Increase in the sorting of aluminium scrap alloys to enhance raw material recycling: 20% of sorted and recycled aluminium will be sent to Amorebieta in 2024.

# ENVISION



## ANNEX

## TOTAL WORKFORCE

|                       | Alicante<br>(Plant + ATP) | Amorebieta<br>(Plant + ATP) | Castelsarrasin | HQ & Sales<br>(AES) | TOTAL |
|-----------------------|---------------------------|-----------------------------|----------------|---------------------|-------|
| Total Employees       | 318                       | 488                         | 52             | 12                  | 870   |
| Male Employees        | 258                       | 409                         | 42             | 9                   | 718   |
| Direct                | 228                       | 381                         | 41             |                     | 650   |
| Indirect +SGA+PAE+R&D | 30                        | 28                          | 1              | 9                   | 68    |
| Female Employees      | 60                        | 79                          | 10             | 3                   | 152   |
| Direct                | 28                        | 54                          | 5              |                     | 87    |
| Indirect +SGA+PAE+R&D | 32                        | 25                          | 5              | 3                   | 65    |

On 31st December 2024

## EMPLOYMENT BY AGE TOTAL

| AGE RANK | MEN | WOMEN | TOTAL |
|----------|-----|-------|-------|
| 20 to 29 | 49  | 5     | 54    |
| 30 to 39 | 108 | 33    | 141   |
| 40 to 49 | 318 | 76    | 394   |
| 50 to 59 | 215 | 34    | 249   |
| 60 to 66 | 28  | 4     | 32    |
| TOTAL    | 718 | 152   | 870   |

| AGE RANK    | MEN | WOMEN | TOTAL |
|-------------|-----|-------|-------|
| Directors   | 14  | 1     | 15    |
| Managers    | 28  | 18    | 46    |
| Technicians | 84  | 50    | 134   |
| Team Leader | 49  | 3     | 52    |
| Operator    | 543 | 80    | 623   |
| TOTAL       | 718 | 152   | 870   |

| 20 to 29    | MEN | WOMEN | TOTAL |
|-------------|-----|-------|-------|
| Directors   | 0   | 0     | 0     |
| Managers    | 0   | 2     | 2     |
| Technicians | 10  | 1     | 11    |
| Team Leader | 0   | 0     | 0     |
| Operator    | 39  | 2     | 41    |
| 30 to 39    |     |       |       |
| Directors   | 2   | 0     | 2     |
| Managers    | 2   | 3     | 5     |
| Technicians | 16  | 16    | 32    |
| Team Leader | 4   | 0     | 4     |
| Operator    | 84  | 14    | 98    |
| 40 to 49    |     |       |       |
| Directors   | 6   | 0     | 6     |
| Managers    | 13  | 5     | 18    |
| Technicians | 37  | 20    | 57    |
| Team Leader | 18  | 3     | 21    |
| Operator    | 244 | 48    | 292   |
| 50 to 59    |     |       |       |
| Directors   | 6   | 0     | 6     |
| Managers    | 8   | 8     | 16    |
| Technicians | 19  | 12    | 31    |
| Team Leader | 22  | 0     | 22    |
| Operator    | 160 | 14    | 174   |
| 60 to 64    |     |       |       |
| Directors   | 0   | 1     | 1     |
| Managers    | 5   | 0     | 5     |
| Technicians | 2   | 1     | 3     |
| Team Leader | 5   | 0     | 5     |
| Operator    | 16  | 2     | 18    |
| TOTAL       | 718 | 152   | 870   |

## SAFETY PERFORMANCE BY PLANT

## ALICANTE

## 2024 EHS Investments in Alicante

| Alicante EHS 2024 main investments                                                 | Cost (K€) |
|------------------------------------------------------------------------------------|-----------|
| Risk assesment RFA ( water waste controls, ...) + preventive planification actions | 120       |
| Floor repair and improvements RFA                                                  | 72        |
| Fire protection systems new Casthouse and other improvements                       | 138       |
| Risk assesment new casthouse                                                       | 153       |
| TOTAL                                                                              | 483       |

## AMOREBIETA

## 2024 EHS Investments in Amorebieta

| Amorebieta EHS 2024 main investments                                                                  | Cost (K€) |
|-------------------------------------------------------------------------------------------------------|-----------|
| Risk Assessment RFA (several risks in Operations area: fall at different level, moving elements, etc) | 80        |
| Cranes Machine Guarding                                                                               | 70        |
| Mobile Equipment improvement (cameras and antibumping systems)                                        | 50        |
| Fire protection systems in Rolling areas                                                              | 145       |
| TOTAL                                                                                                 | 345       |

## CASTELSARRASIN

## 2024 EHS Investments in Castelsarrasin

| Castelsarrasin EHS 2024 main investments | Cost (K€) |
|------------------------------------------|-----------|
| Lifting table for slitters               | 3750      |
| TOTAL                                    | 3750      |

# ANNEX

## SAFETY PERFORMANCE BY PLANT

### Evolution of the main investments of Alicante (EHS)

| Alicante EHS main investments |      | Cost (K€) |      |      |      |      |
|-------------------------------|------|-----------|------|------|------|------|
|                               | 2024 | 2023      | 2022 | 2021 | 2020 | 2019 |
| Investments                   | 483  | 275       | 345  | 236  | 160  | 160  |

### Evolution of the main investments of Amorebieta (EHS)

| Amorebieta EHS main investments |      | Cost (K€) |      |      |      |      |
|---------------------------------|------|-----------|------|------|------|------|
|                                 | 2024 | 2023      | 2022 | 2021 | 2020 | 2019 |
| Investments                     | 345  | 440       | 539  | 285  | 80   | 136  |

### Evolution of the main investments of Castelsarrasin (EHS)

| Castelsarrasin EHS main investments |      | Cost (K€) |      |      |      |      |
|-------------------------------------|------|-----------|------|------|------|------|
|                                     | 2024 | 2023      | 2022 | 2021 | 2020 | 2019 |
| Investments                         | 3750 | 106       | 17   | 90   | -    | -    |

### Safety Statistics Alicante

| Year | TIR  | TRR  | LWDR |
|------|------|------|------|
| 2024 | 4,37 | 1,34 | -    |
| 2023 | 3,39 | 1,13 | -    |
| 2022 | 2,66 | -    | -    |
| 2021 | 2,90 | 0,74 | -    |
| 2020 | 4,07 | 0,74 | -    |
| 2019 | 6,88 | 1,35 | -    |
| 2018 | 5,94 | 0,91 | 0,15 |

### Safety Statistics Castelsarrasin

| Year | TIR  | TRR  | LWDR |
|------|------|------|------|
| 2024 | 5,52 | 5,52 | 5,52 |
| 2023 | 9,88 | 3,29 | 3,29 |
| 2022 | 2,81 | -    | -    |
| 2021 | 5,10 | -    | -    |
| 2020 | 3,08 | -    | -    |
| 2019 | 3,44 | 1,03 | -    |
| 2018 | 3,35 | 0,37 | -    |

### Safety Statistics Amorebieta

| Year | TIR  | TRR  | LWDR |
|------|------|------|------|
| 2024 | 5,50 | 1,71 | -    |
| 2023 | 4,26 | 0,60 | 0,40 |
| 2022 | 5,69 | 1,19 | -    |
| 2021 | 5,31 | 1,45 | -    |
| 2020 | 6,08 | 0,49 | -    |
| 2019 | 8,85 | 1,48 | -    |
| 2018 | 8,11 | 1,45 | -    |

### Safety Statistics ALUDIUM

| Year | TIR  | TRR  | LWDR  |
|------|------|------|-------|
| 2024 | 5,11 | 1,74 | 0,23  |
| 2023 | 4,41 | 0,88 | 0,378 |
| 2022 | 4,44 | 0,69 | 0     |
| 2021 | 4,42 | 1,24 | 0     |
| 2020 | 8,18 | 0,56 | 0     |
| 2019 | 6,89 | 1,35 | 0     |
| 2018 | 6,24 | 0,91 | 0     |

## ENVIRONMENT

### Waste recycled per plant

|                | 2024 (tons.) | 2023 (tons.) | 2022 (tons.) | 2021 (tons.) | 2020 (tons.) | 2019 (tons.) |
|----------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Alicante       | 4.504        | 2.514        | 3.000        | 2.694        | 2.138,8      | 1.342,16     |
| Amorebieta     | 14.223       | 13.464       | 18.511       | 15.943       | 11.931       | 10.983       |
| Castelsarrasin | 561          | 176          | 247          | 519          | 410          | 305          |

### Dross recycled per plant

|                | 2024 (tons.) | 2023 (tons.) | 2022 (tons.) | 2021 (tons.) | 2020 (tons.) | 2019 (tons.) |
|----------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Alicante       | 1.597        | 953          | 1.154        | 1.018        | 822          | 205          |
| Amorebieta     | 8.580        | 6.645        | 16.610       | 13.707       | 14.950       | 8.260        |
| Castelsarrasin | -            | -            | -            | -            | -            | -            |

## ANNEX

## WASTE MANAGEMENT

| 2024 AMOREBIETA                     | Tons   |
|-------------------------------------|--------|
| Hazardous waste (total)             | 15.638 |
| Hazardous waste recycled            | 13.713 |
| Hazardous waste to special landfill | 1.924  |
| Non-hazardous waste (total)         | 662    |
| Non-hazardous waste recycled        | 510    |
| Non-hazardous waste to landfill     | 152    |
| Waste to incineration               | -      |

| 2024 ALICANTE                       | Tons  |
|-------------------------------------|-------|
| Hazardous waste (total)             | 3.532 |
| Hazardous waste recycled            | 2.980 |
| Hazardous waste to special landfill | 553   |
| Non-hazardous waste (total)         | 1.601 |
| Non-hazardous waste recycled        | 1.524 |
| Non-hazardous waste to landfill     | 77    |
| Waste to incineration               | 0     |

| 2024 CASTELSARRASIN                 | Tons |
|-------------------------------------|------|
| Hazardous waste (total)             | 614  |
| Hazardous waste recycled            | 468  |
| Hazardous waste to special landfill | 147  |
| Non-hazardous waste (total)         | 119  |
| Non-hazardous waste recycled        | 93   |
| Non-hazardous waste to landfill     | 0    |
| Waste to incineration               | 26   |

## Hazardous and non-hazardous waste management (in metric tons)

| AMOREBIETA                          | 2024   | 2023   | 2022   | 2021   | 2020   | 2019   | 2018   |
|-------------------------------------|--------|--------|--------|--------|--------|--------|--------|
| Hazardous waste (total)             | 15.638 | 14.420 | 19.664 | 17.684 | 14.549 | 10.687 | 10.527 |
| Hazardous waste recycled            | 13.713 | 12.970 | 17.825 | 15.943 | 11.147 | 9.544  | 9.358  |
| Hazardous waste to special landfill | 1.924  | 1.450  | 1.839  | 1.741  | 1.489  | 1.144  | 1.169  |
| Non-hazardous waste (total)         | 662    | 607    | 838    | 1.085  | 956    | 4.694  | 5.067  |
| Non-hazardous waste recycled        | 510    | 493    | 686    | 879    | 784    | 1.440  | 2.942  |
| Non-hazardous waste to landfill     | 152    | 113    | 124    | 206    | 172    | 3.255  | 2.125  |
| Waste to incineration               | -      | -      | 27     | -      | -      | -      | -      |

## Hazardous and non-hazardous waste management (in metric tons)

| ALICANTE                            | 2024  | 2023  | 2022  | 2021  | 2020  | 2019  | 2018   |
|-------------------------------------|-------|-------|-------|-------|-------|-------|--------|
| Hazardous waste (total)             | 3.532 | 1.528 | 1.753 | 1.552 | 1.217 | 461   | 284    |
| Hazardous waste recycled            | 2.980 | 1.195 | 1.753 | 1.551 | 1.217 | 459   | 228    |
| Hazardous waste to special landfill | 553   | 333   | 0     | 1     | 1     | 0     | 55,408 |
| Non-hazardous waste (total)         | 1.601 | 1.356 | 1.363 | 1.179 | 1.167 | 1.408 | 1.705  |
| Non-hazardous waste recycled        | 1.524 | 1.319 | 1.191 | 1.143 | 922   | 883   | 853    |
| Non-hazardous waste to landfill     | 77    | 36    | 172   | 36    | 244   | 525   | 852    |
| Waste to incineration               | 0     | -     | 0     | 0     | 0     | 1.166 | 0      |

## Hazardous and non-hazardous waste management (in metric tons)

| CASTELSARRASIN                      | 2024 | 2023 | 2022 | 2021 | 2020 | 2019 | 2018 |
|-------------------------------------|------|------|------|------|------|------|------|
| Hazardous waste (total)             | 614  | 553  | 440  | 247  | 120  | 98   | 52   |
| Hazardous waste recycled            | 468  | 49   | 82   | 125  | 14   | -    | -    |
| Hazardous waste to special landfill | 147  | 504  | 358  | 122  | 106  | 98   | 52   |
| Non-hazardous waste (total)         | 119  | 150  | 208  | 305  | 290  | 193  | 160  |
| Non-hazardous waste recycled        | 93   | 127  | 165  | 249  | 157  | 193  | 165  |
| Non-hazardous waste to landfill     | -    | -    | -    | -    | 85   | -    | -    |
| Waste to incineration               | 26   | 23   | 43   | 56   | 48   | 44   | 40   |

# ANNEX

## WATER MANAGEMENT IN CUBIC METRES

### ALICANTE 2024

|                                         |        |
|-----------------------------------------|--------|
| Water from public network (m³)          | 72.232 |
| Water from public network (m³/ton)      | 0,90   |
| Water consumption 2024 targets (m³/ton) | 0,78   |
| Surface water use (m³)                  | 0      |

| ALICANTE                       | 2024   | 2023   | 2022   | 2021   | 2020   | 2019   | 2018   |
|--------------------------------|--------|--------|--------|--------|--------|--------|--------|
| Water from public network (m³) | 72.232 | 65.143 | 68.199 | 61.207 | 59.653 | 68.912 | 72.736 |
| Surface water use (m³)         | -      | -      | -      | -      | -      | -      | -      |

**Comments:** Increase in cooling water due to cast House, and increase in rolling because change of mix.

### AMOREBIETA 2024

|                                         |        |
|-----------------------------------------|--------|
| Water from public network (m³)          | 33.959 |
| Water from public network (m³/ton)      | 0,18   |
| Water consumption 2024 targets (m³/ton) | 0,48   |
| Surface water use (m³)                  | 59.125 |
| Surface water use (m³/ton)              | 0,31   |

| AMOREBIETA                     | 2024   | 2023   | 2022   | 2021   | 2020   | 2019   | 2018   |
|--------------------------------|--------|--------|--------|--------|--------|--------|--------|
| Water from public network (m³) | 33.959 | 33.274 | 36.200 | 45.446 | 29.509 | 52.592 | 35.712 |
| Surface water use (m³)         | 59.125 | 56.214 | 73.534 | 68.541 | 53.782 | 31.664 | 51.478 |

**Comments:** Slight increase due to increased production compared to 2023, but better performance overall than before 2023.

### CASTELSARRASIN 2024

|                                         |       |
|-----------------------------------------|-------|
| Water from public network (m³)          | 9.297 |
| Water from public network (m³/ton)      | 2,12  |
| Water consumption 2022 targets (m³/ton) | 1,50  |
| Surface water use (m³)                  | -     |

| CASTELSARRASIN                 | 2024  | 2023  | 2022  | 2021  | 2020 | 2019 | 2018 |
|--------------------------------|-------|-------|-------|-------|------|------|------|
| Water from public network (m³) | 9.297 | 7.818 | 7.311 | 4.107 | 586  | 219  | 768  |
| Surface water use (m³)         | -     | 329   | 381   | 11    | 11   | 17   | 15   |

**Comments:** Increase in water consumption because we stripped more coils.

## AIR EMISSIONS

| ALICANTE (IN METRIC TONS)    | 2024 | 2023 | 2022 | 2021 | 2020   | 2019 | 2018 |
|------------------------------|------|------|------|------|--------|------|------|
| Air emission NOx             | 59,4 | 17,6 | 6,4  | 19,9 | 18.54* | 10,1 | 1,3  |
| Air emission SO <sub>2</sub> |      |      |      | 2,2  | 2,5    | 2,8  | 0,5  |
| Air emission (particulates)  | 0,2  | 0,3  | 0,5  | 0,6  | 0,5    | 0,5  | 0,1  |

| AMOREBIETA (IN METRIC TONS)  | 2024 | 2023 | 2022 | 2021 | 2020  | 2019 | 2018 |
|------------------------------|------|------|------|------|-------|------|------|
| Air emission NOx             | 19,4 | 19,6 | 35,4 | 31,2 | 46.8* | 36,3 | 72,0 |
| Air emission SO <sub>2</sub> |      | 0,3  | 0,4  | 1,7  | 2,1   | 2,0  | 1,5  |
| Air emission (particulates)  | 2,2  | 1,3  | 2,3  | 3,5  | 5,9   | 5,4  | 6,0  |

| TOTAL (IN METRIC TONS)       | 2024 | 2023 | 2022 | 2021 | 2020 | 2019 | 2018 |
|------------------------------|------|------|------|------|------|------|------|
| Air emission NOx             | 78,8 | 37,2 | 41,8 | 51,1 | -    | 46,4 | 73,3 |
| Air emission SO <sub>2</sub> | -    | 0,3  | 0,4  | 3,9  | 4,6  | 4,8  | 2,0  |
| Air emission (particulates)  | 2,4  | 1,6  | 2,8  | 4,1  | 6,4  | 5,9  | 6,1  |

| CASTELSARRASIN (COVNM TONS) | 2024 | 2023 | 2022 | 2021 | 2020 | 2019 | 2018 |
|-----------------------------|------|------|------|------|------|------|------|
|                             | 6,8  | 6,5  | 8,8  | 8,6  | 8,0  | 12,6 | 23,7 |

# ANNEX

## ENERGY CONSUMPTION TARGETS AND ACTUAL PERFORMANCE AT ALUDIUM’S MILLS

### ALICANTE

|             | Target (MWh/T) (1) |      |      |      |      |      | (MWh/T) (2) |      |      |      |      |      | Saving |        |       |      |        |      |
|-------------|--------------------|------|------|------|------|------|-------------|------|------|------|------|------|--------|--------|-------|------|--------|------|
|             | 2024               | 2023 | 2022 | 2021 | 2020 | 2019 | 2024        | 2023 | 2022 | 2021 | 2020 | 2019 | 2024   | 2023   | 202 2 | 2021 | 2020   | 2019 |
| Electricity | 0,97               | 0,86 | 0,84 | 0,83 | 0,81 | 0,86 | 0,93        | 0,93 | 0,78 | 0,77 | 0,85 | 0,77 | 0,04   | (0,07) | 0,06  | 0,05 | (0,04) | 0,09 |
| Gas         | 0,18               | 0,18 | 0,18 | 0,23 | 0,72 | 0,64 | 0,16        | 0,19 | 0,16 | 0,17 | 0,62 | 0,56 | 0,02   | (0,01) | 0,02  | 0,06 | 0,10   | 0,08 |

### AMOREBIETA

|             | Target (MWh/T) (1) |      |      |      |      |      | (MWh/T) (2) |      |      |      |      |      | Saving |        |        |        |        |        |
|-------------|--------------------|------|------|------|------|------|-------------|------|------|------|------|------|--------|--------|--------|--------|--------|--------|
|             | 2024               | 2023 | 2022 | 2021 | 2020 | 2019 | 2024        | 2023 | 2022 | 2021 | 2020 | 2019 | 2024   | 2023   | 202 2  | 2021   | 2020   | 2019   |
| Electricity | 0,43               | 0,43 | 0,37 | 0,40 | 0,43 | 0,38 | 0,45        | 0,47 | 0,40 | 0,42 | 0,46 | 0,40 | (0,01) | (0,04) | (0,02) | (0,01) | (0,03) | (0,02) |
| Gas         | 0,46               | 0,51 | 0,36 | 0,42 | 1,05 | 0,78 | 0,47        | 0,48 | 0,42 | 0,43 | 1,28 | 0,86 | (0,02) | 0,03   | (0,06) | (0,02) | (0,23) | (0,08) |

### CASTELSARRASIN

|             | Target (MWh/T) (1) |      |      |      |      |      | (MWh/T) (2) |      |      |      |      |      | Saving |        |       |      |      |        |
|-------------|--------------------|------|------|------|------|------|-------------|------|------|------|------|------|--------|--------|-------|------|------|--------|
|             | 2024               | 2023 | 2022 | 2021 | 2020 | 2019 | 2024        | 2023 | 2022 | 2021 | 2020 | 2019 | 2024   | 2023   | 202 2 | 2021 | 2020 | 2019   |
| Electricity | 0,48               | 0,48 | 0,54 | 0,54 | 0,60 | 0,61 | 0,61        | 0,66 | 0,53 | 0,51 | 0,56 | 0,58 | (0,13) | (0,18) | 0,01  | 0,03 | 0,04 | 0,03   |
| Gas         | 0,26               | 0,26 | 0,42 | 0,42 | 0,45 | 0,42 | 0,43        | 0,38 | 0,31 | 0,36 | 0,44 | 0,43 | (0,17) | (0,12) | 0,36  | 0,06 | 0,01 | (0,01) |

## ENERGY TARGETS

### AMOREBIETA

| CASTHOUSE    | Target (MWh/T) | 2024 (MWh/T) |
|--------------|----------------|--------------|
| EElectricity | 0,05           | 0,07         |
| Gas          | 0,76           | 0,77         |

| HOT MILL     | Target (MWh/T) | 2024 (MWh/T) |
|--------------|----------------|--------------|
| EElectricity | 0,14           | 0,14         |
| Gas          | 0,28           | 0,29         |

| COLD MILL   | Target (MWh/T) | 2024 (MWh/T) |
|-------------|----------------|--------------|
| Electricity | 0,22           | 0,24         |
| Gas         | 0,12           | 0,14         |

| FINISHING   | Target (MWh/T) | 2024 (MWh/T) |
|-------------|----------------|--------------|
| Electricity | 0,03           | 0,03         |
| Gas         | 0,00           | 0,00         |

| GENERAL SERVICES | Target (MWh/T) | 2024 (MWh/T) |
|------------------|----------------|--------------|
| Electricity      | 0,04           | 0,05         |
| Gas              | 0,02           | 0,02         |

### ALICANTE

| CASTHOUSE   | Target (MWh/T) | 2024 (MWh/T) |
|-------------|----------------|--------------|
| Electricity | 0,08           | 0,05         |
| Gas         | 0,93           | 1,05         |

| COLD MILL   | Target (MWh/T) | 2024 (MWh/T) |
|-------------|----------------|--------------|
| Electricity | 0,72           | 0,67         |
| Gas         | 0,03           | 0,03         |

| GENERAL SERVICES | Target (MWh/T) | 2024 (MWh/T) |
|------------------|----------------|--------------|
| Electricity      | 0,15           | 0,16         |
| Gas              | -              | -            |

# ANNEX

## ENERGY TARGETS

### CASTELSARRASIN

| ROLLING MILL | Target (MWh/T) | 2024 (MWh/T) |
|--------------|----------------|--------------|
| Electricity  | 0,22           | 0,28         |
| Gas          | 0,00           | 0,00         |

| GENERAL SERVICES | Target (MWh/T) | 2024 (MWh/T) |
|------------------|----------------|--------------|
| Electricity      | 0,26           | 0,32         |
| Gas              | 0,26           | 0,43         |

## ENERGY USE (2018-2024)

### MWH/T

| Year | Alicante | Amorebieta | Castelsarrasin |
|------|----------|------------|----------------|
| 2024 | 1,76     | 1,59       | 1,04           |
| 2023 | 1,58     | 1,58       | 1,04           |
| 2022 | 1,33     | 1,48       | 0,84           |
| 2021 | 1,42     | 1,36       | 0,87           |
| 2020 | 1,47     | 1,50       | 1,00           |
| 2019 | 1,33     | 1,26       | 1,01           |
| 2018 | 0,77     | 1,17       | 1,04           |

## ENERGY USE (2018-2024)

### CASTHOUSE GAS CONSUMPTION (NM³/TON CAST)

#### AMOREBIETA

| Month – 2024 | CH Gas Consumption/ton |
|--------------|------------------------|
| January      | 76                     |
| February     | 69                     |
| March        | 65                     |
| April        | 79                     |
| May          | 72                     |
| June         | 68                     |
| July         | 67                     |
| August       | 80                     |
| September    | 71                     |
| October      | 80                     |
| November     | 77                     |
| December     | 83                     |
| 2024 Total   | 73                     |

#### ALICANTE

| Month – 2024 | CH Gas Consumption/ton |
|--------------|------------------------|
| January      | 108                    |
| February     | 99                     |
| March        | 99                     |
| April        | 99                     |
| May          | 92                     |
| June         | 84                     |
| July         | 81                     |
| August       | 84                     |
| September    | 80                     |
| October      | 82                     |
| November     | 86                     |
| December     | 88                     |
| 2024 Total   | 90                     |

### CASTHOUSE GAS CONSUMPTION 2015- 2021 - (NM³/TON CAST)

#### AMOREBIETA

| Year | CH Gas Consumption/ton |
|------|------------------------|
| 2024 | 73                     |
| 2023 | 72                     |
| 2022 | 75                     |
| 2021 | 78                     |
| 2020 | 73                     |
| 2019 | 78                     |
| 2018 | 75                     |

#### ALICANTE

| Year | CH Gas Consumption/ton |
|------|------------------------|
| 2024 | 90                     |
| 2023 | 96                     |
| 2022 | 92                     |
| 2021 | 106                    |
| 2020 | 138                    |
| 2019 | 187                    |
| 2018 | 0                      |

# ANNEX

## BIODIVERSITY - 2024 ACTIONS

### BIODIVERSITY - AMOREBIETA

| Main Activities Defined for 2024                                                                                                                                       | KPI                                        | Comments                                                                                                                                                |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------|
| Financial donation to local biodiversity foundation to acquire a plot of local land for biodiversity protection.                                                       | Quantity donated m² financed.              | 10.000 m² financed to restoration.                                                                                                                      |
| Initiated three-year R&D&I project (2024, 2025 and 2026) for the recycling of hazardous waste dirty lime.                                                              | Quantity of meetings and samples taken.    | 3 meetings done, 1 factory visit, 8 samples of dirt lime taken for analysis.                                                                            |
| Preparation and installation of floral biodiversity panels in the factory.                                                                                             | Number of panels installed.                | 30 panels installed all around the factory, all local flora (trees and bushes).                                                                         |
| Biodiversity & sustainability dissemination activities to employees and public (web, linkedin...). Training and awareness of the workforce in protecting biodiversity. | Number of activities carried out.          | Presentation on the canteen screens during the week, post in “7 días” regarding biodiversity actions, post in Aludium web, 4 posts in Aludium LinkedIn. |
| Internal and external factory visits to explain our contribution to the circular economy that protects biodiversity.                                                   | Number of activities carried out.          | 2 internal visits to Casthouse and another 2 external visits from an Amorebieta school.                                                                 |
| Study of water consumption, use and returned, river.                                                                                                                   | m³ of water used controlled.               | Ongoing study, possible adaptation to new water use procedures.                                                                                         |
| Study of possible removal of invasive plants in certain areas. Surface area or quantity removed per year.                                                              | Surface area or quantity removed per year. | Finally not because there was no annual removal campaign.                                                                                               |
| Possibility of composting organic waste from canteen and use in gardening.                                                                                             | Kg of compost generated.                   | In study feasibility regarding compost generation.                                                                                                      |

### BIODIVERSITY - ALICANTE

| Main Activities Defined for 2024                                    | KPI                                        | Comments                                                                                                                                   |
|---------------------------------------------------------------------|--------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------|
| Study and control of invasive plants.                               | Surface area or quantity removed per year. | Aproximatly 160 m² and 65 units of invasive plants have been removed.                                                                      |
| Use of native species (plants) in gardening.                        | Number of native species plant per year.   | 210 plants of 19 different species.                                                                                                        |
| Training and awareness of the workforce in protecting biodiversity. | Number of activities carried out.          | “- 2 post in “”7 días”” regarding biodiversity activities done<br>- 1 beach cleaning work.<br>- 2 tree planting activity.                  |
| Compost from pruning and gardening wastes.                          | Kg or m³ of compost generated.             | We have done compost from our own pruning and gardening waste to reuse it in our gardens. Aproximatly 10m3 of compost have been generated. |
| Use water from air conditioning for irrigation.                     | Liters of water reuse.                     | 14300 liters of water from air conditioning have been use for irrigation.                                                                  |

### BIODIVERSITY - CASTELSARRASIN

| Main Activities Defined for 2024                    | KPI                        | Comments                |
|-----------------------------------------------------|----------------------------|-------------------------|
| Study of water consumption and reuse of the water.  | M³ of public water saved.  | Not done.               |
| Possibility of composting organic waste from meals. | Kg of composted generated. | Not done postpone 2025. |

# ANNEX

## BIODIVERSITY - 2025 TARGETS

### BIODIVERSITY - AMOREBIETA

| Main Activities Defined for 2025                                                                          | KPI                                     |
|-----------------------------------------------------------------------------------------------------------|-----------------------------------------|
| Training and awareness of the workforce in protecting biodiversity.                                       | Number of activities carried out.       |
| Initiated three-year R&D&I project (2024, 2025 and 2026) for the recycling of hazardous waste dirty lime. | Quantity of meetings and samples taken. |
| Project for hazardous waste salt dross generation reduction, harmful to biodiversity.                     | Ton waste/ton production.               |
| Project for hazardous waste dirt lime generation reduction, harmful to biodiversity.                      | Ton waste/ton production.               |
| Project for hazardous waste oily water from cold rolling filtering reduction, harmful to biodiversity.    | Ton waste/ton production.               |

### BIODIVERSITY - ALICANTE

| Main Activities Defined for 2025                                    | KPI                                        |
|---------------------------------------------------------------------|--------------------------------------------|
| Study and control of invasive plants.                               | Surface area or quantity removed per year. |
| Use of native species (plants) in gardening.                        | Number of native species plant per year.   |
| Training and awareness of the workforce in protecting biodiversity. | Number of activities carried out.          |
| Compost from pruning and gardening wastes.                          | Kg or m³ of compost generated.             |
| Use water from air conditioning for irrigation.                     | Liters of water reuse.                     |

### BIODIVERSITY - CASTELSARRASIN

| Main Activities Defined for 2025                    | KPI                        |
|-----------------------------------------------------|----------------------------|
| Possibility of composting organic waste from meals. | Kg of composted generated. |

# SUSTAINABILITY REPORT 2024

CREATING  
CHANGE  
FOR A  
SUSTAINABLE  
FUTURE  
TOGETHER



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