SUSTAINABILITY REPORT 2025

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

aludium®
premium aluminium













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CEO LETTER

2025 was a year full of challenges for ALUDIUM. This year represented a substantial change in direction and policy. There has, however, been no change in our **firm commitment to sustainability matters.** It is a source of pride to lead the way, with the support and enthusiasm of our whole workforce, on the path we are following to build a better future. A path along which we progress towards a **low-carbon-emissions economy,** while strengthening **the commitment shown to workforce and our communities.**

In a world which now, more than ever, demands lasting solutions, ALUDIUM has for years based its business strategy on the strictest sustainability principles. In 2025 we **made significant investments** in technology, human resources, product innovation and process improvements. Our notable achievements include, I am delighted to announce, a **carbon footprint of 4.46 t CO_2/t Al, the lowest we have ever attained, thanks to an increase in recycling and energy efficiency and supply initiatives, along with the transition to renewable sources of energy.**

In social terms, **we have enhanced gender equality by implementing numerous actions linked to our Equality Plan, while also strengthening and boosting internal talent through the 2nd edition of 'ALUDIUM Talent Academy'.** We have meanwhile kept finding the talent we need to meet our challenges within our own workforce, making **internal promotion** a priority for the company. These efforts reflect our commitment to sustainable development and the **creation of social, economic and environmental value.**

The advances achieved in 2025 position us favorably to **speed up our progress over the coming years and remain at the forefront of sustainable development within the European aluminium industry.** It is thanks to these steps that we look ahead with belief and commitment to the **new sustainability goals for 2030,** which will be published in 2026 to build on those already in place. I invite you to explore this report and discover all our initiatives in greater depth, joining us on this journey, which we share with all our stakeholders, towards a more sustainable future.

JAVIER MACICIOR

ALUDIUM CEO.

OVERVIEW

OVERVIEW

2025: OUR BUSINESS IN NUMBERS



DIVERSE PRODUCT PORTFOLIO



COMPANY FINISHED PRODUCT CAPACITY







WE HAVE INCREASED THE AMOUNT OF SCRAP COLLECTED FROM OUR OWN CUSTOMERS BY 6% COMPARED TO THE PREVIOUS FISCAL YEAR

ALICANTE AND AMOREBIETA (SPAIN) AND CASTELSARRASIN (FRANCE)

3
PLANTS IN EUROPE

123,3 M €

INVESTMENTS BETWEEN 2015 & 2025

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.

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

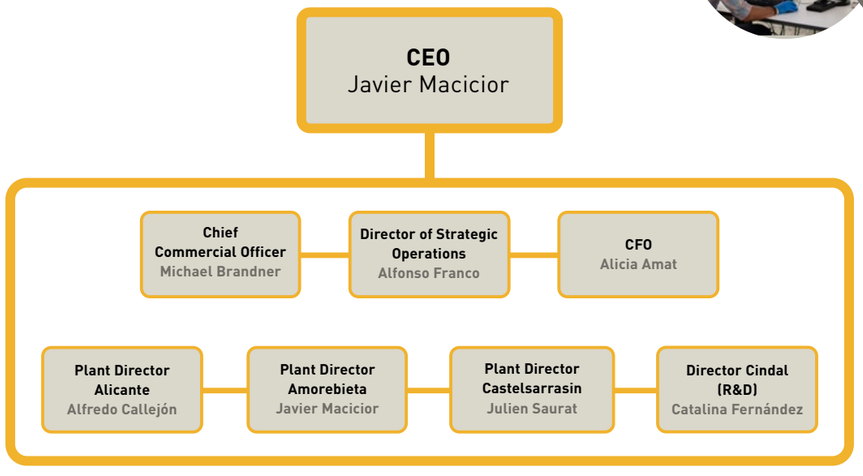


WHAT WE DO



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.



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.



OUR INNOVATIVE SOLUTIONS FOR BUILDING AND CONSTRUCTION

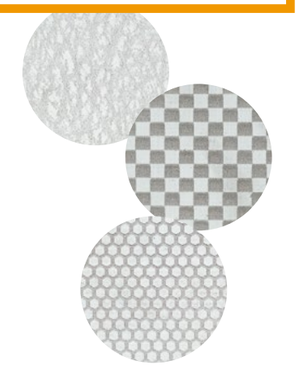
DECORANDUM® by Aludium

THE LIGHTWEIGHT ALTERNATIVE TO STAINLESS STEEL DEFINED PATTERNS.



TEXTURANDUM® by Aludium

DEFINED PATTERNS. INFINITE DESIGNS.



aludium® eco

Certified Carbon Footprint

GOVERNANCE

GOVERNANCE

ALUDIUM has a 60+ years of history in its communities and an established track record of Sustainability Leadership. Since 2016, ALUDIUM has invested significantly in its recycling and in environmental stewardship with certification from ASI and Ecovadis.

OUR SUSTAINABILITY JOURNEY

HISTORICAL

<2015

First Ecovadis certification in Castelsarrasin for selected customers

2015

JANUARY 2015:
ALUDIUM comienza a operar como empresa independiente

SEPTEMBER 2015:
Lanzamiento de iniciativas basadas en el reciclaje, Fase I

2016

SEPTEMBER 2016:
Puesta en marcha del horno rotativo en Amorebieta, DC4

MARCH 2016:
First Ecovadis certification in Amorebieta for selected customers

MARCH 2016:
Startup Multi Chamber Furnace, New Holder and increased Pit Capacity in Amorebieta, DC3

2018

DECEMBER 2018:
First Sustainability Report of ALUDIUM, base 2017

DECEMBER 2018:
Re-opening Alicante Casthouse, DC and CC

2019

DECEMBER 2019:
ASI Performance Standard certification for Amorebieta and Alicante

2020

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

SEPTEMBER 2020:
First Ecovadis certification in Alicante for selected customers

2021

JULY 2021:
Launch of Recycling based Initiatives Phase II

OCTOBER 2021:
Creation of the ALUDIUM Sustainability Council

2022

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

MARCH 2022:
Publication of the 'Sustainability Framework'

JUNE 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_2 /t Al Cradle to Gate, a 50% emissions reduction compared to 2018 levels (Scope 1, 2, and 3)

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

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

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

NOVEMBER 2022:
Creation of the ALUDIUM Women's Committee

2023

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

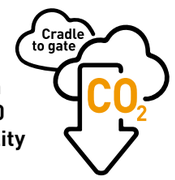
APRIL AND JULY 2023:
Castelsarrasin plant achieves the ASI Chain of Custody (CoC) standard and ASI Performance Standard (PS).

JUNE 2023:
Jupiter Aluminum completes the purchase of ALUDIUM

JUNE 2023:
Alicante casthouse expansion

2024

MARCH 2024:
Publication of the '2030 Sustainability Targets'



OCTOBER 2025:
ALUDIUM approves its new 'Plan for Equal Opportunities for Women and Men'



2025

Aludium renews its ASI Certifications (Performance Standard and Chain of Custody Standard) at its plants in Spain (Alicante and Amorebieta)

Aludium launches the low-emission AA5005 alloy

WE SPEED UP OUR ACTIVITY

GOVERNANCE

SUSTAINABILITY STRATEGIC PLAN

Climate Transition and People & Community are the pillars of our sustainable growth strategy. Within these pillars, we are focused on the nine themes where we see the most potential for impact.

PEOPLE & COMMUNITY

Establishing clear governance, partnerships and people programs to promote inclusive growth and well-being

SAFETY AT WORK
Systematically reducing safety incidents & creating a safer work environment

.

ENHANCED WELL-BEING & INCLUSION
Promote overall employee health & wellness, gender diversity and education

PROMOTE RECYCLING IN OUR COMMUNITIES
Partnership with local, nationaland European organizations to increase recycling rates.

ALUDIUM SUSTAINABILITY LEADERSHIP PROGRAM
Promoting purpose and leadership across the company

CLIMATE TRANSITION

Accelerating our investments in low-carbon products, production and supply chain, while increasing transparency

TRANSITION TO CLEAN ENERGY
Transition to 100% renewable electricity

INCREASE RECYCLING
Invest in new technology to expand recycling capacity and circular relationships with customers

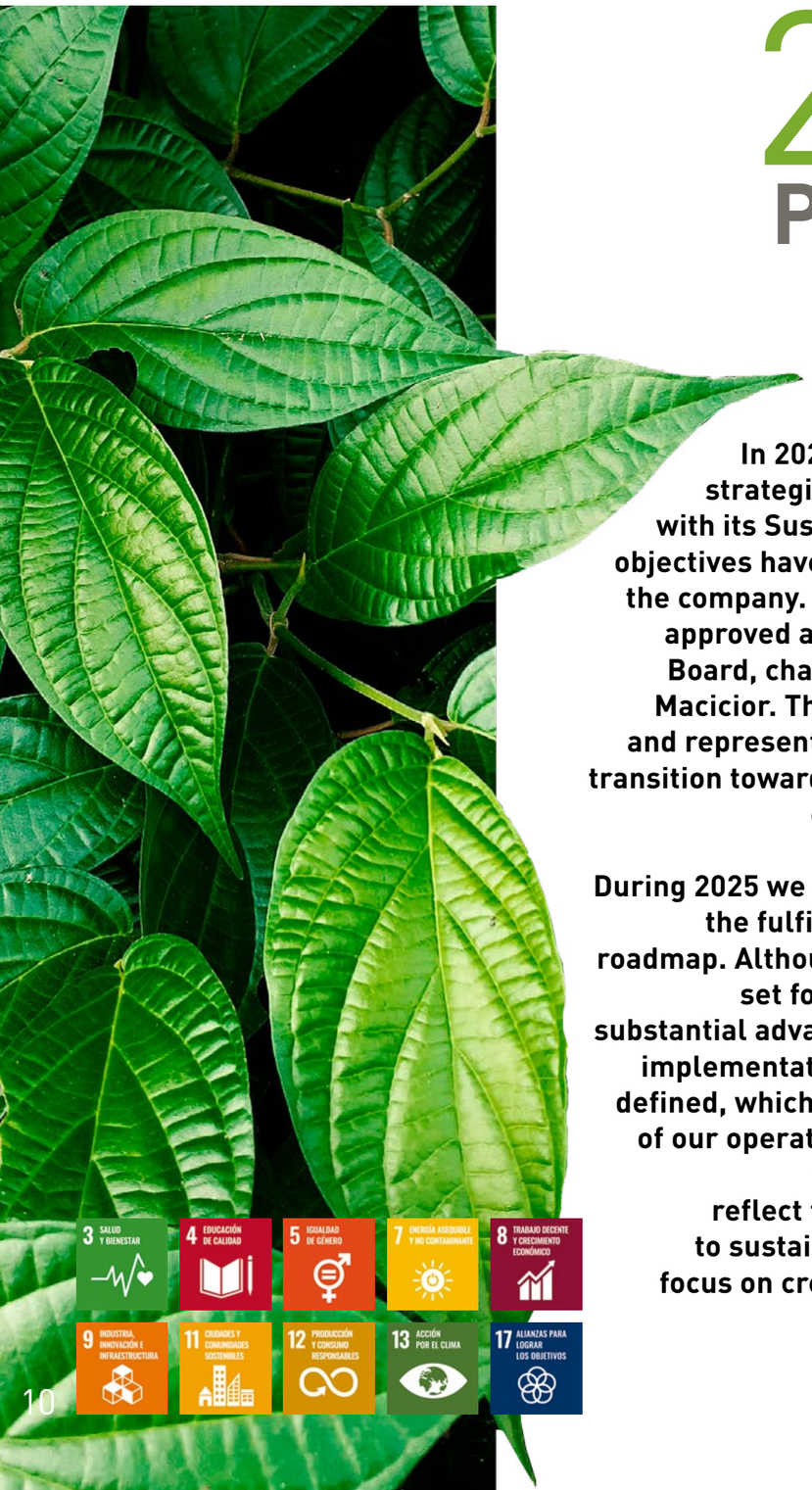
LOW-CARBON PRODUCT INNOVATION
Wider range of products based on recycling-friendly alloys including for specialty markets

ENVIRONMENTAL CERTIFICATION
Aluminium Stewardship Initiative (ASI) Performance & Chain of Custody in all sites

PROMOTE CARBON TRANSPARENCY
Change starts with clear, transparent emissions measurement and enhanced environmental partnership with suppliers. We have published in this report ALUDIUM Scope 1, 2 and 3 emissions



GOVERNANCE



2025 PROGRESS MADE

In 2022 ALUDIUM published nine strategic objectives for 2025 in line with its Sustainability Framework. The objectives have driven actions throughout the company. These initiatives have been approved and led by the Sustainability Board, chaired by Aludium CEO Javier Macicior. The objectives are ambitious, and represent significant progress in the transition towards a decarbonized, circular, equal and inclusive society.

During 2025 we continued working towards the fulfillment of our sustainability roadmap. Although not all of the objectives set for 2025 have been achieved, substantial advances have been seen in the implementation of the strategic strands defined, which will speed up the progress of our operational lines over the coming years. These achievements reflect the company's commitment to sustainable development and our focus on creating social, economic and environmental value.

CLIMATE TRANSITION TARGETS

1. Reduce Total ALUDIUM Carbon Emissions Intensity to Less than 4.5 t CO_2 /t Al Cradle to Gate, a 50% emissions reduction compared to 2018 levels (Scope 1, 2, and 3).

MILESTONE ACHIEVED:

• Increase in internally cast plates with a high percentage of recycled aluminium.
• Use of primary aluminium ingots with low emissions.
• Purchase of primary aluminium plates with low emissions.

2. Transition ALUDIUM to 100% Renewable-Sourced Electricity, more than 10x increase compared to 2018 levels.

MILESTONE ACHIEVED:

ALUDIUM currently sources more than three quarters of all its electricity from green energy, and is on the way to achieving 100% renewable electricity.

3. Increase Scrap Recycling to more than 200kt Per Year, a 100% increase compared to 2018 levels.

MILESTONE ACHIEVED:

ALUDIUM has the capacity to recycle 200,000 tonnes per year, representing 100% of the planned figure.

4. Increase Closed Loop Scrap Recycling with customers to a minimum of 15kt per year.

MILESTONE ACHIEVED:

We have increased scrap recycling in a closed cycle with our clients by 6% compared with 2024.

5. Offer Certified, Low-Carbon Products to support customers and end users reach their carbon reduction goals.

MILESTONE ACHIEVED:

Sales of ALUDIUM ECO (low carbon emissions product line) have increased 15% compared with 2024.

6. Maintain the Highest Industry Standard in Environmental Management Certifications.

MILESTONE ACHIEVED:

All ALUDIUM plants hold ASI Performance Standard and ASI Chain of Custody Standard certification.

PEOPLE & COMMUNITY TARGETS

7. Safety: We believe all workplace accidents are preventable. Target 0.51 Total Recordable Incident Rate.

MILESTONE ACHIEVED:

Safety communication project to achieve new levels of results in the field of safety.

[1] Per 200,000 hours worked

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:

Development of the Equal Opportunities for Women and Men Plan for Amorebieta and Alicante to overcome all the challenges faced by the company in gender matters.

9. Support our communities, by participating and/or organizing at least 3 volunteer events per year per plant.

MILESTONE ACHIEVED:

Over 30 events organized at the three plants, addressing topics which range from health through sports, the promotion of work-life balance and disability support and awareness, down to environmental cleaning initiatives.

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'.

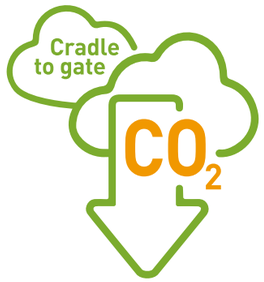
First, we are setting a new, ambitious target to further decrease our total company emissions per ton shipped to less than 3 tons of C02e per ton of Aluminium, more than 60% decrease since 2018 and among the lowest level of emissions available in the rolled product market. Of course, part of this strategy 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.

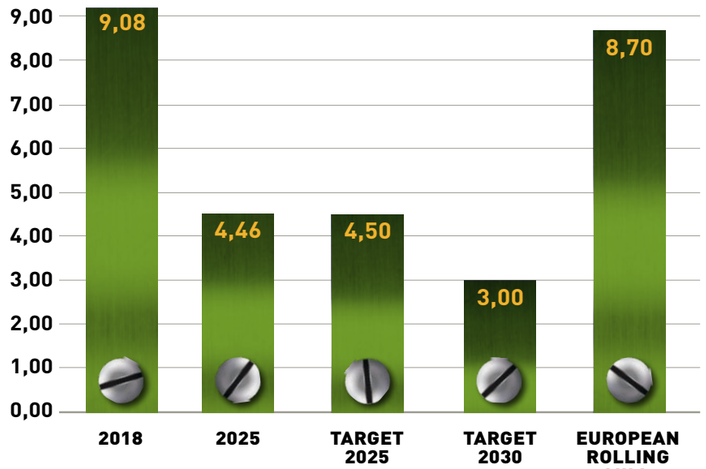
Second, we are setting a second ambitious target to reach higher levels of women representation in ALUDIUM, and especially in Senior & Technical roles. ALUDIUM already has a leading representation of Women in our industry, but we believe we must push further with actions to promote equality and promote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

1. Carbon footprint reduction

Our 2030 company emissions target is a 67 % decrease vs 2018, and represents among the lowest level of emissions available in the rolled product market.

Less than 3 tons of CO_2e emissions per ton of Aluminium delivered to our customers, cradle to gate.





Avg. European Rolling Mill based on 40% of recycling rate.

2. Gender equality

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





GOVERNANCE

DOUBLE MATERIALITY AT ALUDIUM

The purpose of the Double Materiality Study was to identify the most significant impacts, risks and opportunities (IROs) for Aludium, from both the impact perspective (how the company's activities affect the environment and society) and the financial perspective (how ESG factors could influence its performance and long-term value). This analysis represents an essential step on Aludium's path towards fulfillment of the CSRD Directive and European Sustainability Reporting Standards (ESRS).

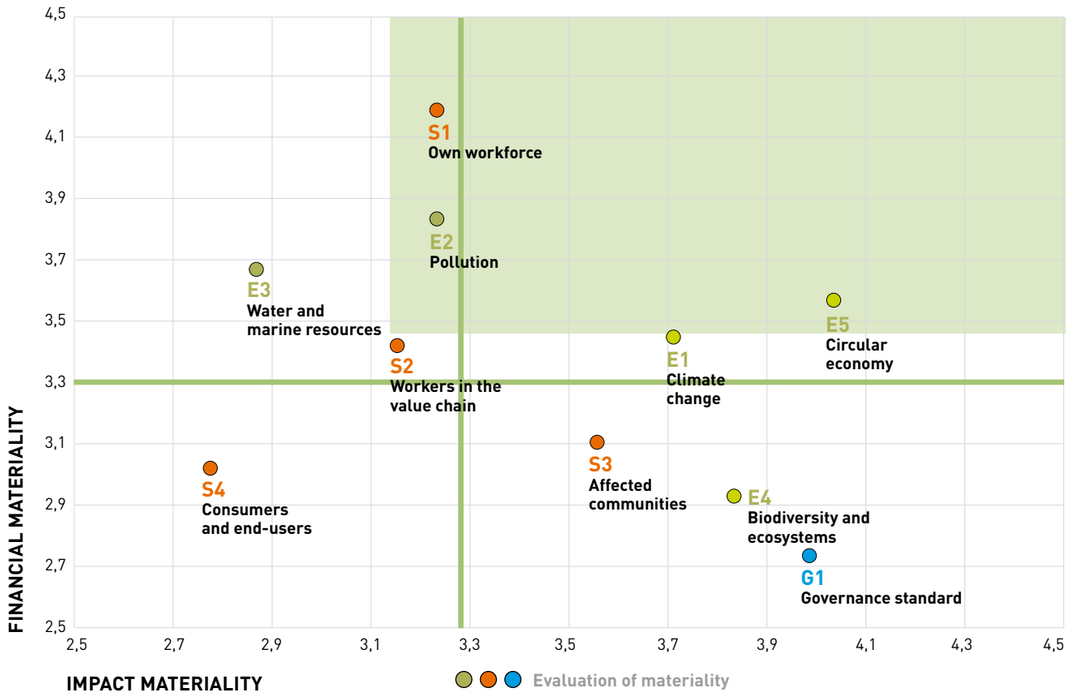
The project was undertaken in accordance with the EFRAG Double Materiality guidance and the ESRS criteria. A detailed analysis was conducted of the Aludium business model and value chain – from the supply of raw materials (upstream) to end use of the product (downstream) –, supplemented by sectoral benchmarking of the aluminium market.

The process involved a multidisciplinary internal committee, comprising the heads of Safety, Environment, Logistics, Finance, Human Resources, R&D, and also consultation of customers and external suppliers. This collaboration served to confirm the results of the analysis and obtain a representative and balanced view of relevant matters for Aludium and its environment.

The double materiality exercise allowed us to establish which sustainability indicators are most applicable and relevant for Aludium, giving a visual representation – in the following graphic – of the relative weight of each ESRS topic, according to the appraisals and surveys conducted. This analysis allowed us to identify the most significant material topics for the Group (3.3 is the materiality threshold), classified in accordance with the ESRS standards into three sustainability spheres: environmental, social and governance (ESG). These topics make up the basis on which Aludium will focus the development of future indicators and objectives in accordance with the CSRD Directive.



DOUBLE MATERIALITY AT ALUDIUM



*** SEE ATTACHED MATERIAL TOPICS TABLE**

In the environmental sphere, we would highlight topics linked to **climate change (E1)** – in particular mitigation and climate adaptation –, **pollution (E2),** water resource management (E3), **protection of biodiversity and ecosystems (E4),** and the **circular economy (E5),** focused on optimizing waste and taking advantage of recycled aluminium. In the social sphere we identified as priorities those topics concerning our own **workforce (S1)** – working conditions, health and safety, and work-life balance – and workers in the value **chain (S2)**, along with care for affected communities (S3) and **consumers and end-users (S4)**.

Within the governance strand (G1), aspects connected with corporate culture, anti-corruption and anti-bribery, transparency, training in ethical conduct and whistleblower protection proved material. These topics make up the basis on which Aludium will focus the development of future indicators and objectives in accordance with the CSRD Directive.

By linking these results to the company's ESG strategy, we determined the four most relevant and important topics, which will therefore be most heavily emphasized in the company's sustainability strategy, namely: topics concerning our **own workforce (S1)**, **pollution (E2),** topics linked to **climate change (E1)** and the **circular economy (E5)**, highlighting the last two as the company's two main sustainability strands.

The company is currently developing new objectives and projects for 2030 in line with the strategy drawn up following the double materiality study. These new objectives will be published next year, in 2026.



GOVERNANCE

CERTIFICATIONS: STRENGTHENING OUR ESG COMMITMENT

As part of our commitment to excellence at Aludium, we incorporate the highest and most prestigious international business standards into our performance. As part of this framework, we hold the most demanding and meaningful certifications in the sphere of sustainability, quality and safety, vouching for the robustness of our management and good governance systems.

In line with this commitment, **the Aludium plants in Alicante and Amorebieta successfully renewed in late 2025 their certifications from the Aluminium Stewardship Initiative (ASI): ASI Performance Standard and ASI Chain of Custody Standard.** Both plants have held ASI Performance Standard certification since December 2019 and ASI Chain of Custody (CoC) since January 2023. For its part, the Castelsarrasin plant has held both certifications since 2023 and will renew them in 2026.

The ASI certifications cover casthouse, hot rolling, cold rolling, finishing, administration and R&D. This re-certification, which is valid for three years, underpins our commitment to sustainable aluminium production throughout our value chain.

The Aluminium Stewardship Initiative (ASI) is a global non-profit certification organization which lays down rigorous standards. ASI brings together producers from the aluminium value chain, users and stakeholders, with a commitment to maximize the contribution made by aluminium towards a sustainable society.

All Aludium plants hold ASI Performance Standard (PS) and ASI Chain of Custody (CoC) Standard certification.

LEADERSHIP IN BUSINESS MANAGEMENT

In 2025 the Alicante and Amorebieta plans underwent certification audits for ISO 9001 (Quality Management), ISO 14001 (Environmental Management), **ISO 45001 (Health and Safety at Work), ISO 50001 (Energy Management) and IATF 16949 (Automotive Quality) with a positive outcome.**

The company furthermore develops and supplies **industrial** pressure equipment in accordance with the requirements of **Directive 2014/68/EU (the Pressure Equipment Directive, or PED),** in addition to the technical standards **AD 2000-Merkblatt W0 and EN 764-5. In 2025, the Alicante plant earned certification of its Quality Management System under the terms of this standard.**

The quality assurance system applied ensures compliance with European technical standards, and promotes **high standards of safety and industrial sustainability throughout the life-cycle of the equipment.** Our commitment to hold all certifications, in line with business excellence, vouches for the **responsible management of our production processes.**

OUR CERTIFICATIONS

AMOREBIETA

AENOR SEGURIDAD Y SALUD EN EL TRABAJO ISO 45001
AENOR CALIDAD EN AUTOMOCIÓN IATF 16949
AENOR GESTIÓN AMBIENTAL ISO 14001
AENOR GESTIÓN DE LA CALIDAD ISO 9001
AENOR GESTIÓN ENERGÉTICA ISO 50001
IQNET LTD
asi CERTIFIED PERFORMANCE ALUMINIUM-STEWARDSHIP.ORG
asi CERTIFIED CHAIN OF CUSTODY ALUMINIUM-STEWARDSHIP.ORG
ecovadis

ALICANTE

AENOR SEGURIDAD Y SALUD EN EL TRABAJO ISO 45001
AENOR CALIDAD EN AUTOMOCIÓN IATF 16949
AENOR GESTIÓN AMBIENTAL ISO 14001
AENOR GESTIÓN DE LA CALIDAD ISO 9001
AENOR GESTIÓN ENERGÉTICA ISO 50001
IQNET LTD
asi CERTIFIED PERFORMANCE ALUMINIUM-STEWARDSHIP.ORG
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ecovadis

CASTELSARRASIN

ISO 50001 DEKRA
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asi CERTIFIED CHAIN OF CUSTODY ALUMINIUM-STEWARDSHIP.ORG
ecovadis
bsi ISO 45001 Occupational Health and Safety Management CERTIFIED
bsi IATF 16949 Automotive Quality Management CERTIFIED
bsi ISO 9001 Quality Management Systems CERTIFIED
bsi ISO 14001 Environmental Management CERTIFIED

CASTELSARRASIN: SUSTAINABLE COMMITMENT

In 2025, our plant located in Castelsarrasin, France, **successfully renewed its certification under ISO 9001 (Quality Management), ISO 14001 (Environmental Management), ISO 45001 (Health and Safety at Work) and ISO 50001 (Energy Management),** reflecting the reliability of its management systems.

In line with this sustainable, committed performance, in 2025 our plant received **the gold medal in the EcoVadis sustainability ranking,** placing the firm among the **top 5% of companies for sustainability worldwide.** This recognition highlights our commitment to sustainability and value creation for our stakeholders through four key areas:

- Environment.
- Social and human rights.
- Ethics.
- Responsible purchasing.

Lastly, **the Castelsarrasin site was audited under standard ISO 26000, the international guide evaluating and integrating Corporate Social Responsibility (CSR) principles within an organization's strategy, governance and practices.** This audit represented one further step in our process of continuous improvement with a clear vision: produce increasingly sustainable aluminium in a working climate which respects people and the environment.





SOCIAL

SOCIAL

LEADERSHIP IN EQUAL OPPORTUNITIES AND NON-DISCRIMINATION

Aludium has a firm commitment to promote equal opportunities and non-discrimination as the shared foundation for its social and people management strategy. This commitment has been maintained over the years, as seen in the actions undertaken internally and externally on an annual basis, as well as the company's social policies and plans – Equal Opportunities for Women and Men Plan, Diversity and Inclusion Policy, Code of Conduct and Modern Slavery Policy – which guarantee equal treatment and opportunities and non-discrimination.

Through its Human Resources and EHS Policy, the company places the priority on promoting safe, respectful, healthy and diverse working environments, to foster the talents of our team. Our corporate culture is based on equal opportunities and non-discrimination, diversity, inclusion, risk prevention, safety and personal and professional growth. Every person counts, but a committed and motivated team drives our organization.

ALUDIUM RECEIVES RED CROSS AWARD FOR ITS EQUALITY EFFORTS AND COMMITMENT

Aludium's leadership in terms of gender diversity and inclusion bore fruit in 2025 with a prestigious accolade from the Red Cross for our work in equal opportunities for women and men. The award was handed out at the 16th Equality Board Day organized as part of the Red Cross Employment Plan for the province of Alicante. This notable distinction marked the culmination of our ambition to be seen as a social flagship in the communities where we operate.





During the awards ceremony, the charity emphasized three measures forming part of our **Aludium Equality Plan:**

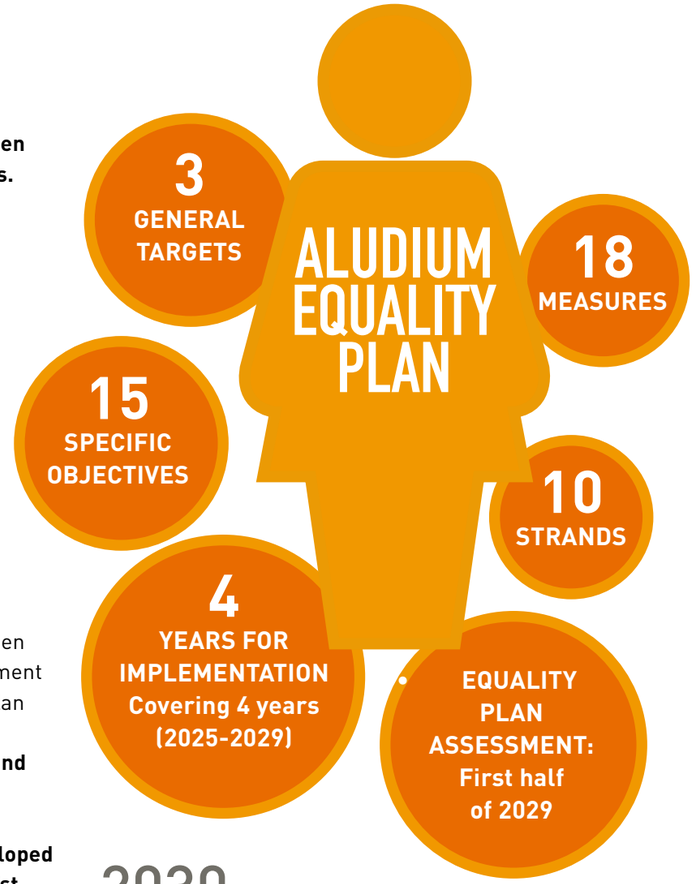
- **Positive action measures in the hiring of women workers at senior levels, groups and positions.**
- **Generation and yearly distribution of a guide to measures to balance work with personal and family life, and to encourage shared responsibility.**
- **Adaptation of the training platform to deliver quality training to the whole workforce.**

OUR GENDER ROADMAP: ALUDIUM EQUALITY PLAN

The current Aludium Equal Opportunities for Women and Men Plan, presented in late 2024, is a key element of our social and sustainable performance. This plan allows **Aludium to guarantee a workplace free of gender discrimination, and to consolidate a fair and inclusive environment for all our workforce.**

Various **measures of the Equality Plan were developed in 2025,** corresponding to the strands of **Non-Sexist Communication and Language, Prevention of Sexual and Gender-based Harassment, Training, Selection and Recruitment Process, as well as Professional Classification and Female Under-representation.**

At Aludium we design, develop and participate in initiatives or actions that have a direct positive on Sustainable Development Goal 5 (Gender Equality) organized both in-company and by our stakeholders, as well as the **recruitment and internal promotion of women in technical or managerial posts or with professional engineering profiles,** support for local women's sport, setting of **corporate targets to reduce the gender gap,** implementation and application of our Equality Plan, along with other schemes including outreach and **awareness of STEAM vocations among girls and teenagers.**



2030 SUSTAINABILITY TARGET

"Women should represent 20% of the overall Aludium workforce and hold 30% of technical and managerial posts"



SOCIAL

GOALS OF THE EQUALITY PLAN

GENERAL 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.

SPECIFIC GOALS

LINE 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 — 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 — 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 — 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 — TRAINING
- Provide training on equality to the entire workforce.
- Facilitate the reincorporation of people after leaves of absence.

LINE 6 — REMUNERATION
- Guarantee the principle of remunerative equality.

LINE 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 — PREVENTION OF SEXUAL AND GENDER-BASED HARRASSMENT
- Guarantee a safe work environment, free from situations of sexual or gender-based harassment.
- Raise awareness and inform the workforce about sexual and gender-based harassment.

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

LINE 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.
- Promote equal opportunities among men and women through the company's Communication Plan.

SOCIAL

ACTIONS UNDERTAKEN IN 2025

1 ALUDIUM PROMOTES WOMEN'S SPORTS IN ALICANTE AND BIZKAIA

One of Aludium's strategic focuses is to promote equality within society and spotlight women's sports. In line with this objective, the company continued to support the Aludium Lucentum women's basketball team as its main sponsor during 2024/2025 season. Alongside other initiatives, academic scholarships were granted to two Aludium Lucentum players, allowing them to combine their sport with their university studies. For the 2025/2026 season, Aludium Alicante renewed its sponsorship of the Lucentum women's team.

In addition to this partnership, Aludium has for the last two seasons (2024/2025 and 2025/2026) sponsored two Basque pelota and rugby sports clubs in Amorebieta-Etxano (Bizkaia). These are specifically the women's and men's Urgozo rugby club and the mixed team of the Lagun Onak Basque pelota club.





2 PROMOTING AND SPOTLIGHTING STEAM VOCATIONS

We encourage **STEAM (Science, Technology, Engineering, Architecture, Arts and Mathematics)** vocations among girls and teenagers, placing the focus on engineering to reduce the gender gap. Our lines of action are:

- Present female role models at Aludium through talks at elementary and high schools. 4 school visits took place in Alicante during 2025, while in Amorebieta a factory visit was held for Automation & Robotics Vocational Training and Mechatronic Engineering students from Mondragón University. These talks emphasized the inclusion of women in the industrial field.

- Alliances and collaboration in initiatives with our stakeholders, such as the STEAM Professorship at the UPV (Valencia Technical University).

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SOCIAL

3 3RD WOMEN'S WEEK

We promote gender equality within and beyond the company. To mark International Women's Day, Aludium organized the 3rd Aludium Women's Week. This awareness-raising campaign highlighted the role of women in society, sports and industry, and featured 7 external activities organized by Human Resources at our Alicante and Amorebieta sites, in collaboration with our stakeholders.

- Attendance at the Women's Gala organized by Alicante City Hall. .



- Gathering with the AIDAE (Amorebieta-Etxano Association for the Integration of People with Disability), entitled 'The City Sustains Life' in Amorebieta.



- 28 people, including both employees and relatives, involved in the Prosolia Alicante Women's Race.



- Aludium Amorebieta in attendance at the 'Women and Industry' day organized by FVEM, the Biscay Federation of Metal Companies, with the aim of raising the profile of female talent in the sector.



- Visit to the La Aneja school in Alicante to explain STEM professions to fourth-grade students, focusing on girls.
- Tribute to women's sports and all women in collaboration with Lucentum and the Aludium Lucentum women's basketball team.
- Showcase on Aludium Lucentum's female athletes through videos about them on social media.



4 OUTREACH AND AWARENESS-RAISING

- **World Days:** we undertake actions and communication campaigns coinciding with World Days linked to gender equality and STEAM vocations, such as International Day of Women and Girls in Science (February 11), International Women's Day (March 8), International Women in Engineering Day (June 23) and International Day for the Elimination of Violence against Women (November 25). We mark these dates by staging activities connected with women, either internally or in partnership with our stakeholders, and likewise join in UN campaigns to amplify their impact.





• In-company actions focused on the workforce to raise awareness of equality and gender violence:

- **Inspirational talk entitled 'Walking is Just a Verb' by Carmen Giménez, victim of gender violence, Paralympic athlete and Spanish adapted athletics champion in the 800 m, 100 m and 200 m categories.** This motivational awareness-raising session, organized with the Adecco Foundation, addressed gender violence, diversity and inclusion, and was held in late 2025 in Alicante for the entire workforce. Carmen Giménez suffered an incident of gender violence 15 years ago which changed her life forever. She has since then suffered a spinal injury which forces her to use a wheelchair.



5 ACTIVE LEADERSHIP

- **Communication and image with a gender perspective and non-sexist language.** All our communication materials, both textual and image-based, follow gender guidelines.

- **Women's health:** as part of the healthy company program 'Health Forever', the women at our plants in Alicante and Amorebieta were offered a voluntary gynecological examination in 2025. The campaign began in 2024 and ended this year.

- **Prevention of sexual and gender-based harassment.** ALUDIUM has in place a Sexual and Gender-based Harassment Prevention Protocol, drawn up with the support and approval of the workers' representatives.

- **Training and recruitment:**
  - Collaboration with vocational education and training (VET) institutions and universities in our regions to attract and hire women in the technical and engineering areas.
  - Recruitment and internal promotion of women for technical and managerial posts and those with professional engineering profiles.
  - Encourage female talent through training, with professional internships and bursaries intended for women.
  - Public-private partnerships to attract local female talent for technical positions at all plants.

SOCIAL

COMMITMENT TO...

DIVERSITY AND INCLUSION

We have brought about an inclusive and diverse corporate culture here at Aludium, based on respect for all. We promote equal opportunities and non-discrimination through our Diversity and Inclusion (DEI) Policy, which covers the entire workforce. This policy forms part of our Ethical Conduct, as set out in our Code of Conduct, and provides guidelines to foster a workplace free of discrimination, harassment and bias. We forbid any type of direct or indirect discrimination, harassment, bullying or other abusive practices.

HUMAN RIGHTS

Our commitment to ensure fulfillment of and respect for human and employment rights in all our operations and within our supply chain prompted us in 2025 to publish the **Aludium Modern Slavery Policy.** These regulations apply to all employees, contractors, suppliers and other stakeholders operating or collaborating with Aludium in any plant or country where the company is represented.

Our Compliance and Sustainability policies act as the framework to protect human rights, and are aligned with the UN Guiding Principles on Business and Human Rights. The company has a whistleblowing channel in place, serving as a mechanism to safeguard human rights.

Over the course of 2025, our whistleblowing channel, which is open to both employees and third parties, received one (1) complaint connected with an alleged breach of human rights. The complaint was analyzed in accordance with the internal procedure, the corresponding corrective measures were adopted, and preventive mechanisms reinforced where necessary.

Following analysis and review in accordance with the internal procedure, the corresponding corrective measures were adopted, and the applicable internal checks reinforced. No systemic impacts or additional structural risks resulting from the case were identified

INCLUSION AND DISABILITY

At Aludium we collaborate with non-profit organizations working to improve the integration of people with physical and learning disabilities, and to reduce inequality among people with different abilities. We would emphasize the partnerships with the Anilia (Alicante) and AIDAE (Bizkaia) associations, and the Adecco Foundation.

We promote and take part in initiatives intended to fulfill these goals, such as **procurement of services at our plants,** monetary contributions to such organizations, **events staged for our workforce and their families involving organizations working with vulnerable groups,** and the purchase of products made by these organizations for internal programs.

Other operational strands include the staging of **corporate volunteering** activities, where members of the **Human Resources team at the plants advise and interview people seeking employment from a position of vulnerability, to facilitate and assist in their occupational inclusion, and active participation in projects conducted by our stakeholders, such as the 'Lucentum North Zone' social project,** undertaken within the context of the agreement with Lucentum to promote the social inclusion of vulnerable groups through a basketball school in Alicante.



Activities undertaken in 2025:

- **Corporate volunteering: two actions.**
- **6th Employment Gathering for People with Disability,** organized by Alicante City Hall's Local Economic and Social Development Agency, 'Impulsalicante'.
- **Awareness-raising:** On World Autism Awareness Day.
- **Support for cultural and linguistic diversity:** in 2025 we launched our corporate website in French.



OUR LABOR FORCE

People are the driving heart of our company. Without people, there is no future or purpose. Which is why we prioritize our commitment to our labor force. The key objectives of the Human Resources strategy are to promote equal opportunities and the well-being of the workforce, and to incentivize professional development and employee commitment to the organization. The diversity of our team drives innovation, creativity and our leadership.

The most notable actions taken in 2025 on the basis of this commitment include:

- **We boost internal talent through training programs and genuine opportunities for growth.**
- **Fostering a corporate culture at our three plants.**

EDUCATION COMMUNITY

- **Alliances with universities and Vocational Education and Training institutions.**



- **Participation at job fairs.**



SOCIAL

HEALTH AND SAFETY: OUR HIGHEST PRIORITY



Safety is an inherent part of our operations, our corporate culture, and a strategic cornerstone of our sustainable management. We value human life and the well-being of our workers above all else, our priority being to provide them with safe and healthy working conditions. We believe that all incidents can be prevented, and focus our daily efforts on safety excellence to progress towards a 'Zero Accident' model.

TOWARDS EXCELLENCE IN SAFETY

Our commitment goes beyond regulatory compliance, and we provide our workforce with a safe, healthy, motivating and positive working climate, in line with the highest European social performance standards, the principles of the CSRD and European Sustainability Reporting Standards (ESRS). Achieving an incident-free workplace is the task of all members of the company, with each individual being responsible for their own well-being and that of their colleagues. This means that awareness-raising, continuous improvement, the strengthening of our safety culture and training in these areas are vital aspects incorporated within our strategy to achieve this goal.

We develop and implement healthy, diverse, safe, and stimulating environments

100% PLANTS

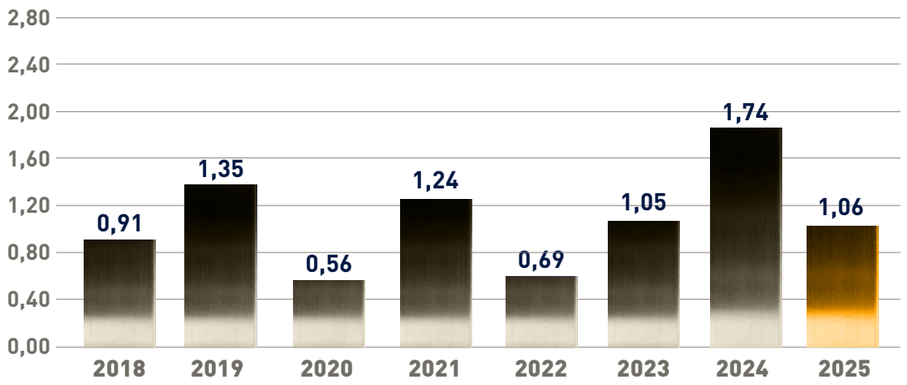
AENOR SEGURIDAD Y SALUD EN EL TRABAJO ISO 45001

bsi ISO 45001 Occupational Health and Safety Management CERTIFIED

IQNET LTD

FOCUS ON SAFETY

TRR REPORTED AS NUMBER OF INCIDENTS X 200,000 / HOURS WORKED



2025 SAFETY WEEK AND 2ND SUSTAINABILITY WEEK

ALUDIUM PROMOTES SAFETY AND SUSTAINABILITY CULTURE AMONG THE WORKFORCE THROUGH TWO PROGRAMS



At Aludium we create safe, responsible and healthy working climates. Aware of the need to foster health and safety, and to educate and raise awareness about caring for the environment, in 2025 we staged our Safety Week and 2nd Sustainability Week. Both programs were devised by the Environment, Health and Safety (EHS) and Human Resources Departments in Alicante and Amorebieta.

In line with our goals of protecting the health of our team and guaranteeing the highest occupational safety and risk prevention standards, to mark World Health and Safety at Work Day the company organized the '2025 Safety Week' **'2025 Safety Week'** conducting around a dozen activities at our plants.







Following the success of the first edition, Aludium organized the 2nd Sustainability Week with 11 activities. Environmental awareness and caring for biodiversity, support for the health and safety of the workforce, and the promotion of sports for a healthy lifestyle were among the areas on which the initiative focused.



SOCIAL

‘HEALTH FOREVER’ WELL-BEING PROGRAM

At Aludium we place people center-stage, caring for their health and safety above all. Within the sphere of occupational safety, risk prevention and the promotion of healthy lifestyles among our workforce constitute a priority element of our responsible management. The actions undertaken in this sphere form part of the **‘Health Forever’ healthy company program.** Since 2017, this initiative has formed part of the company’s commitment to create healthy working climates, the main aim being to ensure that **all members of the workforce are healthier, happier, more motivated and satisfied, by fulfilling all aspects of the WHO definition of health:**

“Health is a state of complete physical, mental and social well-being and not merely the absence of disease or infirmity”

During 2025, 11 activities were undertaken as part of this program at our plant in Alicante, and 10 in Amorebieta. Our focus on health and safety is based on **prevention, safety leadership and continuous improvement.** This commitment to excellence may be seen in the **permanent promotion of good practice,** as well as support for a **robust risk prevention culture,** shared by everyone who belongs to Aludium.

GOOD PRACTICE IN ALICANTE

HEALTH

- 3 blood donor campaigns with 50 donations.
- 3 family hiking routes (51 participants in all).
- Flu vaccination campaign with 100 people vaccinated.
- Cancer detection campaign:
  - 88 PSA tests (prostate cancer).
  - 4 FIT tests (bowel cancer).
- Promotion of health through sports:
  - 1 physical exercise session for beginners at the facilities.
  - Participation in fun runs:
    - NTT DATA Alicante Company Race with 24 runners.
    - Prosolia Alicante Women’s Race with 28 participants.
- Healthy Christmas recipe competition and other activities for the children of our workers.





SAFETY

- Training in CPR and use of the semi-automatic defibrillator.
- Suggestions campaign for any member of the workforce to help reduce risks.
- ‘2025 Stop Work Stories’ campaign, with 32 people receiving accolades, and a special award for 6 at the end of the year.
- Heat risk prevention campaigns in the summer season with talks about suitable diet, promotion of rest periods, monitoring of working areas...
- Working tools campaign, to improve tool handling and educe weight for ease of use, reducing e rgonomic risks.
- Safety leadership training for middle managers.
- ‘You aren’t as hard as metal’ advertising campaign.



GOOD PRACTICE IN AMOREBIETA

HEALTH

- 3 blood donor campaigns with 12 donations.



- Promotion of health through sports:
  - Bilbao-Bilbao International Cycle Tourism ride: 3 workers
  - 6th Santurce to Bilbao International Race: 7 workers
- Flu vaccination campaign with 60 people vaccinated.
- Inclusion of recommendations in the medical examination report for workers with high parameter levels (cholesterol, blood pressure, uric acid...). A total of 199 letters were handed out with recommendations about dietary habits, healthy lifestyles, smoking, ergonomic recommendations, as well as cardiovascular risk. 1,662 personalized risk prevention tips were provided in the conclusions.
- Review of canteen menus to encourage a healthy diet.
- Agreement with a psychological consultancy to assist workers volunteering for the service: 15 workers.
- Factory physiotherapy service: 629 sessions, 1,112 conditions treated.
- Dietary habit improvement program. 16 workers took part.
- Initiatives to control or eliminate ergonomic risk in some jobs and tasks in operational areas, such as casting, hot rolling, cold rolling, finishing and maintenance.
- Heat risk prevention campaigns in the summer season by applying preventive measures.
- Replacement of 10 diesel-engined forklift trucks with electric forklifts in the Rolling area.

SAFETY

- Employee suggestions campaign to reduce the risk of same-level falls and hand injuries: 131 suggestions.
- Stop Work Story campaign (stop work authority criteria), rewarding a total of 134 cases.
- Reduction in the magnitude of risk in 74 cases derived from risk assessment.
- Safety leadership training for middle managers.
- Emergency drill conducted to simulate the flooding of the River Ibaizabal close by the factory.

SOCIAL

DRIVING THE FUTURE FROM WITHIN: 2ND EDITION OF 'ALUDIUM TALENT ACADEMY'

Practically the whole of the second edition of the 'ALUDIUM Talent Academy' leadership program took place in 2025.

This initiative, which began in 2022, drives young in-house talent with the aim of retaining and developing such talent, and ensuring alignment with the long-term strategy and values of ALUDIUM. The second program, with 10 participants from different plants and departments and lasting 18 months, started up in October 2024 and ends in February 2026, with the presentation of the sustainability projects before the Works Council.

The main aim of 'ALUDIUM Talent Academy' is to **train the company's future leaders in essential skills and abilities to drive our business and position the company as a leader in innovation and sustainability.**

Building leadership, commitment and future from within

A commitment to developing future leaders is a strategic investment so as successfully to address present and coming challenges. It furthermore corroborates our commitment to equal opportunities and our sustainability policy, along with the promotion and strengthening of in-house talent. And these are not just empty words. The results of the first edition speak for themselves: practically **all the participants experienced vertical and horizontal movements within the company, providing freshness, commitment and transformative capacity.**



18 months with real impact

This strategic program, **headed by the Human Resources team, has once again demonstrated that a commitment to in-house talent represents a direct commitment to business results, without overlooking the increase in positive impact in social and environmental terms.** The initiatives undertaken, with a high technical level and outstanding content quality, have a clear focus on the foundry area and the main industrial challenges we currently face:

- **Sustainability and reduced carbon footprint.**
- **Optimization of the use and segregation of scrap to improve production costs.**
- **Application of Artificial Intelligence to predict the chemical composition in recipes.**
- **A Human Resources project with a transformative approach.**

Human Resources as a strategic engine

The appraisal given by the Human Resources team to the two editions can be summarized in just two words: pride and conviction. **Pride in the visible growth of each participant, and conviction that internal selection, support and structured development generate a direct impact on the organization.**

STRENGTHENING THE SAFETY CULTURE: SAFETY LEADERSHIP PROGRAM

Safety steers the way we reach decisions and is **integrated throughout our culture and daily operations.** To underpin our active commitment to risk prevention and safety, **in 2025 we implemented a Safety Leadership program involving more than 80 middle managers.**

The intervention focused on middle managers, addressing such key aspects as leadership, risk perception and the effective use of preventive tools. Adopting a practical, personalized approach focused on cultural change, we identified specific opportunities for improvement and laid the foundations for sustainable evolution in the field of health and safety.



ENVIRONMENT

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 the reality of this commitment to circularity: between 2018 and the end of 2025, we reduced our purchases of external aluminium slabs by more than half, increasing the amount of recycled aluminium used to manufacture our products from 36% in 2018, to 76% in 2024. The upward trend continued this year, with recycled aluminium amounting to 78%, two percentage points higher than the previous year.



ENVIRONMENT

ALUMINIUM RECYCLING AS A STRATEGIC BUILDING BLOCK

Aluminium recycling is the cornerstone of our environmental sustainability, and a key element in our double materiality approach in accordance with the Corporate Sustainability Reporting Directive (CSRD), both because of its positive environmental impact, and its financial and operational significance for the company.

Our business model is based on the circular economy as the driver of operational resilience and sustainable value creation in the short, medium and long terms. In turn, aluminium recycling is one of the key vectors of our decarbonization, making it the backbone of our strategy to fulfill our climate targets.





CONSOLIDATING OUR CIRCULARITY

In 2025 we continued with our strategic goal of increasing our recycling capacity to consolidate circularity in our production processes throughout our value chain. In 2025 we achieved **78% recycled aluminium to manufacture our products. This continued growth in recycling has registered an increase of 116% over the past seven years** (36% in 2018), demonstrating our commitment to environmental protection and sustainable innovation.

The rise this year is down to 2 factors:

- **18% increase in slabs cast at our casthouses by optimizing our selection of scrap, melting cycles and casting practices.**
- **Increase in the volume of closed-loop circuits with our clients thanks to new contracts.**



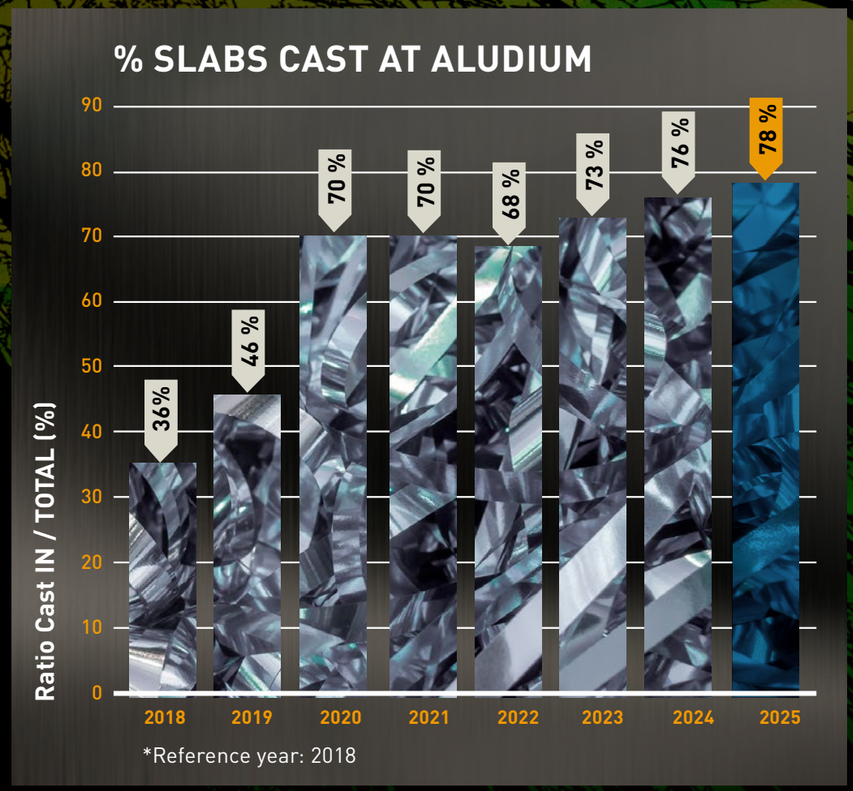
ALUDIUM ECO HAS GROWN THROUGH ‘CLOSED LOOP’, A NEW RANGE OF PURE AND LOW-EMISSIONS PRODUCTS, THANKS TO THEIR HIGH PERCENTAGE OF RECYCLED ALUMINIUM

At Aludium we believe in a circular pathway to lead the transition towards a sustainable and emissions-free future, generating change through the trust and collaboration of our stakeholders.

It is against this backdrop that **we spent 2025 working on the development of ‘Closed Loop’, a new range of innovative, pure products with a high percentage of recycled aluminium. This new range of alloys will form part of the Aludium ECO family. The first to be released to market will be the AA5657 alloy, used for cosmetic applications and also in automotive trim.**

The launch of ‘Closed Loop’, scheduled for late 2026, will consolidate our strategic goal of **promoting the circular economy in our production processes and products to achieve our climate goals and those of our clients.**

The new ‘Closed Loop’ products represent a key milestone in the pursuit of low-emissions solutions **(<1t CO_2/t Al shipped ‘without primary aluminium’) thanks to the use of genuine ‘Closed Loop’ recycling circuits with our clients.** The first-class treatments and practices of the High Purity unit installed at the company’s casthouse mean that **the metal in the AA5657 ‘Closed Loop’ alloy will be premium quality, since despite being secondary metal, it offers exactly the same performance characteristics as primary aluminium.**



ENVIRONMENT

ALUDIUM LAUNCHES THE AA5005 ALLOY, WIDELY USED IN BUILDINGS AND CONSTRUCTION, UNDER ITS ALUDIUM ECO SUSTAINABLE TRADEMARK

In 2025, we developed and marketed our AA5005 low-emissions alloy as part of the Aludium ECO family. Innovation focused on enabling aluminium recycling in increasingly complex products has **allowed us to reduce the carbon footprint of a great many products within our portfolio by at least 0.5t CO_2/t Al from production to sale.**

This major achievement is the result of the climate commitments established in our sustainability goals for 2025 and 2030, and it is in line with this responsibility that we are bringing the AA5005 alloy certification to market in all Aludium ECO categories: Aludium ECO 2.0, Aludium ECO 3.0, Aludium ECO 4.0 and Aludium ECO P7.



The AA5005 alloy is widely used in the **buildings and construction** sector, above all on façades, because of its **optimal corrosion resistance.** Meanwhile, its technical characteristics mean it is also used in other sectors, as it can be **anodized, and is a mid-strength alloy with excellent formability.**

Transparency forms part of our good governance and our commitment to our clients. Aludium accordingly works with **external certification bodies** for procedures both to calculate emissions and the percentage of **recycled aluminum, and also the carbon footprint of our products.**

aludium® eco 2.0 5005 | aludium® eco 3.0 5005 | aludium® eco 4.0 5005

aludium® eco

Certified Carbon Footprint

aludium® eco 4.0
(less than 4 tons CO_2 e/t Al)
54% Reduction in total CO_2 footprint vs market standard[1]

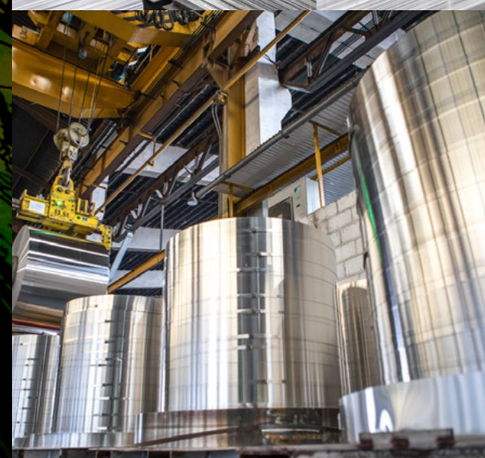
aludium® eco 2.0
(less than 2 tons CO_2 e/t Al)
77% Reduction in total CO_2 footprint vs market standard[1]

aludium® eco 3.0
(less than 3 tons CO_2 e/t Al)
66% Reduction in total CO_2 footprint vs market standard[1]

aludium® eco P7
(less than 7 tons CO_2 e/t Al)
53% Reduction in total CO_2 footprint vs market standard[2]

1 Avg. of European Rolling Mill based on 40% of recycling rate.
2 Avg. of European and non - European Origin Primary.





ENVIRONMENT

DRIVING LOW-CARBON ALUMINIUM AND RECYCLING AS THE LEVERS TO ACHIEVE FASTER DECARBONIZATION

At ALUDIUM we adopt measures to reduce the effects of climate change and adapt to unavoidable impacts in order to help limit the increase in global temperature to less than 1.5° C, as established in the Paris Agreement. We have since 2021 calculated our complete carbon footprint so we can reduce this and reach decisions to steer our operational and climate policy.

In 2025, ALUDIUM had a carbon footprint of 4.46 t CO_2/t Al from production to sale, representing a reduction of 4.62 t CO_2/t Al from production to sale compared with the baseline year (2018). This drop reflects **significant progress in the decarbonization of our operations and value chain,** as well as **our active commitment to sustainable development.**

This achievement was made possible this year thanks mainly to the **ongoing implementation of measures focused on reducing the climate impact of the aluminium used. Specifically, this year we registered:**

- **A lower proportion of primary aluminium slabs purchased from third parties compared with the previous year (22% in 2025 versus 24% in 2024).**
- **Increased purchasing of low-carbon primary aluminium, both slabs and ingots.**

These initiatives demonstrate how we integrate climate criteria in our purchasing decisions and manage our value chain.

The company has also surpassed the climate targets set for this year, achieving performance outstripping prior estimates. This particularly positive result predicts a favorable trajectory in bringing forward fulfillment of the climate targets set for 2030.



2025: CLIMATE TARGET FULFILLED

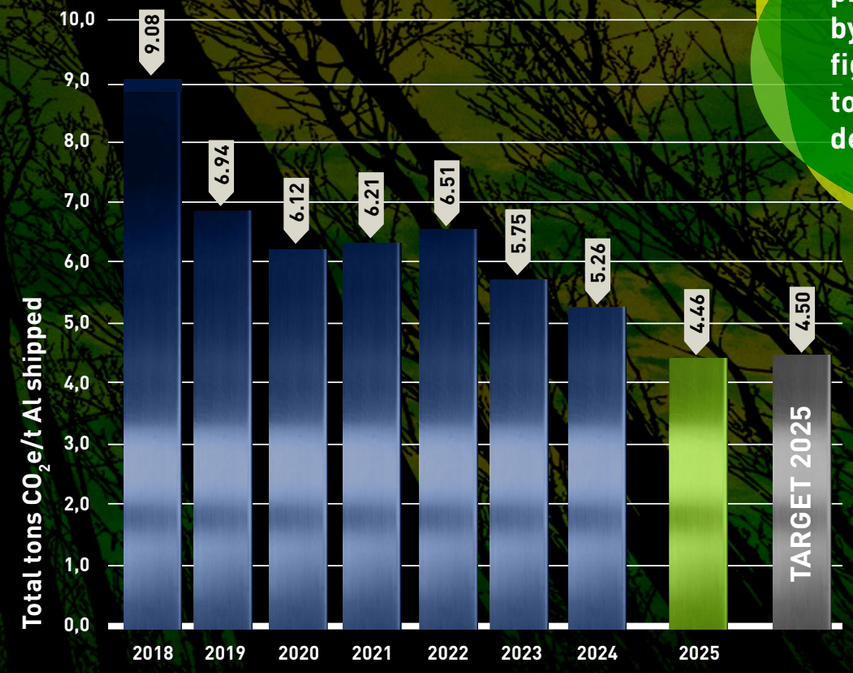
2025 TARGET: ≤4.50 T CO_2/T AL

2025 RESULT: 4.46 T CO_2/T AL

2030 TARGET: ≤3.00 T CO_2/T AL



EMISSIONS T CO_2 / T AL PER YEAR
ALUDIUM Carbon Footprint



We are very pleased with the significant progress represented by this year's emissions figure (4.46) compared to 2024 (5.26), as it has decreased by 0.8.

ENVIRONMENT

CHANGE IN GHG EMISSIONS

YEAR	SCOPE 1	SCOPE 2	SCOPE 3
2021	4.56%	3.16%	92.28%
2022	4.09%	2.94%	92.97%
2023	4.87%	4.04%	91.08%
2024	5.54%	5.13%	89.33%
2025	6.53%	1.39%	92.08%

SCOPE 1
Direct emissions:
6.53%

SCOPE 2
Indirect emissions (electricity):
1.39%
(80.90% renewable electricity)

In line with our decarbonization and integrity approach, we prioritize direct consumption of renewable energy. **In 2025, 80.90% of energy consumption at the company came from certified renewable sources.**

Within this percentage, 44% of the company's electrical consumption was supplied under the terms of a long-term Power Purchase Agreement (PPA) which has been in operation since July 1, 2024.

With regard to the remaining percentage (37%) of renewable origin, making up a total of 81% of electricity consumption, Aludium obtained electricity through Guarantees of Origin (GoO).

This approach is in line with the CSRD requirements. The information reported is subject to internal review processes and is verified by an independent third party.

SCOPE 3
Indirect emissions:
92.08%

In 2025, we continued our efforts to reduce the intensity of Scope 3 emissions. This overall improvement was made possible by four measures:
- Fewer primary plates.
- Plates with lower emissions.
- Increased use of prime, at the 2022 level.
- Prime with lower emissions.

PROJECT APPROVED IN 2025: HIGH-PURITY ALUMINIUM PRODUCTION TECHNOLOGY

All our pathways lead to excellence in innovation and the circular economy. This project reasserts our leading position in high-purity aluminium production, combining sustainability with the highest quality standards.

A contract was awarded in 2025 for the supply of a ball filter (DBF), to be fitted on the DC2 casting line at our plant in Amorebieta, Bizkaia.

This advanced filtration system will allow the production of high-purity aluminium alloys for the most demanding applications, including cosmetics, gloss anodized applications, and other premium products.

Our outlook = continue increasing our aluminium recycling capacity to reduce our carbon footprint until we achieve net zero.

COMMITMENTS TO REDUCE OUR CARBON FOOTPRINT

- **Continuous investment in recycling capacity.**
- **Increase renewable electricity consumption to 100%.**
- **Productivity and energy efficiency programs to reduce energy intensity.**
- **Purchasing of low-carbon-emissions primary aluminium.**
- **Promote the use of electric vehicles among the ALUDIUM workforce.**

PROJECT TO IMPROVE ENERGY EFFICIENCY IN ALUMINIUM PRODUCTION

A project was approved in 2025 at the Alicante plant with the aim of improving energy efficiency in the vertical DC casting at the Casthouse. The aim of this initiative is to replace old equipment with three new furnaces to achieve energy savings per unit produced. Following the replacement of the equipment and commissioning of the facility, we validate the reduction in consumption per ton of aluminium produced.

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 2025 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

WATER EMISSIONS

All monthly measurement results for 2025 lie within the limits set out in the AAI (Integrated Environmental Authorization).

The Alicante plant has continuous monitoring in place for pH and conductivity both at the point of final discharge and at intermediate discharge points, allowing it to maintain closer control of these parameters. Specific cleaning processes are also performed at the final discharge point, along with periodic inspections of the measurement sensors, allowing appropriate maintenance of the installation.

AIR EMISSIONS

All measurement results for 2025 lie within the limits set out in the AAI. With the installation and commissioning of the foundry fume plant in Alicante and the third foundry fume plant in Amorebieta, we have improved pollutant control and monitoring by means of continuous measurement of particles released into the atmosphere, allowing us to enhance the system and ensure early detection of any type of incident.

The rolling mill emissions points are fitted with retention systems allowing us to reduce the levels of atmospheric TOC emissions. The chemical treatment emissions points have gas scrubbers to minimize the impact of air emissions. These devices, and also the combustion equipment burners, are inspected periodically by maintenance staff to ensure they function properly.

CONTROL OF DRINKING WATER CONSUMPTION IN RESPONSE TO DROUGHT

Telemetry devices have been fitted to the various main meters and water-consuming machines (L95, PL60, L176, osmosis and southern lagoon). This is allowing greater data analysis and early detection of leaks or process changes.

Drip irrigation has been installed in 1 new zone, along with the reuse of 18,000 liters of surplus water from air-conditioning.

WASTE MANAGEMENT

One of the main objectives we are working on in order to seek out new waste managers and recirculation systems, is the management, minimization and reuse of the waste generated.

ENVIRONMENT





AMOREBIETA PLANT

WATER EMISSIONS

All monthly measurement results for 2025 lie within the limits set out in the AAI (Integrated Environmental Authorization).

AIR EMISSIONS

All measurement results for 2025 lie within the limits set out in the AAI. With the installation and commissioning of the third foundry fume plant, we have improved pollutant control and monitoring by means of continuous measurement of particles released into the atmosphere, allowing us to enhance the system and ensure early detection of any type of incident.

The rolling mill emissions points are fitted with retention systems allowing us to reduce the levels of atmospheric TOC emissions. The combustion equipment burners are likewise inspected to ensure they function properly.

WASTE MANAGEMENT

One of the main objectives we are working on in order to seek out new waste managers and recirculation systems, is the management, minimization and reuse of the waste generated.

The Amorebieta plant is to this end involved in two R&D projects entitled:

- **NUCEMAL Project,** focused on the development of new low-carbon concretes and cements offering high performance at early ages, making use of aluminium-rich waste.
- **KE-AL Project,** focused on studying the potential for reuse of fume dust generated during aluminium production at the foundry.

ACTIVITIES FORMING PART OF THE 2ND SUSTAINABILITY WEEK

CASTELSARRASIN PLANT

- Planting a shrub hedge.
- Switching to LED lighting for the site.
- Improvement of the photovoltaic panel power plant.
- Office renovation including thermal insulation.
- Heat recovery from the compressor to heat the eatching ligne bath wáter.
- Study and control of invasive plants.
- Donnation to a tree-planting association.
- Donnation to an association for the bird protection league.
- Installation of beehives in the woods belonging to the site.
- Selective mowing.
- Fill in wildlife traps.
- Label ISO 26000 obtain in 2025.

ANNEX

aludium®
premium aluminium

ANNEX

TOTAL WORKFORCE

	Alicante (Plant + ATP)	Amorebieta (Plant + ATP)	Castelsarrasin	HQ & Sales (AES)	TOTAL
Total Employees	310	486	52	12	860
Male Employees	250	402	42	9	703
Direct	153	252	26		431
Indirect +SGA+PAE+R&D	97	150	16	9	272
Female Employees	60	84	10	3	157
Direct	17	35	2		54
Indirect +SGA+PAE+R&D	43	49	8	3	103

On 31st December 2025

EMPLOYMENT BY AGE TOTAL

AGE RANK	MEN	WOMEN	TOTAL
20 to 24	13	1	14
25 to 29	28	5	33
30 to 34	49	9	58
35 to 39	55	21	76
40 to 44	110	30	140
45 to 49	181	47	228
50 to 54	145	29	174
55 to 59	96	10	106
60 to 64	25	5	30
65	1	0	1
TOTAL	703	157	860

AGE RANK	MEN	WOMEN	TOTAL
Directors	8	2	10
Managers	30	15	45
Technicians	76	53	129
Team Leader	41	3	44
Operator	548	84	632
TOTAL	703	157	860

20 to 29	MEN	WOMEN	TOTAL
Directors	0	0	0
Managers	0	0	0
Technicians	8	2	10
Team Leader	0	0	0
Operator	33	4	37
30 to 39			
Directors	0	0	0
Managers	3	3	6
Technicians	13	15	28
Team Leader	3	0	3
Operator	85	12	97
40 to 49			
Directors	4	1	5
Managers	10	3	13
Technicians	27	22	49
Team Leader	17	3	20
Operator	233	47	280
50 to 59			
Directors	3	0	3
Managers	12	9	21
Technicians	24	12	36
Team Leader	20	0	20
Operator	182	19	201
60 to 65			
Directors	1	1	2
Managers	5	0	5
Technicians	4	2	6
Team Leader	1	0	1
Operator	15	2	17
TOTAL	703	157	860

SAFETY PERFORMANCE BY PLANT

ALICANTE

2025 EHS Investments in Alicante

Alicante EHS 2025 main investments	Cost (K€)
Risk assesment RFA + preventive planification actions	150
Floor repair RFA	30
Fire protection systems	135
L95 machine guarding	95
TOTAL	410

AMOREBIETA

2025 EHS Investments in Amorebieta

Amorebieta EHS 2025 main investments	Cost (K€)
Risk Assessment RFA (several risks in Operations area: fall at different level, moving elements, etc)	80
Cranes & Hoists Machine Guarding	80
Mobile Equipment improvement (cameras and antibumping systems)	50
Roofs improvements in Molten Metal areas	90
Improvements to underground water pipes in the diesel fuel pump area	30
Fire protection systems in Rolling areas (Cold Mill)	25
TOTAL	345

CASTELSARRASIN

2025 EHS Investments in Castelsarrasin

Castelsarrasin EHS 2025 main investments	Cost (K€)
Revamping Achard	10
Refurbishment of soda tank	35
setting up a social worker	6
Refurbishment of office	25
TOTAL	76

ANNEX

SAFETY PERFORMANCE BY PLANT

Evolution of the main investments of Alicante (EHS)

Alicante EHS main investments	Cost (K€)						
	2025	2024	2023	2022	2021	2020	2019
Investments	410	483	275	345	236	160	160

Evolution of the main investments of Amorebieta (EHS)

Amorebieta EHS main investments	Cost (K€)						
	2025	2024	2023	2022	2021	2020	2019
Investments	345	345	440	539	285	80	136

Evolution of the main investments of Castel (EHS)

Castelsarrasin EHS main investments	Cost (K€)						
	2025	2024	2023	2022	2021	2020	2019
Investments	76	38	106	17	90	-	-

Safety Statistics Alicante

Year	TIR	TRR	LWDR
2025	2,99	1,00	0
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 Amorebieta

Year	TIR	TRR	LWDR
2025	4,89	0,98	0,20
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 Castelsarrasin

Year	TIR	TRR	LWDR
2025	11,53	2,88	2,88
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 ALUDIUM

Year	TIR	TRR	LWDR
2025	4,49	1,06	0,24
2024	5,11	1,74	0,23
2023	4,41	0,88	0,37
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

	2025 (tons.)	2024 (tons.)	2023 (tons.)	2022 (tons.)	2021 (tons.)	2020 (tons.)	2019 (tons.)
Alicante	6.008,43	4.504,30	2.514,20	2.999,90	2.694,20	2.138,80	1.342,16
Amorebieta	13.965,00	14.223,20	13.463,50	18.511,00	15.942,90	11.931,20	10.983,30
Castelsarrasin	295	561	176	247	519	410	305

Dross recycled per plant

	2025 (tons.)	2024 (tons.)	2023 (tons.)	2022 (tons.)	2021 (tons.)	2020 (tons.)	2019 (tons.)
Alicante	2346.20	1.597,13	952,65	1.154,22	1.018,23	822,20	205,42
Amorebieta	10.734.048	8.580,40	6.644,70	16.610,00	13.707,40	14.949,60	8.260,40
Castelsarrasin	0	0	0	0	0	0	0

Environmental significant spills incident and remediation actions

	2025 (tons.)	2024	2023	2022	2021	2020	2019
Alicante	0	0	0	2	1	0	0
Amorebieta	0	0	0	1	0	0	0
Castelsarrasin	0	0	0	0	0	0	0

Non compliance and liabilities (ASI 3.2 significant finds and sanctions)

	2025 (tons.)	2024	2023	2022	2021	2020	2019
Alicante	0	0	2	0	3	0	0
Amorebieta	0	0	1	2	0	0	0
Castelsarrasin	0	0	0	0	0	0	0

ANNEX

WASTE MANAGEMENT

2025 AMOREBIETA	Tons
Hazardous waste (total)	15.484
Hazardous waste recicled	13.484
Hazardous waste to special landfill	2.000
Non-hazardous waste (total)	648
Non-hazardous waste recycled	481
Non-hazardous waste to landfill	167
Waste to incineration	0

2025 ALICANTE	Tons
Hazardous waste (total)	6.024
Hazardous waste recicled	5.075
Hazardous waste to special landfill	948
Non-hazardous waste (total)	952
Non-hazardous waste recycled	933
Non-hazardous waste to landfill	19
Waste to incineration	0

2025 CASTELSARRASIN	Tons
Hazardous waste (total)	668
Hazardous waste recicled	138
Hazardous waste to special landfill	0
Non-hazardous waste (total)	120
Non-hazardous waste recycled	19
Non-hazardous waste to landfill	70
Waste to incineration	30

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

AMOREBIETA	2025	2024	2023	2022	2021	2020	2019	2018
Hazardous waste (total)	15.484	15.637	14.420	19.663	17.683	14.548	10.687	10.527
Hazardous waste recicled	13.484	13.713	12.970	17.825	15.942	11.147	9.543	9.358
Hazardous waste to special landfill	2.000	1.924	1.449	1.838	1.740	1.488	1.143	1.168
Non-hazardous waste (total)	648	662	606	837	1.084	955	4.694	5.067
Non-hazardous waste recycled	481	509	493	686	879	783	1.439	2.942
Non-hazardous waste to landfill	167	152	113	124	205	171	3.254	2.125
Waste to incineration	0	0	0	27	0	0	0	0

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

ALICANTE	2025	2024	2023	2022	2021	2020	2019	2018
Hazardous waste (total)	6.024	3.532	1.528	1.753	1.551	1.217	460	283
Hazardous waste recicled	5.075	2.979	1.195	1.752	1.550	1.216	459	228
Hazardous waste to special landfill	948	552	333	0	0	0	0	55.408
Non-hazardous waste (total)	952	1.601	1.355	1.363	1.179	1.166	1.407	1.704
Non-hazardous waste recycled	933	1.524	1.319	1.191	1.143	922	882	852
Non-hazardous waste to landfill	19	76	36	172	35	244	525	851
Waste to incineration	0	0	0	0	0	0	1.166	0

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

CASTELSARRASIN	2025	2024	2023	2022	2021	2020	2019	2018
Hazardous waste (total)	668	614	553	440	247	120	98	52
Hazardous waste recicled	138	468	49	82	125	14	-	-
Hazardous waste to special landfill	0	147	504	358	122	106	98	52
Non-hazardous waste (total)	120	119	150	208	305	290	193	160
Non-hazardous waste recycled	19	93	127	165	249	157	193	165
Non-hazardous waste to landfill	70	-	-	-	-	85	-	-
Waste to incineration	30	26	23	43	56	48	44	40

ANNEX

WATER MANAGEMENT - IN CUBIC METRES

ALICANTE 2025	
Water from public network (m^3)	89.715
Water from public network (m^3/ton)	0,93
Water consumption 2025 targets (m^3/ton)	0,90
Surface water use (m^3)	0,0

ALICANTE	2025	2024	2023	2022	2021	2020	2019	2018
Water from public network (m^3)	89.715	71.924	65.143	68.199	61.207	59.653	68.912	72.736
Surface water use (m^3)	0,0	0,0	0,0	0,0	0,0	0,0	0,0	0,0

Comments: The increase of water consumption is due to a change in the mix production. In 2025 the production increased in the machines that perform surface treatments on aluminum strips and in the Cast House, that are the main points of water consumption.

AMOREBIETA 2025	
Water from public network (m^3)	34.478
Water from public network (m^3/ton)	0,17
Water consumption 2025 targets (m^3/ton)	0,0
Surface water use (m^3)	65.490
Surface water use (m^3/ton)	0,33

AMOREBIETA	2025	2024	2023	2022	2021	2020	2019	2018
Water from public network (m^3)	34.478	33.959	33.274	36.200	45.446	29.509	52.592	35.712
Surface water use (m^3)	65.490	59.125	56.214	73.534	68.541	53.782	31.664	51.478

Comments: There was an increase in total annual production, and the summer of 2025 was particularly hot, even more so than that of 2024.

CASTELSARRASIN 2025	
Water from public network (m^3)	10.760
Water from public network (m^3/ton)	2,50
Water consumption 2025 targets (m^3/ton)	2,18
Surface water use (m^3)	-

CASTELSARRASIN	2025	2024	2023	2022	2021	2020	2019	2018
Water from public network (m^3)	10.760	9.297	7.818	7.311	4.107	586	219	768
Surface water use (m^3)	-	-	329	381	11,0	11,0	17,0	15,0

Comments: Increase in total annual production.

AIR EMISSIONS

ALICANTE (IN METRIC TONS)	2025	2024	2023	2022	2021	2020	2019	2018
Air emission NOx	116,0	59,4	17,6	6,4	19,9	18,5*	10,1	1,3
Air emission SO_2					2,2	2,5	2,8	0,5
Air emission (particulates)	0,3	0,2	0,3	0,5	0,6	0,5	0,5	0,1

AMOREBIETA (IN METRIC TONS)	2025	2024	2023	2022	2021	2020	2019	2018
Air emission NOx	24,3	19,4	19,6	35,4	31,2	46,8*	36,3	72,0
Air emission SO_2			0,3	0,4	1,7	2,1	2,0	1,5
Air emission (particulates)	2,2	2,2	1,3	2,3	3,5	5,9	5,4	6,0

TOTAL (IN METRIC TONS)	2025	2024	2023	2022	2021	2020	2019	2018
Air emission NOx	140,3	78,8	37,2	41,8	51,1	0,0	46,4	73,3
Air emission SO_2	0,0	0,0	0,3	0,4	3,9	4,6	4,8	2,0
Air emission (particulates)	2,5	2,4	1,6	2,8	4,1	6,4	5,9	6,1

CASTELSARRASIN (COVNM TONS)	2025	2024	2023	2022	2021	2020	2019	2018
	3,6	6,7	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					
	2025	2024	2023	2022	2021	2020	2025	2024	2023	2022	2021	2020	2025	2024	2023	2022	2021	2020
Electricity	0,98	0,97	0,86	0,84	0,83	0,81	0,89	0,93	0,93	0,78	0,77	0,85	0,09	0,04	-0,07	0,06	0,05	-0,04
Gas	0,16	0,18	0,18	0,18	0,23	0,72	0,14	0,16	0,19	0,16	0,17	0,62	0,02	0,02	-0,01	0,02	0,06	0,10

AMOREBIETA

	Target (MWh/T) (1)						(MWh/T) (2)						Saving					
	2025	2024	2023	2022	2021	2020	2025	2024	2023	2022	2021	2020	2025	2024	2023	2022	2021	2020
Electricity	0,43	0,43	0,43	0,37	0,40	0,43	0,42	0,45	0,47	0,40	0,42	0,46	0,01	-0,02	-0,04	-0,03	-0,02	-0,03
Gas	0,43	0,46	0,51	0,36	0,42	1,05	0,46	0,47	0,48	0,42	0,43	1,28	-0,03	-0,01	0,03	-0,06	-0,01	-0,23

CASTELSARRASIN

	Target (MWh/T) (1)						(MWh/T) (2)						Saving					
	2025	2024	2023	2022	2021	2020	2025	2024	2023	2022	2021	2020	2025	2024	2023	2022	2021	2020
Electricity	0,63	0,48	0,48	0,54	0,54	0,60	0,62	0,61	0,66	0,53	0,51	0,56	0,01	-0,13	-0,18	0,01	0,03	0,04
Gas	0,45	0,26	0,26	0,42	0,42	0,45	0,50	0,43	0,38	0,31	0,36	0,44	-0,05	-0,17	-0,12	0,11	0,06	0,01

ENERGY TARGETS

AMOREBIETA

CASTHOUSE	Target (MWh/T)	2025 (MWh/T)
Electricity	0,06	0,06
Gas	0,71	0,80

HOT MILL	Target (MWh/T)	2025 (MWh/T)
Electricity	0,13	0,14
Gas	0,27	0,29

COLD MILL	Target (MWh/T)	2025 (MWh/T)
Electricity	0,22	0,22
Gas	0,12	0,13

FINISHING	Target (MWh/T)	2025 (MWh/T)
Electricity	0,03	0,03
Gas	0,00	0,00

GENERAL SERVICES	Target (MWh/T)	2025 (MWh/T)
Electricity	0,04	0,05
Gas	0,02	0,02

ALICANTE

CASTHOUSE	Target (MWh/T)	2025 (MWh/T)
Electricity	0,05	0,04
Gas	0,98	0,90

COLD MILL	Target (MWh/T)	2025 (MWh/T)
Electricity	0,76	0,64
Gas	0,03	0,03

GENERAL SERVICES	Target (MWh/T)	2025 (MWh/T)
Electricity	0,15	0,15
Gas	-	-

ANNEX

ENERGY TARGETS

CASTELSARRASIN

ROLLING MILL	Target (MWh/T)	2025 (MWh/T)
Electricity	0,25	0,24
Gas	0,21	0,22

GENERAL SERVICES	Target (MWh/T)	2025 (MWh/T)
Electricity	0,39	0,38
Gas	0,34	0,27

ENERGY USE (2018-2025)

MWH/T

YEAR	ALICANTE	AMOREBIETA	CASTELSARRASIN
2025	1,65	1,56	1,84
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 (2018-2025)

CASTHOUSE GAS CONSUMPTION (Nm³/TON CAST)

AMOREBIETA

Month – 2025	CH Gas Consumption/ton
January	83,37
February	77,10
March	76,12
April	76,04
May	73,54
June	75,92
July	75,96
August	87,07
September	75,01
October	77,72
November	77,26
December	75,94
2025 Total	76,90

ALICANTE

Month – 2025	CH Gas Consumption/ton
January	79,73
February	70,49
March	71,72
April	77,83
May	76,87
June	76,29
July	77,47
August	79,53
September	78,32
October	83,83
November	77,89
December	72,28
2025 Total	76,84

CASTHOUSE GAS CONSUMPTION 2018- 2025 - (Nm³/TON CAST)

AMOREBIETA

Year	CH Gas Consumption/ton
2025	76,90
2024	73,00
2023	72,00
2022	75,15
2021	78,44
2020	73,00
2019	78,00
2018	75,00

ALICANTE

Year	CH Gas Consumption/ton
2025	76,84
2024	89,54
2023	96,43
2022	91,87
2021	106,45
2020	138,00
2019	187,00
2018	0,00

ANNEX

LEADING INDICATORS

		ALICANTE			AMOREBIETA			TOTAL 2023	TOTAL 2024	TOTAL 2025
		2023	2024	2025	2023	2024	2025	2023	2024	2025
Audits	External audits	8	8	9	3	3	5	11	11	14
	Internal audits/inspections	25	27	28	70	66	57	95	93	85
Emergency Plan	Emergency exercises carried out	2	1	1	1	1	1	3	2	2
Machine Guarding	Number of equipments certificated	5	2	5	34	31	46	39	33	51
Contractors Management	Number of documents managed (checked, authorized, etc) in Contractors management online platform	16.206	16.021	15.605	52.660	53.376	54.419	68.866	69.397	70.024
	Contractors training on EHS Rules (number of contractors)	681	620	392	477	655	768	1.158	1.275	1.160
	Contractors Audits or Coordination meetings	5	4	5	7	20	16	12	24	21
HS Risk Assessment	Risks assessments carried out or updated	95	205	273	151	181	129	246	386	402
	Hygienic risk assessment carried out (sampling campaings)	3	7	6	7	6	8	10	13	14
	Tasks ergonomic assessment carried out	22	27	36	34	39	32	56	66	68
	Ergonomic cases closed	2	3	2	5	5	6	7	8	8
	SIF-Potential cases closed (Fatal & Serious Injury Potential cases)	29	14	10	6	16	16	35	30	26
	Risk assessment number of risks closed (Magnitude of Risk≥4)	0	0	2	0	0	0	0	0	2
	Risk assessment number of risks closed (Magnitude of Risk 3)	20	15	13	65	37	29	85	52	42
	Risk assessment number of risks closed (Magnitude of Risk 2)	9	36	16	212	277	228	221	313	244
	Actions closed	66	141	183	140	150	101	206	291	284
EHS action plan	Actions identified and classified by priority from 1 to 5	584	642	735	1.111	1.131	1.129	1.695	1.773	1.864
	Coordination meetings with Operation Departments for open actions closing follow-up	0	1	9	51	52	46	51	53	55
Suggestions Campaigns	Suggestion Campaignes launched	2	2	1	2	2	2	4	4	3
	Actions closed	36	15	7	0	29	33	36	44	40
HP	Safety contacts (pre task brief and observation + IFES)	2.513	2.756	2.603				2.513	2.756	2.603
	Tasks audits				187	188	164	187	188	164
	Stop stories	23	29	32		26	135	23	55	167
Medical Department	Workers medical examination according to job (medical surveillance)	313	305	325	543	532	495	856	837	820
	Workers medical consultations	469	444	888	1.083	1.104	1.917	1.552	1.548	2.805

ANNEX

BIODIVERSITY - 2025 ACTIONS

BIODIVERSITY - AMOREBIETA

Main Activities Defined for 2025	KPI	Comments
Training and awareness of the workforce in protecting biodiversity.	Number of activities carried out.	Activities executed mainly during II Sustainability Week awareness.
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.	Second year of the project underway with the waste manager and the research entity.
Project for hazardous waste salt dross generation reduction, harmful to biodiversity.	Ton waste/ton production.	Success in salt dross waste reduction as expected according to project.
Project for hazardous waste dirt lime generation reduction, harmful to biodiversity.	Ton waste/ton production.	The reduction was not achieved due to a new waste-generating process: new PTH5.
Project for hazardous waste oily water from cold rolling filtering reduction, harmful to biodiversity	Ton waste/ton production.	Success in oily water waste reduction as expected according to project.

BIODIVERSITY - ALICANTE

Main Activities Defined for 2025	KPI	Comments
Study and control of invasive plants.	Surface area or quantity removed per year.	Aproximatly 240 m^2 and 214 units of invasive plants have been removed.
Use of native species (plants) in gardening.	Number of native species plant per year.	40 plants of 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 TPM near canyon area. Bird Houses Awards for children".
Compost from pruning and gardening wastes.	Kg or m^3 of compost generated.	We have done compost from our own pruning and gardening waste to reuse it in our gardens. Aproximatly 7m^3 of compost have been generated.
Use water from air conditioning for irrigation.	Liters of water reuse.	18.000 liters of water from air conditioning have been use for irrigation.

BIODIVERSITY - CASTELSARRASIN

Main Activities Defined for 2025	KPI	Comments
Planting a shrub hedge.	140 shrubs.	50% achived (70 shrubs planted).
Study and control of invasive plants.	Surface area or quantity removed per year.	Aproximatly 10% of suface.
Fill in wildlife traps.	100% filled.	100% filled.
Selective mowing.	100% surface completed.	Surface area completed 100% over two interventions within the year.

ANNEX

BIODIVERSITY - 2026 TARGETS

BIODIVERSITY - AMOREBIETA

Main Activities Defined for 2026	KPI
Training and awareness of the workforce in protecting biodiversity.	Number of activities carried out (try sustainability week).
Continuation of three-year R&D&I project (2024, 2025 and 2026) for the recycling of hazardous waste dirty lime.	% of progress in the project.
Initiated three-year R&D&I project (2025, 2026 and 2027) for the recycling of hazardous waste salt dross.	% of progress in the project.

BIODIVERSITY - ALICANTE

Main Activities Defined for 2026	KPI
Study and control of invasive plants.	Surface area or quantity removed per year.
Use of native species (plants) in gardening.	240 number of native species plant per year.
Training and awareness of the workforce in protecting biodiversity.	Number of activities carried out. (1).
Compost from pruning and gardening wastes.	Kg or m^3 of compost generated.
Use water from air conditioning for irrigation.	18.000 liters of water reuse.

BIODIVERSITY - CASTELSARRASIN

Main Activities Defined for 2026	KPI
Planting a shrub hedge.	70 shrubs.
Study and control of invasive plants.	100% of surface.

ANNEX

MATERIAL TOPICS ALUDIUM

ESRS Topic	ESRS Sub-topic	ESRS Sub-subtopic
E1 Climate change	Climate change adaptation	
	Climate change mitigation	
	Energy	
E2 Pollution	Pollution of air	
	Pollution of water	
	Substances of concern	
	Substances of very high concern	
E3 Water and marine resources	Water	Water consumption
		Water discharges
E4 Biodiversity and ecosystems	Direct impact drivers of biodiversity loss	Pollution
	Impacts on the extent and condition of ecosystems	Land degradation
E5 Circular economy	Resources inflows, including resource use	
	Waste	
G1 Business conduct	Corporate Culture	
	Corruption and bribery	Incidents
		Prevention and detection including training
	Protection of whistleblowers	
S1 Own workforce	Equal treatment and opportunities for all	Gender equality and equal pay for work of equal value
		Measures against violence and harassment in the workplace
		Training and skills development
	Other work-related rights	Privacy
	Working conditions	Adequate wages
		Collective bargaining, including rate of workers covered by collective agreements
		Health and safety
		Social dialogue
		Working time
		Work-life balance
S2 Workers in the value chain	Equal treatment and opportunities for all	Diversity
		Gender equality and equal pay for work of equal value
		Measures against violence and harassment in the workplace
		Training and skills development
	Other work-related rights	Child labour
		Forced labour
		Privacy
	Working conditions	Adequate wages
		Collective bargaining
		Freedom of association, including the existence of work councils
		Health and safety
		Secure employment
S3 Affected communities	Communities' civil and political rights	Impacts on human rights defenders

SUSTAINABILITY REPORT 2025

CREATING CHANGE FOR A SUSTAINABLE FUTURE TOGETHER

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