ALUMAN S.A.
ALUMINIUM SLUGS MANUFACTURING

SUSTAINABILITY REPORT 2024

GRI Standards:

This report has been prepared in reference to GRI Standards: CORE OPTION
To make it easier to locate a topic, there is a summary table of GRI codes on page 95, where one can match the GRI code of a topic with the page where that specific topic can be found.

Important Notice:
The notation used for numeric separators in this sustainability report follows the standard convention, with a period (.) acting as the thousands separator and a comma (,) acting as the decimal separator.

Statement on sustainable development strategy (GRI2-22)

As the Board of Directors of ALUMAN S.A., we present our sustainable development strategy and performance for the 2024 financial year, reaffirming our commitment to embedding environmental, social, and governance excellence into our core corporate governance and manufacturing operations. Operating within an increasingly demanding global and European regulatory landscape, we recognize that long-term industrial resilience requires a rigorous, proactive approach to managing our impacts, risks, and opportunities. Our business model continues to evolve, structurally aligning our commercial success as an international aluminum producer with robust environmental stewardship, social responsibility, and uncompromising corporate ethics.

During 2024, our strategic focus on decarbonization and energy transition yielded substantial advancements across our operational footprint. Following the completion of our new rooftop photovoltaic system installation in April 2024, electricity production from self-generated renewable sources reached 19% of our total consumption by the end of the year, a milestone that directly advances our contribution to an affordable and clean energy industrial matrix.This initiative, combined with ongoing energy efficiency optimizations at the plant level, allowed us to achieve a 22,7 % reduction in our Scope 1 and Scope 2 emissions intensity, down to 0,37 tCO2e per metric ton of product. This performance significantly exceeded our short-term reduction target of 15%, demonstrating tangible, data-driven progress toward global climate action goals.

In parallel, our commitment to advancing the circular economy was demonstrated through enhanced material efficiency and resource preservation, anchoring our operations within responsible production and consumption frameworks. We maximized our utilization of aluminum scrap to 5.122 tons during the reporting period, a strategic choice that fundamentally lowers the embedded carbon footprint of our circular manufacturing cycles. Furthermore, out of the 1.229 tons of industrial waste generated across our processes—representing a waste intensity of 30,27 kg per ton of product—we maintained a 100% recycling rate. By successfully diverting all process waste from landfills, we have reinforced closed-loopindustrial practices and resource efficiency.

Our strategy also balances these operational successes with a transparent evaluation of our persistent supply chain and resource challenges. In terms of water stewardship, our consumption intensity reached 0,81 m^3 per metric ton, representing a 11 % year-on-year increase(intensity) . This development requires our immediate focus, and we are currently

designing targeted conservation metrics to ensure stricter alignment with clean water management principles. Additionally, in our upstream value chain, we faced structural constraints regarding the global market availability and procurement of low-carbon primary aluminum. These market bottlenecks hindered our broader value chain reduction goals and contributed to an increase in our Scope 3 emissions intensity to 9,92 tCO2e per ton of product, underlining the industry-wide complexities of managing indirect emissions within the international metallurgical sector.

From a social and governance perspective, the Board continues to prioritize the safety, development, and well-being of our workforce as foundational elements of sustainable economic growth. We successfully maintained a secure, high-standard working environment with zero major health and safety incidents, fulfilling our corporate duties in alignment with rigorous occupational safety standards. To sustain this performance and foster a proactive culture of compliance, we implemented comprehensive training programs covering environmental management, energy efficiency, quality systems, occupational health, and ethical practices. These educational initiatives involved all organizational tiers—from production line personnel and new hires supported by experienced mentors, to management and Board members—facilitating effective knowledge transfer and supporting a culture of lifelong learning.

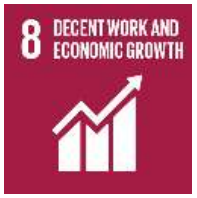
Looking forward, the Board of Directors remains focused on executing our long-term strategic roadmap toward 2030 and our ultimate ambition of net-zero emissions by 2050. This decarbonization pathway directly supports the European Green Deal, the Paris Agreement targets to limit global warming to 1.5°C, and the specific emission reduction mandates established under national climate legislation. We are actively planning for further grid decarbonization, deeper value chain collaboration, and the eventual phase-out of fossil fuels within our thermal production processes. By structurally anchoring these climate and sustainability priorities into our capital allocation and day-to-day management practices, we ensure that ALUMAN S.A. remains resilient, fully compliant, and capable of delivering sustainable, long-term value for our shareholders, partners, and wider society.

Board of Directors


1 NO POVERTY
2 ZERO HUNGER
3 GOOD HEALTH AND WELL-BEING
4 QUALITY EDUCATION
5 GENDER EQUALITY
6 CLEAN WATER AND SANITATION
7 AFFORDABLE AND CLEAN ENERGY
8 DECENT WORK AND ECONOMIC GROWTH
9 INDUSTRY, INNOVATION AND INFRASTRUCTURE
10 REDUCED INEQUALITIES
11 SUSTAINABLE CITIES AND COMMUNITIES
THE GLOBAL GOALS
For Sustainable Development
12 RESPONSIBLE CONSUMPTION AND PRODUCTION
13 CLIMATE ACTION
14 LIFE BELOW WATER
15 LIFE ON LAND
16 PEACE AND JUSTICE STRONG INSTITUTIONS
17 PARTNERSHIPS FOR THE GOALS

To effectively track progress toward the Sustainable Development Goals (SDGs), we leverage both SDG targets and Global Reporting Initiative (GRI) indicators. Below is an enhanced table that includes these linkages, focusing on material topics such as climate change, health and safety, waste management, workers' rights, and ethical management. The results, as well as the company's targets, are available on the website **aluman.gr/sustainability**

SDG Alignment	Category	Initiative	SDG Targets	GRI Indicators	Rationale	SDG
SDG 3: Good Health and Well-being	Health and Safety at Work	Implementing comprehensive health and safety protocols in accordance with ISO 45001. Ensuring a safe working environment for all employees, including contractors and the public.	3.9: Reduce deaths and illnesses from hazardous chemicals and pollution.	GRI 403-1, GRI 403-2	Prioritizing health and safety reduces workplace risks and supports employee well-being. ISO 45001 ensures a structured approach to OH&S management.	
	Management of Dangerous Substances	Proper management of hazardous substances.	3.9: Reduce deaths and illnesses from hazardous chemicals and pollution.	GRI 306-2	Proper management protects both human health and the environment.	
SDG 4: Quality Education	Employee Training	Providing regular training to enhance skills.	4.4: Increase the number of youth and adults who have relevant skills for employment.	GRI 404-1	Supporting skill development aligns with quality education goals.	
SDG 6: Clean Water and Sanitation	Water Management	Efficient water management practices.	6.4: Increase water-use efficiency across all sectors.	GRI 303-1, GRI 303-2	Supports sustainable water use and reduces environmental impact.	

SDG 7: Affordable and Clean Energy	Energy Management	Implementing ISO 50001 for energy management. Transitioning to renewable energy sources, including the installation of a photovoltaic system to generate 20% of electricity from renewables, and reducing greenhouse gas emissions.	7.2: Increase substantially the share of renewable energy in the global energy mix. 7.3: Double the global rate of improvement in energy efficiency by 2030.	GRI 302-1, GRI 302-4, GRI 305-1, GRI 305-2, GRI 305-3	ISO 50001 supports energy efficiency and renewable energy adoption, aligning with SDG 7. The photovoltaic system enhances our renewable energy portfolio.	
SDG 8: Decent Work and Economic Growth	Health and Safety at Work	Ensuring a safe working environment for all employees, including contractors and the public. Implementing comprehensive health and safety protocols in accordance with ISO 45001.	8.8: Protect labor rights and promote safe and secure working environments.	GRI 403-1, GRI 403-2	Prioritizing health and safety reduces workplace risks and supports employee well-being.	
	Ethical Management and Legal Compliance	Adoption of a code of conduct for all employees and members of the Board of Directors. Conducting annual assessments to identify and evaluate risks and opportunities.	8.5: Achieve full and productive employment and decent work for all women and men. 8.8: Protect labor rights and promote safe and secure working environments.	GRI 401-1, GRI 402-1	Promoting decent work conditions fosters economic growth and social stability. The code of conduct ensures respect for human rights and labor rights. Regular risk assessments support decent work conditions and economic stability.	
	Sustainable Supply Chain Management	Adoption of a supplier code of conduct for all suppliers. Conducting annual assessments to identify opportunities for sustainable practices.	8.5: Achieve full and productive employment and decent work for all women and men.	GRI 308-1,	ASI certification promotes responsible sourcing and decent work conditions throughout the supply chain. Regular assessments support sustainable supply chain management.	

SDG 12: Responsible Consumption and Production	Management of Dangerous Substances	Proper management of hazardous substances.	12.4: Achieve the environmentally sound management of chemicals and all wastes throughout their life cycle.	GRI 306-2	Proper management protects both human health and the environment.	
	Waste Management	Implementing effective waste management practices, including recycling.	12.5: Substantially reduce waste generation through prevention, reduction, recycling, and reuse.	GRI 306-2, GRI 306-3	Reducing waste supports responsible consumption patterns.	
	Circular Economy Practices	Increasing the use of post-consumer and post-industrial scrap aluminum. Conducting annual assessments to identify opportunities for sustainable practices.	12.2: Achieve sustainable management and efficient use of natural resources. 12.5: Substantially reduce waste generation through prevention, reduction, recycling, and reuse.	GRI 301-1, GRI 306-2	Enhancing circular economy practices through recycling supports responsible consumption patterns. Regular assessments support sustainable practices.	
	Sustainable Supply Chain Management	Ensuring sustainability through ASI Performance Standard certification. Conducting annual assessments to identify opportunities for sustainable practices.	12.2: Achieve sustainable management and efficient use of natural resources.	GRI 308-1,	Certification ensures sustainable practices throughout the supply chain, supporting responsible consumption patterns. Regular assessments support sustainable supply chain management.	

SDG 13: Climate Action	Climate Change and Energy Management	Transitioning to renewable energy sources and reducing greenhouse gas emissions. Implementing ISO 50001 for energy efficiency. Conducting annual assessments to identify climate-related risks and opportunities.	13.2: Integrate climate change measures into national policies, strategies, and planning.	GRI 302-1 GRI 302-4, GRI 305-1, GRI 305-2, GRI 305-3	ALUMAN's commitment to renewable energy and GHG reduction supports global efforts to combat climate change. ISO 50001 enhances energy efficiency, reducing emissions.	
	Circular Economy Practices	Increasing the use of recycled aluminum. Conducting annual assessments to identify opportunities for sustainable practices.	13.3: Improve education, awareness-raising and human and institutional capacity on climate change mitigation, adaptation, impact reduction and early warning.	GRI 301-1, GRI 306-2 (indirectly relevant)	Enhancing circular economy practices can indirectly support climate action by reducing energy consumption and emissions associated with raw material extraction and processing. Regular assessments support sustainable practices.	
SDG 16: Peace, Justice, and Strong Institutions	Ethical Management and Legal Compliance	Maintaining high ethical standards through a code of conduct. Prohibiting corruption and ensuring legal compliance. Conducting annual assessments to promote transparency and accountability.	16.5: Substantially reduce corruption and bribery in all their forms.	GRI 205-1, GRI 205-2	Ethical practices prevent corruption and ensure legal compliance, supporting strong institutional practices. Regular risk assessments promote transparency and accountability.	

Awards

For more than 4 decades, ALUMAN has been one of the most awarded companies in its field. Coveted, reputable and numerous, our awards are an acknowledgement of our people's hard work, commitment to excellence and a manifestation of the company's positive public and industry image. Please, see the chronological list of our awards below:

1980 Hermes National Export Award, Athens Chamber of Commerce & Industry

1997 Hermes National Export Award, Athens Chamber of Commerce & Industry, Winners for the 2nd time

2013 3rd Prize of the prestigious Greek Exports Award, Industrial Exporting Company category

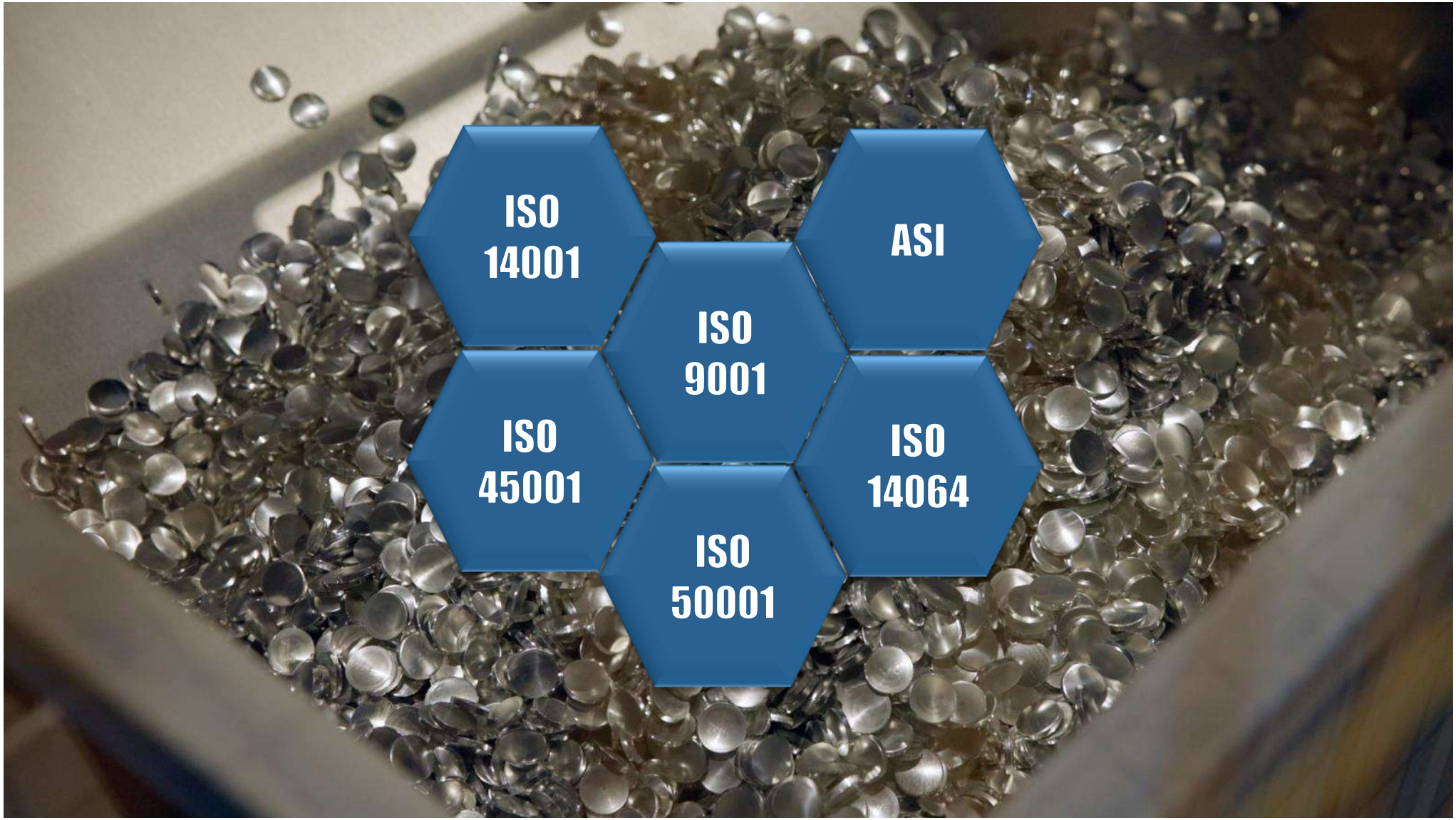
2017 Creative Greece Award for Exports & Extroversion

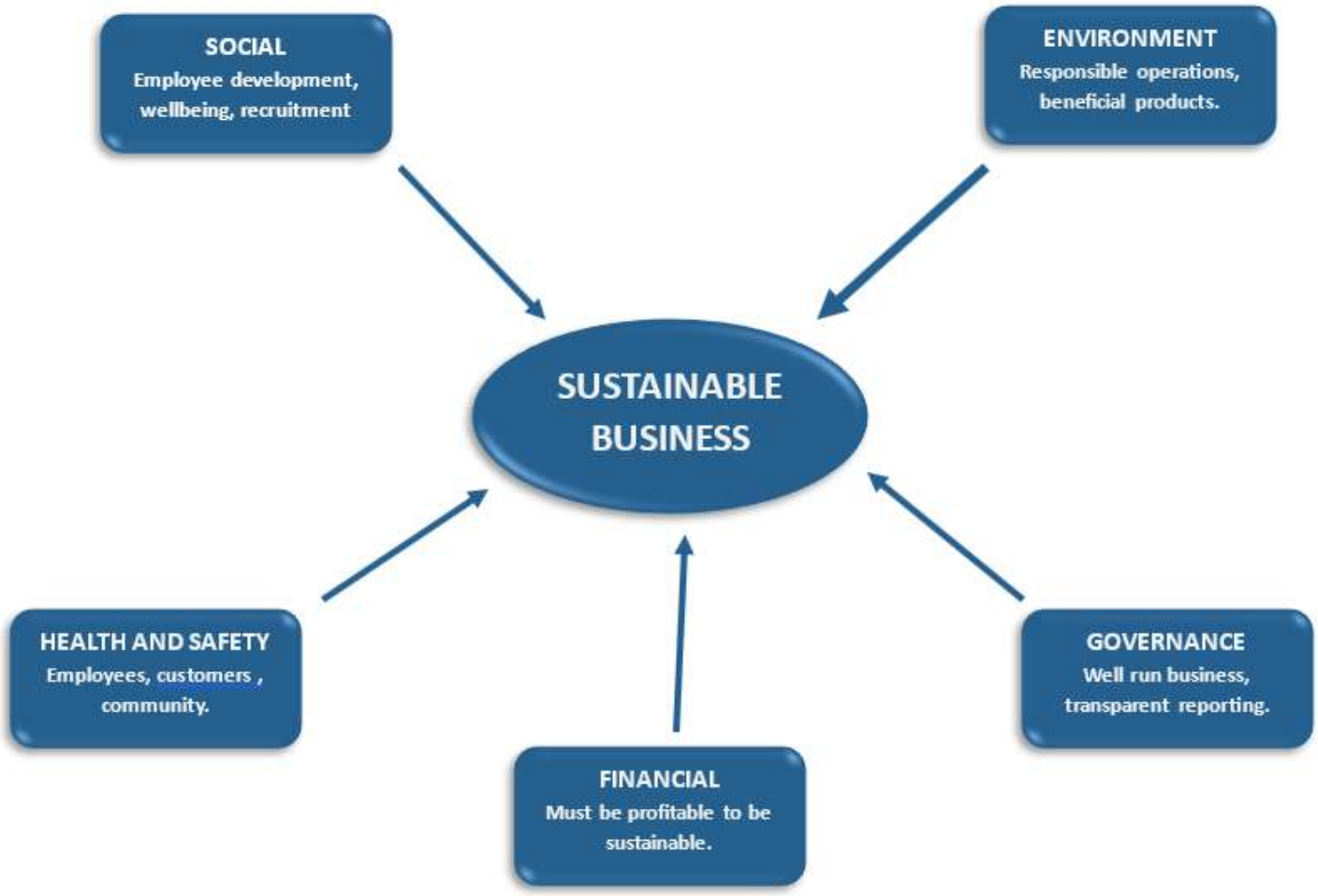
2018 Creative Greece Award for Exports & Extroversion, 2nd time winners

2021 Intertek Achievement Award for Workplace Conditions

2023 2nd Prize of the Greek Exports Award 2023, Top Industrial Exporting Company category

CERTIFICATIONS




SOCIAL
Employee development, wellbeing, recruitment
ENVIRONMENT
Responsible operations, beneficial products.
SUSTAINABLE BUSINESS
HEALTH AND SAFETY
Employees, customers , community.
FINANCIAL
Must be profitable to be sustainable.
GOVERNANCE
Well run business, transparent reporting.

ALUMAN S.A.
ALUMINIUM SLUGS MANUFACTURING

Sustainability Report 2024

GRI 2: GENERAL DISCLOSURES

THE ORGANIZATION AND ITS REPORTING PRACTICES

Disclosure Requirements	Information	GRI
Organizational details, Entities included in the organization's sustainability reporting, Reporting period, frequency and contact point , Restatements of information , External assurance	ALUMAN S.A. operates as a leading global manufacturer of high-purity aluminum slugs and discs, structured as a Société Anonyme (S.A.) and operating as a family-owned business incorporated in Greece. The company maintains its corporate headquarters at 3 Merlin Street in Athens and runs its industrial production facility at the 56th km of the Athens-Lamia National Road in Inofyta, Viotia. This infrastructure supports an extensive international export network focused on Europe and Turkey, alongside ongoing commercial expansion into the Americas, the Middle East, and Africa. The company prioritizes sustainability and corporate responsibility by managing and mitigating its impacts on the environment and society. To ensure stakeholder transparency and operational accountability, management structures its performance disclosures in alignment with the Global Reporting Initiative (GRI) standards. This sustainability report covers the period from January 1 to December 31, 2024, matching the annual financial reporting cycle. The boundary of this report encompasses ALUMAN S.A. as a single operating entity, aligning perfectly with the entity listed in our audited financial disclosures. Legal financial disclosures undergo regular independent audits and remain publicly available on the official website of the General Commercial Register https://publicity.businessportal.gr/company/387901000 Circular Economy and Procurement Strategy Environmental management forms a core pillar of the corporate strategy. The Inofyta plant drives a circular economy by investing in the processing of secondary aluminum streams, reclaiming both customer-generated pre-consumer scrap and post-consumer scrap metal, primarily consisting of recovered lithographic plates and electrical wiring. By manufacturing slugs and discs with high recycled content, the company significantly lowers the	GRI2-1 GRI2-2 GRI2-3 GRI2-4 GRI2-5

	net carbon intensity of its products and reduces direct and indirect greenhouse gas emissions. To accelerate value-chain decarbonization, the company implements the gradual replacement of standard high-purity primary aluminum with certified low-carbon, high-purity primary inputs. This strategy ensures compliance with evolving environmental thresholds while maintaining the strict metallurgical specifications required by global packaging markets. Ethical Practices and Human Capital Ethical compliance and social responsibility guide daily factory operations. Corporate governance structures promote equity, diversity, and merit-based professional growth across all production shifts. Human resource frameworks ensure non-discriminatory hiring practices and inclusion while providing competitive compensation packages that exceed legal minimums. To ensure full accountability, the company verifies its social and supply chain commitments through dedicated operational protocols. For supply chain equity, procurement audit protocols verify that the company enforces fair, transparent trading with all partners. Regarding human capital, annual HR compliance reviews confirm that the company provides competitive employee benefits above legal baselines. For its social investments, the company directly funds long-term community development initiatives, verified through its longstanding sponsorship of the Make-A-Wish Greece foundation. The performance metrics in this report reflect internally verified data. The Board of Directors reviews these sustainability parameters internally, and the enterprise is currently evaluating its operational readiness to seek formal independent external assurance for upcoming reporting periods. Stakeholders seeking additional information regarding these disclosures may contact the Sustainability Department directly at a.lemonidis@aluman.gr	

ACTIVITIES AND WORKERS

Disclosure Requirements	Information	GRI
Activities, value chain and other business relationships ,	ALUMAN S.A. operates dedicated production facilities for advanced aluminum slugs and discs. The company's annual manufacturing volume reached 40.317 tons using optimized technology. Production volumes and manufacturing schedules remained constant throughout the year without	GRI2-6 GRI2-7 GRI2-8

Employees , Workers who are not employees	significant seasonal variations. Logistics operations route these products directly to essential global packaging sectors. Our downstream value chain consists of direct business-to-business sales to industrial manufacturers of aerosol cans and collapsible tubes. Food, pharmaceutical, and cosmetic corporations form the core of the international customer base. Global commercial activities span across European, Turkish, American, Middle Eastern, and African territories. Export Activity ALUMAN S.A. sustained its historical baseline by exporting 100% of 2024 industrial production. European markets and Turkey received 91% of these global commodity shipments. The remaining 9% expanded presence across America, Africa, and Middle Eastern regions. This targeted commercial distribution minimizes regional market risks and strengthens customer integration.   Exporting countries Exports in 2024 took place in 20 countries, across Europe , Asia , Africa , America's. Supply Chain The value chain starts with import of primary aluminium ingots and recycled scrap. The factory processes these inputs into slugs and discs. Continuous technological upgrades maintain high quality

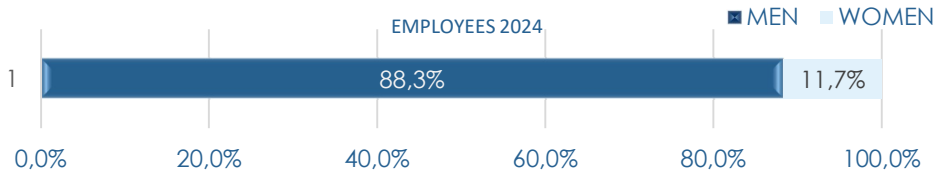
standards throughout the transformation process. During the reporting period, the company engaged 182 active suppliers to secure raw materials, technical auxiliaries, and machinery. Domestic procurement forms the backbone of these operational requirements, with national vendors representing 87% of the total supplier portfolio. Within this national network, ALUMAN directs 17% of its commercial relationships to businesses located inside the immediate local community. T*hese small-scale local businesses lack the capacity to support a larger share of supply.*

The company maintained stable business activities and supply chain structures throughout the period. This operational continuity reflects solid, enduring partnerships with all suppliers and customers. ALUMAN actively supports the regional economy by securing a responsible, localized value chain. These steady procurement practices consistently safeguard high product standards and commercial reliability. Management prioritized risk mitigation and transparent trading patterns over disruptive structural changes. The established sourcing network reinforces economic resilience across local and international markets.

Supplier Code of Conduct:
https://www.aluman.gr/wp-content/uploads/2023/05/SUPPLIER-CODE-OF-CONTACT-ENG-v3-20.4.2023-1.pdf

Employees

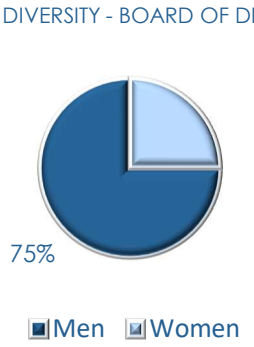
Strategic corporate expansion increased total full-time personnel to 171 active employees. The payroll distribution includes 151 male and 20 female full-time workers. Out of these 171 team members, 161 employees operate entirely at manufacturing site in Inofyta, Greece, while 10 staff members manage corporate administration and management functions at the headquarters in Athens, Greece . Recruitment frameworks successfully route 87% of positions to local area residents. The firm strictly rejects part-time or temporary roles, maintaining operational continuity. Guaranteed permanent employment strengthens mutual trust and workplace safety culture metrics. Industrial investments directly generated these new, sustainable manufacturing career opportunities. This localized hiring approach yields clear socioeconomic benefits for the surrounding community. The reported data highlights a transparent, accountable framework for workforce management.



No of EMPLOYEES (at the end of the reporting period)				
	2021	**2022**	**2023**	**2024**
MEN	126	129	137	151
WOMEN	18	18	18	20
TOTAL	**144**	**147**	**155**	**171**

	Corporate Responsibility and Sustainability ALUMAN remains committed to the principles of corporate responsibility and sustainability, applying ethical practices in all its activities. The emphasis on transparency in supply chain relations and environmental practices enhances its operational efficiency while consolidating its reputation as a responsible corporate citizen in the aluminium industry.	

GOVERNANCE		
Disclosure Requirements	**Information**	**GRI**
Governance structure and composition, Role of the highest governance body in overseeing the management of impacts, Delegation of responsibility for Managing Impacts, Role of the highest governance body in sustainability reporting, Disclosure 2-16 Communication of critical concerns, Collective knowledge of the highest governance body .	Core organizational values drive the company's systematic approach to sustainability management. The established governance model defines explicit responsibilities for the governing body. Active stakeholder engagement guidelines shape long-term industrial and environmental goals. Transparent structures reinforce regulatory compliance throughout our manufacturing and administrative operations. **Governance Structure** An eight-member Board of Directors directs the corporate governance framework. Six men and two women provide diverse industrial and technical expertise. The Board defines organizational purpose while anchoring long-term commercial sustainability goals. The Board retains ultimate legal oversight for the organization's human rights, environmental, and socio-economic due diligence processes. Regular performance evaluations integrate direct stakeholder feedback to optimize operational strategy. This collaborative approach keeps corporate objectives adaptive within a changing market.	GRI2-9 GRI2-12 GRI2-13 GRI2-14 GRI2-16 GRI2-17



The Managing Director maintains executive oversight of daily manufacturing and compliance. This role entails conducting risk assessments and signing off on disclosures. Transparent leadership ensures the business mitigates exposure and protects stakeholder interests.

Specialized Committees

Five specialized committees drive organizational efficiency and supervise core ESG performance indicators.

The **Sustainability Report Audit Committee** verifies the accuracy of all public disclosures.

The **Quality, Environment, Energy, Health and Safety Review Committee** evaluates plant operational impacts. This body monitors resource management, energy intensity, and environmental compliance metrics. The Board formally reviews and adopts all corporate due diligence policies, assessing actual and potential systemic impacts through these specialized structures.

The **OSH Committee** develops and deploys strict workplace health and safety protocols. Complementing this, the **Employees' Committee on OSH** handles internal worker safety consultations.

The **Compliance and Complaints Investigation Committee** reviews regulatory alignment and

investigates grievances. This structure ensures independent, fair resolution of all internal and external disputes.

The **Director of Management Systems and the Deputy Director** lead implementation efforts. These executives audit and maintain integrated operational standards across the plant. Delegating specific mandates enables targeted oversight of material sustainability risks. This division of labor strengthens accountability across economic and social pillars. Clear lines of reporting connect individual committees directly to the board. Regular internal audits ensure data collection complies with statutory reporting mandates. The governance framework secures transparent risk management without disrupting daily manufacturing. Structured committee reviews guarantee continuous improvement across the entire value chain.

Ethical Practices and Code of Conduct.

The company anchors its organizational culture in a rigorous business conduct framework. This internal policy ensures uniform compliance with statutory and corporate legal baselines. Equal opportunity guidelines and fair grievance resolution mechanisms protect all stakeholders. Strict monitoring protocols bind external partners and internal teams to identical standards.

Code of conduct

https://www.aluman.gr/wp-content/uploads/2023/05/Code-of-conduct-engl-v2-20.04.2023-fin.pdf

Supplier code of conduct

https://www.aluman.gr/wp-content/uploads/2023/05/SUPPLIER-CODE-OF-CONTACT-ENG-v3-20.4.2023-1.pdf

Stakeholder Engagement and Communication.

The company maintains direct, open communication channels with all key stakeholder groups. In 2023, management distributed a targeted sustainability questionnaire to gather external

feedback. This assessment helps prioritize material environmental, social, and economic impact areas. The feedback mechanism systematically enhances transparency across our global business relationships. Active dialogue ensures operating practices align closely with evolving societal expectations. The organization integrates these external perspectives directly into long-term strategic planning. Proactive stakeholder engagement remains central to maintaining responsible corporate governance frameworks.

Sustainability Evaluation and Impact Management.

ALUMAN S.A. evaluates and manages economic, environmental, and social impacts systematically. The Board formally delegates direct operational accountability for managing organizational impacts to the Chief Executive Officer (CEO).

Annual reviews involve the CEO and Board assessing risks and opportunities. These evaluations address legal compliance, safety, responsible sourcing, and energy metrics. Stakeholder insights inform these assessments to ensure inclusive, balanced corporate strategy. Department personnel manage designated environmental and social responsibility targets daily. Continuous monitoring processes guarantee full regulatory compliance and high operational excellence.

Commitment to Transparency and Accountability.

ALUMAN S.A. anchors its corporate governance framework in absolute operational transparency. Senior executives supply the Board of Directors with detailed impact management data. These regular updates outline performance metrics, stakeholder inputs, and emerging risks.

The Board conducts a formal review during the Annual Top Management session. The full Board of Directors formally reviews and approves the annual sustainability report prior to public release.This process keeps corporate strategy aligned with long-term ESG performance targets.

The company eliminates partiality by requiring immediate disclosure of conflicting interests. This mandate secures a high-level culture of commercial accountability and integrity. Clear procedures guide how the organization elevates critical concerns to directors. During 2024,

stakeholders escalated zero (0) critical concerns or regulatory compliance breaches to the Board of Directors.

Reporting lines flag actual or potential adverse impacts affecting external stakeholders. Assessments focus heavily on workplace safety, environmental metrics, and corporate compliance.

The Board integrates findings from grievance mechanisms directly into operational improvements. An open communication policy encourages stakeholders to share their practical concerns.

A secure, confidential Integrity Line allows any party to submit grievances. Management analyzes these inputs to prevent operational liabilities and protect reputation.

This structure strengthens corporate citizenship while stabilizing the regional value chain.

https://www.aluman.gr/our-commitment-to-transparency-and-accountability/ aluman.ethics@aluman.gr

Collective Knowledge and Capacity Building.

ALUMAN advances Board expertise through structured industrial workshops and technical training programs. Continuous education equips the governing body to manage sector-specific decarbonization challenges.

Directors completed intensive training covering Aluminum Stewardship Initiative performance standard principles. This targeted educational curriculum directly enhances the Board's collective capacity to oversee and evaluate overall corporate impact management.

Leadership engaged global supply chain partners during international commercial exhibitions.

Delegates attended the 2024 Green Aluminum Conference to analyze circular economy models.

The company established dedicated internal oversight for new European market regulations.

The Deputy Management Systems Director monitors Carbon Border Adjustment Mechanism compliance. This executive provides systematic policy updates directly to the Board of Directors.

Structured governance protocols ensure proactive adaptation to European green transition mandates

STRATEGY, POLICIES AND PRACTICES

Disclosure Requirements	Information	GRI
Statement on sustainable development strategy	See page 3	GRI2-22
Policy commitments	ALUMAN S.A. embeds international human rights and labor standards directly into its operational infrastructure. The company bases its corporate governance in the **International Labor Organization Standards**, the **United Nations Convention on the Rights of the Child**, and the **Universal Declaration of Human Rights**. By operationalizing the **UN Guiding Principles on Business and Human Rights** along with the **OECD Due Diligence Guidance**, management systematically assesses and mitigates value chain risks. These policy commitments apply bindingly to all internal business operations and across all external business relationships. Certified management systems drive the company's due diligence process to identify and prevent adverse environmental and social impacts. Applying **Principle 15 of the UN Rio Declaration**, ALUMAN enforces precautionary measures to lower carbon emissions, protect employee health, and secure workplace safety. These frameworks pay specific attention to safeguarding vulnerable groups, including women, migrant workers, and local host communities. The Board of Directors approves and oversees all primary transparency policies. The Board of Directors reauthorized and approved these comprehensive frameworks during the current reporting cycle. These public frameworks include the Code of Conduct, the Integrated Management System Policy, the Anti-Violence and Harassment Policy, the Anti-Discrimination Policy, and the Supplier Code of Conduct. To implement these rules effectively, the organization delivers formal training sessions and provides multilingual operational materials. This structured educational approach builds shared accountability across employees and international supply chain partners alike.	GRI2-23

	https://www.aluman.gr/wp-content/uploads/2023/05/Policy-ALUMAN.pdf https://www.aluman.gr/wp-content/uploads/2023/05/Code-of-conduct-engl-v2-20.04.2023-fin.pdf https://www.aluman.gr/wp-content/uploads/2023/05/POLICY-FOR-FIGHTING-VIOLENCE-HARASSMENT-v1-engl.pdf https://www.aluman.gr/wp-content/uploads/2023/05/SUPPLIER-CODE-OF-CONTACT-ENG-v3-20.4.2023-1.pdf	
Embedding policy commitments	ALUMAN S.A. embeds its responsible business conduct commitments across all internal operations and external value chains. The Board of Directors holds ultimate accountability for these initiatives, maintaining direct oversight of strategic implementation. Senior executives manage day-to-day compliance, with human resources directly overseeing the protection of workers' rights. The company backs these roles with dedicated annual budgets and specialized technical resources to maintain operational capacity. Clear reporting lines ensure senior management receives regular updates on operational performance metrics. The company integrates these commitments into core organizational strategies, policies, and procedural frameworks. Risk management systems incorporate formal economic, environmental, social, and human rights impact assessments. These evaluations directly shape corporate decisions regarding sourcing strategies and future operational locations. These parameters constitute non-negotiable legal clauses within our commercial contracts. Procurement practices enforce these ethical expectations through rigorous pre-qualification and bidding criteria. Supplier contracting agreements and codes of conduct require business partners to mirror these standards. The company minimizes value chain vulnerabilities by establishing shared accountability across all commercial relationships. Targeted training programs ensure employees understand how to apply these policies in daily	GRI2-24

	operations. Dedicated sessions focus on human rights standards for personnel with direct implementation responsibilities. This comprehensive educational approach secures operational alignment across all geographic locations and business functions. ALUMAN S.A. maintains transparent governance to advance sustainable manufacturing and ethical corporate leadership.	
Processes to remediate negative impacts Mechanisms for seeking advice and raising concerns	ALUMAN S.A. actively remediates negative impacts caused or contributed to by its operations. The organization maintains an accessible, comprehensive grievance mechanism for all affected stakeholders. The web-based whistleblowing Integrity Line provides secure, 24/7 access for submitting concerns https://www.aluman.gr/our-commitment-to-transparency-and-accountability / aluman.ethics@aluman.gr. Dedicated communication pathways include direct emails, annual human resource interviews, and anonymous feedback boxes. A specialized Grievance Committee investigates reports thoroughly and collaborates on rapid corrective actions. Onboarding training registers the Code of Conduct, internal labor regulations, and ethics protocols. The 2023 Aluminium Stewardship Initiative onboarding extended specialized grievance training to all personnel. The company systematically issued its Supplier Code of Conduct to all active vendors. Commercial clients similarly received these baseline behavioral guidelines to align value chain expectations. Regular performance assessments evaluate remediation pathways, directly incorporating stakeholder survey data to optimize controls. Strict internal protocols safeguard all personnel against discrimination and personal harassment. Management monitors these safeguards through concrete performance data, outlined below for the reporting period: *Social Performance & Labor Metrics 2024 Results* *Formal behavioral / harassment complaints submitted: 1* *Percentage of incidents investigated and fully resolved: 100%* *Direct discrimination incidents recorded : 0*	GRI2-25 GRI2-26

	The Grievance Committee rapidly resolved one formal interpersonal dispute between production operators by adjusting operational schedules. This targeted intervention successfully closed the case, maintaining full workspace continuity and zero further disruption. Review protocols confirm that no remediation plans for discrimination are pending or required. Audited records show zero additional behavioral incidents, confirming our strong protective labor safeguards.	
Compliance with laws and regulations	ALUMAN S.A. sustained its multi-year record of absolute regulatory compliance throughout 2024. **Operations generated zero violations across environmental, social, and economic legal frameworks.** Environmental compliance covered emissions, waste management, and industrial resource preservation mandates. Social compliance guaranteed strict adherence to labor, safety, and human rights laws. Economic compliance ensured full alignment with anti-corruption and corporate governance regulations. **Consequently, regulatory bodies enforced no administrative penalties, fines, or non-monetary sanctions.** **Internal governance guidelines define significant fines at a threshold exceeding €5,000**. Fines below €5,000 without serious legal breaches constitute non-significant financial exposures. Audited records confirm neither category materialized during 2023 or 2024 periods. This systematic framework protects corporate integrity, mitigating risks across all divisions.	GRI2-27
Membership associations AND CERTIFICATIONS	ALUMAN S.A. integrates strategic governance and industry collaboration to drive regional and national sustainability initiatives. The executive leadership actively participates in key industrial associations, shaping sectoral policy and economic strategy. The company considers these three bodies to be its primary significant industry associations. The organization holds a Vice President seat within the **Central Greece Industry Federation**. This role advances direct partnerships between industrial operators and local communities to promote sustainable progress. Simultaneously, management contributes to the Board of Directors of the **Hellenic Aluminium Association**. This platform guides strategic policy to increase metal recyclability and expand the circular economy. The company also advises the **General Council of the Hellenic Federation of Enterprises**. This engagement ensures broader national economic discussions remain aligned with	GRI2-28

corporate ESG objectives. ALUMAN does not provide strategic funding beyond standard institutional membership fees, viewing these appointments purely as advocacy and governance mandates.

Operational accountability relies on a comprehensive framework of globally recognized certifications and standards. The company achieved formal certification under the **Aluminium Stewardship Initiative (ASI) Performance Standard**. This milestone establishes clear, auditable operational benchmarks across the entire metallurgical value chain. The ASI framework verifies performance in greenhouse gas emissions, biodiversity, and ethical governance.

A disciplined matrix of International Organization for Standardization (ISO) certifications supports this:

ISO 9001 (Quality Management): Maintained continuously since 1999 to guarantee systematic production excellence.

ISO 14001 (Environmental Management): Held since 2006 to govern manufacturing impacts responsibly.

ISO 45001 (Occupational Health and Safety): Implemented since 2010 to secure safe working environments.

ISO 50001 (Energy Management): Certified in 2018 to optimize energy intensity at production sites.

ISO 14064 (Carbon Footprint Verification): Secured in 2021 utilizing 2019 as the baseline year.
This carbon accounting framework provides independent validation of emissions across Scope 1, Scope 2, and Scope 3 categories. Transparent reporting underscores ALUMAN's commitment to rigorous data disclosure and long-term corporate responsibility.

STAKEHOLDER ENGAGEMENT		
Disclosure Requirements	**Information**	**GRI /ASI**
Approach to stakeholder engagement	ALUMAN S.A. anchors its operational strategy in continuous stakeholder engagement. The company systematically integrates partner priorities into executive decision-making, driving long-term organizational accountability and value chain transparency. **Identification and Selection of Stakeholders** 	GRI2-29 GRI3-1

Strategic engagement with internal and external partners forms a core pillar of corporate governance. The executive team actively monitors stakeholder priorities to align commercial growth with broader societal and environmental responsibilities. This open communication channel allows the company to address material risks promptly and transparently.

The key stakeholder groups include:

Stakeholder Group	Description
Customers	Clients who purchase ALUMAN's products and services.
Employees	Staff members whose well-being and development are prioritized.
Suppliers	Partners providing raw materials and services, essential for production.
Community	Local residents and organizations affected by ALUMAN's operations.
Government & Regulatory Authorities	Entities that establish the legal framework for ALUMAN's operations.
Shareholders	Investors who provide capital and expect returns on their investments.
Certification Bodies	Organizations that verify compliance with sustainability standards.
Media	Outlets that communicate ALUMAN's initiatives to the public.
Educational Institutions	Partners in promoting sustainable practices through workshops and seminars.
Compliance Committee	A body ensuring adherence to ethical labor practices and corporate governance.

Purpose of Stakeholder Engagement

ALUMAN continually executes structured stakeholder engagement to rigorously assess core industrial operations. This continuous dialogue clearly identifies actual and potential social and environmental impacts. Executive management actively leverages these material insights to design effective risk mitigation. Ultimately, direct external market perspectives fundamentally shape corporate sustainability strategies and planning.

Methods of Engagement

Diverse communication methods allow ALUMAN to interact effectively with each constituent group. This targeted approach captures essential value chain insights across all operational divisions.

STAKEHOLDER GROUP	METHODS OF ENGAGEMENT	RELEVANT TOPICS AND ISSUES
SHAREHOLDERS	Annual budget planning and monthly reports, CSR surveys .	Business performance, Governance practices, Sustainability strategy.
CUSTOMERS	Visits to customers Trade shows Website Customer satisfaction surveys, CSR surveys Continuous engagement.	Product quality, Delivery on time, Sustainability (energy usage, carbon footprint, water stewardship, waste management, CSR practices, responsible sourcing, and legislation
EMPLOYEES	Everyday management Employee engagement surveys (CSR surveys) Training opportunities /career development (As needed) Employment contracts Internal communication Performance assessments Negotiations with representatives.	Employee job satisfaction, career development, operational efficiency, health, safety and wellness, ethical business practices, training and education, business performance, product, and process innovation

SUPPLIERS	Procurements employes engagement Supplier surveys /Assessments (once a year) Meetings – Negotiation meetings Request quotes Presentation of new materials /machinery (As needed), CSR surveys.	Materials /machinery quality and safety, responsible sourcing, ethical business practices, product and process innovation, compliance with regulations and legislation, environmental and sustainability practices.
COMMUNITY	Social events and actions Communication Local legislation Philanthropic efforts Volunteering, CSR surveys.	Environmental issues, employment, health and safety issues, local community issues, volunteer efforts.
GOVERNMENT & RE GULATORY AUTHORITIES	Governmental affairs liaison Plant Audits Reports (once a year) CSR surveys.	Compliance with regulations and legislation, ethical business practices.
CERTIFICATION BODIES	Annual Audits Audit Reports, CSR surveys.	Compliance with sustainability standards, Environmental impact, Supply chain transparency.
MEDIA OF MASS COMMUNICATION	Publications Interviews and Interviewing, CSR surveys.	Environmental stewardship, social impact.
EDUCATIONAL INSTITUTIONS	Educational programs, workshops, seminars, CSR surveys.	Sustainable practices in the aluminum industry, Research and development, Skills development.
COMPLIANCE AND COMPLAINTS INVESTIGATION COMMITTEE	Through procedures, the Code of Ethics, and the Labor Regulations.	Labor practices, Ethical conduct, Grievance mechanisms.

	ALUMAN S.A. conducts continuous and scheduled dialogue to engage value chain stakeholders. Management systematically documents external feedback during annual, quarterly, and real-time reviews. Executive teams integrate these diverse perspectives directly into corporate strategy and planning. The company proactively eliminates participation barriers, ensuring accessible and inclusive consultation. Fundamental respect for human rights anchors this collaborative, transparent governance framework. Open communication safeguards long-term supply chain resilience and verifies corporate responsibility.	
	PROCESS TO DETERMINE MATERIAL TOPICS The materiality assessment process at ALUMAN is thoroughly structured around the guidelines established by the GRI Standards, serving as a fundamental pillar of corporate social responsibility. This materiality study offers a comprehensive framework for understanding ALUMAN's sustainability challenges by evaluating the actual and potential, negative and positive impacts of its operations on society and the environment, including impacts on human rights, across the organization's activities and business relationships, while also identifying associated risks and opportunities that may have economic implications. In 2023, ALUMAN undertook an extensive materiality assessment across all operational sectors, systematically identifying and evaluating relevant impacts, risks, and opportunities. To assess impact significance under GRI 3-1, the company evaluates actual and potential negative impacts based on their severity—defined by scale, scope, and irremediable character—and likelihood, while positive impacts are prioritized by their scale, scope, and likelihood. This assessment informs the company's strategic direction and management of sustainability issues through a methodical four-step process: 1.Stakeholder Identification and Prioritization: ALUMAN recognizes and prioritizes stakeholders based on their significance to the company's operations, ensuring that critical voices are included in decision-making processes.	GRI3-1 GRI3-2

2. Identification of material topics:

The identification of critical issues for ALUMAN's sustainability assessment was achieved through a comprehensive approach that emphasized data analysis, industry expertise, and strategic planning. The process began with the collection of information derived from interactions with customers, suppliers, employees, and other stakeholders, as well as literature reviews and sustainability reports from various companies of aluminium sector, aiding in the understanding of global and local trends.

Material topics were evaluated based on market specifics, legislative requirements, and technological advancements to ensure they accurately reflect ALUMAN's real needs. Internal discussions with department heads and employees who engage with stakeholders were crucial in shaping a list of high-priority issues.

The final list of 16 material topics was developed in collaboration with Board Members, ensuring alignment with the company's core values. This thorough process provided a detailed overview of the sustainability issues impacting ALUMAN that require immediate attention and action.

SELECTED MATERIAL TOPICS – CATEGORIZED BY ESG							
GOV	GOV	GOV	GOV	ENV	ENV	ENV	ENV
Corporate governance and risk management	Financial Performance	Ethical management and legal compliance	Information security and customer privacy	Supply chain management	Procurement practices and management	Climate change responses	Energy and greenhouse gas management
ENV	ENV	ENV	SOC	SOC	SOC	SOC	SOC
Water management	Waste management	Hazardous substances management	Talent attraction and retention	Employee rights and diverse equality	Employee training	Occupational health and safety	Community investment and participation

3. Stakeholder Engagement

Stakeholder engagement is a vital component of ALUMAN's materiality analysis, ensuring diverse interests are represented. A systematic survey was conducted using a questionnaire focused on significant issues related to economic, social, and environmental sustainability.

The questionnaire was distributed in 2023 to identified stakeholder groups, allowing participants to rate each issue on a scale from 1 (not important) to 5 (very important). This quantitative assessment clarifies which issues stakeholders deem most critical.

To ensure reliability, ALUMAN analyzed participation rates from each group, confirming adequate representation of stakeholder concerns. With 326 questionnaires sent and a response rate of approximately 50.6%, this engagement reflects strong interest in ALUMAN's sustainability initiatives. Ultimately, this process enhances corporate responsibility and informs strategic decision-making for sustainable practices.

4. Evaluation and Prioritization of Topics/ changes :

Compared to the previous reporting period, ALUMAN has maintained its focus on critical sustainability areas, ensuring alignment with stakeholder expectations and regulatory requirements. No new topics have been added and no previously reported material topics have been removed, however, the existing material topics have been prioritized based on the findings from the materiality assessment . The topics are now organized in the following list according to their increasing order of significance:

The prioritization of material topics (in the following table and materiality matrix) is categorized into three levels:

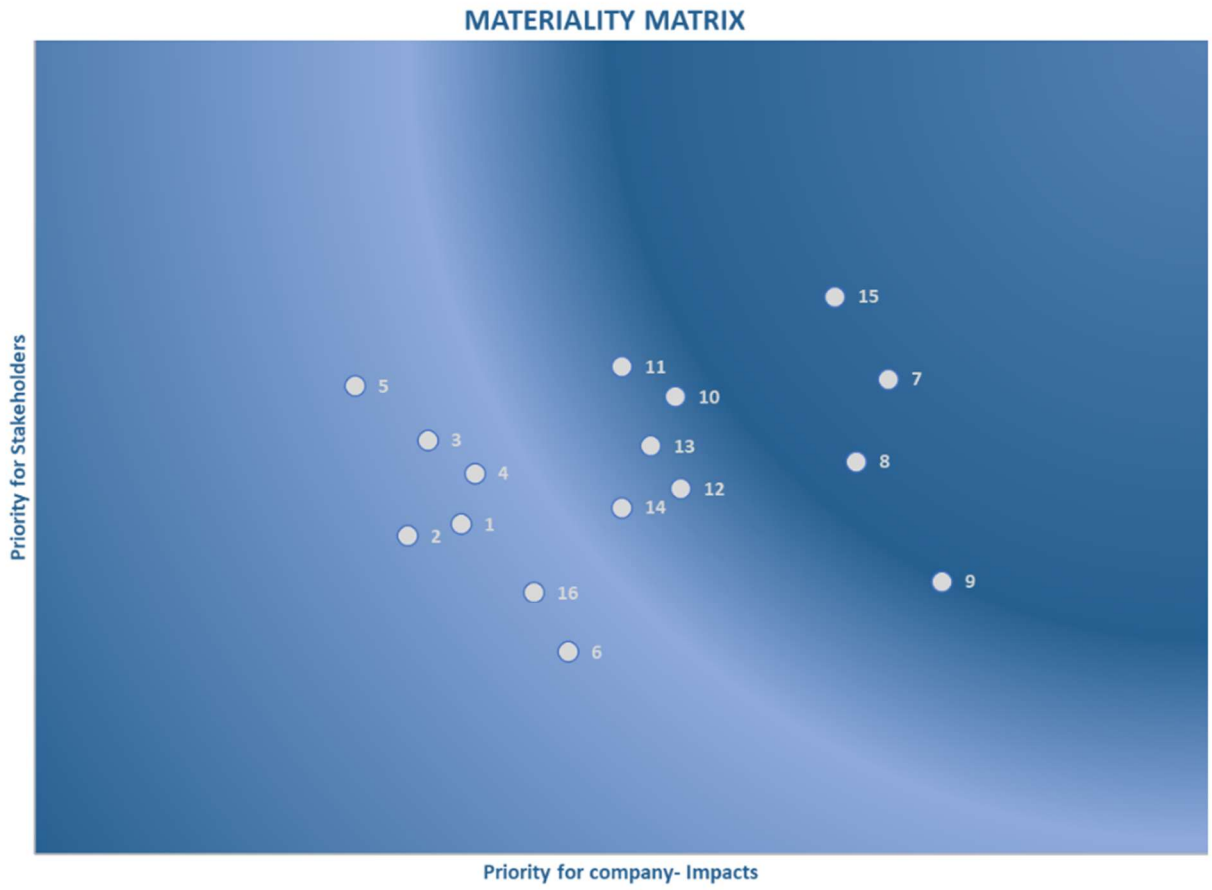
- Top Priority
- Middle Priority
- Secondary Importance

PRIORITIZATION OF MATERIAL TOPICS		
Material Topics	Serial	M. Topic ID
Waste management	5	10
Hazardous substances management	6	11
Employee rights and diverse equality	7	13
Talent attraction and retention	8	12
Employee training	9	14
Supply chain management	10	5
Ethical management and legal compliance	11	3
Information security and customer privacy	12	4
Corporate governance and risk management	13	1
Community investment and participation	14	16
Financial Performance	15	2
Procurement practices and management	16	6

In the previous table, the first column represents the serial number indicating the categorization, and the second column represents the identification number corresponding to the relevant topic.

Continuous Improvement Commitment

ALUMAN emphasizes a commitment to continuous improvement, driven by proactive stakeholder engagement and feedback. By actively seeking input regarding experiences and expectations, ALUMAN refines its strategies continually.


MATERIALITY MATRIX
Priority for Stakeholders
Priority for company- Impacts
15
11
7
5
10
3
13
8
4
12
14
2
1
9
16
6


100
80
60
40
20
0
Chart Title
ABC
BCD
CDE
DEF
JANUARY
FEBRUARY
MAY
SEPTEMBER
ECONOMICS

GRI 200: ECONOMICS

Economic Performance 2016

Disclosure Requirements	Information	GRI
Directly generated and distributed economic value	ALUMAN discloses its operational and financial scale within the 2024 Annual Report. Stakeholders can access these verified figures on the General Commercial Register website. This public availability ensures data integrity and fulfills mandatory European corporate disclosures. https://publicity.businessportal.gr/company/387901000	201-1

Procurement practices 2016

Disclosure Requirements	Information	GRI
Share of expenditure on local suppliers	In the development of this sustainability report, the company has categorized suppliers located near its industrial facilities in Inofyta, Viotia as local suppliers. The manufacturing plant in Inofyta represents the company's sole significant location of operation. Specifically, the company is referring to suppliers in the prefectures of Viotia, Evia, and the Municipality of Oropos in the Regional Unit of Eastern Attica. ALUMAN partners with 31 local vendors within this designated zone to lower transportation emissions. Financial disclosures reveal that local procurement reached €1,430 million in 2024, representing a net reduction of €450.000 out of a total overall procurement budget of €109 million . This contraction adjusted the regional share of national spending from 8% to 7%. Two primary structural drivers caused this allocation shift. Significant price inflation for primary aluminum and scrap required a larger share of the purchasing budget. Concurrently, the company executed major capital investments in advanced factory equipment. Small regional enterprises lack the capacity to supply heavy machinery or primary metallurgical raw materials. This operational reality required a temporary reliance on specialized international engineering firms.	204-1

	2021	2022	2023	2024
% (Expenditures on local suppliers / total expenditures on national suppliers)	10 %	9 %	8 %	7%
%(Expenditures on local suppliers / total expenditures on suppliers)	2,4%	1,3 %	1,6%	1,3%

Anti-corruption 2016

Disclosure Requirements	Information	GRI
Permanent establishments that have been checked for corruption risks	Through strategic procurement and local engagement, ALUMAN systematically advances sustainability. The Athens headquarters and Inofyta facilities underwent comprehensive anti-corruption risk evaluations. These structured assessments were conducted under the Aluminium Stewardship Initiative framework. This governance process reinforces ethical operations and long-term organizational responsibility.	205-1
Communication and training about anti-corruption policies and procedures	ALUMAN is committed to fostering a culture of integrity through comprehensive communication and training on anti-corruption policies, which are disseminated to its Board of Directors and all employees across its industrial facilities and headquarters. Each new employee receives dedicated training to ensure a thorough understanding of these critical procedures.	205-2
Confirmed incidents of corruption and actions taken	ALUMAN confirms **zero corruption incidents during this period** and all prior years. This continuous record reflects robust policies communicated to all organizational levels. Both the Board of Directors and the workforce receive these guidelines. Consequently, this proactive governance successfully mitigates operational and ethical risks.	205-3

Anti-competitive behavior 2016

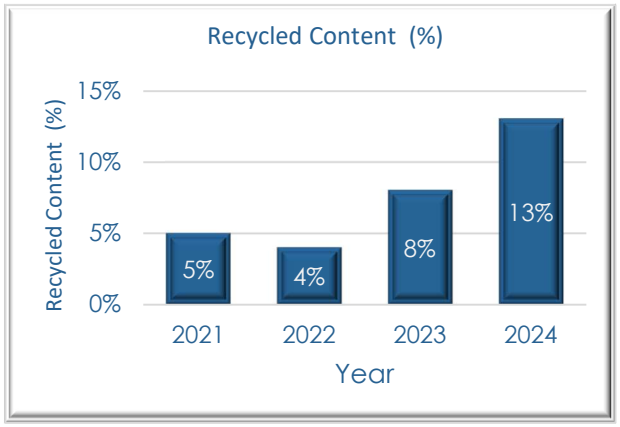
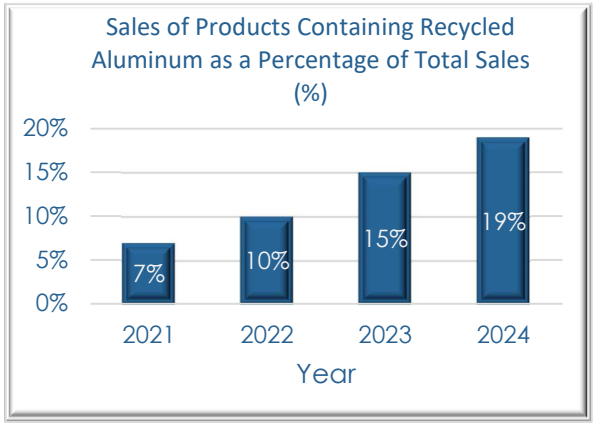
Disclosure Requirements	Information	GRI
Legal proceedings for anti-competitive behavior, cartel, and monopoly formation	To uphold market integrity, ALUMAN avoids all cartel or monopolistic activities. **No legal actions concerning anti-competitive practices occurred recently or in prior years.** Management continuously evaluates corporate procedures against shifting legal and regulatory frameworks. This methodical oversight allows the organization to mitigate operational risks effectively.	206-1


WATER
EFFLUENTS
ENERGY
ENVIRONMENTAL
COMPLIANCE
ECOLOGY
SUPPLIER
ENVIRONMENTAL
ASSESMENT
BIODIVERSITY
SIGNIFICANT
SPILLS
WASTE
MATERIALS
EMISSIONS

GRI 300: ECOLOGY

Materials 2016

Disclosure Requirements	Information	GRI
Climate Change Tackling, GHG emissions, procurement , energy management , circular economy as material topics	ALUMAN S.A. operates a dedicated climate change strategy centered on greenhouse gas reductions, circular economy principles, and active energy management. During 2024, the company optimized its material mix by increasing the consumption of post-consumer and post-industrial aluminum scrap. To lower product carbon intensity, Aluman secure low-carbon primary aluminum , though market adoption remains dependent on custom client specifications and limited global supply. The company tracks its decarbonization pathway using a specific intensity metric (kg CO_2/ ton produced) measured against a 2019 baseline. The corporate boundary covers all greenhouse gases generated during slug/disc manufacturing at the Inofyta production plant, aligning operational targets with the Aluminium Stewardship Initiative (ASI) standard and national climate legislation. The facility executes energy conservation measures under an audited ISO 50001 system, backed by investments in onsite photovoltaic arrays, corporate electric vehicle forklifts, and commercial green Power Purchase Agreements. Concurrently, engineering teams monitor green hydrogen commercial maturity (during participation in conferences) to plan the eventual replacement of natural gas fuel assets. All carbon accounting follows the calculation guidelines of the ISO 14064 standard. To safeguard corporate resilience and comply with European sustainability reporting thresholds, management embeds specific mitigation strategies directly into daily manufacturing operations across three material risk areas: Financial Exposure: Management classifies transition cost overhead as a material challenge, relying on operational excellence and continuous efficiency improvements across the Inofyta foundry to offset the structural costs of the green transition. Physical Risk: The company monitors the frequency and severity of extreme climate events through rigorous infrastructure shielding and regular engineering audits, securing the production plant against localized natural hazards and supply chain disruptions. Air Quality: Environmental oversight addresses localized air quality impacts from residual Scope 1 emissions through continuous combustion optimization within the melting furnaces, annealing ovens	GRI 3-3

	reducing the facility's atmospheric footprint. The Board of Directors reviews performance data every four months, while the Sustainability Committee evaluates target adjustments annually. Structured corporate social responsibility surveys (2023) capture stakeholder feedback, which dedicated analysis teams integrate directly into capital allocation decisions. Sustainability disclosures and regular digital updates communicate these strategic adjustments back to downstream partners, maintaining transparent data boundaries for all material climate, energy, and resource indicators.	
Materials used by weight or volume	ALUMAN S.A. drives raw material decarbonization through structured sourcing and optimized circular economy practices. The facility processed 40.549 tons of primary aluminium during 2024 operations. Recycled aluminium intake reached 5.121 tons, securing a 13 % utilization rate. This output establishes clear progress against the 5% and 8,5 % rates recorded in 2022 and 2023.	301-1
Recycled raw materials used	The commercial department actively promotes the use of low-carbon primary aluminum and scrap but the actual pace of implementation depends on customer-driven orders and specifications. This collaborative approach yields a steady year-on-year increase in deliveries of products contain recycled content. Downstream packaging processes use secondary materials, utilizing 100% recycled paper for all cartons containing the products.  	301-2

Primary aluminium procurement (Conflict-Affected and High-Risk Areas).

ALUMAN S.A. enforces strict raw material due diligence to eliminate geopolitical and ethical risks within its supply chain. The Director of Management Systems and the Deputy Director oversee these validation processes directly. In 2024, the company sourced its primary aluminum through an international trading partner from seven distinct global smelting facilities. Comprehensive risk assessments confirmed that all seven upstream producers hold active Aluminum Stewardship Initiative certifications. The intermediary trading partner maintains formal membership within the same framework, anchoring the value chain in recognized sustainability standards.

Furthermore, procurement protocols require alignment with the OECD Guidance for Responsible Supply Chains of Minerals. This standard highlights both the corporate Code of Conduct and the specific Supplier Code for High-Risk Areas. The 2024 compliance audits verified zero exposures or adverse findings linked to Conflict-Affected and High-Risk Areas. Upstream partners formally pledge adherence to United Nations Human Rights Guidelines and corporate human rights principles. By maintaining these strict verification layers, the organization secures full transparency and mitigates non-financial operational risks.

ALUMAN's proactive approach reflects its dedication to ethical practices and sustainability throughout its supply chain

ALUMAN S.A. is dedicated to advancing sustainability through the utilization of two types of recycled aluminum: Post-Consumer Recycled Aluminum (PCR) and Post-Industrial Recycled Aluminum (PIR). PCR is derived from aluminum scrap collected from end consumers, while PIR is sourced from industrial processes, including trimmings and production rejects. This dual approach not only enhances resource efficiency but also supports the circular economy by minimizing waste.

ALUMAN PCR products are made entirely from recycled aluminum materials like cable wires or lithographic plates. This reduces the requirement for extensive collection and sorting in the recycling process. The recycled material is readily available, ensuring a continuous supply chain, and the entire process is transparent and traceable.

ALUMAN PIR products are produced using scrap derived from its customers' production, further promoting sustainability.

The company has tested the possibility of using recycled collapsible aluminum tubes in the production process. However, the test results clearly indicate the material cannot be used for slug manufacturing in its current state. Even though the tubes have been emptied, a significant quantity of organic content remains, providing issues in terms of high heat capacity and compatibility with the melting furnace or thermal decoater.

The company also researched the use of recycled aerosol cans. However, according to the Swiss research institute CarboTech in 2021 on behalf of the (General Association of the Aluminium Industry) study, installing a closed-loop system for aerosol cans would have a negative impact on the environment. The increased transportation requirements and market limits (not enough supply, quality of market scrap is not guaranteed) associated with the closed-loop system are primarily cause for concern. As a result, these variables contribute to a higher total carbon footprint and increased resource consumption during the recycling process.

ALUMAN S.A. is committed to achieving 100% recycling of scrap generated during its manufacturing process, a goal consistently met each year .

Defect prevention relies on robust quality frameworks and structured machinery maintenance schedules. Operators identify and mark alloy origins directly on scrap coils, skeletons or rejected products. This immediate labeling guarantee clean segregation before materials enters the recycling loop. Workforce cleaning protocols mandate the immediate salvage of misplaced slugs that are found on the floors. Teams deposit these recovered pieces into specific silos devoted exclusively to internal remelting. The process minimizes raw material degradation and reduces reliance on primary aluminum inflows.

Energy 2016

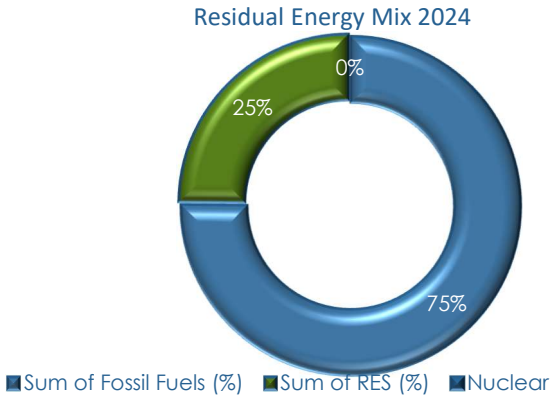
<table>
<tr><th>Disclosure Requirements</th><th>Information</th><th>GRI</th></tr>
<tr><td>Energy consumption within the organization</td><td>
ALUMAN S.A. systematically monitors the energy demands of its foundry and annealing operations. These phases represent the most energy-intensive processes within the manufacturing plant. A 6% increase in 2024 production volumes directly drove absolute industrial energy consumption.
Management mitigates these changing requirements by tracking specific Energy Performance Indicators monthly EnPI (MWh/t). Operating under a certified ISO 50001 framework isolates and remedies process inefficiencies.
Purchased grid electric power reflects the national residual mix, carrying 75% fossil-based intensity. Renewable generation resources account for the remaining 25% of grid supply.

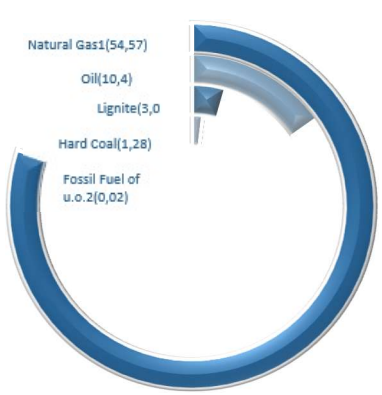
<table>
<tr><th rowspan="2">Type</th><th colspan="5">Consumption (MWh)</th></tr>
<tr><th>2020</th><th>2021</th><th>2022</th><th>2023</th><th>2024</th></tr>
<tr><td>Electricity consumption</td><td>6.628</td><td>7.806</td><td>8.009</td><td>8.391</td><td>7.704</td></tr>
<tr><td>Natural Gas consumption</td><td>55.080</td><td>62.737</td><td>61.336</td><td>63.696</td><td>65.220</td></tr>
<tr><td>Diesel consumption</td><td>486</td><td>491</td><td>533</td><td>615</td><td>673</td></tr>
</table>

The organization bought no contractual Guarantees of Origin for grid electricity. Instead, a rooftop photovoltaic system commissioned in 2024 strengthens infrastructure resiliency. These solar panels generate 19% of total plant power needs directly. Onsite renewable generation minimizes network dependency and limits market pricing volatility exposure.
Displacing external power sources effectively reduces scope emissions across active lines.
Results confirm absolute electricity consumption dropped to 7.704 MWh in 2024. Natural gas requirements reached 65.220 MWh, mirroring expanded smelting furnace utilization. Stationary and mobile diesel utility deployment accounted for 673 MWh total.
Continuous monitoring protects industrial margins while advancing long-term resource stewardship goals.
</td><td>302-1</td></tr>
</table>

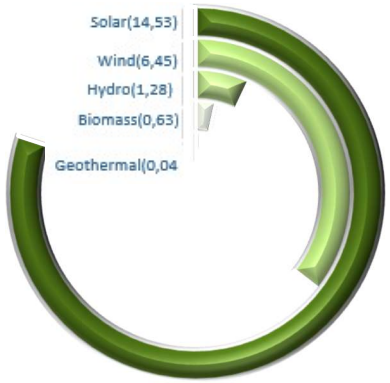
GRID ELECTRICITY

https://www.dapeep.gr/wp-content/uploads/2025/06/%CE%95%CE%9D%CE%95%CE%A1%CE%93%CE%95%CE%99%CE%91%CE%9A%CE%9F-%CE%9C%CE%95%CE%99%CE%93%CE%9C%CE%91-2024-2.pdf





Fosil Fuels(%)



RES(%)

Energy intensity

ALUMAN S.A. monitors operational efficiency by calculating energy intensity per ton of product produced (MWh/ton). This intensive industrial ratio aggregates internal diesel, electricity and natural gas consumption metrics. The boundary encompasses all manufacturing activities conducted directly within the production facility.

Type	KPI (MWh/t)				
	2020	2021	2022	2023	2024
Electricity	0,22	0,26	0,22	0,22	0,19
Natural Gas c	1,86	2,06	1,73	1,65	1,61
Consolidated energy intensity ratio	2,1	2,3	2,0	1,9	1,8

Consolidated energy KPI (2024)

- 1,80 (MWh/t)

Electricity KPI (2024)

- 0,19 (MWh/t)

Natural gas KPI (2024)

- 1,61 (MWh/t)

302-3

	Although fuel and natural gas consumption increased, the company's energy performance indicators improved and declined. This is due to several factors, with the main one being the increase of productivity in 2024, as production rose by 6% compared to 2023. Higher production efficiency led to more effective energy use and, ultimately, to an overall improvement in energy efficiency. Precise commitment to the ISO 50001 standard optimizes baseline energy usage. The management framework tracks performance variations to prevent resource waste during manufacturing. Technical teams take use of these regular assessments to implement precise engineering adjustments rapidly.	
Reduction of energy consumption	ALUMAN S.A. manages manufacturing energy intensity through targeted equipment modernization and systematic personnel training. Investments in 2024 prioritized replacing old equipment with high-efficiency surface treatment machinery and optimized packaging lines. These technical assets support expanding production volumes while minimizing specific resource reduction routes. Procurement guidelines enforce strict eco-design criteria to limit carbon emissions. The purchase of two electric forklifts initiates the gradual phase-out of diesel units for internal logistics. During the 2024 reporting cycle, absolute energy consumption across the facility rose to 73.597 MWh, up from 72.702 MWh in 2023 (▲ 1.2%). Despite this overall increase, the consolidated energy intensity ratio improved, dropping from 1,9 to 1,8 MWh (▼ 5.3%) per metric ton of processed aluminum. The divergence between rising absolute consumption and declining energy intensity reflects optimized equipment utilization. As total manufacturing output expanded to meet market demand, the plant maximized the capacity utilization of its foundries, annealing ovens and processing lines. Operating the industrial equipment closer to its optimal load allowed the company to distribute fixed	302-4

baseline energy requirements across a significantly larger volume of finished products.

Compared with the previous year, the facility achieved a reduction of 687 MWh in electrical energy consumption in 2024 through the implementation of targeted technical interventions.

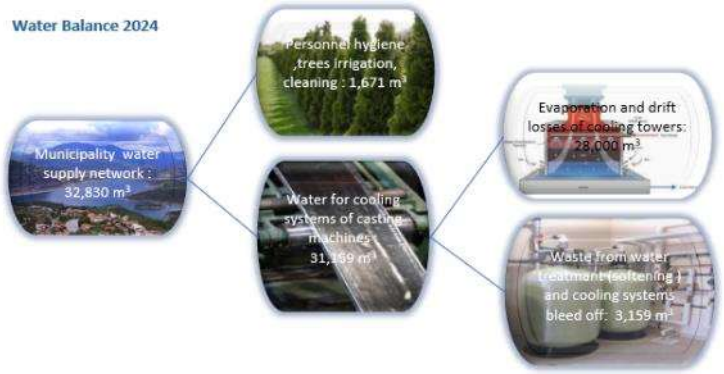
Operating within a certified ISO 50001 management framework establishes verifiable performance baselines across all processing machinery. This system focuses heavily on natural gas applications (foundries, annealing ovens), which account for 89% of absolute energy inputs.

To secure data integrity, engineering team continuously interface production machinery in a centralized Supervisory Control and Data Acquisition (SCADA) network. This real-time data acquisition infrastructure detects consumption anomalies instantly, allowing maintenance teams to execute immediate predictive interventions and prevent resource waste.

Performance data confirms a progressive separation between manufacturing growth and energy consumption. By embedding practical conservation energy skills into daily shop-floor shifts through organized workforce training, ALUMAN S.A. successfully expands industrial output while lowering the specific resource footprint of each manufactured ton, validating the long-term viability of our sustainable asset management strategy.

Water 2016

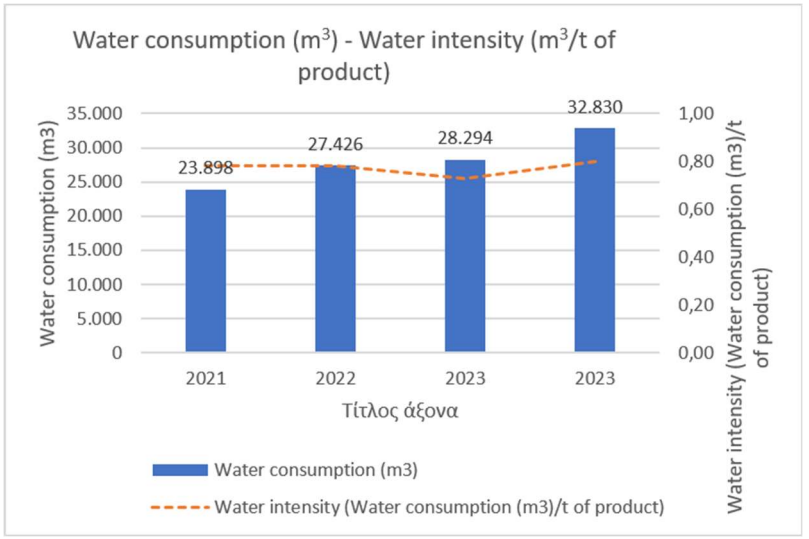
Disclosure Requirements	Information	GRI
Water management as a material topic	ALUMAN S.A. manages water as a critical resource under strict operational control. Governance is supported through Board-level executive accountability and oversight by the Quality Department in accordance with the company's formal Environmental Policy. Validated by the 2023 materiality assessment, the facility does not abstract water from local aquifers, thereby eliminating any extraction from the Asopos River basin. Instead, 100% of freshwater requirements are supplied through the municipal water network, sourced from the Mornos reservoir, which remained under high-alert protection throughout 2024. Positive impacts include sustainable development, environmental protection, and cost efficiency improvements, while negative risks include operational disruptions, regulatory non-compliance, and potential community tensions during periods of drought and regional water scarcity. Total freshwater withdrawal in 2024 amounted to 32.830 m^3 for the production of 40.583 tons of product, resulting in a water intensity of 0,81 m^3/t compared with 0,73 m^3/t in 2023. This variation reflects increased production volumes and elevated summer evaporation conditions. Water efficiency is optimized through closed-loop cooling systems that enhance water recirculation during casting operations. Infrastructure resilience is maintained through an agile capital allocation framework that ensures timely funding for network optimization, leak detection, and corrective maintenance activities. Furthermore, a strict zero liquid discharge (ZLD) policy is implemented. All softener brine and cooling bleed-off streams are collected and treated by certified external facilities, preventing any release of pollutants into soil or groundwater systems. Resource adequacy is supported through dedicated environmental budgets and specialized technical personnel. Employee awareness of regional water scarcity is reinforced through onboarding and training programs. Stakeholders may raise concerns through the grievance mechanism and periodic CSR surveys conducted every three years. Water consumption is monitored through monthly performance reviews, supported by quarterly internal audits and external verification under ISO 14001 certification. Based on historical performance (2021–2024), water intensity has ranged between 0,78 m^3/t and	GRI3-3

	0,81 m^3/t, with the best performance recorded in 2023 (0,73 m^3/t). Accordingly, ALUMAN S.A. establishes a formal target to reduce water intensity to **0,76 m^3/t by 2028**, using 2024 as the reporting baseline and 2023 as the operational performance benchmark, ensuring a return to best historical efficiency levels and continuous improvement in water management performance.	
Water as a shared resource	ALUMAN S.A. manages water as a critical natural resource under strict operational control. The facility draws zero volume from local aquifers, eliminating extraction from the Asopos river basin and subterranean water tables. Instead, municipal networks supply 100% of water requirements from the Mornos reservoir. Climate-driven baseline shifts placed this specific reservoir under high-alert protection during 2024. Aluman utilize closed-loop cooling systems for casting activity (the main consumer of water) to optimize recycling. Total 2024 freshwater withdrawal reached 32.830 m3 to process 40.583 product tons. This internal efficiency yielded a competitive consumption intensity metric of 0,81 m3.(Summer evaporation rates inherently increase monthly replenishment demands within active cooling units. To safeguard local ecosystems, ALUMAN enforces a zero liquid discharge (ZLD) policy framework. External licensed facilities treat all collected industrial softener brine and cooling bleed-off. Wastewater transport via certified networks blocks chemical infiltration into surrounding soil layers. Mitigation strategies focus on regular workforce risk awareness training regarding regional water scarcity. Daily maintenance workflows mandate immediate leakage reporting and rapid response across manufacturing zones. 	303-1

Management of water discharge related impacts	ALUMAN protects aquatic ecosystems by preventing all direct liquid waste discharges. Operations safely collect industrial rainwater, softening brine and cooling tower bleed-off. The collected effluents are transported by licensed tanker trucks to authorized facilities for proper treatment and disposal. Subsurface cesspools capture all domestic sewage produced by the active workforce. Mobile tanker units reliably transfer this sanitary wastewater to treatment facilities. This rigorous containment protocol ensures total transparency and mitigates pollution risks.	303-2
Water withdrawal / Management Plan	ALUMAN S.A. sources all operational water from Tanagra's municipal supply network. This framework draws from the Mornos reservoir, bypassing vulnerable local aquifers. Total 2024 water withdrawal reached 32.830 m^3 from 28294 in 2023. This planned variance tracks an expanded industrial production of 40.583 tons. Internal operations achieved a stable freshwater intensity metric of 0,81 m^3/t product. Regional climate changes placed the shared Mornos reservoir under strict vigilance. State regulators implemented no usage limits, favoring regional baseline supply management. Technical teams mitigate these shared risks through network balance audits. Closed-loop infrastructure recirculates casting cooling water to limit water intake requirements. Daily maintenance procedures enforce immediate line piping inspections and leak isolation tracking. Workforce engagement programs build operational capacity around proactive water conservation methods. The facility maintains an absolute zero liquid discharge (ZLD) policy across manufacturing. Certified logistics contractors transport industrial brine and cooling bleed-off for treatment. These localized management practices insulate surrounding shared ecosystems from immediate structural stress.	303-3
Water discharge	ALUMAN eliminates environmental pollution risks by completely avoiding liquid discharges into any external natural bodies of water.	303-4

Water consumption	Water consumption for the year 2024 is **32.830 m³**  **Water Consumption (2024)** **32.830 m³.**	303-5

	2021	2022	2023	2024
Water consumption (m^3)	23.898	27.426	28.294	32.830
Water intensity (Water consumption m^3) / (t of product)	0,78	0,78	0,73	0,81



Biodiversity 2016

Disclosure Requirements	Information	GRI
Owned, rented or managed operating sites located in or adjacent to protected areas and areas of high biodiversity value outside protected areas	ALUMAN S.A. owns a 39,511.53-square-meter industrial site located in Inofyta's heavy manufacturing zone. Baseline spatial assessments classify these specific facility coordinates as low-importance biodiversity terrain. The physical property boundaries sit entirely outside the European Natura 2000 network. Local flora and fauna do not comprise sensitive or highly protected ecosystems. The nearest protected habitat, Mount Parnitha (GR3000001), lies 11 kilometers away. This geographical buffer isolates the sensitive conservation area from factory casting operations. Perimeter risk mapping ensures all material logistics remain inside the developed property. Specialized containment systems capture industrial dust and rainwater runoff at the source. Management reviews land-use and emission data to guarantee regional environmental transparency. These rigorous site boundaries effectively insulate surrounding rural landscapes from industrial degradation. Operational controls confirm the company functions safely outside vulnerable European ecological thresholds.	304-1
Significant impact of activities, products and Services on biodiversity	ALUMAN completed a thorough environmental impact assessment across all manufacturing operations. The scope of this assessment evaluated potential impacts on the neighboring Natura 2000 network and IUCN Red List species. The rigorous scientific study confirmed zero significant hazards to local biodiversity. All evaluated operational footprints are fully reversible, and continuous monitoring records indicate zero irreversible ecosystem degradation. Consequently, current ecological conditions require no dedicated habitat restoration initiatives. The investigation validates the company’s proactive approach to long-term environmental stewardship. Management integrates biodiversity risk tracking directly into core corporate governance frameworks. Transparent data monitoring protects neighboring ecosystems from potential industrial degradation. Continuous oversight ensures operational practices safeguard regional natural resource stability consistently.	304-2

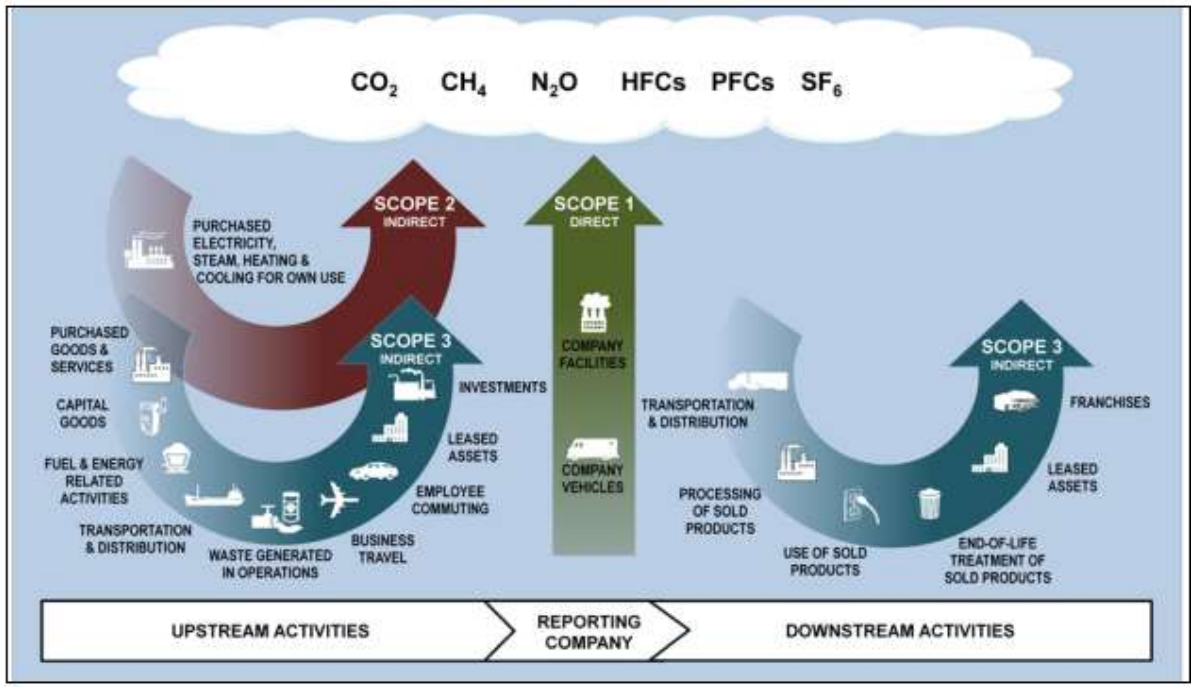
Protected or restored habitats	Spatial analysis of our **39.511m² facility** footprint in Inofyta confirms that independent screening confirms no protected wildlife zones border our production facilities. The company maintains direct alignment with state regulatory authorities, and independent audits verify that the organization maintains zero material impact or ongoing restoration liabilities nearby.	304-3

Species on the Red List of the International Union for Conservation of Nature (IUCN) and on national lists of protected species that have their habitat in areas affected by commercial activities,	Screening confirms zero IUCN Red List or national protected species occupy habitats within the operational footprint. The total count of affected species is zero (0), distributed across the following conservation status categories: Critically Endangered: 0; Endangered: 0; Vulnerable: 0; Near Threatened: 0; Least Concern: 0. ALUMAN tracks regional biodiversity metrics to ensure manufacturing activities cause zero localized ecological impacts. Transparent data management practices safeguard surrounding ecosystems, maintaining full environmental alignment across all manufacturing zones.	304-4

Emissions 2016

Disclosure Requirements	Information	GRI
GHG emissions as material topic	Climate Change Tackling , GHG emissions , procurement , energy management , circular economy as material topics (Please see page 43).	GRI3-3
Direct GHG emissions (Scope 1)	ALUMAN S.A. controls corporate climate impacts through standardized monitoring protocols aligned with ISO 14064-1:2018 parameters. The organization finalized its annual greenhouse gas accounting using 2019 as a verified historical baseline. Independent third-party auditors audited these carbon metrics, issuing formal verification statement number GHG INVENTORY REPORT VERIFICATION STATEMENT ((No. 00.22.0008.04) https://www.aluman.gr/wp-content/uploads/2026/02/ISO-14064-ISO-14068-1-GHG-29-07-25_ALUMAN-2024-1.pdf  - Scope 1 refers to direct emissions from sources at ALUMAN SA, including emissions from stationary combustion and mobile combustion. The organization applies the operational control approach to define its consolidation boundaries. Emission sources are studied in terms of CO2, CH4, and N2O, with negligible amounts of other greenhouse gases. Gross biogenic CO2 emissions are zero, as no biomass or biogenic fuel sources are consumed within our operational boundaries. Aluman SA utilizes global warming potential indicators (GWP) to express the quantities of each greenhouse gas in t CO2 eq, with a time horizon of 100 years based on the most recent IPCC assessment report (IPCC Scope 1 of the GHG Protocol corresponds to Category 1 of ISO 14064.	305-1

Indirect energy related GHG emissions (Scope 2)	- Scope 2 Indirect operational emissions from acquired grid power constitute the Scope 2 inventory. The accounting framework measures greenhouse gases released during external electricity production. This classification aligns with Category 2 of the ISO 14064 standard. ALUMAN S.A. applies the operational control approach to maintain consistency across its corporate accounting parameters. The company utilizes 2019 as its verified historical baseline year for comparative tracking, chosen for data continuity.  The stated figure represents a location-based calculation based on national grid emission factors. Under the market-based method, emissions total 2.838 t CO2 eq due to the lack of contractual instruments. Calculations apply GWP rates from the IPCC and grid intensity factors from the official DAPEEP national residual mix registry.	305-2
Other indirect GHG emissions (Scope 3)	- Scope 3 Indirect emissions across the broader value chain dominate the company's total carbon footprint. Quantified boundary categories encompass purchased procurement streams, employee commuting, waste streams, and distribution. These combined activities released 402.059 tons of carbon dioxide equivalent during operations.  The reporting structure integrates Categories 3 through 6 under current ISO 14064 guidelines.	305-3



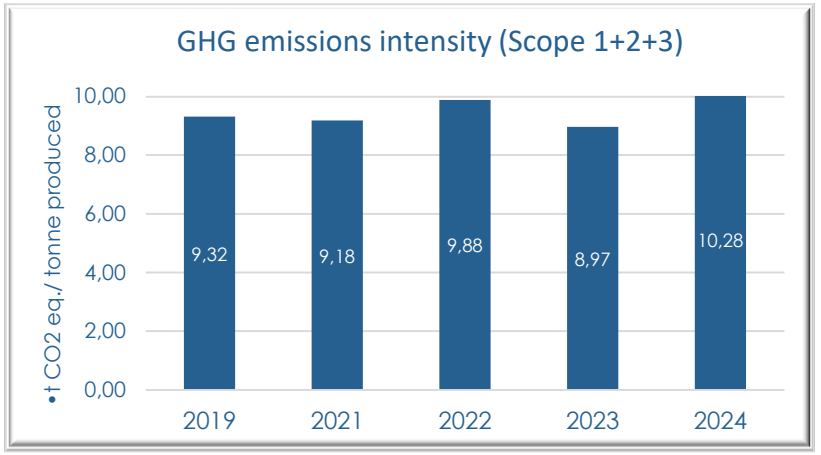
The above chart describes in detail the components that make up each of the three scopes.
The total emissions for Scope 1 +2+3 are as follows. (2019 is the base year)

	2019	2021	2022	2023	2024
Total emissions (tn CO2e)	288.098	280.264	349.746	345.449	416.873

Intensity of GHG emissions	ALUMAN S.A. records a combined Scope 1 and Scope 2 intensity ratio of 0,37 metric tons of carbon dioxide equivalent per ton of slugs and discs produced. The chosen denominator for this organization-specific ratio represents the total gross production volume of finished goods. All calculated intensity ratios utilize gross greenhouse gas emissions data, excluding any carbon offsets or avoided emissions. Value chain emissions generate a distinct Scope 3 intensity footprint of 9,91. Direct measurements evaluate carbon dioxide, methane, and nitrous oxide outputs across production lines. The specific gases included in these intensity metrics are CO2, CH4, and N2O, representing all material greenhouse gas outputs across the operational and value chain boundaries.   ALUMAN S.A. maintains a consistent downward trajectory in operational emissions since establishing its carbon tracking baselines in 2019. Scope 1-During the 2024 reporting cycle, strategic process optimizations and minimized equipment downtime fully neutralized the environmental impact of increased thermal energy inputs. Although absolute consumption of natural gas and logistics fuel increased to meet production demands, the facility reduced its direct Scope 1 greenhouse gas intensity ratio from 0,41 to 0,37, demonstrating improved emissions efficiency. This performance demonstrates the efficiency of the plant's foundries / annealing ovens and confirms that capacity growth is directly counterbalanced by rigorous asset utilization	305-4

Scope 2 -The facility reduced its Scope 2 emissions intensity by systematically lowering total electricity consumption. Higher operational throughput combined with reduced machinery idle time maximized energy efficiency across production lines. To accelerate this trend, company completed the installation of a rooftop solar photovoltaic (PV) array. This onsite asset now covers approximately 15% of the plant's total electrical power requirements, directly reducing dependence on grid-supplied energy.
Concurrently, the ongoing decarbonization of the national electricity grid—driven by an expanding share of renewable energy sources—provided a supportive external factor in reducing the indirect carbon footprint. Disciplined equipment maintenance programs and optimized manufacturing schedules secured this performance improvement, ensuring verifiable progress toward corporate decarbonization targets.

Deploying the ISO 50001 protocol reveals resource usage deviations, triggering prompt engineering adjustments.
This structured monitoring approach prevents energy waste while securing strict industrial operational accountability



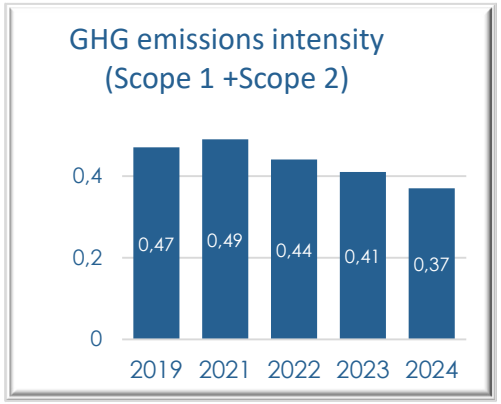
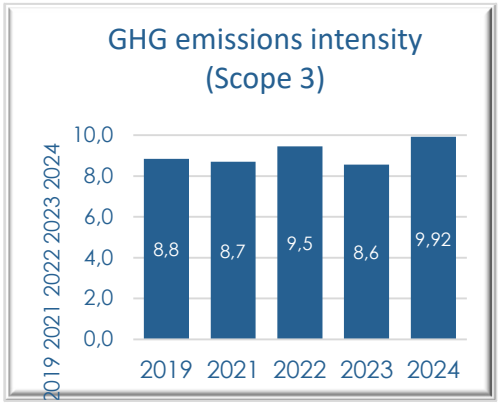
ALUMAN S.A. directly addresses its Scope 3 emissions by optimizing the quality and composition of raw material inputs in production.

Scrap: In 2024, the company expanded its scrap aluminum utilization to 5.122 tons, representing a significant increase from the 3.046 tons consumed during the previous reporting period. This increased use of secondary materials contributes to the reduction of upstream supply chain impacts and supports circularity by keeping valuable metals within the production loop. Nevertheless, the availability of high-purity aluminum scrap required for specialized applications, including the production of aluminum discs, remains constrained, limiting further opportunities to increase recycled content while maintaining the required product quality standards.

Sourcing Dynamics and Primary Low Carbon Aluminum Challenges

While circular practices yield measurable progress, the integration of low-carbon primary aluminum faces distinct structural constraints. A tight global market limits the availability of high-purity, low-carbon primary aluminium, and existing supplies carry substantial financial premiums. Concurrently, downstream customer demand for products featuring these specialized alloys remains low, tempering the pace of full-scale manufacturing adoption.

To navigate these market realities without compromising transparency or financial resilience, management continuously evaluates alternative sourcing networks. The company maintains strict operational flexibility, positioning its technical teams to scale low-carbon primary inputs progressively as market availability stabilizes and clear commercial demand materializes.

Reduction of GHG emissions	**Climate Governance and Emission Reduction Targets** ALUMAN S.A. operates a structured climate transition framework governed by definitive short- and long-term greenhouse gas (GHG) intensity targets. The organization establishes all reduction vectors against a validated 2019 baseline, which provides representative, reliable, and verified operational data. This baseline aligns directly with domestic regulatory benchmarks and ensures consistent tracking over time.  	305-5

The corporate mitigation portfolio defines clear tracking parameters across all operational boundaries:

Short-Term Target (2019–2024): A committed 15% intensity reduction for combined Scope 1 and Scope 2 emissions, alongside an 8% reduction target for Scope 3 value chain intensity. These five-year metrics fulfill the guidelines of the Aluminium Stewardship Initiative (ASI), which mandates target intervals not exceeding five years.

Long-Term Target (2019–2030): A 30% intensity reduction for combined Scope 1 and Scope 2 emissions, paired with a 22% reduction target for Scope 3 emissions. The direct operational goals mirror the statutory requirements of the National Climate Law, which obligates industrial manufacturing facilities to cut direct and indirect energy emissions by 30% by 2030. Also these metrics fulfills the ASI requirements.

2024 Performance Review and Target Verification

At the close of the 2024 reporting period, quantitative performance data confirms that the facfulfilessfully achieved its short-term operational targets, while highlighting systemic supply-chain bottlenecks within Scope 3 categories

Emission Scope	2019 Baseline Intensity	2023 Performance	2024 Performance	2024 Short-Term Tagged	Status of achievement
Scope 1 + 2 (tCO_2e/τόνο παραγόμενου προϊόντος)	0,47	0,41 (-12,6%)	**0,37 (-22,7%)**	-15,0%	Target Exceeded
Scope 3 (tCO_2e/τόνο παραγόμενου προϊόντος)	8,84	8,56 (-3,2%)	**9,91 (+12,2%)**	-8,0%	Target Not achieved

Operational Efficiency Drivers

(Scope 1 & 2) The facility lowered its combined Scope 1 and Scope 2 emissions intensity to 0,37 metric tons of CO2e per tonne produced, exceeding the 2024 short-term target by 6,3 %. This structural improvement arises from direct engineering controls:

Asset Optimization: Investments in new more efficient machinery, installation of PV on the roof, enhanced throughput rates and minimized equipment idle times across the foundries and annealing ovens directly maximized energy efficiency.

Systematic Monitoring: Full integration of the ISO 50001 Energy Management System enabled teams to identify consumption deviations and execute immediate corrective maintenance.

Grid Decarbonization: Positive transitions within the national electricity mix reduced the indirect

emission factor of purchased grid power

Value Chain Dynamics and Sourcing Constraints (Scope 3).

The increase in Scope 3 emissions intensity reflects external market challenges affecting the upstream aluminium supply chain. The indicator reached 9,91 tCO_2e per ton of product in 2024, influencing the achievement of the company's 8% reduction target.

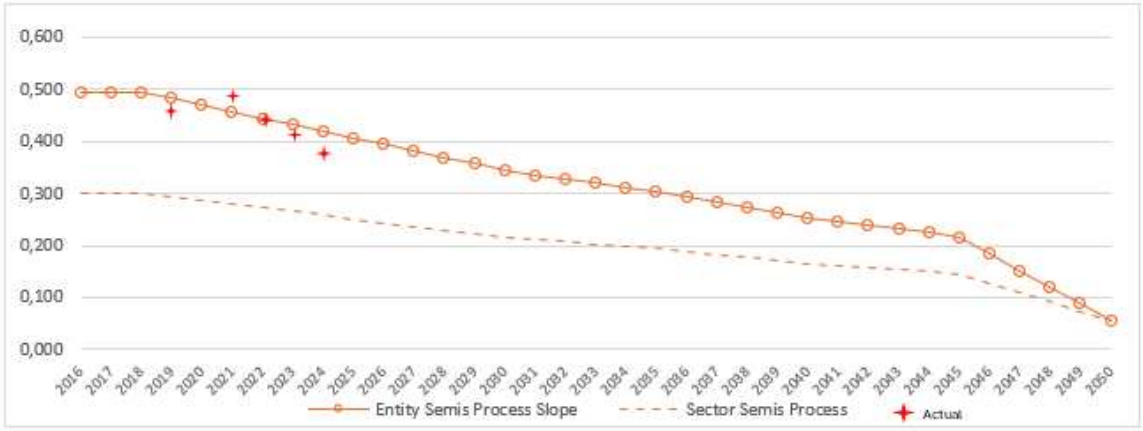
The main driver behind this increase was the change in the emission factor associated with primary aluminium sourcing. The European reference factor for primary aluminium used in Europe (cradle-to-gate), based on the Environmental Profile Report 2024 published by European Aluminium, increased significantly in 2024, rising from 8,6 to 9,7 tCO_2e per ton of aluminium. This methodology was applied due to the limited availability of supplier-specific actual emission data across the upstream primary aluminium supply chain. The company recognizes the importance of improving Scope 3 data accuracy and is committed to progressively increasing the use of actual supplier emission data through enhanced supplier engagement and collaboration.

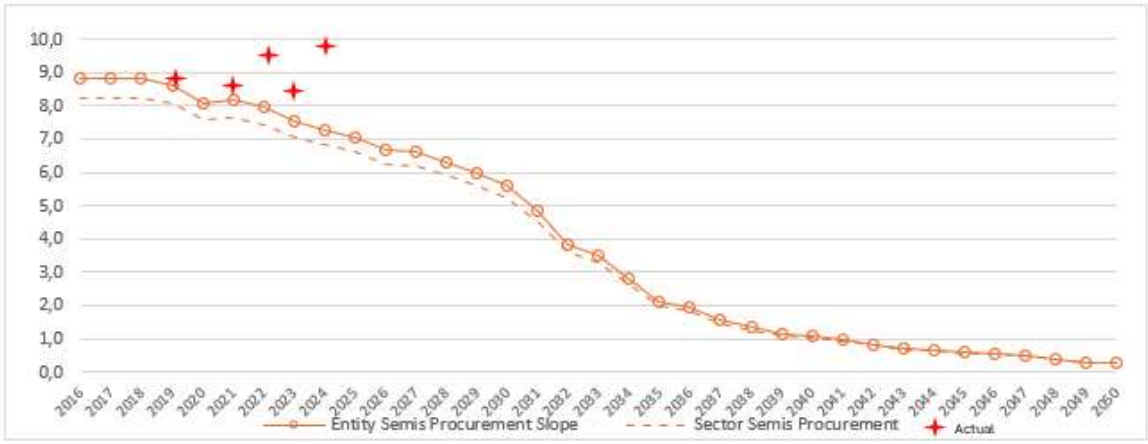
In parallel, the company continued to strengthen circularity initiatives by increasing the use of secondary aluminium. In 2024, aluminium scrap utilization reached 5.122 tons, compared with 3.046 tons during the previous reporting period. This increased use of recycled materials contributed to reducing upstream supply chain impacts and supported resource conservation by keeping valuable metals within the production loop. However, further expansion of recycled aluminium use remains subject to material availability and technical requirements. The supply of high-purity aluminium scrap suitable for specialized applications, including the production of aluminium slugs/discs, remains limited. This constraint restricts the potential for increasing recycled content while maintaining the required product quality standards.

At the same time, the transition toward low-carbon primary aluminium continues to face structural market challenges. Global availability of high-purity, low-carbon aluminium remains constrained due to limited production capacity and supply limitations, while available volumes are often associated with significant price premiums. In addition, downstream customer demand for products incorporating these specialized low-carbon materials remains at an early stage, slowing wider market adoption. The company continues to monitor market developments and explore opportunities to increase the integration of lower-carbon and recycled aluminium within its production processes as supply

conditions and market maturity evolve.

The company has adopted the decarbonization methodology proposed by the Aluminium Stewardship Initiative (ASI), with the aim of monitoring progress towards reducing carbon emissions. The company's decarbonization pathway, as calculated using the ASI assessment tool, is presented below.





Net-Zero Roadmap and Decarbonization Vectors

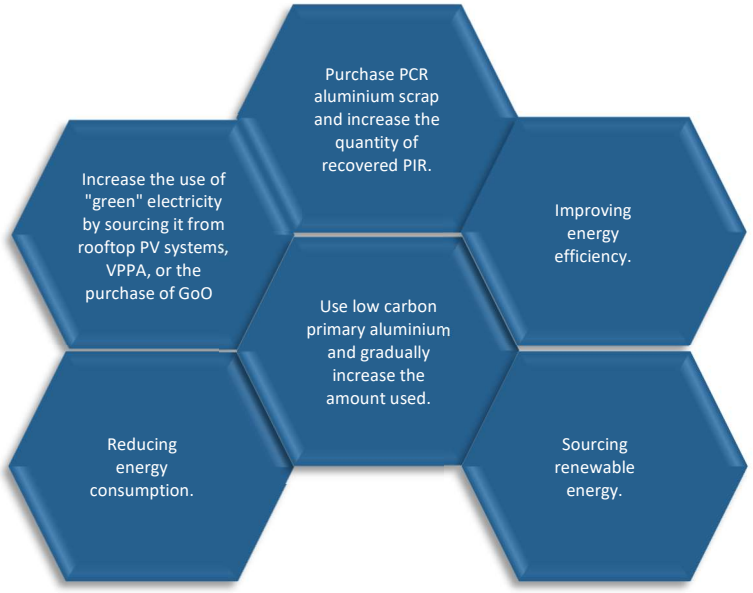
The corporate strategy maintains a strict commitment to achieving net-zero emissions by 2050, anchoring its capital deployment in the National Plan for Energy and Climate (NPEC).
Decarbonization Phasing Strategy
[2024-2028] —> Grid Transition & VPPA Sourcing
[2028-2040] —> 100% Renewable Electricity (RES) Coverage
[2035-2050] —> Natural Gas Phase-Out (Biomethane & Green Hydrogen)

The long-term asset transformation relies on three independent operational vectors:

Electricity Grid Transition: Management isolates purchased power as a critical reduction lever. Leveraging the projected decarbonization of the Greek electricity grid, the company aims to secure 100% of its electrical energy requirements from renewable energy sources (RES) by 2040 through long-term Virtual Power Purchase Agreements (VPPA) and advanced efficiency technologies.

Thermal Energy Substitution: The company plans to gradually phase out natural gas consumption by substituting fossil fuels with alternative low-emission thermal inputs. Technical preparations include infrastructure feasibility studies to accommodate biomethane and green hydrogen as corporate infrastructure matures post-2035.

Upstream Circularity: To resolve the Scope 3 sourcing variances, the procurement division is restructuring its supply chain architecture. The strategy prioritizes the systematic replacement of primary smelting lots with certified pre-consumer and post-consumer recycled aluminum, alongside a strict vetting process to select upstream suppliers with verified low-emission production profiles.

		
Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions /Reduction Plan	ALUMAN S.A. maintains full operational alignment with the national atmospheric emission thresholds authorized by the Ministry of Environment and Energy. Internal monitoring protocols confirmed zero limit breaches throughout the 2024 reporting period, matching the unblemished compliance record established in 2021, 2022, and 2023. The company bases its environmental strategy in transparent data disclosure, submitting complete, verified annual inventories to state regulatory authorities. To ensure absolute oversight, the production facility utilizes a mix of continuous and periodic monitoring across all primary processing units. Specifically, the mandatory legal limits governing the site's atmospheric emissions are structured as follows: i) Particulate emissions ≤ 20 mg/Nm3 at the exhaust of melting and holding furnaces (as an annual average), if dust emissions are < 1 kg/h. In the case that dust emissions are ≥ 1 kg/h, the limit for particulate emissions is 5 mg/Nm3 (as a daily average). ii) Particulate emissions ≤ 20 mg/Nm3 at the outlet of slugs surface treating systems (as the	305-7

average of the sampling period).

iii) TVOC (Total Volatile Organic Compounds) ≤ 15 mg/Nm3 the exhaust of melting and holding furnaces as well as incineration systems of annealing ovens (as the average of the sampling period).

iv) PCDD/F ≤ 0,1 ng TEQ/Nm3 as the average value of the sampling period, which should last at least six hours.

Because operational emissions consistently track well below these statutory caps, the company does not require or operate under an emission reduction plan.

To maintain strict corporate transparency and support stakeholder due diligence, the granular, quantified data points from these measurement cycles are integrated by reference. Stakeholders can access the detailed, independent emission reports directly through the Ministry of Environment and Energy's public registry at: https://ypen.gov.gr/category/mitroo-odigias-ied/.

PERIODICAL MEASUREMENTS		
Description	**Machine**	**Frequency**
Particulate emissions	Melting and holding furnaces	Continuous
Particulate emissions	Surface treating systems	Every 3 months
TVOC (Total Volatile Organic Compounds)	Melting and holding furnaces/annealing ovens	Annually
PCDD/F	Melting and holding furnaces	Annually

Effluent and waste 2016

Disclosure Requirements	Information	GRI
Waste management as material topic	ALUMAN S.A. integrates waste management into its corporate strategy as a fundamental environmental priority. The Quality Assurance Department holds direct responsibility for overseeing waste management operations. At its Inofyta production facilities, the ISO 14001-certified Environmental Management System ensures compliance with applicable environmental requirements. The company systematically applies Best Available Techniques (BAT) to optimize operational processes, minimize waste generation, and improve resource efficiency. Its waste management strategy is founded on circular economy principles, emphasizing material reuse, source separation, recycling, and resource recovery throughout its operations. Every three years, the company conducts materiality surveys with stakeholders to reassess sustainability priorities. Based on the 2023 materiality assessment, waste management is addressed through the management of identified impacts and risks across environmental, social, and operational dimensions. Positive impacts include the prevention of soil, water, and air pollution, the protection of local biodiversity, enhanced resource recovery, reduced raw material consumption, cost savings, and strengthened corporate reputation. Identified risks include occupational health and safety hazards, potential adverse effects on community well-being, financial penalties resulting from non-compliance, reputational damage, stakeholder dissatisfaction, and environmental degradation associated with inadequate waste management practices, including pollution and biodiversity loss. To mitigate these risks, the company implements strict procedures for waste classification, segregation, labeling, temporary storage, and handling. Waste is transferred exclusively to certified vendors and licensed treatment or recycling facilities, ensuring environmentally responsible downstream management. Annual employee training programs reinforce awareness of waste reduction practices, proper segregation, and regulatory compliance. A grievance mechanism, supported by a designated email address, enables stakeholders to report waste-related concerns. Waste generation and management data are maintained through a robust tracking system, while regular internal audits of temporary storage areas verify compliance with internal procedures and evaluate the effectiveness of operational controls.	GRI3-3

	ALUMAN S.A. tracks daily operational waste metrics to evaluate circular economy performance. The company successfully recycled all internally generated hazardous and non-hazardous waste streams. Non-hazardous materials constitute 97% of the annual total generated waste.The remaining 3% consisting entirely of processed industrial hazardous waste substances. During the year 2022, waste intensity was 26,5 kg/t. This metric reached 30,2 kg/t in 2024. To actively address this trend and further strengthen its waste governance mechanisms, the company established two sustainability targets:**Target 1 (Non-Hazardous Waste): Systematically maintain the landfill avoidance of non-hazardous waste from landfills, striving for the ongoing achievement of the Zero Waste to Landfill goal.Target 2 (Hazardous Waste): Restore and maintain hazardous waste generation intensity at a maximum of 1.0 kg per metric ton of production by 2028**.Through this integrated management approach, ALUMAN S.A. maintains alignment with circular economy principles, applicable regulatory requirements, and its commitment to the continual improvement of environmental and operational performance. Municipal waste is separately collected in dedicated bins and removed by local municipal services, excluded from the above recycling metrics.	
Hazardous substances management as material topic	ALUMAN S.A. enforces operational controls at its Inofyta plant to isolate chemical hazards, protect employees, and preserve local environmental biodiversity. Management addresses the processing risks of dangerous materials by deploying rigorous containment protocols and mandatory monitoring systems. Operations rely on unified ISO 14001 and ISO 45001 management structures to track, classify, and audit all technical compound inventories. The company aligns all safety data sheets with REACH and GHS classification frameworks to maintain transparent risk metrics along the industrial supply chain. Production teams conduct annual spill prevention drills and mandate specialized personal protective equipment across all shift schedules. The senior leadership team and dedicated environmental committees formally review these chemical tracking logs, internal audit findings, and performance data on a quarterly basis to evaluate the ongoing effectiveness of our containment policies.The corporate Supplier Code of Conduct embeds clear human rights, workplace safety, and ecological preservation conditions into vendor contracts. Procurement teams utilize strict ESG performance metrics to evaluate new raw material suppliers and optimize value chain accountability. These preventative safety mechanisms **ensured KPI: zero chemical handling incidents and maintained unblemished regulatory compliance records throughout 2021, 2022, 2023, and 2024**. Robust oversight prevents severe industrial accidents, insulates the enterprise from legal liabilities, and protects regional community health. In the event of an operational variance or containment breach, the	GRI3-3

<table>
<tr><td></td><td>company enforces structured remediation protocols and transparent grievance mechanisms to immediately address environmental impacts and community welfare concerns. Senior leadership actively tracks these environmental indicators to align factory operations with modern sustainability demands. The company defines and prioritizes hazardous substances management as a material topic through structured stakeholder engagement, synthesizing feedback from employee health committees, regional community representatives, and regulatory oversight bodies.</td><td></td></tr>
<tr><td>Waste generated</td><td>ALUMAN S.A. operates a rigorous on-site separation and collection system for all industrial waste streams. This framework covers skimmings, mixed packaging materials, machine emulsions, used oils, scrap metals, absorbents, batteries, and electronic waste. Before leaving the facility, authorized personnel weigh every material lot to ensure absolute tracking accuracy. The company then transfers these streams to legally licensed partners for formal recovery and recycling. The organization monitors its waste footprint through precise reporting.The audited performance data for the 2024 reporting period and previous cycles are mention below:
<table>
<tr><th>Waste generated</th><th>2021 (t)</th><th>2022 (t)</th><th>2023 (t)</th><th>2024 (t)</th></tr>
<tr><td>Nonhazardous</td><td>1.005</td><td>915</td><td>1.058</td><td>1.191</td></tr>
<tr><td>Hazardous</td><td>49</td><td>24</td><td>33</td><td>38</td></tr>
<tr><td>Total</td><td>1.054</td><td>939</td><td>1.091</td><td>1.229</td></tr>
</table>
<table>
<tr><th>Waste category 2024</th><th>(t)</th><th>%</th></tr>
<tr><td>Nonhazardous</td><td>1.191</td><td>97%</td></tr>
<tr><td>Hazardous</td><td>38</td><td>3%</td></tr>
<tr><td>Total</td><td>1.229</td><td></td></tr>
</table>
<table>
<tr><th>Waste Recycled</th><th>(t)</th><th>Recycled (%)</th></tr>
<tr><td>Nonhazardous</td><td>1.191</td><td>100 %</td></tr>
<tr><td>Hazardous</td><td>38</td><td>100 %</td></tr>
</table>
<table>
<tr><th>Waste KPIs</th><th>2021</th><th>2022</th><th>2023</th><th>2024</th></tr>
<tr><td>Waste generation (Kg/tn of product)</td><td>34,5</td><td>26,5</td><td>28,3</td><td>30,27</td></tr>
<tr><td>Non-Hazardous Waste generation (Kg/tn of product)</td><td>32,9</td><td>25,8</td><td>27,4</td><td>29,34</td></tr>
<tr><td>Hazardous Waste generation (Kg/tn of product)</td><td>1,6</td><td>0,6</td><td>0,9</td><td>0,93</td></tr>
<tr><td>Waste recovered and recycled (%)</td><td>100</td><td>100</td><td>100</td><td>100</td></tr>
</table></td><td>306-2</td></tr>
</table>

	* Note: These figures strictly exclude standard municipal waste from personnel, which falls under the collection jurisdiction of the Municipality of Tanagra. Skimmings is delivered to an authorized company for remelting in a rotary furnace. The processing yields aluminum as the final product, while the byproduct is dross. This dross waste is subsequently transferred to a concrete producer, where it is incorporated as a component in their product.	
Significant spills	ALUMAN S.A. recorded **zero significant leaks during 2024**, sustaining its multi-year baseline performance. Operational teams enforce strict spill prevention protocols in alignment with ISO 14001 systems. Routine tank inspections and containment simulation drills actively protect the local operational environment. **Definition: Significant spills** are large, unintentional releases of substances that harm the environment and human health. They can occur during the manufacturing, processing, or transportation processes, resulting in pollution and ecosystem damage. These releases may occur due to malfunctions of machinery, trucks, or forklifts, resulting in potential pollution and ecosystem damage. It is **not a significant spill**: unintentional spills within the factory area with minor amounts of pollutants that are properly managed by the emergency team. The environmental and health risks are minimized.	306–3

Environmental Compliance 2016

Disclosure Requirements	Information	GRI
Non-compliance with environmental laws and regulations	ALUMAN S.A. maintained full compliance with all environmental laws and regulations throughout 2024, continuing its established multi-year track record of adherence to statutory requirements. State regulatory bodies issued **zero fines, financial penalties, or non-monetary sanctions to the company during the reporting period**, reflecting seamless operational oversight and strict environmental governance. **Definition: Significant fines** : fines of more than €5,000 for serious legal or moral breaches, non-compliance with laws/regulations on health, safety at work, the environment, labor, competition, as well as impact on the brand, trust, or market position. **Non-significant fines:** fines of less than 5,000 euros. This does not include fines (regardless of the amount) resulting in serious legal or moral breaches and fines related to basic regulations or significant impact on the brand, trust, or market position.	307-1

Supplier environmental assessment 2016

Disclosure Requirements	Information	GRI
New suppliers screened against environmental criteria	As an ISO 14001 certified company for Environmental Management, ALUMAN S.A. requires all suppliers, both new and existing, to adhere to stringent environmental standards. A comprehensive supplier self-assessment is conducted , evaluating factors such as environmental policy, service quality, health and safety. In the **2024, 100% of new suppliers were evaluated**. Furthermore, all suppliers are required to comply with and sign ALUMAN's Supplier Code of Conduct, which outlines specific requirements related to environmental performance and sustainability."	308-1


LABOR
NON - DISCRIMINATION
SOCIO-ECONOMIC COMPLIANCE
SOCIAL
PUBLIC POLICY
AFFAIRS
EQUAL OPPORTUNITY
TRAINING & EDUCATION
SUPPLIER ASSESMENT
DIVERSITY
EMPLOYMENT
OCCUPATIONAL HEALTH & SAFETY
MANAGEMENT

GRI 400: SOCIAL AFFAIRS

Employment 2016

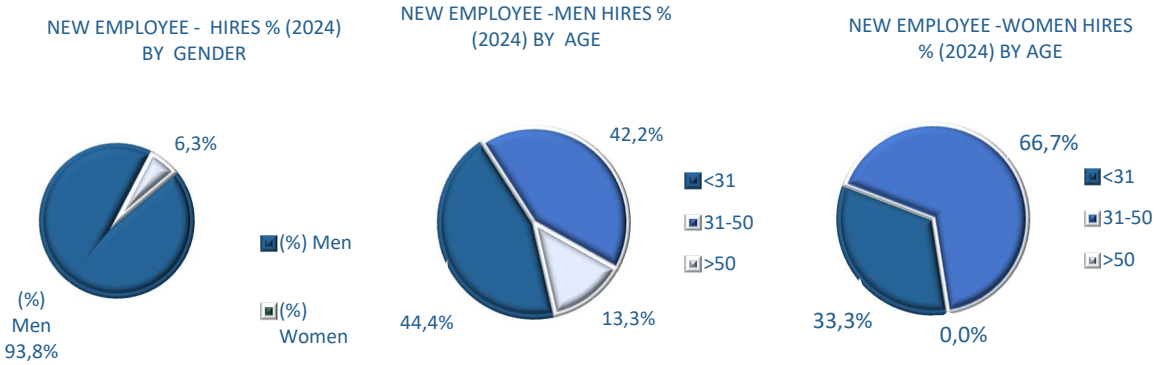
Disclosure Requirements	Information	GRI
Workers' rights and diversity , Attracting and retaining employees as material topics	Strategic oversight at ALUMAN SA directly governs workers' rights and recruitment stability across its entire operational scope, which encompasses both the Athens corporate office and the Inofyta manufacturing plant. To ensure absolute operational compliance, internal human rights policy frameworks are strictly guided by global International Labour Organization (ILO) conventions. These principles are institutionalized through the company's formal Code of Conduct, comprehensive Work Regulations, and a dedicated Violence and Harassment Policy that fully enforces anti-harassment protections. Through these instruments, ALUMAN SA mandates strict non-discrimination guidelines that enforce equal opportunity across all employment stages, explicitly recognizing collective bargaining structures to protect workers' freedom of association across corporate boundaries. Ultimate executive accountability for the oversight of these policy commitments rests with the Board of Directors, with operational management delegated to the Human Resources Director. Strategic Actions and Impact Management Attracting top-tier talent and securing specialized workforce capabilities is a strategic priority that ensures long-term operational resilience and business model continuity. To mitigate the risk of labor scarcity—which introduces severe operational risks such as production delays and factory inefficiencies—ALUMAN SA utilizes transparent recruitment frameworks. These frameworks guarantee fair treatment using objective, standardized selection metrics and the application of blind resume screening to systematically eliminate subjective onboarding biases. Furthermore, failing to attract diverse partners drives distinct reputational risks that can harm employer branding. In response, strategic actions include executing gender pay analyses, broad diversity training, and continuous technical training programs designed to support internal career advancement. Effective diversity management drives significant positive impacts by maximizing productivity and boosting workplace morale. Conversely, management recognizes that inadequate inclusion	

mechanisms generate negative impacts, driving unwanted turnover and operational disruptions. Retention strategies therefore prioritize maintaining lower turnover rates relative to validated regional industry averages. This is achieved by supporting employee well-being through flexible work hour allocation policies and offering total rewards packages that feature competitive salaries paired with sustainability-linked performance incentives. To ensure these programs are adequately supported, senior management explicitly allocates designated annual operational budgets and personnel resources specifically for diversity initiatives and labor compliance. Resources for safeguarding workers' rights are allocated in a targeted manner across both the Athens corporate headquarters and the Oinofyta production unit, fully covering the costs of continuous anti-discrimination training and the maintenance of the digital channels of the Integrity Line. Stakeholder engagement, particularly direct consultation with factory workers and employee representatives, systematically informs the design and periodic review of these strategic actions.

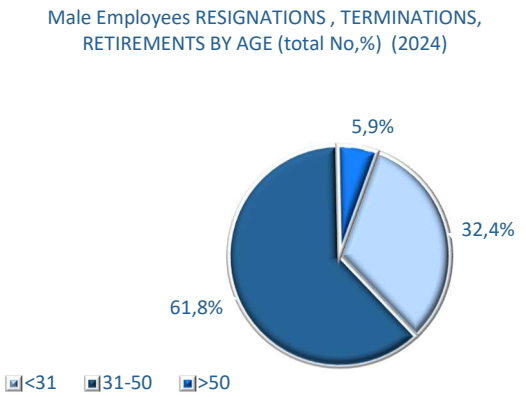
Grievance Pathways, Monitoring, and Performance

ALUMAN S.A. has a corporate grievance framework in place to identify and address legal risks and potential compliance issues. This framework facilitates secure verbal and written stakeholder inputs, anchored by a dedicated 24/7 whistleblowing Integrity Line aluman.ethics@aluman.gr that provides completely confidential compliance violation reporting. All received concerns are cross-checked by an independent Grievance Committee, which investigates issues transparently to execute necessary remediation plans. The company commits to a strict non-retaliation policy for all whistleblowers and outlines clear timelines for grievance remediation.

The overall effectiveness of these mitigation workflows is evaluated through annual compliance audits and quarterly internal reviews of HR sentiment data. This evaluation process incorporates lessons learned from tracked trends into the company's long-term operational policies. Performance management tracks strict zero-incident targets for discrimination and human rights breaches. Demonstrating the efficacy of these safeguards, the 2024 reporting cycle concluded with zero recorded compliance violations or human rights complaints.

New hires and employee turnover	ALUMAN S.A. drives organizational performance by cultivating a stable, inclusive workforce. Operational expansions during 2024 added 48 new personnel, including 45 men and 3 women at Inofyta facilities. Heavy manufacturing environments—specifically three-shift foundry melting and press blanking lines—historically draw fewer female applicants due to extreme physical workloads. Age and gender metrics guide the company's long-term workforce diversity strategies. The 48 new employee hires are broken down by age group as follows:  Concurrently, 29 male employees departed the company through voluntary resignations or contract terminations. The 29 male employee departures correspond to the following percentages by age group all localized to our manufacturing plant in Inofyta, Greece. Audited metrics indicate an overal turnover rate of 20,5% . (Male turnover rate of 20 %, while female turnover remained at 0,5 %. Management utilizes these granular retention insights to evaluate ongoing labor stability and refine internal workplace programs.	401-1

EMPLOYEE TURNOVER BY GENDER AND AGE (2024)		
	Men	Women
Age		
<31	6,4%	0
31-50	12,3%	0
>50	1%	0,5%
Overal	20,5%	
Average No of employees :171		



Employee Retention. ALUMAN S.A. anchors its operational stability in a deeply experienced manufacturing team. Currently, 80 production employees exceed five consecutive years of dedicated tenure. Dedicated safety and well-being programs directly support this sustained workplace commitment.

Recent investment and major machinery installations rapidly expanded plant capacity. This industrial growth triggered an extensive onboarding wave of new personnel. Consequently, this high recruitment volume mathematically adjusted the retention rate downward. The standard retention index shifted from 55% to 47% during 2024.

	2021	2022	2023	2024
Employees served for more than five years	88	88	85	80
Employee Retention	61%	60%	55%	47%

<table>
<tr>
<td>Parental leave</td>
<td>ALUMAN S.A. advances gender equality by actively supporting balanced parental responsibilities across its workforce. The company granted parental leave to three male employees during the reporting period. Every participating staff member successfully returned to active duty following their leave. Retention metrics confirm all three individuals remained employed for over twelve months. Consequently, both the parental leave return rate and the post-leave employee retention rate achieved 100% for male employees, while female metrics remained non-applicable for the active cycle due to zero utilization. Transparent social indicators reflect a corporate culture that values long-term stability. Providing these family-centric frameworks strengthens organizational resilience and protects human capital assets.
<table>
<tr><th colspan="5">PARENTAL LEAVES</th></tr>
<tr><th></th><th>2021</th><th>2022</th><th>2023</th><th>2024</th></tr>
<tr><td>Men</td><td>2</td><td>3</td><td>8</td><td>3</td></tr>
<tr><td>Woman</td><td>1</td><td>1</td><td>0</td><td>0</td></tr>
<tr><td>Total</td><td>3</td><td>4</td><td>8</td><td>3</td></tr>
</table>
</td>
<td>401-3</td>
</tr>
</table>

Labor /Management Relations 2016

Disclosure Requirements	Information	GRI
Minimum notification period for operational changes	ALUMAN maintains a commitment to transparency and communication regarding operational changes, adhering fully to legislative requirements. While do not have a defined minimum notification period, any substantial changes are communicated to all employees through personal emails or announcements displayed on the company's announcements board. In 2024, there were no reported operational changes, reflecting our stable operational environment. This approach not only ensures that employees are informed but also fosters a culture of trust and engagement within the organization.	402-1

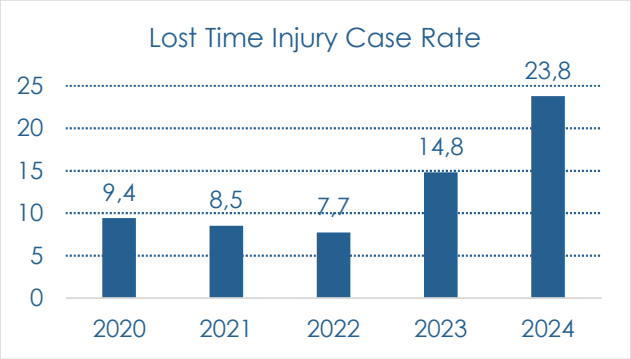
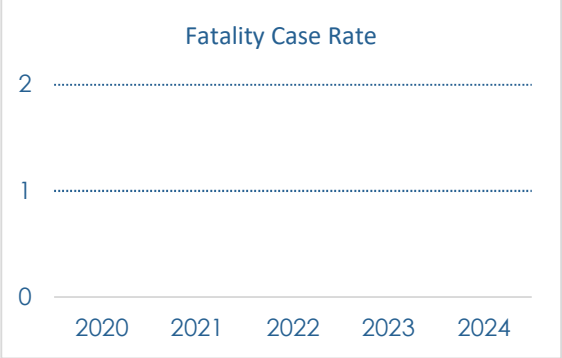
Occupational health and safety 2018

Disclosure Requirements	Information	GRI
Occupational Health and Safety as material topic	ALUMAN S.A. operates with a foundational commitment to protecting the health, safety, and physical integrity of its workforce and partners across all aluminum processing operations. The governance of Occupational Health and Safety (OHS) is anchored in the company's corporate Health and Safety Policy, which mandates strict compliance with national legislation and full alignment with ISO 45001 management system. Responsibility for the implementation of this policy resides with the Plant Management, supported directly by the Safety engineer, Occupational Health Physician and the OHS Committee, ensuring that safety performance metrics are monitored regularly. Effective risk controls directly preserve operational productivity, lower absenteeism, and strengthen corporate retention rates. Conversely, processing molten metal and handling hazardous production materials present inherent physical risks. To promote a robust safety culture and ensure worker participation, the company maintains active consultation channels, allowing employees to report hazards and participate openly in risk assessments without fear of reprisal. Financial and human resources are systematically allocated annually to support OHS infrastructure upgrades and specialized training programs. To ensure continuous alignment with international best practices, these resources are audited against specific operational key performance indicators (KPIs) annually. Reflecting the active inputs from the company's 2023 Materiality Assessment, ALUMAN S.A. manages a distinct set of operational risks and impacts inherent to aluminum processing, specifically including heavy machinery operation, thermal exposure during casting, manual handling, and noise pollution. To mitigate these risks, the company applies the hierarchy of controls, focusing on engineering solutions, regular machine maintenance, and the mandatory use of Personal Protective Equipment (PPE). A formalized grievance mechanism and reporting protocol are available to all employees, ensuring that safety concerns, near-misses, and operational hazards can be flagged and investigated immediately. When negative impacts occur, the company cooperates fully with formal grievance channels to provide appropriate remedy, rehabilitation, and medical support to affected personnel. This reporting mechanism is also fully extended to external contractors to guarantee equal access to safety	GRI3-3

	remediation. In response to operational challenges and to sensitize the workforce, the company maintains a standardized daily information system for machinery quality and safety performance across production floor lines. Furthermore, specialized compliance reviews are integrated into the company's OHS and human rights protocols to ensure full adherence to ASI recruitment and forced labor standards. The company closely monitors its performance using absolute figures and normalized rates, capturing a recent upward trend in recordable incidents, which rose from 2 incidents in 2022 to 7 incidents in 2024. The effectiveness of the management approach is evaluated through internal audits, workplace inspections, and annual management reviews. To drive continuous improvement and reverse this trend, the company has updated its operational milestones. ALUMAN S.A. maintains an ultimate strategic commitment to **Vision Zero (0 accidents).** Operationally, to reverse the recent upward trend, the company has established an intermediate milestone to reduce total recordable injuries to ≤ 3 cases for the next reporting cycle. Progress against these quantitative targets is communicated transparently to the workforce.	
Management system for occupational health and safety	Continuous safety oversight relies on a comprehensive, fully audited ISO 45001 system. The certified system covers 100% of employees, on-site contractors, and industrial manufacturing operations across all facility locations, with zero exclusions. This structural framework replaced the legacy OHSAS 18001 standards implemented in 2010. The management system incorporates all binding national labor codes and European Union workplace safety directives. The verified documentation confirming this industrial safety milestone is located via this link: *https://www.aluman.gr/wp-content/uploads/2025/04/signed_52422_en.pdf*	403-1

<table>
<tr>
<td>Hazard identification, risk assessment and incident investigation</td>
<td>
ALUMAN S.A. treats occupational health and safety as a fundamental corporate responsibility embedded across all company since 2010. The enterprise minimizes operational risk by maintaining structured identification protocols and executing direct corrective actions assisted by active worker representation. Executive oversight drives the safety agenda through systematic ISO 45001 compliance reviews and hands-on Leadership Security Tours to verify protective controls on the shop floor.
In 2024, management completed seven formal internal audits and twelve dedicated security tours. Collaborative insights from these field initiatives and the elected employee safety committee surfaced thirty-seven operational items requiring technical intervention, all of which were successfully closed out with formal corrective measures.
To reinforce this internal oversight, an independent certification body conducted a formal external audit of the ISO 45001 management system . Also the Ministry's labor inspectorate conducted independent compliance inspections to enforce statutory workplace mandates.
The engineering team applies the Fault Tree Method to evaluate any accident or near miss, ensuring that systemic root causes are isolated and permanently resolved. To support this methodology, the company maintains clear, confidential channels for workers to report operational hazards, backed by strict policies that prevent any form of reprisal against reporting employees.
A transparent KPI display at the facility's entrance keeps the entire workforce informed of real-time accident statistics and positive performance milestones. By publishing these results openly, ALUMAN S.A. ensures that its corporate safety culture stands up to rigorous ESG scrutiny, delivering complete reporting transparency to neighboring communities, investors, and regulatory authorities.
Furthermore, ALUMAN formally recognizes the right of all employees to remove themselves from work situations that they reasonably believe present an imminent and serious danger to their health or safety, ensuring complete protection from any disciplinary action or negative impacts.
<table>
<tr><th></th><th>2021</th><th>2022</th><th>2023</th><th>2024</th></tr>
<tr><td>Internal audits</td><td>8</td><td>7</td><td>7</td><td>7</td></tr>
<tr><td>LST</td><td>12</td><td>15</td><td>13</td><td>12</td></tr>
</table>
</td>
<td>403-2</td>
</tr>
</table>

Occupational health services	The enterprise protects its manufacturing workforce through proactive industrial health strategies. Contracted occupational physician deliver independent medical guidance at the production facility. This professional possesses certified qualifications in industrial medicine, allowing him to conduct systematic workplace ergonomics assessments, biological monitoring, and clinical reviews that directly feed into the plant's preventive risk-elimination protocols. Rotational twice per month site visits secure equitable health service access for all shifts. The company covers 100% of the operational costs, ensuring all employees access these services during paid working hours without any financial or administrative barriers. These target interventions mitigate physical workplace hazards and optimize overall technical safety. The organization strictly enforces medical privacy laws regarding individual worker diagnoses. Personnel health data never influences internal promotional tracks or employment terms. Transparent medical monitoring minimizes occupational illness while maintaining manufacturing quality baselines.	403-3
Employee participation, consultation and communication on occupational health and safety	Industrial risk training takes place annually and adapts instantly to machinery modifications. Elected safety representatives address manufacturing issues during scheduled corporate committee sessions. This formal joint management-worker Health and Safety Committee comprises 60% management appointees and 40% worker-elected representatives, providing formal 100% workforce representation across all manufacturing shifts. Workers utilize dedicated reporting channels to communicate workplace hazards to plant management. To eliminate barriers to participation, corporate policy guarantees absolute anti-reprisal protection for all submissions. Management formally consults these worker representatives during the design, implementation, and evaluation of all hazard control procedures prior to implementation. The facility displays complete safety data openly on central production area tables. Posting audited occupational measurements drives transparent workplace conditions for the entire workforce.	403-4
Worker training on occupational health and safety	ALUMAN delivers structured safety training to all industrial personnel and new recruits. The company delivers 100% of this mandatory instruction free of charge to the workforce, conducting all sessions strictly during paid working hours. In-house engineers and external safety technicians lead these sessions. Curriculums cover mechanical machine operation, emergency leak simulations etc. Regular factory evacuation drills and practical first aid exercises enhance operational readiness. Management systematically audits training performance metrics to ensure maximum workplace hazard control.	403-5

Employees covered by an occupational health and safety management system	ALUMAN S.A. maintains a certified ISO 45001 occupational health and safety management system, transitioning from its initial OHSAS 18001 framework established in 2010.This comprehensive governance system covers 100% of the internal workforce. The active enforcement of these institutional standards mitigates operational risks, drives continuous workplace improvement, and reinforces the company's transparent ESG accountability.	403-8
Work-related injuries	ALUMAN S.A. attaches its industrial operations in structured workplace health and safety management systems**. The company maintains an absolute, long-term objective of zero occupational accidents, illnesses, and fatalities.** During 2024, the facility recorded **seven work-related incidents causing 92 lost workdays**. A significant scaling of total production volumes expanded the baseline machine-operating exposure hours **across a total of 294.000 hours worked by the workforce**. Simultaneously, the extensive onboarding of new personnel required extended operational adjustment periods. Despite these accidents, **the company successfully maintained its record of zero fatalities**. Safety teams thoroughly investigate each deviation using the systematic Fault Tree analytical methodology. This structured diagnostic isolates technical and behavioral root causes to deploy permanent corrections. Disclosing these metrics openly reflects our corporate commitment to absolute stakeholder transparency. Continuous, data-driven risk mitigation adaptively strengthens our preventive safety culture across all departments.  	403-9

	Definition Lost Time Injury Case Rate: Total number of LTI cases (including Fatality cases) that would occur in 500 employees working one year (1.000.000 hours): (# of LTI cases) x 1.000.000 ÷ Hours worked for a period. Fatality Case Rate: Total number of Fatalities that occurred during the period covered by the rate: (# of Fatalities) x 1.000.000 ÷ Hours worked for a period. To establish benchmarking, online research was conducted on best practices and metrics used by peer companies. However, no public statistics were found from peers in the aluminum slug industry. While data from three larger companies producing aluminum slugs is available, their diverse range of activities and product lines make direct comparisons difficult. Consequently, it is currently impossible to benchmark against similar peers due to the lack of disclosed information.	

Training and Education 2016

Disclosure Requirements	Information	GRI
Employees Training as a material topic	ALUMAN S.A. drives operational accountability by maintaining systematic training structures across its industrial footprint. The prioritization of workforce development as a material topic stems directly from our structured stakeholder dialogue, which captures the explicit expectations of employees, labor representatives, and executive management. Educational initiatives build organizational capability by embedding resource efficiency and responsible production habits into daily workflows. The multi-tiered curriculum covers carbon footprint awareness, workplace safety systems, quality management, and commercial ethics. Training protocols apply universally to the workforce, ensuring aligned operational standards from the foundry floor to executive committees. Ethics modules explicitly target anti-corruption protocols and responsible sourcing validation. The facility leverages internal expert networks to mentor incoming workers, preserving specialized metallurgical knowledge and operational standards. Relevant management functions allocate dedicated technical and organizational budgets to sustain these development channels annually.	GRI3-3

	Human resource departments monitor performance data through standardized annual training hour tracking. Senior leadership evaluates these aggregated metrics on a semi-annual basis to ensure instructional alignment with corporate goals. Iterative feedback loops and supervisor evaluations shape future course development to target verified capability shortages. These ongoing training investments secure higher workplace safety performance, optimize plant productivity, and preserve market competitiveness. When operational deficiencies or training gaps cause adverse impacts, the company deploys targeted corrective action plans and formal grievance resolution procedures to restore required compliance levels.	
Average number of hours spent on education and training per year per employee.	ALUMAN's ongoing investment in human capital yielded an increase in training hours during 2024, with the **annual average reaching 52 hours per employee**. The core program centered on four operational pillars: Quality, Health and Safety, Environmental and Waste Management, and Energy Management. This structured approach guaranteed comprehensive training delivery across all workforce levels, including incoming personnel. **New Hires**: A primary operational focus for the year involved integrating 46 new hires through intensive onboarding tracks. This initiative delivered 7.558 cumulative hours of targeted instruction, immediately aligning new personnel with company mandates regarding equipment operations, factory-floor safety protocols, and environmental responsibilities. **Specialized Workforce Training and Skills Development:** To drive operational efficiency and maintain full alignment with international industry standards, management expanded targeted training programs across specific production sectors: **Advanced Technical and Machinery Operations:** Foremen and operators completed specialized training on new presses, surface treatment, and automatic packaging lines. **Workforce Versatility and Role Progression:** To build internal operational resilience, the company dedicated 1.224 training hours to cross-training programs. These initiatives systematically developed multi-skilled operators capable of rotating across key manufacturing sections. **Safety & Emergency Preparedness:** Emphasizing a strict workplace safety culture, the company conducted targeted information sessions on various safety topics both informative and post-accident to raise awareness among staff. **Environmental & Quality Management Systems :** Personnel completed full training modules covering Quality, Environmental, Occupational Health & Safety, and Energy Management Systems. These sessions specifically targeted policy alignment, individual contributions to performance targets,	404-1

regulatory compliance, and impact mitigation workflows.

To reinforce its proactive environmental and safety stance, ALUMAN successfully conducted a live **leakage simulation drill**. The exercise verified rapid internal response times alongside highly effective waste collection and containment actions.

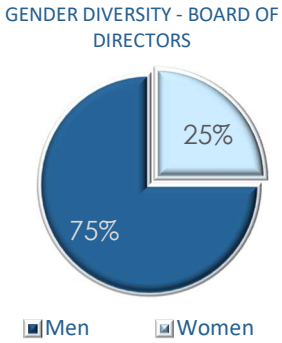
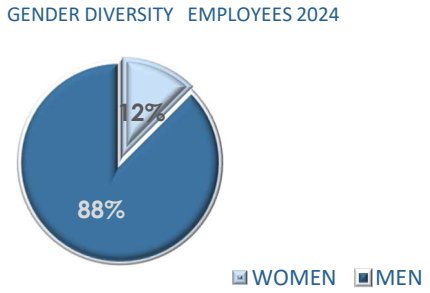
Overall, the corporate training program achieved an **80% execution rate**, successfully completing four out of five planned strategic initiatives. Participating personnel reported high satisfaction regarding the technical quality and practical impact of the instruction received. This sustained investment in human capital directly strengthens ALUMAN's operational resilience and governance framework while embedding a proactive culture of safety, quality, and sustainability across all organizational levels.

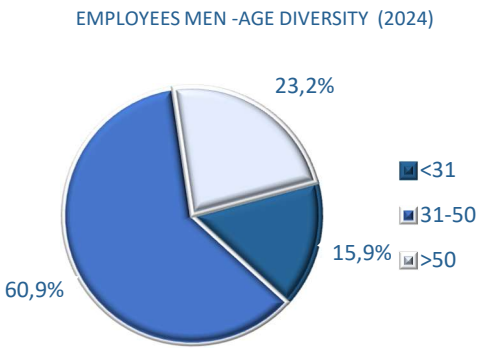
Training Performance Metrics

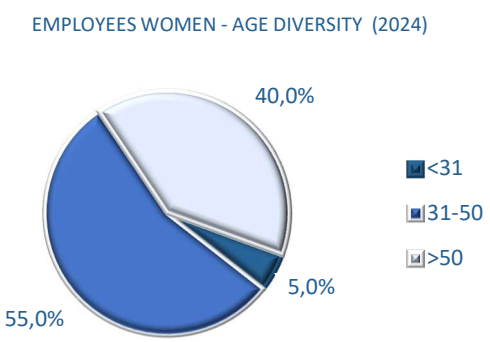
The table below tracks the quantitative trajectory of ALUMAN's training disclosure indicators over a four-year cycle, highlighting the expanded development density achieved in 2024.

TRAINING	2021	2022	2023	2024
Average training hours per employee per year.	41	66	39	52

Diversity and equal opportunity 2016

Disclosure Requirements	Information	GRI
Workers' rights and diversity , Attracting and retaining employees as material topics	Please see (GRI3-3 Workers' rights and diversity , Attracting and retaining employees as material topics in page 78)	GRI3-3
Diversity of governance bodies and employees	The Board of Directors comprises six men and two women, establishing a balanced governance foundation. Currently, men account for 88% of the total workforce across operations. This demographic distribution reflects heavy industrial manufacturing requirements, particularly within three-shift foundry melting, press blanking, and surface treatment departments. These operating environments historically attract fewer female applicants due to intense physical labor and rotating shift schedules. To address this balance, management implements active recruitment safeguards and inclusive workplace policies to expand talent channels and improve gender diversity across all production levels.  	405-1





Non-discrimination 2016

Disclosure Requirements	Information	GRI
Incidents of discrimination and corrective actions taken	Strict internal protocols safeguard all personnel against discrimination and personal harassment. One formal grievance emerged during the reporting year within the production department between two production employees. Grievance Committee intervened rapidly, conducting objective evaluation and adjusting operational schedules. This targeted intervention successfully closed the case without further organizational disruption. The company records zero additional behavioral incidents, reinforcing its inclusive culture. Formal behavioral / harassment complaints submitted :1 Percentage of incidents investigated and fully resolved :100% Direct discrimination incidents recorded: 0	406-1

Security practices 2016

Disclosure Requirements	Information	GRI
Security personnel trained in human. rights policies or procedures	ALUMAN S.A. strictly aligns its corporate security operations with international human rights standards to guarantee a safe, respectful workplace. All contracted security personnel undergo comprehensive training regarding organizational human rights policies and procedures. This proactive educational framework ensures that security practices consistently mirror the company's broader commitment to ethical governance and worker dignity. Regular evaluations of active security protocols maintain operational transparency, mitigate workplace risks, and reinforce the company's rigorous ESG accountability standards.	410-1

Local communities 2016

Disclosure Requirements	Information	GRI
Operations with local community engagement, impact assessments, and development programs	ALUMAN S.A. connects operational performance directly to community prosperity. The company hires 88.5% of its workforce from local municipalities, ensuring that industrial job creation yields immediate benefits for the local society. The company applied formal environmental and social impact assessments, including explicit gender-impact tracking, to 100% of its active manufacturing operations during the reporting period. Local businesses represent 20% of the active domestic vendor base. Local procurement spending reached €1,431 million during the 2024 period, representing a contraction within the total procurement budget. Market price increase for primary aluminum and aluminum scrap drove raw material costs higher. Simultaneously, the company executed major capital upgrades to plant manufacturing machinery. Local suppliers lack the necessary operational scale to provide primary aluminum or such highly specialized equipment. Consequently, the company formed contracts with specialized international vendors to meet these technical requirements. These targeted initiatives form part of a structured local community development framework established across 100% of the	413-1

	company's operational footprint. Compliance frameworks rely on direct engagement with state environmental and labor bodies. Systematic communication with the Archaeological Service during new projects that require excavation guarantees the protection of local cultural heritage. All manufacturing operations remain strictly within designated boundaries to prevent the degradation of historical sites. Open corporate communication rests on verified stakeholder mapping and formal grievance systems. These channels allow neighbors and the local community to submit concerns and secure timely resolutions. The firm guarantees transparent oversight by presenting audited social impact statistics within its sustainability disclosures.	

Supplier social assessment 2016

Disclosure Requirements	Information	GRI
New suppliers that were screened using social criteria	The company audited 4 new suppliers in 2024 through rigorous due diligence questionnaires. These 4 audited entities represent 100% of the new suppliers onboarded into the company's supply chain during the 2024 reporting period. Assessments measured human rights alignment, formal sustainability reporting, and multiple ISO management systems.	414-1

Public Policy 2016

Disclosure Requirements	Information	GRI
Political contributions- Total monetary value of financial and in-kind political contributions made directly and indirectly by the organization by country and recipient/beneficiary.	Political neutrality remains absolute, legally preventing any corporate funding to political organizations. Social responsibility initiatives prioritize direct community funding over political lobbying or campaigns. During the year, the business injected €15.850 into youth sports clubs. These capital allocations provide immediate, transparent benefits to local municipal ecosystems. The company acts as an independent civic partner, optimizing local social infrastructure. **Total quantified economic value**	415-1

	distributed to the state reached €3.225.255. This fiscal footprint represents corporate tax liabilities and mandatory employee insurance contributions. Management executes all public sector transactions solely on a verified legal basis. Open financial disclosure validates the company's anti-corruption and governance performance metrics. By isolating commercial operations from politics, the firm secures stakeholder trust. The corporate funding model maximizes local welfare while ensuring full fiscal compliance. **Annual financial audits verify that zero corporate funds supported political agendas.**	

Customer Privacy 2016

Disclosure Requirements	Information	GRI
Substantiated complaints concerning breaches of customer privacy and losses of customer data	ALUMAN S.A. places a high priority on protecting customer privacy. The company is pleased to report that **in 2024, there were zero substantiated complaints regarding data breaches or losses**. This track record reflects its robust data management practices and strict adherence to both national regulations and internal security policies. Furthermore, ALUMAN S.A. remains dedicated to continuously evaluating and upgrading its systems to ensure personal information stays secure.	418-1

Socio-Economic Compliance 2016

Disclosure Requirements	Information	GRI
Non-compliance with laws and regulations in the social and economic field	None recorded during the reporting year.	419-1

GRI INDEX

GENERAL STANDARD DISCLOSURES

GRI	Disclosure Requirements	Location
2-22	Statement on sustainable development strategy	Page 3-4
	The Global Goals	Page 5
	Aligning SDG targets and Global Reporting Initiative (GRI) indicators	Page 6-9
GRI 2: General Disclosures 2021		
Organizational Profile		
GRI	Disclosure Requirements	Location
2-1 ,2-2 ,2-3,2-4 ,2-5	Organizational details, Entities included in the organization's sustainability reporting, Reporting period, frequency and contact point , Restatements of information , External assurance	Page 14-15
Activities and Workers		
2-6,2-7 ,2-8	Activities, value chain and other business relationships , Employees , Workers who are not employees	Page 15-19
Governance		
2-9 ,2-12,2-13,2-14,2-16 2-17	Governance structure and composition, Role of the highest governance body in overseeing the management of impacts, Delegation of responsibility for managing impacts, Role of the highest governance body in sustainability reporting, Disclosure 2-16 Communication of critical concerns, Collective knowledge of the highest governance body	Page 19-23
Strategy, Policies and Practices		
2-22	Statement on sustainable development strategy	Page 3-4
2-23	Policy commitments	Page 24
2-24	Embedding policy commitments	Page 25-26
2-25,2-26	Processes to remediate negative impacts Mechanisms for seeking advice and raising concerns	Page 26-27
2-27	Compliance with laws and regulations	Page 27
2-28	Membership associations and Certifications	Page 27-28
Stakeholder Engagement		
2-29, 3-1	Approach to stakeholder engagement , Process to determine material topics	Page 29-33
3-2	List of material topics	Page 36
3-2	Materiality Matrix	Page 37

ECONOMICS		
GRI 201: Economic performance 2016		
201-1	Directly generated and distributed economic value	Page 39
204-1	Share of expenditure on local suppliers	Page 39-40
GRI 205: Anti-corruption 2016		
205-1	Permanent establishments that have been checked for corruption risks	Page 41
205-2	Communication and training about anti-corruption policies and procedures	Page 41
205-3	Confirmed incidents of corruption and actions taken	Page 41
GRI 206: Anti-competitive behavior 2016		
206-1	Legal proceedings for anti-competitive behavior, cartel, and monopoly formation	Page 41
ECOLOGY		
3-3	Climate Change Tackling, GHG emissions , procurement , Energy management , Circular economy as material topics	Page 43
MATERIALS		
GRI 301 : Materials 2016		
301-1	Materials used by weight or volume	Page 44
301-2	Recycled raw materials used	Page 44-46
ENERGY		
GRI 302: Energy 2016		
302-1	Energy consumption within the organization	Page 47-48
302-3	Energy intensity	Page 49
302-4	Reduction of energy consumption	Page 50-51
WATER		
3-3	Water management as a material topic	Page 52-53
GRI 303: Water 2016		
303-1	Water as a shared resource	Page 53
303-2	Management of water discharge related impacts	Page 54
303-3	Water withdrawal / Management Plan	Page 54
303-4	Water discharge	Page 54
303-5	Water consumption	Page 55

BIODIVERSITY		
GRI 304: Biodiversity 2016		
304-1	Owned, rented or managed operating sites located in or adjacent to protected areas and areas of high biodiversity value outside protected areas	Page 56
304-2	Significant impact of activities, products, and Services on biodiversity	Page 56
304-3	Protected or restored habitats	Page 57
304-4	Species on the Red List of the International Union for Conservation of Nature (IUCN) and on national lists of protected species that have their habitat in areas affected by commercial activities.	Page 57
EMISSIONS		
3-3	GHG emissions as material topic	Page 58
GRI 305: Emissions 2016		
305-1	Direct GHG emissions (Scope 1)	Page 58
305-2	Energy-based indirect GHG emissions (Scope 2)	Page 59
305-3	Other indirect GHG emissions (Scope 3)	Page 59
305-4	GHG emissions intensity	Page 61-63
305-5	Reduction of GHG emissions	Page 64-70
305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions /Reduction Plan	Page 70-71
WASTE		
3-3	Waste management as material topic	Page 72-73
3-3	Hazardous substances management as material topic	Page 73-74
GRI 306: Waste 2016		
306-2	Waste generated	Page 74-75
306-3	Significant spills	Page 75
ENVIRONMENTAL COMPLIANCE		
GRI 307: Environmental Compliance 2016		
307-1	Non-compliance with environmental laws and regulations	Page 76
GRI 308: Supplier environmental assessment 2016		
308-1	New suppliers screened against environmental criteria	Page 76

SOCIAL AFFAIRS		
3-3	Workers' rights and diversity , Attracting and retaining employees as material topics	Page 78-79
GRI 401:Employment 2016		
401-1	New hires and employee turnover	Page 80-81
401-3	Parental leave	Page 82
GRI 402:Labor/ Management Relations 2016		
402-1	Minimum notification period for operational changes	Page 82
OCCUPATIONAL HEALTH AND SAFETY		
3-3	Occupational Health and Safety as material topic	Page 83-84
GRI 403: Occupational Health and Safety 2018		
403-1	Management system for occupational health and safety	Page 84
403-2	Hazard identification, risk assessment and incident investigation	Page 85
403-3	Occupational health services	Page 86
403-4	Employee participation, consultation and communication on occupational health and safety	Page 86
403-5	Worker training on occupational health and safety	Page 86
403-8	Employees covered by an occupational health and safety management system	Page 87
403-9	Work-related injuries	Page 87
GRI 404: Training and Education 2016		
3-3	Employees Training as a material topic	Page 88
404-1	Average number of hours spent on education and training per year per employee.	Page 89-90
GRI 405: Diversity and equal opportunity 2016		
3-3	Workers' rights and diversity , Attracting and retaining employees as material topics	Page 91
405-1	Diversity of governance bodies & employees	Page 91-92
GRI 406: Non-discrimination 2016		
406-1	Incidents of discrimination and corrective actions taken	Page 92
GRI 410: Security practices 2016		
410-1	Security personnel trained in human rights policies or procedures	Page 93

GRI 413: Local communities 2016		
413-1	Operations with local community engagement, impact assessments, and development programs	Page 93-94
GRI 414: Supplier social assessment 2021		
414-1	New suppliers that were screened using social criteria	Page 94
GRI 415: Public Policy 2016		
415-1	Political contributions- Total monetary value of financial and in-kind political contributions made directly and indirectly by the organization by recipient / beneficiary.	Page 94
GRI 418: Customer Privacy 2016		
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Page 95
GRI 419: Socioeconomic Compliance 2016		
419-1	Non-compliance with laws and regulations in the social and economic field	Page 95
GRI INDEX		Page 96