SUSTAINABILITY REPORT

SUSTAINABILITY REPORT

METRA AND FENGARI

METRA
the aluminium core company

2024

INDEX

METHODOLOGICAL NOTE

This document represents the **first Report for Fengari Holdings I B.V.** developed with the aim of offering a **comprehensive overview** of the Group's operational and governance model and an initial structured reporting of environmental, social, and governance (ESG) topics for the fiscal year 2024 (reporting period: January 1 – December 31, 2024). Hereinafter Fengari Holding I B.V. and all its societies will be referred to as "Fengari Holding I", "Fengari Group" or "Group".

The Report outlines the Group's main activities and results, with the intention of continuing along its path of sustainable development. It includes both qualitative and quantitative information related to the ESG areas identified as relevant during this reporting cycle, following a materiality analysis described in the section "Material Topics."

To ensure coherence and transparency in communication, this Report has been prepared in accordance with the Global Reporting Initiative Sustainability Reporting Standards (GRI Standards), using the "with reference" approach. The GRI Content Index specifies the indicators covered in the Report and their connection to the material topics.

The reporting scope includes all the society of Fengari Group: Metra S.p.A. (Rustici S.p.A, Foall S.r.l, Metra Service S.r.l, Metra Ragusa, Imet S.p.A, PCT Paint Services Inc, Metra Aluminum Inc, Metra USA Inc.), Profile Costume Extrusion and Belding Machinery and Equipment Leasing (Extruded Aluminum Company, LLC, Aluminum Fabrication Company, LCC).

Environmental and social data refer to all operational sites in scope, unless otherwise indicated. Various sustainability-related metrics including workforce, energy consumption, emissions, health and safety, have been analyzed, highlighting general similarities. Any exclusions are clearly specified in the relevant sections or accompanying data tables.

As this edition covers exclusively data from 2024, no historical comparisons are included. The use of estimates has been limited where possible and, when necessary, is based on the best available methodologies and clearly stated.

The Report was presented to the Board of Directors on **25/09/2025** and has not been subject to external assurance.

For further information or feedback regarding this Sustainability Report, please contact: **hse@metra.it.** The Report is also available online at: **www.metra.eu/sostenibilita/.**

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STAKEHOLDERS LETTER

|GRI 2-23, 2-24|

Dear Stakeholders,

With the publication of this Sustainability Report, the Fengari Group reaffirms our commitment to transparency and responsibility in addressing today's environmental, social, and governance challenges. This document offers a structured overview of our ESG performance for 2024 and represents an important step in consolidating a path that, for us, has long been rooted in sustainable innovation.

Over the past year, Fengari Group has undergone significant transformation, we reinforced leadership in the global aluminum extrusion industry, an achievement made possible by the dedication and passion of our people.

Sustainability is a cornerstone of our Group strategy, both in the short and long term. Our ambitions are driven by the desire to reduce the environmental impact and to contribute to a more responsible industrial system. The Group is committed to lowering greenhouse gas emissions through targeted investments in energy efficiency and renewable energy, while also prioritizing workplace safety and coordinated health measures across the sites, an effort that has already led to tangible improvements.

The materials we work with, aluminum, is inherently sustainable, 100% and infinitely recyclable without losing its properties. Its application supports energy efficiency, light-weighting in transport, and sustainable construction. The Group sees it as a critical ally in building a resilient and greener future.

In 2024, we also launched a stakeholder engagement and materiality analysis process to better understand the expectations of those who interact with us and to align the reporting and strategy with what matters most. Moreover, we decided to take a step forward calculating our organization carbon footprint, not only considering direct CO_2 emissions (Scope 1 and 2) but accounting for indirect emissions too (Scope 3). Combined with the creation of a Sustainability Plan that underscores our dedication to embedding sustainability across our operations, these initiatives have led to the drafting of this Report.

We would like to thank all those who contribute daily to our progress. It is through shared commitment and collective effort that we face today's challenges, guided by our values and with eyes firmly set on the future.

Sincerely
Enrico Giuseppe Zampedri

02.

ABOUT FENGARI GROUP

ABOUT FENGARI GROUP

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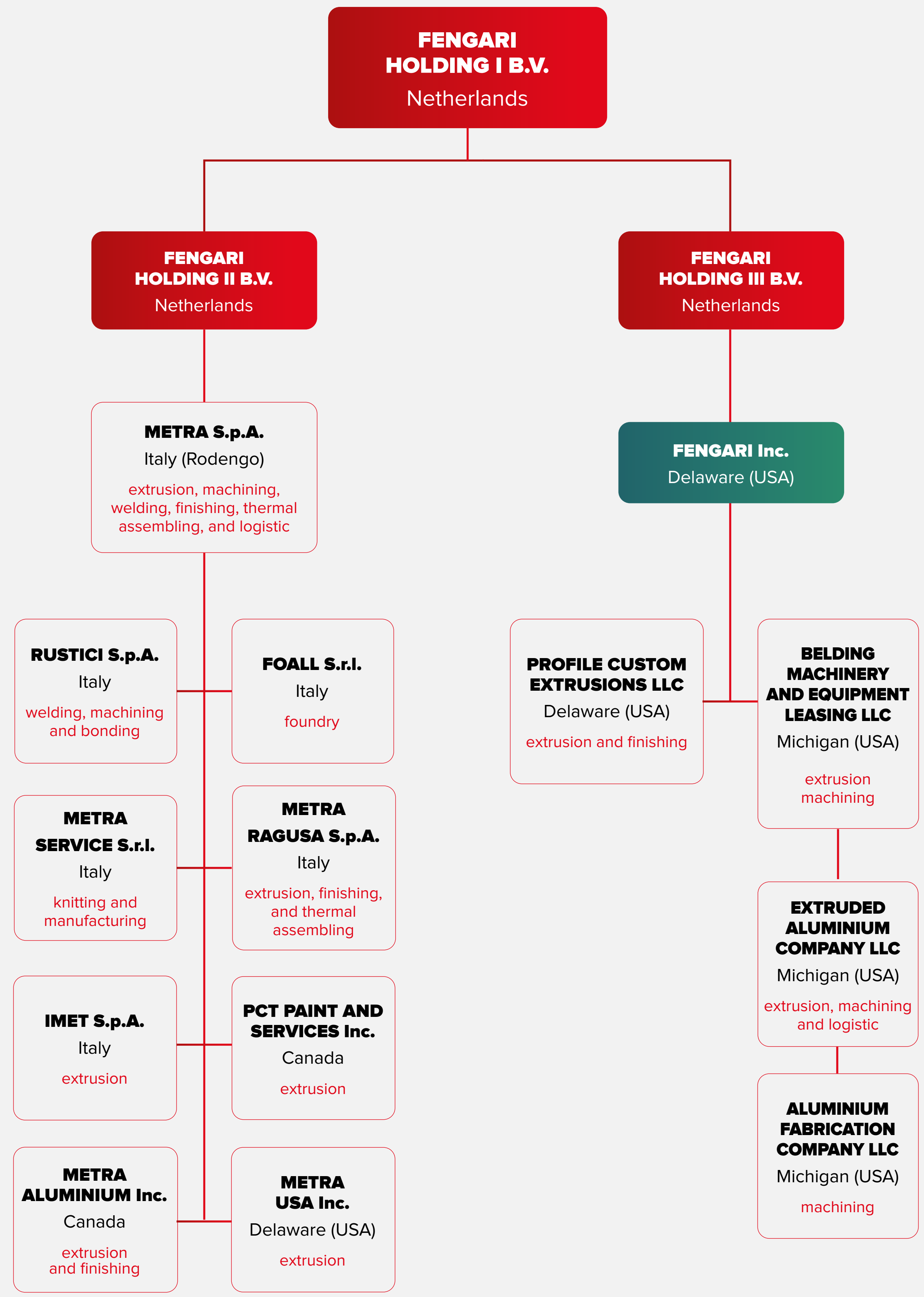
WHO WE ARE

|GRI 2-1| |GIR 2-6| |GRI 2-9|

The Group includes several companies, each with specific expertise in extrusion, machining, welding, finishing, thermal assembling, and logistics.
It operates globally, with a strong presence in the United States, a key hub for innovation and growth.

The sites around the world are only a part of the places in which we operate daily. The collaboration on an international scale with designers, industrial realities and builders leads us, day after day, to conquer new markets, to learn about new languages, cultures, production and regulatory needs. Always ensuring our proximity, not only geographic.



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THE ALUMINIUM

| GRI 2-1 |

To deliver high-performance aluminum solutions, the Group relies on a vertically integrated and technologically advanced production chain across 9 production sites globally, covering over 308,000 m² and a total extrusion capacity of 190,000 tons per year. The Group operates with full control over the entire cycle, from die design to finishing and logistics, ensuring efficiency, flexibility, and quality.

DIE PRODUCTION

120 NEW DIES PER MONTH

EXTRUSION

16 EXTRUSION PRESSES:

Rodengo: **4 presses** (1,860 t to 7.450 t)
Serravalle: **1 press** (1,860 t)
USA & Canada: **11 presses** across Rome, Belding, Alma, Laval

PROFILE DIMENSIONS up to
700 mm (width) and 30,000 mm (length)

MACHINING (CNC CENTERS)

16 TOTAL CNC CENTERS:

Rodengo: **multiple 5-axis centers** up to 26 m
Montale: **portals** up to 4.5 x 26 m
Kentwood: **2 CNC centers**

Includes SPECIALIZED SETUPS (e.g., FSW-CNC, laser control)

WELDING

RODENGO SAIANO:

2 robotic stations (70 m)
2 automated lines (60 m and 40 m)
Manual welding area (~1,800 m²)

MONTALE:

2 automated lines (86 m and 37 m)
Manual welding area (~6,000 m²)

FINISHING

3 PAINTING LINES:

Rodengo and Rome: **vertical coating** (70 m)
Laval: **liquid coating**

THERMAL ASSEMBLY

5 LINES TOTAL:

4 in Rodengo, **1 in** Laval

LOGISTICS

RODENGO:

12,500 m² warehouse with 6,000+ positions and automated systems

LAVAL:

Two warehouses totaling **8,360 m²**

This extensive and automated infrastructure enables the Group to respond effectively to global demand in aluminum solutions for industrial and architectural applications, with a client base spanning 45 countries and a forecasted revenue of € 600 million for 2025.

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THE GROUP'S SOCIETIES

| GRI 2-1 | | GRI 2-22 |

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METRA S.P.A.

The history of Metra S.p.A., henceforth referred to as Metra, is a journey of continuous growth, marked by hard work, innovation, and strategic decisions that have made the company a distinguished presence in the international aluminum sector. Founded in the post-World War II period in Brescia by four families, IMET was the first Italian company to offer aluminum profiles for windows and doors. In 1973, IMET became Metra and moved to a larger facility, marking the beginning of a significant expansion phase.

In the 1990s, Metra broadened its scope by entering the industrial sector and installing large-scale extrusion presses. Between 1998 and 2001, it launched its internationalization process with acquisitions in Italy and Canada. In more recent years, Metra has further consolidated its operations: in 2020–2021, it merged its internal companies METRA COLOR and METRA COMPONENTS and entered a strategic partnership with U.S. investment fund KPS Capital Partners, which acquired a 75% stake. In 2021, the Group expanded with the acquisitions of RUSTICI (Italy) and the Pexal plant in Alma, Québec. Growth continued in 2023 with the acquisition of an aluminum extrusion facility in Michigan, USA.

Today, Metra **looks to the future** with the goal of strengthening its position in strategic markets, with a particular **focus on the railway sector**.

METRA'S OPERATIONS ARE STRUCTURED INTO THREE SPECIALIZED DIVISIONS:

METRA INDUSTRY

METRA INDUSTRY

focused on high-tech aluminum extrusions for the railway, mechanical components, industrial applications, automotive, road transport, and design & furniture sectors. It includes IMET, dedicated to aluminum components for the furniture sector, ensuring local, flexible, and aesthetically refined solutions.

METRA BUILDING

METRA BUILDING

specializing in integrated systems for windows, doors, curtain walls, and partitions. It includes both standard catalogue systems and customized architectural solutions, ensuring full control of the production chain and providing pre-assembled kits tailored to construction site requirements.

METRA RAIL

METRA RAIL

established in September 2024, is a division entirely dedicated to the railway sector. Its goal is to lead innovation in aluminum applications for rolling stock, complementing the Group's broader commercial strategy in Europe and North America.

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PROFILE CUSTOM EXTRUSION

Custom Extrusions, LLC, based in Rome, Georgia, was founded in 1960 and has a long history of producing custom aluminium profiles. Initially serving window manufacturers, the company evolved through various ownerships before joining Fengari Group in 2021.

Today, Custom Extrusions operates with an annual production capacity of 40 million pounds, offering both standard and custom aluminium profiles. Its capabilities include powder coating, anodizing, and Pro10XL finishes for enhanced durability. The facility also provides precision fabrication services such as cutting, drilling, welding, and assembly, supported by in-house engineering. Specializing in 6000 series aluminium alloys (6061, 6063, 6005), the company serves industries ranging from construction and HVAC to transportation, electrical, and marine sectors.

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EXTRUDED ALUMINIUM CORPORATION

Extruded Aluminium Corporation (EAC), headquartered in Michigan, was founded in 1987 and specializes in the production of custom aluminium extrusions for a wide range of industrial sectors. It operates under full ownership of Belding Machinery & Equipment Leasing, LLC.

Since its acquisition in 2021, EAC has become part of the Group's strategy to strengthen its footprint in the North American market. The company offers tailored extrusion solutions, along with surface finishing to enhance appearance and durability. Its fabrication services include cutting, drilling, and assembly, designed to meet specific customer needs. EAC serves industries such as construction, automotive, electronics, energy, and other industrial markets.

03.

SUSTAINABILITY STRATEGY

SUSTAINABILITY STRATEGY

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INTRODUCTION

| GRI 2-22 |

Sustainability for the Fengari Group is considered a strategic element integrated into the company's development model. Operating within the aluminum industry, the company focuses on aligning production efficiency with environmental and social responsibility. Given aluminum's intrinsic recyclability, Group's processes emphasize material circularity and the reduction of environmental impacts using recycled resources.

In recent years, the Group has implemented measures to improve energy efficiency and reduce carbon emissions, including the **introduction of low-impact product lines and the adoption of certified environmental management systems**. Monitoring and assessment tools are used to evaluate operational impacts and guide improvements across production sites.

Sustainability practices for the Fengari Group now extend **across the entire value chain**, incorporating innovation in materials and processes, employee safety protocols, and engagement with suppliers. These efforts aim to respond to evolving regulatory frameworks and stakeholder expectations, contributing to broader goals in industrial sustainability.

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FENGARI'S STAKEHOLDERS

| GRI 2-23 |

The Fengari Group's commitment to sustainability is built on a foundation of dialogue and collaboration with its stakeholders. It recognizes that long-term value can only be created through a transparent and participatory approach that includes all those who are directly or indirectly influenced by the company's activities.

Internally, this includes company leadership, commercial and technical divisions, procurement, HR, HSE, Quality, and finance.
Key representatives—such as the President of the EU Division, the Chief Financial Officer, and the Directors of Environment, Health and Safety—actively contribute to shaping the sustainability strategies and implementing initiatives aligned with business priorities.

At the same time, the Group regularly engages with external stakeholders across **its value chain**, including:

SUPPLIERS AND CUSTOMERS
in relation to sustainable sourcing, product innovation, and circularity;

EMPLOYEES AND TRADE UNIONS
for the development of inclusive work environments, professional development, and welfare policies;

ENVIRONMENTAL ORGANIZATIONS AND CERTIFICATION BODIES
for transparent assessment and improvement of environmental performance;

LOCAL COMMUNITIES AND PUBLIC AUTHORITIES
involved in environmental impact, safety, and compliance issues.

3/3.2

Through a structured process of **materiality analysis**, it **identifies the environmental (E), social (S), and governance (G) issues** that are most relevant for stakeholders.

This stakeholder engagement process ensures that the Group's sustainability goals are both responsive to external expectations and coherent with its internal values, laying the groundwork for a shared, responsible future.

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MATERIALITY ANALYSIS

|GRI 3-3|

Fengari has adopted a materiality analysis process in accordance with the Global Reporting Initiative (GRI) Standards, specifically GRI 3: Material Topics 2021. This process is essential for identifying sustainability issues that are truly relevant to the company's long-term value creation and to the expectations of its stakeholders.

In preparation for the implementation of the Corporate Sustainability Reporting Directive (CSRD), the Group has also undertaken an interoperability exercise between GRI Standards and the new European Sustainability Reporting Standards (ESRS). This proactive step is part of Fengari's broader commitment to strengthening its materiality analysis process, ensuring that future CSRD-compliant reports accurately reflect the most significant sustainability topics impacting the business and its stakeholders across the entire value chain.

The analysis aims to determine the actual and potential, positive and negative impacts of its activities on the environment, people, and the economy, over the short, medium, and long term. At the same time, it considers the risks and opportunities that these issues may present for the Group's financial performance and strategic direction.

This analysis was carried out through a structured process that involved various company functions ranging from commercial and procurement to HSE, HR, and finance that were asked to evaluate sustainability themes with the greatest influence on business resilience and operational continuity.

Each topic was assessed according to **two main dimensions:**

THE RELEVANCE FOR STAKEHOLDERS

in terms of their expectations, rights, concerns, and interests;

THE IMPACT ON ITS VALUE CHAIN

with a focus on risks, opportunities, and potential for strategic transformation.

The materiality assessment followed a structured methodology with **three main steps:**

1.

UNDERSTANDING THE INTERNAL AND EXTERNAL CONTEXT

based on internal documents, sector analysis, and benchmark studies to identify key sustainability challenges relevant to the aluminum industry.

2.

VALIDATION AND STAKEHOLDER ENGAGEMENT

using internal feedback and perception surveys to confirm the relevance and prioritization of the material topics.

3.

PRIORITIZATION AND CLUSTERING

where significant impacts were grouped into core ESG topics to guide strategic planning and reporting priori.

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The resulting list of the material topics was approved by the sustainability team.

The materiality matrix allows not only to report in accordance with international standards, but above all to make informed, forward-looking choices. It serves as a compass that guides sustainability planning, investment decisions, and continuous improvement efforts.

Going forward, the Group intends to regularly update this analysis to reflect changes in the regulatory framework, stakeholder expectations, and global sustainability challenges. In doing so, it reaffirms its desire to be a proactive, transparent, and responsible industrial player, capable of anticipating trends and shaping the future in a sustainable way.

OUTCOMES

The impact materiality analysis provided a structured framework to identify sustainability issues that are central to responsible corporate conduct and relevant to the Group's stakeholders.

This process resulted in a materiality matrix that visually highlights the most significant ESG topics for the company, serving as a foundation for defining sustainability objectives, guiding resource allocation, and ensuring transparent reporting. The matrix will be periodically reviewed and updated in response to regulatory changes, stakeholder feedback, and the evolving landscape of global sustainability challenges..

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THE GROUP'S MATERIAL TOPICS

Area	Material theme	Impact description	Actual/ Potential	Negative/ Positive
GOVERNANCE	PROTECTION OF WHISTLE-BLOWERS	Lack of a whistleblowing system compliant with regulations, with no transparent results	Potential	Negative
GOVERNANCE	CORPORATE CULTURE	Promotion of an ethical and transparent corporate culture based on the sharing of ethical values with all stakeholders	Actual	Positive
GOVERNANCE	MANAGEMENT OF RELATIONSHIPS WITH SUPPLIERS INCLUDING PAYMENT PRACTICES	Lack of a supplier code of conduct monitoring the supply chain	Actual	Negative
GOVERNANCE	CORRUPTION AND BRIBERY	Training on corruption prevention issues	Actual	Positive
SOCIAL	WORKING CONDITIONS	Implementation of fair and competitive compensation polices, along with establishment of welfare initiatives aligned with industry best practices Guarantee the work-life balance of employees	Potential	Positive
SOCIAL	WORKING CONDITIONS	Employee involvement in dialogue with worker representatives and decision-making processes through unions, ensuring labor rights, the right to freedom of association, collective bargaining, and social dialogue	Actual	Positive
SOCIAL	WORKING CONDITIONS	Training programs focused on safety to prevent accidents and enhance workplace security	Actual	Positive

Area	Material theme	Impact description	Actual/ Potential	Negative/ Positive
SOCIAL	WORKING CONDITIONS	Negative impacts on workers' health due to occupational injuries and work-related illnesses	Potential	Negative
SOCIAL	EQUAL TREATMENT AND OPPORTUNITIES FOR- ALL	Positive impact on employees' career growth through training programs designed to enhance skills that increase both professional and personal opportunities	Potential	Positive
SOCIAL	EQUAL TREATMENT AND OPPORTUNITIES FOR- ALL	Positive impact on employees resulting from a diverse and inclusive work environment	Potential	Positive
SOCIAL	EQUAL TREATMENT AND OPPORTUNITIES FOR- ALL	Policies for the prevention of workplace harassment incidents	Potential	Positive
SOCIAL	EQUAL TREATMENT AND OPPORTUNITIES FOR- ALL	Lack of women in apical roles and wage differences	Actual	Negative
SOCIAL	PERSONAL SAFETY OF CONSUMERS AND/OR END-USERS	Efficient management of services and clear, transparent communication that ensures consumer safety	Actual	Positive
ENVIROMENTAL	CLIMATE CHANGE MITIGATION	Contribution to climate change through indirect (Scope 3) greenhouse gas emissions related to activities at sites and facilities along the value chain	Actual	Negative
ENVIROMENTAL	CLIMATE CHANGE MITIGATION	Contribution to climate change through direct/indirect emissions of greenhouse gases and ozone-depleting substances, related to activities at sites and plants (Scope 1 and 2)	Actual	Negative

METRA

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Area	Material theme	Impact description	Actual/ Potential	Negative/ Positive
ENVIROMENTAL	CLIMATE CHANGE ADAPTATION	Impacts resulting from failure to adapt to climate change that cause (eg following extreme weather events) a disruption of service, to the detriment of employees and customers	Actual	Negative
		Impacts resulting from failure to adapt to climate change that cause (due to extreme weather events) a disruption of service in the supply chain, damage to suppliers and transport	Actual	Negative
	ENERGY	Dependence on non-renewable energies for production processes, and failure to adopt more renewable solutions	Actual	Negative
		Dependence on non-renewable energies for production processes of secondary billet suppliers, and failure to adopt more renewable solutions	Actual	Negative
	POLLUTION OF AIR	Land degradation caused by intensive extraction processes and inadequate solid waste management by raw materials suppliers	Potential	Negative
		Contribution of operational activities to air pollution through the emission of pollutants (NOx, SOx, VOC)	Actual	Negative
	POLLUTION OF WATER	Environmental impacts caused by ineffective management of water and waste discharges by raw material suppliers, resulting in groundwater contamination due to untreated discharges, improper use of chemicals or improper disposal of hazardous waste during extraction and processing	Actual	Negative

Area	Material theme	Impact description	Actual/ Potential	Negative/ Positive
ENVIROMENTAL	DIRECT IMPACT DRIVERS OF BIODIVERSITY LOSS	Damage to biodiversity caused by climate change resulting from emissions generated by the company's production activities and its supply chain	Actual	Negative
		Negative impact on local ecosystems caused by soil exploitation and pollution by raw material suppliers	Actual	Negative

CURRENT IMPACT

POSITIVE IMPACT
[1] Benefit already generated by Fengari Group activities (e.g., recycled materials, sustainable jobs, responsible sourcing).

NEGATIVE IMPACT
[2] Adverse effects already present and measurable (e.g., emissions, waste, resource use).

POTENTIAL IMPACT

POSITIVE IMPACT
[3] Future opportunity for value creation through innovation, ecological transition, or social inclusion.

NEGATIVE IMPACT
[4] Risk of future negative effects due to operations, regulations, or stakeholder pressure.

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This dual perspective led to the identification of a set of material topics that reflect the evolution of the Group's responsibilities. Among the most **significant topics** that emerged are:

ENVIRONMENTAL PERFORMANCE

including the reduction of greenhouse gas (GHG) emissions, optimization of energy and water consumption, adoption of clean technologies, and environmental certifications;

CIRCULAR ECONOMY AND SUSTAINABLE PRODUCTS

with particular attention to the use of recycled raw materials, the design of recyclable and demountable products;

HUMAN CAPITAL

covering themes such as workplace health and safety, training, diversity and inclusion, and the overall well-being of employees;

ETHICAL GOVERNANCE

including the adoption and dissemination of codes of conduct, anti-corruption policies and transparency in data management.

In addition to these, themes linked to community engagement, social dialogue, and support for local development projects were also considered relevant, demonstrating how the Group impact extends beyond the factory gates.

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SUSTAINABILITY PLAN

| GRI 2-23 | | GRI 2-24 |

As part of the Group's strategic commitment to integrate sustainability into its business strategies, Metra carried out a first exercise in defining a sustainability plan. The purpose of the Sustainability strategy is to inspire, activate and lead in planning, decision-making and goal setting so that together we can achieve the changes we want to see for its business and in the world.

To define the Plan, an interviews process was conducted involving several company functions from the President EU Division to CFO, HSE, HR, Commercial and Purchasing. The interviews allowed both to gather information and discuss the future projects of the group in the sustainability field.

All targets defined following the interview process have a baseline set to 2024.

The plan includes a structured and measurable approach for sustainability management, alignment with international ESG standards and industry best practices and a comprehensive framework for monitoring and improving ESG performance.

The Plan is divided into three key areas, with measurable targets for each sustainability dimension:

ESG Topic	Metra ambitions	Metra's commitment	SDGs
ENVIROMENTAL	**Metra is transitioning towards the reduction of direct and indirect emission and the production of products with lower environmental impact.**	To achieve the CO_2 emissions reduction goal and the production of products with a lower environmental impact, different targets have been set, with different time scale. These include: the use of renewable energy and the purchasing of energy efficient machinery; the engagement of suppliers, the use of more sustainable packaging and obtaining environmental certifications.	7 Affordable and clean energy; 12 Responsible consumption and production; 13 Climate action
SOCIAL	**Metra is contributing to improving the welfare of its employees and its community. It is focus in improving, also, the engagement of suppliers and clients.**	To improve the employee well-being several initiatives have been programmed in the short and medium term, that involves both the employee's life during the working hours and actions for a better life-balance. The local communities are also a focus for the Group, with the definition of actions to support them. The engagement of suppliers and clients is a fundamental part of the social strategy of the Metra.	3 Good health and well-being; 4 Quality education; 8 Decent work and economic growth; 11 Sustainable cities and communities
GOVERNANCE	**Metra is integrating sustainability in its strategy, working on inclusion and equality promotion.**	To allow sustainability to be a cornerstone of the group's strategy different targets has been set, touching different point, from budget to the inclusion of ESG topics in the corporate strategy, such as gender equality and inclusions. Moreover, Metra is working on risk assessment and monitoring to be aligned with the emerging directive.	5 Gender equality; 8 Decent work and economic growth

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The extruded aluminum sector is crucial for numerous fields, ranging from construction to automotive, due to the lightness and versatility of this metal. However, the production and processing of aluminum is highly energy-intensive, significantly impacting greenhouse gas emissions. The extrusion process requires high temperatures and constant electricity consumption, often sourced from non-renewable energy, contributing to the industry's overall carbon footprint.

Metra is aware of the importance of **managing and reducing its climate impact throughout the entire value chain**. Greenhouse gas emissions primarily stem from the energy consumption involved in the melting, extrusion, processing, and finishing of aluminum profiles. The company continually **invests in higher energy efficiency technologies and strategies to improve production sustainability**, aiming to reduce both direct emissions (Scope 1) and indirect emissions related to purchased energy (Scope 2).

Moreover, since the main source of GHG emissions is the raw material purchased, it is working with suppliers to try and reduce the impact of aluminum. At a global level, the extruded aluminum sector is called upon to innovate and adopt sustainable solutions to address environmental challenges and ensure a transition towards a low-emission economy.

Metra closed-loop **production system integrates aluminum billets from internally recycled scrap**, while the rest is sourced from qualified suppliers that meet high environmental standards, including certifications from the Aluminum Stewardship Initiative (ASI) in Italy.

In 2024, it has intensified its efforts to decarbonize raw material sourcing, achieving significant reductions in the upstream carbon footprint through closer collaboration with partners and the adoption of **low-carbon alloy solutions.**

Metra is committed to achieving significant progress across environmental, social, and governance areas. The environmental targets focus on reducing CO_2 emissions, improving energy efficiency, promoting a circular economy, and enhancing resource management. These initiatives aim to minimize the environmental impact of the group's operations and contribute to global sustainability efforts.

In addition to the environmental targets, Metra is committed to achieving significant progress in social and governance areas.

The **social** targets focus on **enhancing diversity and inclusion**, ensuring occupational **safety**, providing training and development opportunities, fostering employee engagement, and making a positive impact on the community. These initiatives aim to create a supportive and inclusive workplace while contributing to societal well-being. Furthermore, the group aims to engage suppliers and clients in its sustainability efforts, promoting responsible practices throughout the supply chain.

On the governance front, the group is dedicated to **integrating ESG principles into its corporate strategy**, ensuring transparency in reporting, and strengthening its internal control system. Sustainability is becoming fundamental to the company's strategic decisions and will be used as a metric for budget allocation. Additionally, the group plans to initiate risk assessments to align with emerging directives, thereby reinforcing its commitment to sustainable and responsible business practices. These governance targets are designed to uphold the highest standards of ethical conduct, accountability, and operational excellence.

In summary, the Sustainability Plan is a living strategy that connects measurable environmental, social and governance targets with technological investments and market engagement. Metra has also defined intermediate targets that will be monitored annually, with the aim of being able to reach the set targets in the long term.

This first step represents a pilot project that will be progressively expanded to the entire Group as the Sustainability Plan represents the Group's commitment to shaping a resilient industrial future—one that meets today's climate challenges while creating long-term value for the company and its stakeholders.

04.

GOVERNANCE

GOVERNANCE

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GOVERNANCE STRUCTURE

| GRI 2-9 | | GRI 2-23 |

The Group recognizes the fundamental role of a solid and effective corporate governance system in achieving its strategic goals and generating sustainable value over both the short and long term. Its business model is based on a management approach committed to responsible growth, integrating the principles of legality, ethics, integrity, and transparency as the foundation of development.

Fengari Holding I is a company subject to the management and coordination of Fengari Holdings Cooperatief U.A.

Fengari Holding I's companies, active in Italy and abroad, are coordinated by the parent company **Metra S.p.A.**. Although Fengari Group is not a publicly listed company, it has voluntarily adopted a governance framework aligned with the best practices of responsible corporate management, based on a **traditional governance model** that ensures managerial efficiency, strategic oversight, and coherence with long-term sustainability objectives

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MANAGEMENT AND CONTROL BODIES

| GRI 2-9 |

The scope of this Sustainability Report extends to Fengari Holding I. For reporting purposes, the governance structure of Fengari Holding Coöperatief U.A. is provided below since Fengari Holding I only has one shareholder who also serves as Managing Director.

The **Board of Directors** holds full administrative powers and is responsible for the strategic direction and operational management of the company. It is composed as follows:

- **FLORIAN KÜPPERS**
- **TIM DE KOGEL**
- **PIERRE DE VILLEMEJANE**
- **ANTONIO MASTRANGELO**

Florian Küppers holds the position of **Fengari Holding I's Managing Director.**

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Since the Board of Directors of Fengari Holding Coöperatief U.A. is non-operational, Fengari Holding I adopts a governance structure composed by the following operational bodies:

PRESIDENT OF THE BOARD OF DIRECTORS

Enrico Giuseppe Zampedri – also acting as Chief Executive Officer (CEO) and legal representative

MANAGING DIRECTOR

Nicola Morelli, also acting as Chief Financial Officer (CFO)

BOARD MEMBER

Antonio Aristide Mastrangelo

GENERAL PROXY HOLDER

Mario Marius Trusmei

INTERNAL CONTROL AND RISK MANAGEMENT SYSTEM (SCIGR)

Internal Control and Risk Management System (SCIGR) is designed to ensure adequacy, effectiveness, and continuous improvement of internal processes and controls. It encompasses a coordinated set of policies, responsibilities, and tools to identify, assess, manage, and monitor the company's main risks, including strategic, operational, financial, and reputational risks.

As part of the adaptation plan related to the CSRD Transition project, a specific project stream dedicated to the assessment of its Internal Control and ESG Risk Management System related to the Sustainability Report, in order to analyze the current state of alignment with respect to market best practices, frameworks and reference regulations.

In compliance with CSRD requirements and according to best-practices, some gaps and recommendations have been identified. Moreover, for each recommendation has been defined the relevant priority based on the complexity, effort required, and implementation timeframe.

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METRA S.P.A. ORGANIZATIONAL MODEL PURSUANT TO LEGISLATIVE DECREE 231/2001

In accordance with Italian Legislative Decree 231/2001, Metra has adopted an Organizational, Management and Control Model (MOG 231) aimed at preventing the risk of corporate crimes.

The application and effectiveness of this model are overseen by the Supervisory Body (Organismo di Vigilanza – OdV), which operates with full independence and reports periodically to both the Board of Directors and the Board of Statutory Auditors.

The OdV plays a key role in adapting internal procedures to evolving risk scenarios and in fostering a culture of compliance, legality, and integrity within the company.

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THE ECONOMIC VALUE

| GRI 2-6 | | GRI 2-28 |

In 2024, the Group generated value of about EUR 568 million. It produces wealth and contributes to the economic growth of the social and environmental context in which it operates.

This contribution is measured in terms of the added value produced and distributed to stakeholders.

Categories	2024	Percentage
GENERATED ECONOMIC VALUE	**567,791,804**	**100.0%**
DISTRIBUTED ECONOMIC VALUE	**530,735,008**	**93.5%**
Suppliers	395,014,084	69.6%
Employees	92,873,767	16.4%
Capital providers	31,449,645	5.5%
Shareholders	0	0.0%
Public Administration	11,397,513	2.0%
Local Community	0	0.0%
RETAINED ECONOMIC VALUE	**37,056,796**	**6.5%**

The directly distributed economic value in 2024 is broken down as follows:

93.5% **WAS DISTRIBUTED AMONG STAKEHOLDERS**

Reflecting the commitment to responsible and inclusive resource management.

69.6% **SHARE WAS DISTRIBUTED AMONG SUPPLIERS**

This underlines the importance of supplier relationships, which are crucial to ensuring the quality and continuity of its operations.

16.4% **SHARE WAS DISTRIBUTED AMONG EMPLOYEES**

Highlighting the commitment to their well-being and development. Through competitive salaries, benefits and training programs, it ensures that the staff is motivated and prepared to meet future challenges.

5.5% **SHARE WAS DISTRIBUTED AMONG CAPITAL PROVIDERS**

This is essential to ensure access to capital and sustain business growth

2% **OF THE SHARE WAS GIVEN TO PUBLIC ADMINISTRATION**

4 / 4.3

Although shareholders received no direct distributions (0%), the strategic approach aims to reinvest profits to ensure long-term sustainable growth, which will result in future shareholder benefits.
Finally, the economic value retained is 6,5%, representing a reserve for future investments and to face possible economic uncertainties.

4 / 4.4

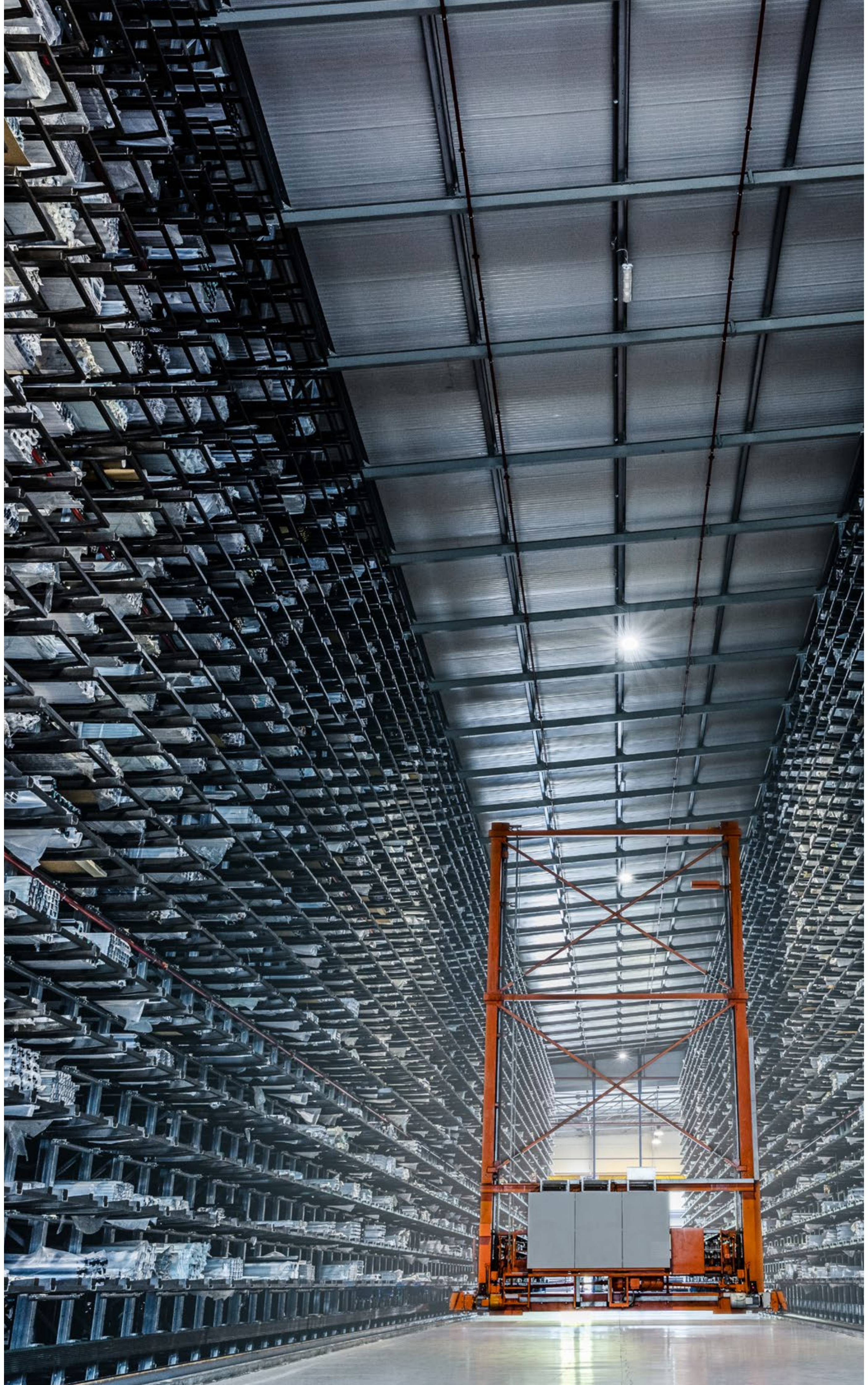
MANAGEMENT OF RELATIONSHIPS WITH SUPPLIERS (INCLUDING PAYMENT PRACTICES)

| GRI 2-23 | | GRI 2-24 | | GRI 2-26 |

The Group establishes and maintains supplier relationships based on integrity, transparency, and long-term collaboration.

Supplier selection and procurement terms are based on objective evaluations of product and service quality, competitiveness, and ability to meet delivery and sustainability requirements.

Under no circumstances may personal relationships or benefits influence procurement decisions. The Group actively promotes the engagement of its most relevant suppliers and customers on key ESG topics, fostering shared responsibility and long-term value creation across the supply chain. Suppliers are required to comply with current legislation, ethical standards and environmental, social, and safety regulations. Particular attention is paid to preventing business relationships with parties suspected of participating in unlawful or unethical activities.



4 / 4.4

For example, Extruded Aluminium Corporation (EAC) recognizes the strategic role of its suppliers in delivering value to customers, and they are regarded as an integral part of EAC's operations. For the reason, the company has developed a Supplier Quality Manual (SQM) to outline the core requirements applicable to all products and services provided to EAC.

EAC employs a structured process for the review and approval of Suppliers. Poor performance may lead to a review and implementation of an improvement plan. A supplier may be disqualified from EAC's Approved Vendor List (AVL) if improvement targets are not met.

In 2024, with respect to the selection of new suppliers, the Group choose part of them using environmental criteria.

	Number of suppliers
New Suppliers	533
New suppliers assessed according to environmental criteria	40
New suppliers assessed according to social criteria	0

In Canada, 38% of the new suppliers have been chosen using a criticality score considering if the supplier is ISO14001:2015 or ISO9001:2015 certified.

If the criticality score is over a certain value, an initial audit is needed for the acceptance of the new supplier.

4 / 4.5

CORRUPTION AND BRIBERY

|GRI 2-23| |GRI 2-24| |GRI 2-26| |GRI 205-2| |GRI 205-3|

The Group adopts a zero-tolerance approach toward any form of corruption, both active and passive. The company categorically prohibits offering or accepting any form of gift, gratuity, or benefit that exceeds standard commercial or courtesy practices, or that could be interpreted as aimed at securing undue advantages in business activities.

Particular attention is dedicated to relations with public officials, both domestic and foreign. It is strictly forbidden to offer or promise employment opportunities, gifts, or other benefits to public sector employees or their relatives to influence their decisions. Similarly, consultants representing the Group in dealings with public administration must adhere to the same standards of legality, professionalism, and ethical conduct.

All hospitality, sponsorships, or donations must be modest in value, properly documented, and pre-authorized by the designated company function. As an example, the Recipients of Metra Code of Ethics are required to promptly report any solicitations or offers of non-modest gifts to the Supervisory Body (Organismo di Vigilanza), which works closely with the company's administrative body to address any breaches.

Through ongoing internal training, clear policies, and a robust control system, the Group ensures that all its activities comply with the highest standards of integrity and transparency.

All employees in the group (100%), from leaders to blue collar, have received **anti-corruption training** in different formats, such as meetings, informational materials, and e-learning courses.

No episodes of corruption were registered in 2024.

4 / 4.6

CODE OF ETHICS AND CONDUCT AND PROTECTION OF WHISTLE-BLOWERS

|GRI 2-15| |GRI 2-16| |GRI 2-23| |GRI 2-24| |GRI 2-25| |GRI 2-26| |GRI 205-2| |GRI 205-3|

Among all the society of the Group, only Metra has adopted a comprehensive Code of Ethics and Conduct that represents a cornerstone of the Group's approach to responsible business. The Code applies to all employees, directors, collaborators, and business partners, outlining values and behavioral principles such as legality, fairness, integrity, transparency, and respect for human rights.

It prohibits corruption, discrimination, abuse, and favoritism, and emphasizes compliance with laws, honest stakeholder relationships, and privacy protection.

The Code governs interactions with suppliers, clients, competitors, and public authorities, requiring transparent procurement, fair competition, and adherence to anti-corruption laws, export controls, and economic sanctions. Employees are expected to act in the company best interest, avoiding conflicts of interest.

The Supervisory Body (Organismo di Vigilanza) established under Legislative Decree 231/2001 oversees compliance, handles violations, and supports ethical improvement. Reports of misconduct can be submitted confidentially, with whistle-blower protections guaranteed.

Moreover, Metra has a structured system is in place for the protection of **whistleblowing**, reporting violations, ensuring confidentiality and protection against retaliation. Reports are thoroughly reviewed, potentially leading to corrective actions or disciplinary measures, promoting a transparent and responsible business environment.

As part of Group's sustainability planning, an update of the Code of Ethics is scheduled, reinforcing the Group's intention to ensure that its ethical framework evolves in line with emerging risks, stakeholder expectations, and regulatory developments.

In 2024, for all the societies of the Group, no incidents of discrimination were, confirming the effectiveness of internal awareness efforts.

The Group fosters a working environment that promotes equality, merit, and dignity, and rejects all forms of harassment or unjustified differences in treatment, including those based on gender, ethnicity, age, disability, religion, or sexual orientation.

4 / 4.7

CORPORATE CULTURE

| GRI 2-23 | | GRI 2-24 | | GRI 2-16 | | GRI 2-17 |

The Group has undertaken a structured path to integrate sustainability into its strategic vision.
A dedicated team has been established, a clear strategy with measurable goals defined, and a specific budget allocated to support initiatives in this area.

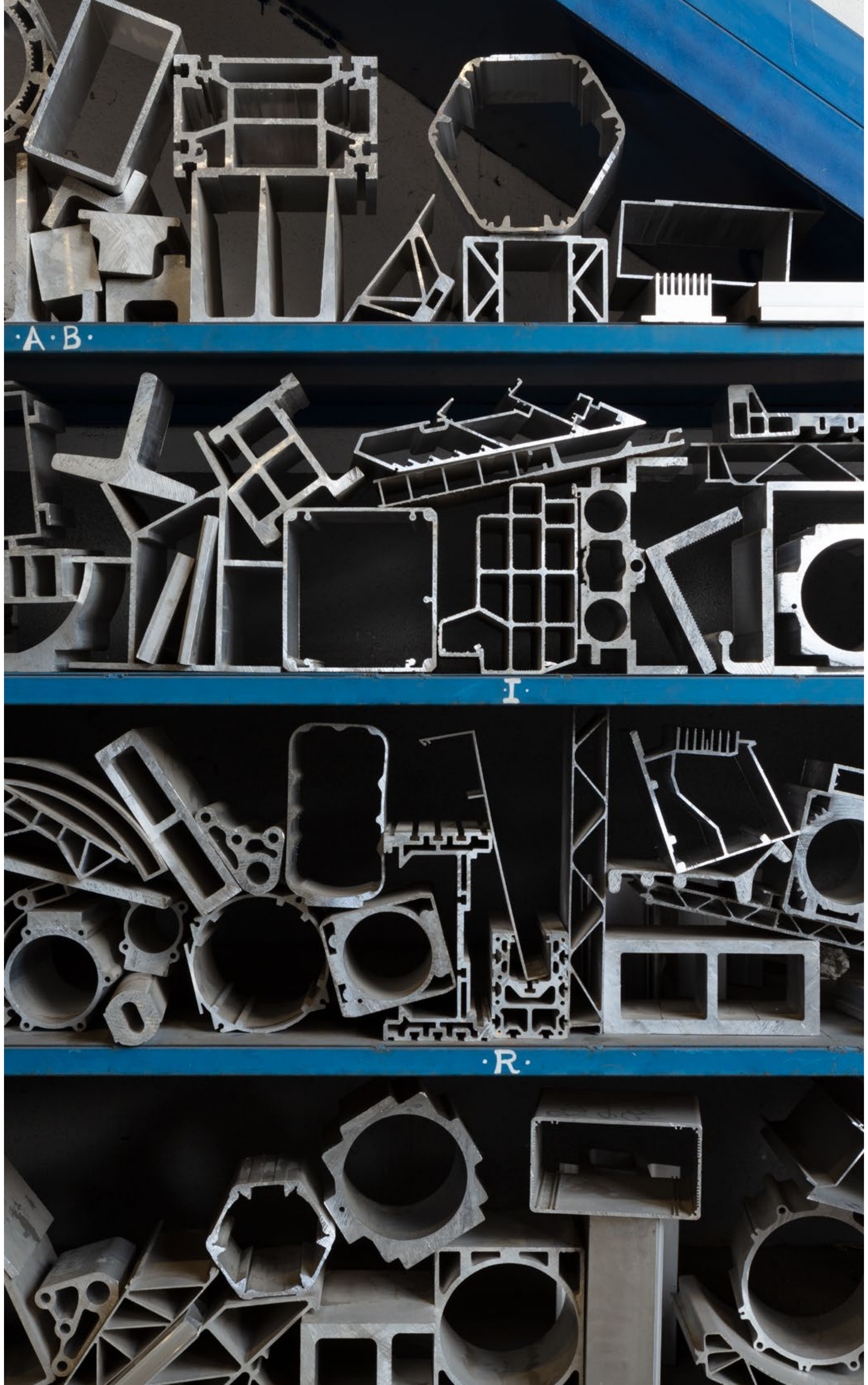
The Group recognizes that promoting a culture of integrity and transparency is essential not only for internal cohesion but also for building trust with the wider business community.

Training initiatives, open communication, and clear accountability structures contribute to embedding these values into daily operations. Ethical behavior is reinforced not only through compliance controls but also through positive recognition and an environment where responsible decision-making is encouraged. In this context, the Group has also launched a set of initiatives to promote sustainability, including the activation of dedicated teams, the definition of strategic guidelines, and the allocation of specific budgets.

As an example of its commitment to sustainability and responsible procurement, Metra ensures that a significant share of its aluminum raw material supply comes from ASI-certified suppliers, aligned with the most rigorous environmental and social standards.

For the Group, internal discussions are underway to develop ESG-based supplier evaluation models, aiming to strengthen governance in procurement and supply chain management.

Payment practices follow strict criteria of timeliness and traceability. Financial relationships with suppliers are regularly monitored to ensure **full compliance with legal obligations and the company's ethical principles**. The Group also promotes respect for industrial property rights, and all third-party activities carried out within its premises are preceded by checks on the technical and professional suitability of the contractors.



05. SOCIAL

SOCIAL

5 / 5.1

PEOPLE

| GRI 2-7 | | GRI 2-8 | | GRI 2-19 | | GRI 2-20 | | GRI 2-30 | | GRI 401-1 | | GRI 405-1a |
| GRI 405-1b | | GRI 406-1 |

Fengari Group is committed to fostering a positive, fair and engaging work environment, with a strong focus on collaborators well-being and professional growth. Creating long-term value means investing in individuals, encouraging a culture of inclusion, respect and continuous development across all levels of the organization.

The focus on people remains an essential value for the Group. It is convinced that the job satisfaction of the employees is linked to their performance and therefore to the achievement of corporate objectives and the overall success of the organization. The sustainability strategy aims to align HR objectives with business objectives, promoting a collaborative working environment that is **open to dialogue and continuous feedback**, with a particular focus on the well-being of workers.

The Group does not discriminate in employment opportunities, benefits, or privileges based on race, skin colour, national or ethnic origin, age, religion, disability status, pregnancy, sex, sexual orientation, gender identity or expression, genetic information, marital status or any other protected category. The Group also categorically prohibits the abuse of power in managerial and non-managerial positions, always supporting the analysis of control activities through active personnel available for disputes, to prevent and immediately eradicate potential conflict situations within the work context.

The Group guarantees the **physical and moral integrity** of its employees, working conditions that respect individual dignity, and safe and healthy working environments. It safeguards workers from acts of psychological violence and counteracts any discriminatory or harmful attitude or behaviour regarding the person, their beliefs and preferences.

In addition, retaliation against those who make good faith complaints about harassment or discrimination, who express concerns about conduct prohibited by this policy, or who have cooperated in investigating a complaint, is not tolerated. To date, no incidents of discrimination or retaliation have been recorded.

As an example of a tool implemented to prevent, mitigate and manage risks related to the protection of human rights, Metra relies on the "Code of Ethics and Conduct and model of organization, management and control", both for the protection of the rights of its employees and collaborators, and as a tool for monitoring its supply chain.

The Group undertakes to pursue the following objectives:

PROMOTE RESPECT
in all the countries in which it operates, for the fundamental human rights of workers relating to child labour, compulsory labour, health and safety at work, freedom of association and the right to collective bargaining, discrimination, disciplinary procedures, working time and remuneration criteria.

CARRY OUT ITS ACTIVITIES
by creating a group of motivated people who can operate in a work environment that encourages and rewards fairness and respect for others.

PRODUCE PROFIT
without ever losing sight of respect for the rights of its workers.

IDENTIFY AND ANALYSE
dangers and risks in business processes, in order to make workplaces safer and more comfortable

AVOID ANY FORM
of discrimination and favouritism in the recruitment phase of personnel, whose selection must take place on the basis of the correspondence of the candidates' profiles to the needs of the company.

5 / 5.1

ENHANCE AND RESPECT

diversity by avoiding, in career advancement, any form of discrimination on grounds related to sex, sexual orientation, age, nationality, state of health, political opinions, race and religious beliefs at all stages of the employment relationship.

ADOPT CRITERIA

of merit and competence in employment relationships, also based on the achievement of collective and personal objectives.

AVOID ANY FORM

of mobbing to the detriment of workers.

ENHANCE THE CONTRIBUTION

of human capital in decision-making processes, encouraging continuous learning, professional growth and knowledge sharing

INFORM IN A CLEAR

and transparent way about the tasks to be performed and the function performed, the performance of the Group and market developments.

ESTABLISH A RESPONSIBLE

and constructive dialogue with the trade unions, fostering a climate of mutual trust in compliance with the principles of fairness and transparency, respecting their respective roles.

COMPOSITION OF THE BOARD OF DIRECTORS BY AGE GROUP AND GENDER
As of December 31st, 2024

Gender	<30 years	30-50 years	>50 years	Total
Men	0	0	4	4
Woman	0	0	0	0
Total	**0**	**0**	**4**	**4**

Since the Group is under the management and coordination of Fengari Holdings Cooperatief U.A., the structure of the board of Director of the latter is reported, as of December 31st, 2024. The Board of Directors is composed exclusively of male members over the age of 50.

PERCENTAGE OF EMPLOYEES COVERED BY COLLECTIVE BARGAINING AGREEMENTS

Employees	From 1 January to 31 December 2024
Total number of employees	1,247
Number of employees with a collective employment contract	1,058
Percentage (%)	**85%**

As of December 2024, 85% of the employees are covered by collective bargaining agreements. This reflects the company's strong adherence to structured labour relations and employee representation frameworks.

5 / 5.1

TOTAL NUMBER OF EMPLOYEES BROKEN DOWN BY CONTRACT TYPE (PERMANENT AND TEMPORARY-TERM), AND GENDER As of December 31st, 2024			
Type of contract	**Men**	**Women**	**Total**
Permanent	1,080	149	1,229
Temporary	18	0	18
Total	**1,098**	**149**	**1,247**

TOTAL NUMBER OF EMPLOYEES BY FULL-TIME/PART-TIME AND GENDER As of December 31st, 2024			
Full time/Part Time	**Men**	**Women**	**Total**
Full time	1,095	125	1,220
Part Time	3	24	27
Total	**1,098**	**149**	**1,247**

The total number of employees of the Group as of December 31st, 2024, broken down by contract type (permanent or temporary) and gender is shown. The Group prioritizes the development of its human capital. This commitment is evident in the composition of employment contracts thorough the Group, with 98% of collaborators on permanent contracts, and only 2% on fixed-term agreements.

NUMBER OF EMPLOYEES BY PROFESSIONAL CATEGORY AND GENDER As of December 31st, 2024			
Employees	**Men**	**Women**	**Total**
Directors	11	1	12
Managers	48	9	57
Employees	1,039	139	1,178
Total	**1,098**	**149**	**1,247**

NUMBER OF EMPLOYEES BY PROFESSIONAL CATEGORY AND AGE GROUP As of December 31st, 2024				
Employees	**<30 years**	**30-50 years**	**>50 years**	**Total**
Directors	-	6	6	12
Managers	1	31	25	57
Employees	139	609	430	1,178
Total	**140**	**646**	**461**	**1,247**

The workforce distribution shows a predominance of blue-collar roles, followed by white-collar and managerial positions. Most employees fall within the 30–50 age range. Blue-collar roles dominate across all age groups, while director and manager positions are mainly held by those over 50.

NUMBER OF EXTERNAL WORKERS BY PROFESSIONAL CATEGORY AND GENDER As of December 31st, 2024			
Employees	**Men**	**Women**	**Total**
External collaborators	1	0	1
Trainees/ Interns	0	0	0
Temporary staff	44	2	46
Others	2	0	2
Total	**47**	**2**	**49**

In 2024, the Group employed 49 external workers, the majority of whom were male temporary staff. Only one external collaborator was engaged, confirming the Group's limited reliance on outsourced personnel.

5 / 5.1

NUMBER AND RATE OF NEW HIRES As of December 31st, 2024				
Gender	**<30 years**	**30-50 years**	**>50 years**	**Total**
Men	67	69	16	152
Woman	6	12	5	23
Total	**73**	**81**	**21**	**175**
%	**52%**	**13%**	**5%**	**14%**

NUMBER AND RATE OF TERMINATION As of December 31st, 2024				
Gender	**<30 years**	**30-50 years**	**>50 years**	**Total**
Men	45	82	39	166
Woman	9	33	7	49
Total	**54**	**115**	**46**	**215**
%	**39%**	**18%**	**10%**	**17%**

Most of the new hires are under 30 years old (52%), with men accounting for most of the total new hires. Instead, the number and rate of terminations for the same date, also broken down by gender and age group, indicates that most terminations occurred in the <30 years group (39%) and that men represent the largest share of terminations.

Overall, the Group is committed to ensuring pay equity among all employees, regardless of gender. Despite the differences in salary in the highest position between man and women, the salaries and remunerations are balanced in the other professional categories.

The criteria used to determine remuneration are different based on the geography of the plants and they are based on CCNL[1], supplementary agreements, and salary review every year-end.

[1] Contratto Collettivo Nazionale del Lavoro (National Collective Labor Agreement) is a nationwide contract in Italy that regulates working conditions, rights and duties and define the standards for employment relationship in a specific sector

5 / 5.2

TRAINING

|GRI 404-1|

The Group is aware of the fundamental importance of the enhancement of human capital for the proper functioning of the company. In addition to ensuring compliance with current labor legislation, it aims to pursue a policy of development and enhancement of its employees, oriented towards impartiality, inclusiveness, attracting new talents, training, and professional growth.

The Group believes in the **continuous training of its employees**, as a tool to develop and consolidate individual skills and build leaders who will contribute to the development and future growth of the company, without neglecting the baggage of values, knowledge, and know-how that everyone brings as a dowry to their entry into the company.

HOURS OF TRAINING BY PROFESSIONAL CATEGORY AND GENDER
As of December 31st, 2024

Employees	Men	Women	Total
Directors	8	0	8
Managers	121	25	146
Employees	8,858	154	9,012
Total	**8,987**	**178**	**9,165**

The professional growth of employees is supported by a path of continuous training. For example, in Italy, the Human Resources Department, having heard the reference managers and collected the training needs, draws up an annual training plan, based on which the specific courses to be carried out are planned.

As part of its sustainability journey, the Group is actively committed to engaging both management and all corporate functions. In this context, the company launched training sessions in 2024 focused on sustainability regulations, and in particular the sustainability reporting requirements of the Corporate Sustainability Reporting Directive (CSRD).

Moreover, to foster dialogue and continuous engagement between the company and employees, Metra organizes **meetings to share updates on quality, efficiency, productivity and ongoing initiatives.**

In 2023, two plenary meetings were held (August and December), in both English and Italian, led by the CEO and open to first and second-line managers, with the option to extend the invitation to additional staff and external collaborators.

Managers were asked to cascade the key messages from the meetings to their teams.

The goal is to further structure and refine training plans aligned with company and individual performance goals, and to develop tools for self-assessment and skill evaluation for future development.
The Group objective is to raise awareness, build cross-functional competencies, and promote a shared approach to sustainability reporting.

5/5.3

WELFARE

|GRI 401-2|

The Group sees corporate welfare as a key tool to improve employee wellbeing and the internal working environment. In line with this commitment, the Group is currently working on the activation of a welfare plan aimed at supporting employees' needs and enhancing their quality of life.

The company implements second-level agreements, renewed also in 2023, to complement the national labour contract and provide greater protection and recognition for employees. Metra employees are classified according to the National Collective Agreement for the metalworking industry and receive remuneration aligned with the law and with additional company agreements where applicable. **Welfare benefits are provided equally to full-time, part-time, and fixed-term employees, in line with Metra principle of internal equity.**

5/5.4

HEALTH AND SAFETY

|GRI 403-1| |GRI 403-2| |GRI 403-3| |GRI 403-4| |GRI 403-5| |GRI 403-6|
|GRI 403-7| |GRI 403-9| |GRI 403-10|

At Fengari Group, the Health and Safety of employees, as well as the enhancement of the working environments, has always been a guiding principle. The Group considers safety a strategic factor for the development of our enterprise. It rigorously protects the health and safety of all workers, whether they are employees or contractors.

The **well-being of individuals** is central to every company dynamic, with the understanding that **safety** is a right for everyone and a duty for each person, achievable only through dialogue and collaboration.

Building on this foundational commitment, the Management of the Group recognizes the necessity of a constant commitment to safety to protect the physical and psychological integrity of workers.

For Metra, the organization plans to adopt the ISO 45001:2023 standard to effectively manage workplace safety. The primary goal is to reduce injury risks to zero for everyone, including workers and visitors, through a continuous improvement process in line with Legislative Decree 81/2008. Recognizing the importance of environmental factors on health, initiatives are being explored to improve indoor air quality.

To prevent occupational diseases and emergency situations, Metra will collaborate with competent doctors and safety representatives, ensuring that machinery complies with **safety standards**, workplaces are ergonomic, and hazardous substances are replaced with safer alternatives. Additionally, all fire prevention measures will be checked periodically.

5 / 5.4

To ensure that safety procedures and regulations are understood and applied, collaborators will receive adequate training, personal protective equipment (PPE) and periodic reviews will be conducted.

Key Safety Indicators – Accidents, Hours, and Rates	
Total number of recordable deaths due to occupational injuries	0
Total number of recordable serious occupational injuries (excluding fatalities)	0
Total number of recordable occupational injuries	57

The table provides a snapshot of occupational safety performance the Group for the year 2024, highlighting key metrics related to workplace accidents. Notably, the data reveals that there were zero recordable deaths due to occupational injuries, underscoring the effectiveness of the Group's safety protocols and commitment to preserving life. This achievement aligns with the company's strategic objective of reducing injury risks to "zero," as outlined in their safety goal.

Furthermore, the table indicates that there were also zero recordable serious occupational injuries. It reflects the company's dedication to continuous improvement and the implementation of robust safety practices.

Lastly, the total number of recordable occupational injuries stands at 57. This figure provides a broader view of workplace incidents, encompassing all types of injuries, from minor to serious. It serves as a benchmark for evaluating the overall safety environment within the company and highlights areas where further improvements can be made to reduce the incidence of injuries.

Hours	2024
Hours worked (ordinary hours + overtime hours)	2,420,102
Multiplier for calculation	200,000

The table provides important metrics related to the total hours worked in the different society of the Group for the year 2024. It shows that the combined ordinary and overtime hours worked amounted to 2.420.102 hours.

The data in the table highlights the extensive work carried out by the Group's employees and provides a basis for calculating key performance indicators related to occupational safety and productivity.

Rate[2]	2024
Rate of recordable deaths due to occupational injuries	0
Rate of recordable serious injuries at work (excluding fatalities)	0
Rate of recordable occupational injuries	4.71

The table presents the occupational injury rates for the year 2024. Notably, the rate of recordable deaths due to occupational injuries is zero, indicating no fatalities occurred in the workplace.

Similarly, the rate of recordable serious injuries at work, defined as severe physical harm or trauma sustained by an employee while performing their job duties, excluding fatalities, is equal to 0, indicating that are not severe injuries. However, the rate of recordable occupational injuries stands almost at five, which implies that there were five instances of injuries that were significant enough to be recorded but were not fatal or classified as serious.

This data reflects a positive trend in workplace safety, with no deaths or serious injuries. Commuting accidents also represent few cases, pointing to incidents occurring during travel to and from the workplace.

[2] Accident indices are calculated as follows:

- Rate of deaths resulting from accidents at work: number of deaths resulting from accidents at work / number of hours worked *200,000.
- Rate of accidents at work with serious consequences (excluding deaths): number of accidents at work with serious consequences (excluding deaths) / number of hours worked *200,000.
- Rate of recordable accidents at work: number of recordable accidents at work / number of hours worked *200,000.

Recordable accidents: all accidents (whether or not resulting in death), days of absence from work, restriction of work duties or transfer to another job, medical treatment beyond first aid or unconsciousness, major injury or illness diagnosed by a doctor or other licensed health professional, even if not resulting in death, days of absence from work, restriction of work duties or transfer to another job, medical treatment beyond first aid or unconsciousness.

Recordable accidents with serious consequences: accidents leading to an injury from which the worker (employee) cannot recover, does not recover or it is unrealistic to expect that he/she will fully recover to his/her pre-accident state of health within 6 months (excluding deaths).

5 / 5.4

SUPPORTING COMMUNITIES: THE METRA CASE

|GRI 2-23|

Metra's goal is to continuously support the territory in which operates by participating in and promoting sports, cultural and social initiatives.

Its relations with local communities are based on principles of transparency, ethicality, inclusiveness, and respect for human rights. It is part of a **network of participation in local bodies and organizations**, both at local and national level, and implements specific action plans to improve its reputation and commitment to socio-economic development.

LOCAL PROJECTS

We collaborate with suppliers that are involved in local ecological and forest management projects.

For example, in 2023, thanks to collaboration with a supplier, we contributed to fixing 80 meters of mountain path in the territories of Valle Camonica and other projects related to the environmental protection of our area.

REVITALIZATION OF THE CYCLE PATH AREA IN VIA MOIE (RODENGO SAIANO)

In May 2025, Metra collaborated with the "Tartaglia Olivieri" Institute of Brescia and the Municipality of Rodengo Saiano on an artistic revitalization project for the cycle path in Via Moie.

Two student classes, supported by their teachers, painted the New Jersey barriers along the route, contributing to the enhancement of the urban space.

Metra supported the initiative by providing transportation, access to the company canteen, artistic materials, and internal coordination. The Municipality managed safety and logistics, while the school led the creative and educational aspects.

The initiative strengthened the **connection between school, business, and local community, promoting art, civic education, and collaboration.**

5 / 5.5

STAKEHOLDERS AND RESPONSIBLE SOURCING

| GRI 2-23 | | GRI 416-1 | | GRI 418-1 |

Stakeholders are defined as all those subjects, internal and external to the company, able to exert a reasonable influence on it with respect to the ability to pursue their objectives but who, at the same time, can also strongly depend on it.

In 2021, the structuring of the sustainability path undertaken defined the identification of the Group's internal and external stakeholders as the first fundamental step.

During 2021, the Group began to lay the foundations for the definition and implementation of a stakeholder engagement activity that will be the subject of the next sustainability report.

The first step was to identify the main categories of stakeholders, internal and external, on which it will continue to intervene through an increasingly targeted dialogue, to be able to grasp the specificities of the interests represented.

In fact, the Group considers it essential and strategic to establish and maintain a **constant and open dialogue** and an active involvement of all stakeholders who come into contact.

Through company functions and dedicated channels, it pursues a proactive approach towards the plurality of interlocutors with whom it relates, always with a view to creating sustainable value in the long term. Stakeholders are part of the materiality analysis process for strategic purposes and reporting.

The Group has made a commitment from an **ethical, social and environmental point of view**, going beyond mere compliance with current legislation by voluntarily integrating social and environmental considerations into its daily operations and in relations with various stakeholders, thus investing in human and environmental capital.

The different categories of suppliers have been mapped in relation to the risk of possible violations of labour and human rights standards. For example, in Italy, all suppliers have been informed of Metra 's Social Responsibility Policy and have received both the policy and the Code of Ethics and Conduct.

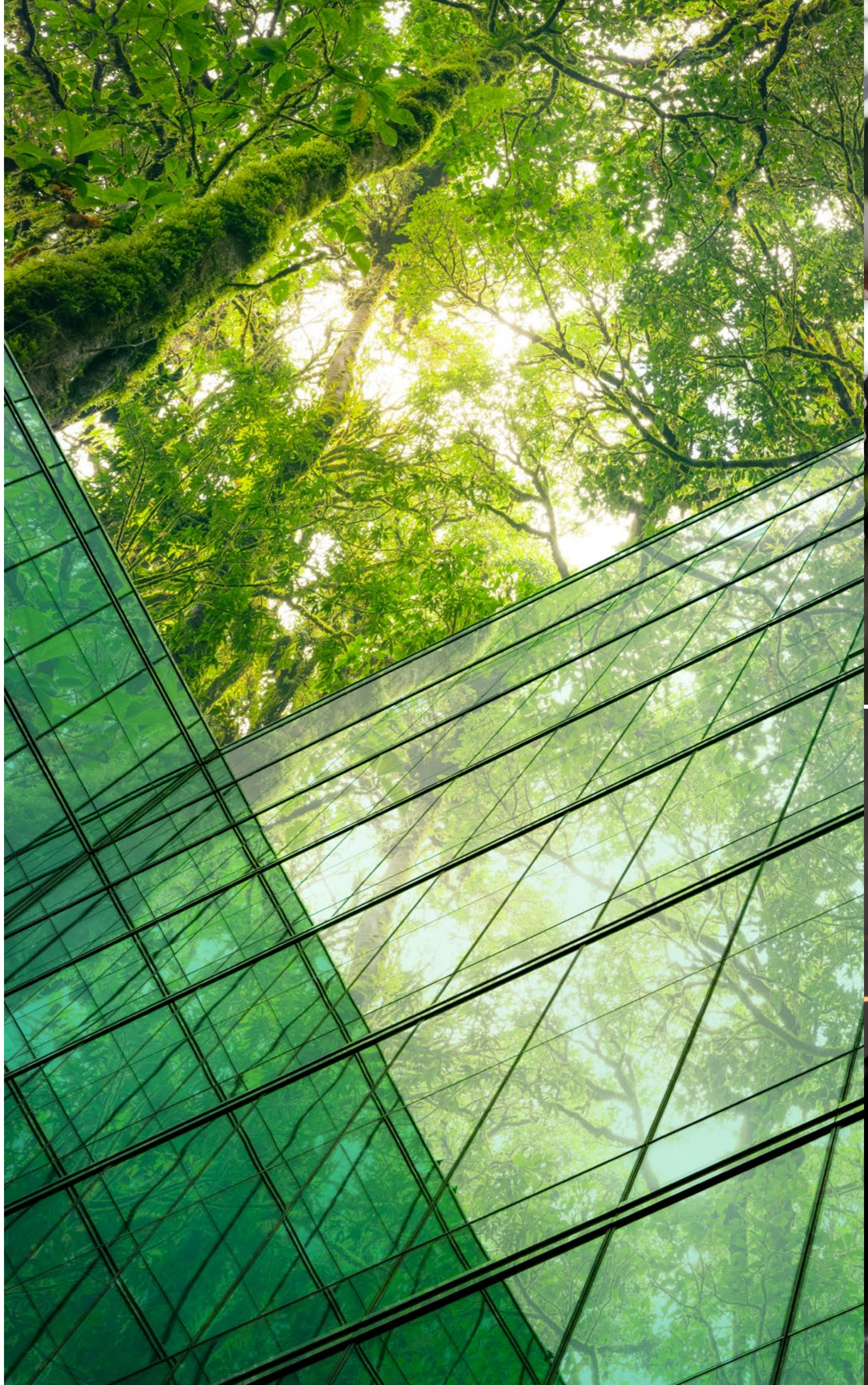
The company also carried out the analysis and mapping of suppliers. In addition, most of the society of the Group engages its most relevant suppliers and customers on ESG topics, fostering shared responsibility and commitment along the value chain.

Furthermore, considering the Group's commitment to its customers, for the year 2024 there were no reported incidents with respect to the health and safety of its products nor incidents relating to consumer privacy.

06.

ENVIRONMENT

ENVIRONMENT



METRA

6 / 6.1

THE ENVIRONMENTAL IMPACT OF OUR SITES AND PRODUCTS

| GRI 2-25 |

Climate change stands as one of the most pressing challenges of our time, demanding an ecological overhaul of technology, the economy, and society.

Europe has set a bold target to become the first climate-neutral continent by 2050 and is progressing well towards its interim goal of cutting greenhouse gas emissions by 55% from 1990 levels by 2030 (a target raised to 57% at COP 27 and reaffirmed at COP28).
To support this ambitious agenda, the European Union is implementing the "Fit for 55" package, which is reshaping the regulatory framework with significant impacts on businesses.

The Group is dedicated to this cause through a series of initiatives focused on both mitigation and adaptation. The company strives to contribute to **combatting climate change** through a robust commitment based on **three key principles**:

MINIMIZING
the direct environmental impacts of its operations.

REDUCING
indirect impacts, including those associated with the development of eco-friendly products and services and the value chain.

ENGAGING
with institutions and other market stakeholders.

Sustainability is part of the Group's identity and strategic evolution. Operating within the aluminum sector, is has long embraced a model of "green thinking", leveraging the circularity of aluminum, a material that can be infinitely recycled without losing its property. This commitment is also reflected in the value chain, offering customers the possibility to choose low-carbon solutions based on pre-consumer recycled billets and optimized low-emission production processes.

In Italy part of the plants operate under an ISO 14001 certified environmental management system, allowing for systematic improvements over time in environmental performance.

Throughout 2024, the Group has **focused on strengthening its approach to environmental data and carbon footprint management**. Key initiatives included the enhancement of internal data collection methods, more granular tracking of emissions across production phases, the preparation of Energy Audits, and the definition of updated environmental KPIs for future monitoring. These structured efforts aim to align operational practices more closely with the targets of the Paris Agreement on climate change mitigation.

In 2024, the Group continued to collaborate with its suppliers and partners to update and extend Environmental Product Declarations (EPDs), moving from assessments focused solely on billets to full coverage of finished products and systems. This transition, that will start in 2025, includes a gradual shift from secondary to primary data sources in carbon footprint calculations, a step aimed at ensuring greater transparency and differentiation in the market.

Communication and engagement activities have played an increasingly strategic role in the Group's sustainability efforts. For example, in 2024, Metra organized 11 dedicated events across Italy, reaching over 700 participants including architects, designers, and industry professionals.

Through these initiatives, the Group aims to integrate environmental values into its market proposition, strengthening its relationship with a growing base of customers and stakeholders increasingly attentive to sustainable solutions.

6 / 6.2

THE DIRECT IMPACT GENERATED (OWN OPERATIONS)

| GRI 302-1 | | GRI 305-1 | | GRI 305-2 |

In 2024, the Group's total energy consumption amounted to 612,310 gigajoules (GJ), reflecting the company's significant operational scale and energy demands typical of aluminum transformation and extrusion processes.

The **primary energy source** was **natural gas**, accounting for approximately **63%** of the total (386,877 GJ), which is predominantly used for thermal processes, including extrusion and surface treatment operations.

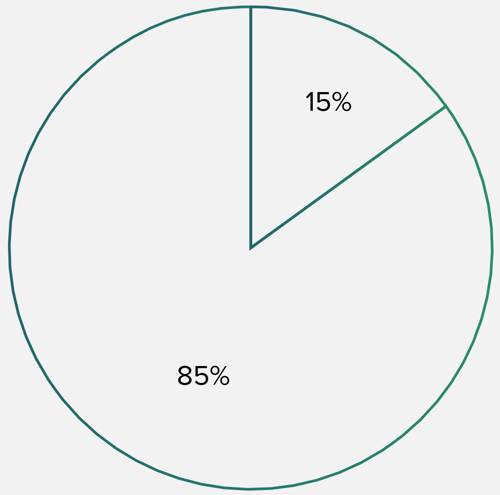
Energy Type	GJ
Electricity	223,549
Natural gas	386,877
Other sources	1,884

Electricity represented 36.5% of energy use (223,549 GJ), powering both production lines and auxiliary systems such as lighting, ventilation, and compressed air. The remaining 0.3% came from other sources (1,884 GJ), likely to include minor contributions from diesel or propane used in logistics or emergency systems.

Electricity	GJ
Electricity from non-renewable sources	189,818
Electricity from renewable sources	33,731

Out of the total electricity consumed by the Group (223,549 GJ), approximately 84.9% was sourced from non-renewable sources (189,818 GJ), while the remaining 15.1% originated from renewable sources (33,731 GJ). This breakdown highlights that while the transition toward cleaner energy is underway, there is still considerable room for improvement, particularly in decarbonizing the company's electricity supply.

ELECTRICITY FROM NON-RENEWABLE AND RENEWABLE SOURCES



15% Electricity from renewable sources

85% Electricity from non-renewable sources

The use of renewable electricity represents a concrete initial step in reducing Scope 2 emissions and aligning operations with broader climate goals. Actions such as the implementation of green power purchase agreements are key strategic levels being explored and pursued by the Group.

It is firmly committed to increasing the share of green electricity in its overall energy mix.

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ENERGY CONSUMPTION OVERVIEW – 2024[3]

Energy Consumption	UoM	2024
Consumption for production and workplace heating	**GJ**	**388,761**
Natural gas	GJ	386,877
LPG	GJ	1,871
Diesel	GJ	13
Consumption of company vehicle fleet	**GJ**	**5,013**
Diesel	GJ	5,001
Petrol	GJ	12
Electricity consumption	**GJ**	**223,549**
Electricity from non-renewable sources	GJ	189,818
Electricity from renewable sources	GJ	33,731
Total consumption	**GJ**	**617,323**

In 2024, Group's total energy consumption, including the company fleet consumption, amounted to 617,323 gigajoules (GJ), reflecting the scale and energy intensity of its industrial operations.

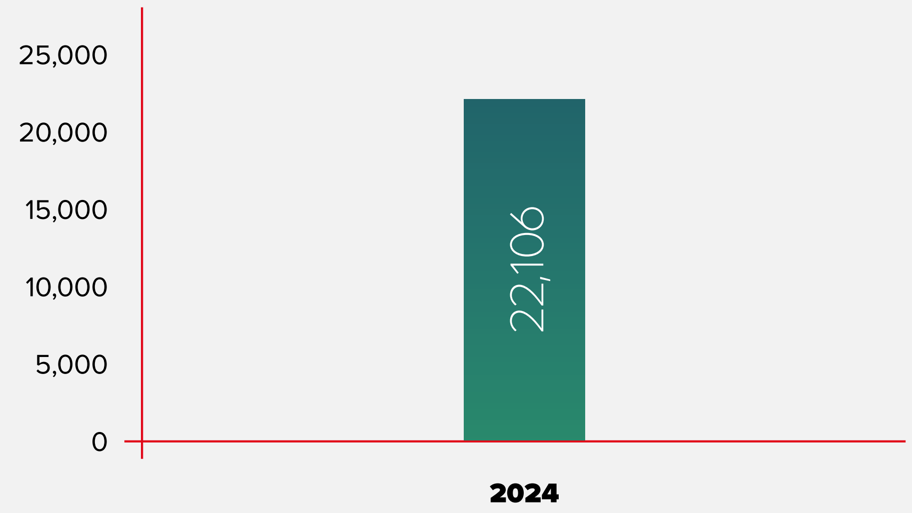
Most of this consumption, over **63%**, was linked to **production processes and workplace heating** (388,761 GJ), with **natural gas** being the dominant energy source (386,877 GJ), followed by limited use of **LPG** (1,871 GJ) and **diesel** (13 GJ).
The energy consumption due to the heating of the workplace is mainly attributed to the use of LPG, that constitute the **0.5%** of the total consumption for production and workplace heating.

[3] The conversion factors used for the calculation refer to Defra 2024 (Department for Environmental, Food and Rural Affairs).

Electricity consumption represented a significant portion of overall energy use, reaching **223,549 GJ**. Of this, **84.9%** came from **non-renewable sources** (189,818 GJ), while only **15.1%** was sourced from **renewables** (33,731 GJ), highlighting the need for a continued shift toward greener electricity procurement.

SCOPE 1 AND SCOPE 2 GHG EMISSIONS[4]

DIRECT GREENHOUSE GAS (GHG) EMISSIONS (SCOPE 1: tCO_2eq)



In 2024, Group's total **Scope 1 emissions**, which include all direct greenhouse gas emissions from fuel combustion, amounted to **22,106 tonnes of CO_2 equivalent (tCO_2eq)**.

[4] The emission factors used for the calculation refer to: Defra 2024, AIB (Association of Issuing Bodies) – Residual Mix for 2024 and IEA (International Energy Agency) 2024.

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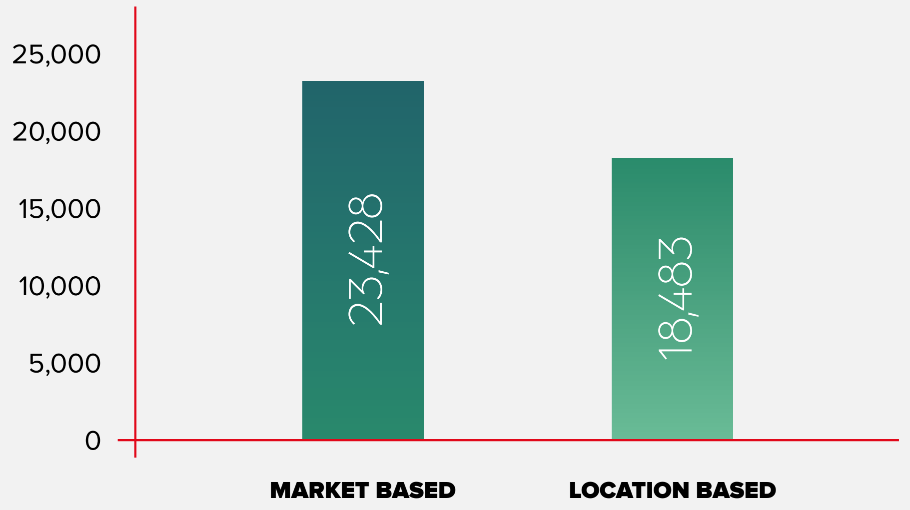
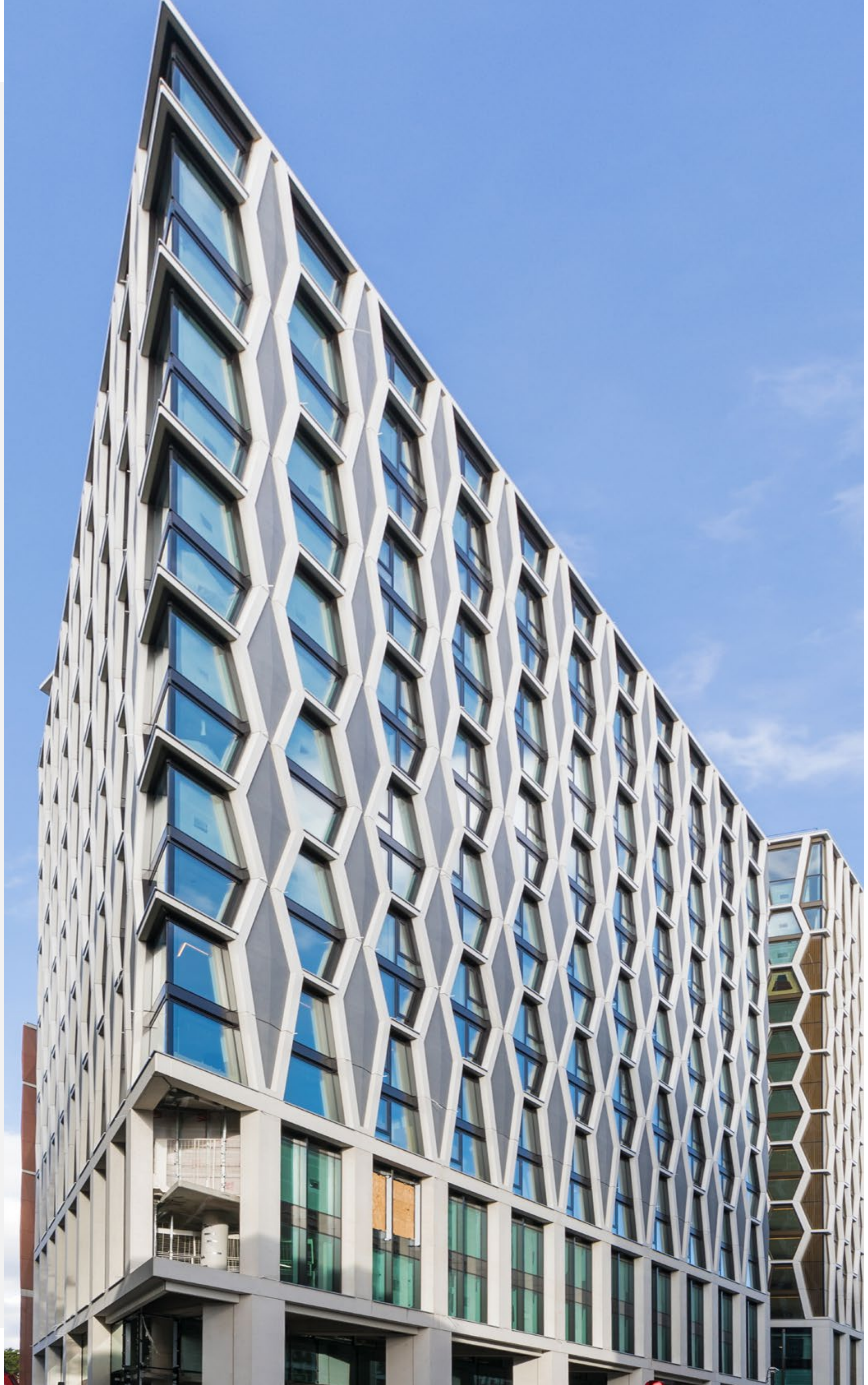
The **overwhelming majority** of these emissions, **nearly 98%**, originated from the use of **natural gas** (21,632 tCO_2eq), underscoring its central role in Group's production processes, particularly for heating and aluminum transformation operations. The remaining emissions were associated with the use of **LPG** (120 tCO_2eq), **diesel and petrol** for both industrial and fleet purposes (a combined total of 355 tCO_2eq).

INDIRECT GREENHOUSE GAS (GHG) EMISSIONS FROM ELECTRICITY USE (SCOPE 2: tCO_2eq)



MARKET-BASED EMISSIONS
which consider the specific electricity procurement choices (such as green certificates or contracts), were slightly higher at **23,428 tCO_2**, due to the lack of renewable energy in most of the plants of the Group. This figure includes emissions associated with supplier-specific emissions factors.

LOCATION-BASED EMISSIONS
amounted to **18,483 tCO_2**, reflecting the average emissions intensity of the national electricity grid where the energy was consumed.



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THE INDIRECT IMPACT GENERATED

In addition to direct (Scope 1) and indirect (Scope 2) emissions, Scope 3 emissions represent a crucial component of the Group's overall climate impact, as they account for the entire upstream and downstream value chain, from the sourcing of raw materials to transport, waste, and business travel.
In 2024, Scope 3 emissions for the Group amounted to approximately 1.553.052 tCO_2e, making up the vast majority of the Group's total carbon footprint.

The categories considered for the Group, following the GHG Protocol, are cat.1, cat. 2, cat.3, cat.4, cat.5, cat.6, cat.7 and cat.9.

For category 4, 6, 7 and 9 assumptions were made with respect to distances travelled for the purpose of calculation.

MAIN EMISSION CATEGORIES – SCOPE 3 BREAKDOWN [5]

Category No.	Category Description	Emissions [6] (tCO_2e)	Share of Scope 3
Cat. 1	**Purchased goods and services**	**1,522,752**	**98.05%**
Cat. 2	Capital goods	4,651	0.30%
Cat. 3	Fuel- and energy-related activities	7,681	0.49%
Cat. 4	Upstream transportation and distribution	10,543	0.68%
Cat. 5	Waste generated in operations	617	0.04%
Cat. 6	Business travel	54	0.003%
Cat. 7	Employee commuting	2.153	0.14%
Cat. 9	Downstream transportation and distribution	4,602	0.30%
–	**Total**	**1,553,052**	**100%**

This breakdown clearly highlights that **Category 1 (Purchased goods and services)**, particularly the procurement and processing of aluminum, represents the dominant source of Scope 3 emissions, accounting for over 98% of the total. In fact, aluminum-related activities are the most significant contributors to the Group's climate impact across the entire value chain, driving **92% of the Group's total emissions (Scope 1+2+3) and 94% of Scope 3 emissions alone.**

[5] For Scope 3 emissions, the emission factors used were either provided directly by customers or sourced from the Ecoinvent 3.11 database, Defra 2024, CEDA (Comprehensive Environmental Data Archive) 2024 and IEA 2023.

[6] Given the difficulty in obtaining data from Metra Ragusa, categories 7 and 9 were not included in the calculation.

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RAW MATERIALS

The Group's approach to raw material management is guided by a clear commitment to environmental responsibility and circular economy principles.
It operates in a sector where material intensity is high, and thus careful selection, use, and traceability of raw materials are essential both for operational performance and for reducing the environmental footprint.

In 2024, the Group's main material input was **aluminum**, other significant materials included:

CHEMICAL PRODUCTS
such as caustic agents and lubricants, for processing and surface treatments.

PLASTIC AND PACKAGING COMPONENTS
used in logistics and handling.

MECHANICAL AND ELECTRICAL COMPONENTS
serving maintenance and machinery integration.

The Group also relied on **specialized outsourcing processes**, such as **anodization, mechanical machining, and painting**, which are part of the extended manufacturing cycle but still materially contribute to resource consumption and environmental impacts.

A noteworthy aspect of the Group's sourcing strategy is the increasing integration of **internal suppliers and controlled entities**, such as Metra Aluminum and Metra Service, enabling better control over material quality, circularity, and traceability. This internal supply model supports its ability to incorporate **secondary aluminum**, from post-consumer or industrial scrap, into its production stream, reducing reliance on virgin raw materials and significantly lowering upstream Scope 3 emissions.

Additionally, the Group is progressively refining its reporting mechanisms to trace the proportion of recycled content in each material batch. **Although complete quantification is still being finalized, preliminary data confirm that a substantial share of aluminum input is recycled, aligning with the Group's strategic objectives on emissions reduction and resource efficiency.**

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AIR POLLUTION

|GRI 305-7|

At the group's plants, various emission points into the atmosphere have been identified. Some of these points require authorization, while others are deemed insignificant under current legislation. The company diligently monitors gaseous emissions in accordance with environmental permits, and the results of these controls are accessible to the relevant authorities. The concentration levels of dioxin emissions consistently remain below the legal thresholds established by environmental regulations.

On the side page the tables for the plants in Italy and in North America. Due to a different approach for the air pollutant quantification, a consolidate values can't be considered.

Air Pollutant quantity for North America

	2024	UoM
NOx	1,212	KG/Year
SOx	2,036	KG/Year
Persistent organic pollutants (POP)	-	-
Volatile organic compounds (VOC)	104	tons
Hazardous air pollutants (HAP)	106	tons
Particulate matter (PM)	100	KG/Year

Air Pollutant concentration for Italy[7]

	2024	UoM
NOx	138	mg/Nm³
SOx	< 1.0	-
Persistent organic pollutants (POP)	-	-
Volatile organic compounds (VOC)	9	mg/Nm³
Hazardous air pollutants (HAP)	-	-
Particulate matter (PM)	-	-

[7] The values don't include the pollutant quantities for Metra Ragusa..

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WATER CONSUMPTION

| GRI 303-5 |

The industrial site sources its water through extraction from authorized wells. Water for hygienic and sanitary purposes, the canteen, and the fire prevention network is supplied by the local aqueduct. Water plays a crucial role in our production processes, particularly during the casting and cooling phases of metal in the foundry. Additionally, water is essential for cooling extruded profiles, machinery, and cleaning dies.

To safeguard this vital resource, the Group has implemented systems and technologies designed to minimize water consumption. For instance, evaporative towers and closed-loop water cycles enable the reuse of a portion of process water. The total water consumption relative to production is about 368,796 Megaliters.

While water usage is influenced by various factors and cannot be directly controlled, consumption remains significantly lower than the quantities permitted by our authorization. No significant water-related risks have been identified.

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BIODIVERSITY

|GRI 304-2|

Biodiversity is a vital asset for our planet, and its protection remains essential-even in highly industrialized contexts such as the one in which the Group operates.

After considerations of the possible significant direct and indirect impact on biodiversity, no impacts were identified for the different plants of the Group. While direct impact on biodiversity is currently limited, the Group acknowledges the broader influence of its operations.

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WASTE MANAGEMENT

|GRI 306-3| |GRI 306-4| |GRI 306-5|

The Group continues to implement a structured and compliant waste management system aimed at minimizing environmental impact and ensuring full regulatory adherence.

In accordance with current legislation, the company maintains detailed waste tracking through dedicated loading and unloading registers, which are fully integrated with the related transport documentation.
Before being collected for disposal or recovery, all waste is stored in clearly demarcated, waterproofed areas using certified containers and protective bags, to avoid contamination of soil and water sources. Transport and disposal are entrusted exclusively to authorized and certified contractors, in line with national environmental regulations.

A key feature of the group's circular economy strategy is the complete internal recovery of aluminum scrap. Most aluminum waste generated during the production process is sent back to the foundry, where it is re-melted and reintroduced into the manufacturing cycle. This closed-loop approach significantly reduces the generation of new waste and limits the need for primary raw material inputs.

For example, in Italy, Metra has implemented this system to ensure efficient waste management and resource utilization. Dross, the non-metallic by-product resulting from the melting process, is classified under European Waste Code (EWC) 100315* and is consistently directed toward authorized recovery operations, rather than disposal, ensuring that valuable material is not lost.

In 2024, Metra set a specific operational target to optimize the use of sodium hydroxide (soda) in the dies cleaning department. The goal is to significantly **reduce the volume of exhaust soda generated**, through improved monitoring systems and more efficient cleaning cycles. Initial data suggest that the company is on track to achieve measurable reductions by the end of the year.

The following section delves into detailed data concerning waste management within the company.

The **main types of waste** that the Group produces are:

METAL WASTE
constitutes most of the total waste. For this reason, recycling metals is essential to reduce environmental impact and promote sustainable resource use.

INDUSTRIAL WASTE
represents a significant portion. The Group should focus on reduction and recycling practices to minimize these wastes.

MINERAL OIL WASTE
requires careful management to avoid environmental contamination. The company must ensure safe and sustainable disposal processes.

ELECTRONIC WASTE
contains hazardous materials that need specific treatments. Dedicated recycling programs for Waste from Electrical and Electronic Equipment (WEEE) are essential to manage these wastes responsibly.

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The data indicates that the Group has significant production of metal and industrial waste, suggesting the need for targeted recycling and reduction strategies.

Continuously improving waste management practices will help reduce environmental impact and promote a sustainability-oriented corporate culture.

Waste directed to disposal	
Non-Hazardous waste	**tons**
Landfilled	753
Recycled	15,706
Reuse	4,554
Hazardous waste	**tons**
Landfilled	285
Recycled	4,709
Reuse	0
Total	**26,007**

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This data highlights the destinations for both non-hazardous and hazardous waste, each with specific disposal methods.

1.

NON-HAZARDOUS WASTE

Landfill (753 tons): A relatively small portion of non-hazardous waste is sent to landfill. The Group should aim to further reduce this amount through enhanced recycling and reuse initiatives.

Recycling (15.706 tons): Most of the non-hazardous waste is recycled, which is a positive indicator of the Group's commitment to sustainability. Continuous improvement in recycling processes can further increase this figure.

Reuse (4.554 tons): A significant amount of non-hazardous waste is reused, demonstrating effective waste management practices. Encouraging reuse can help reduce the overall waste footprint.

2.

HAZARDOUS WASTE

Landfill (285 tons): Hazardous waste sent to landfill must be managed carefully to prevent environmental contamination. The Group should explore alternatives to landfill disposal for hazardous waste.

Recycling (4.709 tons): A substantial portion of hazardous waste is recycled, indicating robust waste management practices. Ensuring safe recycling processes for hazardous materials is crucial.

Reuse (0 tons): There is no reuse of hazardous waste, which is understandable given the potential risks. However, exploring safe reuse options where feasible could be beneficial.

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CIRCULAR ECONOMY (MATERIALS)

| GRI 306-4 | | GRI 2-22 |

The Group promotes a circular economy model by maximizing resource efficiency, reducing material waste, and enhancing the use of recycled and low-carbon raw materials. The intrinsic properties of aluminum durability, recyclability, and light weight make it an ideal material to support sustainable industrial development, and the Group is fully committed to harnessing this potential.

In Italy, in Metra, a tangible expression of the Group philosophy is the R.E.AL.E. alloy range, manufactured in Brescia. The name R.E.AL.E. stands for "RE" (recycle), "AL" (aluminum), and "E" (extrusion), reflecting its focus on delivering real, traceable, low-carbon products. This initiative marks a significant evolution in aluminum processing, moving beyond merely using recycled materials to producing certified extrusion systems with transparent environmental credentials.

Metra has developed an **efficient internal circular process** by manufacturing a substantial portion of the billets used in its presses from secondary aluminum recovered through its own foundry. This closed-loop system, based entirely on pre-consumer scrap, reduces waste and reliance on primary resources while ensuring high performance and quality standards. The remaining input material is sourced externally, primarily from ASI-certified suppliers, and it has successfully integrated post-consumer content into customized alloy formulations, such as the C5 alloy, to meet specific client needs.

6 / 6.8

Although ASI certification is not mandatory, it has become a best practice among Metra's suppliers. The **ASI Certification** sets standards for the aluminum industry and **certifies value chain** members to enhance sector sustainability. Metra became an ASI member in 2020 for its headquarters and foundry, successfully completing the certification process in April 2022.

This achievement reinforces its sustainable policy and commitment to environmental ethics, representing a crucial step in its growth and ensuring socially responsible purchases for stakeholders.

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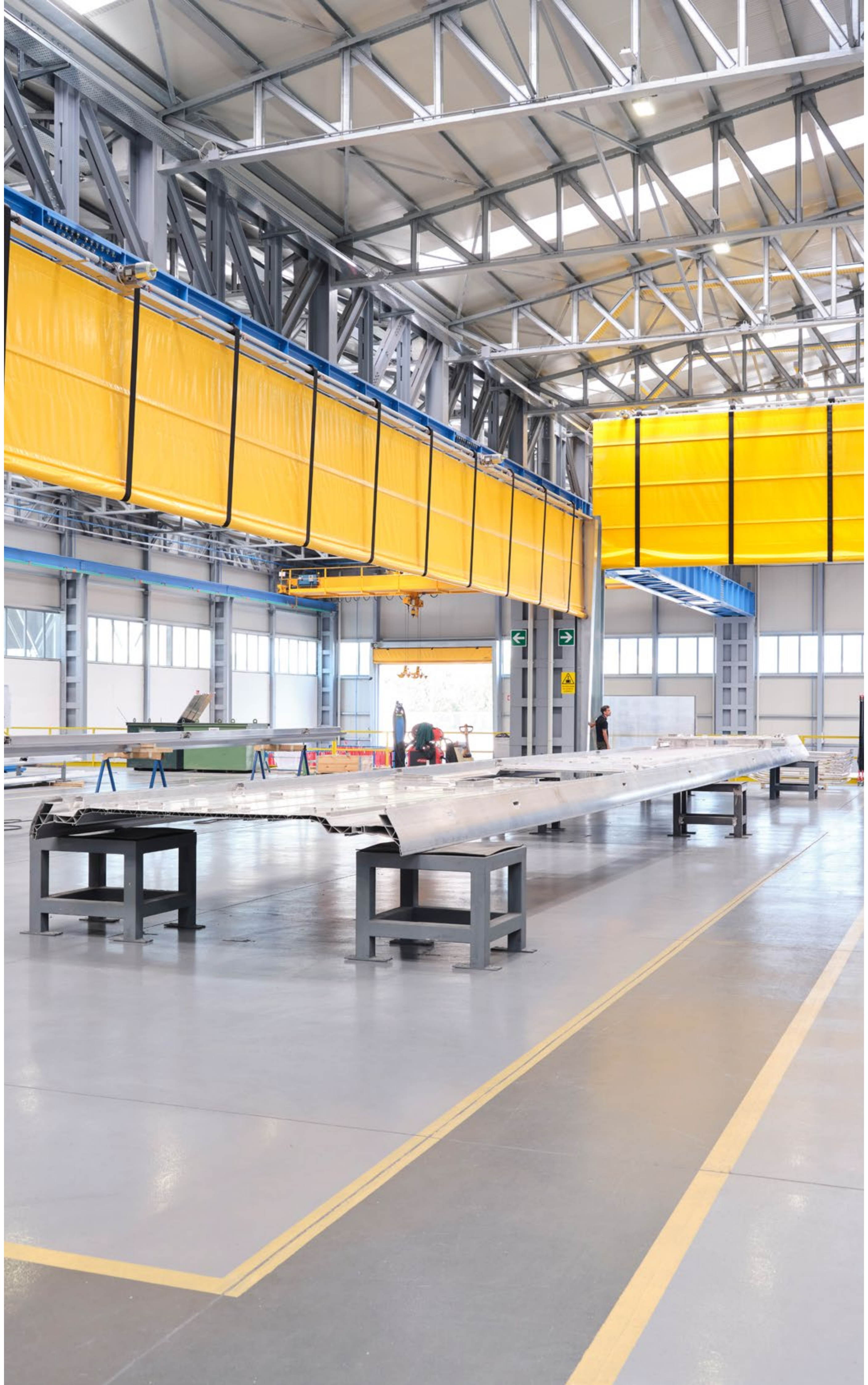
FUTURE INITIATIVES

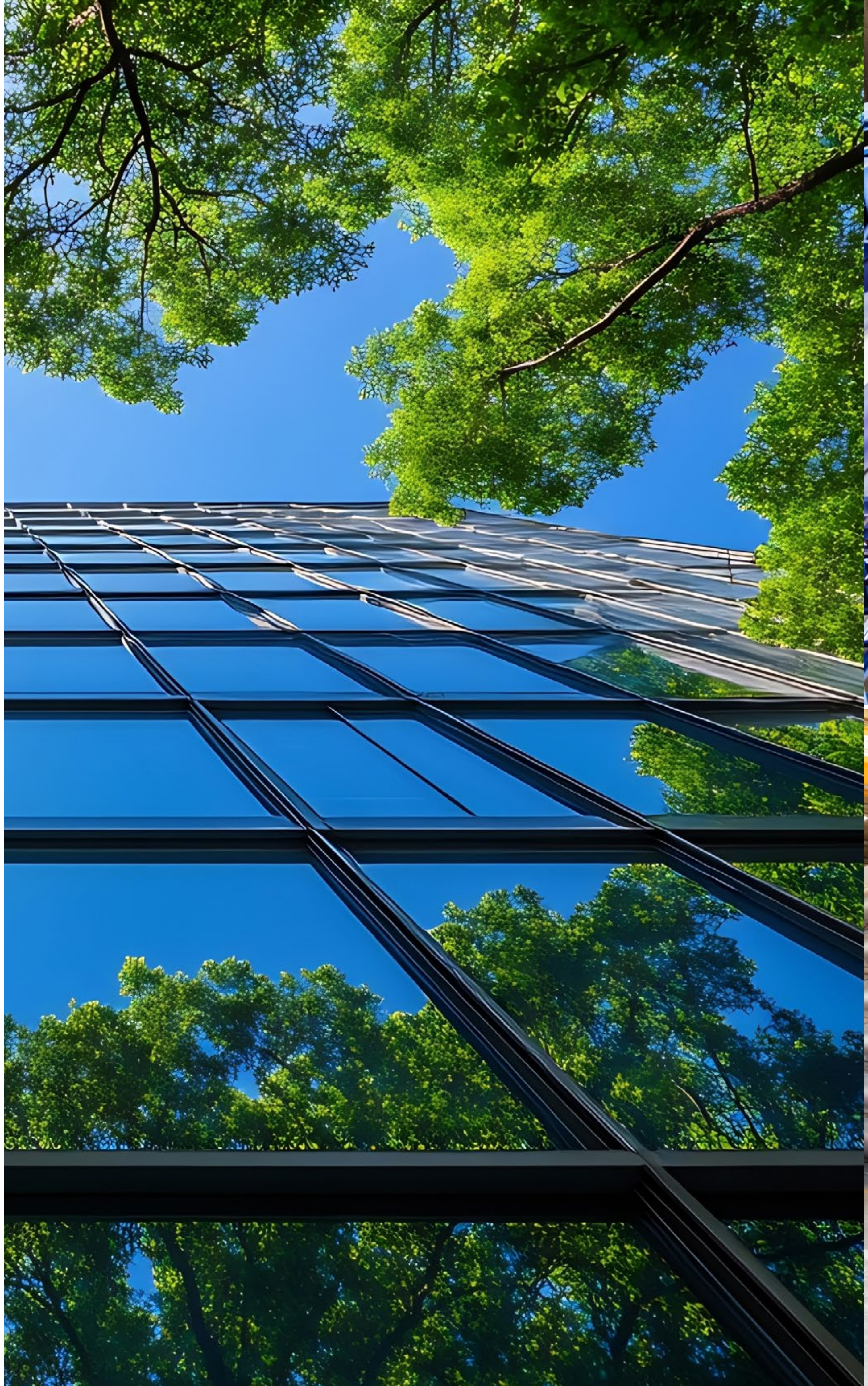
|GRI 2-22|

Looking ahead, the Group sees significant opportunities to enhance internal circularity by optimizing its existing production of secondary billets. The technical capability to integrate greater amounts of post-consumer scrap already exists, and the company is closely monitoring market readiness and economic feasibility to scale this pathway.

Furthermore, it is laying the groundwork for the future certification of its green aluminum extrusions. This objective will be supported by the continued consolidation of traceable and low-impact raw material supply chains.
With a flexible, client-oriented approach and strong technical foundations, the Group is actively contributing to the circular transformation of the aluminum sector combining industrial performance with environmental responsibility.

In Italy, Metra plans to undertake pilot projects aimed at improving air quality and the indoor microclimate through the installation of advanced extraction and ventilation systems. A dedicated budget has been allocated for these initiatives for the upcoming year.





GRI CONTENT INDEX

Below is the analytical table of contents included within Sustainability Reporting 2024. The table has been prepared in accordance with the GRI Standards.

STATEMENT OF USE

The Group has reported the information mentioned in this GRI content index for the period January 1, 2024 to December 31, 2024 with Reference to GRI Standards.

GRI 1 USED

GRI 1: Foundation 2021

GRI SECTOR STANDARDS APPLICABLE

N/A

GRI Standard	Disclosure	Location	Reason for omission
General Disclosures			
GRI 2: General Disclosures 2021	2-1 Organizational details	2. About Fengari Group 2.1 The Aluminum 2.2 The Group's societies	
	2-2 Entities included in the organization's sustainability reporting	Methodological note	
	2-3 Reporting period, frequency and contact point	Methodological note	
	2-6 Activities, value chain and other	2. About Fengari Group 4.3 The economic value	
	2-7 Employees	5.1 People	
	2-8 Workers who are not employees	5.1 People	

GRI Standard	Disclosure	Location	Reason for omission
GRI 2: General Disclosures 2021	2-9 Governance structure and composition	2. About Fengari Group 4.1 Governance structure 4.2 Management and Control Bodies	
	2-11 Chair of the highest governance body	4.2 Management and Control Bodies	
	2-14 Role of the highest governance body in sustainability reporting	3.3 Materiality analysis	
	2-15 Conflicts of interest	4.6 Code of Ethics and Conduct and Protection of whistle-blowers	
	2-16 Communication of critical concerns	4.6 Code of Ethics and Conduct and Protection of whistle-blowers 4.7 Corporate Culture	
	2-17 Collective knowledge of the highest governance body	4.7 Corporate Culture	
	2-19 Remuneration policies	5.1 People	
	2-20 Process to determine remuneration	5.1 People	
	2-22 Statement on sustainable development strategy	2.2 The Group's societies 3.1 Introduction 6.8 Circular Economy (Materials) 6.9 Future Initiatives	
	2-23 Policy commitments	1. Stakeholders Letter 3.2 Fengari's Stakeholders 3.4 Sustainability Plan 4.1 Governance structure 4.7 Corporate Culture 4.4 Management of relationships with suppliers including payment practices 4.5 Corruption and Bribery 4.6 Code of Ethics and Conduct and Protection of whistle-blowers 5.5 Stakeholder and responsible sourcing	

GRI Standard	Disclosure	Location	Reason for omission
GRI 2: General Disclosures 2021	2-24 Embedding policy commitments	1. Stakeholders letter 3.4 Sustainability Plan 4.4 Management of relationships with suppliers including payment practices 4.5 Corruption and Bribery 4.6 Code of Ethics and Conduct and Protection of whistle-blowers 4.7 Corporate Culture	
	2-25 Processes to remediate negative impacts	4.6 Code of Ethics and Conduct and Protection of whistle-blowers 6.1 The Environmental Impact of Our Sites and Products	
	2-26 Mechanisms for seeking advice and raising concerns	4.4 Management of relationships with suppliers including payment practices 4.5 Corruption and Bribery 4.6 Code of Ethics and Conduct and Protection of whistle-blowers 5.1 People	
	2-27 Compliance with laws and regulations	5.1 People	
	2-28 Membership associations	5.1 People 4.3 The economic value	
	2-30 Collective bargaining agreements	5.1 People	
Topic: Business ethics and integrity			
GRI 3: Material Topic 2021	3-3 Management of material issues	3.3 Materiality Analysis	
GRI 205 Anti-corruption 2016	205-2 Communication and training on anti-corruption policies and procedures	4.5 Corruption and Bribery 4.6 Code of Ethics and Conduct and Protection of whistle-blowers	
	205-3 Proven corruption incidents and actions taken	4.5 Corruption and Bribery 4.6 Code of Ethics and Conduct and Protection of whistle-blowers	

GRI Standard	Disclosure	Location	Reason for omission
Topic: Energy and emissions			
GRI 3: Material Topic 2021	3-3 Management of material issues	3.3 Materiality Analysis	
GRI 302: Energy 2016	302-1 Energy consumption within the organization	6.2 The impact generated by own operations	
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG Emissions	6.2 The impact generated by own operations. 6.3 The indirect impact generated	
	305-2 Energy indirect (Scope 2) GHG Emissions	6.2 The impact generated by own operations	
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	6.4 Pollution of Air	
Topic: Waste management			
GRI 3: Material Topic 2021	3-3 Management of material issues	3.3 Materiality Analysis	
GRI 306: Waste 2020	306-3 Wastes produced	6.7 Waste Management	
	306-4 Waste not intended for disposal	6.7 Waste Management 6.8 Circular Economy (materials)	
	306-5 Waste for disposal	6.7 Waste Management	
Topic: Health, safety and well-being of workers			
GRI 3: Material Topic 2021	3-3 Management of material issues	3.3 Materiality Analysis	

GRI Standard	Disclosure	Location	Reason for omission
GRI 403: Health and safety 2018	403-1 Occupational health and safety management system	5.4 Health and safety	
	403-2 Hazard identification, risk assessment and accident investigation	5.4 Health and safety	
	403-3 Occupational health services	5.4 Health and safety	
	403-4 Worker participation and consultation on occupational health and safety programs and communication	5.4 Health and safety	
	403-5 Training courses for workers on occupational health and safety	5.4 Health and safety	
	403-6 Worker health promotion	5.4 Health and safety	
	403-7 Prevention and mitigation of occupational health and safety impacts directly related to business relationships	5.4 Health and safety	
	403-9 Accidents at work	5.4 Health and safety	
	403-10 Occupational diseases	5.4 Health and safety	
Topic: Development and exploitation of human capital			
GRI 3: Material Topic 2021	3-3 Management of material issues	3.3 Materiality Analysis	

GRI Standard	Disclosure	Location	Reason for omission
GRI 401: Occupation 2016	401-1 Recruitment of new employees and employee turnover	5.1 People	
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	5.3 Welfare	
GRI 404: Training and education 2016	404-1 Average hours of training per year per employee	5.2 Training	
GRI 405: Diversity and equal opportunities 2016	405-1 Diversity of governance bodies and employees	5.1 People	
Topic: Protection of human rights			
GRI 3: Material Topic 2021	3-3 Management of material issues	3.3 Materiality Analysis	
GRI 406: Non-discrimi-nation 2016	406-1 Incidents of discrimination and corrective actions taken	5.1 People	
Topic: Water			
GRI 3: Ma-terial Topic 2021	3-3 Management of material issues	3.3 Materiality Analysis	
GRI 416: Customer Health and Safety (2016)	416-1 Incidents of non-compliance concerning the health and safety impacts of products and services	5.5 Stakeholders and responsible sourcing	

GRI Standard	Disclosure	Location	Reason for omission
Topic: Product quality and costumer safety			
GRI 3: Material Topic 2021	3-3 Management of material issues	3.3 Materiality Analysis	
GRI 416: Customer Health and Safety (2016)	416-1 Incidents of non-compliance concerning the health and safety impacts of products and services	5.5 Stakeholders and responsible sourcing	
Topic: Marketing privacy			
GRI 3: Material Topic 2021	3-3 Management of material issues	3.3 Materiality Analysis	
GRI 418: Customer Privacy (2016)	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	5.5 Stakeholders and responsible sourcing	
Topic: Biodiversity			
GRI 3: Material Topic 2021	3-3 Management of material issues	3.3 Materiality Analysis	
GRI 304: Biodiversity (2016)	304-2 Significant impacts of activities, products, and services on biodiversity	6.6 Biodiversity	

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