



METRA

SUSTAINABILITY REPORT - Year 2023

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1. CEO INTERVIEW

Changes and strategic developments

Metra is a worldwide leading company in the design and manufacturing of extruded aluminium alloy profiles for construction and industrial use.

In the last years the company has undergone notable changes by merging new companies within the Metra Group and expanding in new sectors, like in railway division. We have evolved, making investments and creating value, also thanks to the fund KPS Capital Partners, acquiring even more a prominent position at international level.

Sustainability

Sustainability is a milestone of our business. In the short and long term, our strategy of growth must be inspired by principle of sustainability: our commitment responds to our society's and our planet's needs.

Our goal is to minimize our impact on the environment: we have achieved the energy reduction targets that we had set ourselves, and now we will set ourselves increasingly challenging targets, which we plan to achieve by renovating our equipment and make investments to be greener and more independent from the point of view of the energy supply.

Safety is also a priority for us: the improved coordination among plants has led to a significative reduction of the incidents.

Sustainability of aluminium

The material we work is crucial along the path of humanity towards sustainability: it has high durability and can be recycled 100% and infinitely, without losing its unique qualities and maintaining its residual value.

Aluminium plays a leading role in the construction of sustainable buildings with low environmental impact: it favours the complete utilization of natural light, guarantees energy saving and ensures maximum thermal insulation. It will also be a key factor in lightweighting the world of transportation. In recent years, we have dedicated ourselves to measuring and reducing the environmental impact of our products. Through LCA studies we evaluated the environmental footprint of the raw materials we use, seeking to minimize it wherever possible. In response to the increasing demand for sustainable alloys, we have developed our RE.AL.E line, distinguished by its high content of recycled aluminum. Furthermore, we have implemented a supplier selection policy that considers the environmental impact as a key factor.

The future

All the changes around us require companies to be proactive and resilient: that's what we are. We want to continue to be a market leader, expanding in different fields, making sure that sustainability guides our choices and inspires the change.



Ing. Enrico Zampedri

2. ABOUT METRA: THE ALUMINIUM CORE COMPANY

Since 1962 we have been covering markets around the world with custom-made solutions, produced in compliance with the most stringent standards. Our strength is the knowledge accumulated by the companies that make up the group, each with a key specialization in production processes or geographic markets. Diversity that represents a great wealth: a wealth of experience in the management of large as well as small orders, of national and community regulations, of standards belonging to distant sectors. Diversities that find in us a fertile incubator of ideas, with a common denominator: aluminium.

These are our productive and commercial companies:

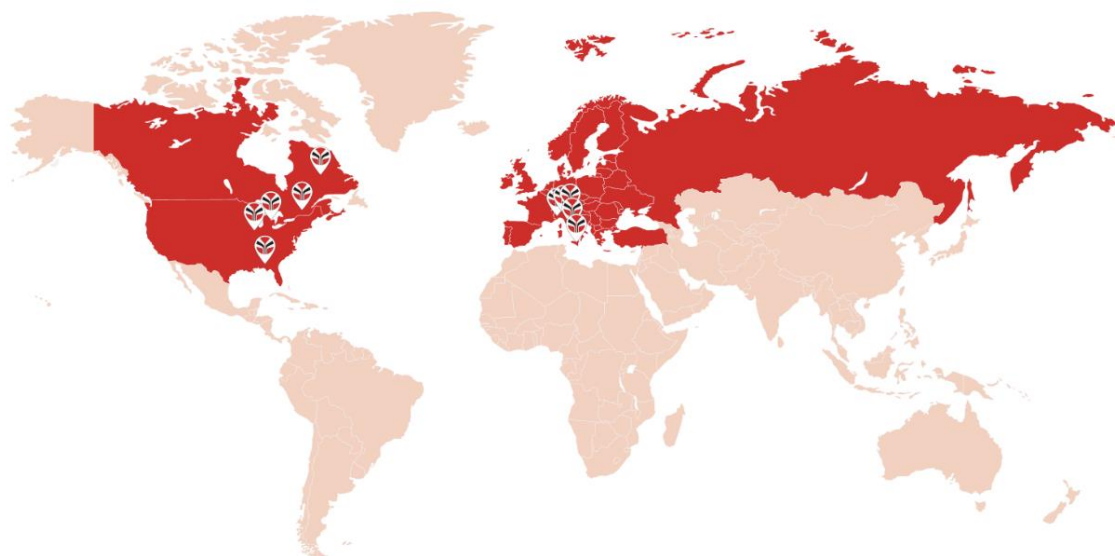
- **FOALL** foundry
- **METRA** headquarter: extrusion, machining, welding, finishing, thermal assembling and logistic
- **METRA RAGUSA** extrusion, finishing, machining and thermal assembling
- **METRA SERVICE** knitting and manufacturing
- **IMET** extrusion
- **RUSTICI** welding and machining
- **METRA ALUMINIUM INC.** extrusion, finishing, machining and logistic
- **PROFILE CUSTOM EXTRUSIONS LLC** extrusion and finishing
- **EXTRUDED ALUMINUM COMPANY LLC** extrusion, machining and logistic
- **ALUMINUM FABRICATION COMPANY LLC** machining

Our sites around the world are only a part of the places in which we operate on a daily basis. 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.

OUR PRODUCTION SITES



OUR MARKETS



2.1 Our Story

Our story is made by steps of great work and success. These are the milestones of the way that made us become who we are.

-THE BEGINNING Bertoli, Giacomelli, Marinelli and Zanetti. Four families from Brescia choose, after World War II, to invest in an innovative business project for the time: extruded aluminium for the world of windows. A material still not very widespread, which hid great potential to innovate a market ready to restart. For the first time in Italy, IMET offers window fabricators a catalogue of extruded aluminium profiles. NC 40 is the product that marks the history of the company and the Italian market.

-1973 - IMET BECOMES METRA. A NEW PLANT, A NEW NAME The aluminium market for construction grows and IMET grows as well. A few kilometres from the plant, an old rolling mill owned by Metra Acciai is dismantled and the production of extruded aluminium profiles can be moved to a larger plant. The investment in a new 3.000-ton press came in these years. And the choice to change the name.

- 1980 - FROM THE EXTRUDED PROFILE TO THE SYSTEM NC 45 is presented at the Bologna Fair: the first Metra window system, complete with all accessories and with thermal break. In a now consolidated market, the attention of consumers and designers shifts from aesthetics to performance and the first regulations on energy saving are born. Metra is among the first manufacturers to invest in an innovative thermal assembly machine and to propose a certified system.

- 1990 - INTO THE WORLD OF INDUSTRY The Italian industry that loved steel discovers aluminium and its infinite applications. A new challenge opens up for Metra: to become the strategic supplier for companies in Northern Italy who want to exploit the potential of this versatile material. A new 6,000-ton press and experience are needed to define a replicable method. In a few years, Metra has them.

- 1998 - ALTEX EXTRUSION METRA acquires ALTEX EXTRUSION, that will become METRA Aluminium, a productive site.

-2000 – IMET METRA acquires Imet, a productive site dedicated to light extrusions and aesthetic finish.

- 2001 - TWO NEW PRODUCTION SITES: IN PIEDMONT AND QUÉBEC Metra enters the international market. In the province of Alessandria, a few kilometres from the Milan Furniture District, Metra opens a new production plant, where it extrudes small aluminium profiles for furniture. Together with the made in Italy design products, Metra thus arrives in homes all over the world. The acquisition of a third, important extrusion plant in Canada, which strengthens Metra's presence in the American continent, is also in the same years.

- 2005 - THE GOLDMAN SACHS TOWER IN MANHATTAN In the history of Metra, the new headquarters of the largest investment bank in the world represents a milestone. The Goldman Sachs Tower is the first skyscraper in the world built in compliance with the new anti-terrorism regulations. Thanks to the important experience in the production of structural alloy profiles for the transport sector, Metra is able to support the client in the co-design of a new facade system.

- 2010 - THE REVOLUTION OF THE DISTRIBUTION SYSTEM: THE CENTRALIZED LOGISTICS CENTER In the midst of the construction crisis, Metra decides to invest in the creation of a new logistics centre to renew the distribution system of the window and door and open a direct service channel dedicated to window and door manufacturers from all over the world. A new automatic warehouse, a new line for thermal assembly, a new painting plant. And an innovative internal certification laboratory, which allows to carry out product tests according to the different international approvals. The Metra centralized logistics hub becomes an operating model for the entire sector.

-2020-2021 - MERGE OF METRA COMPONENTS AND METRA COLOR: In 2020 - 2021 METRA SPA merged two companies already part of the Metra group: METRA COLOR (painting and oxidation) and METRA COMPONENTS (welding and machining).

-2021 - AMERICAN FUND KPS BECOMES METRA'S PARTNER: To achieve new ambitious international strategic development objectives, the shareholders of METRA signed an agreement for the transfer of the 75% of the company's shares to the American fund KPS Capital Partners.

-2021: ACQUISITION OF RUSTICI S.P.A.: Based in Pistoia, a historic partner company of large OEM's in the railway sector for the supply of welded structural sub-assemblies obtained from aluminum extrusions and laminates. This acquisition further expands METRA's ability to provide a complete range of value-added services alongside its traditional production of aluminium extruded profiles for the industrial and building sectors.

-2021: ACQUISITION OF PEXAL PLANT (QUEBEC): in the first days of November, the Canadian subsidiary Metra Aluminum Inc, has indeed completed the acquisition of the former Pexal plant in the city of Alma (Quebec). The operation is part of the growth and investment strategy of Metra Group, oriented to increase its production capacity and consolidate its presence and increasingly capillary service in North America. Metra Alma (this is the name of the new production unit) produces more than 6,000 tons/year of aluminium extrusions for the American and Canadian markets, that joins the Metra Aluminium production site in Laval (Montreal) and the Profile Custom Extrusion production site in Georgia (USA).

- 2023: An agreement between the Indian company Hindalco and Metra has been reached to produce large-size aluminum extrusions for high-speed train carriages in India. Indian Railways is modernizing its infrastructure by introducing high-speed trains like the Vande Bharat, designed to

travel at over 200 km/h with aerodynamic aluminum carriages. Hindalco will invest 2,000 million rupees (approximately 225 million euros) in the project, having already launched India's first all-aluminum freight carriage, and plans to introduce other models for transporting goods such as cement and cereals.

-2023: ACQUISITION OF EXTRUDED ALUMINIUM CORPORATION PLANT (MICHIGAN - USA):

METRA has completed the acquisition of Extruded Aluminium Corporation (EAC), one of the leading North American producers of extruded aluminum profiles. EAC offers a wide range of services, including value-added processing, assembly, and finishing, and provides customized solutions for sectors such as solar, transportation, military, logistics, construction, and marine applications. The company, with approximately 170 employees, operates in two facilities in Michigan, located in Belding and Kentwood.

-TODAY: In the coming years, METRA aims to strengthen its market position by expanding and enhancing its expertise in growing sectors, with a particular focus on the railway industry.

2.2 The Aluminium

The prince of the elements, an exceptional metal.

For 60 years, aluminium has been an ally of Metra: a profound knowledge of the raw material and the entire production chain. Decades of updating, investments in technology and know-how that make the difference.

-THE ALUMINUM Aluminium is one of the most common elements in nature and one of the cheapest in terms of energy production cost. It is a light and eco-sustainable metal, it can be 100% recycled and for an infinite number of times while retaining its characteristics. It is resistant to corrosion and can be easily worked at high and low temperatures. Aluminium is characterized by a high electrical, thermal and sound conductivity and it has a reflective capacity that promotes energy savings.

-ALUMINUM ALLOYS Metra guarantees maximum competence in the selection of the most suitable aluminium alloys for the different markets and individual projects. In fact, aluminium extrusion can concern various types of alloys, selected on the basis of the use of the extrusion and the required mechanical strength. We always pay particular attention to environmental issues, among Metra Industry aluminium alloys our customers can choose the greenest and "low carbon" ones.

2.3 Our production capacity

To propose aluminium solutions with an advanced engineering contribution, it is necessary to know the raw material in depth. And knowing how to shape it on the required forms, the expected performances, the designed aesthetics. It is necessary to know the economies of scale, for the economic sustainability of large and small projects. It is necessary to have complete control of the entire production cycle. And we, at Metra, have it. Our production capacity is going to increase thanks to the recent and next acquisitions of new production plants.

- THE MATRICES For those who, like us, mold aluminium on the designer's drawing, the matrix is the heart of everything. Our warehouse houses about 13,000 dies, with maximum dimensions of 850x530 mm, capable of extruding over 35,000 different types of aluminium profiles. Every day, on average, we handle 160 of them to meet the production needs of the entire plant.

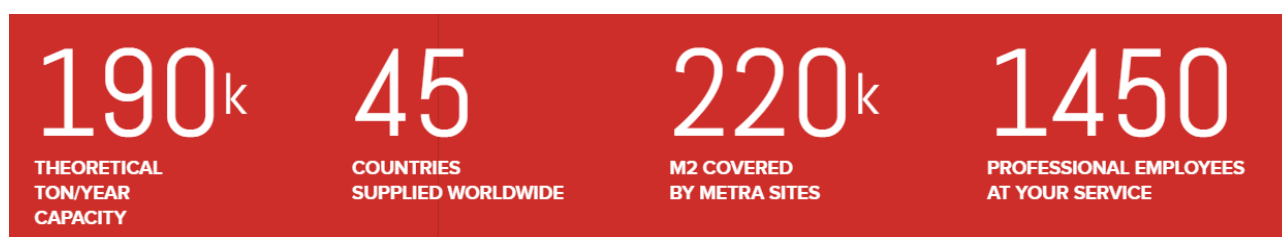
- **THE EXTRUSION PRESSES** The heart of our business. In our plants worldwide, 13 presses are installed (7 in Europe and 6 in north America) with power from 1,860 to 7,450 tons which can extrude up to 70,000 tons of aluminium per year. Thanks to the particular dimensions of the system, we are able to extrude aluminium profiles up to 700 mm in width and 30,000 mm in length.

- **THE PAINTING SYSTEM.** The painting process is structured to pre-treat (in 12 different steps) and paint extruded aluminium profiles up to 7,200 mm long. The painting treatment with wood effect is "made in Metra", which reproduces the appearance of the various essences on the aluminium.

- **MECHANICAL WORKINGS** In order to offer the customer a complete management of the order, in Metra we also take care of the mechanical processing internally. We have CNC centres, and we are able to process extruded aluminium profiles up to 26,000 mm in length and up to 700 mm in width, particularly in demand by the transport industry and beyond.

- **WELDING** The process is mainly managed for the railway market within a dedicated 6,500 m² site in Rodengo plant, equipped with fully automated portals up to 30 m long, first for welding and then for machining.

- **THE LOGISTICS CENTER** The automatic warehouse in Rodengo (6,054 niches capable of storing profiles up to 6,800 mm long and packs of 600x450mm) which allowed us to renew the distribution system of the window and door and open a direct service channel dedicated to window and door manufacturers from all over the world.



2.4 Our Mission

What we are and how we operate allows us to offer each client - designer, producer, architect or builder - a contribution that is not only technical, but also highly cultural. Since the very beginning, Metra solutions have increasingly integrated into the productive thinking of companies operating on the market. And even today our commitment is aimed at making their products, their projects even better. To improve the quality of life of those who use them, every day. Our **policy** is available on our website at this link: <https://www.metra.eu/sostenibilita/>

2.5 Our process, our strength

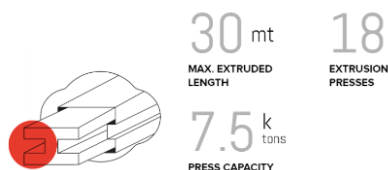
The Highest-level integrated chain, made by people.

- **Foundry FOALL:** Everything starts from here, where pre and post-consumer aluminium is melted and transformed into billets that will be entered into the production process to be extruded to create high-technology profiles.

The Metra Industry chain is structured to be eco-sustainable thanks to internal recycling, special alloys and green alloys that guarantee low environmental impact with low CO₂ emissions.



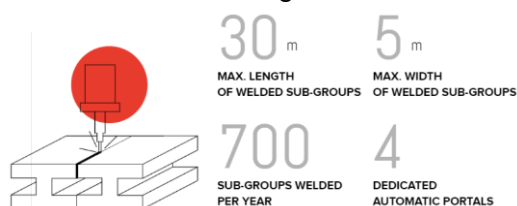
- **Extrusion:** Size and complexity are our challenge: thanks to our presses, we offer a wide range of extrusions, from 0.5 kg/m to 70 kg/m. We work with complex geometries and the tightest tolerances. We specialize in the use of structural alloys. Our state-of-the-art systems express the best quality and process performances.



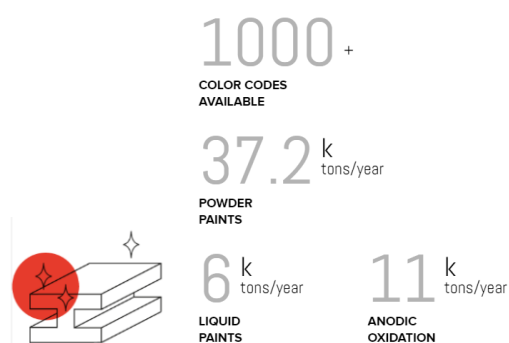
- **Machining:** We guarantee the just-in-time supply of the required component, ready to be assembled on the production line. We take care of all phases of machining, kitting and assembly, for the most demanding markets. Our machine park includes CNC centres up to 30m long and 4x30m portals fitted with laser quality control, thermal compensator and 3D probe.



- **Welding:** Our new generation site completes the vertical integration of the company, driving down all costs and waste thanks to our integrated logistics directly connected to the extrusion presses and the internal storage of all materials in the various processing stages.



- **Finishes:** METRA aluminium is forever: our tested finishes are intended to extend the life cycle of the product. Stainless finishes, anodic oxidation and painting in bars or by piece. Custom colours, treatments that guarantee maximum resistance to corrosion, stains and scratches for high aesthetic performance.



- **Logistics** Our automated warehouse with over 6,000 locations is capable of providing an immediate response to just-in-time supply requests.



3. OUR BUSINESS

For over 60 years, we have partnered with the transport industry—both road and rail—as well as with sectors such as mechanical and pneumatic production, furniture and interior design, construction, and architecture. These industries have recognized aluminium as a high-performance material and METRA as a flexible, reliable, and comprehensive partner. Today, our range of solutions remains versatile and cross-disciplinary. From METRA, two main divisions are born: **METRA Industry** and **METRA Building**. Two commercial realities created to respond even more effectively to the specific needs of the industrial application and construction markets.

METRA Industry produces aluminium extrusions with a high technological content through a vertically integrated supply chain which, in addition to guaranteeing the quality of the entire process and the finished product, responds to the complex needs of numerous end markets. METRA Industry's products find application in the railway, mechanical, industrial, automotive, transport, rubber, design & furniture markets.

METRA Building operates in the production and distribution of systems for windows, French windows, entrance doors, curtain walls, balconies, interior doors and partition walls. Two macro areas now work together in the Building division: **Systems**, which includes the products and integrated systems in the catalogue, and **Architectural Solutions**, which brings together the large customised projects for the world of architecture and construction.

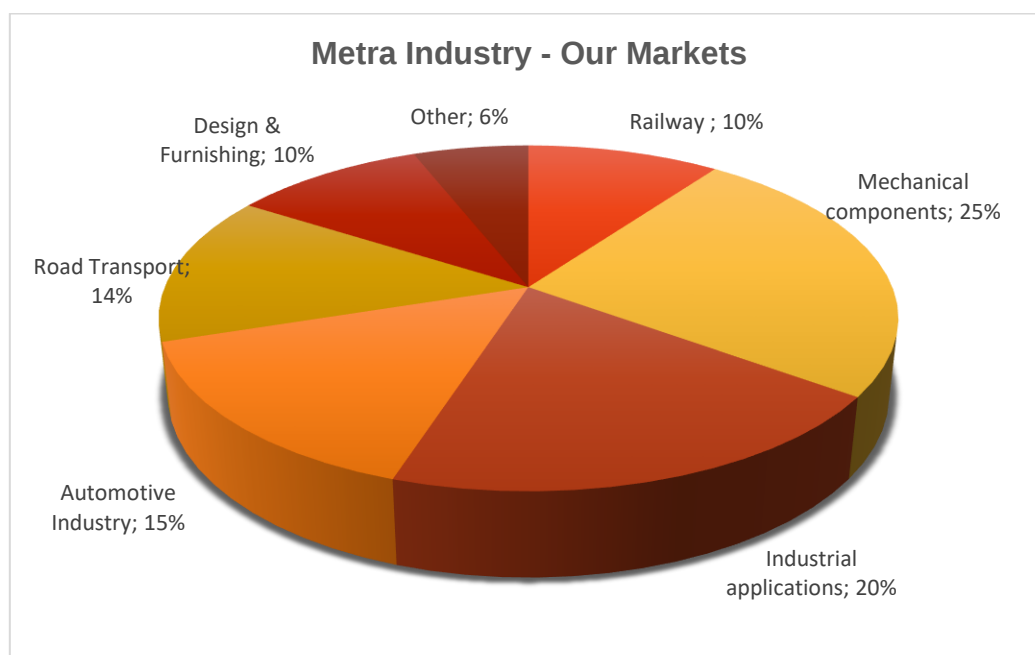
3.1 METRA INDUSTRY

Since 1962, Metra has been leading, supporting and exporting all over the world with the highest standards. METRA industry is the division dedicated to the industry production.

3.1.1 Our Markets

In the world around us, at the heart of the main markets.

60 years of experience, successes and a solid and concrete approach have allowed METRA Industry to enter the main markets, understanding their needs and translating them into highly specific products and services for each individual End Market. Our markets are:



- **RAILWAY** In the railway sector, extruded aluminium plays a leading role, as it combines the reduction of weight and mechanical strength with the reduction of energy consumption and the reduction of CO₂ emissions into the atmosphere. This is possible thanks to the use of structural extrusions of high weight, large dimensions and lengths up to 30 metres, which can only be achieved with presses over 7,000 tons of power, machinery which METRA Industry has been using since 2001. Our structure allows us to guarantee very high quality and organizational standards in the production of extruded products, welded and supplied in subgroups, ready for assembly.



- **MECHANICAL COMPONENTS** Our knowledge of aluminium in the mechanical components sector is the result of long-standing collaboration with numerous leading players of the whole supply chain. Thanks to the most advanced systems and the strong impetus of METRA Industry towards innovation, we have completed challenging projects that have well exceeded the boundaries of classic aluminium applications. We produce advanced extruded components, ready for assembly, and at the same time we offer a targeted and comprehensive service.



- **INDUSTRIAL APPLICATIONS** METRA Industry's long history and the vast experience in the various applications of aluminium make us unique partners for the creation of great works all over the world and for the development of innovative uses of light alloys. The industrial sectors supplied by METRA include the energy and infrastructure sectors.



- **AUTOMOTIVE INDUSTRY** METRA Industry supplies the premium automotive industry with extruded parts for BIW (Body In White) and Battery Pack components. This is confirmed by the exclusive IATF 16949 certification, the most important automotive standard in the world and essential requirement to be part of the specialized supply chain. The main features of the extrusions used in BIW are the complex geometries and the low thicknesses guaranteed by process simulation, innovative high-performance alloys and the special destructive tests performed in-line.



- **ROAD TRANSPORT** The world of trailers, semi-trailers and equipment is an industry that METRA Industry has supplied since the first vehicles made of aluminium, a material now used by the biggest brands and with the most advanced products. METRA Industry is the chosen supplier of market leaders thanks to its high production capacity, wide range, long tradition, extensive knowledge of the market, integrated finishes, the eco-friendly alloys, flexibility of service and consistency of quality.



3.2 METRA BUILDING

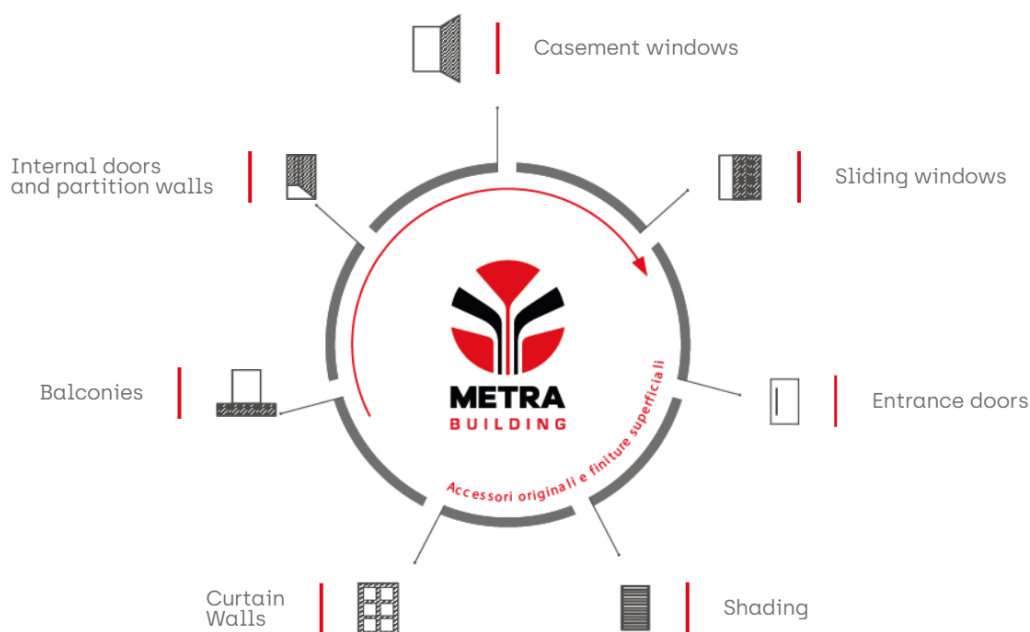
We have been producing integrated aluminium systems. Our product ecosystem consists of casement and sliding windows and doors, entrance doors, shading systems, curtain walls, balconies, interior doors and partition walls. We have used our know-how to develop technologies and innovative, sustainable, modern products with essential design.

3.2.1 Our customers

METRA Building is at the side of its interlocutors with a selection of services designed for the most specific needs. We support private end-customers who choose our aluminium windows and doors for their homes, designers who design spaces with us and retailers who rely on METRA Building to offer the best.

3.2.2 Metra building divisions

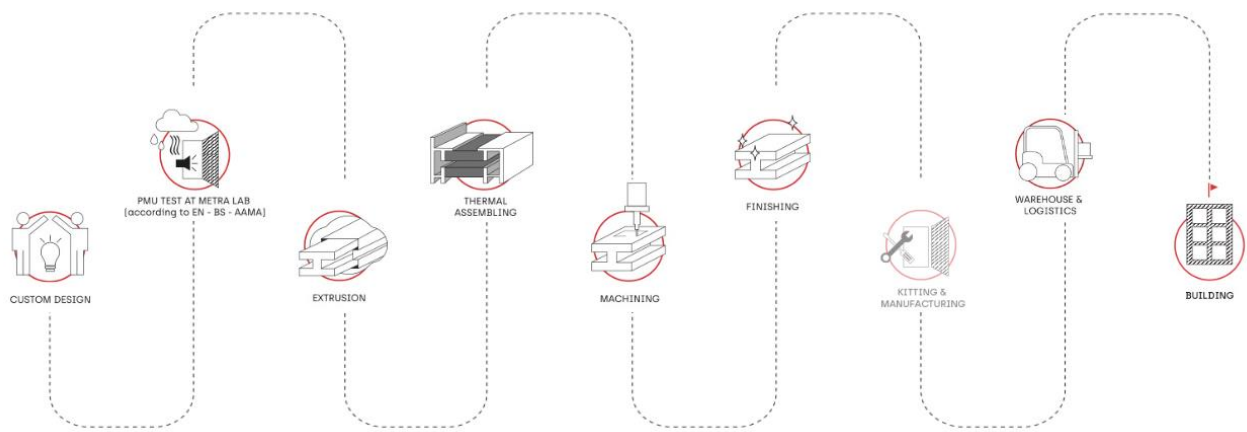
-SYSTEMS - OUR PRODUCTS The Systems division, thanks to the experience and expertise acquired over the years, provides our customers with integrated systems of aluminium casement and sliding windows and doors, entrance and interior doors, shading systems, curtain walls and balconies studied and designed in detail, complete with everything. From accessories to finishes, METRA Building aluminium windows and doors guarantee high thermal performance, soundproofing power, burglary resistance and cutting-edge design.



-ARCHITECTURAL SOLUTIONS - CUSTOM PROJECTS The METRA Building Architectural Solutions division was created to provide cutting-edge aluminium solutions all over the world, developed by our specialists who, together with the most visionary designers, collaborate in the conception and realisation of buildings destined to make architectural design history.

Thanks to its hi-tech profiles and unique know-how, METRA Building is the ideal partner to transform the most ambitious building and architectural projects into reality, conventional or non-standard.

METRA Building provides customers with the skills of specialized technicians and designers to provide support from the early stages of architectural design to the definition of the structural solution.



In this case before the production, in the technical R&D department, co-engineering and co-design of architectural projects, as well as the entire coordination of the whole product industrialisation phase, come to life.

METRA building through the test called “PMU” guarantees the highest level of quality, feasibility, durability and reliability of aluminium solutions for the building industry, respecting the standards dictated by the European EE, British BS and American AAMA standards. This test allows us to conclude the co-engineering phase with our customers in the best possible way.

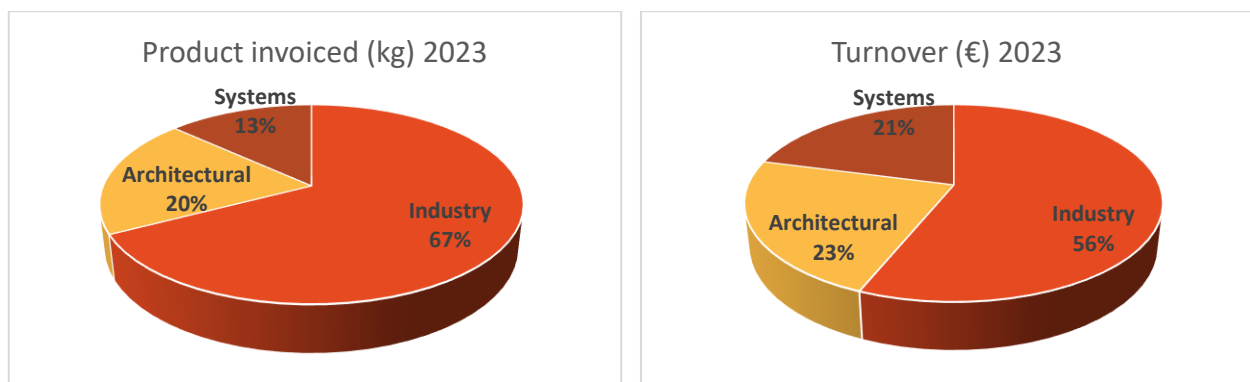
After the finishing, to provide a truly complete service, METRA Building supplies assembled kits made up of machined aluminium profiles and fastening products such as gaskets, plastics, screws and metal sheets. These kits are always supplied with custom-made packaging and meet all construction sit requirements.

3.3 Markets and main orders acquired in 2023

The Metra Group’s strategy of operating with two highly specialized divisions (Industry and Building) was consolidated and strengthened also in 2023, with the aim of responding even more effectively to the specific needs of the markets for industrial applications and construction.

56% of the 2023 turnover was achieved by the Industry division and the remaining 44% by the Building division, equally divided into Systems and Architectural.

Below it is possible to see the distribution of our activities, all over the world, by turnover and by quantities of processed material during last year.



The railway sector has grown in the last years and now accounts for about 20% of the sales in the industry area, thanks to ambitious projects with the main European train manufacturers such as HITACHI, ALSTOM, SIEMENS, TITAGRAH, and the Indian company HINDALCO. For this sector,

sub-assemblies such as roofs or complete carriage floors are mainly supplied, welded and mechanically machined at the Rodengo Saiano (BS) and Montale (PT) plants.

About 25% of Metra Industry's turnover is destined for the mechanical end market, with custom-made special components for the leading companies in the sector present in Italy, Europe and many of which are excellences of Lombardy.

4. MATERIALITY ASSESMENT

4.1 Benchmark Analysis

Stakeholders play a crucial role at Metra Company, influencing and being influenced by the company's operations and decisions. They are essential for shaping strategic initiatives, ensuring alignment with societal expectations, and enhancing long-term sustainability.

Metra engages with a diverse range of stakeholders, including employees, customers, suppliers, local communities, regulatory authorities, and civil society organizations. Each group brings unique perspectives and interests that impact the company's operations and reputation.

The selection of stakeholders at Metra is guided by their potential to impact or be impacted by the company's activities. This process involves identifying key groups based on their influence, dependence, and relevance to Metra's sustainability goals.

With the goal of conducting a materiality analysis, stakeholders' needs and expectations were evaluated using a benchmarking analysis that also considered competitors. Understanding stakeholders' needs and expectations is crucial for strategic decision-making and reporting, which will be elaborated further in the following paragraph.

4.2 Double materiality assessment

Metra's 2023 sustainability report marks the beginning of a formalized process for analyzing the relevance of material topics - those with the greatest economic, environmental, and social impact - both within and outside the organization. Although it is not the company's first sustainability report, this is the first time a double materiality analysis has been conducted.

Impact materiality refers to the importance of topics that have a significant effect on the environment, society, and people, both within and outside the organization. These topics directly influence stakeholders such as local communities, employees, customers, and suppliers, and can address issues such as climate change, natural resource management, diversity, and inclusion.

Financial materiality, on the other hand, focuses on aspects that have a direct and measurable impact on the organization's economic performance. It includes topics that could affect profitability, financial risks, long-term sustainability, and the ability to attract investments, such as climate risk management, regulatory compliance, and growth opportunities related to the transition to a more sustainable economy.

The analysis of both dimensions allows for the integration of sustainability objectives with business strategy and risk management. Based on the reference context, industry specifics, corporate sustainability strategy, and stakeholders' needs and expectations analysis, Metra has identified and

commits to updating annually the list of most relevant topics, following the methodology proposed by the GRI Sustainability Reporting Standards.

The materiality analysis conducted considered both impact and financial assessments, assigning an overall score to each topic based on three main criteria: P (probability), which measures the likelihood of the event occurring; G (severity), which evaluates the intensity of the effect the topic could have on the organization and its stakeholders; and R (remediability) (the latter refers only to the negative impacts), which indicates the possibility of mitigating or managing the effects of the identified topic. Based on these evaluations, a level of criticality was then assigned to each aspect, categorized into four classes: **Low**, **Moderate**, **High** and **Critical**. This approach allowed for the classification and prioritization of material topics, highlighting those that require greater attention and resources from the organization to reduce risks and maximize sustainability opportunities.

The table below summarizes the most significant actual and potential negative and positive impacts for METRA S.p.A. and FOALL S.r.l.. The aspects identified with Low priority have not been included in the table, as they are considered non-material.

TOPICS	DESCRIPTION	AREA	IMPACT	STAKEHOLDER INVOLVED	PRIORITY
Climate change	Measurement and reduction of GHG emissions, through more efficient production methods and use of low environmental impact raw materials	E	POSITIVE, EFFECTIVE	Customers, suppliers, local communities	CRITICAL
	Effect of Global warming due to emissions, in particular due to the extraction, processing and transportation of raw materials	E	NEGATIVE, EFFECTIVE	Customers, suppliers, local communities	CRITICAL
Energy efficiency	Riduzione del fabbisogno energetico attraverso la minimizzazione degli sprechi	E	POSITIVE, EFFECTIVE	Employees, competent authorities	HIGH
	Ottimizzazione dell'uso di energia attraverso aggiornamento delle attrezzature e dei processi	E	POSITIVE, EFFECTIVE	Employees, competent authorities	HIGH
Circular economy	Use of recycled raw materials, with low environmental impact	E	POSITIVE, EFFECTIVE	Customers, suppliers	CRITICAL
	Limited availability of low-carbon materials on the market	E	NEGATIVE, EFFECTIVE	Customers, suppliers	MODERATE
	The use of virgin raw materials has a high environmental impact, but it is necessary for productions that require high structural and/or aesthetic performance.	E	NEGATIVE, EFFECTIVE	Customers, suppliers	MODERATE
	All alloys produced in our foundry are low-carbon and made from secondary materials.	E	POSITIVE, EFFECTIVE	Customers, suppliers	CRITICAL
	Production of recyclable products	E	POSITIVE, EFFECTIVE	Customers, suppliers	CRITICAL

TOPICS	DESCRIPTION	AREA	IMPACT	STAKEHOLDER INVOLVED	PRIORITY
Water management	Optimization of water consumption through technological modernization of equipment	E	POSITIVE, EFFECTIVE	Local communities, competent authorities	MODERATE
	Reduction of water waste through improved resource management and monitoring.	E	POSITIVE, EFFECTIVE	Local communities, competent authorities	MODERATE
	Prevention of pollution through the correct management and monitoring of water discharges	E	POSITIVE, EFFECTIVE	Local communities, competent authorities	MODERATE
Waste management	Reduction of waste destined for landfill	E	POSITIVE, EFFECTIVE	Local communities	HIGH
	Minimization of waste production, through waste recovery and recycling processes	E	POSITIVE, EFFECTIVE	Local communities	CRITICAL
	Impact on the environment of waste production, especially if disposed of incorrectly	E	NEGATIVE, POTENTIAL	Local communities	MODERATE
Biodiversity	Support for local reforestation and/or environmental redevelopment initiatives	E	POSITIVE, EFFECTIVE	Local communities, suppliers, competent authorities	MODERATE
	Possible introduction of alien species through shipments	E	NEGATIVE, POTENTIAL	Local communities, suppliers, competent authorities	MODERATE
Respect of Human Rights, Diversity & Inclusion and Gender Equality	Adoption of inclusion policies and implementation of a mechanism for the prevention and management of possible conflict situations	S	POSITIVE, EFFECTIVE	Employees	CRITICAL
	Promoting a work culture based on equal opportunities	S	POSITIVE, EFFECTIVE	Employees	CRITICAL
Support of the local area	Support for initiatives that enhance the local area and promote virtuous local projects.	S	POSITIVE, EFFECTIVE	Local communities	HIGH
Training and career plans	Involving employees in the company's projects and results, making them increasingly involved	S	POSITIVE, EFFECTIVE	Employees	HIGH
	Create structured career plans for employees	S	POSITIVE, EFFECTIVE	Employees	HIGH

TOPICS	DESCRIPTION	AREA	IMPACT	STAKEHOLDER INVOLVED	PRIORITY
Employees' Welfare and Well-Being	Collaboration and support for the social parties	S	POSITIVE, EFFECTIVE	Employees, unions	HIGH
	Contribution to the well-being of employees and collaborators	S	POSITIVE, EFFECTIVE	Employees	CRITICAL
Health and safety for employees and along the supply chain	Creating a corporate culture dedicated to workplace safety	S	POSITIVE, EFFECTIVE	Employees, suppliers	CRITICAL
	Creating safe work environments through risk analysis, prevention and training	S	POSITIVE, EFFECTIVE	Employees, suppliers	CRITICAL
	Accidents occur due to insufficient safety measures	S	NEGATIVE, POTENTIAL	Employees, suppliers	CRITICAL
Responsible supply chain	Monitoring the supply chain to verify that no possible violations of labor and human rights standards occur	G	POSITIVE, EFFECTIVE	Suppliers	HIGH
	Risks of human rights violations and lack of respect for the ecosystem linked to bauxite mining in developing countries	G	NEGATIVE, POTENTIAL	Suppliers	HIGH
Transparency, corruption and anti-bribery	Implementation of policies designed to combat corruption and the adoption of specific organizational models.	G	POSITIVE, EFFECTIVE	Employees, local communities	HIGH
Data management and Digitalization	Protection of customer, supplier, consumer, and stakeholder data in general.	G	POSITIVE, EFFECTIVE	Employees, suppliers	HIGH

5. ASI – THE ALUMINIUM STEWARDSHIP INITIATIVE

ASI Aluminium Stewardship Initiative is a global non-profit that establishes aluminium industry standards and certifies value chain members to maximize sector sustainability, which aims to collaboratively foster the responsible production, sourcing, and stewardship of aluminium.

In 2020 METRA became an ASI member, for two of the companies of the group: **METRA SPA** (our headquarters in Stacca 1 street) and **FOALL** (our foundry).

The important certification process was successfully concluded in **April 2022**, which thus reinforces its sustainable policy, confirming its constant and active attention to environmental ethics.

The achievement of this certification represents a fundamental step in the path of growth and consolidation of METRA, which is aware of how important it is today to work in the direction of environmental protection, guaranteeing all stakeholders the security of making socially responsible purchases.

The data presented below refer to the METRA SPA ASI certified sites (in Stacca 1 street and the foundry).

6. SUSTAINABILITY - TRANSPARENCY

The general principles that inspire Metra are impartiality, honesty, fairness in case of potential conflicts of interest, confidentiality, relations with shareholders, enhancement of share investment, value of human resources, fairness of authority, integrity of the person, transparency and completeness of information, diligence and accuracy in the execution of tasks and contracts, quality of services and products, fair competition, responsibility towards the community and environmental protection.

Metra implemented an Organizational, Management, and Control Model in compliance with **Legislative Decree No. 231 of June 8, 2001**, which introduced the administrative liability of entities into Italian law. This model is designed to prevent offenses committed in the interest or for the benefit of the entity by individuals in senior management positions or by those operating under their direction or supervision.

Pursuant to Article 6 of the Decree, an entity may be exempt from liability if it can demonstrate the adoption of an effective organizational and management model aimed at preventing the commission of relevant offenses, the designation of a supervisory body responsible for ensuring the model's implementation, observance, and continual updates, and the absence of negligence or omissions in supervision. Additionally, the exemption requires that any offenses were committed solely through fraudulent circumvention of the organizational model.

Metra, strongly committed to ensuring the highest standards of safety, transparency, and integrity in its operations, has considered the adoption of this model to be both appropriate and necessary. In conjunction with its Code of Ethics and Conduct, the model serves as a valuable tool for fostering awareness and compliance with company policies among employees and collaborators.

Furthermore, it reinforces Metra's unwavering stance against corruption, explicitly prohibiting all forms of active or passive bribery. This includes the prohibition of any gifts that exceed customary business or courtesy practices or that could be perceived as intended to secure undue advantages in business activities.

6.1 Our Code of Ethics and Conduct

Metra has adopted a **Code of Ethics and Conduct** designed to uphold principles of fairness and transparency in the execution of its business activities. This initiative seeks to safeguard the company's reputation and standing, as well as that of its subsidiaries, shareholders, and the value represented by its employees.

The Code of Ethics embodies the fundamental principles that define the core values guiding Metra's relationships with all stakeholders involved in its operations. It outlines the standards of conduct that provide clear directives for behavior and includes mechanisms for implementation, which establish a comprehensive control system to ensure compliance and promote ongoing enhancement of the Code.

6.2 Non-Compliance and Liabilities

During the reporting period, there were no confirmed incidents of corruption in which employees were dismissed or subjected to measures, or in which contracts with business partners were terminated or not renewed due to corruption-related violations.

During the reporting period, no incident of discrimination was detected within Metra. The company puts respect for people in their entirety first, promoting their enhancement without any kind of discrimination.

In the last 3 years METRA SPA didn't receive significant judgments, penalties or non-monetary sanctions for failure to comply with Applicable Law.

METRA is fully committed to meeting fire prevention regulations across all its departments. The adaptation project, which has been extensive and developed over several years, is nearing completion, with only one final building remaining to be adapted, which is expected to be finished by the end of 2025.

7. SUSTAINABILITY - ENVIRONMENT

*Our Green Philosophy: **Nothing is wasted, everything can be recycled. Endlessly.***

For Metra "green thinking" is a natural fact. The world of METRA revolves around aluminium and the green philosophy behind the use of this material. Aluminium is 100% recyclable and can be used and recycled endlessly: this is a great environmental advantage.

We adopt this green philosophy, and we give our customers the opportunity to do the same: by choosing Metra they can opt for the use of low-carbon aluminium alloys, for example raw materials containing a greater proportion of recycled product.

Moreover, our respect for the environment can be seen in various aspects of our production chain. The application of an environmental management system compliant with the international certification **ISO 14001** (certified in METRA SPA) has allowed a concrete improvement from an environmental point of view over the years.

We conducted a study to identify and evaluate environmental aspects, categorizing them as either significant (requiring detailed analysis and defined improvement interventions and monitoring) or non-significant. Following this categorization, we established activities to mitigate the environmental impact of the significant ones. The table below provides a summary of the study, highlighting our significant aspects.

PROCESS	SUBPROCESS	PHASE	DESCRIPTION	OPERATIONAL CONDITION	IMPACT
PRODUCTION	Acceptance of billets and storage	Movements with forklift trucks	Poor engine combustion	Anomaly	ATMOSPHERIC EMISSIONS
PRODUCTION	Acceptance of billets and storage	Movements with forklift trucks	Spillage of battery liquid/circuit forklift trucks	Emergency	DISCHARGES
PRODUCTION	Heat treatments	Heating furnaces for billets; Preheating furnaces for extrusion dies; Aging furnaces for extruded profiles	/	Normal	USE OF RESOURCES: METHANE
PRODUCTION	Heat treatments	Heating furnaces for billets; Preheating furnaces for extrusion dies; Aging furnaces for extruded profiles	Burner malfunction: exceeding limits	Anomaly	ATMOSPHERIC EMISSIONS
PRODUCTION	Heat treatments	Heating furnaces for billets; Preheating furnaces for extrusion dies; Aging furnaces for extruded profiles	Fire	Emergency	ATMOSPHERIC EMISSIONS

PROCESS	SUBPROCESS	PHASE	DESCRIPTION	OPERATIONAL CONDITION	IMPACT
PRODUCTION	Extrusion	Cooling water cooling groups presses and quenching tunnels	F-Gas leaks	Anomaly	ATMOSPHERIC EMISSIONS
PRODUCTION	Extrusion	Disposal of oil from presses and oil/water emulsions from cooling tunnel	Oil/emulsion spills	Anomaly	DISCHARGES; SOIL
PRODUCTION	Hot cutting	Hot cutting of billet chunks and hot cutting of extruded profiles	/	Normal	CUTTING EMISSIONS
PRODUCTION	Cooling	Air cooling of extruded profiles	/	Normal	RESOURCES: ELECTRICITY
PRODUCTION	Die preparation	Cylinder storage in designated area, protected from the sun and enclosed by a metal fence	Cylinder explosion	Emergency	ATMOSPHERIC EMISSIONS
PRODUCTION	Die preparation	Nitriding in furnace	Torch malfunction: exceeding limits	Anomaly	ATMOSPHERIC EMISSIONS
PRODUCTION	Die preparation	Tank for storage of exhausted aluminum soda washing solution	Underground tank rupture/leakage	Emergency	SOIL
PRODUCTION	All	Hydraulic compatibility verification indicates that the Metra SpA plant may be subject to flooding	/	Emergency	DISCHARGES
AUXILIARY SERVICES	Offices	Air conditioning systems containing F-Gas	F-Gas leaks	Anomaly	ATMOSPHERIC EMISSIONS
AUXILIARY SERVICES	Canteen	Air conditioning systems containing F-Gas	F-Gas leaks	Anomaly	ATMOSPHERIC EMISSIONS
SUPPLIERS	Waste disposal	Movements by motorized transport vehicles	Spillage of liquid battery pack	Emergency	DISCHARGES
SUPPLIERS	Maintenance	Production of maintenance waste	Accidental mixing of waste; improper disposal in temporary storage	Anomaly	WASTE
SUPPLIERS	Transport of hazardous substances	Attaching the vehicle to the tank loading nozzle	Spillage of soda/gas due to incorrect connection	Emergency	ATMOSPHERIC EMISSIONS; DISCHARGES
SUPPLIERS	Transport of hazardous substances	Movements by motorized transport vehicles	Spillage of liquid battery pack	Emergency	DISCHARGES

7.1 The Environmental impact of our sites and our products

Climate change presents considerable challenges because we need to limit the environmental impact, in particular the 2015 Paris Agreement calls for a global commitment to mitigate climate change and keep global temperature rise below 2 ° C.

We are dedicated to respecting the environment and thrive to constantly reduce our impact on the Earth, to concretely contribute to the achievement of the objectives about climate change.

We analysed the **GHG** emissions of our sites. These assessments include the entire lifecycle inventory of aluminium production from casting to production of billets and aluminium profiles.

METRA SPA activity is design of building systems and profiles for industry, extrusion and the supply of aluminium alloy profiles. The raw material come directly from the foundry FOALL or from other

suppliers. The production cycle is under one roof: in this way we avoid moving materials on the road because we manage to keep the entire production cycle under one roof, thus reducing the emission into the air.

In the years 2019 and 2020, Metra Spa embarked on a process of quantifying and reducing greenhouse gas emissions associated with its business activities. In 2024, the calculation of the GHG emissions inventory was updated based on the **UNI EN ISO 14064-1:2018** standard, with reference to data from the year 2023.

For **METRA**, the calculation of the Carbon Footprint was analyzed through two distinct scenarios to evaluate greenhouse gas emissions and their intensity, defined as the ratio between the total CO₂ equivalent tons (tCO₂eq) and the tons of aluminum produced (tAl).

In the first scenario, Metra S.p.A.'s Carbon Footprint was calculated using updated emission factors. In this case, the emission intensity amounts to 9,45 tCO₂eq/tAl.

In the second scenario, the calculation was carried out using 2020 emission factors, applying the same scope and boundary conditions to allow for a direct comparison with the first evaluation. With this approach, the emission intensity, still referring to 2023, is **5,65 tCO₂eq/tAl**.

The emission intensity calculated for the year 2020 was **6,95 tCO₂eq/tAl**. In the second scenario, a percentage reduction of -18,72% is observed compared to 2020, significantly achieving the preset reduction target of -2%.

Comparing the 2020 data with that of the first scenario, an increase in emission intensity would emerge. However, such a comparison is not entirely reliable due to differences in methodologies and the emission factors applied.

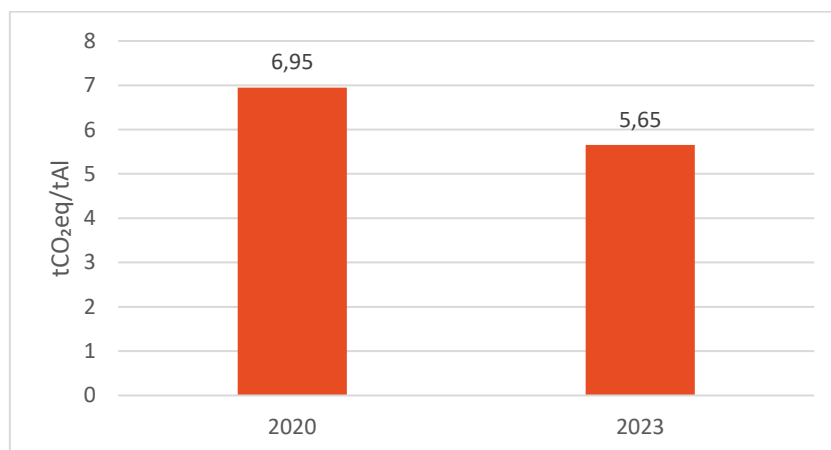


FIGURE 1 - METRA EMISSION INTENSITY COMPARISON 2020 AND 2023 (SCENARIO 2)

Also for **FOALL**, the calculation of the Carbon Footprint was analyzed through two distinct scenarios. In the first scenario, the Carbon Footprint was calculated using updated emission factors: in this case, the emission intensity is 7,43 tCO₂eq / tAl.

In the second scenario, the calculation was carried out using the 2019 emission factors. In this scenario, the emission intensity, still referring to 2023, is **3,13 tCO₂eq / tAl**.

In year 2020 the calculated emission intensity was **3,18 tCO₂eq / tAl**. Compared to Scenario 1, an increase in emission intensity is observed, which is attributed to the change in the calculation method.

On the other hand, compared to Scenario 2, the percentage variation is -1.46%, indicating a reduction in emission intensity relative to this scenario.

This last data point highlights how the actions taken, under the same boundary conditions, have led to a reduction in emissions, although to a lesser extent than what was observed for METRA. This is because the CO₂ reduction efforts were primarily focused on METRA, while FOALL's production process has already been optimized over the years. Furthermore, a significant portion of the emissions generated by the foundry is attributed to the purchase of raw materials (Scope 3), which are not easily influenced by direct corporate actions.

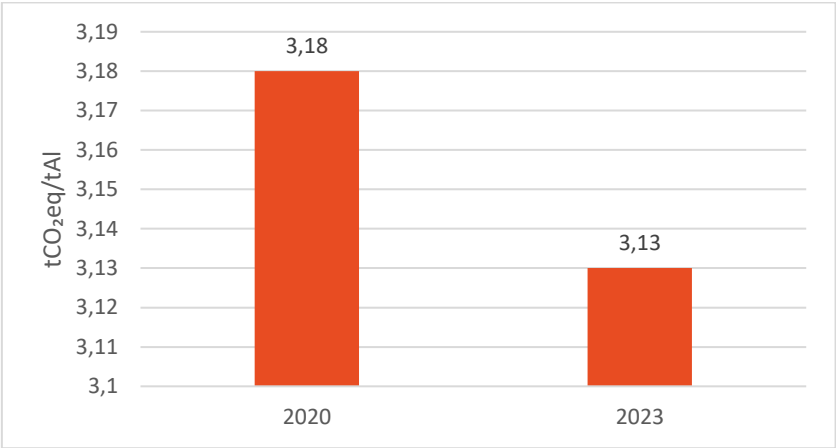


FIGURE 2 - FOALL EMISSION INTENSITY COMPARISON 2020 AND 2023 (SCENARIO 2)

In the following chart, the overall calculation performed for **METRA** as Scenario 2 is presented. It is evident that the majority of the emissions are attributed to the purchase of raw materials.

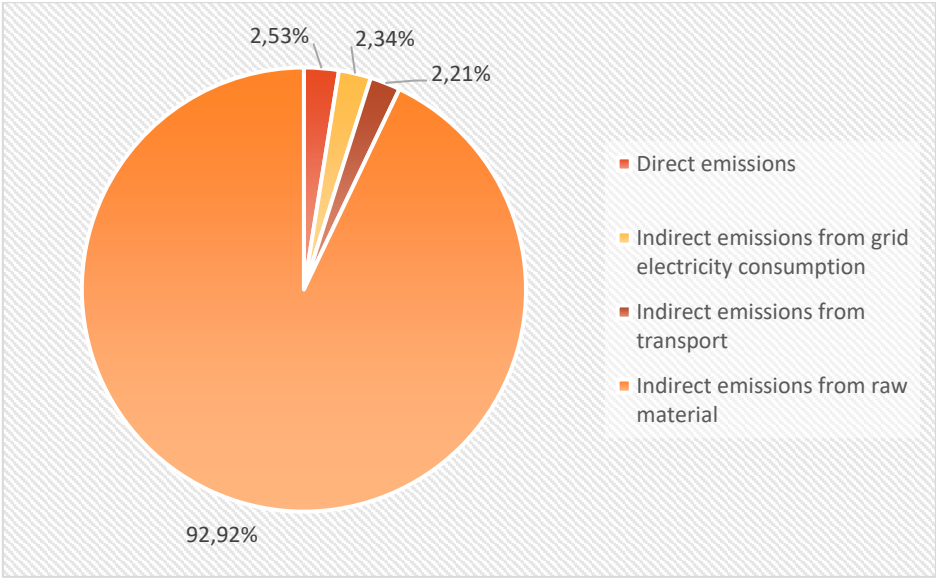


FIGURE 3 – METRA GREENHOUSE GASES 2023 (SCENARIO 2)

In the following chart, the overall calculation performed for **FOALL** as Scenario 2 is presented. It is evident that the majority of the emissions are attributed to the purchase of raw materials.

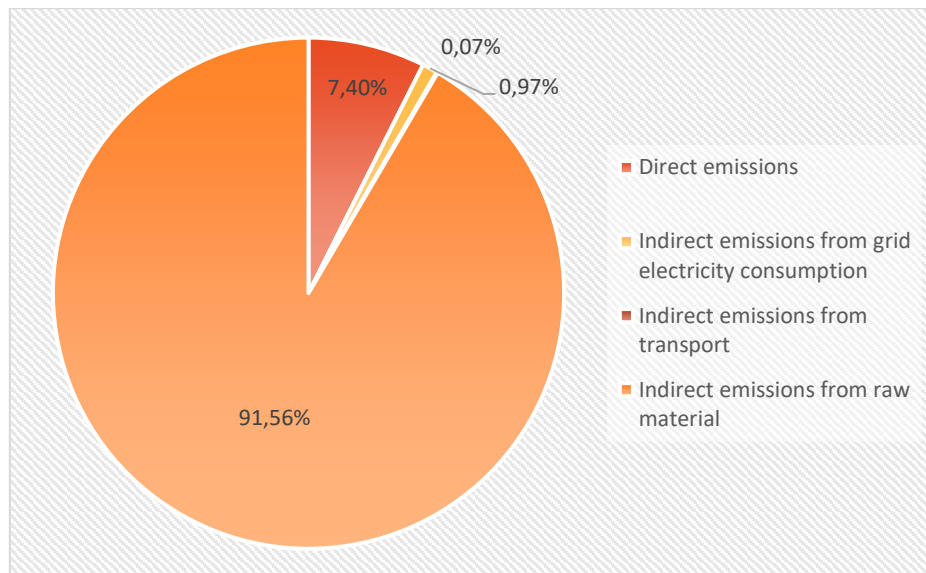


FIGURE 4 – FOALL GREENHOUSE GASES 2023 (SCENARIO 2)

METRA is committed to minimizing its environmental impact by carefully managing all aspects that contribute to GHG emissions, not only within production but also in office operations. As part of this approach, the company purchases recycled disposable paper products (for hand drying, restrooms, etc.), which resulted in an estimated CO₂ savings of approximately 13 tons in 2023. This initiative aligns with METRA's broader sustainability strategy, reinforcing its dedication to reducing its carbon footprint across all areas of activity.

Our Goal: Now that we have achieved a 2% reduction in emission intensity, we aim **to further reduce emissions by 15% by 2027 on Scope 1 and Scope 2**, aligning with corporate decarbonization goals. This will be accomplished through the installation of solar panels and investments in the replacement of obsolete machinery with more energy-efficient equipment. We are also considering new reduction targets for Scope 3, such as through the purchase of billets and aluminum ingots with a lower carbon footprint, or by using more sustainable packaging.



Sustainability is a key asset for Metra that is realized through the production of **METRA RE.AL.E green alloys**, the range of low carbon alloys produced by METRA. The main material of this process is aluminum, which with its features, durability, 100% recyclability, lightness and resistance, becomes the ideal material to face the challenges of today and tomorrow. The combination of all its qualities makes it unique in terms of environmental performance.

We undertook the certification process aimed at qualifying the environmental impact of the secondary aluminum billets with the use of recycled aluminum from our scrap according to **ISO 14067 CFP – Carbon Footprint**, to certify the low impact of CO₂ emissions per ton of aluminum produced and **EN 15804 EPD – Environmental Product Declaration** – to certify the Life Cycle Assessment of billets.

We also conduct LCA study on windows and doors, by analysing our “worst cases” line of product, in order to be representative of all our line of products. The studies were validated by **EPD Italy**.

The **LCA** are available on request at hse@metra.it and it is possible to download them at <https://www.epditaly.it/>.

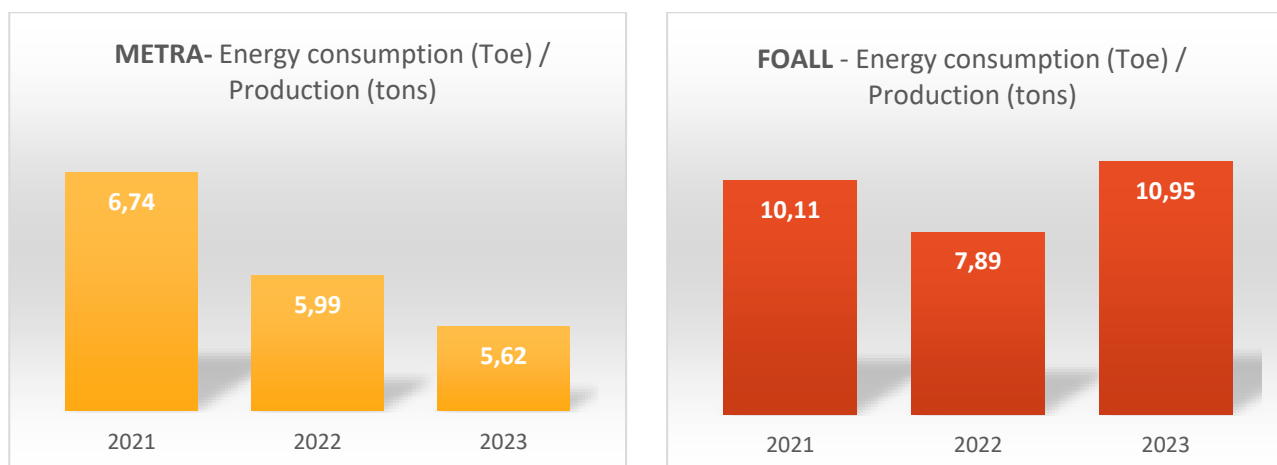
METRA RE.AL.E.

IL FUTURO GREEN DI METRA BUILDING
PASSA ATTRAVERSO LE NUOVE LEGHE

7.2 Use of energy

METRA S.p.A. is committed to optimizing energy consumption across its operations. The production process is designed to prioritize energy efficiency, often utilizing natural fuels such as methane. The entire production cycle is characterized by low energy impact, with a significant portion of operations powered by natural fuels.

The total energy consumption in terms of TEP (Toe, tons of oil equivalent) over the total production is reported in the following charts, for METRA and for FOALL:



The data related to Metra shows a reduction in energy demand between 2021 and 2022, with stability in 2023. This trend, when considered alongside the simultaneous reduction in atmospheric emissions, demonstrates an actual overall improvement in process efficiency.

As for Foall, minor fluctuations are observed, with values remaining largely stable over the period considered. The slight variation recorded between 2022 and 2023 can be attributed to a small decrease in production.

7.3 Emissions to air

Within the METRA SPA and FOALL facilities, emission points to the atmosphere have been identified. Some of these points are subject to regulatory authorization, while others are classified as insignificant emissions under the applicable legislation.

Gaseous emissions are monitored by the company in accordance with environmental authorizations, and the results of these monitoring activities are made available to the relevant authorities. The concentration levels of dioxin emissions remain below the legal limits set forth by the environmental authorizations.

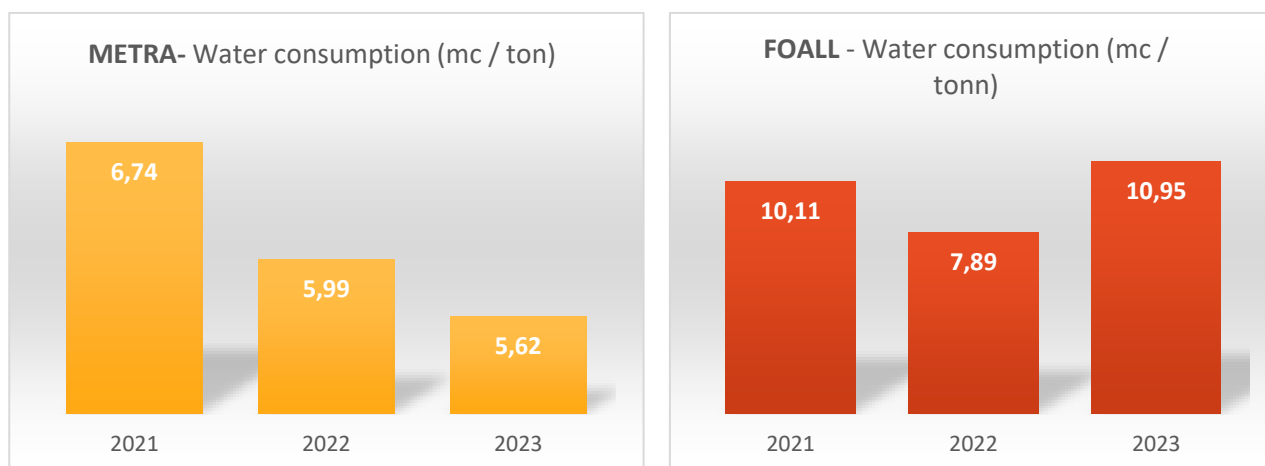
7.4 Water consumption

Water supply for the industrial settlement takes place through the extraction from authorized wells. Water supply for hygienic and sanitary use, the canteen and fire prevention network take place from the local aqueduct.

The use of water in our production processes is of particular importance during the casting and cooling phase of the metal in the foundry. Another important use of water is also about the cooling of the extruded profiles, machinery cooling and dies cleaning.

To safeguard water resources, the company has implemented systems and technologies aimed at minimizing consumption. For instance, the use of evaporative towers and closed-loop water cycles enables the reuse of a portion of process water.

The total water consumption over the total production is reported in the following charts, for METRA and for FOALL:



The use of water is not directly controllable because it depends on many factors. Water consumption, however, is very low compared to the quantities granted by our permit.

At METRA, there has been a consistent reduction in specific water consumption, primarily due to interventions such as on the cooling circuits of the quenching tunnel in the pressing operations.

In FOALL, the trend is more variable, as it is influenced by the billet sizes produced (larger diameter billets require greater amounts of water).

No significant water-related risks are identified.

7.5 Effluents

Water from the cooling process is treated in a special sedimentation and oil separation system and then it is delivered to the surface water body, as well as other process water that needs no treatment. Domestic wastewater is conveyed to the public purification plant.

First flush from the area around the foundry is treated in an appropriate treatment plan (it varies according to the weather; in 2023 was 16 m³), while other rainwater is delivered to the surface water body.

These effluents are constantly analysed according to a monitoring plan compliant with our Environmental Authorizations.

No significant effluent-related risks are identified.

7.6 Waste

The company has a formal waste management plan and regularly submits the final balance (MUD) each year to the competent authorities.

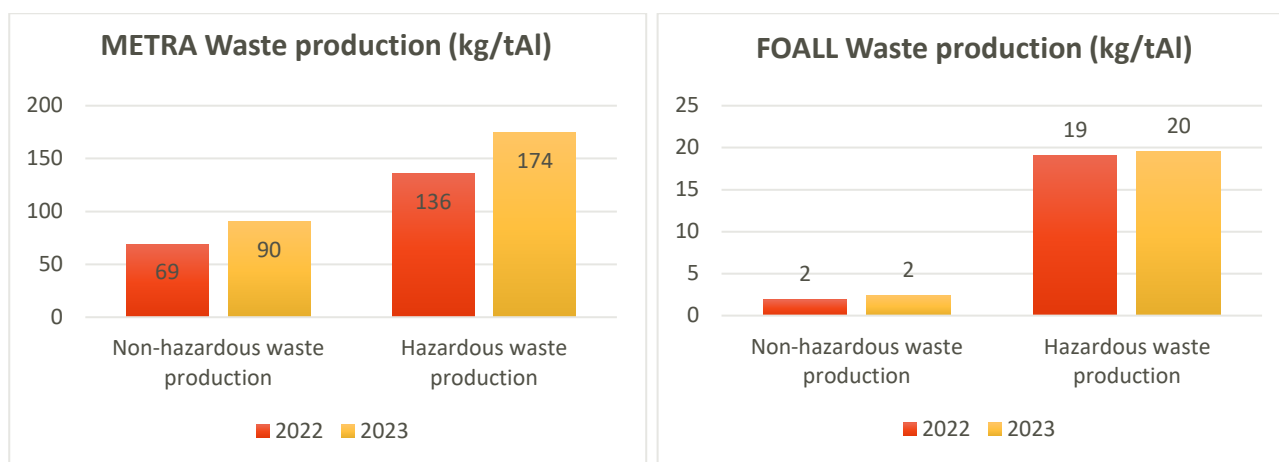
According to the legal requirements, the company keeps track of the waste on special loading and unloading registers, integrated with the relevant transport forms.

Before delivery, the waste produced is stored in dedicated and waterproofed areas, in special containers or bags.

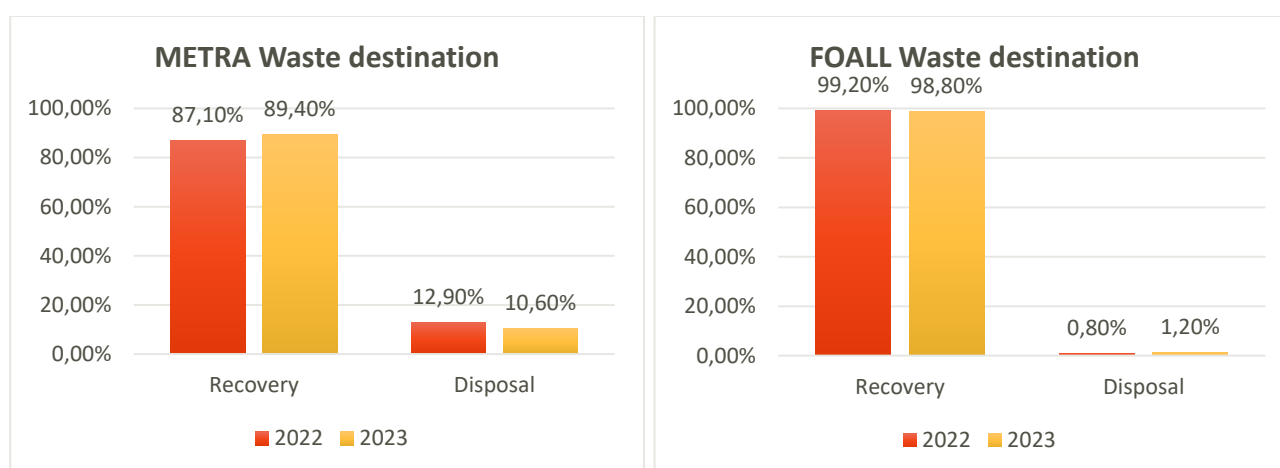
For transport and disposal, the company uses duly authorized contractors.

All the raw aluminium scrap produced in METRA is re-melted in the foundry, therefore the quantity of scrap is minimized.

The dross is treated as waste with CER (EWC) 100315*, and it is conveyed to recovery.



In 2023, both companies recorded an increase in the specific quantity of waste compared to 2022. This increase is not attributable to an increase in waste production in absolute terms, but rather to a reduction in overall production, which resulted in a higher waste/product ratio. The quantity of waste generated, in fact, is not strictly correlated to the production volume.



A significant commitment to sustainable waste management is observed, with the vast majority of materials being directed towards recovery rather than disposal. This outcome highlights the companies' focus on circular economy practices, contributing to the reduction of environmental impact through the reuse and recycling of waste, in alignment with established sustainability and environmental responsibility goals.

Our Goal: Optimization of the use of soda in dies cleaning department in 2024, reducing the quantity of exhausted soda

7.7 Management of environmental emergencies and incidents

The company has carried out a thorough analysis of the primary risk areas within its operations, with particular attention to situations where spills and leaks could compromise the quality of air, water, and soil. To this end, the organization has developed an operational procedure designed to provide staff with clear and precise instructions on the behaviors to adopt and the actions to take in the event of occurrences that may pose risks to both personnel safety and the environment.

The main types of environmental emergencies have been identified, including, for example, fires, explosions, earthquakes, floods, natural disasters, injuries, illnesses, blackouts, chemical spills on soil, public sewers, or surface water bodies, atmospheric contamination, and the detection of radioactive materials.

The procedure outlines the management protocols for various types of emergencies, divided into two categories: localized emergencies, which affect limited areas and can be managed by dedicated personnel, and general emergencies, which involve the entire facility, where the need for evacuation and the activation of emergency services will be assessed.

For each type of emergency, clear operational protocols have been established, which personnel are required to follow. Additionally, staff are adequately trained and periodically undergo evacuation drills and environmental emergency simulations to verify the effectiveness of the procedures.

In response to the increase in extreme weather events caused by climate change, the company has implemented corrective actions, including the installation of water lifting pumps, which activate in the event of flooding, to reduce the risks associated with such phenomena.

Our Goal:

- No environmental incidents generated by the company. The company is committed to ensuring that no environmental incidents result from its operations. To achieve this goal, strict prevention, monitoring, and control policies are implemented, alongside standardized operational procedures, continuous staff training, and the adoption of advanced technologies for risk monitoring and management. Every stage of the production process undergoes an environmental risk assessment to ensure that effective preventive measures are adopted under all circumstances.
- Creation of an emergency management table with local businesses, the municipality, and other competent authorities. The company proposes the establishment of an emergency management table involving local businesses, the municipality, and relevant authorities, with the aim of implementing coordinated preventive actions. This table will serve as a meeting point to develop shared intervention plans and formulate common prevention strategies in the event of environmental emergencies.

7.8 Biodiversity

Biodiversity is an invaluable asset for our planet, and it is therefore essential to protect it even in highly industrialized contexts, such as the one in which we operate. Although the direct impact of our company on biodiversity is limited, we have begun considering the possibility of conducting a thorough evaluation of our suppliers regarding biodiversity-related issues, planned for the next five years. In particular, we will focus on packaging providers, as packaging materials, especially wooden pallets, can serve as carriers of pests.

8. SUSTAINABILITY – SOCIAL

Metra does not discriminate, in employment opportunities, benefit or privilege, by race, skin colour, national or ethnic origin, age, religion, disability status, pregnancy, sex, sexual orientation, gender identity or expression, genetic information, marital status or other protected categories.

The company also categorically prohibits the abuse of power in managerial and non-managerial positions, supporting the analysis of control activities through active personnel available for disputes at all times, in order to prevent and immediately eradicate potential conflict situations within the work context.

Metra guarantees the physical and moral integrity of its employees working conditions that respect individual dignity and safe and healthy working environments.

This is why Metra safeguards workers from acts of psychological violence and counteracts any discriminatory or harmful attitude or behaviour of the person, his 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 are not tolerated.

As a tool for the prevention, mitigation and management of risks related to the protection of human rights, Metra relies on the “Code of Ethics and Conduct and model of organization, management and control-code of ethics and conduct”, both for the protection of the rights of its employees and collaborators, and as a tool for monitoring its supply chain.

Metra personnel who believe they have been harassed or discriminated against can report the incident to the company that will assess the actual violation of the Code.

The commitment to social responsibility and the protection of the health and safety of workers represent strategic elements for Metra and the achievement of labour standards that guarantee respect for human rights, health and maximum safety is a continuous challenge.

Metra undertakes to pursue the following objectives:

- promote, in all the countries in which it operates, respect 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 their 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 potential 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;
- 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.

8.1 Support of the local area

Relations with local communities are based on principles of transparency, ethicality, inclusiveness and respect for human rights. Metra 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.

Sport

After an experience alongside the main team of Pallacanestro Brescia, Metra SpA is now sponsor of the Youth Team.



Christmas Presents

According to tradition, every Christmas Metra gives all its employees and collaborators a gift that is always aimed at supporting the territory and the realities in which Metra operates.



Local projects

We collaborate with suppliers that are involved in local Ecological-naturalistic projects and forest management. 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.

Our Goal: continue to support the territory in which Metra operates by participating in and promoting sports, cultural and social initiatives.

8.2 Stakeholders and Responsible Sourcing

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 by Metra defined the identification of the Company's internal and external stakeholders as the first fundamental step.

In particular, during 2021 Metra 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 the Company will continue to intervene through an increasingly targeted dialogue, so as to be able to grasp the specificities of the interests represented.

In fact, the Company 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 with Metra.

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 company has made a commitment from an ethical, social and environmental point of view, trying to go beyond compliance with current legislation and integrating social and environmental issues voluntarily into its daily operations, in relations with the various stakeholders, i.e. investing in human and environmental capital.

The different categories of suppliers have been mapped in relation to the risk of possible violation of labour and human rights standards. All suppliers have been informed of METRA Spa's policy on Social Responsibility and have received the policy and code of ethics and conduct.

The company carried out the analysis and mapping of suppliers as reported in Annex 3 to the manual and social ethics report.

8.3 Training

Metra 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 labour legislation, Metra aims to pursue a policy of development and enhancement of its employees, oriented towards impartiality, inclusiveness, attracting new talents, training and professional growth.

Metra 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 each individual brings as a dowry to his entry into the company.

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

Our welcome plan

At the beginning of their career at Metra, new hires receive a Welcome/Induction Plan which purpose is to transmit the passion, tradition and look to the future in the way they work within the Company.

The duration of the Welcome/Induction Plan training is variable depending on the job covered by the new employee and which includes a first part of the general presentation of the company, the use of IT infrastructures and an explanation of the various company policies delivered during the recruitment phase.

The second part provides a specific training by role that the new hire will cover whose duration varies depending on the job.

The third part is dedicated to training on safety, environment, quality and the Organizational Model 231 and code of ethics and conduct with relative explanation of the documents delivered during the recruitment phase.

Our meetings

With the aim of developing a dialogue and continuous involvement between the company and collaborators, Metra organizes moments of meeting and sharing in which the results relating to projects to improve quality, efficiency and productivity and ongoing initiatives are presented.

In 2023, 2 plenary meetings were organized, both in English and Italian, held by the CEO, one in August and one in December. The invitation has been extended to all the first and second lines of the company organization chart, with the possibility for managers to extend the invitation to all interested personnel, as well as to some external collaborators. The Management also invited all managers to report to their subordinates on the issues and topics covered during the meetings.

Our Goal:

The goal is to make training plans increasingly defined and structured, both at the level of company performance and at the individual level of individual employees, in order to apply a methodology consistent with the organization and create new tools for self-assessment and evaluation of skills for future years.

8.4 Welfare

Metra identifies corporate welfare as a fundamental tool aimed at improving the internal climate and the well-being of employees. In fact, the Company envisages the signing of second-level agreements, which will also be renewed for 2023, in order to integrate the provisions of the national collective agreement so as to guarantee greater protection and enhancement of its employees.

The employees of Metra S.p.A. are classified according to the rules of the National Collective Agreement of the metalworking industry, are remunerated in accordance with current legislation, and with the company supplementary agreements where present. In fact, METRA staff has improved treatments, reviewed and updated also in collaboration with the trade union representatives that allow a better balance between private and professional life.

Metra has always been attentive to the needs of its employees. The company implements actions aimed at improving the working environment and supporting well-being also in private life.

Improvement of well-being inside and outside the company:

- Canteen
- Cleaning of work environments
- Tools and work outfits
- Welfare CCNL metalworking
- Quality award and Performance award

At Metra, there is no difference between the benefits provided for full-time employees and those provided to part-time or fixed-term employees. The choice is dictated by the desire to guarantee, as far as possible, respect for a fundamental principle for the Metra: internal equity.

Company Awards:

Quality Award: monthly premium given to all workers (subordinate, administered, hired through agencies).

Performance bonus: Metra needs to identify parameters and objectives that are in line with the Group's management policies and at the same time close to the activity of the workers and objectively measurable.

It was therefore defined in favour of all workers (subordinate, administered, hired through agencies) both of Metra and Foall, a variable performance bonus, related to the improvement of the level of competitiveness of the company, expressed by the trend of three parameters, respectively:

- *EBITDA*
Earnings Before Interests Taxes Depreciation and Amortization - business profitability.
- *Punctuality of delivery*
Percentage of delivery to customers of the ordered products within the time tolerances required by them.
- *Cost of non-quality*
The percentage ratio of the sum of costs incurred for production waste related to defective products, rework costs, as well as the costs of stock selection at customers or internal warehouse.

9. SUSTAINABILITY – SAFETY

Metra Spa recognizes the need for a constant commitment to safety in order to protect the physical and psychological integrity of the workers and therefore intends to implement and maintain an organization capable of managing the problems in order to achieve the following safety objectives:

- Reduce to "zero" the accident risks associated with the company's activities for workers and for all people who can access the company (visitors, customers, contractors, etc.) in a process aimed at continuous improvement.
- Implement the technically possible measures to create a work environment that avoids the onset of occupational diseases, all in collaboration with the competent doctor, RLS and SPP.
- involve and raise awareness of all company subjects, at all levels, in the management of problems relating to safety in the workplace.
- ensure the understanding, application and maintenance at all levels of the company organization of the correct operating procedures, the safety standards in force and the provisions of the Management.
- ensure that workers, at any level, receive adequate information, education and training and have the necessary competence to carry out the tasks entrusted to them in the greatest possible safety.
- carry out the periodic review of the integrated policy and its effectiveness.

The Management believes that the objectives must be pursued by all personnel who work or are called to work in the company or for the company.

9.1 Safety culture

The safety culture of an organization is the product of individual and group values, attitudes, perceptions, skills and behaviour patterns that determine the commitment, style and competence of an organization to manage health and safety.

We are firmly convinced of the importance of spreading the culture of safety in the company through specific training sessions.

For March 2024, we are planning our first **SAFE FAMILY DAY**, an event dedicated to our employees and their families. This event provides a special opportunity to promote well-being and safety, with interventions on the theme of health and safety. In addition, the event will feature a dedicated theatrical performance, offering both entertainment and reflection. The initiative aims to strengthen

the bond between the company and its employees, creating a work environment that values family and community.

In 2023 we achieved the **ISO 45001:2018** certification, demonstrating our strong commitment to maintaining a safe and healthy work environment. This certification reflects our ongoing efforts to ensure the well-being of our employees and to continuously improve our occupational health and safety management systems. It underscores our dedication to sustainability and responsible business practices, aligning with our broader environmental, social, and governance (ESG) objectives.

In 2023, METRA underwent two inspection visits by the regulatory authorities, and in one case a prescription report was issued, which was subsequently resolved administratively.

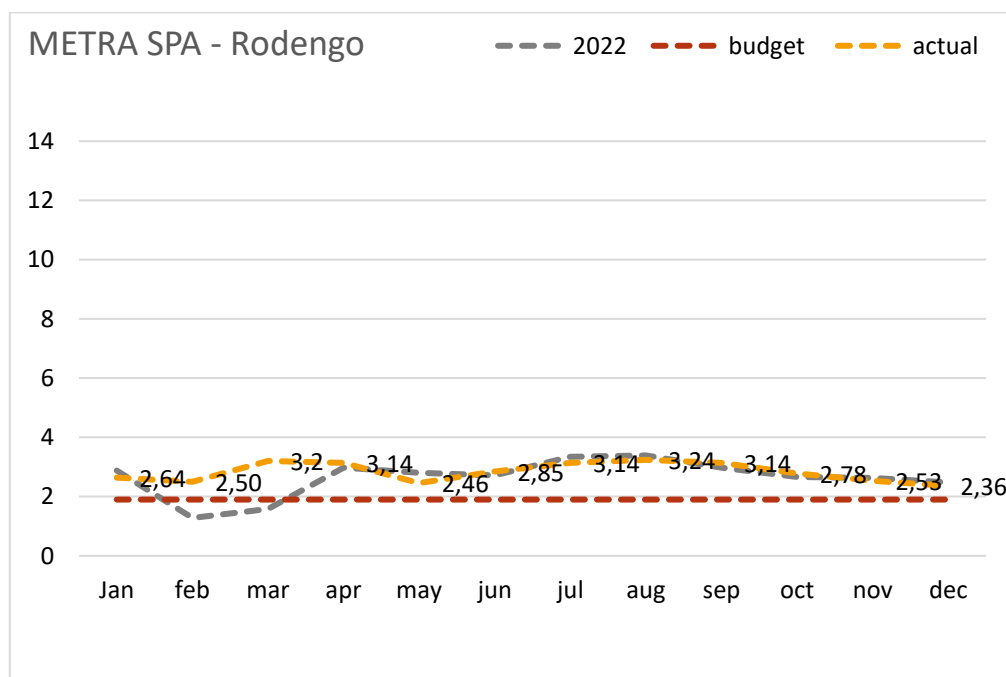
9.2 Accidents

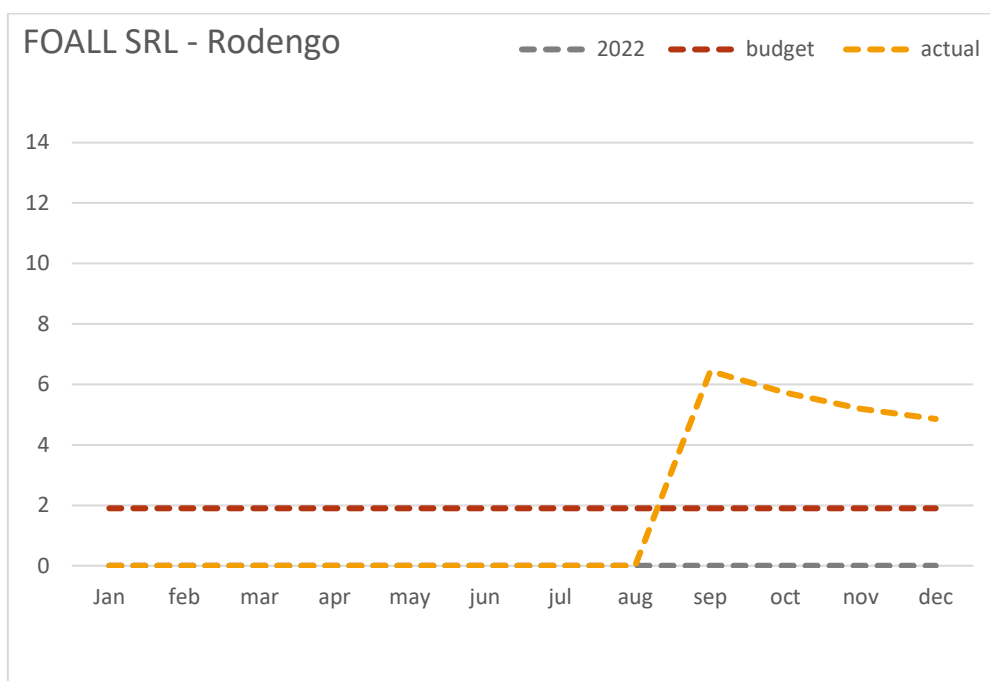
Metra Spa and its affiliated corporate companies each year define accident reduction targets. All accidents and incidents are subject to analysis and evaluation to understand their causes and possible corrective and preventive actions.

At the level of the KPS Group and of Corporate Metra and of individual Plant, the indicators relating to accidents are constantly updated and analysed monthly.

METRA	gen-23	feb-23	mar-23	apr-23	mag-23	giu-23	lug-23	ago-23	set-23	ott-23	nov-23	dic-23	FY-23	IR-23
Total Recordables (in month)	2	1	2	0	0	2	2	1	1	0	0	0	11	2,36
Lost time recordables (in month)	2	1	2	0	0	2	2	1	1	0	0	0	11	2,36
Incidents while travelling (in month)	0	1	0	0	0	1	0	0	0	0	0	0	2	
Total Days Lost (in month)	11	51	83	60	43	45	67	84	18	0	0	0	462	
*Total Hours Worked (in month)	75.641	81.583	92.723	68.186	89.193	84.352	80.663	44.667	84.352	89.563	79.239	63.292	933452	
Contractor Recordable													0	

FOALL	gen-23	feb-23	mar-23	apr-23	mag-23	giu-23	lug-23	ago-23	set-23	ott-23	nov-23	dic-23	FY-23	IR-23
Total Recordables (in month)	0	0	0	0	0	0	0	0	1	0	0	0	1	4,86
Lost time recordables (in month)	0	0	0	0	0	0	0	0	1	0	0	0	1	4,86
Incidents while travelling (in month)	0	0	0	0	0	0	0	0	0	0	0	0	0	
Total Days Lost (in month)	0	0	0	0	0	0	0	0	10	8	8	0	26	
Total Hours Worked (in month)	3.301	3.647	4.352	3.072	3.956	3.717	3.460	1.840	3.727	3.915	3.584	2.569	41136,5	
Contractor Recordable													0	





Our Goal: Reduce to "zero" the accident risks associated with the company's activities for workers and for all people who can access the company (visitors, customers, contractors, etc.) is a priority for us.

	2021	2022	2023	% reduction (2023 vs. 2022)	2024 target
Consolidated Metra Group	3,94	3,73	2,99	-19,8%	1,9
METRA	3,49	2,48	2,36	-4,83%	1,9
FOALL	10,00	0	4,86	+	1,9