



2024 SUSTAINABILITY REPORT

LETTER FROM THE CHAIRMAN

GRI Standard 2 - 22 / 23 / 24

Disclosure Requirement GOV-4
Statement on due diligence

2024 marked a year of transition for our company. After the two years of 2022-2023, characterised by a significant expansion in demand in the extruded aluminium profiles segment, we faced a profoundly changed macroeconomic environment: the widespread slowdown of European markets, combined with inflationary pressures and geopolitical instability, created uncertainty and led to a gradual reduction in volumes.

Despite the unfavourable economic climate, we forged ahead with our long-term growth strategy, resolutely pursuing the multi-year investment plan at both the Leno and Mariano del Friuli plants.

At the Mariano del Friuli plant, the commissioning of the new Cometal system was completed during the year. This will increase production efficiency and ensure greater flexibility in handling complex profile orders. At the same time, a major overhaul of the 2,200-tonne press was launched. This project, scheduled for completion by the end of 2025, will significantly boost operational reliability.

At the Leno plant, efforts focused on strengthening industrial safety systems. We launched a three-year technical and regulatory compliance programme aimed at implementing structural and plant modifications, with the goal of bringing both facilities to levels of excellence in terms of workplace safety and operational continuity.

At the same time, in view of the increase in production capacity, we initiated a plan to

strengthen our organisation that involved several strategic areas: through the reinforcement of the sales network, both in local coverage and internal support; by introducing new expertise within the Technical Office, with a particular focus on product innovation and assisted design; by expanding the team dedicated to production planning, logistics and quality management, with the goal of improving planning and reducing lead times; and by developing training and awareness programmes for all employees to further emphasise key issues such as risk prevention, safety culture and individual accountability.

We are aware that 2025-2026 will be a challenging period, particularly with respect to workload management and plant saturation. However, we believe that, thanks to the active collaboration of all company functions, a quality-oriented approach and rigorous operational discipline, APS Arosio Extrusion will be able to turn challenges into opportunities to solidify its position and to achieve further competitive growth.

Our commitment remains to build a solid, safe and forward-looking company, capable of addressing the challenges posed by the aluminium market with professionalism and strategic vision.

The Chairman
Claudio Arosio



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1

THE COMPANY

GRI Standard 2 – 1 / 2 / 6 / 9 / 10 / 11 / 12 / 13 / 14 / 15 / 17 / 18 / 25 / 27 / 28 / 29

GRI Standard 205 – 3

GRI Standard 3 – 1 / 2

ESRS G2 Business conduct



1.1 COMPANY PROFILE

This Sustainability Report discloses sustainability-related information for APS Arosio Extrusion S.p.A. (hereinafter APS Arosio Extrusion).

The company's registered office is located in **Via Volta 1 (industrial area) - 34070 Mariano del Friuli, Gorizia, Italy**. A second production site is located in **Via Trento 76 - 25024 Porzano di Leno, Brescia, Italy**.

The company is part of a corporate group called **Arosio Group**, whose holding company is APS Arosio S.p.A. The Group stands out for its integrated and highly streamlined approach to a range of operations including the design, production, distribution and sale of aluminium solutions for a variety of sectors: air conditioning, renewable energy, construction, furniture, awnings and verandas.

From the processing of aluminium to the supply of assembled kits and international distribution, Arosio Group is committed to delivering innovative and sustainable solutions that effectively meet the needs of an ever-evolving market. With a network of distributors on every continent and four operating subsidiaries across Asia, Europe and America, the Arosio Group brand is synonymous with quality and reliability worldwide.



APS Arosio Extrusion is a standout in the field of customised, high-quality aluminium profile extrusion. With its solid experience and a collaborative approach, APS Arosio Extrusion doesn't just manufacture aluminium profiles, it shapes projects that look to the future, with respect for people and local communities.

The company constantly invests in research and development to improve processes, products and technologies, ensuring increasingly high-performing and sustainable solutions.

For this reason, it consistently invests in innovative, responsibly managed production processes, reducing environmental impact and contributing to the well-being of the communities it operates in

The roofs of its Mariano and Leno plants host photovoltaic systems capable of covering around 13% of the company's annual electricity needs. This share is supplemented by renewable energy purchased by APS Arosio Extrusion from Axpo, accompanied by valid guarantees of origin, which represents about 40% of total energy consumption. The company uses around 37.09% recycled aluminium in its processes.

Since 2022 the company has been operating an Evision robotic packaging machine supplied by Emmebi. The introduction of this technology has made it possible to standardise the packaging cycle for its profiles, ensuring high precision and reducing the risk of damage during handling.



Thanks to a highly specialised logistics department and the integration of advanced technological solutions, APS Arosio Extrusion can provide its customers with a logistics service characterised by reliability, efficiency and sustainability.

Among the latest milestones achieved is the introduction of a fourth state-of-the-art press, designed to reduce energy consumption and increase extrusion quality.

This technological advance is accompanied by continuous equipment upgrades and staff training,

allowing the company to remain on the cutting edge.

The value chain consists of suppliers of primary or recycled raw materials, other companies providing secondary goods and services (specifically freight transport and technical consulting) and customers.

The company's operations are almost exclusively B2B. (specifico trasporti merci e consulenze tecniche) e dai clienti. L'azienda ha rapporti quasi esclusivamente B2B.

APS Arosio Extrusion is committed to ensuring process quality and product compliance through certified conformity with the following standards:

ISO 9001:2015

Certification of the quality management system, ensuring efficient production processes and high standards.

EN 15088:2005

Certification issued by TÜV, confirming the compliance of aluminium structural components for use in construction.

1.2

COMPANY GOVERNANCE

Two sites:

- **Main office** in Via Volta 1 (industrial area) - 34070 Mariano del Friuli, Gorizia, Italy
- **Operational site** in Via Trento 76 - 25024 Porzano di Leno, Brescia, Italy

APS Arosio S.p.A. has its registered office in Via Oslavia 24, 20900 Monza (MB), Italy.

The company has an operating site in Via Bergamo 6/8, 20060 Gessate (MI), Italy.

Other companies associated with APS Arosio S.p.A. include:

- **Arosio GmbH** (abbreviation of Gesellschaft mit beschränkter Haftung, the German equivalent of a limited liability company), with registered office at Gewerbering 1-3, D-91564 Neuendettelsau, Germany
- **M.F.S. Modular Framing Systems, Inc.** (equivalent to a joint-stock company) with registered office at 12502 Taylor Road, Suite N, 77041 Houston, Texas, USA
- **APS Arosio Asia SDN BHD** (equivalent to a limited liability company) with registered office at No. 63, Jalan Seruling 58, Taman Klang Jaya, 41200 Klang, Selangor Darul Ehsan, Malaysia

APS Arosio Extrusion S.p.A. is 100% controlled by APS Arosio S.p.A. Both companies have Claudio Arosio as sole director. Indeed, Claudio Arosio holds the majority of shares in the parent company, while the remainder is owned by members of his family. Given this situation, there are no potential conflicts of interest concerning the objectives related to the management of sustainability at APS Arosio Extrusion S.p.A.

APS Arosio Extrusion did not experience any confirmed cases of corruption, nor were there any significant instances of non-compliance with laws or regulations of any kind during the reporting period. Accordingly, no measures were taken against employees. No contracts with business partners were terminated due to breaches related to corruption, nor were any renewals withheld for such reasons.

APS Arosio Extrusion does not hold significant positions in industry associations, other trade bodies or national or international advocacy organisations. No association has any influence over the company's operations or decisions related to sustainability.



The governance adopted by APS Arosio Extrusion makes a significant contribution to creating sustainable value over the medium to long term, both for the ownership and for all stakeholders, in line with the principles of social responsibility that the company has consciously and voluntarily committed to.

The current governance model complies with all regulatory and legal provisions. All powers for running the company are vested in the sole director. This includes planning, operational and control activities, as well as the management of sustainability impacts and the reporting of all ESG-related initiatives. A Board of Statutory Auditors, consisting of three members and two alternates, oversees the proper administration of the Company.

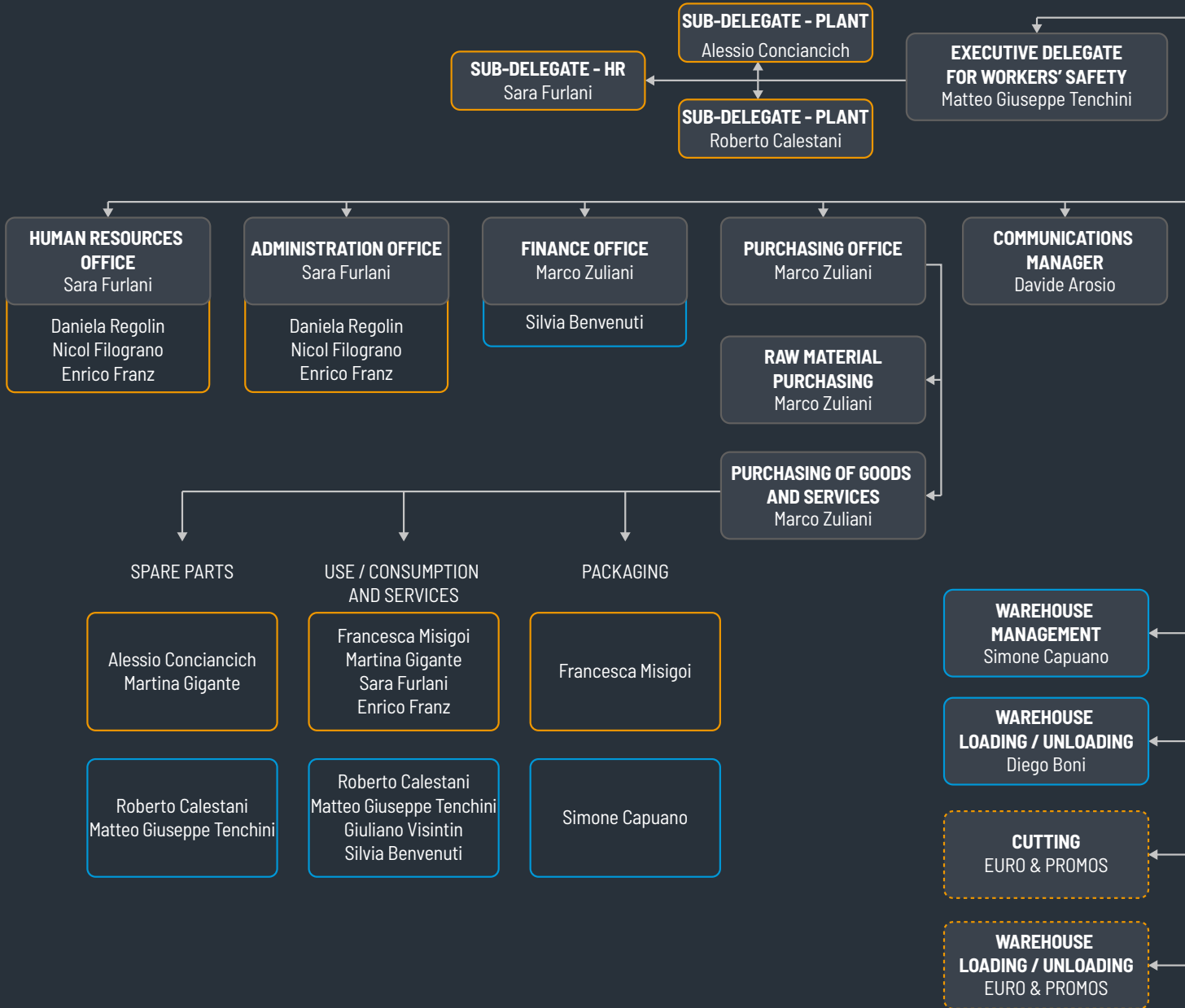
The decision to report to stakeholders and the market on its ESG (Environment, Social, Governance) vision and corporate policies is

supported by the Sustainability Committee, made up of Function Managers representing the company's various professional areas and ensuring that every decision is based on complete knowledge and information. The Committee is formally responsible for the sustainability report and for updates on the progress of ESG projects, in a perspective of continuous improvement.

Analyses and evaluations of sustainability performance are conducted with the involvement of internal functions and organisational units tasked with internal audits of the management systems adopted by the company, ensuring compliance with applicable regulations. External entities involved in the audit of the integrated management systems also take part in this process. This ongoing activity is presented to the sole director, who updates the strategy accordingly. Assessments of the achievement of sustainability objectives are included in the due diligence prepared and issued annually.

Board of Statutory Auditors as at 31.12.2024

Chairman	Renato Cinelli
Standing auditor	Andrea Babuin
Standing auditor	Fabiola Beltramini
Alternate auditor	Gianluigi Degan
Alternate auditor	Michele Sessolo



JOB ORGANISATION CHART

Quality management system Rev. 6 March 2025

SOLE DIRECTOR
Claudio Arosio

LEGEND

Mariano del Friuli (GO)

Porzano di Leno (BS)

COMPANY PHYSICIAN
Dott. Nicola Li Volsi

COMPANY PHYSICIAN
Dott. Maria Currò

SUPERVISORY BODY (SB)
Avv. Alessandro Franco

HSE MANAGER (RSPP)
Lorenzo Ravizza

HSE OFFICERS (ASPP)
Sara Furlani
Enrico Franz

HSE OFFICERS (ASPP)
Matteo Giuseppe Tenchini

PRODUCTION
Claudio Arosio

TECHNICAL OFFICE
Giuliano Visintin

SALES OFFICE
Giuliano Visintin

LOGISTICS AND WAREHOUSES
Francesca Misigoi

Umberto Calistore

Daniela Sala

QUALITY MANAGEMENT
Giovanni Lutman

SGQ

Giovanni Lutman

FPC

Giovanni Lutman

Giovanni Lutman
Federico Simonit
Gianluca Calestani

ITALY

Michelle Tabai

Oriana Renini

Elisa Ruffini

Tina Liberatore

FOREIGN MARKETS

Cinzia Congiu

Tina Liberatore

AGENTS

MARIANO DEL FRIULI
Alessio Conciancich

PORZANO DI LENO
Roberto Calestani

MAINTENANCE
Alessio Conciancich

STEP impianti

PLANNING
Elisa Russian

PRODUCTION
Elisa Russian

2200 PRESS
-

2500 PRESS
-

DIE WORKSHOP
-

Correttore PHOENIX

PACKAGING
Euro & Promos

QUALITY

Dino Bonan
Federico Trevisan

MAINTENANCE
Roberto Calestani

PLANNING
Claudio Pozzo

1600 PRESS
Roberto Domenichini

2800 PRESS
Roberto Domenichini

QUALITY
Alberto Carella

CUTTING / THERMAL BREACK
Stefano Brazzale

PACKAGING
Euro & Promos

DIE WORKSHOP
Giampiero Domenichini

Correttore PHOENIX

1.3 HISTORY

2008

Founding of
APS Arosio Extrusion in
Mariano del Friuli

2015

New production site
APS Arosio Extrusion in
Porzano di Leno

2022

Expansion and new
2,500-tonne press
in Mariano del Friuli

2024

New chip extraction
system and new furnaces
in Porzano di Leno

2008

APS Arosio Extrusion S.p.A. was established following the acquisition of the entire share capital of Metalgreen S.p.A.

2015

To increase production capacity, the Company acquired the production site in Porzano di Leno, equipped with two aluminium extrusion presses. This investment contributed significantly to the company's growth, increasing turnover from 26 million euros in 2015 to 67 million euros in 2021.

2022

APS Arosio Extrusion launched the expansion of the Mariano del Friuli (GO) plant, involving an increase in the indoor space by 3,000 m² to accommodate new production lines. At the same time, a state-of-the-art extrusion line supplied by Cometal was installed, designed to boost production capacity and optimise performance in terms of energy efficiency and process quality.

At the Mariano del Friuli plant, the company inaugurated Evision, an innovative robotic system for packaging extruded aluminium profiles.

2024

Major investments were made to improve product quality and production efficiency. These include the installation of a chip extraction system and the introduction of two new die furnaces at the Porzano di Leno plant.

The Mariano del Friuli plant is currently the only production site dedicated to aluminium extrusion in Friuli Venezia Giulia.

Currently, APS Arosio Extrusion operates three presses: one 2,500-tonne unit at the Mariano del Friuli site and two at Porzano di Leno (2,800 and 1,600 tonnes).

A fourth press is currently being revamped in Mariano del Friuli and is scheduled to start operating in 2026.

The company enjoys a solid reputation for the high quality of its extrusions, a characteristic that

has proven decisive in securing special orders where precision and production capacity are essential.

The strategic objectives of APS Arosio Extrusion include expanding market share both nationally and internationally, with a particular focus on entering new markets beyond those already consolidated in Germany, Austria and Switzerland.

1.4

DETERMINATION AND MANAGEMENT OF IMPACTS: STRATEGY AND ACTIONS

The priorities in initiatives aimed at containing or reducing negative, actual and potential impacts take into account their importance, frequency, urgency, duration and the availability of financial resources over time.

As regards reporting in accordance with the GRI Standards, APS Arosio Extrusion takes responsibility for reporting all impacts related to the material areas described below.

The Sole Director and the Sustainability Committee, with the possible support of experts, carry out due diligence processes at least once a year. This activity leads to updates of the impact framework and its extension along the value chain, as well as of sustainability policies and strategy. Future objectives are also set. New indicators (metrics) may also be considered.

The company's **negative, actual** and **potential impacts** have been identified based on:

- Its processes and operations, including those connected along the value chain.
- The applicable regulations identifying critical areas in the management of operations for supporting people.
- Benchmarking with competitors and comparable organisations.

In all cases, **positive, actual** or **potential impacts** (i.e. **opportunities**) are also assessed.

The Sustainability Committee assessed the significance of the negative, actual and potential impacts generated by the company, ranking their priority using numerical thresholds coded as H (high significance), M (medium significance) and L (low significance), based on a semi-quantitative evaluation. Factors external to the company that may affect it

were also considered, such as the economic cost of goods and services.

The following matrix illustrates: i) the impact areas, ii) the GRI Standards and ESRS sections used as reporting sources and iii) their materiality.

The table shows only the GRI Standard without specifying the disclosure or requirement. The specific disclosures are detailed in the GRI Reference Index and at the start of each section, summarised within the same index.

Areas of impact	Materiality
Economic performance	H
Ethics and anti-corruption	H
Energy	H
Emissions	M
Waste management	L
Workforce management (employment and welfare)	H
Occupational Health and Safety	H
Training and professional development	H
Diversity and equal opportunity	M
Non-discrimination	M
Freedom of association and collective bargaining	M

The sources for GRI and ESRS Standard reporting are described in Chapter 6. Reference index.

GRI - Global Reporting Initiative

This is an international non-profit organisation established to define sustainability performance reporting standards (also known as sustainability reports) for companies and organisations of any size, sector or country worldwide. GRI developed and issued the GRI Standards, which provide a reference framework for sustainability reporting. They are among the most widely used in the world.

ESRS - European Sustainability Reporting Standards

This is the new European standard for sustainability reporting, in line with the new Corporate Sustainability Reporting Directive (CSRD). It is issued by EFRAG – the European Financial Reporting Advisory Group, a technical, non-political body responsible for accounting standards at the international level.

How the level of materiality is determined (H - high), (M - medium), (L - low)..

For each negative, actual or potential impact, the urgency of possible actions was also assessed. Each actual impact was assigned a value (from 1 to 3) related to urgency, and the same was done for importance. The two values – urgency and importance – were then multiplied. The resulting scores were assigned a non-numerical value: low (L), medium (M) or high (H), as shown in the table below.ⁱ

Intrinsic relevance value	Urgency value	Relevance value (product)	Determination of relevance (A, M, B)
1	1	1	B
1	2	2	B
2	1	2	B
1	3	3	M
3	1	3	M
2	2	4	M
3	2	6	A
2	3	6	A
3	3	9	A

If the impact is potential, the calculation was performed as follows: the materiality value obtained from the previous calculation was converted using the weights L = 1, M = 2, H = 3.

A value was also assigned to the likelihood of the impact occurring: 1, 2, 3.

The same procedure used for assessing the materiality of actual impacts was then applied, again yielding one of the following values: 1, 2, 3, 4, 6, 9. These were then classified as follows: 1 and 2 = low (L), 3 and 4 = medium (M), 6 and 9 = high (H).

The material impacts were then analysed to determine the risks and opportunities at the financial level based on possible related impacts.

To compare the Organisation's judgement of the materiality of the impacts with that of stakeholders, the latter were also consulted through a survey using the same rating scale, with **priorities** likewise being defined as **H = high, M = medium, L = low**.

The approach to dialogue with stakeholders is described in the relevant chapter

OBIETTIVI PER LO SVILUPPO SOSTENIBILE

he 2030 Agenda for Sustainable Development

With the aim of considering the impacts of human actions from a long-term perspective, the Group promotes a business model that respects society and the environment in line with the **Objectives of the 2030 Agenda**. The Sustainable Development Goals (SDGs) are a set of 17 goals defined by the United Nations as a strategy "to achieve a better, more sustainable future for all". They are also known as the 2030 Agenda, after the document entitled *Transforming Our World*. The 2030 Agenda for Sustainable Development recognises the close link between human well-being, the health of natural systems and the existence of common challenges for all countries.

Sustainability goals relate to the impacts generated by human activity.

A company generates impacts that stem from decisions and directions taken over time. Those taken earlier have created the current state of affairs. Those being taken now should help improve the overall situation.

Below is the relationship between the impact areas considered and the objectives of the 2030 Agenda.

Reference is made to the document published by GRI entitled "Linking the SDGs and the GRI Standards" and available at the following link:

<https://www.globalreporting.org/search/?query=Linking+the+SDGs+and+the+GRI+Standards>
on the website **<https://www.globalreporting.org>**.



2001
15M-908

2001
15M-908

2001
15M-908

2030 Agenda objectives in relation to impact areas and related Standards (GRI and ESRS)

	<ul style="list-style-type: none"> • Workforce management (employment and welfare)(GRI 401 / ESRS S1) • Occupational health and safety (GRI 403 / ESRS S1) • Emissions(GRI 305 / ESRS E1)
	<ul style="list-style-type: none"> • Training and professional development (GRI 404 / ESRS S1)
	<ul style="list-style-type: none"> • Policies and initiatives for equal opportunities, diversity and non-discrimination (GRI 405 - GRI 406 / ESRS S1) • Workforce management (employment and welfare)(GRI 401 / ESRS S1) • Training and professional development (GRI 404 / ESRS S1)
	<ul style="list-style-type: none"> • Waste management (GRI 306 / ESRS E2)
	<ul style="list-style-type: none"> • Energy (GRI 302 / ESRS E1)
	<ul style="list-style-type: none"> • Workforce management (employment and welfare)(GRI 401 / ESRS S1) • Training and professional development (GRI 404 / ESRS S1) • Occupational health and safety (GRI 403 / ESRS S1) • Energy (GRI 302 / ESRS E1) • Freedom of association and collective bargaining (GRI 407 / ESRS S1)
	<ul style="list-style-type: none"> • Performance economiche (GRI 201)
	<ul style="list-style-type: none"> • Policies and initiatives for equal opportunities, diversity and non-discrimination (GRI 405 - GRI 406 / ESRS S1) • Workforce management (employment and welfare)(GRI 401 / ESRS S1) • Training and professional development (GRI 404 / ESRS S1)
	<ul style="list-style-type: none"> • Waste management (GRI 306 / ESRS E2) • Energy (GRI 302 / ESRS E1) • Emissions(GRI 305 / ESRS E1)
	<ul style="list-style-type: none"> • Economic performance (GRI 201) • Energy (GRI 302 / ESRS E1) • Emissions(GRI 305 / ESRS E1)

The correlation between the 2030 Agenda and the Company's public value objectives refers to the targets under each SDG.

The effective creation of public value takes place through the oversight, guidance and facilitation provided by General Management (General Manager and Coordinator): the management structure ensures the widest dissemination of knowledge of the public value objectives, drives the initiatives to be implemented by the operational units and is ultimately responsible for the full or partial achievement of the public value objectives.

1.5

STAKEHOLDER ENGAGEMENT

APS Arosio Extrusion has defined its own criteria for stakeholder relations, which include customers, suppliers, the mayors of the municipalities where its operations are located, banking institutions and employees.

The main objectives of stakeholder engagement are:

- To foster constructive dialogue on sustainability.
- To verify the materiality of the company's impacts.

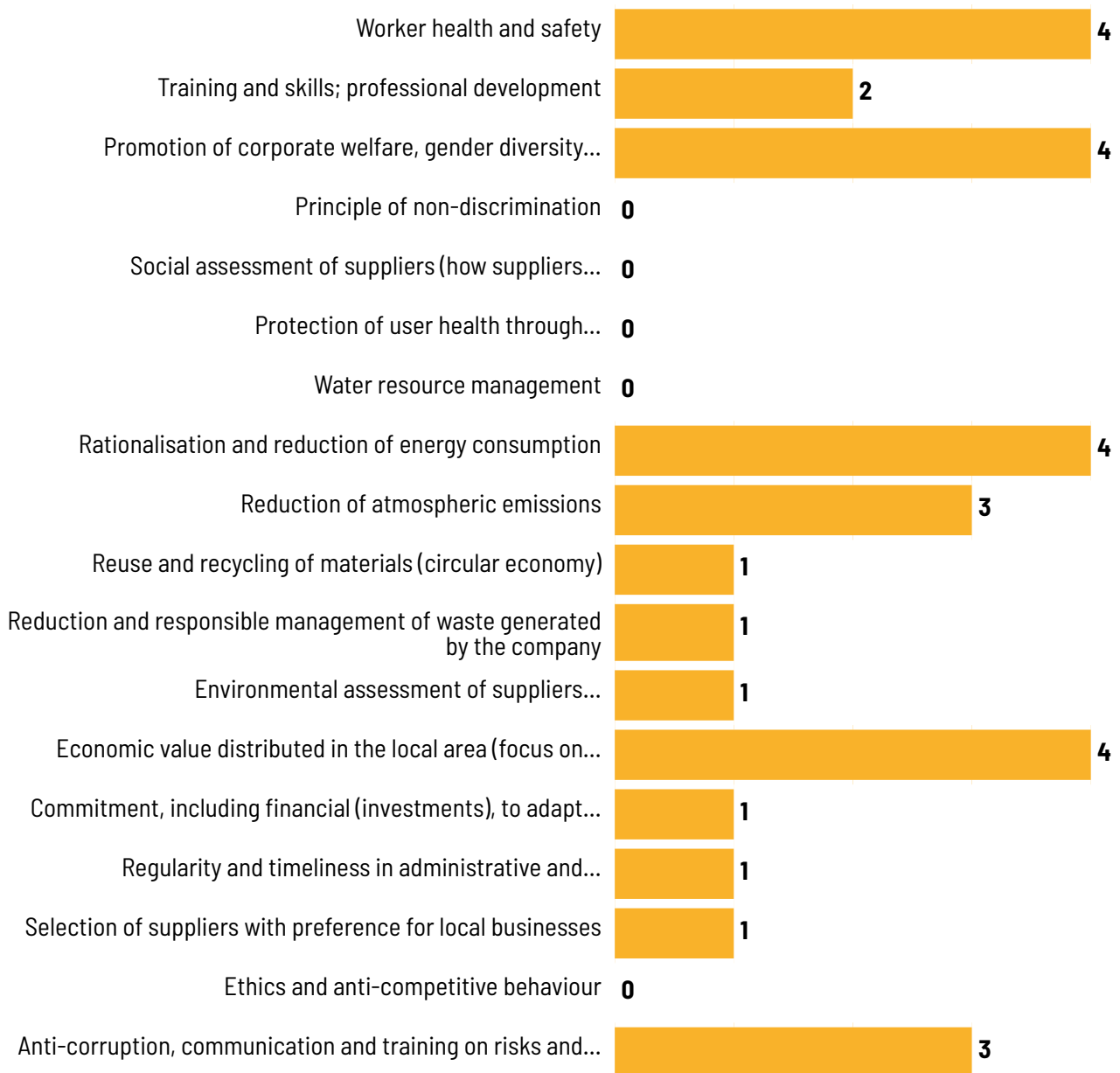
In 2024 a survey was conducted of all identified stakeholders. Below are the results of the section concerning the prioritisation of impacts by stakeholders. This activity aims to compare stakeholders' assessments of impact materiality with those of the company.

Worker health and safety
Training and skills; professional development
Promotion of corporate welfare, gender diversity, equal opportunities
Principle of non-discrimination
Social assessment of suppliers (how suppliers are selected based on social criteria: non-discrimination, wages, health and safety, etc.)
Protection of user health through careful, innovative management of urban waste
Water resource management
Rationalisation and reduction of energy consumption
Reduction of atmospheric emissions
Reuse and recycling of materials (circular economy)
Reduction and responsible management of waste generated by the company
Environmental assessment of suppliers (practices for environmental protection; management of energy, emissions, waste and water resources, etc.)
Economic value distributed in the local area (focus on positive economic impacts for the local community and supply chain)
Commitment, including financial (investments), to adapt to external impacts affecting the company (e.g. rising energy costs)
Regularity and timeliness in administrative and tax compliance
Selection of suppliers with preference for local businesses
Ethics and anti-competitive behaviour
Anti-corruption, communication and training on risks and procedures

As for the two municipalities where the company operates, note that the Municipality of Leno did not provide any response, while the Municipality of Mariano del Friuli identified the following six topical areas as significant: workers' health and safety, protection of user health through careful

and innovative waste management, reduction of atmospheric emissions, reuse and recycling of materials (circular economy), reduction and responsible management of company-generated waste, and economic value distributed in the local area.

Impact materiality surveys – five banking / financial institutions involved





2

THE COMPANY'S ECONOMIC

GRI Standard 201 – 1 / 4

APS Arosio Extrusion, competing in the aluminium semi-finished products sector, faced persistent weak demand in 2024, consistent with the trend already observed in 2023.

During the first quarter, billet premiums* continued to decline, falling from USD 500/tonne recorded in the last quarter of 2023 to USD 400/tonne. Subsequently there was a gradual increase: values reached USD 450/tonne in the second quarter, USD 550/tonne in the third, and closed the fourth quarter at USD 600/tonne.

The LME** metal quotation remained substantially stable throughout the year, showing a significant increase only in the final quarter. Meanwhile, the EUR/USD exchange rate fluctuated within a relatively narrow range between 1.06 and 1.09.

Descriptions:

***Billet premium:** in the metallurgical business, especially for metals such as aluminium, the “premium” refers to the price difference between the base metal (e.g. ingots) and finished products such as billets.

This premium reflects the additional processing and the added value of the billet. In practice, it is a surcharge negotiated between buyers and sellers, taking into account the billet's specific characteristics and the place of delivery.

This price parameter was introduced decades ago to represent the amount an extruder must pay to obtain physical delivery of billets, ensuring the primary producer delivers the semi-finished product by the agreed date. In other words, the price of our bars is composed of the market quotation, the EUR/USD exchange rate in Europe, the premium, transformation costs, extrusion losses, and additional costs such as surface treatment, packaging and transport.

**** LME** – The London Metal Exchange **publishes reference prices** for various non-ferrous metals (such as copper, aluminium, zinc, nickel, lead, tin, etc.), which effectively serve as **global benchmarks** used by producers, traders, industrial consumers and investors.



Primary High Grade aluminium is traded on the London Metal Exchange (LME). The futures contract requires a minimum aluminium purity of 99.7%, with a maximum iron content of 0.20% and a maximum silicon content of 0.10%. Since 1 January 2010, for LME warrants, only the P1020A (*) specifications have been deemed valid, although material complying with previous specifications is still traded commercially.

Primary aluminium can be supplied in the following forms:

- **Ingots** (weighing between 12 kg and 26 kg)
 - **T-bars** (weighing between about 400 kg and 1,500 kg)
 - **Sows** (weighing between about 400 kg and 800 kg)
- The minimum lot (warrant) is 25 tonnes (with a tolerance of +/- 2%).

Various grades and designations of primary aluminium are available on the market, some compliant with LME specifications, others slightly different: 1080A,

99.8, 1070A, 99.7, A7, A7E, 1050A, 99.5, 1200, 99.0.

There are different producers, brands, formats and minimum lot sizes.

Primary aluminium is always supplied with certificates of chemical analysis.

Commercially, the most common form of primary aluminium is the **aluminium ingot 99.7** (ingots or small bars).

In 2024 APS Arosio Extrusion saw the following changes:

	Quarter 1	Quarter 2	Quarter 3	Quarter 4
LME USD	2241	2561	2420	2603
Billet premium USD	400	450	550	620
EUR/USD exchange rate	1.08	1.07	1.09	1.06

In 2024 APS Arosio Extrusion reported a 6% decrease in turnover compared to the previous year, despite a slight increase in production volumes. This decrease was mainly attributable to two factors: on the one hand a change in the product mix sold compared to 2023; on the other a reduction in margins due to the overall weakening of market demand. From a geographical perspective, there was a significant increase in the share of turnover generated in Italy, which reached 59% of the total compared to 51% in the previous year.

At the same time, the share of turnover from foreign markets fell to 41%, underscoring a commercial shift towards the domestic market.

On the production side, at the Porzano di Leno plant a work shift schedule was implemented that was considered optimal for the use of resources:

the 2800 t press used for three shifts, while the 1600 t press was run for two. This configuration was designed to best balance production capacity and demand, optimising operational efficiency.

The 2800 t, 2500 t and 1600 t metal extrusion presses are specific industrial machines used to plastically deform metal by forcing it through a die to obtain the desired shape.

At the Mariano del Friuli production site, a new production line equipped with the 2500 t press entered full operation in May, running on a three-shift schedule.

At the same time, the 2200 t press, which has been out of operation since 2023 for modernisation, remains inactive and is expected to return to service in 2026.

Below is a table showing and illustrating the main economic indicators. Values are presented in euros.

Economic and financial ratios in euros		2023	2024	Changes
Net financial position (NFP)	DDifference between the total corporate financial liabilities and liquid assets (cash, bank accounts, marketable securities and financial receivables).	19,328.450	23,819.650	23.24%
EBITDA	Indicates the company's profitability, excluding interest, taxes, depreciation and amortisation of tangible and intangible assets. It is a measure of profitability.	4,237.666 6.63%	3,199.236 5.20%	-24.50%
NFP / EBITDA	Ratio that shows the company's ability to cover its financial debt through cash flows from core operations. If this value is above 5, it indicates a very risky situation; between 3 and 5 it describes a risky situation that needs improvement. A value below 3 indicates an excellent situation.	4.56	7.44	63.15%
Equity (E)	Equity represents the difference between assets and liabilities and constitutes the resources the company holds as a form of internal financing. It is also referred to as capital or own funds.	15,951.243	17,068.550	7.00%
EBIT	Earnings Before Interest and Taxes, represents the company's operating result before deducting financial expenses (interest) and taxes. In essence, it is the profit generated by business operations, excluding the effects of debt costs and the tax burden.	1,941.087	275.605	-85.80%
ROE	Return on Equity, measuring the profitability of equity capital, i.e. how much the company returns to its investors.	10.00%	0.98%	-90.7%
ROI	Return on Investment, indicating the profitability of the capital invested in the company, whether own or third-party.	5.52%	1.96%	-64.53%
ROS	Return on Sales, expressing sales profitability, i.e. how much the company earns for each euro of revenue.	2.94%	0.55%	-81.18%

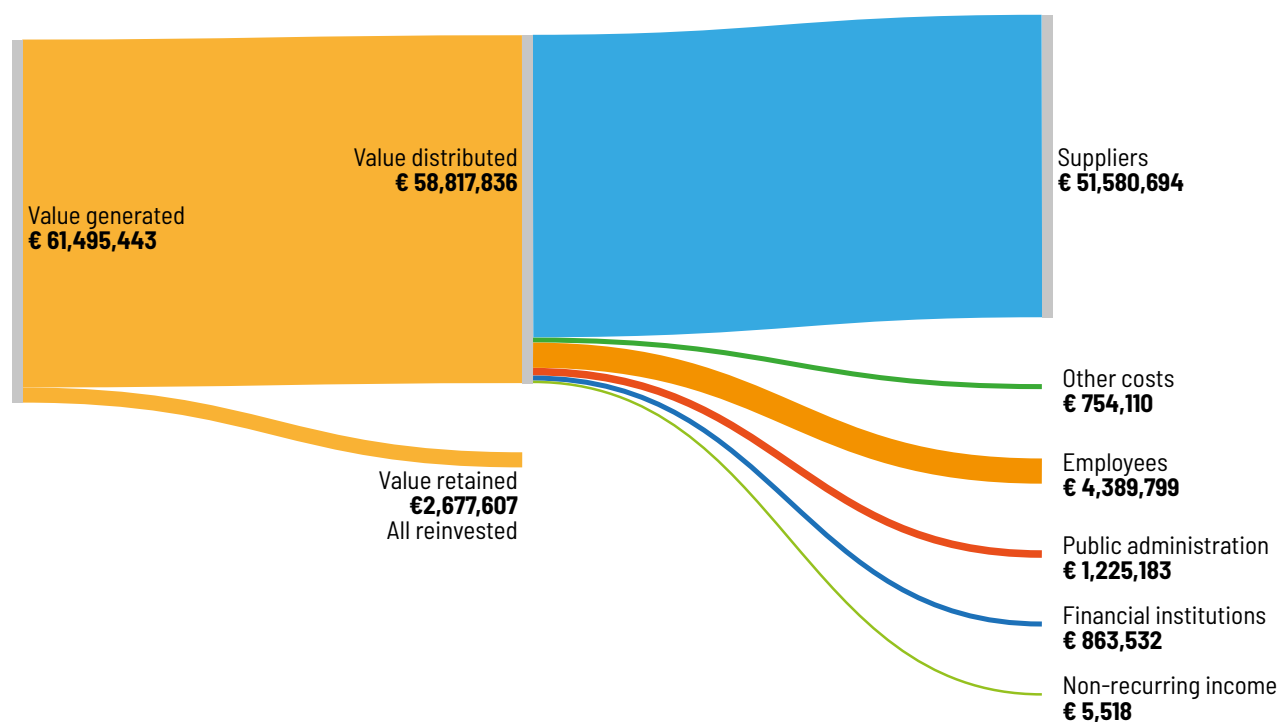
2.1

VALUE GENERATED VALUE DISTRIBUTED VALUE RETAINED

Value Added refers to the measure of wealth that an economic entity creates through the use of production factors and how it is distributed among the main stakeholders. This document does not include the financial statements already prepared and attached to the 2023 Annual Report. Instead, it describes the Economic Value Generated (Gross Value Added generated by the company) and the Economic Value Distributed (Distributed Value Added) to stakeholders. The figures are presented in euros. The Value Retained is obtained by subtracting the Value Distributed from the Value Generated.

Determination of Value Added – Value Distributed – Value Retained

	2023	2024
Revenue Core Operations	63,313,036.00	59,265,158.00
Change in inventories of work in progress, semi-finished and finished products	-223,258.00	1,390,227.00
Other revenues	841,875.00	840,003.00
Financial income	479.00	55.00
Positive non-recurring income	0.00	0.00
Direct economic value generated	63,932,132.00	61,495,443.00
Costs for supplies of raw and ancillary materials, consumables, goods and services	48,334,329.00	54,123,335.00
Change in inventories of raw and ancillary materials, consumables and goods	5,401,040.00	-2,542,641.00
Other costs	470,109.00	754,110.00
Employees	3,883,390.00	4,389,799.00
Public administration	1,256,996.00	1,225,183.00
Financial institutions	756,304.00	862,532.00
Donations and social contributions	0.00	0.00
Non-recurring income	5,035.00	5,518.00
Value Distributed	60,107,203.00	58,817,836.00
Value Retained	3,824,929.00	2,677,607.00



2.2

INVESTMENTS

In 2024 the company continued to implement actions to improve and boost the efficiency of production lines, both at the Mariano del Friuli and Porzano di Leno sites.

At the Mariano del Friuli site in particular, the investment involving the expansion of the existing plant by approximately 3,000 square metres was completed, and a new complete production line was

installed for the extrusion of aluminium profiles, centred around a new 2,500-tonne press. This new line became fully operational in May 2024.

At the Porzano di Leno plant, two new drawer furnaces were purchased for heating the dies of the two production lines, improving efficiency and energy savings.

Risk management from an economic and financial perspective

The main risks and uncertainties the company is exposed to are both financial and non-financial in nature.

Financial risks

Credit risk

The Company has not deemed it necessary to take out insurance to cover credit risk but relies on commercial and financial information provided by Cerved to assess the reliability of new customers.

Liquidity risk

The Company considers itself able to manage this risk effectively through an attentive policy for requesting credit facilities.

Market risk

The only risk identified is interest rate risk, which the company has minimised through its credit facility policy.

Non-financial risks

With regard to non-financial risks, those related to the current economic situation are of note, affecting both finished products and the procurement and cost of raw materials. The company manages this type of risk.

It conducts its business with full respect for and protection of the environment, and the positive and negative impacts are described in this sustainability report.

Charges and subsidies

Financing – regulatory reference	Ente erogatore	Date	Amount in euros
Friuli Venezia Giulia Region – Stability Law	Autonomous Region of Friuli Venezia Giulia – Central Directorate for Environmental Protection, Energy and Sustainable Development		40,000.00
Friuli Venezia Giulia Region – Regional Law no. 18 of 9 August 2005 Regional regulations for employment, protection and quality of work	Autonomous Region of Friuli Venezia Giulia – Central Directorate for Labour, Training, Education and Family	10.12.2024	5,000.00
Friuli Venezia Giulia Region – Organisation of structures and actions under regional purview related to Civil Protection	Autonomous Region of Friuli Venezia Giulia – Central Directorate for Productive Activities	22.03.2024	100,500.00

3

ENVIRONMENTAL SUSTAINABILITY

GRI Standard 301

GRI Standard 302

GRI Standard 305

GRI Standard 306

GRI Standard 308

GRI Standard 414

ESRS 1

ESRS 2

ESRS 3

ESRS 5



3.1 WASTE MANAGEMENT

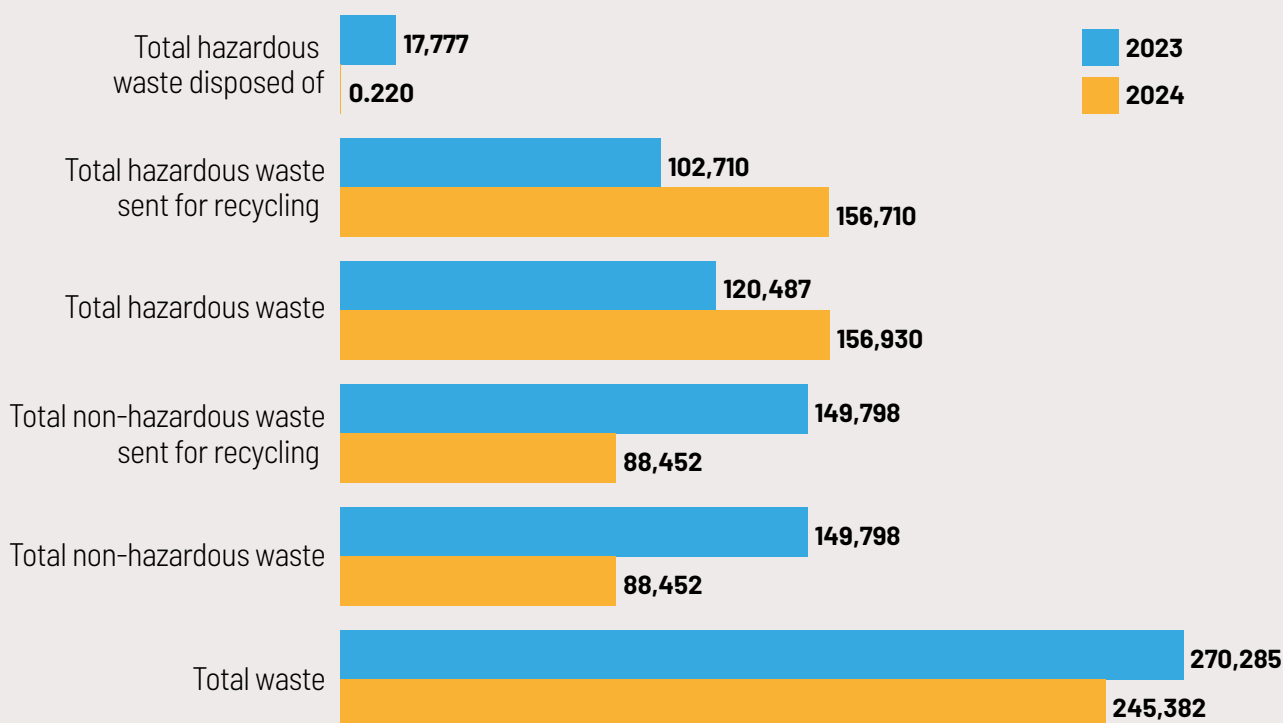
Waste does not represent a particularly significant impact. Its materiality is considered medium due to the need to manage it in compliance with applicable regulations (primarily Italian Legislative Decree 152/2006), while seeking as far as possible to promote recycling initiatives.

The company does not recover products

Below are the figures and charts for the years 2023-2024. Quantities are expressed in tonnes (t).

	2023	2024
Total hazardous waste disposed of	17.777	0.220
Total hazardous waste sent for recycling	102.710	156.710
Total hazardous waste	120.487	156.930
Total non-hazardous waste disposed of	0.000	0.000
Total non-hazardous waste sent for recycling	149.798	88.452
Total non-hazardous waste	149.798	88.452
Total waste	270.285	245.382

Waste management 2023-2024 (quantities in t)



During the two-year period considered, the **total quantity of waste generated by the company decreased by 9.21%. Hazardous waste increased by 30.25%**, while **non-hazardous waste decreased by 40.95%**.

The **overall quantities of waste** (hazardous and non-hazardous) **sent for recycling decreased by 2.90%**.

3.2

ENERGY AND EMISSIONS MANAGEMENT

Energy consumption and GHG emissions represent two highly significant areas of impact for APS Arosio Extrusion. Both are considered of high materiality.

Energy consumption and GHG emissions represent two highly significant areas of impact for APS Arosio Extrusion. Both are considered of high materiality.

APS Arosio Extrusion is a manufacturing company, and the cost of raw materials is therefore a particularly significant item. Nonetheless, the cost of energy is also significant. The figure is 3.43% (considering internal energy consumption costs – electricity and natural gas – in relation to the costs of raw and ancillary materials, consumables, goods and services). “Estimated” energy costs related to transport were excluded.

At present, the obligations relating to GHG emission reduction require a 42% reduction by 2030. Failure to achieve these targets may result in financial penalties imposed by administrative authorities.

Since 2023 the company has been purchasing electricity from renewable sources, certified by guarantees of origin. It has also installed a photovoltaic system capable of producing 1,250 kWp, which has not yet been authorised for use by the competent authorities.

Other GHG emissions relate to transports managed by external companies, as well as to the main materials used by the company to produce and package its products: primary or recycled aluminium and packaging materials. The information described above relating to scope 3 is based on estimates made with the highest possible degree of accuracy. The calculation procedures and coefficients used, as well as their sources, are described in the Methodological Note.

The following section presents figures and information relating to energy and emissions (GHG and other emissions). Energy and emission intensity represent the ratio between energy consumed and GHG emissions and two other parameters: turnover and product quantity in tonnes.

APS Arosio Extrusion does not produce, import or export ODS.

APS Arosio Extrusion does not emit measurable quantities of nitrogen oxides (NOx), sulphur oxides (SOx) or other harmful atmospheric emissions.

ODS (ozone-depleting substances) are chemicals that damage the ozone layer in the stratosphere, reducing its ability to filter the sun's harmful UV rays. ODS emissions, mainly resulting from industrial and consumer products, can have negative effects on human health, the environment and ecosystems. All ODS contain at least one chlorine or bromine atom in their molecule and are divided into nine groups: 1. Chlorofluorocarbons (CFCs), 2. Other chlorofluorocarbons, 3. Halons, 4. Carbon tetrachloride (CTC), 5. Trichloroethane (TCA), 6. Methyl bromide (MB), 7. Hydrobromofluorocarbons (HBFCs), 8. Hydrochlorofluorocarbons (HCFCs), 9. Bromochloromethane (BCM). <https://www.mase.gov.it/portale/un-po-di-scienza-quali-sono-le-sostanze-ozono-lesive-perch%C3%A8-sono-dannose-e-come-reagiscono>

To mitigate the damage caused by ODS emissions, it is essential to reduce their production and use. The EU has implemented an ODS Regulation (Regulation (EU) no. 1005/2009) limiting the production, trade and use of these substances.

The glossary of GRI Standards provides a definition of greenhouse gases (GHGs): "Gases that contribute to the greenhouse effect by absorbing infrared radiation." These include: CO₂ (carbon dioxide), CH₄ (methane), N₂O (nitrous oxide), HFCs (hydrofluorocarbons), PFCs (perfluorocarbons), SF₆ (sulphur hexafluoride) and NF₃ (nitrogen trifluoride).

CO₂ is the main greenhouse gas, so when discussing emission reductions, values are always expressed in terms of CO₂eq (CO₂ equivalent).

According to GRI Standards, greenhouse gas emissions can be divided into three distinct scopes:

- "Scope 1", representing GHG emissions directly linked to business operations within the company's production perimeter, deriving for example from combustion processes or fuel used for company vehicles.
- "Scope 2", meaning indirect GHG emissions related to purchased energy that is consumed internally, such as emissions from electricity procured from the national grid.
- "Scope 3", which includes the indirect GHG emissions upstream and downstream of the value chain, such as the purchase of raw materials, transport and the use and disposal of the finished product.

In this document, emissions resulting from electricity consumption purchased from each supplier producing it according to its own specific mix are defined as "market-based".

"Location-based" emissions refer to the national average for the same period. Under current regulations, the mix categories are: renewable sources, coal, natural gas, petroleum products, other sources and nuclear.



2023

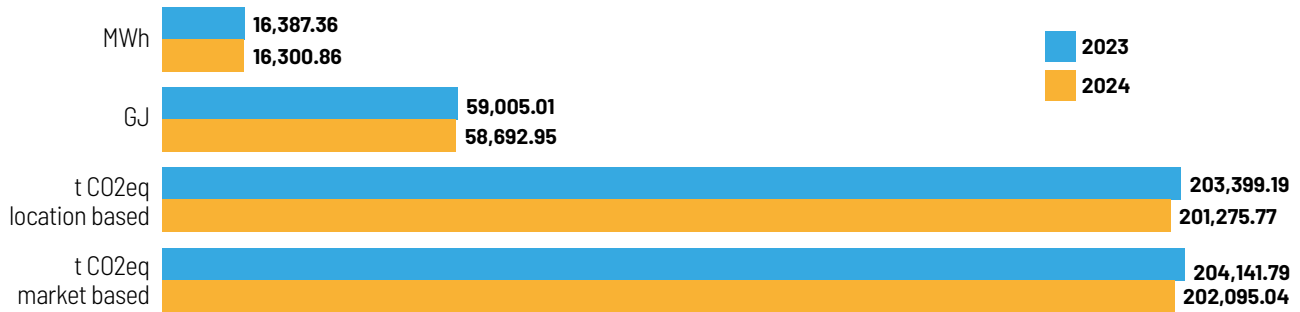
Energy source	MWh	GJ	t CO ₂ eq location based	t CO ₂ eq market based
Total electricity	5,950.53	21,421.90		
<i>MWh renewable electricity with GOs</i>	<i>2,849.00</i>			
Share of non-renewable electricity	3,101.53		809.94	1,552.53
Natural gas	8,983.62		1,828.40	1,828.40
Diesel fuel for transport (scope 3)	1,453.21	5,233.03	425.04	425.04
Total energy and CO₂eq from energy use	16,387.36	59,005.01	3,063.37	3,805.97
Scope 3 CO₂eq for aluminium			200,336	200,336
Total CO₂eq			203,399.19	204,141.79

2024

Energy source	MWh	GJ	t CO ₂ eq location based	t CO ₂ eq market based
Total electricity	6,536.41	23,531.08		
<i>MWh renewable electricity with GOs</i>	<i>2,900.00</i>			
Share of non-renewable electricity	3,636.41		785.10	1,604.37
Natural gas	8,407.44		1,717.79	1,717.79
Diesel fuel for transport (scope 3)	1,357.01	4,886.61	396.90	396.90
Total energy and CO₂eq from energy use	16,300.86		2,899.79	3,719.05
Scope 3 CO₂eq for aluminium			198,376	
Total CO₂eq			201,275.77	202,095.04



Energy consumption and emissions 2023-2024

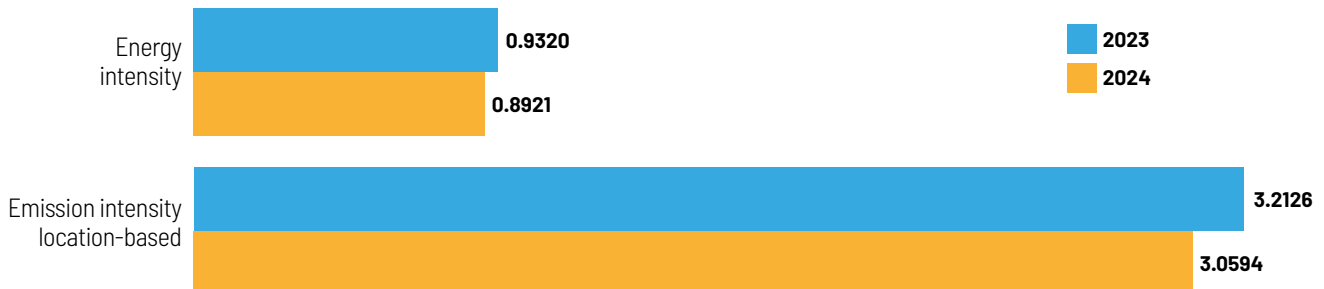


			Energy intensity / turnover	Emission intensity location-based / turnover
Turnover 2023	€63,313,036	2023	0.9320	3.2126
Turnover 2024	€65,789,900	2024	0.8921	3.0594
			Energy intensity / tonnes of product	Emission intensity location-based / tonnes of product
Qty Product in tonnes 2023	17,551	2023	3.361896	11.588963
Qty Product in tonnes 2024	17,948	2024	3.270251	11.214673

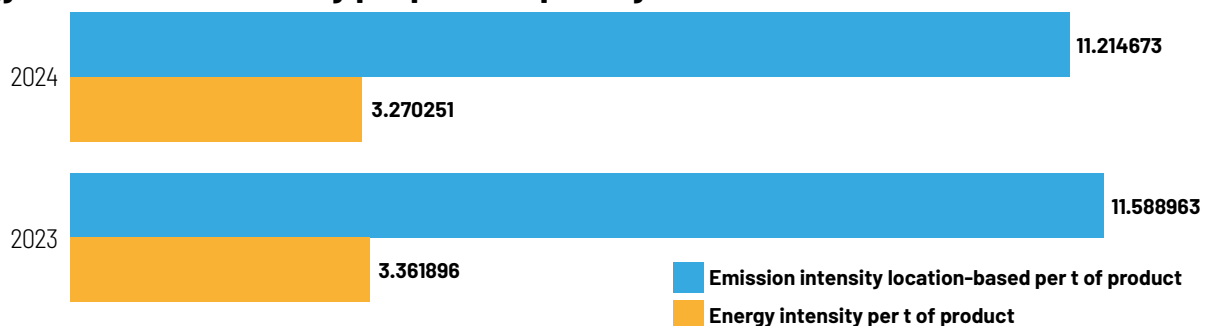
Turnover is expressed in thousands of euros (€k).

Energy intensity (per product quantity and turnover) considers energy consumption in MJ. Emission intensity (per product quantity and turnover) considers CO₂eq expressed in tonnes.

Energy and emission intensity versus turnover 2023-2024



Energy and emission intensity per product quantity 2023-2024



In conclusion, APS Arosio Extrusion has embarked on a path towards self-sufficiency in terms of energy consumption, although the results cannot yet be evaluated due to the delayed start of electricity generation caused by the postponement of permits by public authorities. Electricity generation from photovoltaics will certainly lead to a significant reduction in costs, as well as a further reduction in GHG emissions compared with those already achieved through the purchase of renewable electricity with a guarantee of origin.

In 2024 the reduction in GHG emissions (scopes 1 and 2) achieved through the initiatives already implemented, compared with a scenario in which they had not been undertaken, amounted to **20.01%**. Opportunities will be assessed to reduce natural gas consumption.

Transport also contributes to both energy consumption and CO₂eq emissions (considered scope 3), but there do not seem to be any viable alternatives to the current system used to deliver product.

The main source of GHG emissions (scope 3) remains raw materials (although part of them are recycled). The company is nonetheless substantially compliant with the GHG reduction obligations mandated by the EU, considering both the extension of deadlines for the next two years and the option not to report (and therefore not to consider) scope 3 GHG emissions for the first reporting year, as clarified in the methodological note.

Other emissions

The processes carried out by the company do not generate diffuse emissions or reintroduce them into the work environment subject to monitoring.

The following emissions are present:

- Ordinary emissions conveyed into the atmosphere and subject to monitoring.
- Emissions from low-impact activities, conveyed into the atmosphere and not subject to monitoring (boilers for heating workspaces and offices).
- Emissions from low-impact activities under Article 272, paragraph 1, of Italian Legislative Decree 152/06 as amended, not subject to monitoring:
 - Internal maintenance carried out using machinery dedicated to that purpose, including occasional or intermittent welding performed in the toolshop or maintenance department
 - Metalworking operations, excluding painting, surface treatment and grinding, with total oil consumption (as oil or as the oily fraction of emulsions) below 500 kg/year (letter a, point 1, of Part One of Annex IV to Part Five of Italian Legislative Decree 152/06 as amended).

3.3

MATERIALS

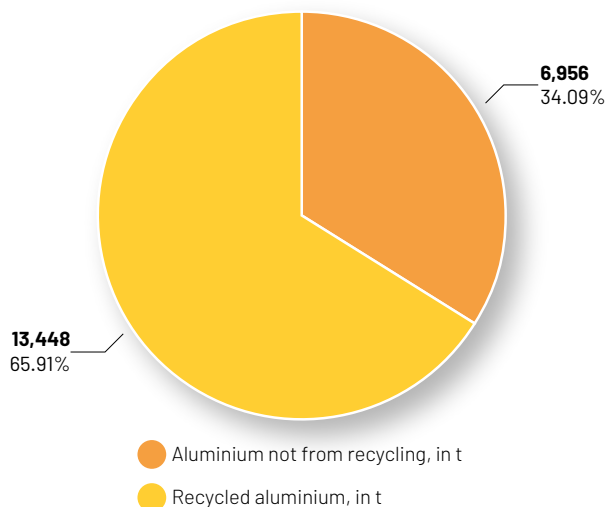
APS Arosio Extrusion mainly uses aluminium to produce its products. For packaging, other materials are also used such as iron, plastic (various polymers) and paper/cardboard.

Where possible, the company uses recycled materials and, in future, will negotiate with its suppliers to increase the percentage of recycled materials (for example “second-life plastic”) and the use of renewable materials (for example bioplastics) where feasible.

Suppliers of secondary (i.e. recycled) aluminium guarantee recycled aluminium content between 60% and 87%. Below is the overview for the years 2023-2024 regarding materials (renewable / non-renewable – recycled / non-recycled).

Anno 2023

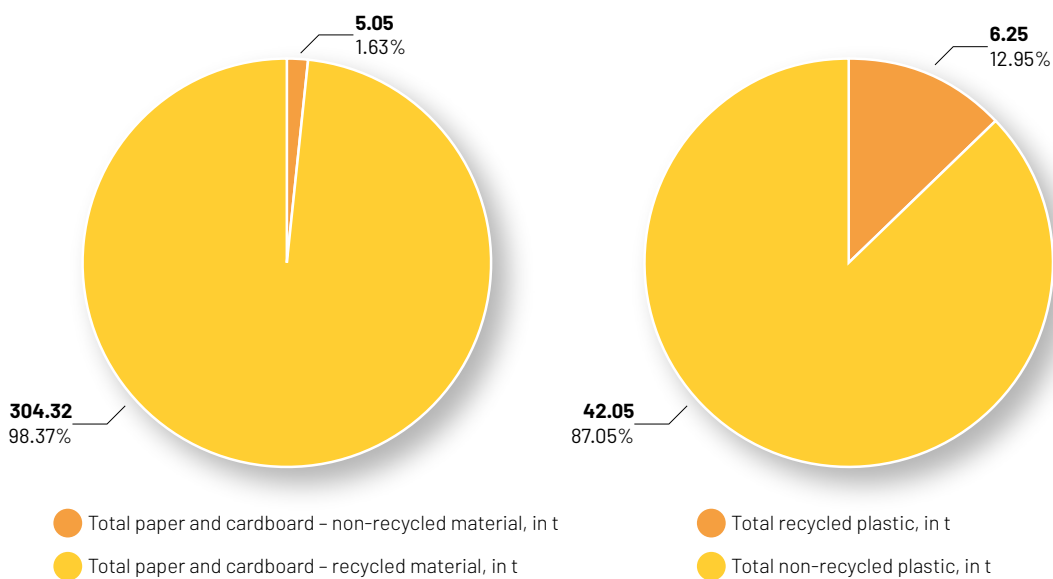
Aluminium billets (non-renewable material) The **total** quantity of **aluminium** in billets in tonnes is **20,405**. Below is the amount of recycled aluminium in this category.



Packaging

Material	Renewable / non-renewable	Quantity in t
Paper and cardboard	Renewable	309.38
Iron	Non-renewable	8.14
Wood	Renewable	444.27
Plastic	Non-renewable	48.30

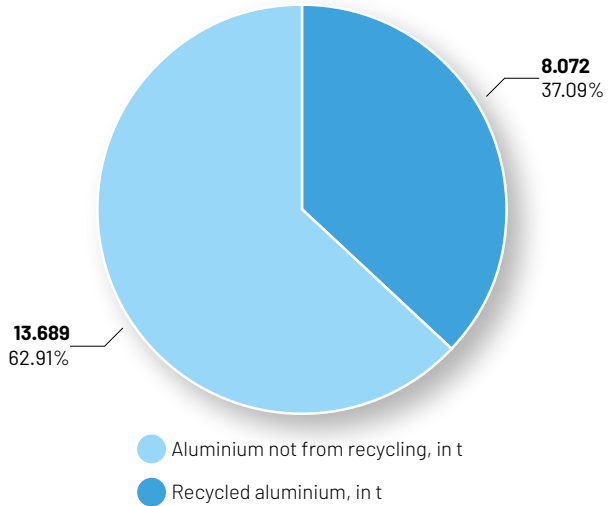
Di seguito il quadro inerente all'utilizzo di materiali riciclati.



Plastic rods (**non-renewable**) are also used, totalling **172 t**. The **total plastic** used is therefore **220.30 t**. For other materials (e.g. gaskets and hardware), the figures are currently incomplete.

2024

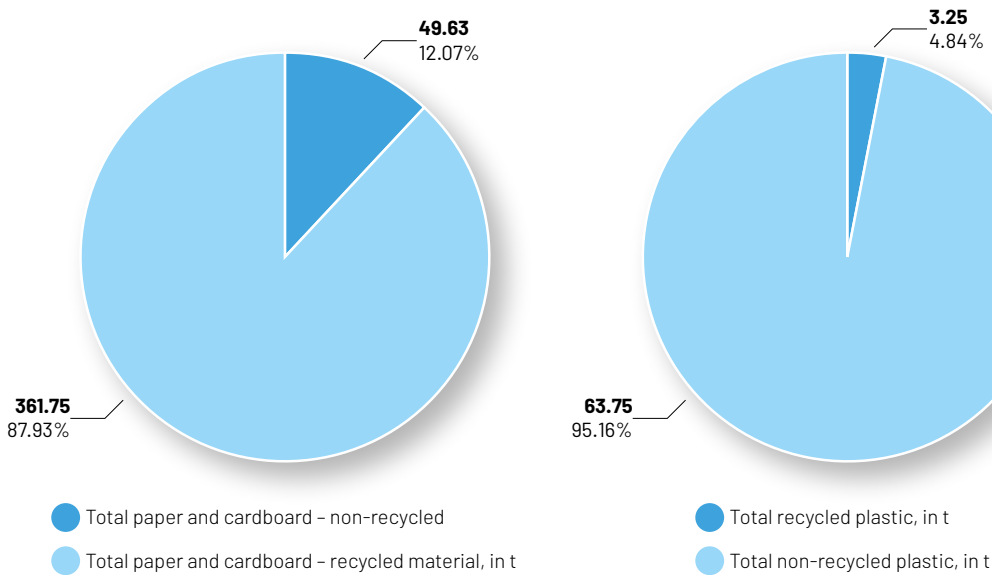
Aluminium billets (non-renewable material) The **total quantity** of aluminium in **billets** in tonnes is **21,761**. Below is the amount of recycled aluminium in this category.



Packaging

Material	Renewable / non-renewable	Quantity in t
Paper and cardboard	Renewable	411.38
Iron	Non-renewable	16.51
Wood	Renewable	437.44
Plastic	Non-renewable	67.00

Below is the overview relating to the use of recycled materials.



Plastic rods (non-renewable) are also used, totalling **216 t**. The **total plastic** used is therefore **283 t**. For other materials (e.g. gaskets and hardware), the figures are currently incomplete.

In conclusion, APS has not yet defined a specific strategy for the sustainable management of materials.

In future, any approach to be developed will need to be combined with a related supplier approval and selection process that incorporates sustainability criteria for supply chain management that have not yet been formally adopted.



4

SOCIAL AREA

GRI Standard 2 - 7 / 8 / 30

GRI Standard 3 - 3

GRI Standard 401-1 / 3

GRI Standard 403 / 1 / 2 / 3 / 4 / 5 / 6 / 8 / 9 / 10

GRI Standard 404 - 1 / 2a

GRI Standard 405 - 1

GRI Standard 406

GRI Standard 407

ESRS S1 (sections in green)

ESRS S2 (sections in green)



4.1

**WORKFORCE
STRUCTURE
AND TURNOVER**

The material topics identified in the Social area through in-depth analysis are: Occupational Health and Safety, Training, Human Rights and Equal Opportunities.

The Sustainability Group of APS Arosio Extrusion analysed all the topics covered by the GRI Standards and ESRS, assigning a materiality level to each impact identified.

This process included structured interviews with key stakeholders, including employees, to define a priority scale based on their perceptions and needs. The protection and development of human resources is a fundamental aspect for APS Arosio Extrusion – both with respect to external stakeholders and to “our people”. The company operates in strict compliance with Occupational Health and Safety regulations, adopting rigorous monitoring and management systems on this issue. Those who work for APS must feel safe, respected and protected. For this reason, the company is committed to ensuring the highest standards in recognising the human

and civil rights of employees and contractors. APS Arosio Extrusion relies on its people to achieve its objectives: working in the company means embarking on a journey of personal and professional growth that values each individual’s aptitudes and skills while also allowing a balance between work and personal life.

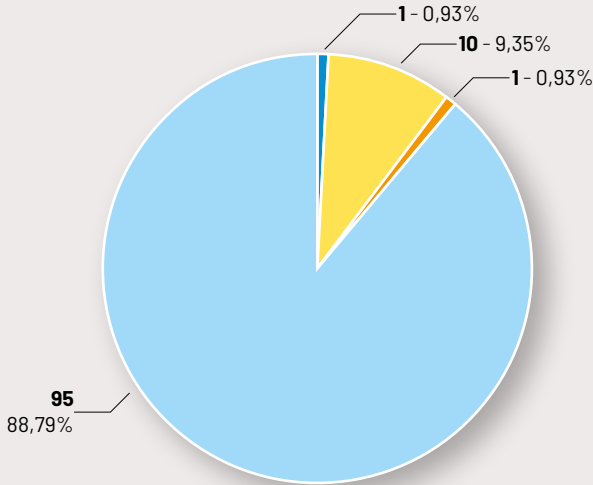
Dialogue with workers’ representatives and trade unions is managed through a structured system of collective bargaining covering 100% of the workforce. In addition to compliance with the National Collective Labour Agreement (CCNL), APS Arosio Extrusion provides additional benefits beyond statutory requirements and adheres to its Code of Ethics, which serves as a guide for internal and external relations.

APS Arosio Extrusion is thus a company in which respect for people, continuous dialogue and the development of human capital are central to its sustainability strategy and long-term success.

	2023			2024		
	Male	Female	Total	Male	Female	Total
Total employees (FTE)	96	11	107	101	14	115
Fixed-term employees	0	0	0	1	0	1
Permanent employees	70	10	80	88	12	100
Full-time agency employees	26	1	27	12	2	14
Part-time agency employees	0	0	0	0	0	0
Full-time employees	95	10	105	100	13	113
Part-time employees	1	1	2	1	1	2

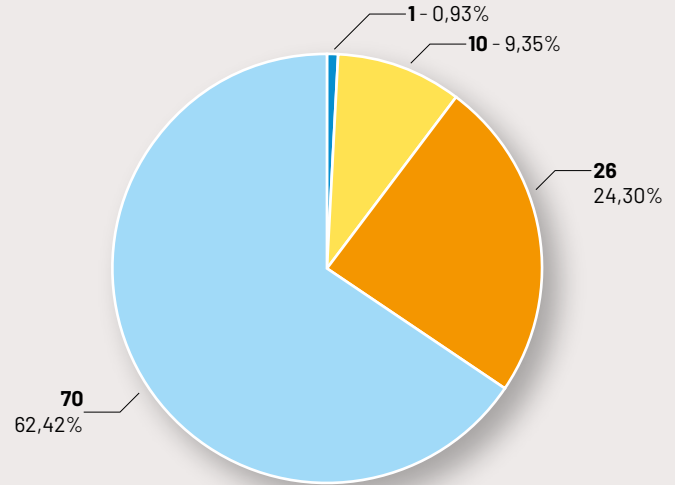
In 2023 the total number of company employees was 107. In 2024 this number rose to 115. Over 86.9% of employees have permanent contracts and more than 98% work full-time.

Part-time - full-time 2023



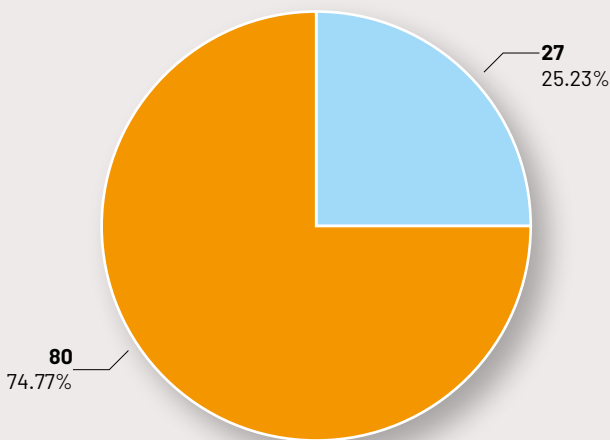
- Lavoratori full time compresi i somministrati
- Lavoratori part time compresi i somministrati
- Lavoratrici full time compresi i somministrati
- Lavoratrici part time compresi i somministrati

Contract type 2023



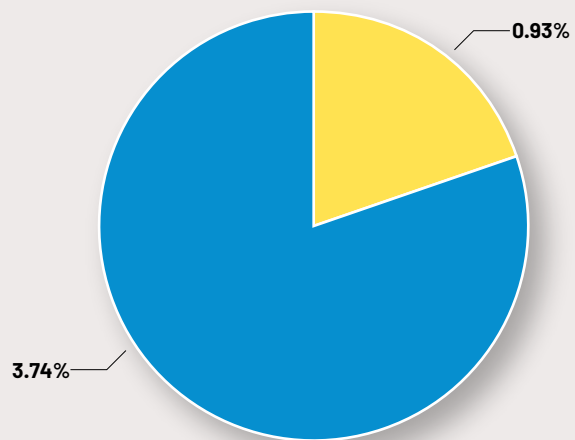
- Dipendenti tempo indeterminato uomini
- Dipendenti in somministrazione donne
- Dipendenti tempo indeterminato donne
- Dipendenti in somministrazione uomini

Percentage of employees and non-employees in 2023.
(ESRS Standard)



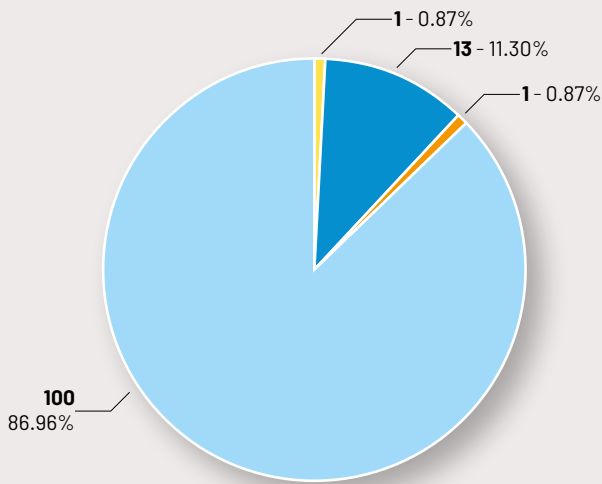
- Employees
- Non-employees

Percentage of male and female employees with disabilities in 2023.
(ESRS Standard)



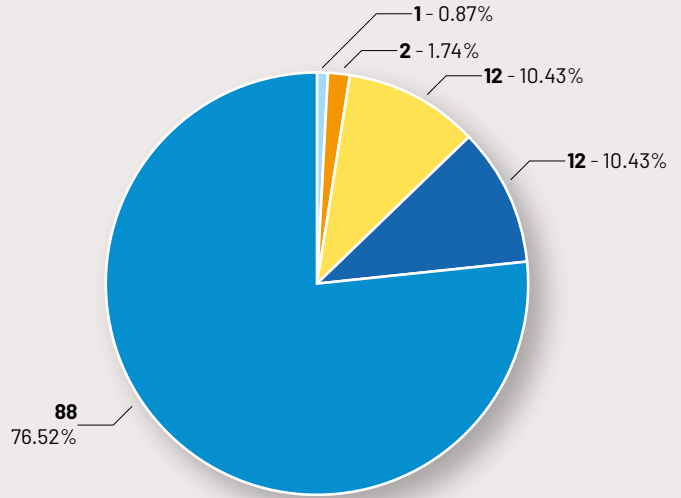
- Male employees with disabilities
- Female employees with disabilities

Part-time - full-time 2024



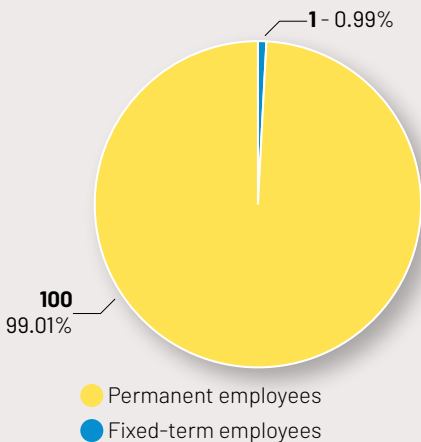
- Full-time male workers including agency staff
- Part-time male workers including agency staff
- Full-time female workers including agency staff
- Part-time female workers including agency staff

Contract type 2024



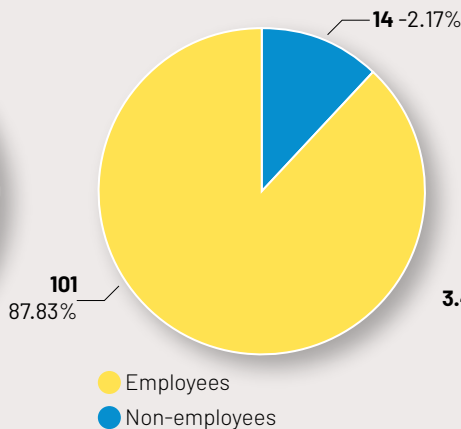
- Fixed-term male employees
- Permanent male employees
- Agency male employees
- Permanent female employees
- Agency female employees

Percentage of fixed-term and permanent employees in 2024. (ESRS Standard)



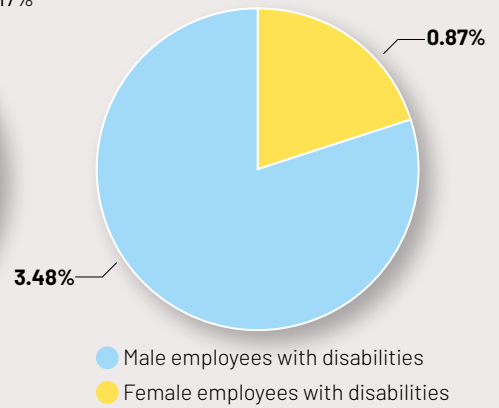
- Permanent employees
- Fixed-term employees

Percentage of employees and non-employees in 2024. (ESRS Standard)



- Employees
- Non-employees

Percentage of male and female employees with disabilities in 2024. (ESRS Standard)



- Male employees with disabilities
- Female employees with disabilities



Turnover

Staff turnover is a key indicator in human resource management, as it measures the degree of workforce replacement within the organisation. It takes into account both incoming staff (new hires) and outgoing staff (resignations, retirements, dismissals or other reasons).

Monitoring this indicator allows the company to assess the effectiveness of its HR policies, identify potential issues and ensure that internal skills remain adequate, thereby safeguarding operational continuity and alignment of resources with corporate objectives. In 2024 APS Arosio Extrusion recorded 19 new hires and 11 terminations, resulting

in an overall turnover that reflects a balanced situation between entries and exits. This figure indicates an organisational structure that is stable, capable of attracting new talent while maintaining an adequate level of retention.

This balanced turnover can be considered a positive sign: it allows for the renewal and rejuvenation of skills, fostering the addition of new energy and expertise without compromising continuity and company experience. Such balance is essential to support growth, innovation and adaptation processes in a constantly evolving competitive context.

According to average figures for the Italian manufacturing sector, the overall turnover rate (sum of entries and exits) ranges between **15%** and **20%** per year, with variations depending on company size and geographical area. The numbers recorded by APS Arosio Extrusion fall within a normal range, suggesting a **sound balance between employment stability and the ability to attract new talent.**



For the future, the company has set the following strategic HR objectives:

- **Strengthen employee retention policies** through career advancement, training and internal development of skills.
- **Improve the ability to attract key professionals** through strategies aimed at attracting, acquiring, engaging and retaining top talent, while consistently promoting the company's image.
- **Ensure a structured generational turnover** through a succession plan and gradual integration of new professionals, aligned with the company's innovation goals.

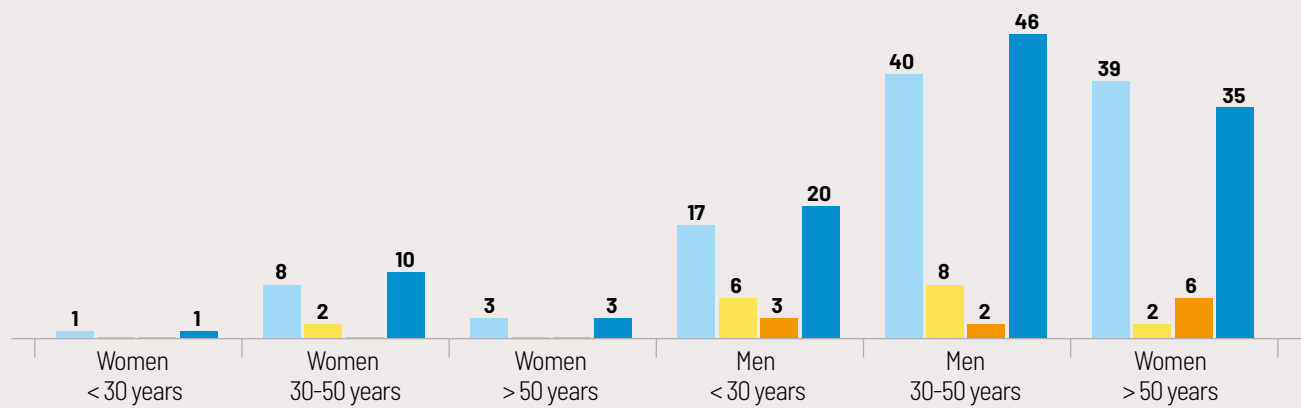
In summary, the turnover trend in 2024 confirms an overall positive and sustainable picture. Continuing to invest in the quality of human resource management remains a key factor in order to ensure competitiveness, resilience and medium-to-long-term growth.

Below are the staff movements for 2024

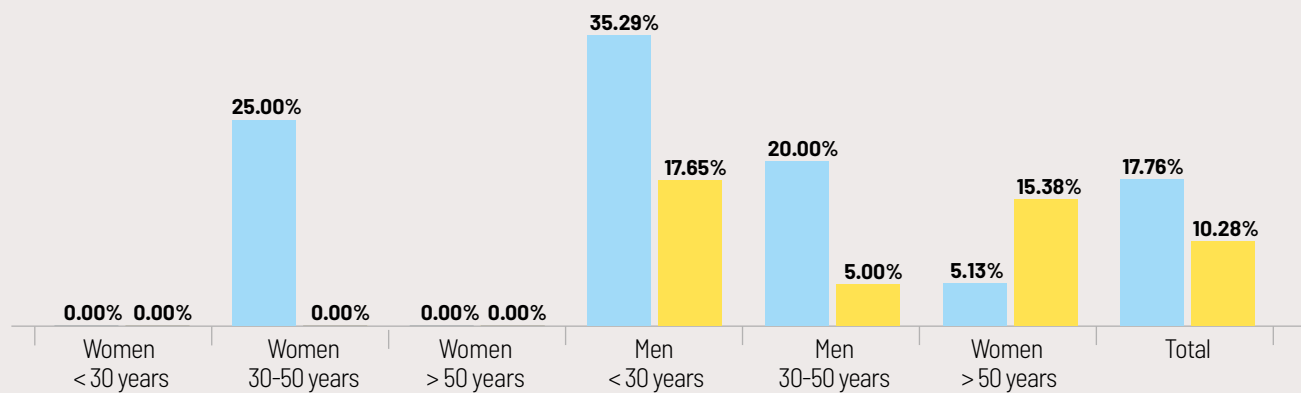
Turnover 2024	
Workforce at beginning of year	107
Workforce at end of year	115
Hiring rate	17.76%
Exit rate	10.28%



Changes in the workforce during the period



Changes in the workforce in % during the period



4.2

PROFESSIONAL TRAINING, DEVELOPMENT AND GROWTH

APS Arosio Extrusion is committed to encouraging and promoting the skills and aptitudes of its people through training and professional development. Training and information on Occupational Health and Safety are managed and coordinated by the Prevention and Protection Service.

The table below shows the average and total training hours provided in 2024, including Health and Safety training.

Training hours by category		2024	
Category	Average hours	Total hours	
Executives	2.00	2	
Managers	54.00	108	
White-collar workers	13.13	354.5	
Blue-collar workers	10.85	922.5	
Total	12.06	1,387	

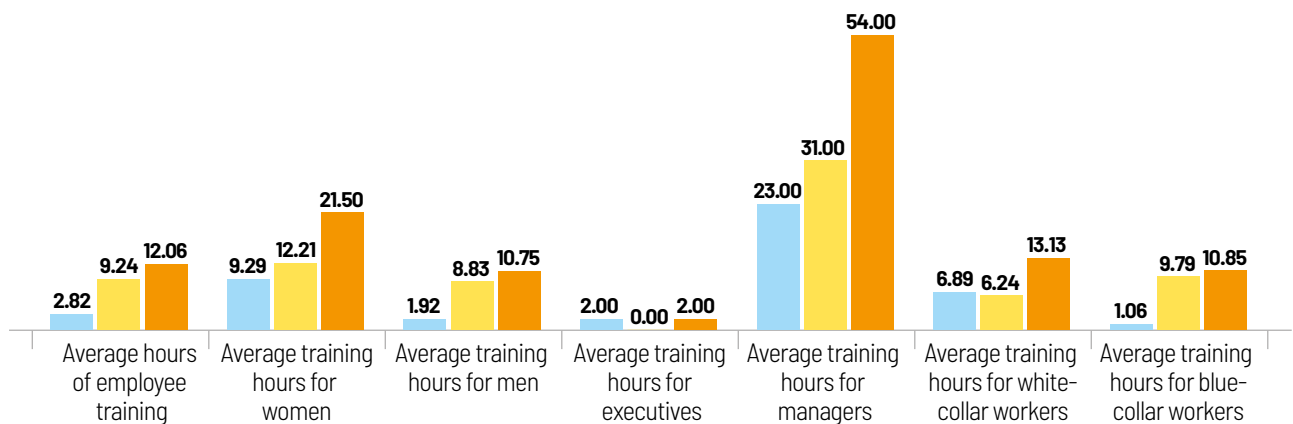
Below are the average and total training hours by gender for 2024.

Training hours by gender		2024	
	Average hours	Total hours	
Male	10.75	1086	
Female	21.50	301	

In 2023 APS Arosio Extrusion provided a total of 1,207 hours of training: 234 hours of Technical, Administrative and Commercial training, and 973 hours on Health and Safety. In 2024 APS Arosio Extrusion provided 1,387 hours of training: 324 hours of Technical, Administrative and Commercial training, and 1,063 hours on Health and Safety.

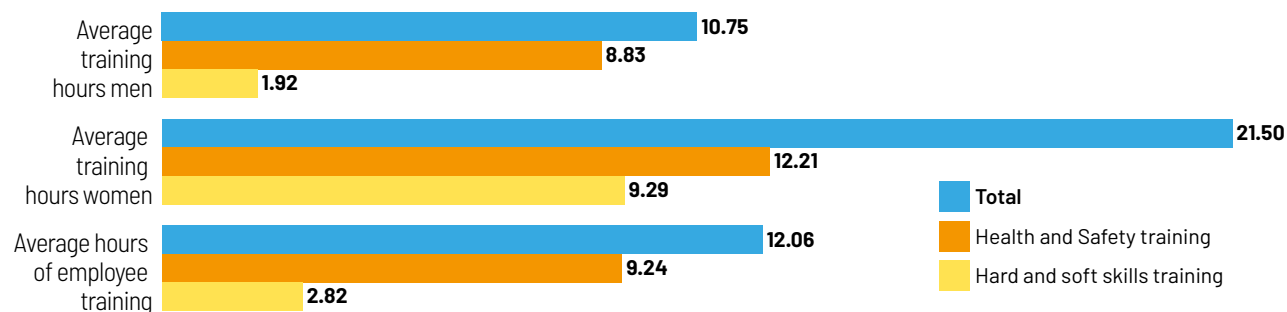
The table refers to the total and average training hours by employee category for 2024.

Average training hours by employee category and total

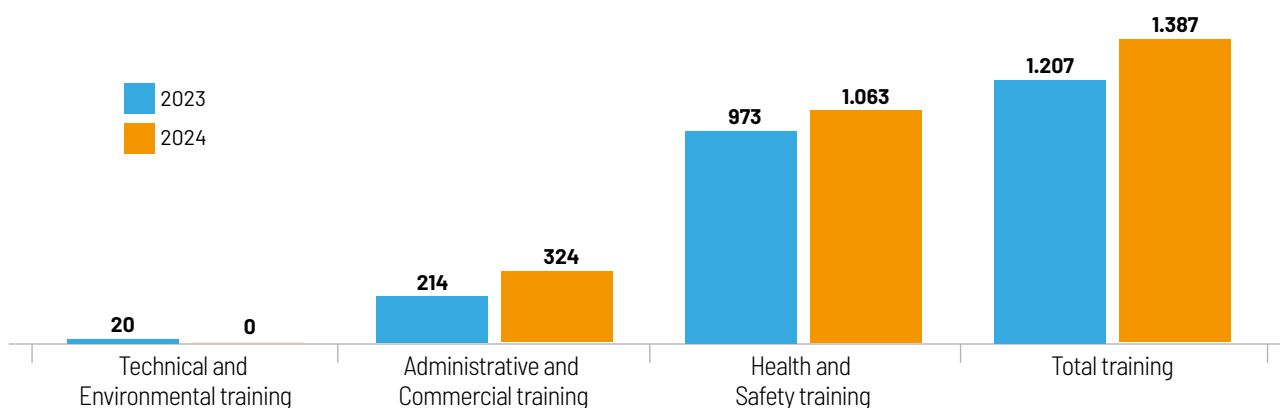


Specifically, the company’s goal in the Health and Safety area is to provide targeted training to increase awareness of the importance of adopting safe, codified conduct and to emphasise personal responsibility for compliance with shared safety rules.

Average hours of training by gender



Training by course type 2023 and 2024



During the two years under review, APS Arosio Extrusion demonstrated an increasing commitment to the continuous training of its workforce, with a significant rise in training hours provided. In 2024 the company reached a total of 1,387 training hours, up from 1,207 in 2023, showing tangible progress in promoting internal skill development.

There was a notable increase both in Technical, Administrative and Commercial training (from 234 to 324 hours, +38%) and in Health and Safety training (from 973 to 1,063 hours, +9%). This positive trend confirms the company’s intention to invest on two strategic fronts: professional and technical upskilling, and the protection of health and safety in the workplace.

The table showing average training hours by employee category for 2024 also demonstrates APS Arosio Extrusion’s commitment to ensuring a fair and targeted approach to training, seeing human capital as a key driver of competitiveness and sustainable growth.

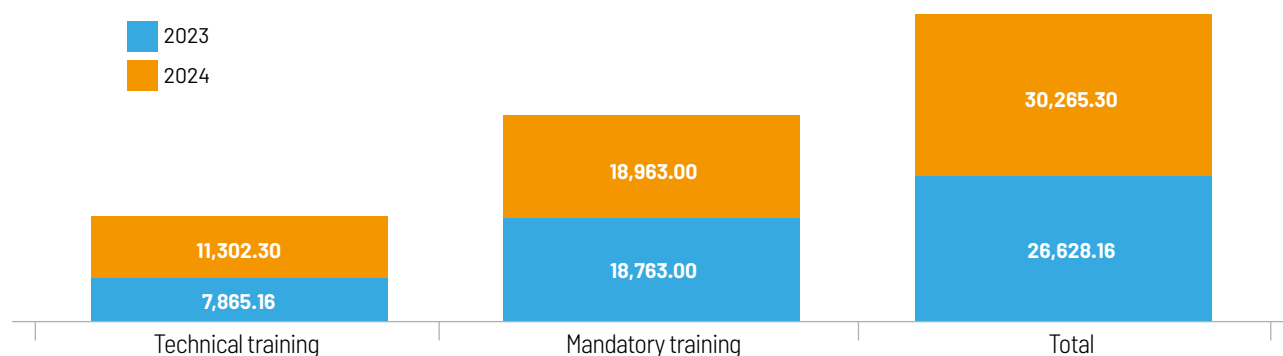
These results are tangible evidence of a corporate culture focused on continuous improvement, safety and skills development, elements that are increasingly central in a modern, dynamic industrial context.

Investment in training

In 2024 total training investments amounted to **€30,265.30**, an increase of 28.09% compared with the previous year.

Financial commitments in training	2023	2024
	23,628.16	30,265.30

Training-related financial commitments in euros for 2023 and 2024



APS Arosio Extrusion does not manage transition assistance programmes to support continued employment or the management of the end of working life after retirement or termination of employment.

The company does not currently apply periodic performance and development assessment systems

Each company may conduct employee performance assessments to evaluate alignment with its competency framework, if such a system exists.

4.3

**NON-DISCRIMINATION
AND FREEDOM OF
ASSOCIATION**



NON-DISCRIMINATION

In 2024, as in previous years, the company recorded no incidents of discrimination based on race, colour, sex, religion, political opinion or any other form of discrimination involving internal or external stakeholders during the reporting period.

FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING

During the reporting period, APS Arosio Extrusion recorded no instances – internally or among suppliers – where workers’ rights to freedom of association or collective bargaining were violated or at risk.

4.4

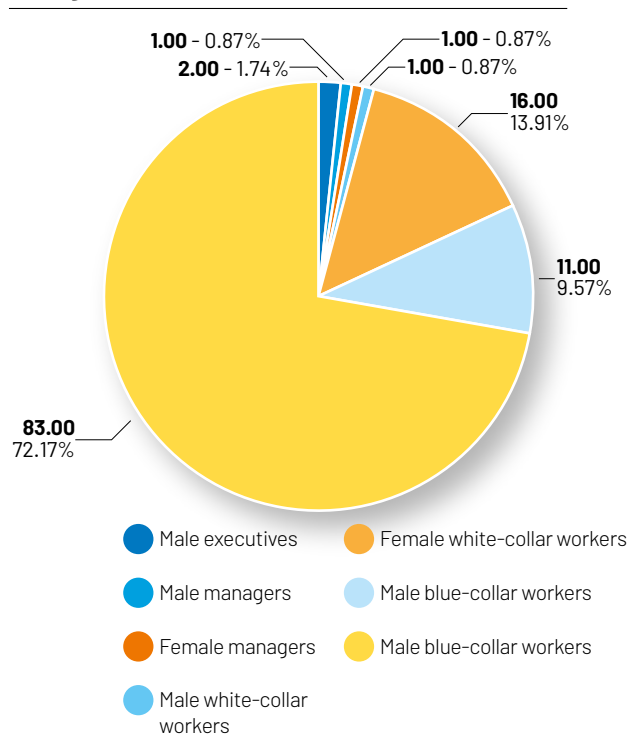
EQUAL OPPORTUNITIES AND WELFARE

Equal Opportunities

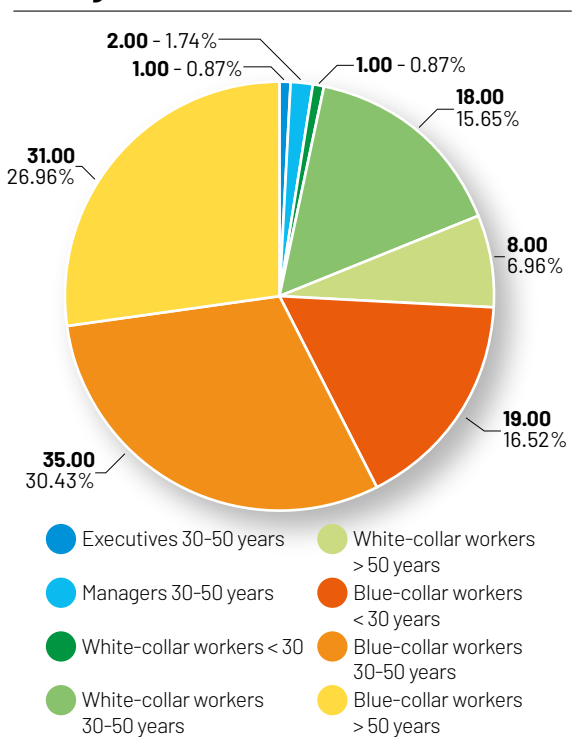
In promoting a corporate culture that values diversity, APS Arosio Extrusion offers Equal Opportunities to all staff and supports the full development of professional skills. This approach, focused on developing skills and professional growth, guides the company in prioritising internal career progression.

The percentage of men and women employed by APS Arosio Extrusion is consistent with the percentage of men and women who applied during recruitment. This means that all candidates are evaluated equally and no discrimination occurs. It should be noted that, given the predominantly male nature of production work, the number of male applicants is significantly higher than that of female applicants. Given the close link with production operations, the administrative area also has a high proportion of male staff.

Staff by role and gender (%) 2024



Staff by role and age (%) 2024



The Sole Director is a man with age > 50 years.

Employees by category and age group - 2024

Age groups	Executives	Managers	White-collar workers	Blue-collar workers	Total
<30	0	0	1	19	20
30-50	1	2	18	35	56
>50	0	0	8	31	39
Total	1	2	27	85	115

The remuneration of all company employees is based on the relevant National Collective Labour Agreement.

Welfare

APS Arosio Extrusion pays particular attention to employee well-being, offering a range of services aimed at improving quality of working life. Employees can use a canteen service for a nominal contribution, reflecting the company's commitment to ensuring affordable and adequate meals during working hours. In the summer months, the company adopts specific measures to safeguard health in the workplace, providing drinking water, misting fans and other systems to mitigate high temperatures. During the winter months, additional heaters are installed in certain areas of the plant to ensure comfortable working conditions even in cold weather.

As part of a broader corporate welfare approach, APS Arosio Extrusion grants all employees a shopping voucher redeemable at local businesses, thus strengthening the bond between company and community while supporting employees' purchasing power. Additional forms of variable remuneration are managed according to principles of equality and non-discrimination, without any differentiation based on gender, age or other personal factors. This approach clearly demonstrates the company's commitment to a fair and merit-based organisational culture.



Percentage of workers represented by a trade union (ESRS Standard)

The percentage of unionised workers out of total employees is 6.82% at the Mariano del Friuli plant, while at the Porzano di Leno plant no employees have chosen to join a union – despite the company’s openness to different union organisations – as they have not deemed it necessary.

Median salary and remuneration ratio (ESRS Standard)

The median salary at APS Arosio Extrusion is €29,921.41, and the annual total remuneration ratio is 3.40.

**The annual total remuneration ratio is the ratio between the highest annual total remuneration and the median annual total remuneration of employees (excluding the highest-paid individual).*



Parental Leave

APS Arosio Extrusion recognises and guarantees the right to Parental Leave, i.e. the optional leave available in the first years of a child's life, in

accordance with current regulations. This right is granted to both parents, regardless of gender.

Italian Legislative Decree no. 105 of 30 June 2022, aimed at harmonising work and family life for parents and promoting gender equality and fair sharing of family responsibilities, introduced the rules governing PL (Parental Leave).

The most significant changes concern the overall duration of the entitlement, which has been extended both in terms of the period of paid leave and the age of the child for whom leave can be taken.

By amending Italian Legislative Decree no. 151/2001 ("Consolidated Law on the protection and support of maternity and paternity"), Italian Legislative Decree no. 105 of 30 June 2022 provides for an increase:

- From 6 to 9 months for the duration of paid parental leave covered by INPS at 30%, subject to the maximum limits of leave available to parents.*
- From 6 to 12 years for the age of the child within which parents (including adoptive and foster parents) can take paid parental leave at 30%.*
- From 10 to 11 consecutive or split months of parental leave for a single parent, of which 9 months (instead of the previous 6) are paid at 30% of salary. The new regulation clarifies that a "single parent" also includes a parent who has been granted exclusive custody of a child under Article 337-quater of the Italian Civil Code.*

Specifically, Article 2, paragraph 1, letter i), of Italian Legislative Decree no. 105 of 30 June 2022 provides that the following periods of time are compensated at 30%:

- 3 months for one parent (non-transferable to the other) up to the child's twelfth year of age (previously the sixth) or from the date of adoption or fostering.*
- 3 months for the other parent (also non-transferable) up to the child's twelfth year of age or from the date of adoption or fostering.*

Further details:

<https://www.normattiva.it/esporta/attoCompleto?atto.dataPubblicazioneGazzetta=2022-07-9&atto.codiceRedazionale=22G00114>

In 2023, one eligible employee used Parental Leave and subsequently returned to work.

In 2024, four eligible employees also took parental

leave, returning to work at the end of their absence.

During the two-year period (2023-2024) no female employee took Parental Leave.

Family leave (ESRS Standard)

Family-related leave include maternity leave, paternity leave, parental leave, and carers' leave that is available under national law or collective agreements.

Maternity leave refers to the period of absence before and after childbirth during which female employees' jobs are protected. **Paternity leave** refers to a period of absence granted to the father or, where applicable under national law, to an equivalent second parent, to be taken at the time of a child's birth to provide assistance. **Parental leave** refers to a period of absence granted to parents following the birth or adoption of a child to provide care, in accordance with each Member State's definition.

Lastly, **carers' leave from work** concerns the possibility for workers to provide personal care or support to a relative, or a person who lives in the same household, in need of significant care or support for a serious medical reason, as defined by each Member State. Employees covered by company regulations, policies, agreements or collective contracts that provide for such entitlement and who have declared their right to the company may benefit from family leave.

At APS Arosio Extrusion, 8 men and 3 women were entitled to family leave in 2024. 6 men and 0 women took advantage of this entitlement.

The percentage of men who were entitled and actually took leave was 75%.

Total male employees entitled to family leave	8
Total female employees entitled to family leave	3
Male employees who took family leave	6
Female employees who took family leave	0
Percentage of eligible men / total employees	7.92%
Percentage of eligible women / total employees	21.43%
Percentage of men who took leave	75.00%
Percentage of women who took leave	0.00%

4.5

OCCUPATIONAL HEALTH AND SAFETY

The protection of Health and Safety is a top priority for the company, both because it safeguards employees' physical and mental well-being and because it indirectly affects overall operational performance. Employee well-being and accident reduction are essential objectives.

The Occupational Health and Safety Management System refers to the “Consolidated Law on Workplace Safety”, i.e. Italian Legislative Decree 81/2008, which establishes the mandatory preventive measures and general actions required to improve these aspects of working life, covering all individuals operating within its scope, namely 100% of those involved in company operations.

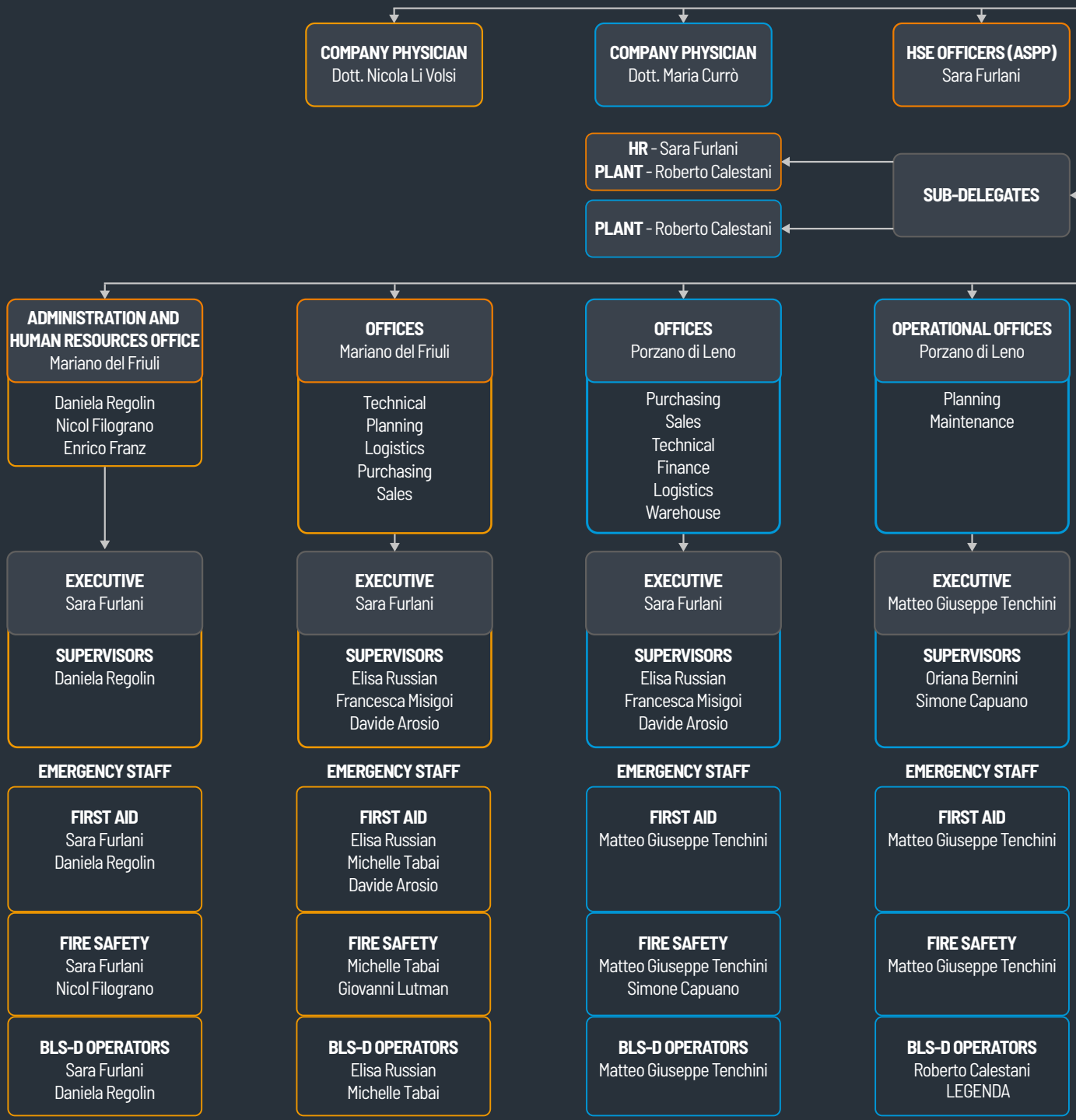
The company is implementing a Health and Safety Management System to achieve UNI ISO 45001:2018 certification, expected in 2026, with the aim of preventing workplace injuries and occupational diseases more effectively and fostering a culture of prevention, health and safety that actively involves all workers.



The company constantly conducts periodic training and information initiatives to raise awareness among its internal and external staff, ensuring adequate protection and workplace safety for all and mitigating professional risks linked to its operations.

Specifically, employees are regularly informed about Health and Safety rules and regulations to be followed in performing their professional duties, through targeted communications and by posting information on department noticeboards or via email. The Prevention and Protection Service also relies on external trainers with proven experience for courses covering specific specialised areas.

Training programmes include general and specific modules divided into low- and high-risk categories. Emergency management and First Aid updates and drills are also planned.



SAFETY ORGANISATIONAL CHART

Rev. 07 of 6 March 2025

SOLE DIRECTOR
Employer
Claudio Arosio

LEGEND

Mariano del Friuli (GO)

Porzano di Leno (BS)

HSE MANAGER (RSPP)
Lorenzo Ravizza

SUPERVISORY BODY (SB)
Avv. Alessandro Franco

RLS
Dino Bonan

RLS
Marco Messina

EXECUTIVE DELEGATE FOR WORKERS' SAFETY
Matteo Giuseppe Tenchini

HSE OFFICE

Enrico Franz - Daniela Rigolin
Fabio Corazza

Simone Carrera
Davide Arosio

PRODUCTION
Mariano del Friuli

PRODUCTION
Porzano di Leno

EXECUTIVE
Alessio Conciacich

EXECUTIVE
Roberto Calestani

SUPERVISORS
William Bacchetta
Daniele Bechis
Marco Conciacich
Simon Ferfoia
Franco Flore
Dario Galati

SUPERVISORS
Dino Bonan
Elisa Russian
Abdilbaki Zejnuni
Marco Scarabello
Federico Trevisan
Alan Laharnar

SUPERVISORS
Diego Boni
Stefano Brazzale
Renato Brighenti
Matteo Cabiati
Simone Capuano
Alberto Carella
Nicola Chiari
Cristian Cigolini
Damiano Cristini
Pasquale di Santo
Gianpietro Domenichini

SUPERVISORS
Giovanni Domenichini
Roberto Domenichini
Nicola Faccardi
Giovannbattista Filippini
Fabio Gogna
Stefano Gogna
Nicholas Guarisco
Alessandro Loda
Marco Messina
Leonardo Mor
Andrea Romeo
Simone Carrera

EMERGENCY STAFF

EMERGENCY STAFF

FIRST AID

Davide Arosio
William Bacchetta
Daniele Bechis
Dino Bonan
Alessio Cociancich
Marco Cociancich
Simon Ferfoia
Franco Flore
Dario Galati
Roberto Ginevra
Alan Laharnar
Marco Scarabello
Federico Trevisan
Stefano Di Bert
Fabio Corazza
Sara Antonic
Roberto Gana

FIRE SAFETY

William Bacchetta
Daniele Bechis
Dino Bonan
Fabiano Canalaz
Alessio Cociancich
Marco Cociancich
Simon Ferfoia
Franco Flore
Dario Galati
Francesco Galuppo
Francesco Gramazio
Marco Scarabello
Stefano Tomasella
Federico Trevisan
Abdilbaki Zejnuni
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BLS-D OPERATORS

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Giovanni Domenichini
Roberto Domenichini
Luigi Giacomelli
Leonardo Mor
Andrea Romeo
Pierangelo Treccani

BLS-D OPERATORS

Roberto Calestani
Roberto Domenichini
Giovannbattista Filippini
Andrea Romeo

Safety investments

In 2023 and 2024 the company made significant investments, upgrading systems and equipment, focusing on innovation and increasingly automated production lines designed and built in compliance with the latest safety standards to ensure healthy, safe workplaces.

In particular, at the Mariano del Friuli plant, where the 2023 incident occurred, the company implemented several measures to minimise the risk of accidents: Specialised psychological support was offered to employees, and several company meetings were held with all workers to inform and raise awareness about safety issues, collecting feedback and suggestions. The Risk Assessment Document (RAD) was revised, and roles and responsibilities were updated following the installation of the new press and the purchase of new machinery.

The number of supervisors was increased and a

new extrusion line was installed, equipped with state-of-the-art worker prevention and protection systems.

Additional safety noticeboards – both paper and digital – were installed to periodically display reminders about safe behaviour.

At the Leno plant, new safety nets were installed on the 2800 t press, a new rear laser scanner on the 2800 t press, a new chip extraction system on both presses, and a safety guard on the 1600 t press at the die-change area. The software program was also updated. A project was launched to implement maintenance-tracking software for ordinary and unscheduled maintenance, enabling the monitoring of work and deadlines previously managed with less efficient tools. The ATEX explosive-risk area classification was updated, and new safety procedures were drafted.

Injuries

	2022	2023	2024
Hours worked	124,353	149,371	162,488
Number of lost days due to injuries, deaths from workplace accidents, work-related illnesses and deaths from illnesses	87	242	99
Number of recordable injuries	9	5	6
Recordable injury rate (GRI / UNI 7249)	72.37	33.47	36.93
Number of injuries with serious consequences (excluding deaths)	0	0	0
Serious injury rate (GRI)	0	0	0
Number of recordable occupational diseases	0	0	0
Number of deaths from workplace accidents	0	1	0
Death rate from workplace accidents	0	6.69	0

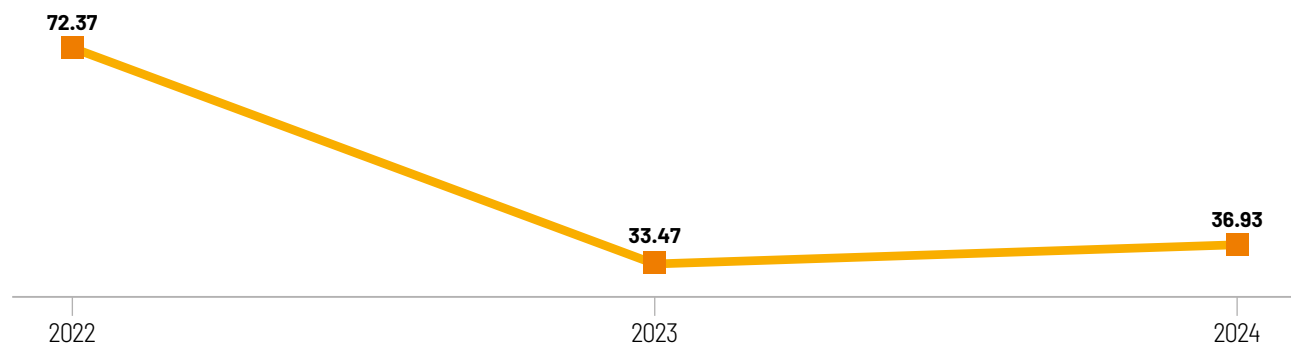
Recordable injury rate - calculation formula: number of injuries / hours worked × 1,000,000.

Serious work-related injury rate (excluding fatalities)(... and with prognosis of more than 180 days and permanent consequences) - calculation formula: number of serious injuries / hours worked × 1,000,000.

Death rate - calculation formula: number of deaths from workplace accidents / hours worked × 1,000,000.

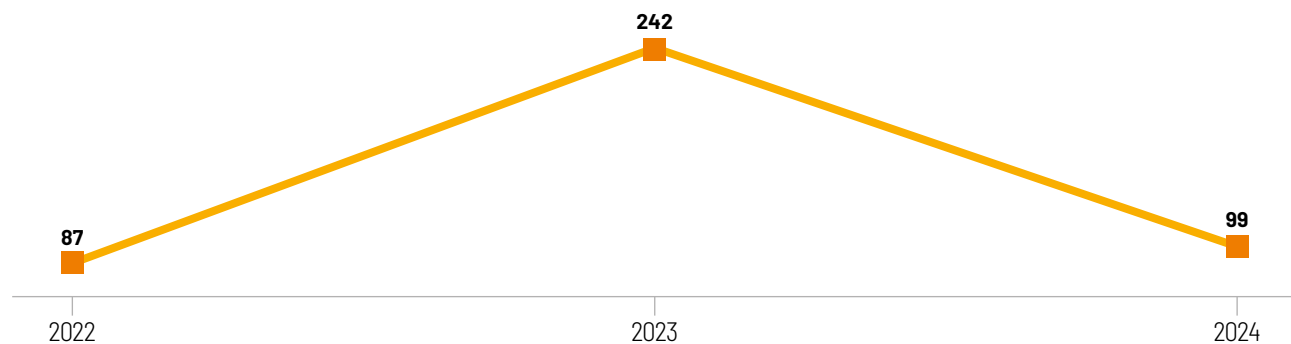
In 2024 there were six injuries. For each event, the company immediately took action to verify how it happened. None were found to be attributable to specific company factors, and they mainly involved crushing injuries. As regards accident rates, the year ended in line with the previous year's results.

Injury rate (recordable)



All injuries that occurred during the reporting period are described in company records. In 2022, 2023 and 2024 APS Arosio Extrusion recorded no occupational diseases or related reports.

Number of lost days due to injuries, deaths from workplace accidents, work-related illnesses and deaths from illnesses



Emergency management

Particular attention is paid to emergency training and management.

There is a large number of personnel assigned to emergencies: there are Fire Safety specialists, First Aid specialists and personnel qualified through the BLS-D (Basic Life Support Defibrillation) course to use the defibrillators installed in all facilities.

Emergency drills and simulations are carried out periodically. The company has valid Fire Prevention Certificates that are kept up to date.



Preventive and protective actions and measures

To minimise risks and hazards in the workplace, the company places particular emphasis on continuous Health and Safety training and implements corrective measures where needed. The Company Physician plays an important role.

The company pays close attention to the various types of potential workplace injuries.

Accidents, near misses and injuries are promptly reported to the relevant office, which performs an immediate analysis, recommends corrective and preventive actions, archives documentation and produces reports that help improve risk management and prevent future occurrences. By way of example, the main risks to workers include falls and slips, damage from mechanical equipment or the use of machinery and transport vehicles (forklifts, overhead cranes). Other specific risks include noise, vibration, chemical exposure, microclimate and video display terminals. Specifically, with the aim of ensuring legal compliance within the company, identifying occupational risks and defining appropriate improvement plans to minimise impacts on people, Employers – in cooperation with other company functions (Health and Safety Managers and

Officers, Company Physician, Supervisors, Workers, Workers' Representatives) and external consultants – have prepared and periodically update the Risk Assessment Document (RAD). For each risk identified, the RAD defines a specific monitoring and improvement plan and sets out appropriate mitigation actions.

The RAD describes the risk-assessment methodology, classification and estimation, as well as the list of measures to be adopted. The RSPP, Company Physician, Supervisors and Workers' Safety Representatives ensure that these provisions are applied through medical surveillance, regular workplace inspections and periodic meetings. Any non-conformities detected are reported to the employers so they can take the necessary steps to implement the prescribed procedures. The Workers' Safety Representatives (RLS) report all relevant aspects for risk assessment, convey workers' concerns and participate both in drafting documentation and in periodic meetings. The company constantly renews its stock of personal protective equipment (PPE), carries out regular inspections and maintenance of all equipment and supplies high-visibility clothing.

The company also carries out a series of measures to reduce the risk of occupational diseases (respiratory diseases, hearing loss or musculoskeletal disorders) through an assessment of specific risks.

These measures include environmental sampling, campaigns to measure pollutants and the provision of mechanical aids to reduce manual handling, dust-extraction and abatement systems and machinery soundproofing.

All figures refer to both employees and non-employees operating within the company.

Below is a description of the general preventive and protective measures:

Titolo	Descrizione
Health and Safety Management System	Company organisational system consisting of Procedures and Operating Instructions
PPE Management	Identification of required PPE – supply and/or delivery – periodic inspection – monitoring of proper use
Information, Training, Education	Needs identification – planning and provision – periodic updates General and specific worker training – supervisor training – training with an expert on plant/equipment operation – emergency and First Aid training
Plant maintenance	Plant maintenance (electrical systems, PED equipment, lifting devices, etc.)
Supervisor/HSE monitoring	Daily monitoring by supervisors and the HSE team of workplaces and systems
Health surveillance	Definition of the health protocol – planning and provision of medical examinations and periodic check-ups – issuance of fitness-for-work assessments – assignment of duties based on fitness level

Specific prevention and protection measures are specified for each hazard scenario in the risk assessment sheets.

Management of the assignment of works and services to contractor companies

The company has a supplier qualification and assessment system that verifies technical, financial and organisational suitability, as well as compliance with safety standards and corporate social responsibility principles.

The Prevention and Protection Service, together with the purchasing specialist, is entrusted with the operational management of the verification

provided in order to obtain authorisation to access the plant. Once received, the Prevention and Protection Service reviews the documentation for completeness and compliance. Access to the plant is authorised only if the check is successful.

Before the entry of contractors, self-employed workers and consultants, the Interference Risk Assessment Document (DUVRI) is drawn up based



of the technical and professional suitability and qualification of contractor companies, self-employed workers and consultants, and of the obligations arising from the application of H&S regulations (e.g. the assessment of interference risks). To verify technical and professional suitability, the supplier is sent a request for documentation that must be

on the risks present in the areas where they will operate.

If multiple contractors are working simultaneously, a coordination report is prepared. During execution of the works, site visits are carried out to verify compliance with the prescribed operating methods and the use of PPE by workers.

5

METHODOLOGICAL NOTE

GRI standard 1

GRI standard 2 - 3 / 4 / 5 / 16

This Sustainability Report, version dated 13 July 2025, referring to the 2024 reporting period, was prepared and drafted in accordance with the Consolidated Set of the GRI Standards 2021 and the ESRS (Annex to Commission Delegated Regulation (EU) 2023/2772 of 31 July 2023 supplementing Directive 2013/34/EU of the European Parliament and of the Council as regards sustainability reporting standards) and is published for the company APS Arosio Extrusion.

The 2024 Sustainability Report has not been subjected to third-party assurance and is not audited in accordance with the requirements of European laws.

The reporting scope for data and qualitative and quantitative information contained in the Sustainability Report, including economic and financial aspects, refers specifically to the performance of the company named for the 2024 reporting period (01.01.2024 - 31.12.2024). For comparative purposes, 2023 figures are presented where available and verified. The preparation, drafting and publication of the Sustainability Report are voluntary activities carried out on an annual basis. The reporting period corresponds to the calendar year.

For all relevant topical areas (impact materiality), the method for identification and assessment is defined in Chapter 1.4. In the due diligence document, the Organisation defines the objectives of its sustainability strategy, as well as the related risks and opportunities for implementation. All information provides a coherent overview of impacts, considering and reporting both positive and negative effects. The emphasis placed on the various topics in the report reflects their relative priority.

The Sustainability Report clearly describes the data and corresponding units of measurement, defines the bases of reference and verification methods, and specifies what the data are intended to demonstrate.

This document includes a summary index of the information relating to the various areas covered and reported (mandatory for GRI Standards – GRI Content Index). This ensures traceability of indicators and of all quantitative and qualitative information presented in the Sustainability Report. Any specific tools and techniques used are also illustrated.

Other printed or digital documents may include the data, information and contents of the Sustainability Report in summarised form. Each of the above documents includes references to the complete version.

The description of impacts and their materiality is included at the beginning of each ESG chapter. The Organisation's highest governing body (Sole Director) is responsible for reviewing and approving the reported information, including the areas that are materially impacted, as well as for all decisions related to sustainability.

The Sustainability Committee is a corporate governance body composed of department heads and selected experts. It meets at least monthly, more frequently where necessary. In these meetings, the function heads may seek support and raise questions.

The Sustainability Committee reports on critical issues, gathers information and knowledge and guides the company's decisions and initiatives related to sustainability.

Informazioni relative all'ambito "social"

The recordable injury rate, serious injury rate and fatality rate are calculated using the formula: number of (injuries – serious injuries – fatalities) / hours worked × 1,000,000. The number of hours lost due to injuries and/or occupational illnesses excludes public holidays included in the medical prognosis.

Information relating to the environmental area

As regards environmental topics (Chapter 3), certain figures and sources for conversion factors for various calculations are presented below.

For grid electricity, only consumption data (and not emissions) are provided, since the company only uses certified renewable energy.



Some aspects must be considered with respect to energy intensity. The ratio between energy consumed and the volume of water lifted or moved actually represents an efficiency (η), hence an invariant. Similarly, the ratio between energy consumed and production value is not meaningful, as it depends largely on rates and user solvency, over which the company has only partial control. Therefore, energy use has been related to the population equivalent (PE) served.

Energy and emissions

All unit conversions were performed according to the values set out in the ENEA document available at: <https://www.energiaenergetica.enea.it/glossario-efficienza-energetica/lettera-c/conversione-fattori-di.html>



NATURAL GAS (METHANE)

Energy

$\text{sm}^3 \times 1/1,000$ to convert to $1,000 \text{ sm}^3$ (unit of measurement as defined in the document below). Value $\times 35.457$ to obtain GJ. The coefficient is defined in the document “Tabella parametri standard nazionali dell’Inventario delle emissioni di CO_2 nell’inventario nazionale UNFCCC (media dei valori degli anni 2020-2022)” available at: <https://www.ets.minambiente.it/News#427-pubblicazione-parametri-standard-nazionali-anno-2023>
Value $\times 3.6$ to convert to MWh.

Emissions

$\text{sm}^3 \times 1/1,000$ to convert to $1,000 \text{ sm}^3$ (unit of measurement as defined in the document below). Value $\times 2.004$ to obtain the quantity of CO_2eq in t. The coefficient is defined in the document “Tabella parametri standard nazionali dell’Inventario delle emissioni di CO_2 nell’inventario nazionale UNFCCC (media dei valori degli anni 2020-2022)” available at: <https://www.ets.minambiente.it/News#427-pubblicazione-parametri-standard-nazionali-anno-2023>

ENERGIA ELETTRICA

For “location-based” emissions, after subtracting the share of renewable electricity purchased with Guarantees of Origin (GO), the residual share is multiplied by the coefficient defined by ISPRA.

The value is 261.141638388509 (g $\text{CO}_2\text{eq}/\text{kWh}$) from the ISPRA Excel file “Emission factors for the production and consumption of electricity in Italy”, available at <https://emissioni.sina.isprambiente.it/inventario-nazionale/#Report> (emission factors for the production and consumption of electricity in Italy – “download document”).

For the “market-based” value, the residual share is multiplied by the coefficient 500.565640640157 (g $\text{CO}_2\text{eq}/\text{kWh}$) from the AIB Excel file available at:

<https://www.aib-net.org/facts/european-residual-mix/2023>

NATURAL GAS (METHANE)

Energy

$\text{sm}^3 \times 1/1,000$ to convert to $1,000 \text{ sm}^3$ (unit of measurement as defined in the document below). Value $\times 35.584$ to obtain GJ. The coefficient is defined in the document “Tabella parametri standard nazionali dell’Inventario delle emissioni di CO₂ nell’inventario nazionale UNFCCC (media dei valori degli anni 2021-2023)” available at:

<https://www.ets.minambiente.it/News#459-pubblicazione-parametri-standard-nazionali-anno-2024>

Value $\times 3.6$ to convert to MWh.

Emissions

$\text{sm}^3 \times 1/1,000$ to convert to $1,000 \text{ sm}^3$ (unit of measurement as defined in the document below). Value $\times 2.019$ to obtain the quantity of CO₂eq in t. The coefficient is defined in the document “Tabella parametri standard nazionali dell’Inventario delle emissioni di CO₂ nell’inventario nazionale UNFCCC (media dei valori degli anni 2020-2022)” available at:

<https://www.ets.minambiente.it/News#459-pubblicazione-parametri-standard-nazionali-anno-2024>

ENERGIA ELETTRICA

Emissions

For “location-based” emissions, after subtracting the share of renewable electricity purchased with Guarantees of Origin (GO), the residual share is multiplied by the coefficient defined by ISPRA.

The value is 215.9 (preliminary) (g CO₂eq/kWh), as reported in the document “Le emissioni di CO₂ nel settore elettrico nazionale e regionale”, p. 22, available at: [https://emissioni.sina.isprambiente.it/wp-content/uploads/2025/05/Le-emissioni-di-CO₂-nel-settore-elettrico_r413-2025_def.pdf](https://emissioni.sina.isprambiente.it/wp-content/uploads/2025/05/Le-emissioni-di-CO2-nel-settore-elettrico_r413-2025_def.pdf)

For the “market-based” value, the residual share is multiplied by the coefficient 441.195346885547 (g CO₂eq /kWh). AIB Excel file available at:

<https://www.aib-net.org/facts/european-residual-mix/2024>

PROCEDURE FOR CALCULATING ENERGY CONSUMPTION AND GHG EMISSIONS RELATED TO TRANSPORT

Energy in MJ

1. The ratio between the load weight and the vehicle's total transportable weight is calculated so that the result reflects the actual impact of each delivery on fuel consumption. It is assumed that the vehicles used for transporting company goods usually carry 20 tonnes of goods (remaining within legal limits). References: Traffic Code available at: <https://www.aci.it/i-servizi/normative/codice-della-strada/titolo-iii-dei-veicoli/art-62-massa-limite.html#:~:text=Nel%20rispetto%20delle%20condizioni%20prescritte,a%20cinque%20o%20piu%20assi>
2. The value is then multiplied by the number of kilometres.
3. To obtain the value in litres, the result of the above calculation is divided by 2.8 (km/l coefficient for diesel fuel consumption from the Ministry of Infrastructure and Transport's document "Costo chilometrico medio relativo al consumo di gasolio delle imprese di autotrasporto per conto terzi" at: <https://www.mit.gov.it/sites/default/files/media/documentazione/2016-03/Costo%20chilometrico%20medio%20consumo%20gasolio%20-%20LUGLIO%202011.pdf>
4. To obtain energy in MJ, the result is multiplied by 36, the coefficient (MJ/l) from the Official Gazette document "Allegato V - Contenuto energetico dei combustibili", available at: <https://www.normattiva.it/do/atto/caricaPdf?cdimg=21G0021400500010110001&num=0001&dgu=2021-11-30>

Emissioni GES

For GHG emissions, the kilometre value obtained from the first two steps in the "Energy in MJ" section is multiplied by the coefficient 1.04428 (kg/km), valid for both 2023 and 2024, as reported in the UK Government GHG Conversion Factors for Company

Reporting database available at: <https://www.gov.uk/government/publications/greenhouse-gas-reporting-conversion-factors-2024> for fully loaded freight transport by articulated lorries >30 t. The result is multiplied by 1/1000 to convert from kg to tonnes.

PROCEDURE FOR CALCULATING GHG EMISSIONS RELATED TO MATERIALS AND RAW MATERIALS (2023 AND 2024)

The GHG emissions calculation for materials concerns both recycled and primary aluminium. Suppliers of recycled aluminium provide an Environmental Product Declaration (EPD) describing the CO₂eq emissions “from cradle to gate” for the goods supplied.

For primary aluminium, the coefficient 14.8 t/t of primary aluminium was used, available at:

<https://international-aluminium.org/statistics/greenhouse-gas-emissions-primary-aluminium/?publication=greenhouse-gas-emissions-intensity-primary-aluminium&filter=%7B%22row%22%3Anull%2C%22group%22%3Anull%2C%22multiGroup%22%3A%5B%5D%2C%22dateRange%22%3A%22annually%22%2C%22monthFrom%22%3Anull%2C%22monthTo%22%3Anull%2C%22quarterFrom%22%3A1%2C%22quarterTo%22%3A4%2C%22yearFrom%22%3A2023%2C%22yearTo%22%3A2023%2C%22multiRow%22%3A%5B65%2C66%2C67%2C68%2C69%2C70%5D%2C%22columns%22%3A%5B76%2C77%2C78%2C79%2C80%2C81%2C82%5D%2C%22activeChartIndex%22%3A1%2C%22activeChartType%22%3A%22table%22%7D>

available on the International Aluminium Institute website.

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INDEX OF GRI REFERENCES

GRI Standard 1-7

ESRS 1

APS Arosio Extrusion reports on its sustainability in accordance with the GRI Standards 2021 and the ESRS* for the period 01.01.2024 – 31.12.2024.

* Commission Delegated Regulation (EU) 2023/2772 of 31 July 2023 supplementing Directive 2013/34/EU of the European Parliament and of the Council as regards sustainability reporting standards.

Material topic		GRI Standards disclosures covered	ESRS	Capitolo
Economic performance		GRI 201 - Economic performance 2016** disclosures 1 / 4	ESRS G 1	Chapter 2
Ethics and anti-corruption		GRI 205 Anti-corruption - 2016 GRI 2-15 Conflicts of interest 2021 GRI 2-27 Compliance with laws and regulations-2021	ESRS G 1	Chapter . 1
Fighting climate change	Energy	GRI 302 Energy** - 2016 disclosures 1/2/3/5	ESRS E 1	Chapter . 3
	Emissions	GRI 305 Emissions - 2016		
Circular economy	Waste management	GRI 306 Waste - 2020	ESRS E 2	Chapter . 3
	Materials	GRI 301 Materials - 2016	ESRS E 5	
Occupational Health and Safety		GRI 403 Occupational health and safety - 2018	ESRS S 1	Chapter . 4
Training and professional development		GRI 404 Training and education - 2016** disclosures 1 / 2a	ESRS S 1	Chapter . 4
<ul style="list-style-type: none"> • Employment and welfare • Non-discrimination • Equal opportunities • Freedom of association and collective bargaining 		GRI 401 Employment - 2016 GRI 2-7 Employees 2021	ESRS S 1	Chapter . 4
		GRI 405 Diversity and equal opportunity - 2016	ESRS S 1	Chapter . 4
		GRI 406 Non-discrimination - 2016	ESRS S 1	Chapter . 4
		GRI 407 Freedom of association and collective bargaining - 2016	ESRS S 1	Chapter . 4

** See table GRI Standards Disclosures not applicable

In line with the GRI Standards, the GRI Content Index is presented below.

Source	Disclosure	Chapter
GRI 2 General information	2-1 Organisational details	1
	2-2 Entities included in the organisation's sustainability reporting	6
	2-3 Reporting period, frequency and contact point	5
	2-4 Restatements of information	5
	2-5 External assurance	
	2-6 Activities, value chain and other business relationships	1
	2-7 Employees	4
	2-8 Workers who are not employees	4
	2-9 Governance structure and composition	1
	2-10 Nomination and selection of the highest governance body	1
	2-11 Chair of the highest governance body	1
	2-12 Role of the highest governance body in overseeing the management of impacts	1
	2-13 Delegation of responsibility for managing impacts	1
	2-14 Role of the highest governance body in sustainability reporting	1
	2-15 Conflicts of interest	1
	2-16 Communication of critical concerns	5
	2-17 Collective knowledge of the highest governance body	5
	2-18 Evaluation of the performance of the highest governance body	5
	2-19 Remuneration policies	4
	2-20 Process to determine remuneration	4
	2-21 Annual total compensation ratio	
	2-22 Statement on sustainable development strategy	Chairman's letter
	2-23 Policy commitments	Chairman's letter
	2-24 Embedding policy commitments	Chairman's letter
	2-25 Processes to remediate negative impacts	1
	2-26 Mechanisms for seeking advice and raising concerns	1
	2-27 Compliance with laws and regulations	1
	2-28 Membership associations	1
	2-29 Approach to stakeholder engagement	1
	2-30 Collective bargaining agreements	4
GRI 3 Material topics	3.1 Process to determine material topics	1
	3.2 List of material topics	1 e 6
	3.3 Management of material topics	1

GRI Standards Disclosures not applicable

Disclosure	Spiegazione
Disclosure 2-21 Annual total compensation ratio	Privacy
Disclosure 201-3 Defined benefit plan obligations and other retirement plans	The company does not provide pension schemes as this benefit is covered by national institutions.
Disclosure 302-5 Reductions in energy requirements of products and services	The company's products do not require energy consumption.
Disclosure 404-2 Programmes for upgrading employee skills and transition assistance programmes	These initiatives are not offered by the company.
b) Transition assistance programmes to facilitate employability and manage the end of employment due to retirement or termination.	Employees are not subject to periodic performance evaluations.
Disclosure 404-3 Percentage of employees receiving regular performance and career development reviews	

ESRS standards not applicable

Disclosure	Explanation
ESRS E 4	The company's operations do not affect biodiversity or ecosystems in terms of material impacts (negative, actual or potential). The company does not contribute in any way to the causes of loss or degradation of biodiversity or the ecosystem.
ESRS E 3	The company's operations do not involve interactions with water resources that generate material impacts (positive or negative, actual or potential) on water or marine resources.
ESRS S 2	The company does not have complete information about workers throughout its value chain.
ESRS S 3	The company does not operate within local communities understood as groups of citizens, and its activities do not generate negative impacts on the community. Nor are there any actual or potential risks of negative impacts on the population.
ESRS S 4	The company's business model is based on relationships with other companies. There are no contacts with consumers or end users.

According to Appendix C of ESRS 1 – List of phased-in disclosure requirements, disclosure requirements E1 – 6 relating to Scope 3 GHG emissions are currently omitted, although such emissions are estimated.

Undertakings or groups not exceeding on their balance sheet dates the average number of 750 employees during the financial year (on a consolidated basis where applicable) may omit the datapoints on scope 3 emissions and total GHG emissions for the first year of preparation of their sustainability statement.

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CONTATTI

GRI Standard 1

GRI Standard 2 - 3

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This report is available in digital format at the following link:

https://www.apsarosioextrusion.com/en_EN/company/1297/environment-sustainability



Consulenza Allaround S.r.l.

APS AROSIO

EXTRUSION

Aluminium Quality Shapes



Registered office

Via Volta 1 (industrial area) – 34070 Mariano del Friuli, Gorizia, Italy



Operating office

Via Trento 76 – 25024 Porzano di Leno, Brescia, Italy

HIGHLIGHTS

APS Arosio Extrusion has published its 2024 Sustainability Report, a tool through which the company intends to share information on its commitment to a responsible growth model with its stakeholders.

ECONOMIC AND GOVERNANCE AREA



- **59% OF TURNOVER** IS GENERATED IN ITALY
- **41% OF TURNOVER** IS GENERATED ABROAD



- **+ 7% EQUITY** COMPARED TO THE PREVIOUS YEAR



- **2,677,607.00 € VALUE RETAINED**
FULLY REINVESTED IN THE COMPANY



- **58,817.836.00 € VALUE DISTRIBUTED**

INVESTMENTS



- **MARIANO DEL FRIULI PLANT**
 - 3,000 m² PLANT EXPANSION
 - PURCHASE OF NEW 2,500 T PRESS PRODUCTION LINE
- **PORZANO DI LENO PLANT**
 - PURCHASE OF 2 NEW DRAWER FURNACES FOR DIE HEATING ON PRODUCTION LINES

AMBITO AMBIENTE



- **REDUCTION OF GREENHOUSE GAS EMISSIONS BY 20.01%**



- **INSTALLATION OF PHOTOVOLTAIC SYSTEM WITH OUTPUT OF 1,250 KWP** (KILOWATT PEAK)

This summary highlights the results achieved in three key areas: Economic and Governance, focusing on solidity and transparency in management; Environmental, with initiatives aimed at reducing the negative impacts of production operations; Social, through projects that develop people and the local area. By reporting on its sustainability, APS Arosio Extrusion demonstrates its determination to continue along its chosen path, committing to continuous improvement of its performance and to making data on progress clear and accessible.

The full document "APS Arosio Extrusion Sustainability Report 2024" is available on the company's website at: https://www.apsariosioextrusion.com/en_EN/company/1297/environment-sustainability



- **37% OF THE ALUMINIUM USED COMES FROM RECYCLING**



- **88% OF PAPER AND CARDBOARD IS RECYCLED**

SOCIAL AREA



- **115 TOTAL EMPLOYEES**



- **14 WOMEN – 12.17%**



- **101 MEN – 87.83%**



- **99.01% PERMANENT CONTRACTS**



- **19 NEW HIRES**



- **1,387 HOURS OF TRAINING + 14.91% COMPARED TO 2023**
- **30,265.30 € INVESTMENT IN STAFF TRAINING + 28.09% COMPARED TO 2023**



- **REDUCTION IN INJURIES**
- **REDUCTION IN DAYS LOST** DUE TO INJURIES AND ILLNESS



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The full document "APS Arosio Extrusion Sustainability Report 2024" is available on the company's website at:
https://www.apsarosioextrusion.com/en_EN/company/1297/environment-sustainability