



DITH

**SUSTAINABILITY
REPORT 2024**



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Sustainability is an essential responsibility for a global company trading metals, steel and related raw materials.

MATTHEW DE MORGAN · CEO
Duferco International Trading Holding



STRENGTH BEYOND BORDERS

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LETTER TO OUR STAKEHOLDERS

Dear Stakeholders,

This report covers our Financial Year (FY) ending in September 2024 and is the fifth such DITH report.

The health, safety and overall wellbeing of our employees is a central responsibility of the Group. Given the diversity of the Group's operations and businesses, health and safety practices are, by definition, tailored to the specific risks within each business unit. Nevertheless, they are centrally monitored, reported on and developed, based on industry best practice.

On a group-wide level, DITH reported 64 Lost Term Injuries (LTIs) in FY 24, down from 74 in FY 23. Most incidents were related to slips, falls, and issues with product or machinery handling. In 2025, DITH will continue to prioritise employee engagement as the cornerstone of its strategy, with each entity implementing dynamic initiatives to strengthen the safety culture across the Group.

We continue to benchmark our progress in reducing CO₂ emissions across the Group. Our Trading, Distribution & Processing businesses in FY 24 achieved a 13% improvement against our baseline performance. Two businesses this year (Meridian Steel Limited & DITH Australia) switched to 100% renewable energy supply, resulting in significant emission reduction. In FY 25, IPAC will implement a new 1.3 MW photovoltaic system, further cutting emissions on its way to achieving its goal of climate neutrality, while Agofer will complete the installation of a 600 MW system to meet its energy needs.

Being industrial enterprises, Makstil and DSP account for 98% of Group CO₂ emissions, and both have implemented comprehensive energy management strategies. As a group, we continue to make progress on our target of identifying and measuring our Scope 3 emissions.

For the fourth successive year, DITH presented its sustainability actions for external review and has been awarded the 'Committed Badge' in the EcoVadis assessment, a recognition of the company's commitment to sustainable practices and corporate social responsibility.

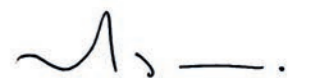
Our overall score was in the top 20% of companies (rated by Ecovadis) in the wholesale of metals and metals ores industry.

DITH completed its first Sustainability Report in FY 2020, based on the irrefutable evidence that sustainability is an essential responsibility for a global company trading metals, steel and related raw materials. The focus of these reports reflects our commitment to ensuring sustainability is an integral part of our approach to conducting our business.

In the future, as a European Union (EU) company headquartered in Luxembourg, sustainability reporting will become increasingly regulatory-driven, and we expect to be subject to Corporate Sustainability Reporting Directive (CSRD), Corporate Sustainability Due Diligence (CS3D) and Taxonomy legislation. The EU recently issued an "omnibus" package of proposals aiming to combine and reduce the complexity of EU sustainability requirements for all businesses, which will be debated and voted on by the EU Parliament.

We continue to monitor the situation, which will require us to adapt some of our reporting methodology. What will not change however, is our continued commitment to sustainability.

With kind regards
Matthew De Morgan
Chief Executive Officer



1. INSIDE DITH

BUILDING A SUSTAINABLE FUTURE

AT A GLANCE

A WINNING BUSINESS MODEL

DITH'S CORE PURPOSE

STRENGTHENING LONG-TERM RELATIONSHIPS FOR LONG TERM SUCCESS

EMBEDDING SUSTAINABILITY IN PROCUREMENT

NAVIGATING EXCELLENCE: MARKET CHALLENGES AND STRATEGIC RESILIENCE

DRIVING SUSTAINABLE ECONOMIC VALUES

BUILDING A SUSTAINABLE FUTURE

Duferco International Trading Holding SA (DITH) is a global leader in the trade and distribution of steel and the essential raw materials pivotal to steel production.

The Group's key shareholders include Hebesteel Global Holding Pte. Ltd. (Singapore), a subsidiary of HBIS Group Co. Ltd, China, fully owned by the State-owned Assets Supervision and Administration Commission of the People's Government of Hebei, China. Other significant stakeholders are Duferco Participations Holding SA (Luxembourg) and Mark IX Holdings Ltd (United Kingdom). The Group is headquartered in Luxembourg, with its main operational office in Lugano, Switzerland.

With operations spanning 62 locations worldwide and employing nearly 3,200 individuals, DITH engages in activities across the entire steel value chain. The Group's operational strength comes from the seamless integration of its trading platforms with industrial production and distribution units, creating a powerful synergy. Leveraging its extensive international network and structured trade finance expertise, DITH provides value-added logistical and financial solutions to major steel-consuming industries such as construction, automotive, shipbuilding, and white goods, ensuring timely delivery of a broad range of steel products globally.

DITH continues to diversify strategically beyond steel, building a successful presence in refractories and expanding into aluminium products. The Group prioritises businesses free from compliance concerns and those capable of enhancing existing operations. This strategic approach supports effective risk management, promotes strong partnerships, boosts trade flows, and extends DITH's geographical and operational scope.

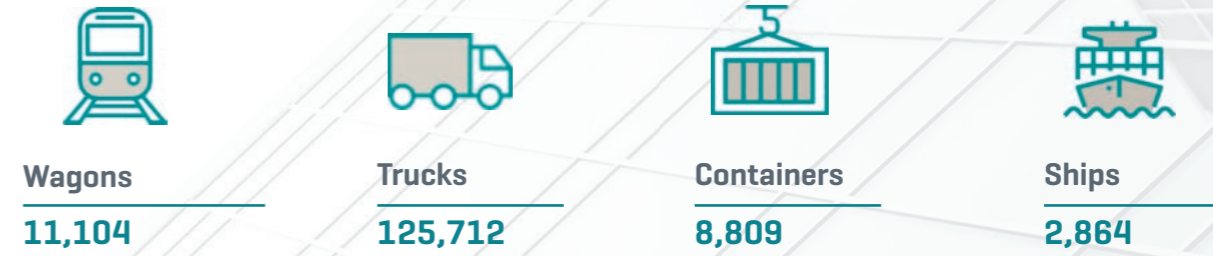
Aligned closely with global sustainability goals and the UN 2030 Agenda, DITH maintains a steadfast commitment to transforming its operations sustainably, meeting stakeholder expectations and delivering robust financial performance. Progress in these areas is transparently documented in its annual Sustainability Report, now in its fifth edition.

AT A GLANCE

We operate



Delivered by



DITH Footprint

We operate in 105 countries and enjoy commercial relationships with circa 47,000 clients



Trading & Distribution



1. Includes six regional sales consultants: Chile, Guatemala, South Korea, Thailand, Vietnam and Argentina
 2. Includes Duferco Steel Processing (DSP) -South Africa
 3. Includes intercompany sales

A winning Business Model

DITH operates a hybrid business model that spans the entire steel supply chain, creating financial value at every stage. The Group integrates central trading activities with steel production, distribution, and service centres, while leveraging expertise in logistics, shipping, and structured trade finance. This approach enables DITH to deliver comprehensive, end-to-end solutions to both customers and suppliers worldwide.

Trading

Trading is at the core of DITH's operations. With a presence in 62 locations across six continents, the Group's traders operate on both local and global scales, maintaining strong structural partnerships. By sourcing and supplying physical commodities and finished steel from third-party suppliers and its own production units, DITH ensures a seamless and reliable global trade network.



Steel



Metals



Raw Material



Consumables

Distribution

DITH's international network of distribution hubs enhances its global presence and strengthens business interactions with local retail sectors. By integrating storage, logistics management, engineering, and processing capabilities, the Group provides customers and end-users with tailored solutions, including flexible order sizes, high product quality, and customized specifications.



Production

DITH owns and operates strategically placed industrial assets designed to enhance its comprehensive supply capabilities. These assets play a key role in improving the efficiency and effectiveness of the Group's steel production, reinforcing its ability to meet market demands.



DSP, SOUTH AFRICA
MAKSTIL, NORTH MACEDONIA

Services

The Group's value-added services complement its trading, production, and distribution activities, ensuring efficiency for both customers and suppliers. These services streamline complex processes, delivering just-in-time solutions tailored to specific needs while optimizing cost-effectiveness.



Structured Finance



Steel Service Centres



Technical Support



Insurance

Shipping and Logistics



Rail



Road



Containers



Sea

DITH'S CORE PURPOSE

DITH facilitates global trade by leveraging its extensive international network, market expertise, and structured financial capabilities. Through seamless connections between suppliers and customers, the Group delivers tailored solutions that optimise global supply chains.

We deliver value through



CONNECTING MARKETS

Our business model provides an interconnected business approach to the many, vital interactions of commodities trade.

MANAGING RISK

Our risk management protocols provide multiple layers of security.

PROVIDING END-TO-END MANAGEMENT

We operate a global logistics platform to provide reliable and efficient transportation that our customers and suppliers can depend on.

MATCHING GLOBAL TRADE TO LOCAL BUSINESS

Our global distribution assets and down-stream service centres provide our customers access to the individual product quality and order size they seek

PROVIDING STRUCTURED FINANCIAL SOLUTIONS

The ability to finance is the master key to unlocking trade opportunities.

BEING SUSTAINABLE, RESPONSIBLE, TRUSTED

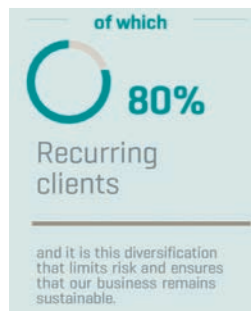
We believe in transparency, fair play and that arrogance is the enemy of good business.

STRENGTHENING LONG-TERM RELATIONSHIPS FOR LONG TERM SUCCESS

DITH fosters a customer-focused culture, ensuring the seamless delivery of high-quality products that meet market demands and adhere to strict specifications and timelines. With a global network of local offices, DITH’s customer care services are supported by 30 agents and 20 consultants, all operating under the DITH Code of Conduct.

DITH provides comprehensive support at every stage of the commercial relationship:

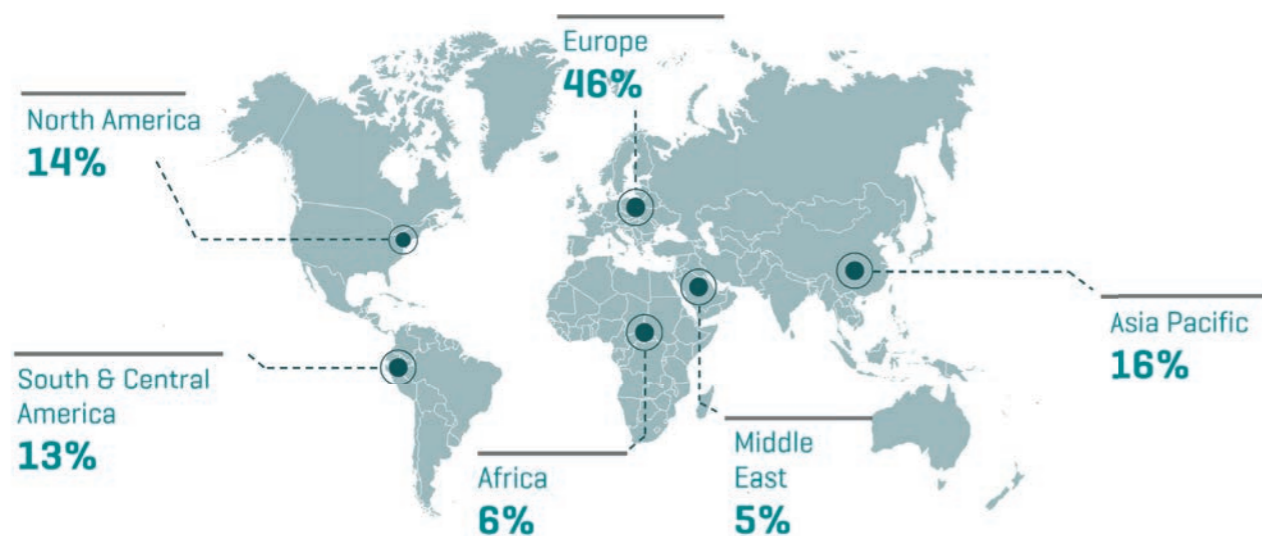
- > **Pre-sale:** Market analysis, customer insights, and product specification expertise.
- > **Sale:** Contract fulfillment, product quality assurance, and on-time delivery.
- > **After-sale:** Technical support, claim management, and quality follow-ups.



This structure, combined with DITH’s financial, logistics, and technical expertise, strengthens long-term relationships with suppliers and customers. Some historic clients evolve into collaborative consulting partners, exploring market opportunities and innovative business models.

Sales are geographically diverse, with 46% of sales in Europe, 16% in Asia Pacific, 14% in North America, 13% in South and Central America, 6% in Africa and 5% in the Middle East. DITH serves a broad spectrum of industries, including steel processing, distribution, and manufacturing for construction, automotive, white goods, industrial equipment, energy, and packaging.

TOTAL VOLUME SOLD BY REGION: STEEL AND RAW MATERIALS



DITH operates within the complex global steel supply chain, sourcing steel products from a network of almost 400 mills worldwide. Around 70% of these products come from 30 key suppliers, with sourcing geographically aligned to global steel production. Nearly two-thirds originate from Asia, and approximately 10% of sourcing is conducted on a contractual basis.

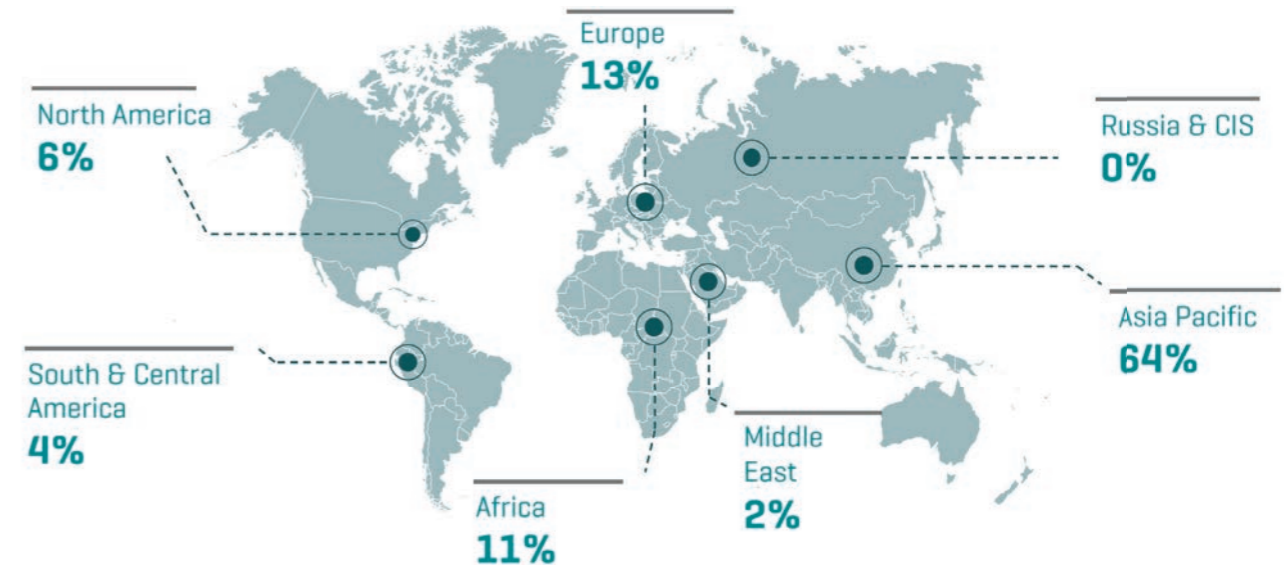
DITH also procures essential steelmaking raw materials, including iron ore, metallurgical coal, and vanadium, from select suppliers across Europe, Africa, and Asia. These materials are supplied to steel mills worldwide on both contractual and spot-market bases. On a spot basis, DITH trades ferrous scrap—primarily in Europe—reselling to steel mills in Europe, Turkey, and North Africa, while pig iron is sourced mainly from India and Brazil for customers in North America, Europe, and Asia. In its consumables division, DITH sources refractories from China, distributing them to up to 100 steel mills globally through both contractual and spot-market agreements.

A portion of steel sales is directed to 20 DITH-owned distribution and processing entities across Europe, North America, and South America. These entities handle various steel processing functions such as de-coiling, slitting, cutting, and producing steel tubes, profiles, sheets, and fabricated rebar.

In FY2024, DITH’s Distribution Group processed and sold approximately 3.3 million tonnes of steel, with an average invoice size of 10 metric tonnes. Similar to DITH’s broader customer base, these downstream entities primarily operate on an as-needed basis, with limited contractual agreements.

In addition to steel-related procurement, DITH is committed to supporting the local economies : in 2024, nearly 7% of DITH’s total expenses - spanning material and operating costs - were allocated to services provided by local suppliers.

ORIGIN OF STEEL & RAW MATERIALS - TOTAL VOLUME BY REGION



EMBEDDING SUSTAINABILITY IN PROCUREMENT

Since 2022, DITH has taken significant steps to integrate sustainability into its procurement process, beginning with an in-depth analysis of its primary steel suppliers to assess their Environmental, Social, and Governance (ESG) practices. This assessment provided valuable insights into supplier sustainability performance and laid the groundwork for an enhanced approach. Recognizing the increasing importance of responsible sourcing, DITH has expanded its sustainable procurement efforts throughout 2023 and 2024.

To reinforce responsible supply chain management, DITH adopted a structured procurement model inspired by ISO 20400:2017, which guides companies in making sustainable purchasing decisions. The standard emphasizes core principles such as accountability, transparency, and respect for human rights, ensuring that sustainability considerations are embedded throughout the procurement process.

As part of its enhanced approach, DITH introduced a risk-based supplier assessment framework structured along key ESG dimensions to quantitatively evaluate sustainability performance, determined through a cross-analysis of supplier-specific data and country risk factors.

The country risk analysis, in which potential sustainability risks were assigned to each country of origin in the DITH supply chain, plays a crucial role in strengthening DITH's responsible sourcing framework. It serves as a foundation for identifying, preventing, and mitigating risks that could impact supply continuity or the Group's reputation.

Complementing this, a dedicated ESG questionnaire, created in collaboration with sustainability experts, assessed the specific ESG performance of individual suppliers, serving also to help enhance procurement transparency. The combination of the supplier-specific performance and the country risk produce a final ESG risk level for each steel supplier.

In 2023, DITH's ESG risk analysis included in its assessment the top suppliers responsible for over 70% of trading volume in steel and raw materials. The findings revealed that:

- > 80% of suppliers presented a low ESG risk profile
- > 17% were classified as medium risk
- > 3% had a high ESG risk rating

By drilling down into supplier-specific results, DITH identified priority areas to engage in targeted dialogue with suppliers. In 2024, DITH undertook follow-up actions with those suppliers classified as high and medium risk. These suppliers all re-submitted the ESG questionnaire, with all but one displaying development in ESG that indicated tangible progress had been made in 2024, with one supplier moving up in classification from medium risk to low risk, exactly the type of progress DITH is looking to drive. DITH will continue to monitor and review the ESG progress of these suppliers in 2025.

Additionally, in 2023, the Group implemented the DITH Supplier Code, reinforcing expectations around sustainable procurement.

The Code outlines core principles and values in the following key areas:

- > Sustainability & Environmental Responsibility
- > Legal Compliance & Ethical Conduct
- > Human Rights & Labour Rights Protection
- > Child & Forced Labour Prevention
- > Fair Working Hours & Remuneration
- > Freedom of Association & Collective Bargaining Rights
- > Health, Safety & Well-being of Workers
- > Anti-Corruption, Money Laundering & Sanctions Compliance
- > Business Integrity, Gifts & Hospitality Policies

By 2023, 70% of steel and raw material suppliers had received and acknowledged the Supplier Code, with full communication to all new suppliers in 2024.

Additionally, IPAC conducted training sessions on ISO 28001, an international standard providing guidelines for developing and implementing secure supply chain processes.

DITH's commitment to responsible sourcing ensures procurement activities align with global best practices, fostering greater transparency, accountability, and long-term ESG compliance across the entire supply chain.

NAVIGATING EXCELLENCE: MARKET CHALLENGES AND STRATEGIC RESILIENCE

DITH's business model is built on a people-oriented approach and entrepreneurial mindset, positioning employees, consultants, customers, suppliers, and stakeholders at the heart of its operations. This focus enables swift and informed decision-making, particularly in response to the rapidly shifting global landscape. The Group's enduring relationships with customers, suppliers, and partners are integral to its market leadership and long-term success.

FY 2024 presented significant challenges for the steel industry. Steel prices continued to deteriorate due to weak global demand and excess supply, while rapid and frequent shifts in trade policies limited access to key markets. Despite these conditions, DITH maintained a strong balance sheet, ensuring financial stability and the ability to capitalise on future opportunities.

The global steel market has experienced persistent price declines over the past two and a half years, with only two brief rallies during this period.

Rising protectionism also reshaped trade flows. In 2024 alone, over 40 new trade protectionism measures were enacted by more than 25 countries, tightening existing restrictions like the EU tariff-quota regime. These affected several of DITH's traditional trade flows.

Despite these headwinds, DITH remains well-positioned for long-term success, leveraging its global network, financial strength, and operational expertise to maintain its role as a leading force in international steel and raw materials trade.

As the Group navigates these challenges, performance across its key business units—Trading, Distribution, and Industrial—plays a crucial role in shaping its strategic direction. The next section provides a detailed 2024 review of each division, examining how they adapted to market dynamics and positioned themselves for future growth.

TRADING REVIEW 2024

Despite challenging market conditions, DITH Trading expanded its supply volumes by 8% compared to the previous year.

Key partnerships with a number of our long term and traditional suppliers around the globe contributed important volumes reinforcing the importance of long-term supplier relationships.

While the EU automotive sector struggled, DITH gained market share, increasing automotive sales by 20% year-on-year.

Other value-added segments, including special steels, consumables, cold-rolled & coated steel, and tinplate, all of which saw stable or improved volumes.

Regional trading divisions also performed well. DITH Australia and Duferco Asia recorded strong results, while DITH MENA solidified its position as the leading flat steel supplier to the Gulf Cooperation Council (GCC) market. However, rising competition in the GCC, driven by excess global supply and limited trade protections, remains a key challenge.

DISTRIBUTION REVIEW 2024

Against a backdrop of steady price declines, DITH Distribution faced challenges due to weak markets, reduced sales volumes, and intensified industry competition. The consequent difficult environment initiated the key strategic response to minimize inventory levels while ensuring sufficient stock was available to maintain smooth operations and market presence. This proactive approach, initiated in FY 2023, allowed DITH to stay ahead of market trends in 2024 and mitigate the impact of global price declines.

DITH Distribution's large and highly fragmented customer portfolio helps limit price and concentration risks, with over 47,000 clients, 80% of whom are recurring. This diversification strengthens business resilience.

INDUSTRIAL REVIEW 2024

DITH's Industrial Division demonstrated resilience and provided a strong performance despite market challenges.

Makstil had a successful year, with shipments stable compared with FY 2023. Its niche marketing strategy and product flexibility enabled it to maintain volumes and gain market share, even as total plate demand declined in the European, Balkan, and Turkish markets.

DSP outperformed expectations, achieving a marked year-on-year increase in shipments, serving both domestic and export markets. This, despite the backdrop of heavy trade protectionism in many of the markets served by DSP thanks to DSP's ability, like Makstil, to supply niche products for specific specialised market segments.

This performance underscores the Industrial Division's ability to navigate challenging conditions, capitalise on strategic opportunities, and maintain competitive positioning in global markets.





**VALUE GENERATED & DISTRIBUTED
USD '000 FY 2023 - 2024**

DRIVING SUSTAINABLE ECONOMIC VALUES

DITH remains committed to transparency and accountability in assessing its Economic Value Generated and Distributed (EVG&D). This rigorous evaluation provides a clear perspective on the Group's broader economic impact, considering stakeholder economic conditions and local, national, and global economic systems. By adopting GRI Standards, DITH ensures a structured and comprehensive approach to both wealth creation and distribution.

The 2024 EVG&D assessment is based on data from the DITH Consolidated Financial Statement (CFS), which includes all entities within the reporting scope. This financial statement is prepared in line with the International Financial Reporting Standards (IFRS) as adopted by the European Union. To reinforce credibility and reliability, the CFS underwent a full audit by PricewaterhouseCoopers, with findings officially released in 2024.

Through consistent financial transparency and responsible economic management, DITH underscores its commitment to sustainable value creation, benefiting both stakeholders and global markets.

USD 8'278'356

Direct economic value generated ¹

USD 292'185

Direct economic value distributed

USD 7'986'171

Economic value retained

¹Direct economic value distributed includes operating costs, employee wages, employee benefits, payments to providers of capital, payments of government taxes and fees, and community investments. Operating costs include payments for materials, operating, general, and administrative expenses.

2. SUSTAINABILITY AT THE CORE OF DITH'S STRATEGY

MATERIALITY ASSESSMENT AND STRATEGIC ALIGNMENT
SUPPORTING GLOBAL GOALS FOR A SUSTAINABLE FUTURE
TRANSPARENCY IN SUSTAINABILITY PERFORMANCE



DITH recognises the critical sustainability challenges within the steel sector and has proactively addressed Environmental, Social, and Governance (ESG) matters since 2020. The Group's Sustainability Reports comprehensively detail the measures implemented to manage, mitigate, and enhance these key sustainability impacts, reinforcing DITH's commitment to a sustainable future.

MATERIALITY ASSESSMENT AND STRATEGIC ALIGNMENT

Given minimal changes in DITH's operations, the sustainability impact and materiality analysis conducted for FY21-22 as well as the action plan that emerged from it remain valid. For the FY21-22 analysis, the Sustainability Group reassessed significant impacts identified in the 2021 Materiality Matrix, related to economic, environmental, and social factors, including human rights.

The assessment highlights health and safety (H&S), along with greenhouse gas (GHG) emissions monitoring, as the Group's most significant sustainability issues. Additionally, customer care, product quality, and compliance with global legal, social, political, and cultural standards remain key priorities.

This impact assessment is crucial for defining DITH's medium to long-term sustainability objectives. The Group maintains continuous dialogue with stakeholders — including employees, customers, suppliers, and financial institutions — to proactively identify emerging expectations and integrate them into future analyses.

| DITH SUSTAINABILITY IMPACTS | RELEVANCE RATING | IMPACT AREA [Business Line] | ESG DIMENSION | DITH SUSTAINABILITY MATERIAL TOPICS | | |
|---|------------------|---------------------------------|--------------------|--|-----------------------|----------------------------|
| Strong H&S corporate culture | 5 | Production-Distribution-Trading | Social | Health and Safety | | |
| Fatalities and/or high-consequence work-related injuries occurring at company premises | 5 | Production | Social | Health and Safety | | |
| H&S performance not in line with company objectives | 5 | Production | Social | Health and Safety | | |
| GHG emissions not monitored | 5 | Production-Distribution-Trading | Environment | GHG emissions | Energy Management | |
| Misconduct related to legal requirements, social and political system, cultures and standard of conduct | 5 | Production-Distribution-Trading | Governance-Economy | Integrity and Ethics | Economic Growth | Customer oriented approach |
| Customer complaints about quality products, features and expected delivery times or sale assistance | 5 | Production-Distribution-Trading | Governance-Economy | Customer oriented approach | Economic Growth | |
| Professional skills growth and workforce development | 4 | Production-Distribution-Trading | Social | Employee Training and Development | Employee Satisfaction | |
| Human rights abuses and violations of labour rights | 4 | Production-Distribution-Trading | Social | Fair Working Practices & Respect of Human Rights | Integrity and Ethics | |
| GHG emissions reduction measures in place and implemented | 4 | Production-Distribution-Trading | Environment | GHG emissions | Energy Management | |
| Improvement of energy efficiency practices and increase in the use of renewable sources | 4 | Production-Distribution-Trading | Environment | GHG emissions | Energy Management | |
| Waste not managed in accordance with local regulations | 4 | Production-Distribution | Environment | Waste Management | | |
| Reduction of water needs and adoption of water efficiency practices | 4 | Production | Environment | Water Management | | |
| Risk of interruption of water licence due to intense use of water in a water-scarce region | 4 | Production | Environment | Water Management | | |
| Employee engagement through welfare measures | 3 | Production-Distribution-Trading | Social | Welfare/ Wellbeing | | |

| DITH SUSTAINABILITY IMPACTS | RELEVANCE RATING | IMPACT AREA [Business Line] | ESG DIMENSION | DITH SUSTAINABILITY MATERIAL TOPICS | | |
|---|------------------|---------------------------------|--------------------|---|----------------------------|----------------------|
| Strong relationships with local communities | 3 | Production-Distribution-Trading | Social | Support to local communities and social development | | |
| Strong corporate culture on DBI for higher quality work. | 2 | Production-Distribution-Trading | Social | Equal Opportunities & Diversity | Employee Satisfaction | Integrity and Ethics |
| Incidents of discrimination and lack of equal opportunities | 2 | Production-Distribution-Trading | Social | Equal Opportunities & Diversity | Employee Satisfaction | Integrity and Ethics |
| Suppliers in breach of sustainability criteria | 3 | Production-Distribution-Trading | Governance-Economy | Sustainable Procurement | | |
| Regular communication with the stakeholders | 2 | Production-Distribution-Trading | Governance-Economy | Integrity and Ethics | Customer oriented approach | |

1 For more information, refer to the chapter on Methodological Notes.

SUPPORTING GLOBAL GOALS FOR A SUSTAINABLE FUTURE

Aiming to contribute to a globally sustainable future DITH aligns its sustainability strategy with UN SDGs, with a particular focus on eight key areas, five addressing social and governance performance, and three targeting environmental impacts.

> SDGs Social and Governance



> SDGs Environment





TRANSPARENCY IN SUSTAINABILITY PERFORMANCE

DITH defines its ESG objectives based on identified sustainability impacts, aligning clearly with the Group's strategic vision for sustainable development.

As the previous materiality analysis remains valid, existing targets and KPIs continue to guide the Group's actions. To ensure progress, DITH designs targeted initiatives, regularly monitoring each objective against established KPIs. Performance is reported annually, maintaining transparency with stakeholders. Recognising the importance of contributions from every entity, the sustainability department conducts quarterly progress reviews across the entire Group.

SOCIAL

| SUSTAINABILITY IMPACTS | STRATEGIC TARGETS | MEASURING KPI's |
|---|--|--|
| Strong H&S corporate culture | Implementation and update of H&S management systems to all Group companies | Number of policies and certifications |
| Fatalities and/or high-consequence work-related injuries occurring at entity premises | A reduction in the average long term injury frequency rate (LTIFR) and implementation of preventative risk analysis | Measurement of LTIFR % change year on year and implementation of preventative risk training programmes |
| H&S improvement to meet Group targets | Continue on-site H&S trainings and assess operating processes to improve injury prevention | Average number of hours of H&S education per employee |
| Professional skills growth and workforce development | Increase training, skill development and awareness of opportunities across the Group | Average number of training hours per employee |
| Employee engagement through welfare measures | Improve the adoption of welfare programs across Group companies | Monitoring of local welfare initiatives |
| Strong corporate culture on D&I for higher quality work | Zero incidents of discrimination | D&I training for all new hires |
| Incidents of discrimination and lack of equal opportunities | | Number of incidents |
| Human rights abuses and violations of labour rights | Ensure all Group companies abide by the Human Rights policy. Zero incidents | Number of incidents |
| Strong relationships with local communities | All companies are strongly encouraged to have a dedicated community support programme and budget to meet their local community needs | Number of local charities supported and budget allocated |

Key Achievements:



- > In 2024, total hours of training increased from 40,000 to approximately 82,000. The most time-intensive training category was "Career or skill development," with over 11,000 hours of training.
- > As a testament to the Group's dedication to training, average training hours per employee significantly increased from 15.16 in 2023 to 28.4 in 2024.
- > D&I training was conducted for all new hires.
- > Awareness within Group entities grew regarding the importance of employee engagement and community involvement.
- > Recordable work-related injuries decreased from 95 in 2023 to 65 in 2024, and the LTIFR showed an overall reduction across all production facilities.
- > DITH continued to embed its D&I framework into business practices, reporting zero incidents of discrimination or human rights impacts.
- > In 2024, DITH conducted a Living Wage analysis to verify that all employees receive an appropriate salary.

ENVIRONMENT

| SUSTAINABILITY IMPACTS | STRATEGIC TARGETS | MEASURING KPI's |
|--|---|--|
| GHG emissions not monitored | Define and measure the Carbon Footprint - including Scope 1, 2, and 3 emissions - of all Group companies by 2026 | Total metric tons of CO ₂ emissions [Scope 1, 2 and 3] |
| GHG emissions reduction measures in place and implemented | 70% reduction in Scope 1 and Scope 2 CO ₂ emissions across trading, distribution, and processing divisions by 2030 | Total metric tons of CO ₂ emissions [Scope 1, 2 and 3] |
| | 80% reduction in Scope 1 and Scope 2 CO ₂ emissions in the industrial division by 2030 | |
| | Define a strategy to reduce Scope 3 emissions by end of 2026 | |
| Improvement of energy efficiency practices and increase in the use of renewable sources | Implementation of energy efficiency practices. Increase in % sourced from renewable sources. | Energy consumed [GJ] and Energy intensity [GJ/h] and % sourced from renewable sources |
| Waste not managed in accordance with local regulations | Ensure measurement of hazardous and non hazardous waste generated | Total metric tons of waste generated |
| Reduction of water needs and adoption of water efficiency practices | Reduce the use of fresh water and ensure compliance with water licence requirements. | Total m3 of freshwater consumed, and freshwater consumed per metric ton of finished steel output |
| Risk of interruption of water licence due to intense use of water in a water-scarce region - DSP | | |

Key Achievements:



- > In 2023, the 'DITH Carbon Reduction Path' strategy was established, representing a significant step forward in reducing GHG emissions and demonstrating the Group's firm commitment to environmental sustainability.
- > ATG Deutschland, Duferco Commerciale, DITH Australia, Meridian, Makstil and DSP all conducted their own Corporate Carbon Footprint assessments.
- > Trading, Distribution and Processing companies recorded an overall 13% reduction in Scope 1 and Scope 2 CO₂ emissions.
- > DITH is actively refining its approach to Scope 3 emissions calculation at a Group level, as it works towards completing a Scope 3 inventory at Group level.
- > Photovoltaic energy generation and consumption increased by 43%.
- > Progress on DITH's carbon emission reduction targets is outlined in Chapter 4, DITH'S COMMITMENT TO ENVIRONMENTAL EXCELLENCE.

GOVERNANCE

| SUSTAINABILITY IMPACTS | STRATEGIC TARGETS | MEASURING KPI's |
|---|---|--|
| Misconduct related to legal requirements, social and political system, cultures and standard of conduct | Continue to invest in awareness of business ethics principles through education and training | Average number of training hours per employee |
| Customer complaints about quality products, features and expected delivery times or sale assistance | Maintain the 80% of recurrent clients | Number of recurrent clients |
| Suppliers in breach of sustainability criteria | Implementation of DITH Supplier Code of Conduct | Number of suppliers notified of Supplier code of contact |
| Regular communication with the stakeholders | Communication of Sustainability Report and EcoVadis assessment rating to all stakeholders [employees, customers, suppliers] | Sustainability Report and EcoVadis rating distribution figures |

Key Achievements:



- > In 2023, DITH introduced its inaugural Supplier Code, marking a significant milestone in the Group's sustainable procurement approach. This code was communicated to all new suppliers in 2024.
- > All DITH entities participate in ongoing Compliance Training covering Anti-Money Laundering, Anti-Bribery and Corruption, Fraud, and Sanctions, amounting to nearly 5,000 hours of training for 1,724 participants.
- > DITH's Sustainability Report and EcoVadis rating are regularly shared with all internal and external stakeholders, ensuring consistent communication of DITH sustainability activities.
- > Zero corruption incidents were recorded in 2024.
- > In 2024, DITH formalised a new 'Human Resources Statement,' outlining the guiding principles that govern employee management across the Group.

3. CORPORATE GOVERNANCE

BUILDING BRIDGES: COMMITMENT TO SUSTAINABLE GOVERNANCE STANDARDS

CENTRALISED GOVERNANCE: STRENGTHENING COMPLIANCE AND SUSTAINABILITY

SAFEGUARDING INTEGRITY: MANAGING CONFLICTS OF INTEREST & COMPREHENSIVE RISK GOVERNANCE

STRENGTHENING GOVERNANCE: DITH'S BUSINESS PRINCIPLES

UPHOLDING INTEGRITY: DITH'S COMPREHENSIVE COMPLIANCE LANDSCAPE

COMMITMENT TO ACCOUNTABILITY: DITH'S WHISTLEBLOWING & COMPLAINT PROCESS

DYNAMIC ENGAGEMENT ACROSS INDUSTRIES: STRENGTHENING GLOBAL AND LOCAL PRESENCE

BUILDING BRIDGES: COMMITMENT TO SUSTAINABLE GOVERNANCE STANDARDS

DITH is dedicated to strict compliance, ethical business practices, and safeguarding its long-term sustainability. The Group upholds consistent standards across all its entities, ensuring adherence to relevant laws while preserving its values and reputation in every business interaction.

More than compliance, DITH fosters a risk-aware culture that prioritises responsibility and integrity. This commitment is embedded at all levels, cultivating a corporate environment where legal adherence, governance, and ethical conduct drive decision making, even amid an evolving geopolitical, economic, and regulatory landscape.

CENTRALISED GOVERNANCE: STRENGTHENING COMPLIANCE AND SUSTAINABILITY

DITH's corporate governance is built on a strong, centralised structure designed to ensure legal compliance, uphold internal standards, and manage risks effectively. Rooted in nearly 50 years of industry expertise, this framework aligns with international best practices, fostering trust and sustainability across all stakeholders.

In line with its commitment to sustainability, DITH has progressively strengthened its governance structure. Following the appointment of its first Sustainability Officer in 2020, reporting to the COO, the Group established its Sustainability Group in 2022. Composed of key personnel, this body plays a vital role in shaping sustainability strategies, overseeing ESG initiatives, and integrating responsible practices across the organisation.

To enhance transparency and accountability, the Sustainability Group reports to the Board, ensuring that sustainability issues remain a key consideration at the highest level of decision-making. This direct involvement in the sustainability report and ESG strategy allows DITH's governance leadership to drive meaningful progress.

DITH's Highest Governance Body, headquartered in Luxembourg, consists of 11 members, representing both majority and minority shareholders, independent Board Members, and local professionals. With a diverse composition—spanning nationalities, cultures, expertise, and gender—the Board reflects the Group's commitment to inclusivity and well-rounded leadership. It also appoints five Group delegates responsible for operational activities.

Two dedicated Groups, the Compliance Group and the Sustainability Group, composed by experienced managers of the group are discussing and coordinating compliance and sustainability topics. The result of the Groups activity is part of the annual update to the DITH Board.

Beyond sustainability, DITH reinforces governance integrity through regular compliance reviews and collaboration with the internal audit function.

SAFEGUARDING INTEGRITY

MANAGING CONFLICTS OF INTEREST

DITH upholds transparency and integrity by proactively addressing conflicts of interest within its governance framework.

To ensure impartial decision-making, all directors are required to sign the Conflict of Interest Declaration Form by Duferco SA, the operative headquarter where most of the Group managerial functions are, disclosing any personal interests, including ownership stakes, financial involvement, or positions related to the entity's transactions.

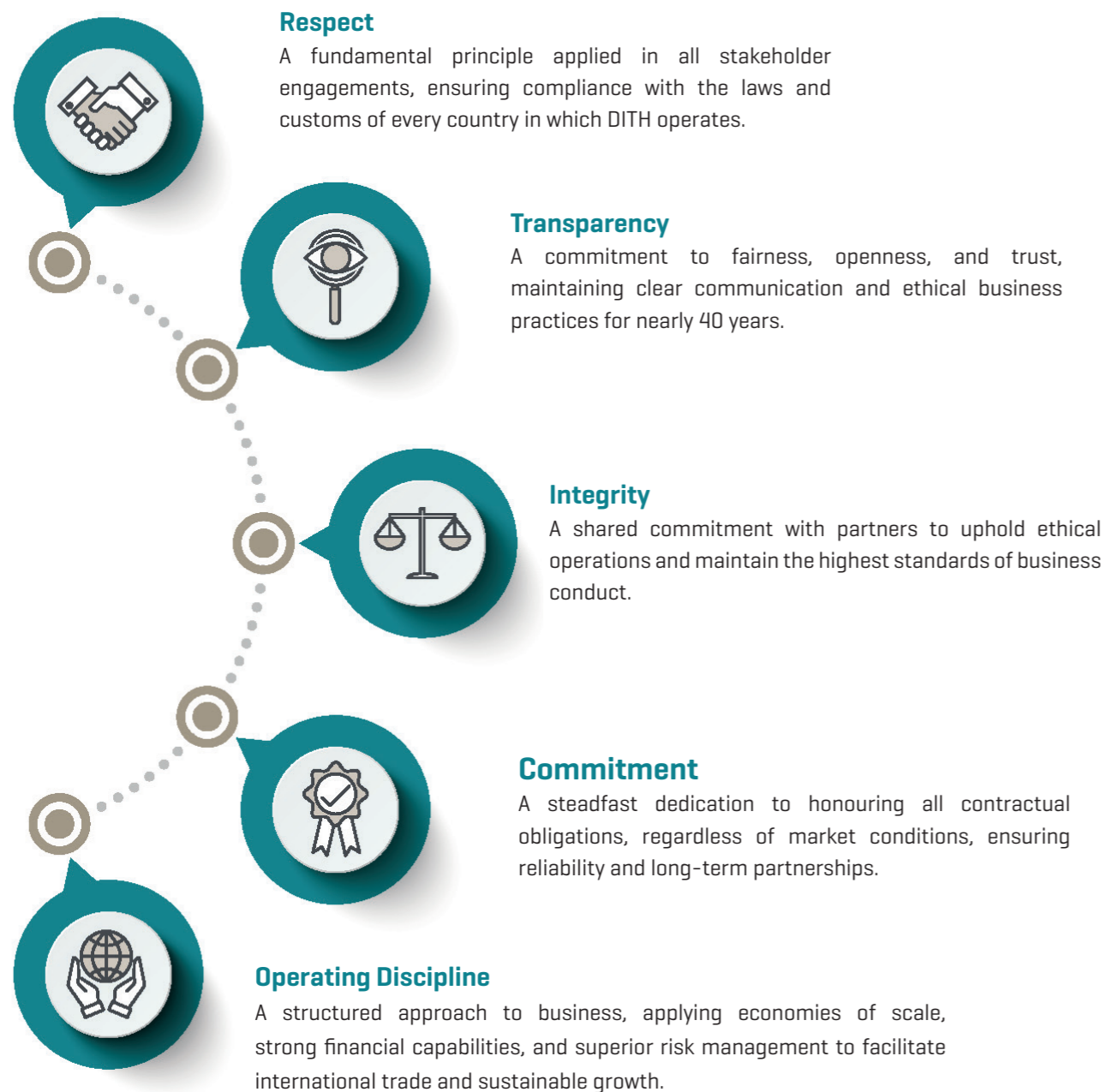
COMPREHENSIVE RISK GOVERNANCE FOR A SECURE FUTURE

DITH employs a comprehensive Risk Management Protocol to systematically address financial, commercial, regulatory, and operational risks. This structured approach enhances the Group's ability to identify, mitigate, and assess potential impacts, reinforcing trust among employees, shareholders, stakeholders, customers, and suppliers.

Regulatory and legislative risks are managed through robust compliance policies, while operational risks are addressed at the entity and division level, covering environmental, health and safety (H&S), community, and market safeguards. DITH's centralised commercial risk management model ensures oversight of accounts receivable, inventory, sourcing, and price risks, maintaining stability across its operations.

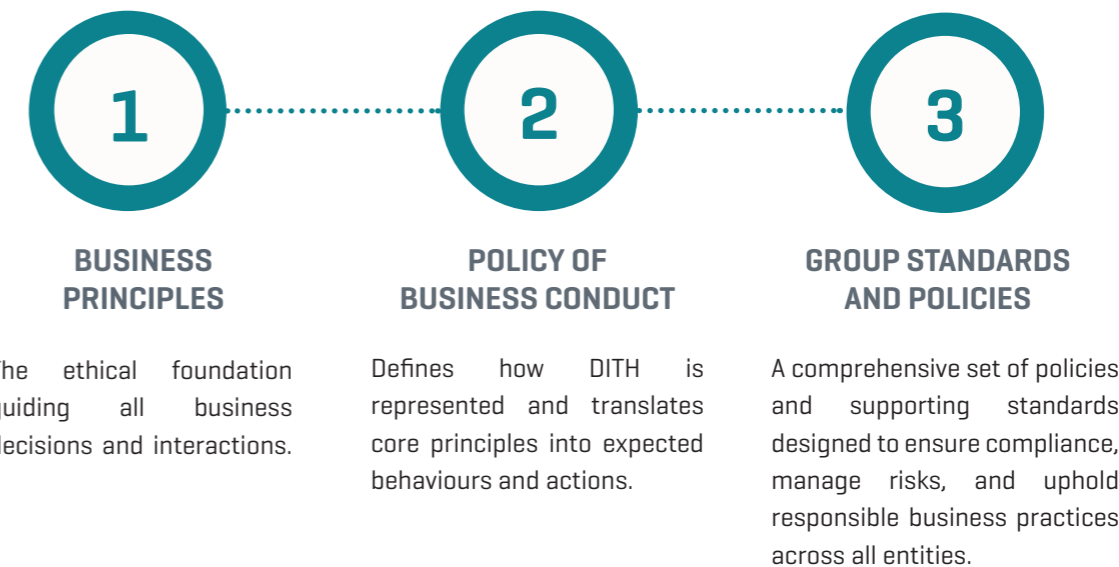
STRENGTHENING GOVERNANCE: DITH'S BUSINESS PRINCIPLES

DITH's business principles serve as the foundation of its global operations, ensuring ethical conduct, responsible business practices, and strong stakeholder relationships. These values guide decision-making, risk management, and long-term strategic direction across all entities.



Effective governance is built on clear principles and a deeply embedded compliance culture. DITH upholds this standard through its Global Compliance Framework (GCF), ensuring alignment with the Group's values, ethical standards, and regulatory obligations.

The GCF reflects DITH's commitment to corporate responsibility through a structured three-tiered approach:



This structured compliance framework reinforces DITH's dedication to regulatory adherence, ethical business conduct, and risk management, ensuring accountability at every level of operation.

THE PILLARS OF ETHICAL BUSINESS CONDUCT

DITH's commitment to ethical business conduct and regulatory compliance is reinforced through a structured framework of responsible business practices.

- Employee Relations** – Upholding fair treatment, equal opportunities, and professional development.
- Health and Safety** – Ensuring a safe and compliant working environment across all entities.
- Political Contributions** – Prohibiting improper influence and maintaining neutrality in political activities.
- Compliance with Laws and Regulations** – Adhering to all legal and regulatory requirements in every jurisdiction.
- Anti-Bribery and Corruption (ABC)** – Preventing unethical business practices through strict policies and monitoring.
- Anti-Money Laundering** – Implementing robust financial controls to detect and prevent illicit transactions.
- Environment** – Minimising environmental impact and promoting sustainable business operations.
- Fair Dealing** – Ensuring honesty and integrity in all business interactions.
- Competition** – Complying with antitrust laws and fostering a fair and competitive market.
- Supplier Relations** – Partnering with suppliers who uphold ethical and sustainability standards.
- Customer Relations** – Maintaining trust through quality, service, and ethical engagement.
- Compliance with International Trade** – Adhering to global trade laws and best practices.
- Restrictions and Export Controls** – Ensuring responsible trade practices aligned with international regulations.
- Accounting Practices and Proper Use of Assets** – Promoting financial transparency and responsible asset management.

DITH'S COMPREHENSIVE COMPLIANCE LANDSCAPE

DITH's commitment to integrity and compliance is demonstrated through proactive training, policy development, and transparent communication, fostering a responsible corporate culture. With a vast compliance landscape, the Group ensures that each area is addressed through a structured approach, reporting no significant instances of non-compliance.

Education and Training

Considering the importance of education at DITH, we ensure that all main compliance topics are regularly covered by training on Antibribery and Corruption, Anti Money Laundering, Fraud, Sanctions and, with the support of our IT department, also Cybersecurity.

Modern Slavery Statement and Human Rights Commitment

DITH upholds a strong stance against human rights violations, slavery, and human trafficking. This commitment is reflected in the UK Modern Slavery Statement, updated every year on the Group website.

Customer Privacy and Compliance

DITH's strong compliance culture resulted in zero customer privacy breaches or significant instances of legal non-compliance in FY 2024. Additionally, IPAC conducted a dedicated training session on international standards for establishing and managing an information security system.

Human Resource Statement of Principles

DITH summarised its guiding principles for human resource management in a dedicated statement, detailed in the DITH Human Rights Policy and DITH Code of Conduct.

These principles align with:

- > The International Labour Organization's (ILO) Declaration on Fundamental Principles and Rights at Work and its eight core conventions.
- > The Universal Declaration of Human Rights.
- > The UN 2030 Agenda and Sustainable Development Goals (SDGs).

DITH is committed to safeguarding labour and human rights across all entities, fostering a diverse and inclusive culture where all employees feel valued. The Group ensures a safe and discrimination-free workplace, upholding dignity, respect, and equal opportunities for all.

Policy Approval, Communication, and Implementation

All policies require Board approval via Duferco SA and are disseminated globally. Local entities are encouraged to develop region-specific policies, ensuring transparency through website publications and intranet notifications.

Commitment to compliance is reinforced through:

- > Direct communication of policies to all employees and agents.
- > Mandatory training for new employees, aligning with the Group's Policy of Business Conduct.
- > Centralised policy management, incident tracking, and training to uphold accountability across all entities.

GROUP STANDARDS AND POLICIES: SHAPING RESPONSIBLE PRACTICES

DITH's compliance framework is underpinned by a robust set of policies that align with the Group's [Policy of Business Conduct](#). These guiding principles ensure that all business operations maintain the highest standards of integrity, responsibility, and ethical conduct.

1. **Human Rights Policy:** Reinforces DITH's commitment to human rights, equality, and diversity, addressing issues such as discrimination, harassment, and fair treatment across all business activities.
2. **Health & Safety Policy:** Prioritises employee well-being through structured efforts, incident prevention, and continuous improvements in workplace safety.
3. **Whistleblowing Policy:** Encourages a culture of transparency, providing employees with a confidential mechanism to report workplace-related concerns.
4. **Sanctions Policy:** Defines the Group's approach to economic and trade sanctions, ensuring clear communication of compliance obligations to employees, suppliers, and customers.
5. **Gift Policy:** Establishes responsible procedures for the giving and receiving of gifts, maintaining ethical corporate interactions.
6. **Environmental Policy:** Aims to minimise environmental impact, promote resource efficiency, and support sustainable activities within operations.
7. **Fraud Policy:** Outlines preventive measures and response mechanisms for fraud detection and investigation, reinforcing DITH's commitment to ethical business practices.

To ensure continued relevance and effectiveness, all policies underwent a comprehensive review in 2023. Together, these policies shape DITH's responsible business practices, reflecting the Group's unwavering dedication to ethical governance, compliance, and corporate responsibility.

DUFERCO SA, LUGANO HQ: REINFORCING COMPLIANCE STANDARDS

As DITH's headquarters, Duferco SA in Lugano reinforces the Group's Global Compliance Framework with additional governance measures:

Gifts and Hospitality Registry: Maintains a record of all gifts, donations, and hospitality, requiring authorisation for amounts exceeding policy-defined limits.

Anti-Fraud Procedures: Implements strict validation controls for all new or modified banking accounts by the Payable Department.

Know Your Customer (KYC) Procedure: Enforces due diligence for all new suppliers, customers, agents, and consultants to ensure regulatory compliance.

These measures enhance transparency, risk management, and ethical business practices, setting a high standard for governance across all entities.

COMMITMENT TO ACCOUNTABILITY: DITH'S WHISTLEBLOWING & COMPLAINT PROCESS

DITH fosters transparent communication by ensuring all stakeholders can voice concerns and seek guidance on responsible business practices. The Code of Conduct outlines procedures for submitting inquiries related to policy implementation and ethical business conduct. To safeguard whistleblower anonymity, DITH strictly adheres to its Whistleblowing Policy, ensuring confidentiality unless explicitly waived by the whistleblower.

Quality management systems regulate complaint management at each site, while global issues are escalated to the headquarters, serving as an intermediary between suppliers and customers. For non-conformities in goods, DITH maintains detailed records of complaints across trading and distribution activities, systematically analysing each case to implement corrective actions. Entities certified under ISO 14001 follow structured environmental reporting procedures.

If an individual identifies a violation of the Code of Conduct, the Whistleblowing procedure enables direct reporting to an external agency for documentation. Despite DITH's readiness to address grievances, no critical concerns were reported in 2024, reinforcing the effectiveness of its compliance framework.

DYNAMIC ENGAGEMENT ACROSS INDUSTRIES: STRENGTHENING GLOBAL AND LOCAL PRESENCE

DITH's extensive participation in trade, employer, and sustainability associations underscores its commitment to shaping industry standards, fostering stakeholder collaboration, and promoting responsible business practices. These engagements reinforce the Group's leadership across multiple sectors, ensuring ongoing contributions to global sustainability and trade policy advancements.

INVOLVEMENT IN GLOBAL SUSTAINABILITY INITIATIVES

Makstil solidified its commitment to the United Nations Global Compact (UNGC), endorsing its ten principles on human rights, labour, environment, and anti-corruption. The UNGC provides a universal corporate responsibility framework, with over 20,000+ participants across 160 countries.

IPAC further strengthened its commitment to gender equality by joining the Women's Empowerment Principles (WEPs), an initiative by UN Women and the UN Global Compact that aligns with the 2030 Agenda for Sustainable Development and promotes equal opportunities for women in business.

In 2024, IPAC expanded its network by joining the Ecuadorian Consortium for Social Responsibility (CERES), a non-profit network of businesses, NGOs, and institutions focused on corporate social responsibility (CSR) and sustainability in Ecuador.

CERES specialises in environmental initiatives management, and is the Ecuadorian representative for the international Fórum Empresa network and the Latin American Corporate Social Responsibility Program.

IPAC also joined the Business Council for Sustainable Development of Ecuador (CEMDES) in May 2024, an organization that promotes sustainable development from a business perspective. CEMDES is the Ecuadorian partner of the World Business Council for Sustainable Development (WBCSD) and works on implementing innovative environmental and social responsibility solutions.

ADVANCING REGIONAL INDUSTRY AND LOCAL BUSINESS REPRESENTATION

Makstil expanded its involvement in Macedonia's employer associations, renewing memberships with the Organisation of Employers of North Macedonia, the American Chamber of Commerce in North Macedonia, the North Macedonia-Turkey Chamber of Commerce, and the Economic Chamber of North Macedonia. These memberships enhance collective bargaining, protect employer rights, and support social dialogue, strengthening the presence of international companies in the area, cultivating a sustainable business landscape, and fostering intercultural cooperation.

Makstil is also a member of the Association of Metallurgy, reinforcing cooperation in metallurgy, European industry compliance, and business climate improvements.

In South Africa, DSP remains a key member of the Metal and Engineering Industries Bargaining Council (MEIBC), the Cape Engineering Founders Association (CEFA), and the Steel and Engineering Industries Federation of Southern Africa (SEIFSA). These memberships support labour negotiations, industry standards, and fair employment practices.

In the United Kingdom, Meridian remains active in the International Steel Trade Association (ISTA), an organization that represents member institutions in discussions with national governments, the European Commission, and regulatory bodies. ISTA's advocacy focuses on anti-dumping measures, steel quotas, and trade protectionism affecting the steel sector.

The Group renewed its participation in the Australian Steel Association, the Ecuadorian Federation of Metal Industries (FEDIMETAL), Colombia ASOFERCO, Enterprise Singapore, the Swiss Trading & Shipping Association (STSA), the Federal Association of the German Steel Trade, and the Lugano Commodity Trading Association (LCTA). Duferco SA maintains a founding membership in the LCTA, reinforcing its legacy in global commodity trading.

Duferco Celik continued its participation in the Association of Metallurgy, the Steel Exporters' Association (CIB), and the Flat Steel Import, Export, and Industry Association (YISAD) in Turkey, supporting metallurgical advancements and international trade policies.

Agofer joined Camacero in September 2024, a Colombian steel trade association that connects companies with policymakers, offers workshops, and promotes sustainability initiatives.

Duferco SA remains an active member of VANITEC, which supports advancements in vanadium technology and sustainable applications.

4. OUR PEOPLE AT CORE

CHAMPIONING HEALTH AND SAFETY THROUGH A COMPREHENSIVE APPROACH

DITH'S COMMITMENT TO HEALTH AND SAFETY EXCELLENCE

HEALTH AND SAFETY MANAGEMENT AND RISK ASSESSMENT

EMPLOYEE INVOLVEMENT IN RISK MANAGEMENT

FOSTERING ROBUST HEALTH AND SAFETY PRACTICES:

CULTIVATING POTENTIAL: INVESTING IN OUR PEOPLE

COMPREHENSIVE EMPLOYEE BENEFITS

FOSTERING INCLUSION AND SAFEGUARDING HUMAN RIGHTS

CHAMPIONING HEALTH AND SAFETY THROUGH A COMPREHENSIVE APPROACH

At DITH, the health, safety, and well-being of employees are central to operations, reflecting the Group's commitment to sustainability and responsible business practices. Ensuring a safe and healthy work environment is a top priority, with a comprehensive strategy designed to minimise risks and promote a strong safety culture across all entities.

DITH's Occupational Health and Safety (OH&S) approach focuses on implementing effective preventive and protective measures at both collective and individual levels to reduce the risk of workplace injuries. The Group complies with all applicable local and international Health and Safety (H&S) regulations, conducting regular audits and providing continuous training on safe work practices.

Workplaces are equipped with the necessary safety measures to support employees in performing their tasks safely. DITH actively encourages employees to report hazards or concerns related to H&S, fostering a proactive approach to risk management. Beyond physical safety, DITH promotes overall health and well-being through resources and initiatives designed to support employees throughout the year. This includes programs aimed at helping employees maintain a healthy work-life balance, recognising the importance of mental health and personal well-being as integral to productivity and long-term success.

Given the diversity of DITH's activities, H&S management is tailored to the specific risks of each entity. Production sites and distribution facilities with processing activities face higher safety risks and, as such, are more active in implementing H&S best practices. In contrast, entities focused on trading activities manage lower-risk environments but remain aligned with Group-wide safety standards.

DITH'S COMMITMENT TO HEALTH AND SAFETY EXCELLENCE

DITH adopts a proactive approach to H&S, leveraging best practices endorsed by the World Steel Association, which represents 85% of global steel production, along with national and regional industry associations and steel research institutes worldwide. This collaboration aims to enhance H&S performance across all operations and support common industry goals, including the elimination of workplace fatalities.

In 2023, the World Steel Association (WSA) outlined a framework in its Safety and Health Data Report designed to strengthen safety culture and leadership across the steel industry. This framework focuses on four key fundamentals to foster safer workplaces:

- > Maintaining a strong H&S mindset at all organisational levels
- > Educating leaders to create safer work environments
- > Promoting proactive learning and employee involvement in H&S activities
- > Building on organisational strengths and successes

While these principles laid the groundwork for safety improvements, 2024 marks a shift towards a more comprehensive approach.

Recognising that safety extends beyond traditional metrics, WSA's 2024 focus emphasises holistic well-being, integrating physical health, mental health, and overall quality of life into safety strategies. The goal is to promote a culture of well-being across the global steel industry, striving for excellence not only in workplace safety but also in health outcomes.

A key priority remains the reduction and ultimate elimination of fatalities within the industry. DITH is committed to aligning with this vision, continuously enhancing its health and safety practices to support a safer, healthier future for all employees.

DITH's Board of Directors annually review the Group's H&S performance, focusing on Lost Time Injuries (LTIs) and Lost Time Injury Frequency Rate (LTIFR), key industry indicators recognised by the WSA as leading indicators. In 2024, DITH reported a decrease in LTIFR across all production sites and at ATG Deutschland compared to 2023.



Looking ahead, a stronger focus on root cause analysis, near misses, and lost time incidents will help identify effective measures to further improve workplace safety.

HEALTH AND SAFETY PERFORMANCE OVERVIEW 2024

At the Group level, DITH reported 64 LTIs in FY24, down from 74 in FY23, based on entities included in the FY23 baseline. Most incidents were related to slips, falls, and issues with product or machinery handling.

Awareness and management focus on workplace safety continued to grow across DITH, with several entity-specific initiatives implemented throughout the year. Given the Group's geographical diversity and varying levels of safety culture maturity, each entity faces unique challenges, requiring tailored approaches to improve safety outcomes.

Moving forward, a deeper analysis of root causes, near misses, and LTIs will help entities identify more effective interventions, driving continuous improvement in workplace safety.

HEALTH AND SAFETY MANAGEMENT AND RISK ASSESSMENT

While committed to ensuring H&S across all operations, DITH places a stronger focus on its industrial and distribution divisions with processing activities, where operations are more complex and carry higher H&S risks.

Aligned with the Group's strategic objectives, DITH proactively identifies, mitigates, and avoids work-related hazards, tailoring its approach to specific operational contexts. Risk assessments are conducted and managed at the local entity level to address the varying risk profiles across the Group.

TAILORED H&S MANAGEMENT SYSTEMS ACROSS DITH ENTITIES

DITH implements customised H&S management systems tailored to the specific needs, operations, and legal requirements of each entity:

Makstil & IPAC: Operate ISO 45001:2018 certified OH&S Management Systems, following rigorous risk assessment protocols.

DSP: Utilises an internal H&S management system aligned with ISO 45001:2018 standards.

Agofer & Duferco Celik: Maintain warehouse-specific OH&S systems that comply with legal regulations to address operational risks effectively.

ATG: Follows SCC guidelines with an HSE Management System certified by KIWA International. Integrated into ATG's Quality Management System [ISO 9001:2015], it meets legal requirements and incorporates recognised risk management practices, overseen by top management and operational leaders.

DITH Australia: While office operations lack a formal H&S system, a structured OHS Management System is in place for goods handling and transport, ensuring compliance with Australia's Chain of Responsibility Laws for all subcontractors.

In high-risk industrial sites, DITH complements ISO 45001:2018 standards with customised tools and solutions designed to address unique operational challenges, reinforcing a culture of safety throughout the organisation.

In line with this approach, DITH entities have implemented tailored Hazard Identification and Risk Assessment (HIRA) processes to address specific operational risks while fostering a strong safety culture across the Group.

DSP, South Africa

Since 2021, DSP has applied a structured HIRA process, empowering employees to identify hazards and assess associated risks. High-risk issues are reviewed at the management level, with all employees receiving training on risk awareness and mitigation. Near-miss incidents are reported through the internal DEIMOS system, thoroughly investigated, and followed by corrective actions to prevent recurrence.

Makstil, North Macedonia

In 2023, Makstil established HIRA procedures, conducting workplace risk assessments in collaboration with external experts as required by law. Employees are actively encouraged to report near misses and equipment issues, with corrective measures overseen by safety committees. Regular Timeout for Safety meetings and feedback channels, such as the GIS application, promote continuous employee engagement.

IPAC, Latin America

IPAC uses a structured procedure for hazard identification and risk evaluation, applying the 3x3 labor risk matrix (ISST triple criteria). This method considers workplace activities, incident statistics, safety inspections, and work procedures. Assessments are updated annually, with action plans developed to address identified risks. Employee participation is fostered through joint safety committees and subcommittees, which meet regularly to review incidents and promote safety initiatives.

ATG, Deutschland and Scandinavia

ATG conducts regular risk assessments involving external partners, business units, and internal H&S officers. Identified risks are mitigated through collaboration with these stakeholders, supported by regular training sessions for both internal staff and external partners, organised in-house or with external experts.

Employees can report hazards directly to site managers, with incidents reviewed by the H&S manager and, in severe cases, the Employer's Liability Insurance Association. Quarterly H&S committee meetings rotate across sites, with outcomes integrated into the broader HSE management system.

Duferco Celik, Turkey / DSP, South Africa

Both entities have integrated near-miss reporting systems, enabling thorough investigation and corrective actions to mitigate future risks.

EMPLOYEE INVOLVEMENT IN RISK MANAGEMENT

Employee participation is fundamental to DITH's risk management strategy. In line with WSA guidelines, proactive worker involvement enhances reliability through continuous learning and open reporting.

"We cannot improve a system without understanding how work is done from a worker's perspective."

Workers' first-hand knowledge of daily operational risks is critical for identifying hazards and improving safety practices. Active participation in near-miss reporting, safety meetings, and risk assessments allows management to implement preventive and corrective measures effectively. This collaborative approach ensures that H&S management systems are not only compliant but also embedded in daily operations.

In 2025, DITH will prioritise employee engagement as the cornerstone of its H&S strategy, with each entity implementing dynamic initiatives to strengthen safety culture across the Group.

- DSP, South Africa: Promoting "behavior-based safety" with employee recognition programs and safety awareness videos in common areas.
- IPAC, Latin America: Enhancing safety learning through interactive digital activities and andragogical methods tailored to employee lifestyles.
- Meridian, United Kingdom: Fostering proactive H&S dialogue through regular Health and Safety Council meetings.
- Makstil, North Macedonia: Introducing a mentoring program where experienced, safety-trained employees guide new hires to promote open communication and workplace safety.

Looking ahead, DITH remains committed to providing a safe, healthy, and inclusive work environment. The Group will continue to evaluate its H&S measures, focusing on hazard identification, near-miss analysis, root cause determination, and the implementation of targeted countermeasures. Employee engagement through training and knowledge-sharing across entities will remain key to sustaining and enhancing the Group's safety culture.

Drawing from lessons learned in previous years, DITH is well-positioned to build on its progress, identifying actionable steps to drive continuous improvement in H&S at every site. The implementation of effective countermeasures will remain central to DITH's safety strategy in 2025.

FOSTERING ROBUST HEALTH AND SAFETY PRACTICES

PROMOTING A CULTURE OF WELL-BEING

DITH is committed to fostering a culture of health and well-being across its global entities. Through a range of initiatives tailored to local contexts, the Group, alongside its production sites and processing facilities, promotes both physical and mental health, preventive care, and professional development to support employees' overall well-being.

Duferco SA, Switzerland

Duferco SA demonstrates a proactive approach to employee health by offering in-office flu vaccines and booster shots. To encourage sustainable commuting and active lifestyles, the entity provides incentives for purchasing electric bikes, scooters, and cars. Comprehensive insurance coverage includes professional and non-professional accident insurance, sickness insurance, travel insurance, and a group income protection policy. Additionally, Duferco SA fully covers medical expenses related to accidents and ensures 100% salary coverage during health-related absences.

Makstil, North Macedonia

Makstil partners with JZU Zelezara-Skopje, an authorised occupational health institution, to conduct comprehensive health examinations, focusing on safeguarding employee well-being and maintaining work capacity. All employees benefit from private health insurance, covering a wide range of medical needs. The entity also promotes a healthy lifestyle through internal wellness activities and educational programs.

IPAC, Latin America

IPAC prioritises preventative health with initiatives targeting both occupational and non-occupational health issues, such as diabetes, flu, and cancer.

Regular health surveillance checks and assessments tailored to each role's risk evaluation ensure comprehensive safety measures for all employees. Key programs include:

- > Medical coverage through company-offered or subsidised health insurance plans
- > Medical coverage through company-offered or subsidised health insurance plans
- > Periodic health campaigns (vaccinations, check-ups, cancer screenings) at company facilities
- > Chronic disease prevention (diabetes, hypertension, cardiovascular diseases)
- > Regular health monitoring (blood pressure, BMI, glucose levels)
- > Mental health support through stress management workshops and burnout prevention
- > Nutrition talks and healthy eating options in corporate cafeterias
- > Addiction prevention programs targeting tobacco, alcohol, and drug use

IPAC's "Wellness Program" integrates mental health support, sports, and nutrition, offering psychological consultations, nutritional guidance, sports activities, and active break sessions. Additionally, IPAC maintains a 100% smoke-free workplace under the 'Libre de Humo' certification, promoting a healthier work environment.



Meridian, United Kingdom

Meridian provides a year-round Employee Assistance Program [EAP] offering mental health support, accessible online or via phone. To promote physical fitness, Meridian operates a bike-to-work scheme, encouraging sustainable and active commuting.

DITH Australia, Australia

DITH Australia promotes physical well-being by offering additional free time for exercise and subsidising training-related expenses, supporting a balanced and healthy lifestyle.

Agofer, Latin America

Agofer is committed to both health promotion and professional development. Health programs focus on healthy lifestyles, musculoskeletal injury prevention, and substance abuse prevention (alcohol, tobacco, and drugs). The entity allocates part of its annual budget to support employee growth through healthy lifestyle initiatives, home office options for select roles, targeted skills training and career development programs [Plan Carrera].

DSP, South Africa

DSP fosters employee growth by providing educational support for those pursuing higher education. This not only promotes personal development but also contributes to the entity's long-term growth. Additionally, DSP supports wellness through internal health initiatives aimed at enhancing both physical and mental well-being.

DITH recognises the critical role of both physical and mental health in creating a productive and engaged workforce. By fostering a psychologically safe environment, employees are encouraged to actively participate in continuous improvement processes, contributing to both personal growth and the Group's overall success.

ATG, Germany / Sweden

ATG supports employee health through initiatives that promote both physical activity and occupational well-being.

The entity offers an E-bike leasing program to encourage active commuting and organises fitness events like B2-Run and Dragon-boat rowing to reduce sick leave. Employees have access to internal occupational health services, including consultations with company doctors (by appointment) and various voluntary health programs.

EMPOWERING EMPLOYEES THROUGH HEALTH AND SAFETY TRAINING

DITH's commitment to employee safety and well-being is reinforced through continuous, equitable learning opportunities across all entities. H&S training is central to fostering a culture of safety, ensuring employees are well-equipped to manage risks and maintain safe work environments.

All DITH entities meet legal requirements by providing regular, annual H&S training tailored to each entity's specific activities and risk exposure. In 2024, the Group delivered about 7,000 hours of H&S training, engaging approximately 1,196 employees.

Beyond mandatory programs, training is customised to address operational needs. Industrial and distribution entities focus on technical skills, H&S awareness, and safe handling of heavy goods, while commercial entities prioritise product knowledge, governance tools, local legal compliance, and remote work safety. The Group's tailored approach to entity-specific H&S training initiatives reflect DITH's commitment to continuous learning and risk prevention:

Meridian, United Kingdom

Provides comprehensive induction training and role-specific sessions, including spill kit usage for hazardous waste management to prevent environmental and health risks.

Makstil, North Macedonia

Holds "Timeout for Safety" sessions three to four times a year to raise awareness and reinforce the importance of H&S practices in daily operations.

Additionally, all entities offer customised soft and hard skills training based on local needs and regulatory requirements. Soft skills training includes coaching, mentorship, off-the-job training, skills enhancement, and language proficiency. Hard skills training focuses on technical certifications such as forklift and crane operation licenses, first aid training, and emergency management protocols. Situational training is also provided for specific job roles, such as spill kit management for hazardous waste and discussions on recent accidents and near misses to enhance risk awareness and prevention.

IPAC, Ecuador

Provides targeted training on health risks specific to different work areas, covering chemical, ergonomic, and physical hazards. Interactive sessions and dynamic programs ensure active employee participation and engagement.

ATG, Germany / Sweden

ATG Deutschland conducts annual fire protection and evacuation drills for all staff, led by trained fire protection assistants. Furthermore, both ATG locations ensure new employees receive induction safety training, and case-specific skills sessions. Regular Last Minute Risk Analyses [LMRA] are performed, alongside leadership development programs to enhance strategic alignment and team management.

DITH remains dedicated to promoting employee health, safety, and professional development through comprehensive training programs, fostering a culture of continuous learning and risk prevention across all entities.

CULTIVATING POTENTIAL: INVESTING IN OUR PEOPLE

At DITH, equal treatment and opportunity are fundamental values that guide the Group's approach to employee development. The Group is committed to helping employees realise their full potential through tailored development opportunities, fostering an inclusive, growth-oriented environment.

Professional development forms the cornerstone of DITH's talent retention strategy. This is continuously refined through written evaluations, individual discussions, and mandatory annual performance assessments implemented across all entities. Internal mobility is also encouraged, offering employees opportunities to transition laterally or advance within departments, teams, or across different Group locations. These opportunities are communicated through internal channels to support career progression and knowledge sharing.

DRIVING GROWTH THROUGH TRAINING

The Group saw a significant increase in total training hours, rising by 30,000 compared to the previous year. This growth is largely attributed to onboarding programs for new employees, covering critical topics such as human rights, health and safety, and environmental awareness, alongside role-specific training. DITH's long-standing commitment to continuous learning and professional growth is reflected in today's tailored approach, which addresses the individual needs of each entity, such as:

DITH MENA, United Arab Emirates

Dedicated training was provided for the implementation of a new SAP management software, along with trader development programs aligned with the onboarding of two new traders.

ATG, Germany / Sweden

Increased training hours through additional programs for employees pursuing administrator qualifications, requiring one year of exams and two to three weekly courses. Provided additional free courses and industry-specific workshops for further career development.



The following table provides details of the Group’s investment in training courses:

| TOPIC | TOTAL HOURS OF TRAINING | NUMBER OF EMPLOYEES |
|--|-------------------------|---------------------|
| Human Rights | 1,902 | 1,332 |
| Health and safety | 7,766 | 1,196 |
| Hazardous substances | 1,662 | 1,004 |
| Environmental issues | 4,474 | 1,166 |
| Waste reduction & sorting | 1,337 | 930 |
| Career or skill development | 11,580 | 780 |
| Compliance issues | 4,881 | 1,724 |
| Cyber security | 8,105 | 881 |
| Others (e.g. language courses, software implementation etc.) | 5,348 | 560 |

DITH’s inclusive and educational approach, strengthened by mandatory evaluations, assessments, and processes, serves as the cornerstone of the Group’s talent retention strategies. The average training hours per employee increased from 15.16 to 28.40 in 2024, reflecting DITH’s commitment to continuous learning and professional development.

2024 HIGHLIGHTS: IPAC’S ENTREPRENEURIAL STRENGTHENING PROJECT

In 2024, IPAC launched the Entrepreneurial Strengthening Project in collaboration with Fudela, running from May 1 to June 26. Designed to support aspiring entrepreneurs, the program provided 12 participants with structured training to enhance business knowledge, financial literacy, and personal development.

Using the Kobo Collect platform, IPAC gathered participant feedback to refine training modules, focusing on four key areas:

- > Socio-Emotional Skills: Participants developed self-awareness, self-management, social awareness, relationship-building, and responsible decision-making.
- > Financial Education: Covered essential topics such as budgeting, saving and investment, debt and credit management, and financial planning, equipping participants with tools for responsible financial management and long-term economic stability.
- > Marketing & Sales: Provided insights into market research, audience segmentation, product and service development, and customer attraction strategies. The sales component emphasised persuasion techniques to convert leads into customers, highlighting the role of marketing and sales in business growth and sustainability.
- > Business Model Development: Explained how businesses structure their activities to generate value and profits while meeting customer needs, covering value propositions, customer segmentation, distribution channels, revenue streams, and cost structures.

To further strengthen these learnings, Fudela introduced an on-site activation initiative, engaging women entrepreneurs at an entrepreneurship fair co-organised by IPAC in Guayaquil. Activities such as “The Poem of Your Life” and SWOT analysis (FODA) using an interactive methodology encouraged participants to reflect on their business strategies and refine their approaches.

Throughout the program, participants demonstrated strong engagement, actively asking questions and applying newly acquired knowledge. The initiative has provided them with practical tools to improve both their businesses and personal development, fostering long-term growth, confidence, and motivation.

COMPREHENSIVE EMPLOYEE BENEFITS

DITH recognises that employee well-being extends beyond professional development. The Group offers competitive compensation packages and comprehensive benefits tailored to local needs including comprehensive medical and health insurance, life insurance policies, parental leave benefits, and incentives promoting sustainable mobility. Entity-specific initiatives include:

Makstil, North Macedonia

Provides private health insurance, public transport benefits, and access to a company canteen.

Ardemagni, Italy

Offers private insurance, car benefits for sales managers, and an annual merit-based welfare and bonus plan managed by the CEO.

Meridian, United Kingdom

Runs an Employee Assistance Program (EAP) covering mental health, financial advice, legal counsel, debt management, and life insurance, alongside a bike-to-work scheme.

ATG, Germany / Sweden

ATG promotes employee health through numerous well-being initiatives, including an E-bike leasing program, fitness events like B2-Run and Dragon-boat rowing, and access to company doctors and voluntary health programs.

DITH MENA, United Arab Emirates

Provides medical and life insurance (including disability and terminal illness coverage) and conducts workshops on healthcare benefits.

PROMOTING WORK-LIFE BALANCE

DITH continues to adopt flexible working models to enhance work-life balance. This hybrid approach, combining office and remote work, has been well-received across the Group:

Duferco SA, Switzerland

Updated its remote work policy, introduced incentives for purchasing e-bikes, e-scooters, and electric cars, and offers discounts on health insurance, gym memberships, and annual transportation passes.

DITH MENA, United Arab Emirates

Supports remote work for employees with long commutes.

DITH Australia, Australia

Expanded remote work options, significantly benefiting employees with caregiving responsibilities.

Agofer, Colombia

Implemented home office options for dedicated support areas.

Remote work adoption has extended to several entities within the Group, reaching part-time workers through a proportional agreement. The first to follow this trend include Duferco Celik, DSSE, and DITH Australia.

DITH's holistic approach integrates professional growth, well-being, and flexibility. By investing in comprehensive training programs, competitive benefits, and work-life balance initiatives, DITH fosters an environment where employees can thrive both personally and professionally. This commitment not only supports individual development but also strengthens the Group's long-term success.

FOSTERING INCLUSION AND SAFEGUARDING HUMAN RIGHTS

DITH's success is built on a foundation of Diversity and Inclusion (D&I) and respect for human rights. With a multicultural workforce spanning various industries and geographies, the Group embraces different perspectives to drive innovation and strengthen its position as a global market leader. Overcoming language and cultural barriers further enhances its agility, reinforcing a dynamic and competitive edge.

DITH actively promotes equal opportunities, fair treatment, and workplace diversity across all its entities.

DITH Australia, Australia

Accommodates religious and ethnic holidays while supporting fostering an inclusive work environment.

IPAC, Ecuador & Duferco SA, Switzerland

Implemented D&I training programs covering equity, unconscious bias, and best practices, ensuring inclusivity is embedded in daily operations.

Makstil, North Macedonia

Set a milestone in gender diversity with the appointment of its first female General Manager in 2022, fortifying the Group's commitment to increase female representation in the male-dominant steel industry.

The Group's commitment to fair treatment is further reinforced by Duferco SA's 2021 equal pay audit, which confirmed no gender-based pay disparities in full compliance with Swiss law. Additionally, DITH fosters age diversity, with 57% of employees aged 30-50 and 21% aged 30 or younger, ensuring a dynamic exchange of knowledge and long-term business continuity. By integrating both theoretical and practical learning, these initiatives ensure that DITH employees gain the necessary tools to champion diversity, reinforcing a culture of inclusion throughout the Group.

Beyond fostering an inclusive workplace, DITH actively safeguards human rights across its operations. In 2021, the Group formalised its Human Rights Policy, reinforcing its commitment to eliminating forced and child labour, ensuring equal treatment and opportunities, promoting diversity and inclusion, and upholding freedom of association and equality of rights. DITH applies these principles throughout the entire employment lifecycle, as outlined in the Human Resources Statement. From recruitment to career progression, the Group maintains fair and transparent procedures to evaluate candidates based on merit and skills, ensuring a bias-free environment. Any form of discrimination based on race, gender, religion, disability, nationality, or political affiliation is strictly prohibited.

DITH believes that diversity fuels creativity, problem-solving, and innovation. To foster an inclusive workplace, the Group regularly conducts training and awareness programs designed to promote understanding, challenge unconscious biases, and ensure all employees have equal opportunities to thrive.

Furthermore, DITH strengthens human rights protections at the entity level, implementing localised policies to uphold fair treatment and prevent workplace misconduct.

DSP, South Africa & Makstil, North Macedonia

Enforce dedicated Human Rights Policies and Procedures, explicitly prohibiting discrimination and harassment.

IPAC, Latin America

Introduced a Sexual and Workplace Harassment Protocol in 2023, paired with training sessions and a dedicated reporting channel for discrimination-related incidents.

DSP, South Africa

Reinstated year-round Human Rights Training in 2022 and formalised two key policies: Non-Discriminatory Hiring Practices/Selection and Recruitment Policy and Harassment Policy and Guide, ensuring clear reporting and resolution procedures. The entity also oversees the Employment Equity Committee, reporting complaints and grievances to the Board, ensuring fairness, transparency and non-discrimination.

To ensure adherence to these commitments, DITH provides multiple monitoring and reporting channels, empowering employees to report violations without fear of retaliation. In 2024, 1,332 employees participated in 1,902 hours of human rights training, reinforcing awareness across all entities. Additionally, the Group’s Whistleblowing Policy provides employees with a clear and structured mechanism to report discrimination, safety hazards, and criminal activities, ensuring accountability at all levels.

DITH also extends its commitment to human rights across its supply chain, requiring suppliers and business partners to uphold ethical standards. Compliance is reinforced through regular checks and contractual obligations aligned with the Group’s Code of Conduct. These proactive efforts contributed to zero reported incidents of human rights violations, discrimination, or corruption in 2024, underscoring DITH’s dedication to a fair, responsible, and inclusive business environment.

Through comprehensive policies, continuous training, and proactive oversight, DITH remains committed to fostering an environment where employees, partners, and stakeholders thrive in a culture of fairness, respect, and integrity.



DITH’S DEDICATION TO WAGE EQUALITY

DITH is committed to the Living Wage, recognising it as essential for combating inequality, promoting fairness, and ensuring that all employees have access to a decent standard of living. Salaries across DITH are determined based on role, experience, and contract type, with terms outlined in Contracts of Employment that comply with local legislation and meet the specific requirements of each Group entity. Employment contracts detail working hours, pay rates, payment schedules, overtime policies, and any additional benefits or bonus schemes.

To uphold this commitment, DITH conducts periodic salary reviews to ensure all employees earn at least a living wage, aligning with the Group’s ethical business standards. In 2024, DITH carried out a living wage analysis for all entities within the scope of this Sustainability Report, following the IDH Living Wage Roadmap. The analysis used IDH’s Salary Matrix tool, which identifies wage gaps by comparing employee data with the WageIndicator Typical Family Methodology, providing benchmarks for over 140 countries.

Comparing statutory minimum wage against the Living Wage in each country with a DITH presence revealed that in five countries the minimum wage exceeded the living wage. Therefore, DITH compliance with the legal standards in those countries guarantees employees an adequate salary. For the DITH entities located in countries without a defined minimum wage, or where the minimum wage is below the living wage, employee data including wages, overtime compensation, in-kind benefits, and any additional payments like 13th-month salary payments were collected and entered in the IDH Salary Matrix tool for analysis.

The Salary Matrix identified just one wage gap at Agofer, Colombia, where 23 workers [34.48% of the workforce] were earning below the living wage.

In response, DITH immediately engaged with Agofer to implement a corrective plan. Monetary benefits were introduced to close the gap without increasing employees’ workload. Agofer’s prompt action successfully addressed the issue, aligning wages with the living wage benchmark. Moving forward, DITH remains committed to regular salary reviews and expects no wage gaps at the time of the next survey.

5. SUSTAINING LOCAL COMMUNITIES FOR GLOBAL GOOD

DUFERCO SA: DRIVING SOCIAL IMPACT WITH PURPOSE
DITH'S SOCIAL IMPACT WORLDWIDE

Aware of its social responsibility, DITH continues to be strongly committed to supporting the needs of local communities worldwide, forging enduring and mutually beneficial ties. Having in place a dedicated community support programme at each entity is a vital component of the Group's vision for sustainable development, and is a strategic ESG target of the Group. The projects and initiatives implemented as a result of DITH support contribute to the positive development of local communities, bringing more meaning to the working lives of DITH's employees and helping to foster the growth of lasting relationships.

DUFERCO SA: DRIVING SOCIAL IMPACT WITH PURPOSE

Since 2021 Duferco SA has in place a dedicated Charity Committee to effectively oversee the charitable contributions made annually by the company, applying a framework approach to decision making, identifying which local causes and projects to support and how. As the headquarters of the DITH Group, Duferco SA aims to be at the forefront of community support initiatives and to set a high standard to be followed by the other DITH Group entities.

In 2024, the Charity Committee continued to support many causes and projects that reflect DITH's corporate values and aim to actively contribute to the well-being and development of local communities.

THE FLAGSHIP INITIATIVE

In the summer of 2024, the Swiss cantons of Grisons and Ticino, home to Duferco SA, were severely impacted by an extreme climatic event that caused extensive damage. Two villages, Lostallo and Lavizzara, were struck extremely hard.

Lostallo: A Community in Recovery

Located in the heart of the Mesolcina Valley at an altitude of 426 meters in the Canton of Grisons, Lostallo is home to over 800 residents, surrounded by towering mountain ranges. On 21 June, a powerful storm struck the area, triggering landslides and floods that devastated infrastructure, with damages estimated at CHF 38 million.

Lavizzara: A Landscape Transformed

On the evening of 29 June, Lavizzara in Ticino experienced catastrophic flooding that swept away trees, critical bridges, and homes within hours. As noted by Mayor Gabriele Dazio, "the actual damages are huge and incalculable." The disaster claimed lives and left the Bavona Valley irreversibly altered, with parts of the region no longer recognisable.

As an organisation deeply rooted in the local community and committed to social responsibility, Duferco SA promptly reached out to the affected municipalities to offer support. In response to the urgent needs identified, donations were made to Lostallo and Lavizzara-Cevio, the areas most severely impacted. The funds were allocated to address critical priorities, including debris removal, road rehabilitation, and the reconstruction of damaged buildings.

This emergency-response flagship initiative reflects DITH's commitment to standing with communities during times of crisis, providing swift, meaningful support where it is needed most.

KEY PROJECTS IN LOCAL COMMUNITY SUPPORT

The Theodora Foundation: Bringing Joy to Hospitalised Children

For the second consecutive year, Duferco SA supported the Theodora Foundation in its mission to bring laughter and relief to children in hospitals. The Foundation organises and funds weekly visits from professional artists — known as Giggle Doctors — who provide emotional support to children in hospitals and specialist care centres for children with disabilities.

Pro Natura – Educational Apiary Project

Pro Natura, Switzerland's oldest nature and landscape conservation association, focuses on environmental education, particularly for children. The Educational Apiary in Muzzano, raises awareness about biodiversity and promotes respect for the environment through hands-on learning experiences.

Art-Therapy Foundation – Paediatric Program

The Art-Therapy Foundation improves the well-being of hospitalised children through specialised art therapy programs. With Duferco SA's support, the Foundation runs therapy sessions at the paediatric psychiatry department of Ospedale Civico in Lugano, fostering emotional resilience and creative expression.

Casa delle Donne – Support Services for Women

Founded in 1985, Casa delle Donne offers critical support for women in the Ticino region affected by domestic violence, relationship issues, or abuse. The organisation provides safe housing, legal and social counselling, and access to essential services in Lugano.

Fondazione Amilcare – Youth Support Programmes

Fondazione Amilcare is committed to protecting the fundamental rights of teenagers, providing care and support to around 90 young people aged 15 to 20 through residential and day centres in Switzerland. The Foundation continues to assist many of these individuals after they leave its programmes, supporting long-term personal development.

Telefono Amico – Emotional Support Network

Telefono Amico is a leading emotional support helpline in Switzerland and Liechtenstein, offering confidential assistance through a network of 700 trained volunteers. Support is provided via phone, chat, and email for individuals facing emotional distress or crisis.

Orto il Gelso – Agricultural Workshop for Social Inclusion

Part of Fondazione San Gottardo, Orto il Gelso offers vocational and social rehabilitation for individuals with physical, mental, or addiction-related challenges. Participants engage in organic farming activities, including the cultivation of herbs, flowers, and vegetables, as well as the production and sale of farm products, supporting both skill development and social integration in Switzerland.

Insuperabili – Promoting Inclusivity for People with Disabilities

Insuperabili encourages the participation of individuals with disabilities in sports throughout Switzerland. The association organises and supports activities such as hand biking, tennis, skiing, paragliding, and gym-based programs, promoting physical health, social inclusion, and personal empowerment through sport.



DITH'S SOCIAL IMPACT WORLDWIDE

DITH's global perspective is reflected in local initiatives shaped through collaboration between the Group and its entities. These projects focus on advancing educational opportunities, supporting healthcare and sports initiatives, empowering employees, and promoting environmental sustainability. Highlighted below are key examples of DITH's social responsibility efforts across its global locations.

ADVANCING EDUCATIONAL OPPORTUNITIES

DITH is committed to fostering educational growth through diverse initiatives across its global entities, supporting projects that promote learning, skill development, and community empowerment.

Agofer, Colombia

In Malambo, Agofer supports the municipality's Social Benefits program through donations of toys, books, and school supplies, particularly during the holiday season and the start of the school year. Agofer also donates refurbished computer equipment to local schools, extending the life of technology for educational use.

DSP, South Africa

DSP runs a long-term project providing school uniforms, shoes, and tracksuits to 18 underprivileged primary and secondary schools, supporting students' access to quality education with dignity.

DITH Australia, Australia

In partnership with the Indigenous Literacy Foundation, DITH Australia supports literacy programs for Aboriginal and Torres Strait Islander communities. This includes providing culturally relevant books and resources, as well as supporting the creation of stories in Indigenous languages.

Makstil, North Macedonia

Makstil collaborates with vocational, professional, and technical institutes to promote dual training programs, enhance apprenticeships, and support technological innovation. One particular partnership with Cyril and Methodius University in Skopje fosters skill development and employment opportunities for students. Additionally, Makstil runs the "We Invest in Our Planet" program with 11 primary schools in Gazi Baba Municipality, engaging 790 fourth-grade students in environmental education focused on recycling and waste reduction.

IPAC, Ecuador

Through the "Building the Future" project, IPAC invests in community infrastructure, renovating school facilities to benefit over 4,800 children. Recent projects include bathroom renovations in three schools, improving conditions for 2,400 students. IPAC also leads an Entrepreneurship Program, offering digital marketing, business planning, and financial management training to over 30 entrepreneurs over a course of three months, resulting in USD 40K in sales through internal fairs.

Additionally, the Women's Training Program promotes economic independence for women. The first workshop, selected by the women in a survey, focused on children's party decoration, benefiting 21 women in vulnerable situations.

HEALTHCARE INITIATIVES: SUSTAINING COMMUNITIES

DITH is committed to supporting healthcare initiatives that enhance the well-being of vulnerable groups, focusing on children and families facing health challenges. These efforts aim to complement medical care with practical support and community involvement.

ATG, Germany/Sweden

ATG supports children with type 1 diabetes through the Parents of Diabetic Children and Adolescents program. This initiative provides education, resources, and peer support to families, enhancing the quality of life for affected children and complementing medical care with practical life guidance.

IPAC, Ecuador

IPAC supports two children's cancer foundations through donations of nutritional supplements, furniture, and recreational activities to promote motor skills development. Additionally, an internal campaign collects plastic bottle caps, which the foundations exchange for nutritional supplements, encouraging employee participation in the cause.

FOSTERING WELLNESS THROUGH SPORT

DITH supports sports initiatives that promote physical well-being, team spirit, and community engagement. These activities encourage employee participation while strengthening local connections.

Ardemagni, Italy

Since January 2023, Ardemagni has supported LIONS, an association in Cinisello Balsamo focused on charitable and cultural initiatives. In 2023, efforts included assisting the blind through the donation of specially trained guide dogs to visually impaired individuals in the community.

ATG, Germany/Sweden

ATG recognises the importance of sports for community well-being. Employees actively participate in local sports clubs, including the Dragon-Boat mixed rowing team — comprising men and women of all ages — and the Tusem Essen Volleyball women's team. Both teams engage in regular training and participate in local and regional competitions.

DITH MENA, United Arab Emirates

DITH MENA sponsors the Barrelhouse Academy, providing equipment, rugby kits, tournament funding, and coaching. In return, DITH MENA employees and their families benefit from training opportunities, social events, volunteer activities, and discounts at local vendors and restaurants.

Makstil, North Macedonia

Makstil participated in the Wizz Air Skopje Marathon under the theme "Running Will Change You," promoting physical and mental well-being and fostering team spirit among employees. Additionally, Makstil joined the Cevahir Mall Business Run 2024, a relay race where each participant ran 2 km, strengthening teamwork through a shared sporting experience.

EMPOWERING EMPLOYEES

DITH values employee engagement as a key driver in promoting social and environmental responsibility. Across global locations, employees actively contribute to initiatives that create meaningful change within their communities.

IPAC, Ecuador

On World Beach Cleaning Day, IPAC employees and their families collected 451 kg of coastal waste, demonstrating a strong commitment to environmental stewardship. Additionally, through the “Sowing Conscience” project, volunteers participated in reforestation protected areas in two Ecuadorian cities, planting 800 native trees expected to capture 12 tonnes of CO₂ annually.

Makstil, North Macedonia

Makstil partnered with Retweet a Meal to launch “Let’s Make a Difference!”, an initiative where employees prepared hot meals distributed through local NGOs to support those in need, underscoring the entity’s commitment to the fight against hunger.

Further reinforcing employee involvement, Makstil employees participated in city marathons promoting health and well-being, as well as the “Generalka Weekend” clean-up initiative. Around 50 employees contributed to cleaning efforts at Skopje Fortress and the Zelezara neighborhood, reflecting Makstil’s core values of sustainability and environmental care.

SUSTAINING ENVIRONMENTAL INITIATIVES

DITH is dedicated to environmental sustainability through initiatives that protect natural ecosystems, promote conservation, and support communities affected by environmental challenges.

IPAC, Ecuador

In November 2024, IPAC became a proud partner of the Blue Horizons Initiative, a project dedicated to restoring and regenerating damaged coral reef ecosystems through the planting and nurturing of new coral colonies.

As part of this initiative, IPAC generously donated a coral nursery, which was produced in its own factory. This contribution aligns with our commitment to biodiversity—a key strategic area where we aim to make a positive impact. By exploring alternative uses for steel structures, we can support the restoration of coral reefs and contribute to the overall health of our ecosystems.

This is why IPAC has decided to incorporate this project into its sustainability strategy and remain a dedicated collaborator in the development and success of the Blue Horizons Initiative for years to come.

DITH MENA, United Arab Emirates

DITH MENA partners with AZRAQ, a UAE-based NGO focused on marine conservation, promote tolerance, progress, environmentalism, leadership and charity across the nation. Together, they support coral reef growth, remove marine debris, collect waste, and plant mangrove trees to enhance carbon sequestration and protect marine biodiversity.

DITH Australia, Australia

Several DITH Australia executives are members of the Green Building Council of Australia (GBCA), reflecting the entity’s commitment to sustainability. By following GBCA guidelines, DITH Australia promotes low-carbon construction and environmentally responsible practices. Membership provides resources, expertise, and networking opportunities to support green certifications and drive sustainable innovation.

DSP, South Africa

Following severe storm damage in August 2024, DSP supported Saldanha Animal Care by donating wood and galvanised sheets to help repair the shelter, ensuring continued care for animals in need.

6. DITH'S COMMITMENT TO ENVIRONMENTAL EXCELLENCE

- DECARBONISING FOR A SUSTAINABLE FUTURE
- TRACING EMISSIONS ACROSS THE VALUE CHAIN
- ELEVATING ENERGY EFFICIENCY THROUGH SUSTAINABLE POWER
- WASTE MANAGEMENT: EMBRACING CIRCULARITY AND RESPONSIBILITY
- SMART WATER USE: ENHANCING EFFICIENCY AND CONSERVATION
- RAISING THE BAR: DITH'S COMMITMENT TO CERTIFIED SUSTAINABILITY



DITH recognises the critical role of environmental sustainability in its operations and remains steadfast in its commitment to addressing its material environmental impacts. Guided by its materiality assessment, the Group prioritises systematic and proactive measures to ensure responsible environmental stewardship, embedding these efforts across all levels of its business.

DECARBONISING FOR A SUSTAINABLE FUTURE

Recognising that the steel industry accounts for between 7 and 9% of global CO₂ emissions, DITH has prioritised decarbonisation as a key pillar of its environmental strategy. DITH has long aligned itself with international best practices and the 2015 Paris Agreement, which aims to limit global temperature increases to below 2°C, with an ambitious target of 1.5°C above pre-industrial levels. Urgent decarbonisation not only helps meet climate commitments but also opens opportunities for innovation, cost efficiencies, and enhanced competitiveness in the evolving global market.

Since the publication of its first Sustainability Outlook in 2020, the Group has focused on the assessment, mitigation, and accurate monitoring of greenhouse gas (GHG) emissions to contribute meaningfully to global climate goals.

To achieve these climate goals, DITH has set the following reduction targets:

By 2026:

- > 32% reduction in Scope 1 and Scope 2 CO₂ emissions across its Trading, Distribution, and Processing businesses.
- > 9% reduction in hard-to-abate CO₂ emissions within its industrial divisions.

By 2030:

- > 70% reduction in Scope 1 and Scope 2 CO₂ emissions in its Trading, Distribution, and Processing businesses
- > At least 80% reduction in Scope 1 and Scope 2 CO₂ emissions within its industrial divisions.

DITH's GHG reduction targets are benchmarked against 2021 data, with future projections assuming consistent production levels. To meet these targets, the Group follows a structured approach that addresses both direct (Scope 1) and indirect (Scope 2, market based) emissions across its industrial, trading, distribution and processing divisions.

As a result of intensified decarbonisation efforts in renewable energy, in 2024 DITH achieved a 13% reduction in Scope 1 and Scope 2 CO₂ emissions in its Trading, Distribution, and Processing businesses, against the 2021 baseline. This reduction was primarily driven by our processing companies, with marked reductions in CO₂ emissions recorded by ATG [-18%], DSSE [-12%], IPAC [-21%] and Meridian Steel Ltd. [-49%]. While the reductions of the first three correlate with a reduction in processing activity, Meridian on the other hand benefited from signing a new contract with a provider of 100% renewable electricity, cutting its Scope 2 emissions to zero under a market-based Scope 2 approach.

Trading and distribution companies also posted emission reduction, the most notable being DITH Australia which met all of its energy needs with renewable electricity. With zero Scope 1 emissions, DITH Australia is proud to report net-zero CO₂ emissions for Scopes 1 and 2.

In the industrial division, total Scope 1 and Scope 2 CO₂ emissions remain in line with 2021 results. Changes in emissions balance out between the two industrial assets, while any efficiency gains were also offset by increases in production.

Given methodological and structural changes expected in the near term, a review of the DITH CO₂ reduction targets and baseline is planned for 2025.

FOCUSED EFFORTS AT INDUSTRIAL SITES: MAKSTIL & DSP

The primary focus of DITH's decarbonisation efforts lies with its industrial sites, Makstil and DSP, which collectively account for 98% of the Group's total Scope 1 and Scope 2 emissions [both for location- and market-based approaches]. Emissions from purchased electricity alone represent 71% of total Group emissions, making it the primary target for reduction initiatives.

Makstil is at the forefront of this decarbonisation journey, fully committed to implementing an environmental policy that aligns with the expectations of key stakeholders and serves as a framework for setting measurable objectives. Notably, Makstil calculates GHG emissions every year using the IPCC [Intergovernmental Panel on Climate Change] methodology, making additional product-level calculations for its CBAM [Carbon Border Adjustment Mechanism] reports. Additionally, it is planning to develop a data collection system that will involve various departments such as HR, logistics, and procurement in order to include Scope 3 GHG emissions in the calculation. To achieve its 9% CO₂ reduction target by 2026, Makstil launched a five-year USD 25 million investment project focused on improving energy management and reducing electricity and natural gas consumption. The critical path to reducing GHG emissions at DITH's industrial entities follows investing in renewable energy and forming partnerships with energy suppliers to secure clean energy sources.

Makstil is collaborating with its electricity providers to increase its share of renewable energy, one of the most impactful decarbonisation levers Makstil has at its disposal. The availability of renewable sources of energy is, however, heavily dependent on external economic factors. Additionally, Makstil has outlined several infrastructure improvements to enhance efficiency and sustainability, including the installation of an electric bottom-tapping furnace, new wastewater pumps in the sedimentation pool, and the replacement of the engine room air cooling system.

Simultaneously, DSP is at the early stages of developing its Carbon Neutral Plan, which involves calculating its carbon footprint and reducing it significantly through a combination of in-house efficiency measures and external emission reduction projects. The plan includes initiatives such as:

- > Optimising energy management and plant performance
- > Switching to lower-emission energy sources
- > Carbon offsetting and carbon capture
- > Exploring combinations of these strategies

In a significant move, the DSP Board of Directors approved a solar project in 2022 to replace parking lot roofs with 500 kWp solar panels. The project went into operation in 2023, and in fiscal year 2024, electricity generated by the solar panels provided nearly 4 times the 159.88 MWh generated by the solar panels in the previous fiscal year, saving 586tons of CO₂e.

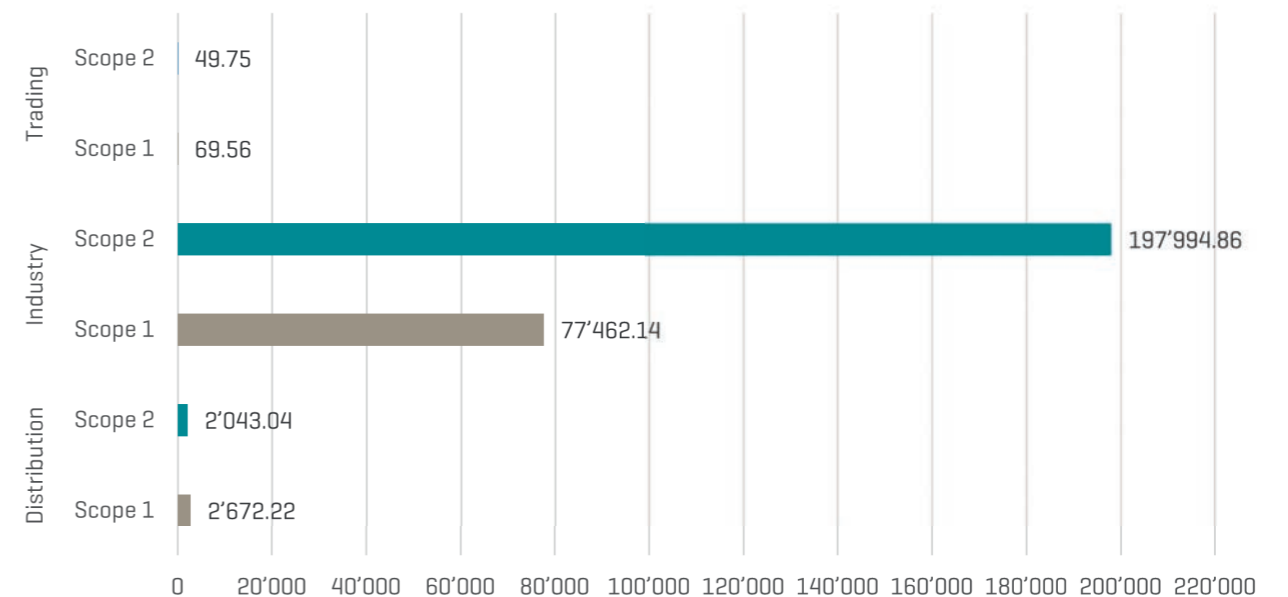
DITH GHG EMISSIONS BY SCOPE, FY23-24 (%)

Percentage of direct (Scope 1) and indirect (Scope 2 – market based) GHG emissions across reporting sites



GHG EMISSIONS BY DITH BUSINESS UNIT IN FY23-24 (TCO₂E)

Tons of CO₂ GHG emissions generated by entities across reporting perimeter (market based)



FOCUSED EFFORTS AT DISTRIBUTION SITES

Across its distribution sites, DITH entities are taking targeted steps to reduce their carbon footprint, aligning with the Group's decarbonisation strategy. These initiatives reflect each entity's commitment to adopting innovative solutions and sustainable practices.

Duferco Commerciale, DITH Australia & Meridian: Local Leadership in Climate Mitigation

Over the past year, three companies within the group, Duferco Commerciale, DITH Australia and Meridian, have started to independently calculate their GHG emissions. This significant step allows for better monitoring of the group's overall emissions, ensuring greater transparency and accuracy in the data collected. Both DITH Australia and Meridian have pulled on one of their greatest levers for decarbonisation, the purchase of electricity from 100% renewable sources, resulting in major emission reductions. The next step will be to define further strategies and initiatives aimed at reducing and mitigating GHG emissions, reinforcing the group's commitment to environmental sustainability.

ATG Germany / Sweden

ATG Deutschland has been committed to carbon neutrality since 2020, maintaining an annual GHG inventory that includes all emissions in Scopes 1, 2, and partially Scope 3. To offset emissions and achieve partial climate neutrality for Scope 1 and Scope 2, ATG issues a CO₂ compensation certificate, ensuring the permanent and irrevocable decommissioning of emissions. In 2024, ATG Deutschland is finalising the compensation process for its most recent emissions. As part of its long-term sustainability strategy, ATG is currently developing a new CO₂ reduction plan for the period 2025–2030. This updated plan will replace the previous 2020–2024 framework.

Additionally, ATG has made progress in Environmental Product Declarations (EPD), having developed two declarations for reinforcement steel in the form of bars and coils. These EPDs are tailored for customers in Sweden and Denmark, ensuring compliance with the environmental requirements of selected construction projects in these regions.

Ardemagni, Italy

Aligned with global sustainability standards and DITH's GHG reduction strategy, Ardemagni has outlined a set of short- and medium-term environmental commitments, developed in collaboration with its shareholders and the value chain.

Short-term goal:

> Developing new technologies to enhance steel quality, improving motor efficiency and reducing energy consumption.

Mid-term goals:

- > Expanding into sustainable industries by developing new materials such as wind power components and high-grade electrical sheets.
- > Investing in renewable energy solutions to support the low-carbon transition.
- > Focusing on energy conservation, carbon reduction, and participating in the carbon market.
- > Building climate resilience to stay competitive as countries respond to climate change.
- > Reducing product carbon footprints in collaboration with industry partners.

IPAC, Ecuador

To achieve its emissions reduction goals, IPAC has launched a series of emissions reduction projects, including:

- > Implementation of a 1.3 MW photovoltaic system, set to contribute to energy production by 2025, adding to its existing 1 MW system.
- > Replacing diesel with LPG.
- > Installing an energy consumption control system.
- > Developing an energy management system to obtain ISO 50001 certification.
- > Decarbonisation initiatives targeting Scope 3 emissions.

To further offset unavoidable CO₂ emissions, IPAC participated in the Hebei ChengAn biomass cogeneration project in China, purchasing 5,300 carbon credits. This project utilises local cotton straw to generate electricity, replacing coal-fired power capacity in the Hebei Provincial Power Grid and contributing to significant emissions reduction.

IPAC already measures emissions in Scopes 1, 2, and 3 and has adopted the ISO 14064-2019 standard for quantifying, monitoring, and reporting GHG emission reductions, ensuring progress towards its carbon neutrality goals.

In 2024, IPAC achieved another milestone by obtaining the ECO20 certification, becoming the first entity in Ecuador to receive this recognition. Issued by an independent third party, the certification guarantees that renewable energy is used in IPAC's production processes, made possible by its photovoltaic system.

TRACING EMISSIONS ACROSS THE VALUE CHAIN

A key component of DITH's Strategic Sustainability Targets is the definition and measurement of Scope 3 emissions across all Group entities by 2025, a critical step towards developing a reduction strategy by 2026.

Several Group entities have already begun quantifying Scope 3 emissions, gaining essential insights into their indirect carbon footprints.

ATG, Germany / Sweden

Monitors emissions according to the GHG Protocol standard, now covering eight Scope 3 categories, including purchased goods and services, capital goods, upstream transportation, operational waste, business travel, employee commuting, and the end-of-life of products sold.

DSP, South Africa

Calculates Scope 3 emissions with a focus on upstream and downstream transportation, employee commuting, and business travel.

Meridian, United Kingdom

Quantifies Scope 3 emissions across categories of high relevance including purchased goods and services, upstream energy, upstream and downstream transportation, operational waste, business travel and employee commuting.

Ardemagni, Italy

Its carbon footprint, conducted together with ClimatePartner, indicates that 99.9% of the entity's CO₂ emissions are Scope 3 emissions, and of these 99.8% arise from purchased materials and inbound and outbound logistics. In total, eight Scope 3 categories are included in its calculation.

DITH Australia

Calculates all Scope 3 categories considered material by DITH and more, covering purchased goods and services, upstream energy, upstream transportation, waste, business travel, employee commuting and upstream leased assets.

Gathering precise and robust emissions data in the supply chain is a major challenge. Since 2022, Duferco SA has been collaborating with CarbonChain a platform that developed a carbon accounting methodology verified by Bureau Veritas and validated by SGS, giving it considerable credibility. The platform enables Duferco SA to monitor the cradle-to-gate GHG emissions of its purchased goods and to issue Product Carbon Footprints. In addition, CarbonChain provides Duferco SA with insights into the climate impact of procurement decisions, allowing for benchmarking across products and transport. This collaboration allows Duferco SA to calculate carbon emissions at a transaction level, assisting our management of upcoming carbon taxes such as the EU and UK CBAMs. In 2024, the perimeter of the data collection was extended to DITH MENA, DITH Australia, and DITH Singapore, providing for much broader coverage across the Group.

CBAM: A NEW ERA IN CARBON ACCOUNTABILITY

The EU's Carbon Border Adjustment Mechanism (CBAM) is a pivotal tool aimed at placing a fair price on the carbon emissions embedded in carbon-intensive goods entering the European Union. Its goal is twofold: to encourage lower-emission industrial production in non-EU countries and to level the playing field for EU industries subject to stricter carbon regulations.

The CBAM's transitional phase runs from 2023 to the end of 2025, with its final regime set to begin in 2026. The EU CBAM covers carbon-intensive products such as cement, iron and steel, aluminium, fertilisers, electricity, and hydrogen.

As one of the largest importers of steel into the EU, DITH falls within CBAM's scope. Since its inception, DITH has met the reporting obligations of the CBAM in a fully compliant manner. DITH continues to capture emissions data of its purchased goods to ensure compliance with European regulations and also to reinforce DITH's position as a leading supplier of low carbon emission steel, contributing to the global effort to combat climate change while creating long-term competitive advantages.

ELEVATING ENERGY EFFICIENCY THROUGH SUSTAINABLE POWER

DITH is committed to elevating energy efficiency and reducing GHG emissions across all its operations. By optimising energy usage and investing in renewable energy solutions, the Group is enhancing its environmental performance while reducing costs. These efforts span multiple entities, each implementing tailored solutions to meet their energy reduction goals.

The Trading, Distribution, and Processing (TDP) entities are at the forefront of these initiatives, investing 4.5 million USD in solar power generation with a target of achieving a 54% reduction in Scope 2 emissions by 2026. Their goal is to fully meet renewable energy needs by 2026, representing a pivotal shift toward sustainable power sources. Simultaneously, efforts to adopt less polluting alternatives are expected to reduce Scope 1 emissions by 7% within the same timeframe. By 2030, the goal is to reduce Scope 2 emissions by 60% through additional solar installations and operational improvements.

ENERGY EFFICIENCY IN PRODUCTION

In FY 2024, Makstil and DSP, the Group's primary production sites, accounted for approximately 96% of DITH's total energy consumption [expressed in GJ]. Both entities have implemented comprehensive energy management strategies to optimise performance.

DSP, South Africa

Runs primarily on liquefied petroleum gas (LPG) and purchased electricity, with small-scale steam production relying on coal and vehicle transport and emergency generator operations running on diesel. It monitors energy consumption using LPG supplier invoices, weighbridge tickets, and internal flow meter readings for various production units.

To enhance energy efficiency, DSP conducted a dedicated energy review with external expertise. During the reporting period, the external company carrying out these energy surveys identified more investments in renewable energy as opportunities for improvement. In addition, initiatives such as transparent roofs for natural light and an expanded maintenance programme and the installation of a photovoltaic system underline DSP's commitment to efficiency.

Makstil, North Macedonia

Relies on electricity and natural gas, continuously refining energy performance through real-time data collection and operational efficiency improvements to optimise its steel mill operations. FY 2024 achievements include increased anthracite consumption for better chemical energy utilisation and improved slab production optimisation. It also installed a Q-Reg system in the electric arc furnace, enabling operations with high slag amounts to cover the arc, further improving energy efficiency in steel production.

SOLAR ENERGY AND PROCESS OPTIMISATION

Agofer's primary energy consumption stems from its Malambo production plant in Atlantico, Colombia, which houses two tube mills, a slitter machine, a profile former, and warehouses. Increased production activities in 2022 necessitated the installation of a larger diesel generator in addition to its initial smaller generator. Recognising the environmental impact, the entity implemented an energy efficiency program. The initiative involves energy-saving measures and detailed cost-benefit analyses, permanent monitoring systems, internal meter readings and energy invoice analysis for crane operations in warehouses, and routine electrical equipment checks to ensure compliance with industry standards.

Agofer is also in the final stages of installing a 600 kW photovoltaic system, which will cover 50% of its plant's maximum power consumption by early 2025, significantly reducing its reliance on fossil fuels.

Meanwhile, Ardemagni has completed the installation and commissioning in 2024 of a photovoltaic system at its site. This investment and project will enable the company to further minimize its environmental footprint and reduce energy dependence. The system is planned to be connected to the grid in September and is forecast to also reduce the monthly energy bill.

RENEWABLE ENERGY SOURCES AND EFFICIENT ENERGY MONITORING

By embracing renewable energy, process optimisation, and data-driven management systems, DITH continues to make significant strides in reducing its environmental impact. Each entity's tailored approach to energy management reflects the Group's overarching commitment to sustainability, innovation, and efficiency.

ATG Deutschland has invested in renewable energy through its 0.15 MW photovoltaic system in Wismar. To further reduce emissions, ATG invests in exhaust gas filters for its trucks and diesel vehicles. The entity collects energy data through internal meter readings and supplier invoices, while aiming for ISO 50001 certification for its energy management system.

DITH Australia, as a commercial office, primarily consumes electricity for lighting, heating, and air conditioning. The office has implemented LED lighting in all applications to reduce consumption, with energy usage tracked through supplier invoices.

Several other DITH entities, such as DITH MENA, Duferco Celik, Duferco Commerciale SpA, Duferco Asia PTE. LTD., and Duferco Special Steels, rely primarily on electricity for operations. Energy consumption is carefully monitored through internal systems and supplier-provided data, ensuring efficient resource management.

Meanwhile, Meridian UK relies on electricity for operations and diesel for winter heating, with consumption data gathered from meter readings and supplier invoices.

IPAC: Leading with Data and Innovation

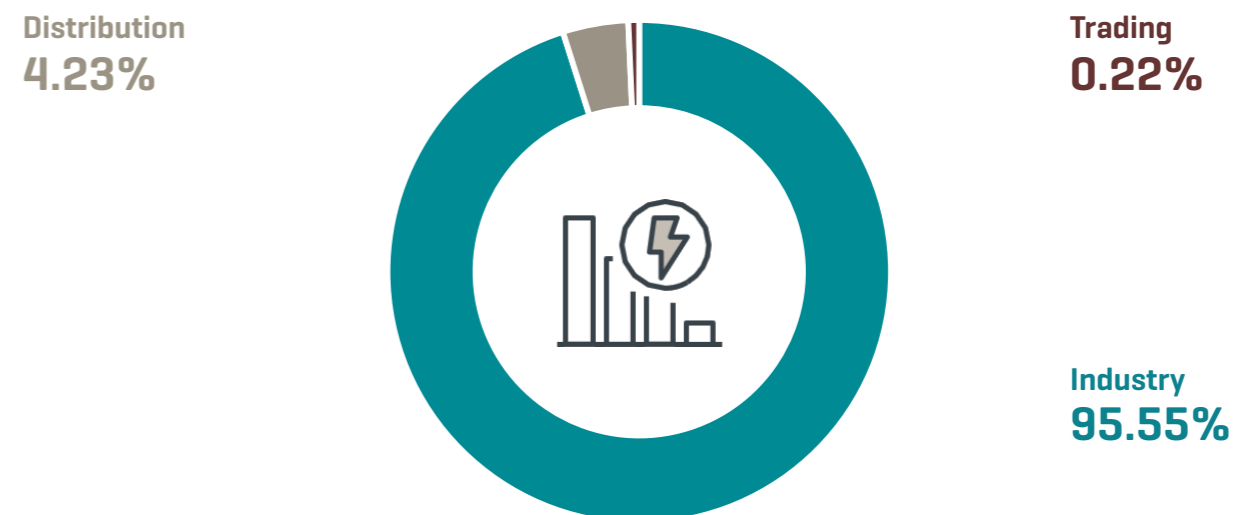
IPAC leads DITH's energy efficiency efforts with its 1 MW photovoltaic plant, covering 11,000 m², and plans to expand with an additional 1.3 MW system by 2025. IPAC has developed an energy control system that monitors machine performance, complemented by a Power BI dashboard for visualising and analysing energy consumption in real time.

In 2024, IPAC began implementing ISO 50001 certification, ensuring a structured approach to energy management.

The company carried out a project called "Diesel Replacement with LPG" which involved the use of LPG in the plant's burners that previously consumed diesel, as well as in the boiler. The associated increase in LPG consumption and reduction in diesel consumption led to a net reduction in the related greenhouse gas emissions.

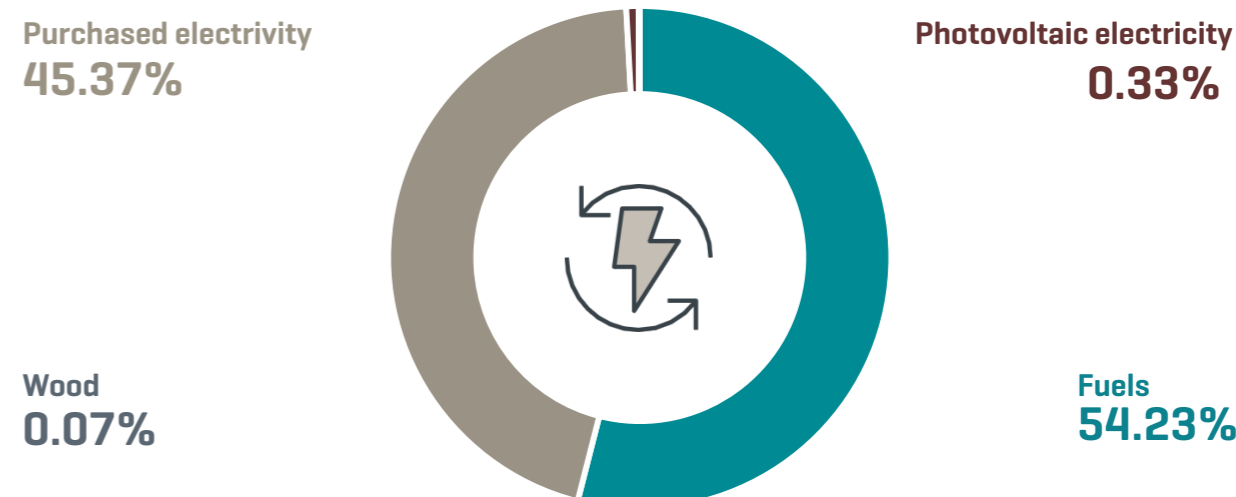
ENERGY CONSUMPTION IN FY23-24 (GJ)

ENERGY CONSUMED BY ENTITIES [%]: DISTRIBUTION OF CONSUMPTION ACROSS REPORTING SITES



TYPES OF ENERGY CONSUMED IN FY23-24 (%)

TYPES OF ENERGY CONSUMED [%]: BREAKDOWN OF CONSUMPTION ACROSS REPORTING SITES



WASTE MANAGEMENT: EMBRACING CIRCULARITY AND RESPONSIBILITY

DITH is steadfast in its commitment to sustainable waste management, emphasising waste reduction, reuse, and recycling to reduce its environmental footprint. Across its various entities, tailored strategies ensure responsible handling of hazardous and non-hazardous waste, contributing to circularity and environmental protection. Highlighted below are key examples of DITH's waste management initiatives across its global operations.

Makstil, North Macedonia

At Makstil, known for its production of hot rolled steel plates, significant improvements in waste management have been achieved. Its waste management approach is aligned with ISO 14001 standards, focusing on reducing waste and enhancing recycling processes. This policy establishes a hierarchy of responsibility for effective waste management across all organisational levels. Key focus areas include Electric Arc Furnace (EAF) slag, Ladle Furnace (LF) slag, Fume Treatment Plant (FTP) filter dust, and mill scale from Hot Rolling Mills. Waste management at Makstil ensures that EAF slag is processed through a 0/63 mm buffer for recycling, while portions of LF slag are disposed of according to environmental standards. Filter dust and mill scale are temporarily stored before being sent for recycling or further processing. Refractory material is partially reused, with any excess carefully disposed of, and waste oil and grease are sent to authorised third parties for proper recycling.

To prevent risks associated with temporary storage of waste, Makstil implements various preventive measures, including using secondary containers for waste oil tanks and concreting storage locations for waste materials. In 2022, the entity launched an advanced oil purification and filtration system for its sedimentation pools. This five-stage process involves oil extraction with skimmers, initial and fine filtration down to 0.02 mm, and proper storage and packaging for reuse or disposal. This innovative approach ensures environmental safety and reduces risks associated with waste management.

DSP, South Africa

DSP reinforces its environmental stewardship with a comprehensive waste management plan aligned with its ISO 14001 environmental management system. The plan adopts a "cradle to grave" principle, focusing on reducing waste, responsibly handling materials and effluents, and implementing reduction-oriented strategies across operations. DSP separates and recycles relevant waste, storing it temporarily in designated areas to minimise pollution risks. Hazardous waste is disposed of at approved sites, with safe disposal certificates issued for all relevant substances.

Contributing to the circular economy, DSP sends scrap metal to recycling facilities and repurposes coal boiler ash for brick-making. Off-site recycling efforts extend to paper, plastic, cardboard, and iron oxide. The entity's structured waste management approach includes a Waste Management Control Officer (WMCO), ensuring compliance with regulations and the correct implementation of environmental measures. Internal waste management audits and biennial external compliance audits (most recently in 2023) support continuous improvement. Monthly checks and annual audits ensure that documentation is available for safe disposal. Waste statistics are reported monthly to authorities.

Furthermore, DSP's Emergency Preparedness and Response Plan (EPP Plan) is a key element of its waste strategy, designed to handle unexpected incidents while minimising environmental and financial risks. Ongoing initiatives include the reuse of 200-litre plastic drums and an investigation into the recycling of used oils, preparing for upcoming landfill restrictions in 2025.

Agofer, Colombia

Agofer adopts a proactive stance on waste recovery at its Malambo production plant. The entity focuses on sending only hazardous waste to safety cells while collaborating with external partners for electronic equipment dismantling, biodiesel production from waste oil, and upcycling toners into new products. Metal scraps are recycled and sent back to steel mills for further processing, and reverse logistics programs ensure that luminaires are returned to suppliers for responsible disposal.

Ardemagni, Italy

As a Service Centre specialising in cutting magnetic sheet coils, Ardemagni partners with specialised companies to handle its waste efficiently. Scrap metal is sold for reuse, while packaging materials such as plastic, cardboard, and lumber are collected and recycled by authorised disposal services.

ATG, Germany / Sweden

ATG's operations focus on processing and stockholding reinforcing steel, generating waste primarily from cutting reinforcing steel and packaging materials, including rebar, wood, nylon loops, PVC bags, and cardboard. All waste is collected, separated on-site, and sent to external recyclers. Hazardous waste, such as paint containers and oil cans, is managed according to local regulations and disposed of safely. Waste data is monitored using supplier invoices, internal systems, and waste balance reports from the disposal company.

DITH MENA, United Arab Emirates

Non-hazardous waste is limited to paper, reflecting its operational profile as a commercial office.

Duferco Commerciale, Italy

Processes carbon steel coils and recycles all non-hazardous waste, at its Salerno plant.

Duferco Special Steels Europe, Belgium

Recycles all byproducts, including wood, plastic, aluminium, and scrap metal, with scrap metal sold for reuse.

IPAC, Ecuador

IPAC generates waste primarily through its production processes. Metallic waste is sold for reutilisation in the EAF process, while other hazardous waste undergoes meticulous disposal through incineration. Waste management procedures classify deposits by type, with specific responsibilities assigned to ensure proper handling.

Meridian, United Kingdom

Meridian's waste management strategy prioritises metal recycling, partnering with external recyclers for efficient material recovery.

WASTE MANAGEMENT OVERVIEW

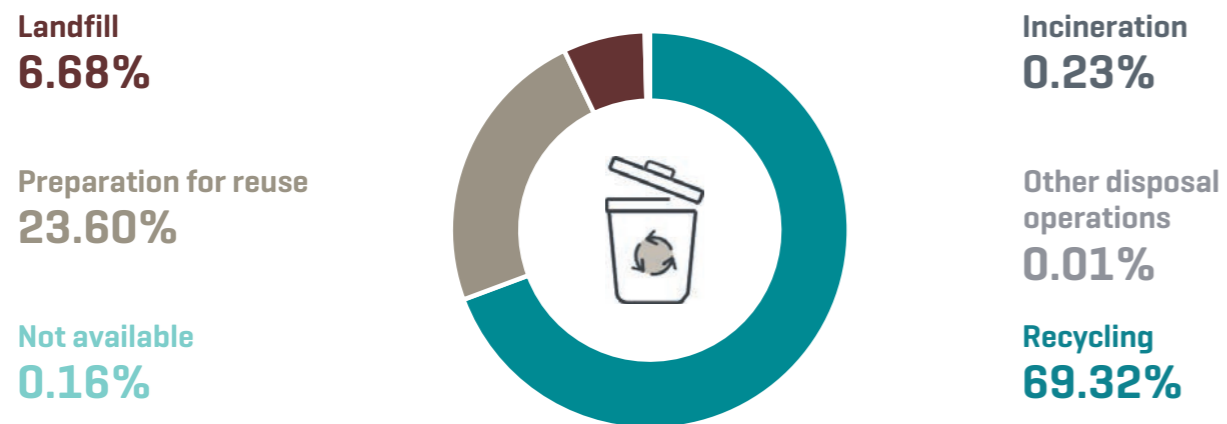
Across all DITH entities, approximately 17% of total waste is classified as hazardous. The Industrial Division accounts for 92% of the total waste generated, with the Distribution Division contributing the remaining 8%. Quantifying waste from the Trading Division, primarily linked to office activities, presents certain challenges.

Recycling and reuse dominate DITH's waste management practices, representing 93% of total waste handling, while landfill disposal and incineration account for just 7%. This reflects the Group's strong commitment to circularity and environmental stewardship.

WASTE BY DISPOSAL METHOD [%]

The data below shows the percentage of waste directed to and diverted from disposal across reporting perimeter sites.

WASTE DIRECTED TO DISPOSAL AND DIVERTED FROM DISPOSAL IN FY23-24 [%]

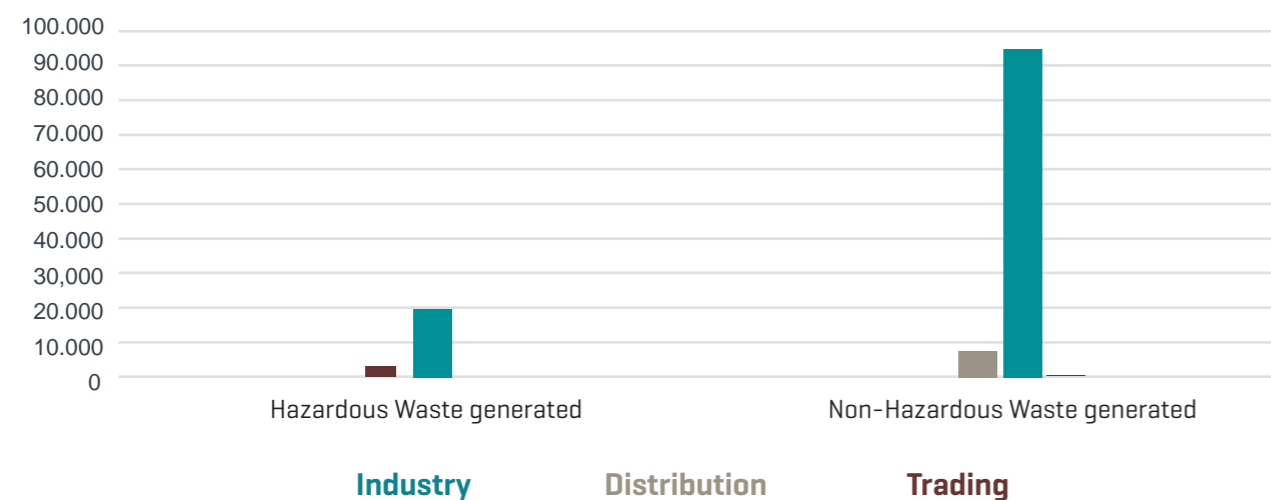


Note: Waste data for DITH Australia Pty Ltd, Duferco Asia Pte Ltd, Duferco Celik Tikaret Limited Sirketi, and Duferco SA is not available for this reporting period.

WASTE GENERATED: Hazardous VS Non-Hazardous [ton]

This section quantifies waste generated at reporting perimeter sites, distinguishing between hazardous and non-hazardous categories.

WASTE GENERATED IN FY23-24 [TON]

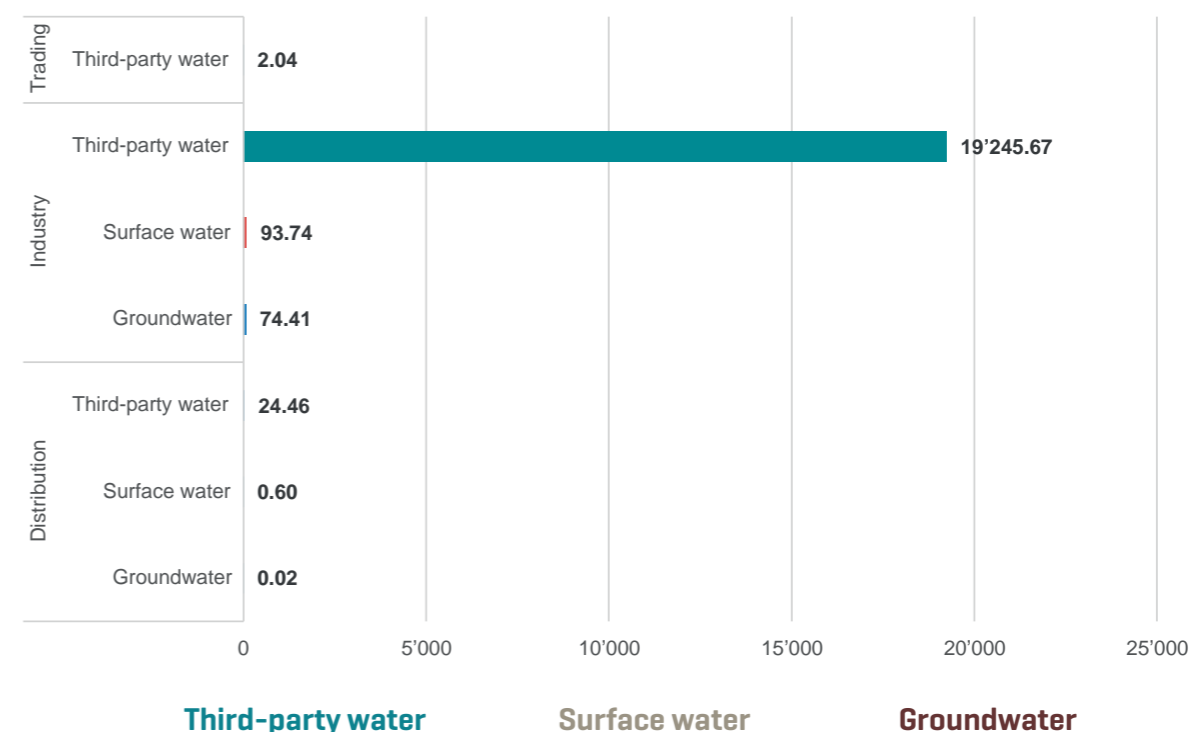


Note: Data from DITH Australia Pty Ltd, Duferco Asia Pte Ltd, Duferco Celik Tikaret Limited Sirketi, and Duferco SA are not available for this reporting period.

SMART WATER USE: ENHANCING EFFICIENCY AND CONSERVATION

DITH is committed to responsible water management across its production entities, recognising water as a crucial resource that requires careful monitoring and conservation. Production facilities account for 99.9% of total Group water withdrawals, with 99.1% sourced from third-party suppliers and the remaining 0.9% derived from groundwater and surface water.

WATER WITHDRAWAL IN FY23-24 [ML]



Makstil, North Macedonia

Makstil's water consumption primarily supports cooling systems in production processes, alongside drinking and hygiene purposes. Water is used in the EAF, continuous casting machines, hot rolling mill reheating furnaces, and scale removal from slabs. The entity is enhancing its water management by reviewing the final design of a proposed treatment system for its steel shop and plate mill, improving overall efficiency and reducing energy consumption.

Makstil operates two water systems: a closed-loop system in the steel shop and a semi-closed system in the plate mill, consolidating all wastewater emissions to a single monitored discharge point. Continuous monitoring includes flow rate, temperature, and chemical composition analyses in compliance with local regulations and IPCC recommendations. Suspended solids are analysed weekly, while other parameters [oil, Pb, Ni, Cd, Cr, Cu, Zn, Fe, Mn, NO3-, NO2-, TOC, BOD5, and COD] are examined bi-monthly. Additionally, Makstil withdrew in the fiscal year 19,245.67 m3 of water from third-party suppliers and 74.41 m3 from underground wells. Hygienic water use amounts to 135.88 m3. To further ensure sustainability, a network of nine groundwater piezometers was installed in 2014 to monitor underground water quality. In compliance with the Industrial Pollution Prevention and Control (IPPC) permit, these are assessed every five years, with soil quality analyses conducted every ten years, reinforcing Makstil's commitment to environmental compliance.

DSP, South Africa

DSP ensures high water quality for industrial processes by treating municipal drinking water through a reverse osmosis plant. This purified water is used for cooling, heating, acid and oil mixing, and sanitation. Regular sample testing, both internally and by accredited external laboratories, maintains compliance with local regulatory standards, with results reported to authorities. Monthly water samples are also collected by the municipality to ensure continuous oversight. As part of its sustainability strategy, DSP upgraded its reverse osmosis plant to reduce overall water consumption by allowing for reuse of lower-quality water and a portion of the wastewater stream. The site also implemented wastewater recovery initiatives, including recycling treated effluent water for toilets, gardens, and vehicle washing.

Agofer, Colombia

Agofer's water consumption is split between employee use and production processes, sourced primarily from municipal aqueducts and groundwater. The entity ensures potable water quality through on-site ozone treatment and periodic monitoring. In areas without access to municipal water infrastructure, third-party suppliers provide drinking water, which is then stored and managed for daily use.

Agofer assigns dedicated personnel to monitor water consumption, concentration, and hardness. Water required for production is primarily drawn from groundwater sources and demineralised water suppliers before being stored in a cooling tower with routine maintenance checks. Water purchased for plant consumption undergoes studies and monitoring to ensure sufficient levels and quality for usage.

As part of its water conservation efforts, Agofer launched a water efficiency program that encourages responsible water use across operations. The initiative includes an internal assessment of water sources, distribution systems, and potential areas for efficiency gains. The entity is working toward ISO 46001 certification, which will formalise targets, implement monitoring systems, and establish continuous improvement strategies. Awareness campaigns, employee training sessions, and internal audits will further reinforce conservation practices.

IPAC, Ecuador

IPAC has optimised water usage in pipe and profile production by implementing a closed-loop cooling system that operates with 95% water and 5% synthetic oil. This minimises water loss through evaporation while maintaining operational efficiency. In its galvanising plant, water is used for pipe preparation, with wastewater treated and strategically reused in galvanisation processes. Any excess water is discharged in strict compliance with local regulations.

To further enhance efficiency, IPAC is in the process of implementing ISO 46001 certification, scheduled for full integration by 2025. Water management is structured through staged processes, including neutralisation, clarification, pH regulation, filtration, and discharge, all monitored and tested monthly to ensure compliance with municipal standards.

Addressing Water Stress & Strengthening Commitment

Water stress remains a significant concern for industrial operations, particularly in regions where water demand exceeds available supply. Duferco Special Steels Europe in Belgium and DSP in South Africa, consuming a combined 93.92 megalitres annually, operate in extremely high-water stress areas, underscoring the importance of sustainable water management strategies. DITH remains committed to minimising its water footprint by implementing advanced conservation initiatives, upgrading water efficiency systems, and adhering to globally recognised standards. Across its entities, these efforts focus on reducing withdrawals, optimising recycling and reuse, and ensuring compliance with regulatory frameworks. By continuously improving water efficiency and investing in innovative solutions, DITH reinforces its role as a responsible steward of this critical natural resource.

RAISING THE BAR: DITH'S COMMITMENT TO CERTIFIED SUSTAINABILITY

DITH strengthens its sustainability strategy through internationally recognised environmental certifications, demonstrating its commitment to responsible resource management, emissions reduction, and operational transparency. Various Group entities uphold rigorous environmental standards, aligning their processes with best practices to ensure long-term sustainability.

ISO 14001:2015 and Energy Management Certifications

Several DITH entities have implemented ISO 14001:2015 Environmental Management System, reinforcing structured environmental management. DSP and Makstil, DITH's main production sites, hold this certification, while IPAC and Meridian Steel Ltd. also meet these standards in their distribution operations. Additionally, ATG and Agofer align their environmental management systems with ISO 14001:2015 principles, despite not holding formal certification.

Makstil has further strengthened its sustainability credentials with ISO 50001:2018 certification, demonstrating its commitment to structured energy efficiency and systematic energy management.

DSSE: CO₂ Neutral Label (Bronze Level)

In 2023, DSSE achieved the CO₂ Neutral Label certificate [Bronze Level] from CO₂logic. This certification underscores DSSE's commitment to emissions reduction, with a target of reducing Scope 1 and Scope 2 emissions by 25% by 2030 (compared to 2021). To offset residual emissions, DSSE supports certified climate projects, reinforcing its contribution to global decarbonisation efforts.

DSSE: Label Entreprise Ecodynamique (one star)

In 2024, Duferco Special Steels Europe was awarded the Label Entreprise Ecodynamique - 1 star, an official award given by Brussels Environnement for its commitment to environmental management. This free certification rewards and encourages businesses, non-profits, and public or private institutions in Brussels that actively work to reduce their environmental impact.

IPAC: ECO20 Certification for Renewable Energy

In 2024, IPAC became the first entity in Ecuador to obtain the ECO20 certification, a recognition issued by an independent third party guaranteeing that IPAC's production process is powered by renewable energy through its photovoltaic system. This milestone underscores IPAC's role in advancing clean energy solutions in industrial operations.

Makstil: Environmental Product Declaration

Makstil enhances its commitment to environmental responsibility with its Environmental Product Declaration (EPD) for hot rolled steel plates. An EPD is a third-party verified and registered document providing transparent, comparable insights into a product's environmental impact across its entire lifecycle.

Makstil produces steel slab from 100% recycled scrap steel and transforms them into steel plates through a carefully controlled process that includes slab oxy cutting, furnace heating, hot rolling, levelling, stamping, shearing, oxy cutting, sandblasting, and coating.

To ensure the credibility and accuracy of its EPD, Makstil conducted a Life Cycle Assessment (LCA), in compliance with ISO 14040 and ISO 14044 standards. The study encompasses all major product lifecycle stages, from raw material extraction to end-of-life disposal (excluding installation and use phases). Makstil's EPD aligns with key international standards, including ISO 14025 (EPD principles and procedures), EN 15804+A2 (construction product EPD standard), and EN 17662 (steel structures Product Category Rules - PCRs). The entire process underwent an independent review, further reinforcing Makstil's transparency and dedication to sustainability.

By securing industry-leading certifications, DITH and its entities demonstrate a commitment to environmental stewardship, energy efficiency, and responsible production, reinforcing their role in driving sustainable industrial transformation.

ATG: Environmental Product Declaration

ATG strengthens its commitment to environmental sustainability with the development of two Environmental Product Declarations (EPD) for reinforcement in the form of bars and coils. These declarations, aligned with EN 15804+A2, ISO 14025, and ISO 21930, provide a transparent and third-party verified assessment of the environmental impact of these products throughout their lifecycle.

The reinforcement bars and coils, produced at ATG's Wismar (Germany) and Falkenberg (Sweden) facilities, are made using 100% recycled steel, ensuring high material efficiency and reduced environmental footprint. The EPDs follow a Cradle to Gate with options approach, covering the key lifecycle stages including raw material sourcing, transport, processing, and end-of-life disposal. Notably, over 85% of the material is recovered through recycling.

To enhance data accuracy and credibility, ATG conducted a Life Cycle Assessment (LCA) in compliance with ISO 14040 and ISO 14044. The assessment examines energy use, emissions, and resource efficiency, confirming ATG's commitment to sustainable construction practices.

These EPDs, developed for the Swedish and Danish markets, comply with strict environmental requirements, supporting low-carbon initiatives. By securing these declarations, ATG reaffirms its role as a responsible industry leader, committed to innovation, transparency, and sustainability.

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METHODOLOGICAL NOTES

DITH’s Sustainability Report showcases the tangible outcomes of the Group’s ethical and value-driven commitments, enhancing transparency with stakeholders. This report narrates DITH’s annual activities, projects, and insights across governance, social, and environmental spheres—highlighting past achievements and outlining future endeavors. DITH adheres to the updated GRI Standards as of 2021.

The reporting scope includes entities listed in the table below, strategically selected to represent DITH’s most significant social and environmental impacts. By encompassing entities from both production sites and a sample of the distribution division within DITH’s trading division, the report accurately reflects the Group’s environmental and social landscape. The reporting scope for the 2024 Sustainability Report mirrors that of 2023, providing a comprehensive overview of 14 entities.

SCOPE OF THE REPORT: The Sustainability Report 2024 encapsulates the period from October 1, 2023, to September 30, 2024, shedding light on the impactful activities of the following entities:

7. APPENDIX

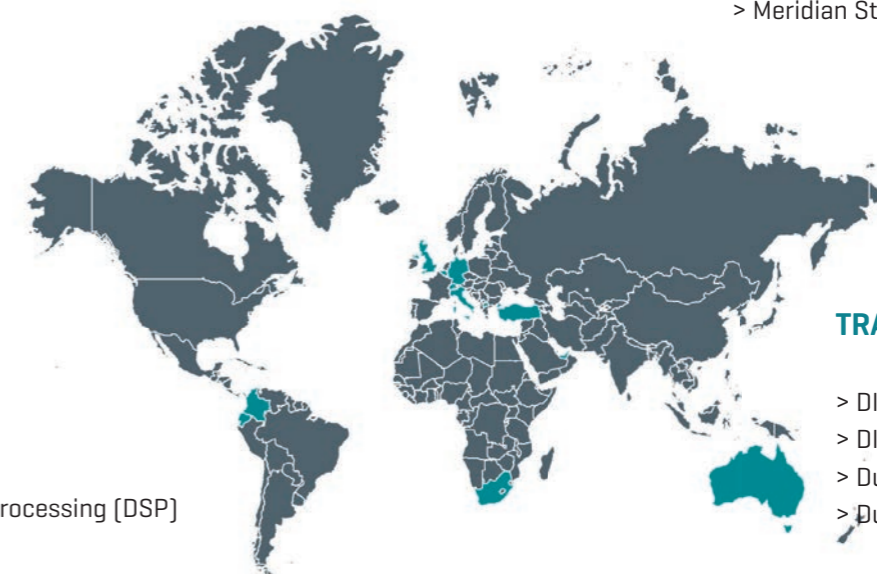
- METHODOLOGICAL NOTES
- DIALOGUE WITH STAKEHOLDERS
- MATERIALITY ANALYSIS
- SUSTAINABILITY INDICATORS
- GRI CONTENTS INDEX

DISTRIBUTION SOUTH AMERICA

- > Agofer SA
- > IPAC SA

DISTRIBUTION EUROPE

- > Ardemagni S.p.a.
- > ATG Deutschland GmbH
- > ATG Scandinavia AB
- > Duferco Celik Ticaret Ltd. Sirketi
- > Duferco Commerciale S.p.a.
- > Duferco Special Steels SA
- > Meridian Steel Ltd.



PRODUCTION

- > Duferco Steel Processing (DSP)
- > Makstil

TRADING

- > DITH Australia Pty Ltd
- > DITH MENA DMCC
- > Duferco Asia Pte. Ltd.
- > Duferco SA

This comprehensive scope captures the diverse operations and contributions of these entities, providing a detailed overview of their sustainability endeavours.

DSP, stemming from a joint venture established in 1999 between DITH (50%) and the state-owned Industrial Development Corporation of South Africa (IDC) (50%), holds a unique position within the report’s scope. Despite being consolidated in the financial statement merely as equity, DSP is deliberately included, acknowledging its pivotal role in the broader context.

In 2021, DITH undertook a methodical materiality analysis, which was then expanded and strengthened in the following years; for a detailed exploration, please refer to “Chapter 2 Sustainability at the core of DITH’s strategy”.

To delineate the reporting scope for environmental information, DITH meticulously assessed the significance and relevance of activities at each site. The collected data aims to offer a balanced and transparent panorama of DITH’s actions and attributes at a Group level. Performance indicators and reporting periodicity adhere to an annual framework. The report encompasses environmental data directly under DITH’s control, excluding waste, water, and energy consumption at offices, service centers, and distribution facilities.

Accessible on the DITH website at DITH Sustainability Page, the 2024 Sustainability Report, like its predecessors, serves as a comprehensive resource. For queries regarding the report, feel free to reach out to DITH’s Corporate Sustainability Officer, Daniela Vescarelli, at daniela.vescarelli@dith.com.

Scan me



DIALOGUE WITH STAKEHOLDERS

DITH is committed to addressing sustainability issues and meeting the needs of partners and investors through ongoing and transparent dialogue with stakeholders.

In line with the AA1000 Stakeholder Engagement Standard, DITH has established a dedicated stakeholder engagement process, essential for assessing material issues in its annual sustainability reports. In 2021, the Group meticulously mapped its stakeholders, including both internal and external parties along the value creation chain, as well as those indirectly affected or interested in organizational activities.

DITH conducted dedicated interviews and workshops to engage internal stakeholders in order to bring out what really matters to them. For the reporting period of 2024, DITH reaffirmed the following stakeholder categories: Board Members, Shareholders, Employees, Customers, Suppliers, Banks and Insurance Companies, Governments and Regulators, and Local Communities. In 2023, DITH involved four insurers and engaged all Board Delegates to assess the significance of material issues, resulting in no significant changes to the assigned ratings within the matrix compared to 2021.

To thoroughly analyse both negative and positive impacts, DITH correlates each impact—identified as potential or actual—with one or more sustainability issues relevant to the Group. Employing this analytical framework, all Sustainability Group members participated in voting on the significance of each impact. Their votes considered severity and likelihood for negative impacts, as well as scope and likelihood for positive impacts.

Following a Sustainability Group vote, DITH identified the most significant impacts for reporting through a prioritization exercise. Without a specific set threshold, all identified impacts were considered material. Subsequently, in collaboration with the Board, the Sustainability Group meticulously reviewed and approved the final list of material impacts and topics, concluding a report that offers a comprehensive overview of the most significant impacts and topics for the Group.

MATERIALITY ANALYSIS

In order to define material issues, DITH used a comprehensive materiality analysis, combining internal and external perspectives. The internal analysis analysed public and non-public sources and identified key aspects of the company’s activities. Simultaneously, the external analysis set benchmarks against international competitors and identified global risks, industry trends and company expectations.

To ensure a robust evaluation of impact significance for stakeholders, DITH designed an evaluation questionnaire. Engaging stakeholders were asked to assign scores to each identified topic, laying the foundation for the material topics reported in 2021, a process that set the stage for the analyses conducted in 2023 (refer to Chapter 1, “Inside DITH” for more details). The 2021 evaluation questionnaires revealed that certain environmental issues and sustainable procurement were perceived as having low relevance for both DITH and its stakeholders in terms of impacts, needs, and future expectations. Despite this, recognizing the global importance of environmental impact, particularly for the Production division, DITH chose to regularly report on energy management, greenhouse gases, waste, water, and procurement practices.

Moreover, in 2021, DITH identified the most relevant SDGs where the Group could significantly contribute positively. These identified SDGs, along with DITH’s overarching commitment to fostering a more sustainable future, are reaffirmed in the 2024 Sustainability Report.

SUSTAINABILITY INDICATORS

SOCIAL AND GOVERNANCE

TABLE 1

| TOTAL NUMBER OF EMPLOYEES PER SITE | |
|---|--------------|
| SITE | N. |
| IPAC S.A. | 441 |
| Duferco Asia Pte. Ltd. | 13 |
| Duferco commerciale | 59 |
| DITH MENA DMCC | 29 |
| DITH Australia Pty Ltd | 29 |
| Makstil AD | 952 |
| Duferco S.A. | 313 |
| Meridian Steel Ltd. | 101 |
| Duferco Celik Ticaret Limited Sirketi | 45 |
| Duferco Special Steels (Europe) S.A. | 19 |
| DSP | 255 |
| ATG Deutschland GmbH/ATG Scandinavia AB | 149 |
| Ardemagni S.p.a. | 43 |
| Agofer S.A. | 451 |
| TOTAL | 2,899 |

TABLE 2

| DIVERSITY OF GOVERNANCE BODIES | |
|---|-----------|
| GRI 405-1 | N. |
| Total number of members within the organization's governance bodies | 65 |
| Number of independent board members among the total number of board members | 13 |
| Number of males within the organization's governance bodies | 56 |
| Number of males within the organization's governance bodies under 30 years old | 0 |
| Number of males within the organization's governance bodies between 30-50 years old | 20 |
| Number of males within the organization's governance bodies over 50 years old; | 36 |
| Number of females within the organization's governance bodies | 9 |
| Number of females within the organization's governance bodies under 30 years old | 0 |
| Number of females within the organization's governance bodies between 30-50 years old | 6 |
| Number of females within the organization's governance bodies over 50 years old; | 3 |

TABLE 3

| DIVERSITY OF EMPLOYEES PER AGE | | |
|--|--------------|------------|
| GRI 405-1 | N. | % |
| Total number of employees | 2,899 | |
| Number of male employees | 2,280 | 79% |
| Number of male employees under 30 years old | 477 | |
| Number of male employees between 30-50 years old | 1,291 | |
| Number of male employees over 50 years old | 512 | |
| Number of female employees | 619 | 21% |
| Number of female employees under 30 years old | 124 | |
| Number of female employees between 30-50 years old | 361 | |
| Number of female employees over 50 years old | 134 | |
| Number of disabled employees | 29 | |
| Number of disabled employees employed by law | 23 | |

TABLE 4

| DIVERSITY OF EMPLOYEES PER CATEGORY | | |
|--|--------------|------------|
| GRI 405-1 | N. | % |
| Total number of managers and/or directors | 157 | 5% |
| Number of male - managers and/or directors | 118 | |
| Number of female - managers and/or directors | 39 | |
| Total number of white collars | 1,097 | 38% |
| Number of male - white collars | 610 | |
| Number of female - white collars | 487 | |
| Total number of blue collars | 1,645 | 57% |
| Number of male - blue collars | 1,576 | |
| Number of female - blue collars | 69 | |

TABLE 5

| PERFORMANCE AND CAREER DEVELOPMENT REVIEWS | |
|---|--------------|
| GRI 404-3 | N. |
| Total number of employees who received a regular performance and career development review during the reporting period | 2,243 |
| Number of male employees | 1,538 |
| Number of female employees | 705 |
| Number of managers and/or directors who received a regular performance and career development review during the reporting period | 118 |
| Number of managers - female | 28 |
| Number of managers - male | 90 |
| Number of white collars who received a regular performance and career development review during the reporting period | 881 |
| Number of white collars - female | 405 |
| Number of white collars - male | 476 |
| Number of blue collars who received a regular performance and career development review during the reporting period, of which: | 1,244 |
| Number of blue collars - female | 272 |
| Number of blue collars - male | 972 |

TABLE 6

| INFORMATION ON EMPLOYEES | |
|---|--------------|
| GRI 2-7 | N. |
| Total number of employees with permanent contracts - male | 1,907 |
| Total number of employees with fixed-term contracts - male | 373 |
| Total number of employees with permanent contracts - female | 574 |
| Total number of employees with fixed-term contracts - female | 45 |
| TOTAL NUMBER OF EMPLOYEES BY CONTRACT | 2,899 |
| Total number of employees with full-time contracts - male | 2,262 |
| Total number of employees by part-time contract - male | 18 |
| Total number of employees by full-time contract - female | 549 |
| Total number of employees by part-time contract - female | 70 |
| TOTAL NUMBER OF EMPLOYEES BY TYPE | 2,899 |

TABLE 7

| OTHER INFORMATION REGARDING EMPLOYEES | |
|--|------------|
| GRI 2.7 - 8 | N. |
| Number of non-guaranteed hours employees | 3 |
| Number of non-guaranteed hours employees - male | 2 |
| Number of non-guaranteed hours employees - female | 1 |
| Total number of workers who are not employees and whose work is controlled by the organization | 526 |

TABLE 8

| COLLECTIVE BARGAINING | |
|------------------------------------|--------------|
| GRI 2-30 | N. |
| Number of employees covered by CBA | 1,224 |

TABLE 9

| TRAINING HOURS PER EMPLOYEE, GENDER AND CATEGORY | |
|--|-----------------|
| GRI 404-1 | N. |
| Total hours of training that the organization’s employees have undertaken | 82,335.2 |
| Total hours of training that the organization’s male employees have undertaken | 72,130.3 |
| Total hours of training that the organization’s female employees have undertaken | 10,204.9 |
| Total hours of training that the organization’s managers and/or directors have undertaken during the reporting period | 2,942.3 |
| Total hours for male - managers and/or directors | 1,859.1 |
| Total hours for female - managers and/or directors | 1,083.2 |
| Total hours of training that the organization’s white collars have undertaken during the reporting period | 16,431.5 |
| Total hours for male - white collars | 8,489.1 |
| Total hours for female - white collars | 7,942.4 |
| Total hours of training that the organization’s blue collars have undertaken during the reporting period | 62,961.4 |
| Total hours for male - blue collars | 61,781.1 |
| Total hours for female - blue collars | 1,180.3 |
| Average values | |
| Average hours of training for employees | 28.40 |
| Average hours of training for male employees | 31.64 |
| Average hours of training for female employees | 16.49 |
| Average hours of training for managers | 18.74 |
| Average hours of training for managers - male | 15.75 |
| Average hours of training for managers - female | 27.76 |
| Average hours of training for white collars | 15.01 |
| Average hours of training for white collars - male | 13.96 |
| Average hours of training for white collars - female | 16.31 |
| Average hours of training for blue collars | 38.37 |
| Average hours of training for blue collars - male | 39.30 |
| Average hours of training for blue collars - female | 17.11 |

TABLE 10

| TRAINING HOURS PER EMPLOYEE, GENDER AND CATEGORY | |
|---|--------------|
| GRI 412-2 | N. |
| Total number of hours in the reporting period devoted to training on human rights* policies or procedures concerning aspects of human rights that are relevant to operations. | 1,902.29 |
| Total numbers of employees involved in human rights training | 1,332 |
| Percentage of employees trained during the reporting period in human rights policies or procedures concerning aspects of human rights that are relevant to operations | 46% |

** This training can include topics such as diversity, discrimination and/or harassment*

TABLE 11

| TRAINING DETAIL | | |
|--|-------------------------|---------------------|
| | Total hours of training | Number of employees |
| TOPIC | | |
| Human Rights | 1,902.29 | 1,332 |
| Health and safety | 7,766.37 | 1,196 |
| Hazardous substances | 1,662.27 | 1,004 |
| Environmental issue | 4,474 | 1,166 |
| Waste reduction & sorting | 1,337.97 | 930 |
| Carrier or skill development | 11,580.18 | 780 |
| Compliance Issue | 4,881.01 | 1,724 |
| Cyber security | 8,105.58 | 881 |
| Others [e.g. language courses, software implementation etc.] | 5,348.34 | 560 |
| Total | 47,058.49 | |

TABLE 12

| WORKERS COVERED BY AN OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT SYSTEM | |
|---|-------|
| GRI 403-8 | N. |
| The number of all employees who are covered by an occupational health and safety management system | 2,798 |
| The number of all employees who are covered by an occupational health and safety management system that has been internally audited | 2,736 |
| The number of all employees who are covered by an occupational health and safety management system that has been audited or certified by an external party | 2,500 |
| The number of workers who are not employees but whose work and/or workplace is controlled by the organization, who are covered by an occupational health and safety management system | 492 |
| The number of workers who are not employees but whose work and/or workplace is controlled by the organization, who are covered by an occupational health and safety management system that has been internally audited | 459 |
| The number of workers who are not employees but whose work and/or workplace is controlled by the organization, who are covered by an occupational health and safety management system that has been audited or certified by an external party | 330 |

TABLE 13

| WORKERS COVERED BY AN OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT SYSTEM - Percentage | |
|---|------|
| GRI 403-8 | % |
| Percentage of employees who are covered by an occupational health and safety management system | 97% |
| Percentage of all employees who are covered by an occupational health and safety management system that has been internally audited | 94% |
| Percentage of all employees who are covered by an occupational health and safety management system that has been audited or certified by an external party | 86% |
| Percentage of workers who are not employees but whose work and/or workplace is controlled by the organization, who are covered by an occupational health and safety management system | 100% |
| Percentage of workers who are not employees but whose work and/or workplace is controlled by the organization, who are covered by an occupational health and safety management system that has been internally audited | 93% |
| Percentage of workers who are not employees but whose work and/or workplace is controlled by the organization, who are covered by an occupational health and safety management system that has been audited or certified by an external party | 67% |

TABLE 14

| WORK RELATED INJURIES - EMPLOYEES | | | |
|--|-----------|---|--|
| GRI 403-9 | N. | Rate* | Note |
| | | <i>(The rates have been calculated on 200,000 hours worked)</i> | |
| Total hours worked | 5,444.591 | / | |
| Fatalities | 0 | 0 | |
| Recordable work-related injuries | 65 | 2.39 | [Total recordable work-related injuries / Total hours worked] *200000 |
| Of which, the number of high-consequence work-related injuries (excluding fatalities) | 4 | 0.15 | [Total number of high-consequence work-related injuries/Total hours worked]*200000 |
| Lost Time Injury (LTI): Any work-related injury, resulting in the company, contractor or third-party contractor employee not being able to return to work for their next scheduled work period/shift | 64 | 11.75 | Lost time injury frequency rate - LTIFR: (Total number of lost time injuries events) x 1.000.000/total hours worked |
| Total number of hours of absence due to injuries | 7,106.8 | 0.16 | Lost time injury severity rate for employees: (number of days lost due to injuries)x1000/total hours worked |

TABLE 15

| WORK RELATED INJURIES | | | |
|--|--------------|---|------|
| GRI 403-9 | N. | Rate* | Note |
| | | <i>(The rates have been calculated on 200,000 hours worked)</i> | |
| For all workers, who are not employees but whose work and/or workplace is controlled by the organization, total hours worked | 1,329,593.17 | / | |
| For all workers who are not employees but whose work and/or workplace is controlled by the organization, the number of fatalities as a result of work-related injury. | 0 | 0.00 | |
| For all workers, who are not employees but whose work and/or workplace is controlled by the organization, the number of recordable work-related injuries (excluding fatalities). | 12 | 1.8 | |
| Of which the number of high-consequence work-related injuries (excluding fatalities). | 0 | 0.00 | |

ENVIRONMENT

TABLE 16

| ENERGY CONSUMPTION WITHIN THE ORGANIZATION [GJ] ¹ | | | | |
|--|---------------|------------------|--------------|------------------|
| GRI 302-1 | Distribution | Industry | Trading | Total |
| Electricity | 31,929 | 810,040 | 2,671 | 844,641 |
| Purchased electricity | 31,929 | 810,040 | 2,671 | 844,641 |
| Non renewable | 36,806 | 977,760 | 1,236 | 1,015.802 |
| Fuel | 36,806 | 977,760 | 1,236 | 1,015.802 |
| Anthracite | | 38,531 | | 38,531 |
| Coal | | 68,524 | | 68,524 |
| Coke | | 20,365 | | 20,365 |
| Diesel | 23,987 | 14,556 | | 38,544 |
| Fuel oil | 913 | | | 913 |
| Gasoline | 1,396 | | | 1,396 |
| LPG | 5,878 | 184,893 | | 190,771 |
| Natural gas | 4,631 | 650,891 | 1,236 | 656,757 |
| Renewable | 10,548 | 2,077 | 133 | 12,757 |
| Photovoltaic electricity | 4,062 | 2,077 | | 6,138 |
| Purchased electricity | 5,115 | | 133 | 5,247 |
| Wood | 1,371 | | | 1,371 |
| Total | 79,284 | 1,789.877 | 4,040 | 1,873.200 |

1. Source of fuel properties: UK Government GHG Conversion Factors for Company Reporting 2024

TABLE 17

| ENERGY INTENSITY [GJ/ton] | | |
|---|-------------------|-------------------|
| 302-3 | DSP | Makstil AD |
| Weight of finished product [ton] | 172,151.64 | 300,572.00 |
| Energy consumption [GJ] | 414,650.97 | 1,375,225.72 |
| Energy intensity [GJ/ton] | 2,41 | 4,58 |

TABLE 18

| DIRECT [SCOPE 1] GHG EMISSIONS AND ENERGY INDIRECT [SCOPE 2] GHG EMISSIONS LOCATION BASED [tCO ₂ e] ² | | | | |
|---|-----------------|-------------------|---------------|-------------------|
| 305-1, 305-2 | Distribution | Industry | Trading | Total |
| Scope 1 | 2,672.22 | 77,462.14 | 69.56 | 80,203.92 |
| Energy³ | 2,496.21 | 55,965.71 | 69.56 | 58,531.47 |
| Coal | | 6,472.13 | | 6,472.13 |
| Diesel | 1,692.64 | 1,027.15 | | 2,719.78 |
| Fuel oil | 72.37 | | | 72.37 |
| Gasoline | 90.14 | | | 90.14 |
| LPG | 376.07 | 11,828.52 | | 12,204.59 |
| Natural gas | 260.68 | 36,637.91 | 69.56 | 36,968.14 |
| Wood | 4.31 | | | 4.31 |
| Fugitive emissions⁴ | 176.01 | 165.84 | | 341.85 |
| HFC-134a | 2.73 | | | 2.73 |
| HFC-32 | 3.45 | | | 3.45 |
| R407C | | 29.23 | | 29.23 |
| R410A | 169.83 | 136.60 | | 306.44 |
| Process⁵ | | 21,330.60 | | 21,330.60 |
| Scope 2 | 2,133.00 | 197,994.86 | 72.98 | 200,200.84 |
| Energy | 2,133.00 | 197,994.86 | 72.98 | 200,200.84 |
| Purchased electricity ⁶ | 2,133.00 | 197,994.86 | 72.98 | 200,200.84 |
| Total | 4,805.22 | 275,457.00 | 142.54 | 280,404.76 |

2. Source of fuel properties: UK Government GHG Conversion Factors for Company Reporting 2024

3. Source of fuel emission factors: UK Government GHG Conversion Factors for Company Reporting 2024

4. Source of emission factors of refrigerant gases: UK Government GHG Conversion Factors for Company Reporting 2024

5. 2006 IPCC Guidelines for National Greenhouse Gas Inventories

6. Source of emission factors of purchased electricity location-based: Ecoinvent 2021 v3.8, database IEA 2018, IPCC 2021 method except for Australia [Australian National Greenhouse Accounts Factors 2024], Colombia [Mix Residual Red eléctrica colombiana del 2022], Germany [ScholtEnergy emission factor 2023 Energieträgermix Deutschland], Republic of South Africa [The DFFE's Publication of South Africa's 2022 Grid Emission Factors Report], United Kingdom [UK Government GHG Conversion Factors for Company Reporting 2024]

TABLE 19

| DIRECT (SCOPE 1) GHG EMISSIONS AND ENERGY INDIRECT (SCOPE 2) GHG EMISSIONS MARKET BASED [tCO ₂ e] ⁷ | | | | |
|---|-----------------|-------------------|---------------|-------------------|
| 305-1, 305-2 | Distribution | Industry | Trading | Total |
| Scope 1 | 2,672.22 | 77,452.14 | 69.56 | 80,203.92 |
| Energy⁸ | 2,496.21 | 55,965.71 | 69.56 | 58,531.47 |
| Coal | | 6,472.13 | | 6,472.13 |
| Diesel | 1,692.64 | 1,027.15 | | 2,719.78 |
| Fuel oil | 72.37 | | | 72.37 |
| Gasoline | 90.14 | | | 90.14 |
| LPG | 376.07 | 11,828.52 | | 12,204.59 |
| Natural gas | 260.68 | 36,637.91 | 69.56 | 36,968.14 |
| Wood | 4.31 | | | 4.31 |
| Fugitive emissions⁹ | 176.01 | 165.84 | | 341.85 |
| HFC-134a | 2.73 | | | 2.73 |
| HFC-32 | 3.45 | | | 3.45 |
| R407C | | 29.23 | | 29.23 |
| R410A | 169.83 | 136.60 | | 306.44 |
| Process¹⁰ | | 21,330.60 | | 21,330.60 |
| Scope 2 | 2,043.04 | 197,994.86 | 49.75 | 200,087.66 |
| Energy ¹¹ | 2,043.04 | 197,994.86 | 49.75 | 200,087.66 |
| Purchased electricity | 2,043.04 | 197,994.86 | 49.75 | 200,087.66 |
| Total | 4,715.26 | 275,457.00 | 119.31 | 280,291.58 |

- 7. Source of fuel properties: UK Government GHG Conversion Factors for Company Reporting 2024
- 8. Source of fuel emission factors: UK Government GHG Conversion Factors for Company Reporting 2024
- 9. Source of emission factors of refrigerant gases: UK Government GHG Conversion Factors for Company Reporting 2024
- 10. 2006 IPCC Guidelines for National Greenhouse Gas Inventories
- 11. Source of emission factors of purchased electricity market-based: European Residual Mixes 2023 Association of Issuing Bodies except for Australia [Australian National Greenhouse Accounts Factors 2024], Colombia [Mix Residual Red eléctrica colombiana del 2022], Germany [ScholtEnergy emission factor 2023 Verbleibender Energieträgermix Deutschland], Republic of South Africa [The DFFE's Publication of South Africa's 2022 Grid Emission Factors Report]. In case the residual mix was not available, the same location-based emission factor was used.

TABLE 20

| OUT OF SCOPE EMISSIONS [tCO ₂] | | Total |
|--|--|---------------|
| Biogenic | | 133.09 |
| Wood | | 133.09 |

TABLE 21

| WATER WITHDRAWAL, DISCHARGE AND CONSUMPTION [ML] ¹² | | | | |
|--|--------------|------------------|-------------|------------------|
| GRI 303-3, 303-4, 303-5 | Distribution | Industry | Trading | Total |
| WATER DISCHARGE | 25.08 | 19,413.83 | 2.04 | 19,440.95 |
| Groundwater | 0.02 | 74.41 | | 74.43 |
| Other water | 0.02 | 74.41 | | 74.43 |
| Surface water | 0.60 | 93.74 | | 94.34 |
| Freshwater | 0.60 | 93.74 | | 94.34 |
| Third-party water | 24.46 | 19,245.67 | 2.04 | 19,272.18 |
| Freshwater | 8.65 | 135.88 | 2.04 | 146.57 |
| Other water | 15.82 | 19,109.79 | | 19,125.61 |
| WATER WITHDRAWAL | 12.48 | 1,906.83 | 2.04 | 1,921.36 |
| Groundwater | 0.01 | | | 0.01 |
| Other water | 0.01 | | | 0.01 |
| Surface water | 0.24 | | | 0.24 |
| Freshwater | 0.06 | | | 0.06 |
| Other water | 0.18 | | | 0.18 |
| Third-party water | 12.24 | 1,906.83 | 2.04 | 1,921.11 |
| Freshwater | 8.62 | 165.23 | 2.04 | 175.90 |
| Other water | 3.61 | 1,741.60 | | 1,745.21 |
| WATER CONSUMPTION | 12.60 | 17,506.99 | 2.04 | 17,519.59 |

12. Water withdrawal, discharge and consumption data for Dith Australia Pty Ltd, Duferco Asia Singapore Pte Ltd, DITH Mena are not available.

TABLE 22

| WATER WITHDRAWAL, DISCHARGE AND CONSUMPTION IN EXTREMELY HIGH WATER STRESS AREAS [ML] | | | |
|---|------------------|-----------------|-------------------|
| GRI 303-3, 303-4, 303-5 | Water withdrawal | Water discharge | Water consumption |
| Extremely high water stress | 93.92 | 29.51 | 64.42 |

TABLE 23

| WASTE GENERATED ¹³ [metric ton] | | | | |
|---|------------------|-------------------|-------------|-------------------|
| GRI 306 - 3 | Distribution | Industry | | Total |
| HAZARDOUS WASTE GENERATED | 236.50 | 20,221.92 | | 20,458.42 |
| Absorbent material | 10.64 | | | 10.64 |
| Batteries | 0.24 | | | 0.24 |
| Containers | 0.71 | | | 0.71 |
| Dust filters | 0.04 | | | 0.04 |
| Electrical and electronic devices | 1.78 | 0.05 | | 1.83 |
| Expanded polypropylene | 5.43 | | | 5.43 |
| Fly Ash & Dust | | 4,439.92 | | 4,439.92 |
| Healthcare Waste | 0.03 | 0.01 | | 0.04 |
| Hydraulic pipes | | | | 0.00 |
| Light bulbs | 0.12 | | | 0.12 |
| Liquid & Sludge Inorganic Waste | 18.8 | 114.91 | | 132.99 |
| Oil | 2.84 | 161.30 | | 164.14 |
| Oil filters | 0.17 | | | 0.17 |
| Oil Sludge | 147.91 | | | 147.91 |
| Oily water | 36.19 | | | 36.19 |
| Plastic | | 7.70 | | 7.70 |
| Printer cartridges | 0.10 | | | 0.10 |
| Rubber | 0.98 | | | 0.98 |
| Scrap metal, including Dross from Galvanic Bath | 0.00 | 14,130.58 | | 14,130.58 |
| Sludge | 4.78 | | | 4.78 |
| Solid Inorganic Waste | | 1,309.95 | | 1,309.95 |
| Steel cans and barrels | | 57.50 | | 57.50 |
| Textiles contaminated with hydrocarbons | 6.44 | | | 6.44 |
| Toners and cartridges | 0.03 | | | 0.03 |
| NON-HAZARDOUS WASTE GENERATED | 9,875.41 | 93,124.57 | 0.09 | 103,000.07 |
| Construction waste | | 3,087.02 | | 3,087.02 |
| Electrical and electronic devices | 1.75 | 3.62 | | 5.37 |
| Metals | 9,078.84 | 42,314.39 | | 51,393.23 |
| Municipal waste | 156.87 | 334.92 | | 491.79 |
| Oil | 1.70 | | | 1.70 |
| Pallets | 64.99 | | | 64.99 |
| Paper & Cardboard | 73.35 | 12.79 | 0.09 | 86.23 |
| Plastic | 173.76 | 1.02 | | 174.78 |
| Refractory material | | 2,880.85 | | 2,880.85 |
| Scale | | 6,164.04 | | 6,164.04 |
| Scrap metal, including Dross from Galvanic Bath | 237.30 | | | 237.30 |
| Slag from EAF | | 29,037.76 | | 29,037.76 |
| Slag from LF | | 9,204.26 | | 9,204.26 |
| Solid Inorganic Waste | 18.75 | | | 18.75 |
| Wood | 68.11 | 83.90 | | 152.01 |
| Total | 10,111.91 | 113,346.49 | 0.09 | 123,458.49 |

TABLE 24

| Waste diverted from disposal and directed to disposal ¹⁴ [metric ton] | | | | |
|--|------------------|-------------------|--|-------------------|
| 306-4, 306-5 | Distribution | Industry | | Total |
| HAZARDOUS WASTE GENERATED | 236.50 | 20,221.92 | | 20,458.42 |
| Waste directed to disposal | 232.35 | 1,579.53 | | 1,811.88 |
| Incineration with energy recovery [offsite] | 185.95 | | | 185.95 |
| Incineration without energy recovery [offsite] | 21.86 | 0.01 | | 21.86 |
| Landfilling [offsite] | 18.08 | 1,579.52 | | 1,597.60 |
| Other disposal operations [offsite] | 6.47 | | | 6.47 |
| Waste diverted from disposal | 4.14 | 18,642.39 | | 18,646.54 |
| Preparation for reuse [offsite] | 3.40 | 7.70 | | 11.10 |
| Recycling [offsite] | 0.75 | 18,577.19 | | 18,577.94 |
| Recycling [onsite] | | 57.50 | | 57.50 |
| NON-HAZARDOUS WASTE GENERATED | 9,875.41 | 93,124.57 | | 103,000.07 |
| Not available | 201.70 | | | 201.70 |
| Waste directed to disposal | 431.03 | 6,302.79 | | 6,733.82 |
| Incineration with energy recovery [offsite] | 70.94 | | | 70.94 |
| Landfilling [offsite] | 237.30 | 6,302.79 | | 6,540.09 |
| Landfilling [onsite] | 113.50 | | | 113.50 |
| Other disposal operations [offsite] | 9.29 | | | 9.29 |
| Waste diverted from disposal | 9,242.69 | 86,821.78 | | 96,064.56 |
| Preparation for reuse [offsite] | | 80.60 | | 80.60 |
| Preparation for reuse [onsite] | | 29,037.76 | | 29,037.76 |
| Recycling [offsite] | 9,242.69 | 15,389.03 | | 24,631.81 |
| Recycling [onsite] | | 42,314.39 | | 42,314.39 |
| Total | 10,111.91 | 113,346.49 | | 123,458.49 |

13. Waste data for DITH Australia Pty Ltd, Duferco Asia Pte Ltd, Duferco Celik Tikaret Limited Sirketi, and Duferco SA are not available.

14. Waste data for DITH Australia Pty Ltd, Duferco Asia Pte Ltd, Duferco Celik Tikaret Limited Sirketi, and Duferco SA are not available.

GRI CONTENTS INDEX

STATEMENT OF USE DITH (Duferco International Trading Holding S.A.) has reported in accordance with the GRI Standards for the period from October 1, 2023, to September 30, 2024

GRI 1 USED GRI 1: Foundation 2021

APPLICABLE GRI SECTOR STANDARD(S) N.A.

| GRI STANDARD/ OTHER SOURCE | DISCLOSURE | LOCATION | OMISSION | | GRI SECTOR STANDARD REF. NO. |
|-------------------------------|------------|----------|---------------------------|-----------------------|------------------------------------|
| | | | REQUIREMENT(S) OMITTED | REASON EXPLANATION | |

GENERAL DISCLOSURES

| | | | |
|--|--|---|--|
| GRI 2: General Disclosures 2021 | 2-1 Organizational details | 1. Inside Dith | <i>A gray cell indicates that reasons for omission are not permitted for the disclosure or that a GRI Sector Standard reference number is not available.</i> |
| | 2-2 Entities included in the organization's sustainability reporting | Methodological notes | |
| | 2-3 Reporting period, frequency and contact point | Methodological notes | |
| | 2-4 Restatements of information | N/A | |
| | 2-5 External assurance | N/A | |
| | 2-6 Activities, value chain and other business relationships | 1. Our local and global suppliers | |
| | 2-7 Employees | 4. Our People at the core - Sustainability indicators | |
| | 2-8 Workers who are not employees | Not in place | |
| | 2-9 Governance structure and composition | 3. Strategic governance for sustainability excellence | |
| | 2-10 Nomination and selection of the highest governance body | 3. Strategic governance for sustainability excellence | |
| | 2-11 Chair of the highest governance body | 3. Strategic governance for sustainability excellence | |
| | 2-12 Role of the highest governance body in overseeing the management of impacts | 3. Strategic governance for sustainability excellence | |
| | 2-13 Delegation of responsibility for managing impacts | 3. Strategic governance for sustainability excellence | |

| GRI STANDARD/ OTHER SOURCE | DISCLOSURE | LOCATION | OMISSION | | GRI SECTOR STANDARD REF. NO. |
|-------------------------------|--|---|---|-----------------------------|------------------------------------|
| | | | REQUIREMENT(S) OMITTED | REASON EXPLANATION | |
| | 2-14 Role of the highest governance body in sustainability reporting | 3. Strategic governance for sustainability excellence | | | |
| | 2-15 Conflicts of interest | 3. Strategic governance for sustainability excellence | | | |
| | 2-16 Communication of critical concerns | 3. Enhancing governance: Dith's global compliance framework | | | |
| | 2-17 Collective knowledge of the highest governance body | | 2-17 Collective knowledge of the highest governance body | Confidentiality constraints | Confidentiality constraints |
| | 2-18 Evaluation of the performance of the highest governance body | | 2-18 Evaluation of the performance of the highest governance body | Confidentiality constraints | Confidentiality constraints |
| | 2-19 Remuneration policies | | 2-19 Remuneration policies | Confidentiality constraints | Confidentiality constraints |
| | 2-20 Process to determine remuneration | | 2-20 Process to determine remuneration | Confidentiality constraints | Confidentiality constraints |
| | 2-21 Annual total compensation ratio | | 2-21 Annual total compensation ratio | Confidentiality constraints | Confidentiality constraints |
| | 2-22 Statement on sustainable development strategy | Letter to our stakeholders | | | |
| | 2-23 Policy commitments | 3. Upholding integrity: Dith's comprehensive compliance landscape | | | |
| | 2-24 Embedding policy commitments | 3. Upholding integrity: Dith's comprehensive compliance landscape | | | |
| | 2-25 Processes to remediate negative impacts | 2. Sustainability performance | | | |
| | 2-26 Mechanisms for seeking advice and raising concerns | 3. Upholding integrity: Dith's comprehensive compliance Landscape | | | |

| GRI STANDARD/ OTHER SOURCE | DISCLOSURE | LOCATION | OMISSION | | GRI SECTOR STANDARD REF. NO. |
|-------------------------------|---|---|---------------------------|-----------------------|------------------------------------|
| | | | REQUIREMENT(S) OMITTED | REASON EXPLANATION | |
| | 2-27 Compliance with laws and regulations | 3. Enhancing governance: Dith's global compliance framework | | | |
| | 2-28 Membership associations | 3. Dynamic engagement across industries at the group level | | | |
| | 2-29 Approach to stakeholder engagement | Dialogue with stakeholders | | | |
| | 2-30 Collective bargaining agreements | Sustainability indicators | | | |

| MATERIAL TOPICS | | | | | |
|-----------------------------------|--|---|---|--|--|
| GRI 3: Material Topics 2021 | 3-1 Process to determine material topics | 2. Sustainable approach for a sustainable future - Methodological notes | A gray cell indicates that reasons for omission are not permitted for the disclosure or that a GRI Sector Standard reference number is not available. | | |
| | 3-2 List of material topics | Materiality analysis | | | |

Economic performance

| | | | | | |
|---|---|---|--|--|--|
| GRI 3: Material Topics 2021 | 3-3 Management of material topics | 2. Sustainable approach for a sustainable future - Methodological notes | | | |
| GRI 201: Economic Performance 2016 | 201-1 Direct economic value generated and distributed | 1. Driving sustainable economic values | | | |

Procurement practices

| | | | | | |
|--|---|---|--|--|--|
| GRI 3: Material Topics 2021 | 3-3 Management of material topics | 2. Sustainable approach for a sustainable future - Methodological notes | | | |
| GRI 204: Procurement Practices 2016 | 204-1 Proportion of spending on local suppliers | 1. Our local and global suppliers | | | |

| GRI STANDARD/ OTHER SOURCE | DISCLOSURE | LOCATION | OMISSION | | GRI SECTOR STANDARD REF. NO. |
|-------------------------------|------------|----------|---------------------------|-----------------------|------------------------------------|
| | | | REQUIREMENT(S) OMITTED | REASON EXPLANATION | |

Anti-corruption

| | | | | | |
|--|---|--|--|--|--|
| GRI 3: Material Topics 2021 | 3-3 Management of material topics | 2. Sustainable approach for a sustainable future - Methodological notes | | | |
| | 205-3 Confirmed incidents of corruption and actions taken | 4. Fostering inclusion and safeguarding human rights | | | |

Anti-competitive behavior

| | | | | | |
|--|---|--|--|--|--|
| GRI 3: Material Topics 2021 | 3-3 Management of material topics | 2. Sustainable approach for a sustainable future - Methodological notes | | | |
| GRI 206: Anti-competitive Behavior 2016 | 206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices | <i>No legal actions for anti-competitive behavior, anti-trust, and monopoly practices pending or completed in the reporting period</i> | | | |

Energy

| | | | | | |
|--|--|---|--|--|--|
| GRI 3: Material Topics 2021 | 3-3 Management of material topics | 2. Sustainable approach for a sustainable future - Methodological notes | | | |
| GRI 302: Energy 2016 | 302-1 Energy consumption within the organization | 6. Elevating energy efficiency through sustainable power - Sustainability indicators | | | |
| | 302-3 Energy intensity | 6. Elevating energy efficiency through sustainable power - Sustainability indicators | | | |

| GRI STANDARD/ OTHER SOURCE | DISCLOSURE | LOCATION | OMISSION | | GRI SECTOR STANDARD REF. NO. |
|-------------------------------|------------|----------|---------------------------|-----------------------|------------------------------------|
| | | | REQUIREMENT(S) OMITTED | REASON EXPLANATION | |

Water and effluents

| | | | | | |
|--|---|---|--|--|--|
| GRI 3: Material Topics 2021 | 3-3 Management of material topics | 2. Sustainable approach for a sustainable future - Methodological notes | | | |
| GRI 303: Water and Effluents 2018 | 303-1 Interactions with water as a shared resource | 6. Sustainable Streams: Dith's water preservation efforts – Sustainability indicators | | | |
| | 303-2 Management of water discharge-related impacts | 6. Sustainable Streams: Dith's water preservation efforts – Sustainability indicators | | | |
| | 303-3 Water withdrawal | 6. Sustainable Streams: Dith's water preservation efforts – Sustainability indicators | | | |

Emissions

| | | | | | |
|--|---|---|--|--|--|
| GRI 3: Material Topics 2021 | 3-3 Management of material topics | 2. Sustainable approach for a sustainable future - Methodological notes | | | |
| GRI 305: Emissions 2016 | 305-1 Direct (Scope 1) GHG emissions | 6. Navigating the future: Dith's decarbonization strategy – Sustainability indicators | | | |
| | 305-2 Energy indirect (Scope 2) GHG emissions | 6. Navigating the future: Dith's decarbonization strategy – Sustainability indicators | | | |
| | 305-4 GHG emissions intensity | 6. Navigating the future: Dith's decarbonization strategy – Sustainability indicators | | | |

| GRI STANDARD/ OTHER SOURCE | DISCLOSURE | LOCATION | OMISSION | | GRI SECTOR STANDARD REF. NO. |
|-------------------------------|------------|----------|---------------------------|-----------------------|------------------------------------|
| | | | REQUIREMENT(S) OMITTED | REASON EXPLANATION | |

Waste

| | | | | | |
|--|--|---|--|--|--|
| GRI 3: Material Topics 2021 | 3-3 Management of material topics | 2. Sustainable approach for a sustainable future - Methodological notes | | | |
| GRI 306: Waste 2020 | 306-1 Waste generation and significant waste-related impacts | 6. Dith's pioneering waste management initiatives - Sustainability indicators | | | |
| | 306-2 Management of significant waste-related impacts | 6. Dith's pioneering waste management initiatives - Sustainability indicators | | | |
| | 306-3 Waste generated | 6. Dith's pioneering waste management initiatives - Sustainability indicators | | | |
| | 306-4 Waste diverted from disposal | 6. Dith's pioneering waste management initiatives - Sustainability indicators | | | |
| | 306-5 Waste directed to disposal | 6. Dith's pioneering waste management initiatives - Sustainability indicators | | | |

Supplier environmental assessment

| | | | | | |
|------------------------------------|--|---|--|--|--|
| GRI 3: Material Topics 2021 | 3-3 Management of material topics | 2. The pillars of our strategy - Methodological notes | | | |
| | 308-2 Negative environmental impacts in the supply chain and actions taken | 1. Our local and global suppliers | | | |

Employment

| | | | | | |
|--|--|---|--|--|--|
| GRI 3: Material Topics 2021 | 3-3 Management of material topics | 2. The pillars of our strategy - Methodological notes | | | |
| | 401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees | 4. Cultivating potential: Investing in our people | | | |

| GRI STANDARD/ OTHER SOURCE | DISCLOSURE | LOCATION | OMISSION | | GRI SECTOR STANDARD REF. NO. |
|-------------------------------|------------|----------|---------------------------|-----------------------|------------------------------------|
| | | | REQUIREMENT(S) OMITTED | REASON EXPLANATION | |

Occupational health and safety

| | | | | | |
|---|---|--|--|--|--|
| GRI 3: Material Topics 2021 | 3-3 Management of material topics | 2. Sustainable approach for a sustainable future - Methodological notes | | | |
| GRI 403: Occupational Health and Safety 2018 | 403-1 Occupational health and safety management system | 4. Health and safety management and risk assessment | | | |
| | 403-2 Hazard identification, risk assessment, and incident investigation | 4. Health and safety management and risk assessment | | | |
| | 403-3 Occupational health services | 4. Health and safety management and risk assessment | | | |
| | 403-4 Worker participation, consultation, and communication on occupational health and safety | 4. Health and safety management and risk assessment | | | |
| | 403-5 Worker training on occupational health and safety | 4. Robust health and safety promotion activities | | | |
| | 403-6 Promotion of worker health | 4. Robust health and safety promotion activities | | | |
| | 403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships | 4. Health and safety management and risk assessment | | | |
| | 403-8 Workers covered by an occupational health and safety management system | 4. Health and safety management and risk assessment - Sustainability indicators | | | |
| | 403-9 Work-related injuries | 4. Dith's approach to health & safety 4. Health and safety management and risk assessment - sustainability indicators | | | |
| | 403-10 Work-related ill health | 4. Dith's approach to health & safety 4. Health and safety management and risk assessment - sustainability indicators | | No occupational diseases were recorded during the reporting period | |

| GRI STANDARD/ OTHER SOURCE | DISCLOSURE | LOCATION | OMISSION | | GRI SECTOR STANDARD REF. NO. |
|-------------------------------|------------|----------|---------------------------|-----------------------|------------------------------------|
| | | | REQUIREMENT(S) OMITTED | REASON EXPLANATION | |

Training and education

| | | | | | |
|---|--|---|--|--|--|
| GRI 3: Material Topics 2021 | 3-3 Management of material topics | 2. Sustainable approach for a sustainable future - Methodological notes | | | |
| GRI 404: Training and Education 2016 | 404-1 Average hours of training per year per employee | 4. Cultivating potential: investing in our people - sustainability indicators | | | |
| | 404-3 Percentage of employees receiving regular performance and career development reviews | 4. Cultivating potential: investing in our people - sustainability indicators | | | |

Diversity and equal opportunity

| | | | | | |
|--|--|--|--|--|--|
| GRI 3: Material Topics 2021 | 3-3 Management of material topics | 2. Sustainable approach for a sustainable future - Methodological notes | | | |
| GRI 405: Diversity and Equal Opportunity 2016 | 405-1 Diversity of governance bodies and employees | 4. Fostering inclusion and safeguarding human rights - Sustainability indicators | | | |

Customer privacy

| | | | | | |
|---|--|---|--|--|--|
| GRI 3: Material Topics 2021 | 3-3 Management of material topics | | | | |
| GRI 418: Customer Privacy 2016 | 418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data | 3. Upholding integrity: Dith's comprehensive compliance landscape | | During the reporting period, the company received no substantiated complaints about breaches of customer privacy | |

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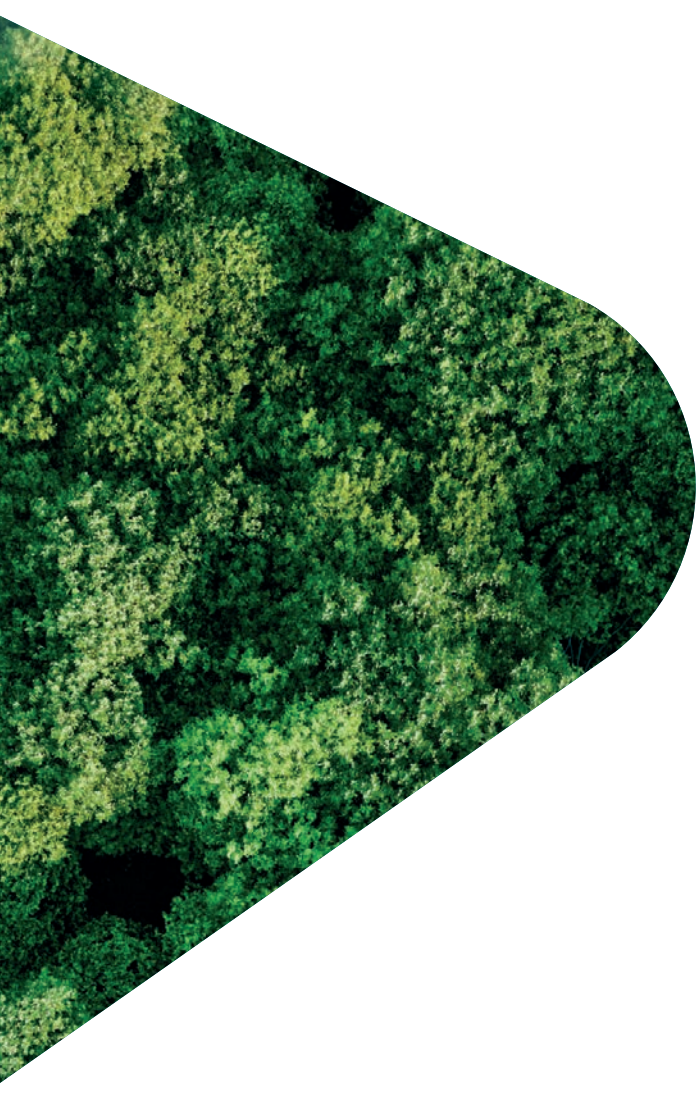
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STRENGTH BEYOND BORDERS



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