SUSTAINABILITY REPORT 2024

Alucoat®
Grupo Alibérico

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LETTER FROM THE **GENERAL MANAGER**

To those who trust, collaborate, and take an interest in our impact,

I am pleased to present **ALUCOAT's Sustainability Report** for the year 2024. This report reflects our ongoing commitment to sustainability, aligned with the Sustainable Development Goals (SDGs).

ALUCOAT remains a European leader in aluminium coil coating, working with thicknesses ranging from 20 to 500 microns for the food, pharmaceutical, HVAC, and construction sectors, as well as in the production of **aluNID®** aluminium honeycomb, designed for use in architecture, industry, and mass transport. It is worth highlighting that we have made significant progress in our sustainable practices. We have obtained the **Aluminium Stewardship Initiative (ASI) Certification**, which demonstrates our commitment to improving sustainability across the entire aluminium value chain. This certification encompasses all three pillars of sustainability: Environmental, Social, and Governance.

In relation to our **Environmental** pillar, we have established our **Decarbonisation Plan** and implemented significant measures to reduce our **carbon footprint**, including the installation of **solar panels** and the achievement of **ISO 50001** (Energy) certification. In addition, we have adopted **sustainable water management** practices and the **segregation of aluminium alloys** to maximise recyclability and minimise the consumption of natural resources. These actions are aligned with SDGs 6, 7, and 12, which advocate for clean water and sanitation, affordable and clean energy, and responsible production and consumption.

On **social** matters, we promote respect for human rights throughout our supply chain and in new industrial projects. We strive to ensure **gender equality, decent work,** and **economic growth**, as well as the reduction of inequalities. Our ISO 45001 (Health and Safety) certification reflects our commitment to occupational health and safety.

In the area of **governance**, we reaffirm our commitment to the **2030 Agenda**, with a particular focus on generating a positive impact on Sustainable Development Goals (SDGs) **8**, **9**, **12**, and **13**. As part of its commitment to enhancing **transparency**, ALUCOAT presents its first **Sustainability Report**. The organisation also has an active **Equality Plan** in place, reflecting its strong commitment to fostering an inclusive, non-discriminatory working environment where equal opportunities for women and men are actively promoted. In parallel, we have implemented our own **Code of Conduct**, which guides the ethical behaviour of all employees and promotes an organisational culture based on integrity and responsibility. We should also highlight the progress made in **digitalisation,** which brings indirect benefits to both environmental and social aspects.

We are extremely proud of our achievements and will continue to move forward with responsibility, transparency, and the firm belief that together we can create a lasting positive impact. We thank all our stakeholders for their support and collaboration on this journey towards a more sustainable future.

Yours faithfully,

José Manuel González Plaza
ALUCOAT GENERAL MANAGER

1. 2024 at a glance

13% REDUCTION IN **ELECTRICITY CONSUMPTION** INTENSITY VS 2023.

INSTALATION OF **1726 SOLAR PANELS** WITH A CAPACITY OF **950 KW.**

44% OF EXECUTIVE AND MIDDLE MANAGEMENT ARE **WOMEN.**

CARBON FOOTPRINT RECORDER - 9,17% REDUCTION IN CO_2 e EMISSIONS COMPARED TO 2023.

92% WASTE RECOVERY ZERO WASTE CERTIFICATION (AENOR).

CÁSTULO ARCHERY CLUB, ALUCOAT REAFFIRMS ITS COMMITMENTS TO SPORT. HEALTH AND COMMUNITY WELL-BEING.

21% REDUCTION IN **WATER FOOTPRINT** INTENSITY COMPARED TO 2023.

48% RECYCLED ALUMINIUM USED AS RAW MATERIAL.

PARTICIPATION IN THE COLLECTIVE MANAGEMENT **SCRAP WITH ENVALORA.**

65% SEGREGATION OF ALUMINIUM ALLOYS AS A CIRCULAR ECONOMY PROJECT.

LEAN MANUFACTURING IMPLEMENTATION.

ASI CERTIFICATION (Aluminium Stewardship Iniciative).

2. About our **COMPANY**

2.1. Aluminium Value Chain and Our Business

PROPERTIES AND USES OF ALUMINIUM

Aluminium is a highly versatile metal that has progressively become an essential material in modern society thanks to its physical properties. Today, it is widely used across various industries such as transport, construction, packaging and electrical engineering. Some of the properties that support its widespread adoption include:

100% RECYCLABLE

as Aluminium can be recycled infinitely without losing its original properties.

LIGHTWEIGHT

with a density of 2.71 g/cm^3 — approximately one-third that of steel. This property makes it highly attractive for applications where weight reduction is essential, such as in the transport and aerospacial industries.

VERSALITY

as it can be moulded, cast, formed, and extruded to produce a wide variety of shapes, and subsequently manufactured for a wide range of applications.

CORROSION RESISTANCE

as aluminium naturally forms a protective oxide layer on its surface, giving it inherent resistance to corrosion. Additional surface treatments, such as painting and anodising, can further enhance its corrosion resistance.

ELECTRICAL AND THERMAL CONDUCTIVITY

as aluminium is an excellent conductor of heat and a good conductor of electricity. For this reason, it is often used as a key material in power transmission lines, electrical products and heat exchange applications.

REFLECTIVITY

as aluminium has a high reflectance for both light and thermal radiation, making it widely used in reflective surfaces such as mirrors, solar reflectors and thermal shields.

ODOURLESS AND WATER-RESISTANCE

making it an excellent material for food packaging and pharmaceutical products, protecting them from oxygen and light.

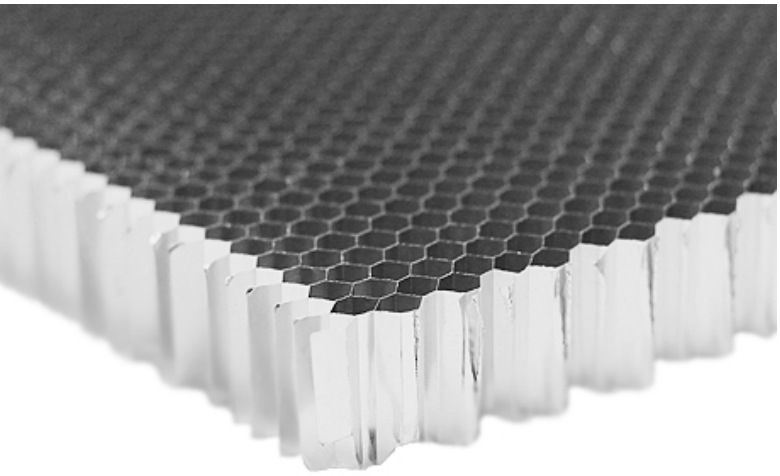
ALUCOAT, with a factory boasting over **100 years** of history, is a manufacturer of high-quality aluminium coil coating ranging from 20 µm to 500 µm. Its industrial plant, covering more than 80,000 m^2, is located in Linares, Jaén (Spain).

With significant industrial capacity, a high level of technological machinery, and modern facilities, ALUCOAT offers advanced high-quality products with a wide range of single- and double-coat finishes tailored to meet any customer requirement. In addition, ALUCOAT operates another facility in Linares dedicated to the production of **aluNID®** aluminium honeycomb, a material with exceptional rigidity and lightness, specifically designed for next-generation products used in architecture, industry, and mass transport.

ALUCOAT's high technological value, combined with the experience and professionalism of its team, enables the company to launch the most innovative products on the market and remain at the forefront of the sector.

The **quality** of ALUCOAT's products is recognised worldwide, which is why the company supplies to leading firms across all sectors in which it operates. Its advanced machinery and highly experienced professional team position ALUCOAT as a benchmark in the market, thanks to the breadth of its product range, backed by the most demanding international standards. In addition to this, ALUCOAT has implemented management systems such as the UNE-EN 9100 standard (Quality Management System for aviation, space and defence organisations) and the UNE-ISO 31000 standard (Risk Management System).

Since its beginnings, ALUCOAT has been committed to the **future of reindustrialisation** in Spain, particularly in Linares, making significant investments in machinery and R&D&I. These efforts have enabled the company to achieve substantial growth in market share and the development of new products.



ALUCOAT´s aluminium is in your every day life

WHEN YOU HAVE BREAKFAST, LUNCH OR DINNER

We are present in the packaging of many foods, in beverage caps and seals, and in household and industrial aluminium rolls, always ensuring hygiene and preservation.

WHEN YOU TAKE CARE OF YOU AND YOUR LOVED ONES.

In the packaging, coatings, caps, and seals of many medicines. Also in the lids of creams and beauty products, ensuring quality and preservation.

WHEN YOU'RE AT HOME OR IN THE OFFICE

Also in the façades, enclosures, and roofs of your home, building, office, museums, airports, hospitals, or stadiums, thanks to our clients — all of them leaders in their respective sectors of façades, roofing, and enclosures.

WHEN YOU TRAVEL BY METRO, BUS, TRAIN, OR BOAT

When you travel on a high-speed train, electric buses, or eco-friendly ferries powered by gas, we help make your journey more comfortable and safe thanks to the high performance of our products.

WHEN YOU TRAVEL BY ROAD

We accompany you on your road trips with noise barriers, road signs, tunnel claddings, and also at service stations. We help keep you informed in a simple and clear way through traffic signs and urban furniture.

Currently, ALUCOAT is the only manufacturer in Europe capable of coating thin aluminium with widths of up to 1,650 millimetres. This positions ALUCOAT as a unique company in its sector, not only at the national level but also across Europe. ALUCOAT supplies to various sectors, many of which are essential, making it a strategic and essential manufacturer for Spain.







2.2. History of ALUCOAT

1911

ALUCOAT, located in Linares, Andalusia, Spain, is a company with over 100 years of industrial history at the San Gonzalo factory. Since its inauguration in December 1911, the San Gonzalo factory has undergone significant changes and transformations.

In November 1910, the incorporation of S.A. **San Gonzalo** was formalised by the Figueroa brothers — Mr Álvaro Figueroa Torres (Count of Romanones) and Mr Gonzalo Figueroa Torres (Marquess of Villamejor and Count of Mejorada del Campo). The company was established with the aim of manufacturing aluminium, lead, and related products. On 21 December 1911, the factory was officially inaugurated.

1912

On 7 April 1912, Mr Julio Peña — a friend of the Figueroa family and shareholder of the company — acquired the patent **"Aluminium Warenfabrik Gotenschwil A.G."** related to aluminium foil manufacturing processes. This product was known for its high purity and safety, making it ideal for food and pharmaceutical packaging applications. During its early decades, the company focused on transforming aluminium ingots and plates into foil, strips, sheets, and discs for cookware and other household tools.

1936

In August 1936, the Spanish Civil War broke out, bringing with it a difficult period for the Linares factory, which came under military ownership through the Subsecretariat of Armaments of the Ministry of Defence. As a result, its operations were redirected towards the production of war materials.

1945

In 1945, due to the economic crisis and the decline in demand for aluminium-based products, the factory began producing blanks for the **Spanish Royal Mint** (Fábrica Nacional de Moneda y Timbre). This decision and new activity led to an increase in production and a rise in the number of employees.

1948

In September 1948, the **Spanish Electromechanical Construction Company** (Sociedad Española de Construcciones Electromecánicas) took over the factory, retaining all employees. It was not until 1956 that the factory began to modernise, with the introduction of new facilities and machinery.

1972

In December 1972, the factory became part of the **Empresa Nacional del Aluminio S.A.** (ENDASA), and in 1975, S.A. San Gonzalo merged with ENDASA, adopting the latter as its new name. During this period, the factory experienced significant developments — both socially, with improved worker benefits, and industrially, with increased production and rising sales. In 1986, ENDASA merged with ALUGASA to form INESPAL, and the Linares factory was renamed **INESPAL CONVERSIÓN**, becoming 100% owned by SEPI (the Spanish State Industrial Holding Company).

2001

In 2001, the factory was privatised and became part of the **ALIBÉRICO GROUP**, an industrial group specialising in aluminium. The factory was renamed ALUCOAT CONVERSION, S.A. In 2006, following an investment of €20 million, ALUCOAT built a new coil coating plant — a major investment in technology and innovation that enabled the company to expand its product range to include thicker aluminium gauges. In 2008, a further investment was made in technology with the installation of a production line for **aluNID®**, an aluminium honeycomb material.

PRESENT DAY

With nearly 114 years of history, **ALUCOAT's factory leads the sector** in intermediate thicknesses of thin aluminium sheet and the production of aluminium honeycomb.

2.3. ACTIVITIES, PRODUCTS AND SECTORS

ALUCOAT is present across a wide range of sectors:

SUPPLY TO THE PHARMACEUTICAL SECTOR

At ALUCOAT, we continuously work on new developments to meet the needs of our pharmaceutical sector clients, offering customised solutions for every type of blister packaging — always meeting the most demanding market requirements.

ALUCOAT's lacquered aluminium reaches hospitals, health centres, and pharmacies every day — in the form of vials for injectable medicines, syrup closures, blister packs for tablets, and pilfer-proof seals. It is also present in the packaging of the most recognised antibiotic brands, both in sachets and tablets. Its top-quality makes ALUCOAT lacquered aluminium the preferred choice for many pharmaceutical laboratories to preserve products in perfect condition. Our products are:

Alupharm®: designed to produce protective and safe packaging for pharmaceutical applications, such as blister packs for tablets. It is durable and can be laminated with other materials. Moreover, it is suitable for various applications, including push-through closures or preformed packaging for tablets, by using different alloys with specific mechanical properties. It can also be printed, offering clients a wide range of decorative possibilities.

Alucoat® clopp: designed to produce pilfer-proof closures for the pharmaceutical and cosmetics industries. This type of closure ensures an airtight seal, preventing contact with external agents that could alter its composition

The lacquer coating on Alucoat® clopp coils is formulated with special resins to withstand the demanding sterilisation processes of the pharmaceutical and cosmetics industries, guaranteeing the highest standards of quality and hygiene.

They are also suitable for food contact (in accordance with European directives and **FDA** regulations) and are **BPA-free.**

SUPPLY TO THE FOOD SECTOR

The countless properties of aluminium laminated at ALUCOAT make it unique, which is why it plays a key role in food preservation.

Lacquered aluminium coils produced by ALUCOAT, available in various thicknesses, alloys, and tempers, provide essential properties for the preservation of food and beverages through their barrier effect. As a result, they are present in most packaging systems within the food sector.

Aluminium packaging allows for cooking, baking, transporting, and serving — all in the same container — and is **100% recyclable**. For this reason, takeaway chains and restaurants choose packaging made with ALUCOAT lacquered aluminium. Leading manufacturers of dairy desserts such as flans, curds, and chocolate creams choose ALUCOAT products for their excellent anti-corrosion and moisture-resistant properties. In addition, ALUCOAT's R&D&I team has developed a special product for easy-open lids used in canned goods, tamper-evident seals for infant formula, and lids for liquid desserts.

ALUCOAT not only offers tailor-made solutions but also guarantees **100% safety.** It was one of the first coil coaters to develop **Bisphenol A (BPA)-free** coatings, ensuring greater food safety for its products and full compliance with all **European regulations** and **FDA standards.**

Alucoat® cs: designed to produce semi-rigid containers and food trays. Thanks to their unique properties, Alucoat® cs coils are ideal for reducing cooking, cooling, and reheating times due to their excellent thermal conductivity. In addition, they provide a high barrier against light, gases, and contamination, which enhances food preservation.

Linfoil®: lacquered aluminium coil from ALUCOAT is specially designed to produce lids used in yoghurts, desserts, jams, butter, and more. It offers lacquered aluminium solutions tailored to each customer's needs. Products remain fresh and in perfect condition thanks to the properties of linfoil® lacquered coils, which are fully suitable for food contact (in accordance with European directives and FDA regulations).

airlid®: lacquered or printed aluminium coil produced by ALUCOAT is specifically designed for the manufacture of lids used in catering trays for the aviation and high-speed rail industries. The properties of airlid® lacquered coils allow to produce lids that can be heated in air ovens and help maintain optimal temperature and food quality for longer periods. They are lightweight yet resistant to external agents.

SUPPLY TO THE BERVAGE SECTOR

Lacquered aluminium coils produced by ALUCOAT are used for capsules for wine bottles, coffee, and closures for dairy products.

Alucoat® clopp: lacquered aluminium coil developed by ALUCOAT, specifically designed to produce pilfer-proof closures for bottles in the beverage market. Alucoat® clopp lacquered coils are ideal for professionals who need to produce bottle caps in various colours or with printed designs, thanks to their unique properties and wide range of decorative possibilities. Moreover, they are suitable for food contact (in accordance with European directives and FDA regulations).

Alucoat® clopp coils are specially designed to produce pilfer-proof closures, ideal and widely used for wine and oil bottles, among others. ALUCOAT supplies its Alucoat® clopp product in coils up to 1,600 mm wide, with steel or cardboard cores of up to 500 mm in diameter and a maximum weight of 6 tonnes.

Alucoat® cps: lacquered aluminium coil developed by ALUCOAT, specifically designed to produce pilfer-proof closures for bottles in the beverage market. Alucoat® clopp lacquered coils are ideal for professionals who need to produce bottle caps in various colours or with printed designs, thanks to their unique properties and wide range of decorative possibilities. Moreover, they are suitable for food contact (in accordance with European directives and FDA regulations).

ALUCOAT supplies its product Alucoat® cps in coils up to 1,250 mm wide, with steel or cardboard cores of up to 150 mm in diameter, a maximum outer diameter of 1,000 mm, and a maximum weight of 2 tonnes.

SUPPLY TO THE BUILDING AND CONSTRUCTION SECTOR

Lacquered aluminium coils produced by ALUCOAT are used for cladding sheets, aluminium honeycomb for composite panels, and ventilation ducts.

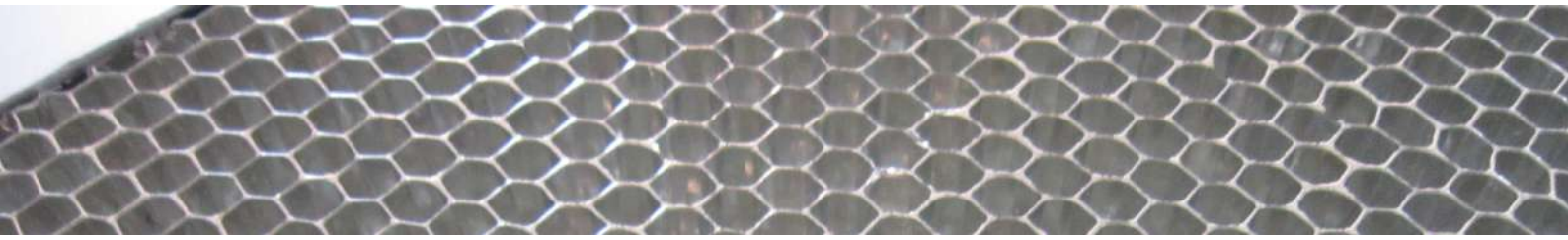
Aucoat® coil: high-thickness aluminium coil (up to 0.5 mm) lacquered in liquid on ALUCOAT's modern coil coating line. Alucoat® coil is used in the production of composite panels, profiled sheet, corrugated sheet, ventilation ducts, discs, and formats for various sectors. The aluminium is treated through **Alucoat® prelac**, a degreasing and pre-treatment process patented by ALUCOAT, which enhances corrosion protection and improves the adhesion of lacquers applied to the aluminium surface.

The lacquers used (PVDF, PE and HDPE) have been specially developed to meet the requirements of each final application (indoor or outdoor use) and are applied in liquid form to provide a smooth and uniform coating layer. In addition, the product offers excellent flatness and surface finish, with a wide range of colours featuring consistent and uniform tones. Alucoat® coil is available in a broad variety of alloys, tempers, thicknesses, and widths to meet customer demand.

Alucoat® flex: lacquered aluminium coil from ALUCOAT is designed for use in the production of flexible ducts for flue gas outlets in gas boilers, water heaters, and ventilation pipes, among other applications.

Alucoat® flex lacquered coils offer excellent flexibility, allowing them to be shaped using various methods depending on the final application. They are also lightweight, which helps reduce storage and transport costs. ALUCOAT supplies its Alucoat® flex product in coils up to 1,250 mm wide, with steel or cardboard cores of up to 150 mm in diameter, a maximum outer diameter of 1,000 mm and a maximum weight of 2 tonnes.

Alucoat® flex lacquered coils can be used in various applications, such as flexible ducts for flue gas outlets in gas boilers, water heaters and ventilation pipes.



aluNID®: high-quality aluminium honeycomb produced by ALUCOAT. Our aluminium honeycomb core is custom-made to meet each client's specific requirements and can be supplied in various formats. **aluNID®** offers tailored solutions in close collaboration with clients, working with both small and large businesses at national and international levels. aluNID® goes beyond being just a supplier — our aim is to build a genuine partnership with each client, working alongside them every step of the way.

According to the client's needs, different densities and mechanical properties can be achieved by combining the thickness of the aluminium foil with the cell size, to optimise the material to their specific requirements.

aluNID® can be supplied in three formats:

- Blocks (BLQ).
- Expanded plate (EXP).
- No expanded by slice .

aluNID® is primarily used as a core material in composite panels. These panels are applied in flooring, ceilings, partitions, cladding, and in the manufacturing of machinery where maximum rigidity with minimum weight is required. As a result, aluNID® is used in a wide range of sectors, including construction and architecture, transport (rail, marine, etc.), industry and various commercial applications thanks to its unique composition and properties within the sector.

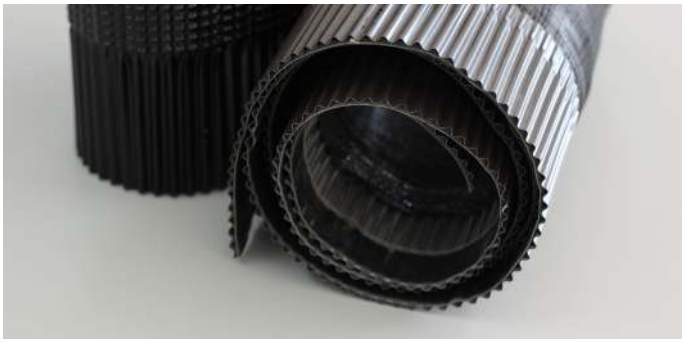
SUPPLY TO THE INSULATION SECTOR

The lacquered aluminium coils produced by ALUCOAT are used in the manufacture of building insulation systems.

Insulax® BT: lacquered aluminium coil designed for the production of insulating structures for buildings (roofs, chimneys, etc.). insulax® BT is the ideal product for lamination with bitumen to protect roofs against water ingress. It can be supplied in various colours and lacquer qualities, offering excellent resistance to external agents such as moisture, gas, and UV light. Furthermore, it can be laminated with other materials to enhance its performance and is easily formable.

A new range of insulax® BT products has been developed for outdoor applications, featuring a high-quality, durable coating system with special pigments that reflect solar radiation. These absorb significantly less heat than conventional insulation systems, thereby contributing to a reduction in the building's energy consumption. This insulax® BT coating system is available in two lacquer types: insulax® BT HQPE and insulax® BT PVdF.

The two types of white lacquer mentioned above comply with the requirements established by U.S. regulations such as Title 24 of the California Code of Regulations regarding reflectance and emissivity. The **Alucoat® prelac** pre-treatment system can be incorporated to enhance corrosion protection and improve the adhesion of lacquers applied to the aluminium surface. ALUCOAT supplies its insulax® BT product in coils up to 1,600 mm wide, with steel or cardboard cores of up to 500 mm in diameter and a maximum weight of 6 tonnes. insulax® BT is particularly suitable for bituminous roof insulation (bituminous membrane).

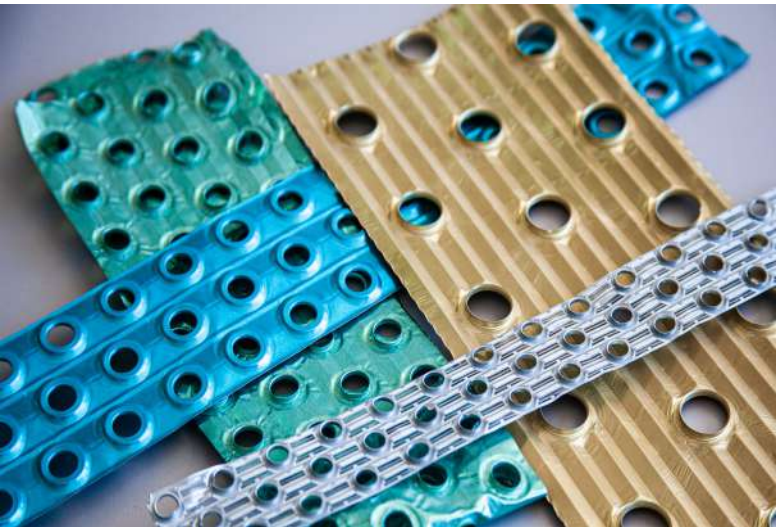


insulax® RF: lacquered aluminium coil from ALUCOAT designed for the production of insulating structures for buildings (roofs, chimneys, etc.). insulax® RF is suitable for use in the production of ridge and side roof insulation, in combination with plastics and a special adhesive, providing an excellent barrier against moisture, gas and light. It is available in a wide range of colours and various lacquer qualities. ALUCOAT supplies its insulax® RF product in coils up to 1,600 mm wide, with steel or cardboard cores of up to 500 mm in diameter and a maximum weight of 6 tonnes. insulax® RF is particularly recommended for roof insulation, as it ensures optimal climate control and protection against external agents.

insulax® PET: lacquered aluminium coil intended to produce insulating structures for buildings (roofs, chimneys, etc.). It is suitable for use in the manufacture of ridge and side roof insulation, consisting of an Aluminium-PET laminate that offers excellent flexibility and, for similar performance to insulax® RF, requires a lower aluminium thickness. In addition, it provides an effective barrier against moisture, gas and light. ALUCOAT supplies its insulax® PET product in coils up to 1,600 mm wide, with steel or cardboard cores of up to 500 mm in diameter and a maximum weight of 6 tonnes. insulax® PET is particularly recommended for: waterproof roof insulation and ventilation duct insulation.

insulax® IP: lacquered aluminium coil from ALUCOAT intended for the production of insulating panels for ventilation ducts. The lacquered insulax® IP coils are suitable for use in the manufacture of panels with PUR foam, providing excellent thermal and acoustic insulation. The outstanding properties of insulax® IP make it easy to form, making it the optimal choice for specialised applications. ALUCOAT supplies its insulax® IP product in coils up to 1,600 mm wide, with steel or cardboard cores of up to 500 mm in diameter and a maximum weight of 6 tonnes. insulax® IP is particularly recommended for: insulation for ventilation ducts and polyurethane sandwich panels.

Insulax® kitchen: lacquered aluminium coil from ALUCOAT intended to produce decorative furniture components. insulax® kitchen is suitable for lamination with PVC, slats, MDF boards, melamine, and other materials used in kitchen and general furniture manufacturing. The lacquered aluminium provides both a decorative and protective element. It is available in various colours and with a brushed finish, and is also easily formable, making it the ideal choice for specialised applications. ALUCOAT supplies its insulax® kitchen product in coils up to 1,600 mm wide, with steel or cardboard cores of up to 500 mm in diameter and a maximum weight of 6 tonnes. insulax® kitchen is particularly recommended for decorative cladding in both professional and domestic kitchen furniture.



SUPPLY TO THE FINSTOCK SECTOR

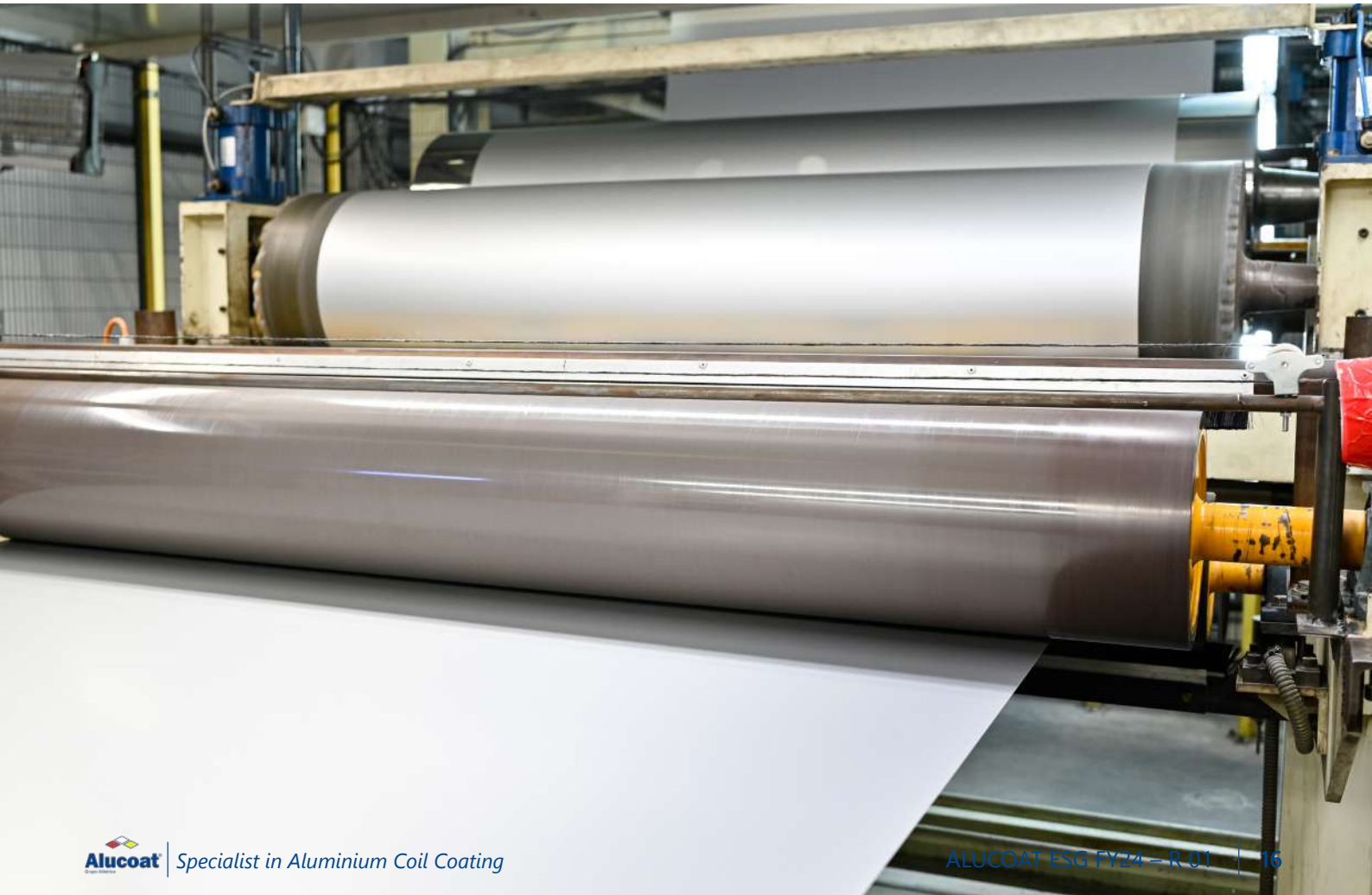
The lacquered aluminium coils produced by ALUCOAT are used in the manufacture of fins for heat exchangers, featuring either hydrophilic or hydrophobic properties.

airfin®: lacquered aluminium coil from ALUCOAT intended to produce fins for heat exchangers requiring high corrosion resistance. airfin® is an excellent coating solution for fin corrosion protection. Based on epoxy resins specifically formulated for this application, airfin® provides the desired protection and is available in a wide range of colours.

ALUCOAT supplies its airfin® product in coils up to 1,600 mm wide, with steel or cardboard cores of up to 500 mm in diameter and a maximum weight of 6 tonnes.

waterfin®: lacquered aluminium coil from ALUCOAT intended to produce fins for heat exchangers with hydrophilic properties. The lacquered waterfin® coils cause condensed water droplets to spread into a thin film, preventing the formation of "ice bridges". This allows for the design of more compact equipment.

ALUCOAT supplies its waterfin® product in coils up to 1,600 mm wide, with steel or cardboard cores of up to 500 mm in diameter and a maximum weight of 6 tonnes.



SUPLLY TO THE ALUMINIUM PRE-TRATMENT SECTOR

ALUCOAT has a state-of-the-art system for degreasing and chemical pre-treatment of aluminium coils.

Alucoat® prelac: state-of-the-art degreasing and chemical pre-treatment system for aluminium coils, applied on a high-tech line designed in-house by ALUCOAT's technical engineering team. It effectively removes residual surface oils from the rolling process, as well as magnesium or manganese oxides that may form on the surface and compromise coating adhesion. Alucoat® prelac offers additional advantages:

- 100% chromium-free system ($Cr+^{3}$, $Cr+^{6}$) (100% Cr FREE).
- Pre-treatment film based on an organic polymer and composed of zirconium and molybdenum.
- Transparent film finish.
- Provides excellent coating adhesion performance in accordance with ASTM D3359.
- Significantly enhances the corrosion resistance of aluminium.
- Improves MEK resistance in accordance with ECCA T11.
- Improves coating flexibility resistance in accordance with ECCA T7.
- Enhances lacquer adhesion in the Erichsen test, in accordance with EN ISO 1520.
- Improves resistance to salt spray testing, in accordance with ISO 9227:2006.

2.4. ALUCOAT around the world

ALUCOAT has established itself as an international benchmark in aluminium coil coating, standing out for its capacity for **innovation**, commitment to **sustainability** and **customer-oriented approach.** The company operates in strategic sectors such as food, pharmaceuticals, construction, and thermal and acoustic insulation, delivering high value-added technical solutions that meet the most demanding quality and safety standards.

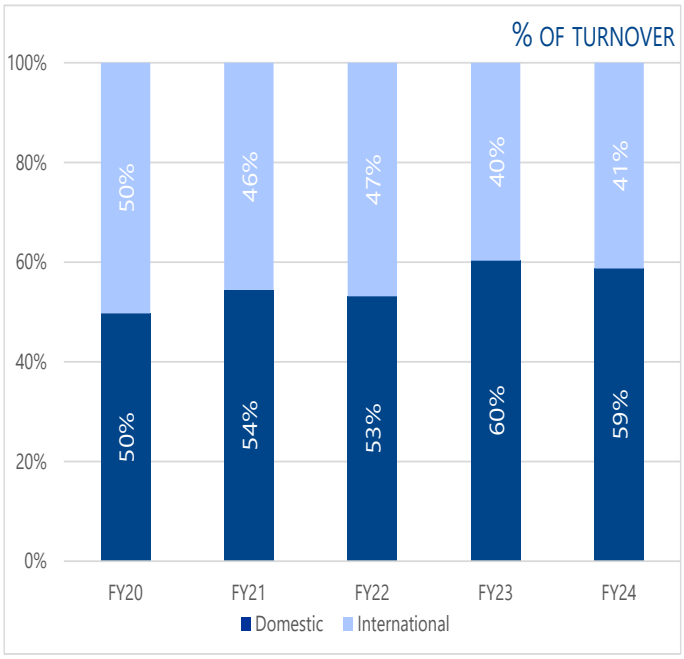
Thanks to a business strategy based on operational excellence, continuous improvement, and environmental responsibility, ALUCOAT has expanded its presence beyond the domestic market, positioning itself as a leader in Europe and extending its influence globally. Its ability to adapt to the specific needs of each customer and region has been key to building long-term commercial relationships across multiple continents.

The company has an efficient and flexible logistics infrastructure, enabling it to guarantee on-time deliveries, full traceability and personalised service, even in highly complex markets. This responsiveness has been essential in strengthening its international reputation and increasing its market share in strategic countries.

Global Commercial Impact

During the 2024 financial year, ALUCOAT achieved total revenue with **59%** originating from the domestic market, while the remaining 41% was generated through exports, demonstrating a high degree of geographical diversification. This distribution reflects not only the strength of the domestic market but also the company's ability to compete in demanding and constantly evolving international environments.

The following map shows the geographical sales distribution for FY24, illustrating the company's international presence and enabling an analysis of each region's relative contribution to total revenue.



Contribution to the Aluminium Value Chain

ALUCOAT plays an essential role in the aluminium value chain, providing sustainable solutions that enhance **energy efficiency**, reduce **environmental impact**, and increase the **durability** of end products. Its focus on circular economy principles, material recycling and emissions reduction positions the company as a strategic partner for customers committed to sustainability.

2.5. Certifications and Memberships

ALUCOAT stands out for its commitment to the high quality of its products and its dedication to sustainability. This is reflected in its extensive catalogue of certifications and affiliations.

1997

ALUCOAT obtained its first certification under the **ISO 9001** standard, marking the beginning of many subsequent certifications. It currently maintains ISO 9001 (Quality Management System).

2007

ALUCOAT chose to certify its Environmental Management System under **ISO 14001**.

2016

ALUCOAT obtained certification under **ISO 50001** (Energy Management System). These three standards have contributed to the maturity of ALUCOAT's Management System.

2023

In the field of occupational **health and safety**, certification was achieved under the ISO 45001 standard, consolidating an Occupational Health and Safety Management System that reinforces the company's commitment to risk prevention and employee protection.

In the environmental field, certification was obtained under the **Zero Waste** standard, issued by AENOR, which ensures that most of the waste generated is recovered as new raw materials, thereby promoting an efficient circular economy. Additionally, the company completed its first Carbon Footprint registration (Scopes 1+2).

In terms of management systems, ALUCOAT obtained certification under **MED 2014/90/EU Module D (Marine).**

2024

ALUCOAT was certified under the **Aluminium Stewardship Initiative (ASI)** according to version V3 (2022) of the Performance Standard, reaffirming its commitment to best practices in governance, environmental management, and social responsibility throughout the aluminium value chain.

2025

ALUCOAT has already undertaken work towards joining the **Global Compact** and calculating its **Product Carbon Footprint.**

QUALITY 9001 | **SAFETY AND HEALTH** 45001 | **ENERGY** 50001 | **ENVIRONMENTAL** 14001

CERTIFIED MANAGEMENT SYSTEM

2.6 ALUCOAT on the Path to Sustainability

In 2021, ALUCOAT began implementing improvements to integrate governance, social, and environmental aspects (ESG) into the organisation. That year, it adopted its first **Code of Conduct** and started **segregating aluminium scrap by alloy**, facilitating the recovery of purer aluminium for recycling.

In 2022:

In June 2022, the company developed and launched its first **Workplace Equality Plan**, marking a milestone in its institutional commitment to gender equity and inclusion. This plan was designed in accordance with current regulations and aligned with best practices in equality, with the aim of identifying, preventing, and correcting potential imbalances in the workplace, as well as promoting fair working conditions for all employees

In 2023

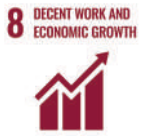
The calculation of the **Carbon Footprint** (Scope 1+2) was carried out and registered with SACE for the years 2019 to 2023 (Regional Government of Andalusia), along with the implementation of an emissions reduction plan, which is currently in progress..

At the same time, the company calculated its organisational **Water Footprint**, enabling a more accurate understanding of its impact on water resources and improving their management.

From a sustainability and global commitment perspective, ALUCOAT advanced its alignment with the Sustainable Development Goals (SDGs) and designed a **Sustainability Plan** aimed at strengthening its ESG strategy. Additionally, the company prepared and submitted its **annual Non-Financial Information Statement (NFIS)**, in compliance with regulatory requirements for transparency and non-financial disclosure.

In terms of operational efficiency, ALUCOAT began implementing **Lean Manufacturing** methodology in its production processes, aimed at optimising resources and improving industrial performance

In the area of employee well-being, a **cardiac resuscitation** device (defibrillator) was acquired, enhancing preparedness for medical emergencies.



Finally, an **Ethics Channel** was implemented, promoting a working environment based on integrity, transparency, and respect for the organisation's ethical principles.

In 2024:

Solar panels were installed as part of the company's renewable energy strategy and its contribution to the decarbonisation plan.

ALUCOAT joined an Extended Producer Responsibility Scheme (**SCRAP**) to ensure circularity in the packaging it places on the market.

The company also became a sponsor of the **"Cástulo Archery Club"**.
Three new **evaporative coolers** were installed to address high summer temperatures in the Linares area and help mitigate the effects of climate change.

2.7. Awards and Recognitions

ALUCOAT's efforts and growth have been recognised by various media outlets and through several economic and institutional awards.

ALUCOAT RECEIVED THE INDUSTRY AWARDS FROM THE CHAMBER OF COMMERCE

The Official Chamber of Commerce and Industry of Linares established the **"Cámara Linares Awards"** in 2009, with the intention of making them a lasting initiative. These awards not only recognise the work of local entrepreneurs and businesses, but also pay tribute to those who, like the Chamber itself, have succeeded in maintaining family-run companies across generations—businesses that, through their activity and achievements, have fostered and continue to foster wealth creation, employment, and well-being.

ALUCOAT has received this award on several occasions, most recently in 2019.

ALUCOAT, AMONG THE TOP 20 COMPANIES IN JAÉN

The presentation of the magazine **"Top 20 Companies, Employment and Trade"**, published by Diario de Jaén, featured the 20 leading companies in the province, among which ALUCOAT was included. The publication offers a detailed overview of the businesses driving the province's economy, their impact on employment, revenue growth, and their innovation, research, and development projects, which will be key in the coming years.

José Manuel González Plaza was selected to speak about ALUCOAT, highlighting its significant industrial presence and how the company has adapted over time to become a benchmark not only at the provincial level but also nationally and internationally.

ALUCOAT AWARDED FOR 25 YEARS OF COMMITMENT TO THE UNIVERSITY OF JAÉN

ALUCOAT has been awarded and recognised as a partner company of the **University of Jaén** (UJA) after 25 years of continuous commitment to the Linares and Jaén campuses. Since its inception, ALUCOAT has collaborated closely with the UJA, establishing a strong two-way university–industry relationship, strengthening ties and bringing university students closer to the professional world. ALUCOAT has consistently invested in young talent, maintaining an ongoing collaboration with the UJA through a recurring internship programme, enabling students to apply the knowledge acquired during their studies. This partnership with the UJA has become the company's main source of talent integration, generating highly qualified personnel.

ALUCOAT has demonstrated its deep roots in Linares through its continued support for the city, investing in several expansions of its facilities, installing new production lines, and **creating high-quality employment** in an area with high unemployment rates.

The company has also participated in various local and international initiatives, such as: sponsoring the 81st Spanish Absolute and Women's Chess Championship; contributing **aluNID®** to the **Hyperloop Pod Competition** (a global initiative in which **aluNID®** was used in the chassis of a Hyperloop prototype presented in California); and sponsoring the **E-TECH RACING team for Formula Student Spain** (supplying aluminium honeycomb as the vehicle's impact attenuator located in the nose).

Finally, ALUCOAT was honoured with the **Industry Award at the 11th Chamber of Commerce and Industry of Linares Awards**. This recognition highlights the company's significant contribution to the local economy and its ongoing efforts to improve industrial practices.

3. GOVERNANCE

3.1. Sustainability Management

To ensure the success of our sustainability strategy, ALUCOAT is part of the Sustainability Committee of the Alibérico Group. This committee is responsible for defining, implementing, and monitoring the Group's Sustainability Strategy. The Sustainability Strategy encompasses the following areas:

MEDIOAMBIENTAL

Continuous innovation in **energy**, water, and general resource-saving solutions.

Corporate programme to reduce the environmental impact of industrial activity through Group-wide policies and objectives focused on calculating, reducing, and offsetting CO_2 emissions into the atmosphere.

Strong commitment to the **Circular Economy,** offering recyclable and recycled product solutions, as well as recycling solutions for our customers.

All of this is accredited through the sector's most demanding certifications, including **Zero Waste, ISO 50001** and **ASI certification.**

SOCIAL

Advanced solutions in each sector in which it operates, enhancing **safety**, **recyclability** and **sustainability**.

Corporate policy focused on strengthening the safety of all our employees.

Personal and professional development of all employees through a policy of internal promotion and training.

A **high-quality**, **efficient**, and **team-oriented working** environment, with strong horizontal and vertical **communication** enabled by the implementation of **Lean** systems.

GOVERNANCE

Long-term business vision and sustainable growth, aimed at creating value for all stakeholders.

Reinvestment of profits in **R&D&I,** increasing manufacturing **capacity**, and building and commissioning **new production lines.**

Contribution to sectoral progress through **investment** in new technologies, collaboration with partners, and the development of increasingly **innovative** and **sustainable** products.

ALUCOAT has its own Sustainability Officer and is supported by a cross-functional team comprising senior management, R&D, Purchasing, Human Resources, Health and Safety, Production, and Sales. ALUCOAT's commitment to sustainability extends throughout the entire organisation and across our value chain. It is one of the pillars of our long-term success and a key growth opportunity. Furthermore, we are committed to enhancing **transparency** regarding our sustainability performance.

In relation to our contribution to the **United Nations Sustainable Development Goals (SDGs)**, we aim to communicate our current and future progress in a responsible manner, focusing on the areas we know best and where we can have **the greatest positive impact.**

And as supporting goals for the above:

3.2. Risk and Opportunity Management and Adopted Commitments

The aluminium value chain is a highly specialised industrial network that spans from bauxite mining and alumina production to smelting, rolling, conversion, and the distribution of finished products. In this context, ALUCOAT, as a company specialised in converting aluminium into high value-added laminated solutions, operates in an environment where supply chain stability, traceability, and sustainability are critical factors for both operational performance and reputational integrity.

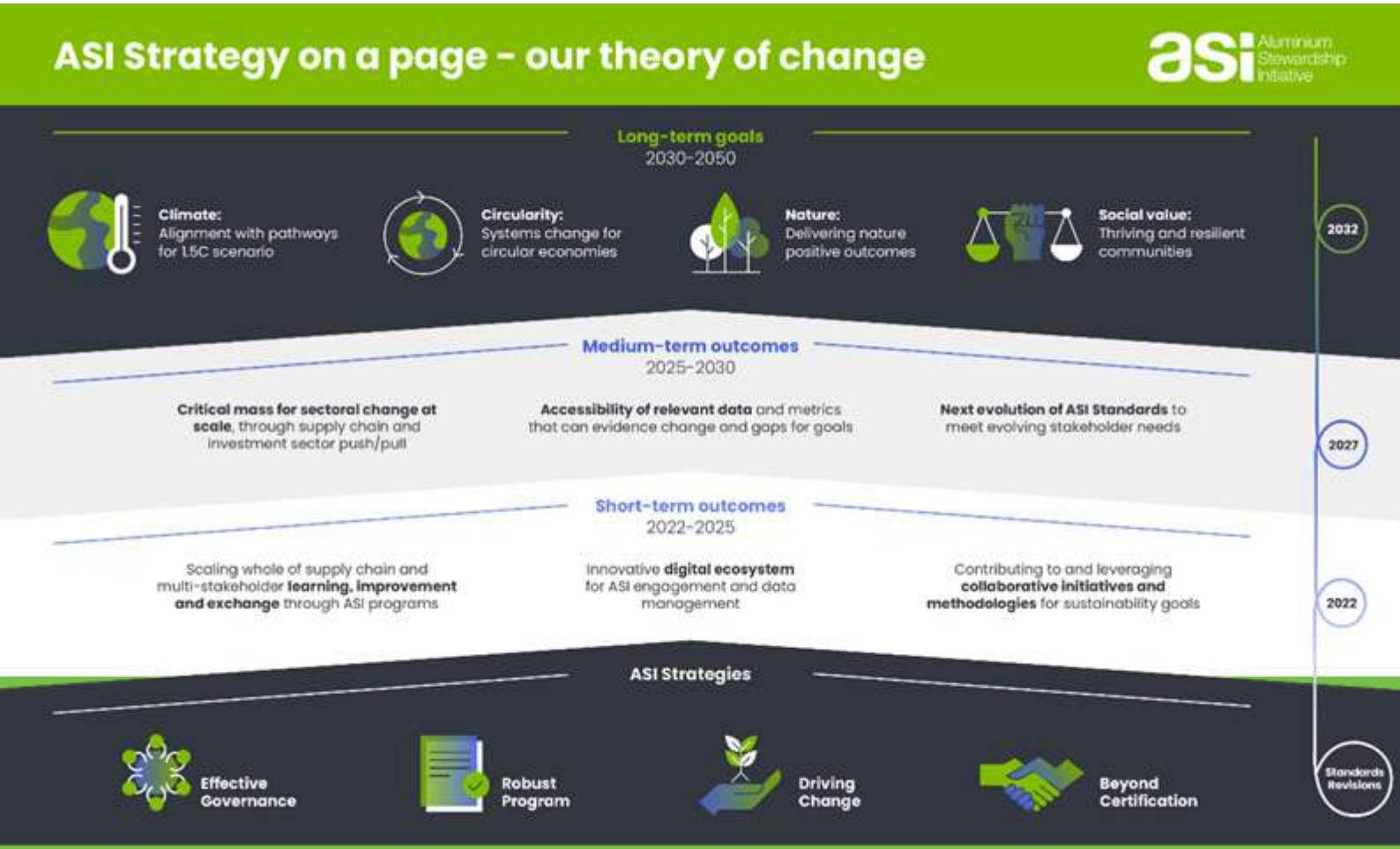
The identification, assessment, and control of risks associated with this value chain not only help mitigate potential impacts on business continuity but also strengthen regulatory compliance, process efficiency, and alignment with ESG (Environmental, Social, and Governance) commitments. In a globalised market subject to regulatory, technological, and geopolitical pressures, comprehensive risk management becomes a strategic tool to ensure ALUCOAT's resilience and competitiveness in the medium and long term.

Commitment to the ASI Strategy and Sector Transformation

As a certified entity under the Aluminium Stewardship Initiative (ASI) standards, we align our actions with its Theory of Change, which sets out a clear roadmap towards a more sustainable future for the aluminium sector.

We are committed to actively contributing to the four long-term strategic objectives (2030–2050) defined by ASI:

- **Climate:** Alignment with pathways compatible with the 1.5 °C scenario.
- **Circularity:** Systemic transformation towards circular economies.
- **Nature:** Generation of positive impacts on biodiversity and ecosystems.
- **Social Value:** Promotion of resilient, prosperous, and equitable communities.



Climate Change as a Priority Risk in the Aluminium Value Chain

The aluminium sector is responsible for 1.1 billion tonnes of CO_2 emissions, accounting for approximately **2%** of global emissions.

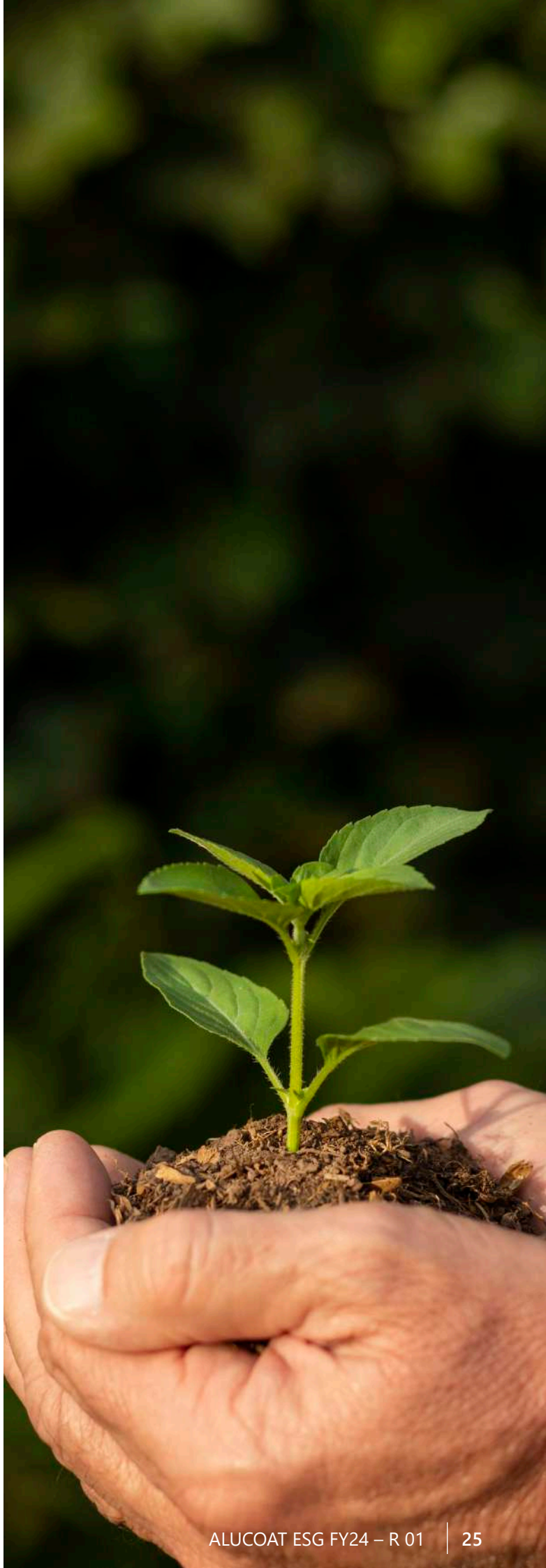
Within the framework of risk analysis associated with the aluminium value chain, climate change is identified as a **critical factor** with direct implications for sustainability, environmental regulation, and operational continuity. For ALUCOAT, it is essential to integrate this risk into its management and continuous improvement strategy.

In this context, sectoral roadmaps have been established in alignment with the goal of limiting global warming to 1.5 °C, in accordance with the commitments of the Paris Agreement. Through the implementation of environmental performance standards and supply chain traceability, effective climate action is promoted across the aluminium industry, ensuring that production and transformation practices adhere to progressive decarbonisation criteria.

Mechanisms have been developed to link environmental performance declarations at asset level with the physical flow of metal, enabling companies like ALUCOAT to ensure that the aluminium used originates from responsible sources aligned with climate objectives.

In addition, collaborations with multiple organisations are underway in research and development projects aimed at emissions reduction and climate resilience. This comprehensive approach recognises that the global energy transition involves not only technical challenges, but also broader ESG risks, such as pressure on natural resources, social impacts, and the need for industrial systems to adapt to extreme weather events.

Since 2024, ALUCOAT has adopted the **GHG emissions pathway methodology** developed and approved by ASI to report progress in this area. Our **Descarbonisation Plan** sets out the commitments and measures undertaken.



Aluminium Circularity as a Priority Risk in the Aluminium Value Chain

Aluminium is **100% recyclable** and retains its properties and quality throughout the recycling process.

At ALUCOAT, we recognise that while aluminium circularity presents structural challenges for the value chain, it also represents a **key opportunity** to enhance our competitiveness, sustainability, and operational resilience.

Aluminium recycling, which requires only **5%** of the energy needed to produce primary aluminium, plays a critical role in the transition to a low-carbon economy. However, the growing demand for recycled aluminium, coupled with the limited availability of post-consumer scrap—due to the long lifespans of products such as vehicles and buildings—may pose risks to both the supply and quality of the material.

In response to this context, ALUCOAT is committed to adopting a proactive and strategic approach:

- Collaboration with **certified suppliers** to ensure access to traceable, high-quality recycled aluminium.
- Optimisation of **internal processes** to reduce the generation of pre-consumer scrap and improve raw material efficiency.
- Advanced **alloy** sorting and management, enabling greater flexibility in the use of recycled aluminium without compromising the quality of the final product.
- Participation in **sector-wide** initiatives aimed at improving collection and recycling infrastructure, as well as promoting eco-design and circularity across the entire value chain.

These actions not only mitigate the risks associated with circularity but also position ALUCOAT as an organisation firmly committed to sustainability and innovation. We turn a challenge into a competitive advantage, aligning our strategy with market expectations, emerging regulatory frameworks, and the principles of the circular economy.

Nature-Positive: A New Approach to Environmental Risk Management

Being nature-positive means **enhancing the resilience** of our planet and societies by halting and reversing nature loss.

The third key aspect identified in the risk analysis of the aluminium value chain is the need to **adopt a nature-positive approach**. This represents a paradigm shift from the traditional view of sustainability, which was often based on balancing economic, social, and environmental interests. Instead, it is now recognised that nature is not merely one component among others, but the **essential context that underpins all life and economic activity**.

Humanity is facing a dual emergency: the rapid loss of biodiversity and the climate crisis. In this context, a nature-positive approach involves not only mitigating impacts, but also **halting and reversing environmental degradation by 2030**, with the aim of achieving a **resilient biosphere by 2050.**

For ALUCOAT, this approach entails taking an active role in the protection and restoration of ecosystems throughout the entire aluminium value chain. From bauxite extraction—mostly carried out in open-pit mines in tropical regions, with potential impacts on areas of high ecological value—to processing, transformation, and end use, it is essential to integrate environmental conservation and regeneration criteria.

This new framework presents significant challenges, but also opens **opportunities** to:

- Strengthen the **environmental traceability** of the materials used.
- Collaborate with **responsible suppliers** who implement ecological restoration practices.
- Design **products and industrial processes** that not only reduce their footprint but actively contribute to enhancing biodiversity and ecosystem services.

ALUCOAT is committed to advancing in this direction, recognising that a nature-positive approach is not only an ethical and environmental imperative, but also a **business resilience strategy** in the face of emerging global risks.

Human Rights: A Cross-Cutting Commitment in the Value

Human rights issues are **broad** and **cross-cutting**, with strong links to the challenges of climate change, circularity, and nature-positive approaches.

The fourth aspect identified in the risk analysis of the aluminium value chain is the respect for and protection of **human rights.** This is a fundamental principle that applies to all companies, regardless of their size, sector, or geographic location

Since 2011, the United Nations Guiding Principles on Business and Human Rights have established a clear framework based on three pillars: **protect, respect, and remedy.** This means that states must protect against abuses, businesses must respect human rights through **due diligence** processes, and affected individuals must have access to effective remedy mechanisms.

In this context, ALUCOAT recognises that its responsibility extends beyond its own operations to its entire supply chain. This includes ensuring that raw materials such as bauxite are sourced responsibly, particularly in **conflict-affected or high-risk** areas where social impacts may be significant.

Mining—particularly bauxite extraction—is often carried out in regions that may overlap with indigenous territories or vulnerable communities. These activities can affect fundamental rights such as access to land, self-determination, cultural preservation, and the use of natural resources. It is therefore essential to adopt a preventive and respectful approach that ensures the active participation of affected communities and the protection of their rights.

ALUCOAT is commited to:

- Applying human rights **due diligence** principles throughout its entire supply chain.
- Collaborating with **suppliers** who share these values, particularly regarding the traceability of raw materials.
- Promoting respect for the **rights** of Indigenous and local communities, ensuring their voices are heard and their rights upheld.
- Establishing **monitoring** and **remediation** mechanisms in cases where adverse impacts are identified.

This commitment not only responds to ethical and regulatory requirements but also strengthens the legitimacy and long-term sustainability of our operations.

The **Global Risks Report 2025** by the World Economic Forum (WEF) highlights an increasingly fragmented global landscape, with interconnected risks directly impacting industries such as aluminium. For ALUCOAT, these risks represent strategic challenges across its entire value chain, from bauxite extraction to the distribution of finished products.

Source: World Economic Forum, Global Risks Perception Survey 2024-2025

Key Risks Relevant to the **Aluminium Value Chain**:

1. **Geopolitical Conflicts and Global Fragmentation:** The most pressing risk for 2025 is armed conflict between states, driven by escalating geopolitical tensions. This may disrupt the supply of critical raw materials such as bauxite and alumina, particularly in unstable regions.
2. **Concentration of Strategic Resources:** Access to resources such as primary aluminium is increasingly influenced by geoeconomic tensions, resource nationalism, and restrictive export policies.
3. **Extreme Weather Events and Environmental Degradation**: Events such as floods, droughts, and heatwaves impact both mining and industrial production, raising operational costs. In parallel, pressure to reduce the carbon footprint of aluminium continues to grow.
4. **Disinformation and Social Polarisation**: Disinformation can erode trust in the industry's sustainable practices and hinder communication with key stakeholders.
5. **Technological Risks and Cybersecurity:** Cyber espionage and attacks on industrial infrastructure pose a growing threat to operational continuity and data protection across the supply chain
6. **Inequality and Forced Migration:** Social and economic instability in producing countries may affect labour availability and cause logistical disruptions.

Risk Analysis of the Aluminium Value Chain Aligned with the World Economic Forum (WEF)

	Key Risk	Potential Impact	Actions
1. Extraction	• **Geopolitical** conflicts.	• Disruption in bauxite supply • Increased raw material costs • Supply contract instability	• Diversify **suppliers** and sourcing regions. • Establish sustainable and resilient **contracts**.
2. Processing & Production	• **Cyberattacks** on industrial systems • Extreme **weather** events (heatwaves, floods, storms) • **Energy** shortages	• Operational shutdowns • Increased cooling and thermal adaptation costs • Industrial fire risks • Rising energy costs	• Strengthen industrial **cybersecurity** • Develop **climate resilience** plans (efficient cooling systems) • Invest in energy **efficiency** and **renewables**
3. Logistics & Transport	• **Geoeconomic** tensions (tariffs, sanctions) • **Global supply chain** disruptions	• Delivery delays • Higher logistics costs • Contract losses due to non-compliance	• Design alternative **logistics routes** • Partner with **resilient transport operators**
4. Commercialisation & Customer	• Misinformation on **sustainability** • **ESG regulatory** changes	• Loss of customer trust • Product rejection due to lack of traceability • Pressure from investors and regulators	• **Transparent**, data-driven communication • **ESG certifications** (ISO 14001, ASI, etc.) • Participation in **sector-wide sustainability initiatives**
5. End-of-Life & Recycling	• Lack of **recycling** infrastructure • **Recovery** costs • **Circular economy** regulations	• Loss of valuable materials • Regulatory penalties • Negative brand perception	• Invest in **recycling partnerships** • Design **products for recyclability** from the outset • Report **circularity metrics**

3.3. Stakeholder Engagement and Communication

Our sustainability strategy is founded on transparent, proactive communication tailored to the needs of each stakeholder group. To this end, we have developed a communication system that enables us to identify, understand, and effectively respond to the expectations of our stakeholders, which include:

Stakeholders	Communication Channels
Employees	Daily internal communication channels Works council Ongoing training Meetings with HR and middle management Recognition system INNOVA Award Sustainability reports Corporate website and social media
Customers	Direct communication with Sales, R&D, and Quality managers Commercial and technical meetings Customer satisfaction surveys Customer questionnaires and audits Trade fairs Management system certifications (ISO 9001, ISO 14001, etc.) SIGAConnect customer portal Sustainability reports Corporate website and social media
Suppliers	Direct communication with Purchasing, R&D, and Quality managers Technical and quality meetings Supplier questionnaires Supplier Code of Conduct Trade fairs Sustainability reports Corporate website and social media
Subcontractors (maintenance, general services, consultancy and environmental control, waste management, and transport)	Direct communication with Maintenance, Safety, Environment, and Purchasing managers Coordination and follow-up meetings Access and safety protocols Occupational risk prevention training Contracts with environmental and safety clauses Supplier questionnaires Participation in internal and external audits Sustainability reports Corporate website and social media
Group Management and Shareholders	Financial and sustainability reports Management system certifications (ISO 9001, ISO 14001, etc.) Board meetings Strategic internal communications Sustainability KPIs
Public Administration and Regulatory Bodies	Legal and regulatory disclosures Participation in sectoral forums Audits, inspections, and certifications Environmental and safety reports Institutional communication Sustainability reports Corporate website and social media
Financial Providers	Financial reports Follow-up meetings ESG risk assessments Secure digital channels Sustainability reports Corporate website and social media
Internal Departments (e.g. Group IT Department)	Coordination meetings Cybersecurity protocols Incident management Internal communications and technical tickets
Local Community and Neighbours	Guided tours of our facilities Social collaboration projects: community initiatives, cultural, sports or educational sponsorships, and support for vulnerable groups Citizen service channels Participation in municipal or industrial forums Sustainability reports Corporate website and social media

Stakeholders	Communication Channels
Insurance Companies	Incident reports Risk audits Emergency response Coverage reviews Sustainability reports Corporate website and social media
Competitors	Participation in industry associations Ethical benchmarking Trade fairs and industrial congresses Sustainability reports Corporate website and social media
Fire and Civil Protection Services	Emergency plans Joint drills Coordination with the Occupational Health and Safety Committee Specialised training in industrial risks
Knowledge Centres (universities, technical institutes, and training platforms)	Collaboration agreements R&D projects Internships and dual training Participation in technical and scientific events Sustainability reports Corporate website and social media
Health and Safety Representative: a direct channel between the workforce and management for the identification of risks and the proposal of improvements.	Occupational Health and Safety Committee meetings Internal communication channels Participation in risk assessments Improvement proposals
Occupational Health and Safety Committee (OHSC): a joint body that meets regularly to review indicators, incidents, and action plans.	Regular meetings Monitoring of indicators Improvement proposals Communication across all hierarchical levels
External Prevention Service (EPS): a specialised technical partner that provides advice on risk assessment, training, and health surveillance.	Document coordination Risk assessments Occupational risk prevention training Meetings with the Occupational Health and Safety Committee
Mutual Insurance Provider affiliated with Social Security: responsible for managing occupational contingencies and supporting occupational health campaigns.	Management of sick leave and accidents Occupational health campaigns Coordination with HR and EPS Incident reports
Dangerous Goods Safety Adviser: a key figure in the management of dangerous goods, ensuring regulatory compliance and safety in their transport and storage.	Dangerous goods reports Procedure reviews Coordination with logistics Specialised training

3.4. Business Integrity

ALUCOAT ensures **compliance with Applicable Legislation** (ASI 1.1) through a comprehensive approach that combines advanced digital tools, internal legal advisory services, and specialised external legal consultancy.

This system enables the company to:

- **Identify, document, and keep up to date** all legal, regulatory, and contractual requirements relevant to our operations, both nationally and internationally.
- **Centralise regulatory management** through digital records that provide full traceability of legal obligations, assigned responsibilities, and compliance actions.
- **Periodically assess legal and reputational risks** through internal audits and systematic reviews of legislative changes that may affect the organisation.
- **Establish clear policies and procedures** to ensure the correct application of current legislation.
- **Promote legal awareness at all levels of the organisation through continuous training** programmes and awareness campaigns on regulatory compliance.
- **Protect intellectual property rights and confidential information** by ensuring the lawful use of software and digital assets, and by implementing appropriate technical and organisational controls.
- **Guarantee the privacy and protection of personal data** in accordance with the General Data Protection Regulation (GDPR) and other applicable regulations, through specific security measures and regular audits.

This proactive and systematic approach enables ALUCOAT not only to comply with its legal obligations, but also to anticipate regulatory changes, thereby strengthening its reputation, sustainability, and commitment to business excellence.

Commitment to Integrity and Anti-Corruption (ASI 1.2 and ASI 1.3)

At ALUCOAT, we uphold a **zero-tolerance policy towards any form of corruption**, including bribery, extortion, influence peddling, and any practice that undermines the ethical and legal integrity of our operations. This commitment is aligned with **Applicable Legislation, International Standards** (such as the United Nations Convention against Corruption), and the principles established by ASI.

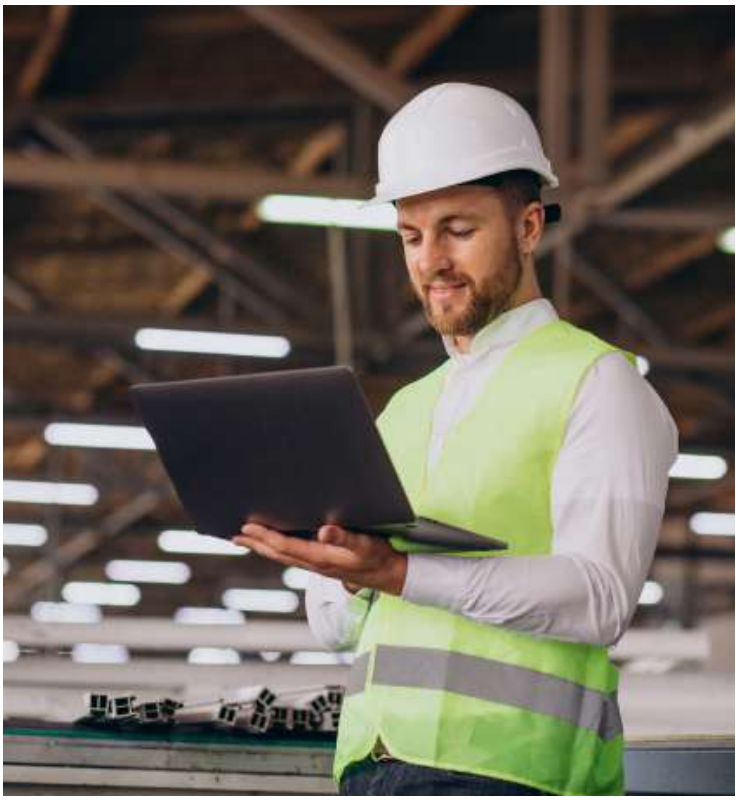
Our **Code of Conduct** sets out the fundamental ethical principles that govern the behaviour of all individuals within ALUCOAT, including:

- An explicit prohibition of bribery and corruption, whether direct or indirect, in any form.
- Rejection of gifts, favours, or benefits that may influence commercial or administrative decisions.
- An obligation to report any suspicious behaviour through the established channels.

This code is complemented by:

- Ethics Channel: a confidential and secure tool for reporting irregularities, accessible to all personnel and external stakeholders.
- Protocols for addressing harassment and violence (including those affecting the LGTBI+ community and based on sex), which reinforce a respectful working environment free from abuse of power or coercion.
- Ongoing training on the Code of Conduct, mandatory for all personnel.
- Continuous monitoring and improvement of the compliance system, through internal audits and periodic reviews.

We foster an **organisational culture based on integrity,** where everyone is responsible for acting with honesty and transparency. Senior management leads by example, promoting an environment where compliance is not merely an obligation, but a shared value.



3.5. Policies and Management

Commitment to Enviromental, Social and Governance (ESG) Management (ASI 2.1)

At ALUCOAT, sustainability is not merely a goal but a guiding principle that informs our strategic and operational decisions. We have established a comprehensive **ESG Policy**, supported by internationally recognised certifications and an organisational culture focused on continuous improvement.

ALUCOAT implements specific **policies aligned with international standards** across the three pillars of sustainability:

ENVIRONMENTAL

ISO 14001 certification (Environmental Management).

ISO 50001 certification (Energy Management).

Zero Waste certification, confirming that over 90% of our waste is recycled.

Measurement of **Carbon Footprint (Scopes 1 and 2)** and increasing use of **recycled aluminium.**

Installation of **solar panels** and sustainable water management.

SOCIAL

ISO 45001 certification (Occupational Health and Safety).

Internal protocols against harassment, violence, and discrimination.

Ongoing training in **ethics, equality,** and **human rights**.

Commitment to **SDGs 5, 8** and **10:** gender equality, decent work, and reduction of inequalities.

GOVERNANCE

In-house **Code of Conduct** and **Ethics Channel.**

ASI Performance Standard certification (V3.2 2024), covering 59 ESG criterio.

Participation in the **United Nations Global Compact**, reinforcing our commitment to transparency, ethics, and accountability.

The management at ALUCOAT actively supports these policies through the allocation of technical, human, and financial resources, the integration of ESG objectives into corporate strategy, and the promotion of a sustainability culture at all levels of the organisation.

ALUCOAT's ESG policies are reviewed annually, in response to any significant changes in the company's structure, operations, or context, and whenever deviations or gaps are identified in control or compliance systems. These policies are communicated clearly and accessibly through internal training, bulletins and briefing sessions, publication on the website and social media, and in sustainability reports and compliance statements.

Commitment to Responsible Sourcing (ASI 2.4)

At ALUCOAT, we recognise that an ethical, transparent, and sustainable supply chain is essential to ensuring the integrity of our operations and the fulfilment of our environmental, social, and governance (ESG) commitments. For this reason, we adopt a proactive and systematic approach to **responsible sourcing**, aligned with international best practices

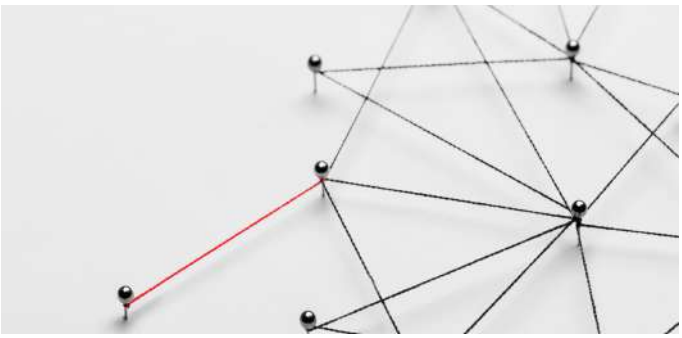
Strategic Approach

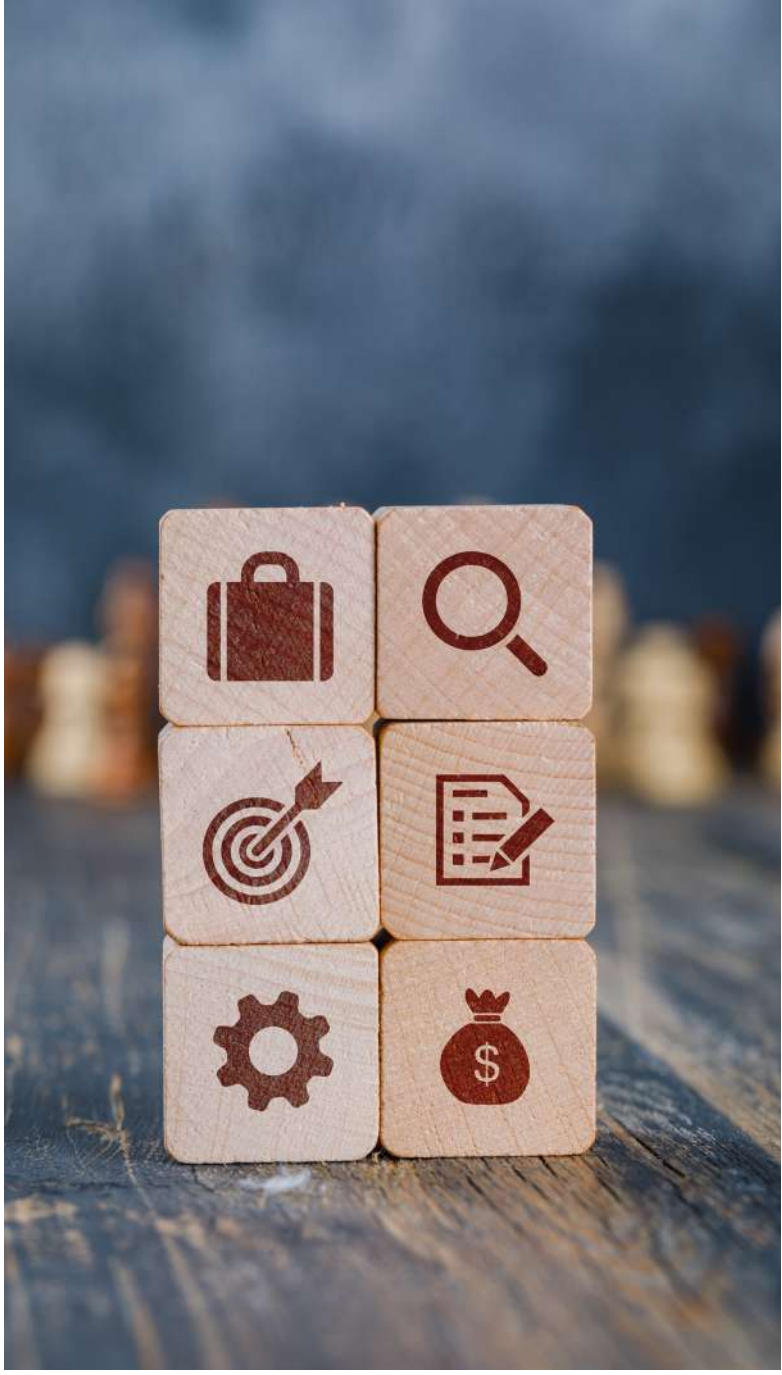
Our responsible sourcing policy is based on the following pillars:

- **Integrity and regulatory compliance:** We require our suppliers to respect human rights, labour legislation, anti-corruption measures, and all applicable environmental and commercial regulations.
- **Risk assessment and due diligence:** We apply structured procedures to identify, assess, and mitigate risks within the supply chain, particularly those related to conflict zones, forced labour, child labour, and inadequate environmental practices.
- **Collaboration and continuous improvement:** We foster long-term relationships with suppliers who share our values, promoting continuous improvement, transparency, and traceability throughout the value chain.
- **Transparency and accountability:** We publish our policies and due diligence reports and maintain accessible and confidential reporting mechanisms for any irregularities.

Our responsible sourcing model not only reduces legal and reputational risks, but also strengthens trust with customers, investors, and communities, drives sustainable innovation in products and processes, and contributes to the Sustainable Development Goals (SDGs), particularly those related to responsible production and consumption, decent work, and partnerships for development.

For further details on responsible sourcing, see section 5.1 on Human Rights.





Environmental, Social and Human Rights Impact Assessments (ASI 2.5 and 2.6)

At ALUCOAT, we recognise that any significant change to our facilities may have relevant implications for the natural, social, and cultural environment. Therefore, we are committed to conducting **Assessments of New Projects or Major Changes**. Any substantial expansion of the plant — including demolitions, new constructions, or the installation of machinery — triggers the evaluation procedure, which covers:

- Environment: air, water, and soil quality, biodiversity.
- Social environment: health, employment, community.
- Cultural environment.
- Human rights, including a gender perspective and consideration of the rights of Indigenous Communites.

Emergency Response Plan (ASI 2.7) and Suspension of Operations (ASI 2.8)

ALUCOAT has developed a **Contingency Plan** (revision 06/2025) with the primary objective of protecting people, assets, and operations in the event of an emergency, ensuring business continuity and minimising impacts. While ALUCOAT does not contemplate the voluntary suspension of operations, it is prepared for extreme scenarios beyond its control. The plan includes:

The plan includes:

- Specific and collaborative plans: The plan has been developed considering site-specific risks (fires, spills, power failures, cyberattacks, etc.) and involves the participation of various departments, including Occupational Risk Prevention, Maintenance, IT, and Management.
- Periodic review: The plan is reviewed every five years by the Emergency Committee, as well as following incidents, organisational changes, or the results of drills.
- Testing and drills: General and specific drills (fires, spills, power failures, etc.) are conducted to assess the effectiveness of the plan and identify potential gaps.
- Updates following changes or incidents: The plan is updated after any real incident or modification that alters the risk landscape, incorporating lessons learned.
- Public disclosure: The plan is available in both physical and digital formats and is communicated internally through briefing sessions and signage. External communication to authorities, customers, and the community is also considered in the event of an emergency.

Key Components of the Plan:

- **Risk assessment:** Identification and analysis of threats using a risk matrix.
- **Emergency procedures:** Immediate actions, evacuation, intervention, and coordination with external services.
- **Recovery plan:** Strategies to resume operations, including data backup and stakeholder communication.
- **Communication plan:** Defined internal and external channels for each phase of the crisis.
- **Training and safety culture:** Ongoing training, drills, and equipment maintenance.
- **Cyberattack response plan:** Structured in six phases, aligned with international best practices.

Mergers and Acquisitions (ASI 2.9)

ALUCOAT has a specific procedure for Mergers and Acquisitions that ensures **ESG due diligence.** This includes:

- **Preliminary assessment** of environmental, social, and governance aspects (emissions, waste, labour rights, ethics, etc.).
- **Action plan report** to address potential impacts, including those arising from historical aluminium-related operations.
- **Stakeholder involvement** in identifying and mitigating significant impacts.
- **Monitoring and communication of progress,** with the possibility of annual reporting to affected communities.

In 2024, no mergers or acquisitions were carried out.

Closure, decommissioning and Divestment (ASI 2.10)

In 2024, ALUCOAT did not carry out any closure, decommissioning, or divestment processes.

Nevertheless, the company has a specific procedure that is activated whenever the closure of a production line or the entire facility is planned, ensuring a thorough assessment of environmental, social, and governance impacts, and guaranteeing responsible management. A **technical report** must be prepared, which includes:

- Assessment of **social impacts** (jobs, working conditions).
- Assessment of **environmental impacts** (water, air, energy, spills).
- Assessment of **health and safety** (condition of machinery, facilities, occupational risks).
- **Risk analysis** and measures to minimise impacts in each area.
- Activities carried out for the closure and conclusions.

Digital Transformation within the Sustainability Framework

In an increasingly dynamic, uncertain, and technologically advanced business environment, corporate governance must evolve to integrate not only ethical and compliance principles, but also digital capabilities that enable the organisation to adapt, innovat e, and generate sustainable value. In this context, ALUCOAT has strengthened its governance model by incorporating **digital transformation as a strategic pillar.**

This new version of the standard introduces a deeper focus on digitalisation, recognising it as part of the organisational context and promoting the integration of emerging technologies, process automation, digital risk management, and data-driven decision-making. ALUCOAT has developed a robust digital strategy aimed at enhancing its adaptability, operational efficiency, and long-term sustainability.

Adaptability as a Competitive Advantage

Adaptability has become a strategic asset. In a changing and competitive environment, digitalisation is not merely a tool for efficiency, but a **driver of organisational resilience**. For this reason, significant efforts have been made to develop agile, intuitive, and reliable information systems that enable more accurate, flexible, and proactive management.

SIGAFactory: Industrial Digitalisation with Real Impact

In line with the principles of interoperability and efficiency, a **Manufacturing Execution System (MES)** has been deployed, incorporating sensorisation of production lines. This enables more precise control and continuous optimisation of production processes. One of the most significant milestones in 2023 was the implementation of **SIGAFactory**. This project, driven by a strong technological innovation component, has transformed the way production is managed—from shop floor control to operational planning. Thanks to real-time data capture, **manufacturing capacity has become significantly more flexible**, improving efficiency, traceability, and responsiveness to demand. This system has become the operational backbone, consolidating a digitalised, interconnected industrial network focused on continuous improvement.

Technological Infrastructure and Cybersecurity

In 2024, ALUCOAT invested in new digital infrastructures to provide a more secure, robust, and efficient service across all IT platforms. **New cybersecurity protocols** have been implemented, including advanced authentication and digital security training programmes for all personnel, regardless of role or hierarchical level. This initiative responds both to emerging risks in the digital environment and to the requirements of the forthcoming **ISO 9001:2026** standard, which incorporates the management of technological risks as a core component of the quality system

Advanced Analytics and Data-Driven Decision-Making

ALUCOAT is firmly committed to the use of analytical tools that transform large volumes of data into actionable insights for strategic decision-making. This analytical capability strengthens evidence-based governance and enables the anticipation of trends, risks, and opportunities.

Taken together, these initiatives reflect a **mature and proactive digital governance model aligned with the most demanding international standards**—one that not only responds to current challenges but also anticipates future requirements in terms of quality, sustainability, and competitiveness. Digital transformation is not an end, but a means to build a more agile, transparent, resilient organisation, committed to its environment.

3.6. Transparency (ASI 3.1)

ALUCOAT is is committed to operating in accordance with the highest standards of transparency, ensuring the timely, accurate, comprehensible, and accessible disclosure of relevant information to its stakeholders. This transparency is aligned with international reporting standards. We are committed to publishing sustainability reports on a regular basis, at least annually.

Non-Compliance and Obligations

With regard to fines, sanctions, judicial rulings, and material non-financial penalties resulting from breaches of applicable national or international legislation, the Entity maintained a high level of regulatory compliance during the period 2022–2024. No fines or sanctions were recorded in 2024.

Payments to Governments (ASI 3.3)

In accordance with our Code of Conduct and the principles of integrity and transparency, ALUCOAT declares that it does not make payments to governments, political parties, or public officials. This policy is firmly established in our Code of Conduct.

During **2024,** no payments were made to governments beyond those legally required (such as taxes and ordinary social contributions), which are duly recorded in our accounting systems and audited in accordance with applicable tax regulations. We also do not make political contributions, whether financial or in kind, either directly or through third parties.

Grievance, Complaints and Information Request Mechanism ASI 3.4)

ALUCOAT has an **Ethics Channel** accessible to all stakeholders, designed to manage any grievance, complaint, or information request related to our operations in a confidential and secure manner. This channel complies with the principles established in the ASI Standard:

- **Legitimacy:** Independently managed to ensure stakeholder trust.
- **Accessibility:** Available in multiple formats and languages, with no financial or technical barriers.
- **Predictability:** Clear procedures, defined timelines, and timely communication of outcomes.
- **Fairness:** Fair treatment, guaranteed confidentiality, and protection against retaliation.
- **Transparency:** Clear information on the channel's operation and outcomes.
- **Rights-Based Approach:** Respect for human rights and principles of restorative justice.
- **Continuous Learning:** Ongoing improvement based on feedback received.
- **Participation:** Design and review of the channel carried out with active stakeholder involvement.

The Ethics Channel is available at the following link: **Ethical Channel.**

During 2024, no grievances, complaints, or information requests were received through this channel.

4. Environment

4.1. Life Cycle Assesment (LCA) (ASI 4.1)

Spain has established itself as one of the leading countries in aluminium recycling in Europe, reaching a **50.7% recycling rate for aluminium packaging** in 2024—surpassing the targets set by European Directive 2018/852 one year ahead of schedule. This achievement reflects not only the commitment of citizens but also the industry's efforts to optimise processes and promote the circular economy.

ALUCOAT plays a key role in driving sustainability within the aluminium sector, firmly committed to innovation, energy efficiency, and environmental responsibility across all its business lines.

ALUCOAT actively contributes to this commitment through a broad portfolio of products spanning the food, pharmaceutical, industrial, and insulation sectors. This diverse range of solutions is developed under strict sustainability and quality criteria.

One of the fundamental pillars of ALUCOAT's environmental strategy is the implementation of an internal **Life Cycle Assessment (LCA)**, which is reviewed annually with the management team. This analysis enables the identification of environmental impacts at each stage of the production process and the establishment of concrete improvement targets aimed at reducing the carbon footprint, optimising resource use, and reinforcing the company's position as a sustainability leader.

Thanks to this strategic vision, ALUCOAT anticipates regulatory and market trends, consolidating its leadership in the responsible transformation of aluminium

7.2. Enhance the global partnership for Sustainable Development

4.2. Descarbonisation Plan

In line with our commitment to sustainability and the fight against climate change, we have developed a decarbonisation roadmap to guide our actions towards carbon neutrality. This plan sets out clear and progressive targets to reduce our greenhouse gas (GHG) emissions across all operations, aligning with the objectives of the Paris Agreement and international best practices.

Main Objectives

- **Reduction of direct emissions** (Scope 1 and 2): Implement improvements in energy efficiency, process electrification, and transition to renewable energy sources.
- **Management of indirect emissions** (Scope 3): Collaborate with suppliers and customers to reduce impact across the entire value chain.
- **Carbon neutrality:** Achieve net zero emissions through absolute reductions and accredited offsetting mechanisms, where necessary.

A baseline of emissions corresponding to the 2019–2021 period has been established as the starting point for environmental analysis. Based on this assessment, internal processes have been reviewed and optimised with the aim of reducing energy consumption and improving the use of ecological resources.

Commitment to Renewable Energy:

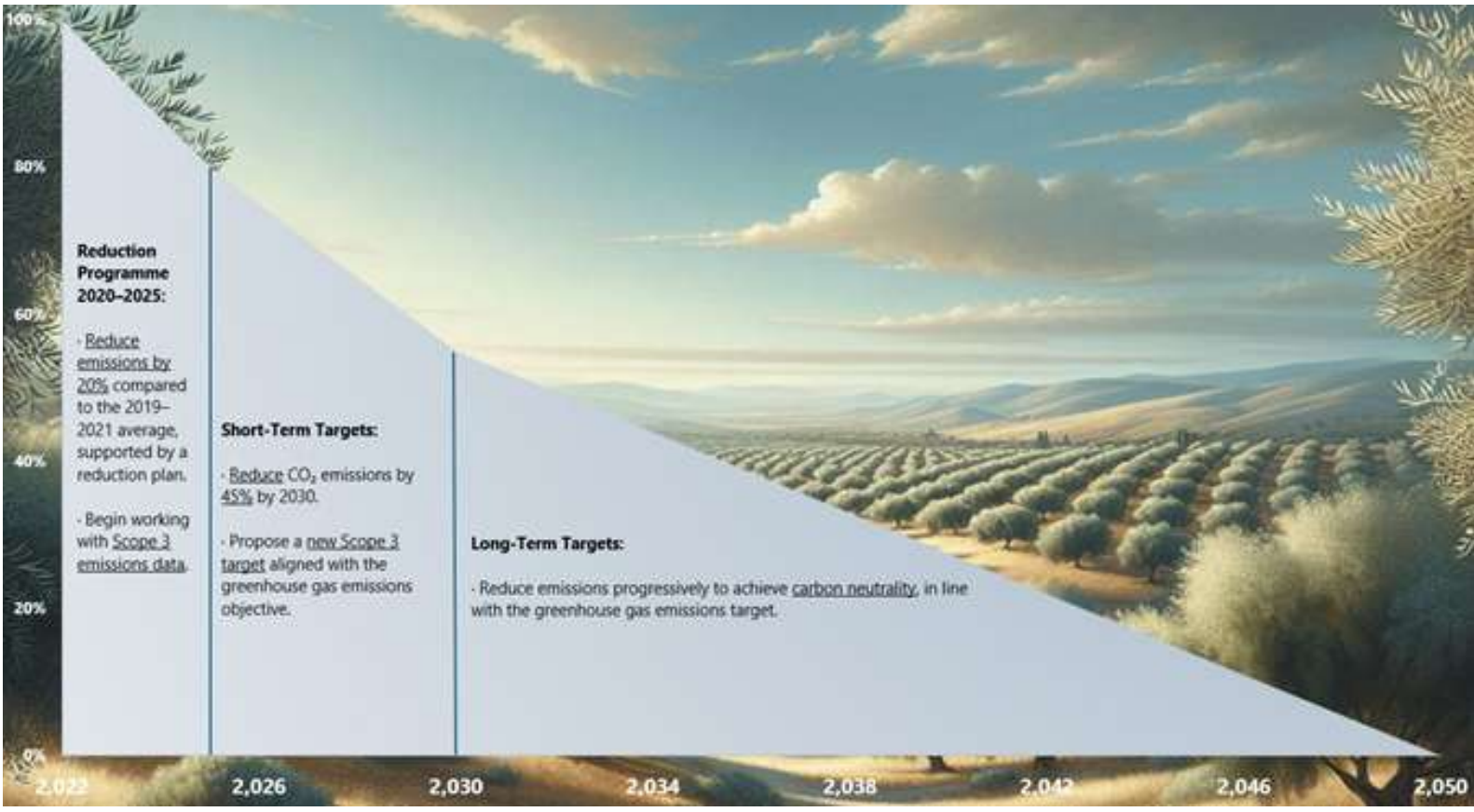
ALUCOAT has equipped the majority of its rooftops with solar panels, enabling a significant share of its energy consumption to be covered by renewable and sustainable sources. This initiative reinforces its commitment to environmental protection, energy efficiency, and the decarbonisation plan.

7.2. Increase Global Percentage of Renewable Energy

INSTALLATION OF 1,726 SOLAR PANELS WITH A CAPACITY OF 950 KW

Adaptation to Current Technological Means

Since 2019, ALUCOAT has significantly reduced travel to supplier and customer facilities, thereby lowering greenhouse gas emissions associated with transport (Scope 3). This transition to digital means has enabled smooth and efficient global communication, minimising environmental impact and promoting more sustainable practices.



Recyclability in the Aluminium Supply Chain (ASI 4.3).

Since 2016, ALUCOAT has been monitoring aluminium segregation by alloy type as part of its commitment to the Circular Economy and Industrial Sustainability. This initiative aims to optimise the recyclability of the main waste generated in its processes: aluminium scrap.

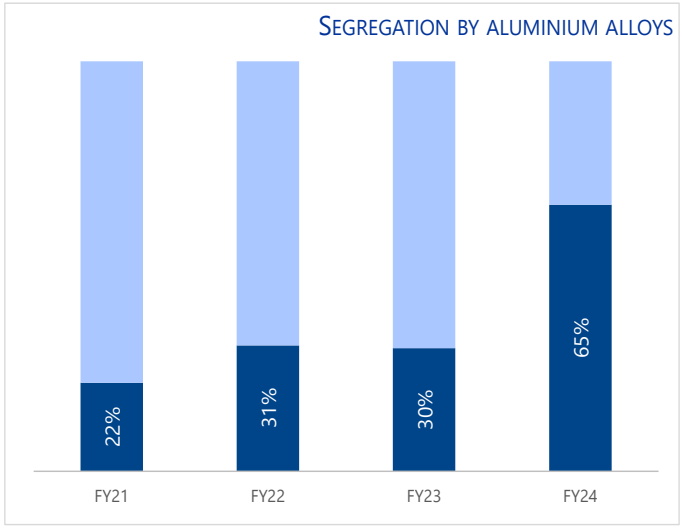
Although aluminium is a 100% recyclable material with no loss of properties, the mixing of different alloys can hinder its efficient reuse. Therefore, segregation helps maintain the purity of each alloy type, significantly improving the quality of the recycled material and facilitating its reintegration into high value-added production processes.

65% ALUMINIUM ALLOY SEGREGATION AS A CIRCULAR ECONOMY PROJECT

12.2. Substantially Reduce Waste Generation

Thanks to this measure, ALUCOAT:

- Reduces the need for **primary aluminium**, the production of which involves high energy consumption and the extraction of bauxite, a non-renewable natural resource.
- Lowers the **Carbon Footprint** associated with its operations by avoiding energy-intensive and emission-heavy processes.
- Contributes to a more **sustainable supply chain.**



This practice is further supported by an internal waste traceability system, staff training in material classification, and collaboration with authorised waste managers to ensure that segregated aluminium is effectively reintegrated into the production cycle.

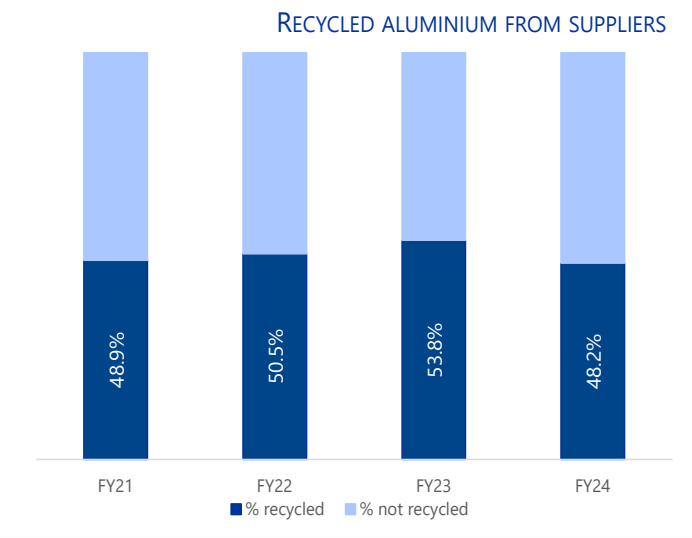
Since 2021, ALUCOAT has implemented a continuous monitoring system for the recycled content in the aluminium supplied by its providers. This initiative forms part of our raw material traceability and sustainability strategy.

Thanks to this monitoring, ALUCOAT:

- Records and analyses the percentage of recycled content annually, distinguishing between pre-consumer content (industrial waste) and post-consumer content (materials recycled after use).
- Actively collaborates with its suppliers to promote the use of aluminium with a higher proportion of recycled content, prioritising those who demonstrate a verifiable commitment to the circular economy.
- Uses this information to accurately calculate the carbon footprint associated with its raw materials, supporting responsible purchasing decisions and the design of more sustainable products.

12.2. Sustainable Management and Use of Natural Resources

It also enables us to set continuous improvement targets, such as progressively increasing the recycled content in our raw materials, without compromising the technical quality of our products.



R&D Developments Focused on Sustainability (ASI 4.2):

At ALUCOAT, we have a highly qualified R&D department dedicated to optimising the use of energy resources without compromising the reliability or efficiency of our production processes. Our commitment to sustainability is reflected in the development of innovative solutions that not only enhance energy management but also address the growing demand from our clients for more sustainable products.

Among our research lines, notable progress has been made in **thermal insulation** materials manufactured using lacquered aluminium, which offer excellent energy performance and increased durability, thereby reducing environmental impact throughout their lifecycle. These developments enable our clients to improve the energy efficiency of their final products, contributing to more sustainable construction practices and a significant reduction in emissions.

Review of Energy Supply Mix

At ALUCOAT, a continuous review of the energy mix associated with procurement processes is carried out, with the aim of maximising the use of energy from renewable sources. This strategy forms part of the company's commitment to sustainability and the ongoing improvement of energy efficiency.

Commitment to Waste Reduction

ALUCOAT has implemented a Waste Management System that enables the analysis and control of the final destination of each type of waste, ensuring the highest possible recovery value for each category. The primary objective of this system is to minimise the amount of waste sent to landfill, thereby promoting more efficient and sustainable waste management in line with the company's environmental commitment.

Utilisation of Waste Heat in the Production Process

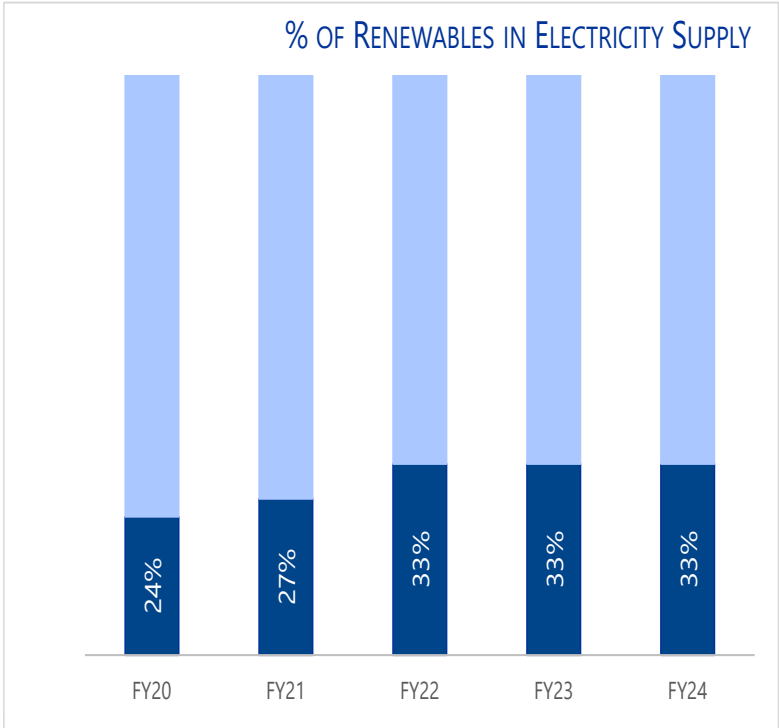
As part of our commitment to energy efficiency and sustainability, we have implemented a strategy for recovering residual heat generated by specific machines during the production process. This heat, which was previously dissipated without being utilised, is now redirected to meet part of the thermal energy requirements of the process.

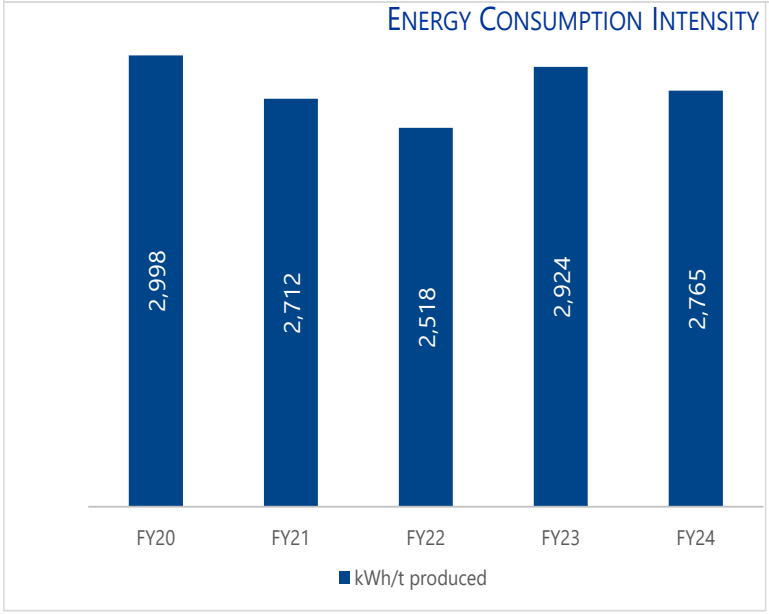
Thanks to this measure, we have succeeded in reducing the consumption of external energy sources, thereby lowering our environmental footprint. This optimisation not only results in economic savings but also reinforces our approach to more responsible and sustainable production, by maximising the use of available internal resources.

7.2. Increase Global Percentage of Renewable Energy

Data Reporting:

Monitoring progress to ensure advancement towards decarbonisation, alongside the continuous proposal and adjustment of targets based on new developments and improvement opportunities.





13% REDUCTION IN ELECTRICITY CONSUMPTION INTENSITY VS 2023

4.3. Greenhouse Gas (GHG) Emissions

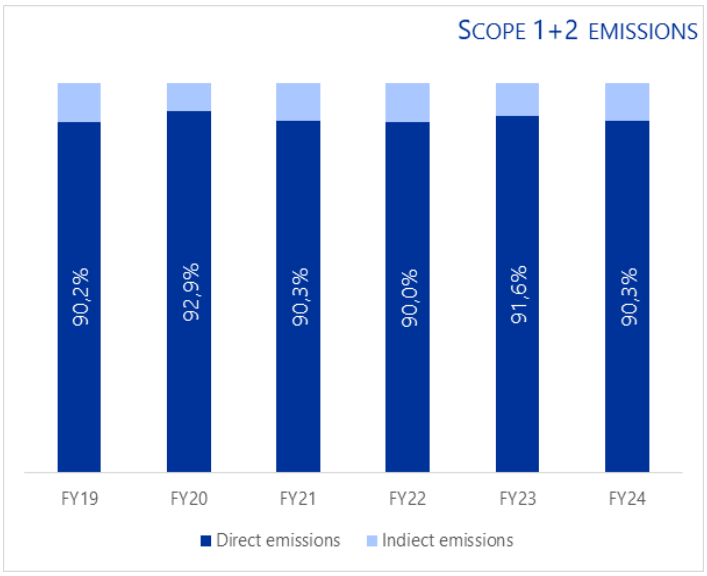
In the current context of climate crisis and increasing pressure on natural resources, the analysis and management of the environmental impact of human activities has become a global priority. One of the key concepts that has gained relevance in recent decades is the **Carbon Footprint**, understood as the total GHG emissions, expressed in tonnes of carbon dioxide equivalent (tCO_2e), that are directly or indirectly attributable to a person, organisation, event, product or process throughout its lifecycle.

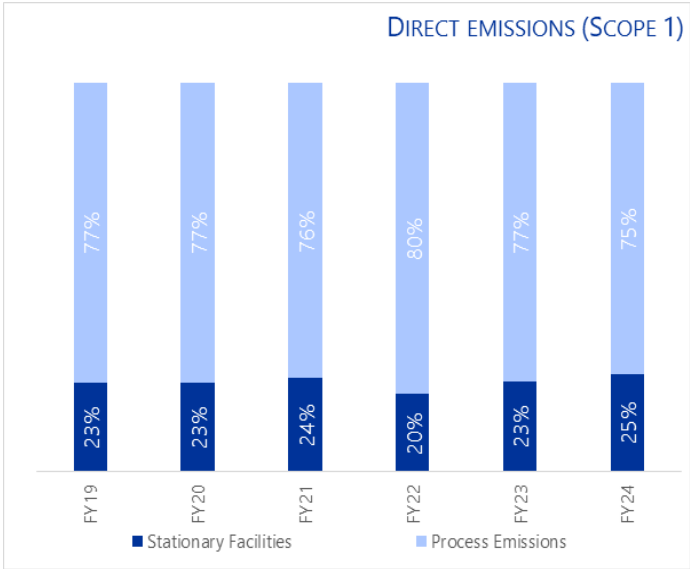
The Carbon Footprint has become a fundamental tool for measuring the degree of contribution to global warming and for identifying opportunities for improvement in terms of sustainability. Its assessment not only enables the quantification of environmental impact, but also the establishment of mitigation strategies, the promotion of energy efficiency, the optimisation of resource use, and ultimately, the support of international commitments such as those set out in the Paris Agreement and the Sustainable Development Goals (SDGs) of the 2030 Agenda.

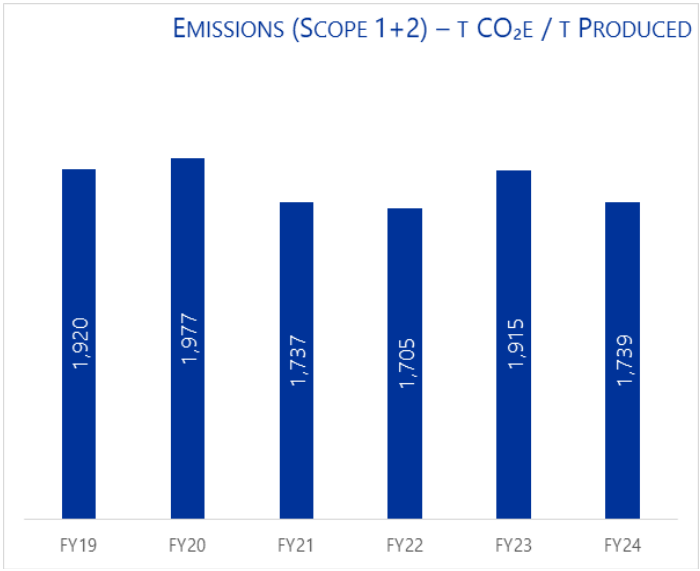
The main objective of this section is to carry out a in-depth analysis of the carbon footprint generated by the organisation, evaluating both direct emissions (Scope 1) and indirect emissions (Scope 2). Through a data-driven approach, the aim is to provide a comprehensive view of the climate impact associated with the operations or activities assessed.

Since 2022, ALUCOAT has been recording its **Carbon Footprint** in accordance with **SACE** (Andalusian Emissions Compensation System). The organisation aims to use the three-year period FY19–FY20–FY21 as a reference and, based on the average of those data, reduce its greenhouse gas emissions as calculated using the tool provided by the Regional Government of Andalusia. The year-on-year evolution is as follows:

In addition, ALUCOAT has set a target through a GHG emissions reduction plan. Specifically, the aim is to reduce Scope 1 and 2 GHG emissions intensity by 20%, using 2019 levels as the baseline for the year 2025.







To achieve this, a sequence of key actions has been defined, including:

- Commitment, communication, and transparency regarding our **Decarbonisation Plan.**
- **Monitoring** of relevant data for calculating the Carbon Footprint.
- **Follow-up of decarbonisation initiatives** promoted by SACE.
- Official **registration** of the Carbon Footprint through SACE and the Ministry for the Ecological Transition and the Demographic Challenge (MITECO).
- Initiation of Scope 3 Carbon Footprint calculation, involving suppliers, waste management, percentage of recycled aluminium in supply, alloy separation, etc.

The plan includes 12 improvement lines covering aspects such as:

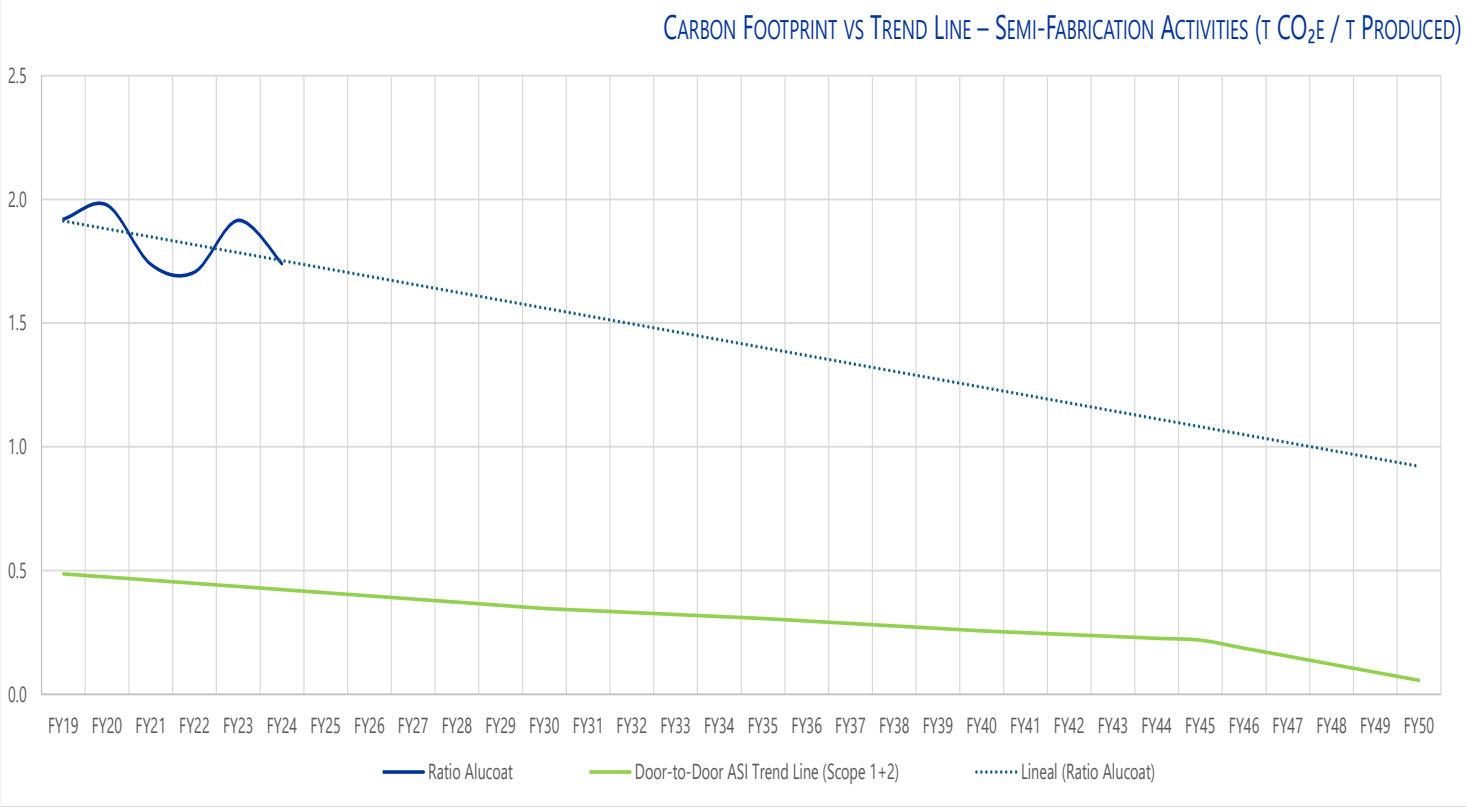
- General measures for emissions reduction.
- Specific actions targeting emitting equipment or systems that contribute to emissions reduction.
- Improvements in air conditioning systems.
- Optimisation of production processes with a focus on emissions reduction.

Carbon Footprint Reduction in Semi-Fabrication Activities (GHG pathways method developed and approved by ASI).

In line with our commitment to climate action and the progressive decarbonisation of the aluminium sector, ALUCOAT continuously monitors its carbon footprint in semi-fabrication activities. The attached chart shows the evolution of the **t CO_2e / t produced** indicator from fiscal year 2019 (FY19) to projections for 2050 (FY50).

9.17% REDUCTION IN CO_2e EMISSIONS COMPARED TO 2023

13.1. Resilience and Adaptive Capacity



Observed Trends:

- The **blue line** represents the **ALUCOAT Ratio**, which reflects our direct and indirect emissions (Scopes 1 and 2) per tonne produced. This ratio has shown a **sustained downward trend**, decreasing from values close to 2 t CO_2e/t produced in the early years to progressively lower levels, as a result of improvements in energy efficiency, process optimisation, and the use of cleaner energy sources.
- The **green line** corresponds to the **ASI gate-to-gate trend line (Scope 1+2)**, which sets a sectoral benchmark for emissions in semi-fabrication activities. This line also shows a consistent decline, aligned with the climate targets of ASI and the Paris Agreement.

Interpretation and Commitment:

The convergence between both lines indicates that ALUCOAT is moving in the right direction, progressively approaching the sustainability standards established by ASI. This performance reflects our commitment to:

- The **continuous reduction of emissions** in our operations.
- The **adoption of cleaner technologies** and more efficient processes.
- **Alignment with decarbonisation pathways** compatible with the 1.5 °C scenario.

This approach not only addresses the challenges of climate change but also strengthens our position as a responsible supplier within the aluminium value chain.

4.4. Water Management (WF)

ALUCOAT uses and manages water responsibly in pursuit of better stewardship of shared water resources.

The impact and risk level of each facility are unique, depending on the local context. The **water footprint project** helps factories understand their vulnerability to water scarcity and/or declining water quality.

Improvement of the water footprint is addressed from various perspectives: **reducing** water use in manufacturing processes, **optimising** and ensuring efficient use of raw and auxiliary materials, and **treating** and regenerating water for reuse or return to nature. Key to this is the reuse of water within the facilities, increasing the number of uses and optimising the processes in which it is employed, as well as improving consumption monitoring to enhance understanding.

Based on the Water Risk Atlas Aqueduct (wri.org), ALUCOAT operates in areas of very high water stress.

We have been analysing future water stress risk, and the following chart shows a projection of water risk (according to the WRI-Aqueduct classification) for Andalusia, Spain, over time, from the year 2025 to 2080. The data line shows a projected upward trend, suggesting that water stress in Andalusia will progressively increase in the coming decades and that the region is in a high water stress area, implying significant pressure on water resources in the future.

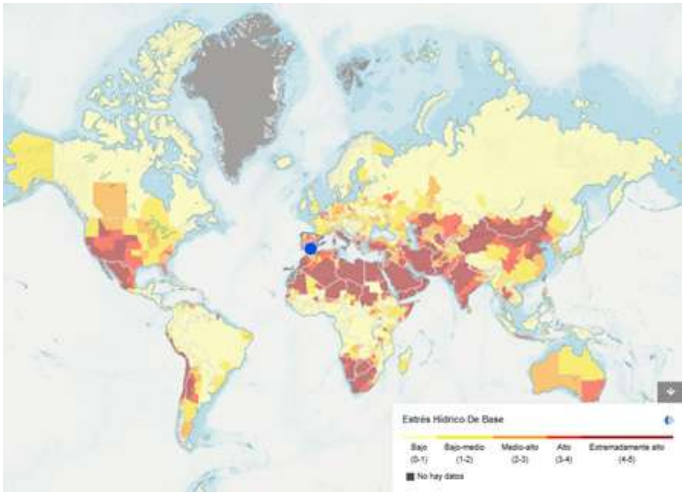
This projection highlights the importance of implementing **sustainable water management** policies, **climate change adaptation**, and long-term **water planning.**

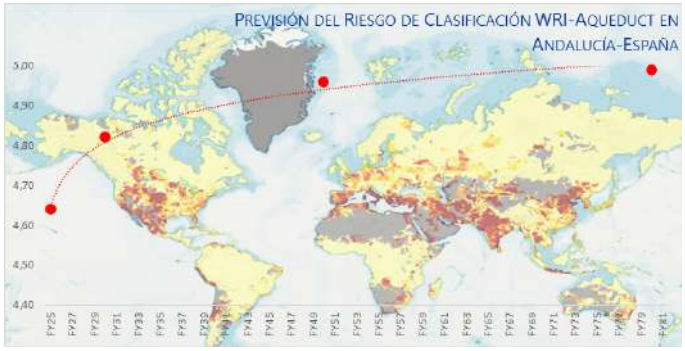
In the Linares area (Jaén, Andalusia), there are several important reservoirs that contribute to the region's water security, even in a context of increasing risk, as shown in the WRI-Aqueduct chart.

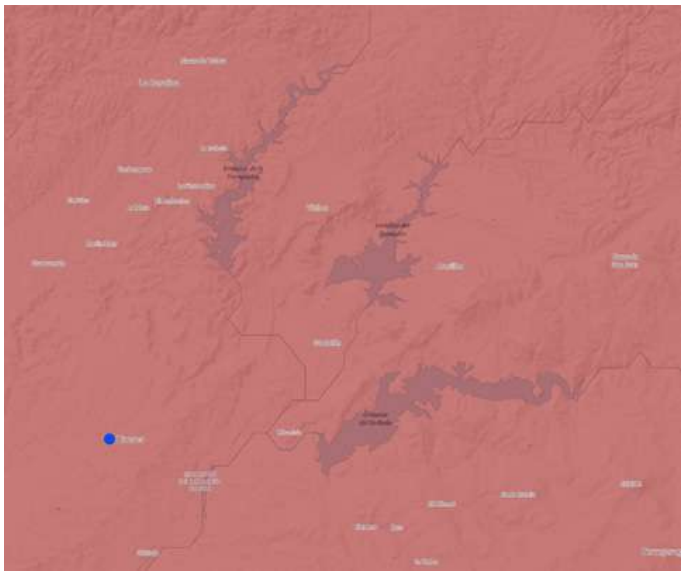
Giribaile Reservoir / Capacity: 491 hm^3.

Guadalén Reservoir/ Capacity 163 hm^3.

La Fernandina Reservoir/ Capacity 247 hm^3.







Justification of Favourable Water Location:

- **Strategic proximity:** Linares is situated at an intermediate point between three large-capacity reservoirs, enabling efficient water distribution for human consumption, agriculture, and industrial use.
- **Source diversification:** As the city does not rely on a single reservoir, it has greater resilience to prolonged droughts or temporary drops in water levels in any one of them.
- **Regulation capacity:** These reservoirs allow water to be stored during periods of abundance and released in a controlled manner, mitigating the effects of climate variability.
- **Established infrastructure:** The area has a network of canals and pipelines that facilitate the transport of water from the reservoirs to urban and agricultural centres.

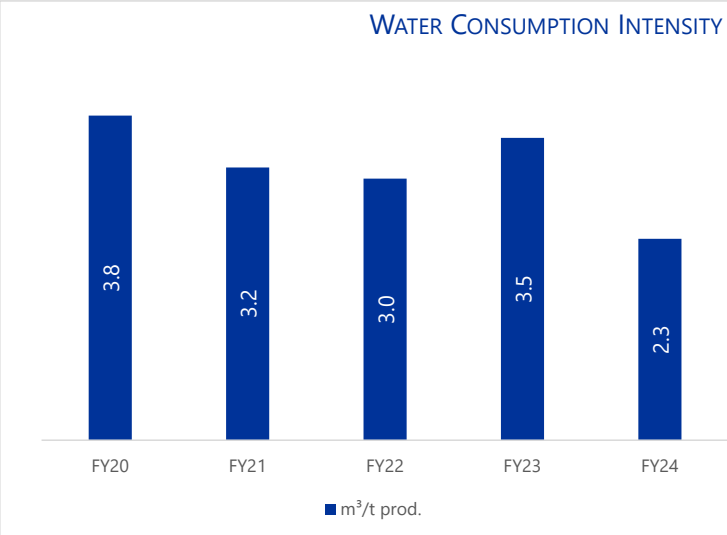
ALUCOAT has implemented efficient water resource management and has formed a **multidisciplinary team** composed of professionals from various areas, whose objective is to address and manage all aspects related to water use.

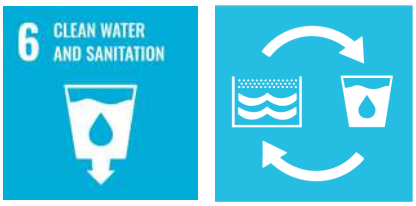
At the team's regular meetings (held quarterly), relevant data on water consumption are presented and analysed, along with the measures implemented to reduce and optimise its use. These meetings are essential to ensure that the company adopts best practices in water management, thereby contributing to the sustainability and efficiency of the production process.

21% REDUCTION IN WATER FOOTPRINT INTENSITY VS 2023

Since 2016, a **water management plan** has been developed and implemented. The main objective of this plan is to prevent potential supply risks, ensuring that the company has the necessary water resources to maintain operational continuity. The plan includes various strategies, such as identifying alternative water sources, implementing water-saving and reuse technologies, and collaborating with suppliers to ensure a consistent and high-quality supply.

The following section presents data on the organisation's water supply in recent years, highlighting the efforts made to improve efficiency and reduce consumption:





6.4. Increase Water-Use Efficiency and Ensure Freshwater Supplies

Although our location is favourable from a water resource perspective, we maintain a strong commitment to **water efficiency** and continuously invest in innovative technologies to ensure sustainable management. Below are some of the main actions we are undertaking to promote responsible use and reduce water consumption:

- **Optimisation** of cleaning processes: Operational control has been increased to minimise cleaning frequency, thereby reducing water waste
- Daily **monitoring** and **supervision** of consumption: Daily checks are carried out in key processes to detect and correct any excessive consumption in real time.
- Process **improvements:** Solutions have been implemented to reduce and reuse water in processes, improving efficiency without compromising quality.

Water Discharges (6.2 ASI)

ALUCOAT conducts an annual **comprehensive analysis of its industrial discharges**, in accordance with the requirements set out in its **Integrated Environmental Authorisation (AAI)**, issued by the Regional Government of Andalusia. The purpose of this analysis is to ensure that all liquid effluents generated in its production processes strictly comply with the established legal and environmental limits.

During the 2024 fiscal year, the following discharge parameters were analysed:

Physico-chemical Parameters	Metals and Trace Elements	Other Specific Contaminants
pH	Aluminium	Sulphates
Conductivity	Total Chromium	Fluorides
Chemical Oxygen Demand (COD)	Chromium VI	Free Cyanide (CN^-)
Biochemical Oxygen Demand over 5 days (BOD_5)	Manganese	Phosphate (as P)
Suspended solids	Iron	Boron
	Nickel	Oils and greases
	Copper	Detergents
	Zinc	Phenols
	Tin	
	Lead	
	Silver (Ag)	
	Cadmium (Cd)	
	Mercury	

The results obtained from all samples analysed during 2024 confirmed that **none of the parameters exceeded the Emission Limit Values (ELVs)** established in the Integrated Environmental Authorisation (AAI). This full compliance reflects not only the effectiveness of the treatment and purification systems implemented, but also the culture of continuous improvement and pollution prevention that characterises the organisation.

This regular and transparent monitoring is part of a broader environmental strategy aligned with the **Sustainable Development Goals (SDGs)**, particularly those related to **efficient water management (SDG 6), responsible production (SDG 12)** and **climate action (SDG 13)**. ALUCOAT not only complies with current regulations but goes further by integrating sustainability criteria into its decision-making and promoting a cleaner, safer, and more environmentally respectful industry.

The information derived from these analyses is incorporated into the company's internal environmental management systems and communicated to stakeholders through this sustainability report, thereby reinforcing transparency, traceability, and trust in the company's environmental management.

As part of our commitment to sustainability and environmental protection, our company has implemented rigorous controls on the discharge of wastewater into the municipal network. This process is carried out through the application of **Best Available Techniques (BAT)**, enabling us to ensure that discharges pose no risk to the environment or public infrastructure.

During the 2024 period, the following key parameters were continuously monitored: hexavalent chromium, total chromium, nickel, zinc, adsorbable organohalogen compounds (AOX), and fluorides. The results obtained were highly satisfactory, with concentrations consistently below 1 ppm in all cases, and several of these compounds registering values of 0 ppm, demonstrating effective and responsible management.

These results reflect not only compliance with current regulations but also a clear commitment to exceeding legal requirements, minimising the environmental impact of our operations. This action forms part of our comprehensive sustainability strategy, aimed at preserving water resources and actively contributing to the health of local ecosystems.

Effluent and Spill Assessment and Management (6.3 ASI) / Public Disclosure of Effluents and Spills (6.4 ASI)

No incidents related to spills or leaks that could compromise soil quality or pose risks of migration to groundwater have been recorded. Consequently, no significant environmental impacts or risks are considered to exist in these areas.

Nevertheless, robust preventive measures are in place, such as above-ground storage tanks and dedicated chemical storage facilities, all equipped with certified containment systems and subject to regular inspections. In addition, retention basins are installed in operational areas to prevent any accidental spillage. As part of the environmental management system, quarterly inspections are carried out to assess the condition of the soil and associated infrastructure.

4.5. Waste Management

As part of Waste Management (ASI 6.5 and ASI 4.4), ALUCOAT monitors its waste management and demonstrates transparency through official institutions and certifications. The objective is to increase the amount of waste recovered each year, contributing to the circularity of materials in general.

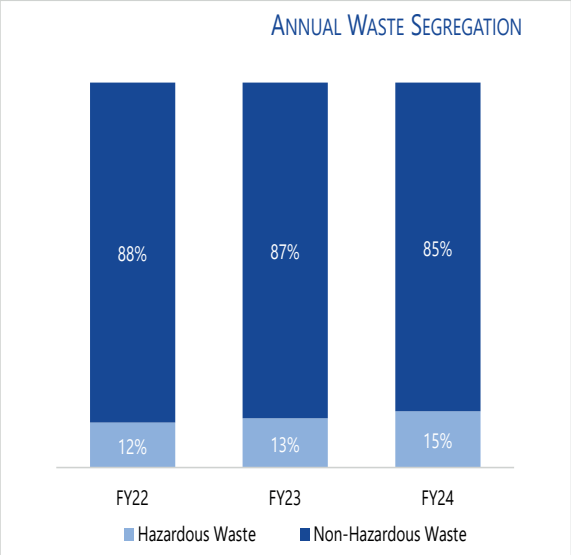
Since 2022, ALUCOAT has obtained the prestigious **Zero Waste** certification, awarded by the renowned entity AENOR. This certification is the result of a rigorous evaluation and verification process, ensuring that the majority of the waste generated by the organisation is directed towards recovery processes. This term refers to the transformation of waste into useful raw materials for activities external to ALUCOAT's operations, thereby contributing to the **circular economy** and **environmental sustainability.**

The guidelines established by AENOR for Zero Waste certification involve a continuous commitment to responsible waste management, promoting practices that minimise environmental impact and encourage reuse and recycling. ALUCOAT has demonstrated its ability to meet these demanding standards, reflecting its dedication to environmental protection and corporate social responsibility.

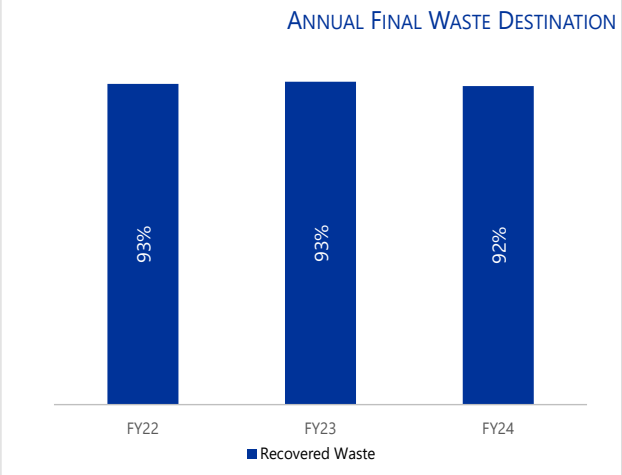
12.2. Substantially Reduce Waste Generation

92% WASTE RECOVERY ZERO WASTE (AENOR)

The following section presents the trend in waste generation at ALUCOAT, which shows a consistent effort to **reduce waste volumes** and **optimise recovery.** This approach not only improves the company's operational efficiency but also contributes significantly to the reduction of natural resource use and the ecological footprint.



The observed trend in the results for waste reincorporated into the circular economy is as follows:



MEMBERSHIP IN THE COLLECTIVE WASTE MANAGEMENT SYSTEM (SCRAP) WITH ENVALORA

ALUCOAT is deeply committed to progressing towards waste minimisation and recovery, with the primary objective of **avoiding significant changes to the ecosystem** in which it operates. This commitment is reflected in the annual corporate targets set by the organisation, aimed at reducing waste and continuously seeking alternatives for the recovery of waste that would otherwise be destined for disposal.

ALUCOAT's strategy is based on principles of sustainability and environmental responsibility, promoting practices that not only minimise waste generation but also optimise its reuse and recycling. Through the implementation of advanced technologies and the adoption of innovative processes, the company seeks to transform waste into valuable resources, thereby contributing to the circular economy and environmental conservation.

Each year, ALUCOAT reviews and updates its corporate objectives to ensure alignment with best environmental practices and current regulations. These objectives include specific targets for **waste reduction,** as well as initiatives to **identify and develop new recovery methods.** The company works in collaboration with various entities and experts in the field of waste management to implement effective and sustainable solutions.

In summary, ALUCOAT's commitment to waste minimisation and recovery clearly demonstrates its dedication to ecosystem protection and the promotion of responsible business practices. Through its annual objectives and focus on innovation, the company aims not only to meet its environmental responsibilities but also to lead the way towards a more sustainable future.

In compliance with the Packaging and Packaging Waste Law (Royal Decree 1055/2022), since the entry into force of Royal Decree 1055/2022 of 27 December, ALUCOAT has reinforced its commitment to the responsible management of packaging placed on the market, fulfilling the new legal obligations applicable to all product producers in Spain.

In addition to regulatory compliance, ALUCOAT actively works to:

- Reduce the use of **unnecessary Packaging.**
- Promote **eco-design** to facilitate recyclability.
- Collaborate with suppliers and customers to improve material **circularity**.

12.2. Substantially Reduce Waste Generation

4.6. Biodiversity

ALUCOAT manages its impacts on biodiversity and ecosystem services in accordance with the Biodiversity Mitigation Hierarchy, with the aim of protecting ecosystems, habitats, and species.

ALUCOAT has an Action Plan in place to **protect the biodiversity** of its surroundings. This plan is implemented with the objective of preserving the natural richness around our facilities and ensuring that our industrial activities do not have a negative impact on the environment.

A comprehensive review of the flora and fauna present at ALUCOAT's facilities is carried out quarterly. These regular reviews allow for continuous monitoring of biodiversity status and the detection of any changes that may require intervention.

The ALUCOAT Management Systems team conducts detailed studies to identify species that could potentially be impacted by our operations. These studies include direct observation, analysis of historical data, and consultation with biodiversity experts. As of the end of 2024, the results of these studies indicate that no species requiring intervention have been detected. This outcome is encouraging and reflects the company's commitment to environmental protection.

However, as a preventive measure, factory personnel have been involved in the biodiversity monitoring and protection process. In the Industrial area, awareness is raised through environmental information showing species that, due to their proximity, could affect our production environment. This information is updated quarterly and serves as a communication tool to alert staff to the importance of environmental protection. The aim of this communication is to raise awareness among all ALUCOAT personnel and foster a culture of environmental responsibility.

Throughout 2024, no reports requiring specific action regarding these species have been recorded. The quarterly indicator, used to document the presence of species that may require intervention, has consistently remained at **0 species recorded/affected.**

This indicator is a key tool for biodiversity monitoring and enables the company to make informed decisions on environmental management.

In addition, it is important to highlight that ALUCOAT works exclusively with national suppliers who comply with strict environmental standards. These suppliers do not introduce invasive species into our operations, contributing to the protection of local biodiversity. Likewise, our packaging is properly treated to prevent the export of any species to our customers. This comprehensive approach ensures that our operations are sustainable and environmentally responsible.

ALUCOAT, located in Linares, Andalusia, is situated in a region whose geographical conditions significantly minimise risks and impacts related to biodiversity and ecosystem services. This strategic location, characterised by a consolidated industrial environment and a low presence of sensitive natural habitats, allows the company to operate without negatively affecting local biodiversity.

The organisation's biodiversity indicators, which reflect minimal environmental impact, support this statement. These indicators show that ALUCOAT's activities do not interfere with areas of high biodiversity or critical ecosystem services, justifying the absence of additional measures in its risk assessment in this area.

Nevertheless, ALUCOAT remains firmly committed to **protecting biodiversity within and around its facilities**. This commitment is reflected in our policies and daily practices, which aim to minimise environmental impact and promote nature conservation. We will continue working diligently to preserve the natural richness of our surroundings and contribute to a sustainable future.

4.7. World Heritage

To ensure that its operations do not negatively impact World Heritage sites, ALUCOAT conducts quarterly reviews alongside its biodiversity assessments. These reviews include updates to the World Heritage map, verifying that its facilities do not interfere with these points of interest. This process is essential to ensure that the company operates responsibly and sustainably.

ALUCOAT uses tools and standards to carry out these verifications. ASI is a sustainability initiative that sets rigorous criteria for the aluminium value chain, covering environmental, social, and governance aspects. ALUCOAT has obtained the ASI Performance Standard V3 certification, reflecting its commitment to continuous improvement in sustainability across all operations.

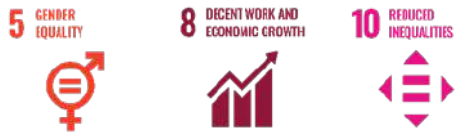
ALUCOAT demonstrates a strong commitment to the **protection of World Heritage**. Through its regular reviews and the implementation of sustainable practices, the company ensures that its operations do not negatively affect these points of interest. Its adherence to ASI standards underscores its dedication to social and environmental responsibility.

5. SOCIAL

5.1. Human Rights

ALUCOAT respects and promotes the **individual** and **collective** Human Rights affected by its operations. We take appropriate measures to assess, prevent, and remedy potential and actual impacts on Human Rights in line with relevant international instruments.

Throughout 2024, ALUCOAT has continued to implement its Human Resources strategy, reaffirming that **people are the driving force behind our success**. A strong talent management approach focused on professional development, equity, and well-being contributes directly to innovation, productivity, and the long-term sustainability of our organisation.



Human Rights Due Diligence (9.1 ASI) and Conflict-Affected or High-Risk Areas (9.8 ASI)

In an increasingly interconnected global environment, organisations operating across different regions face various challenges related to political, social, and economic stability. Conflict-Affected and High-Risk Areas (CAHRAs) are geographical zones where serious human rights violations, armed conflict, systemic corruption, or weak governance exist or may arise. These conditions pose significant risks to both individual safety and the sustainability of business activities.

Proper identification and management of risks associated with these areas are essential to prevent complicity in abuses, ensure compliance with international regulations, and protect corporate reputation. For this reason, various international frameworks—such as the OECD Guidelines for Multinational Enterprises and the United Nations Guiding Principles on Business and Human Rights—urge companies to carry out enhanced due diligence when their operations or supply chains involve conflict-affected or high-risk areas.

ALUCOAT has established a due diligence procedure for managing supplies related to conflict-affected and high-risk areas, including the concept of modern slavery. This protocol outlines how assessments of CAHRAs are conducted. As part of this procedure, an annual analysis is carried out on the countries of origin of our suppliers, cross-referencing this information with updated and reliable sources on conflict zones.

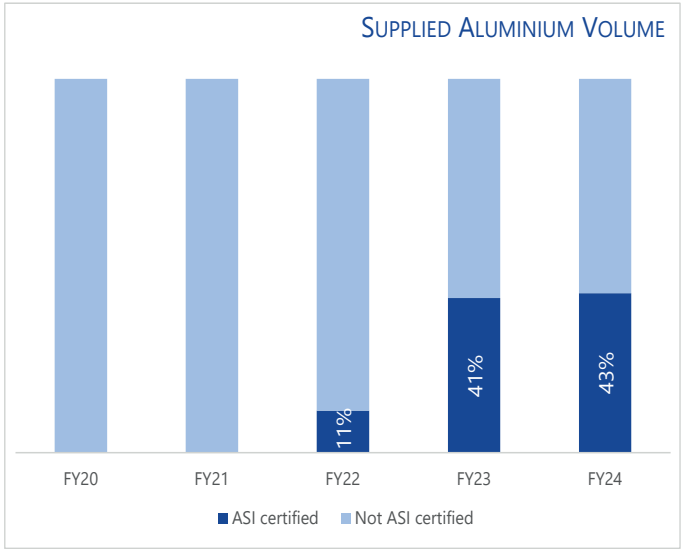
The results of this study enable the evaluation of risks associated with our supply chain. The following informational elements are presented:

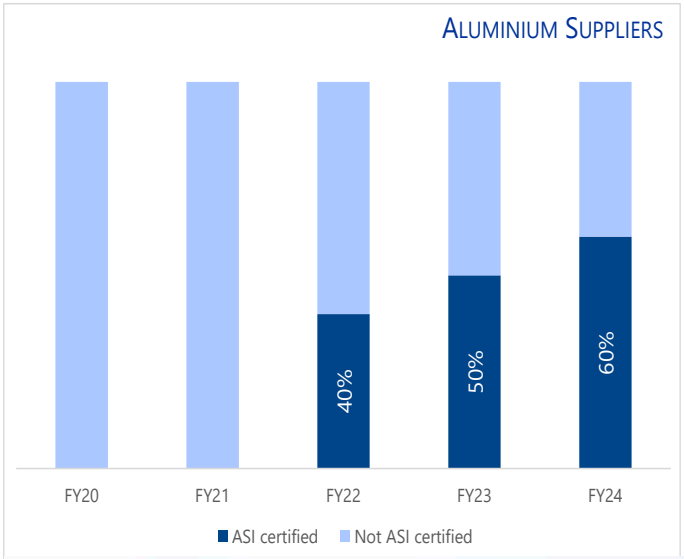
Current Map of Conflict Zones:

Map of Our Supplies – FY24:

100% of our supplies come from areas classified as **low risk.** Therefore, during 2024, it has not been necessary to implement corrective actions or mitigation measures regarding the origin of our materials. This CAHRA assessment is carried out annually as part of our commitment to a responsible supply chain aligned with international standards on human rights and sustainability.

At ALUCOAT, we conduct a thorough evaluation of our suppliers and their development, particularly those within the aluminium value chain holding **ASI Certification**. The following charts show the trend in recent years regarding suppliers committed to sustainability in the aluminium sector. In 2024, **43% of the aluminium volume supplied was under the ASI Standard**, and **60% of our aluminium suppliers were certified under the same**, ensuring a highly demanding evolution in social, environmental, and governance requirements.





Development, Stability and Talent Attraction

In a challenging labour market, particularly within the industrial sector, ALUCOAT has succeeded in maintaining its ability to attract and retain talent. Our workforce has experienced steady growth, reflecting a stable and appealing working environment. As of the end of 2024, **100% of our employees held permanent contracts**, demonstrating our commitment to job stability and quality employment.

ALUCOAT welcomed 17 Telematics Engineering students from the University of Jaén for a visit to its facilities, where they gained first-hand insight into the processes of an Industry 4.0 environment. This initiative reflects ALUCOAT's commitment to innovation, sustainability, and the attraction of young talent from the academic sphere.

Diversity, Equity and Inclusion (DEI)

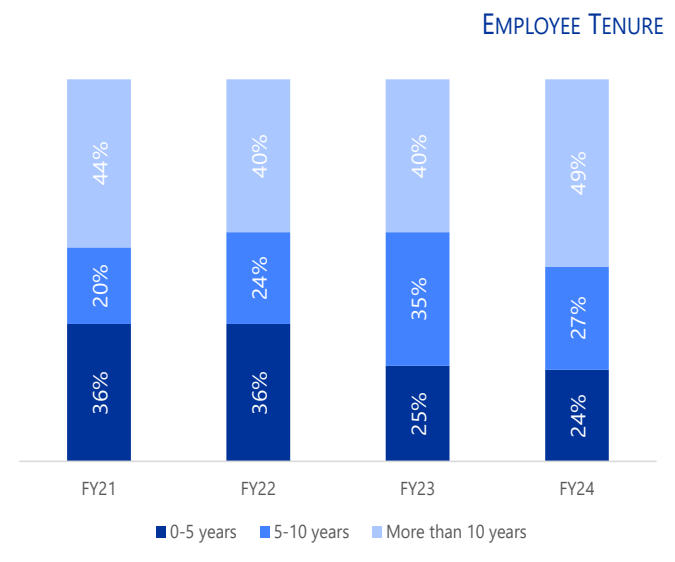
At ALUCOAT, we firmly believe that diversity drives innovation and growth. Our workforce comprises individuals of varying ages, genders, backgrounds and nationalities, enriching our corporate culture.

Throughout 2024, we have made progress in formalising our Diversity, Equity and Inclusion policy, establishing clear principles against all forms of discrimination and promoting an inclusive working environment. Key actions include:

- **Awareness** campaigns focused on tolerance and respect.
- **Strengthening** of confidential channels for reporting situations of inequality or discrimination.

Generational Structure and Ethical Employment

The seniority structure of our workforce reflects an intergenerational balance that fosters knowledge transfer and innovation. Nearly **50%** of our employees have been with the company for over 10 years, 27% between 5 and 10 years, and 24% between 0 and 5 years. This generational diversity reinforces the sustainability of our human capital.



In line with our ethical principles, ALUCOAT upholds a zero-tolerance policy towards child labour, ensuring full compliance with labour rights across all our operations.

In accordance with our policy and commitment, this is documented in our **Code of Conduct** and the **Supplier Code of Conduct**, where clear guidelines are established regarding the respect for and promotion of **Human Rights**. These documents reflect our dedication to ethical, responsible and sustainable practices throughout all our operations and business relationships.

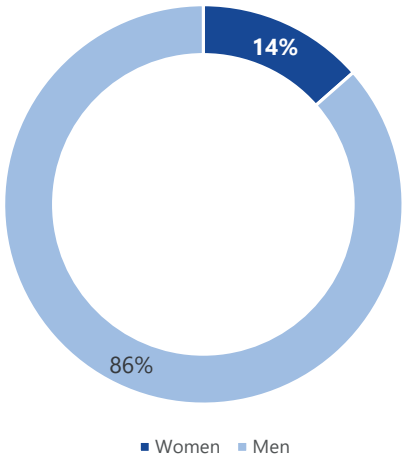
Both codes are reviewed every five years to ensure their relevance and alignment with regulatory, social and business developments. This periodic review enables continuous improvement and ensures that our policies remain aligned with international standards, such as the United Nations Guiding Principles on Business and Human Rights.

In addition, we actively promote training and awareness among our employees and strategic partners regarding these principles, fostering an organisational culture based on respect, equity and integrity.

Gender Equality and Women's Empowerment (9.2 ASI)

Currently, women represent approximately **14%** of our overall workforce, and **44%** of the Management Team is composed of women. We continue to work actively to increase their representation in leadership roles, particularly in areas traditionally dominated by men.

% OF EMPLOYEES BY GENDER FY24



Indigenous communities (9.3 ASI) and Free, Prior and Informed Consent (FPIC) (9.4 ASI)

As part of its commitment to sustainability principles and social responsibility, ALUCOAT integrates policies and processes within its supply chain that ensure respect for the rights of Indigenous communities, in line with international standards. We have developed a **due diligence** process based on cultural, linguistic, social and governance criteria. This process is particularly applied when assessing suppliers of raw materials, such as aluminium, that may operate in territories inhabited by Indigenous communities.

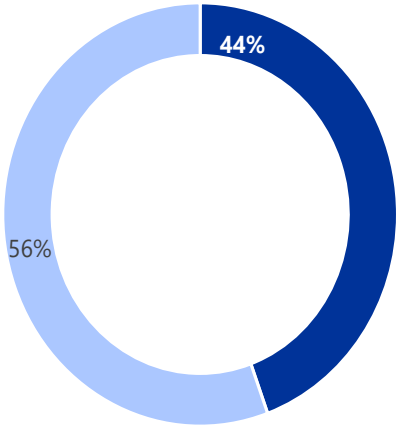
The company has a sustainability and compliance team trained in human rights and social risk analysis. This team collaborates with external experts and local organisations to carry out empirical assessments and ensure meaningful engagement with Indigenous communities when risks or potential impacts are identified.

Policies and procedures related to the rights of Indigenous communities are reviewed at least every five years, or earlier if significant changes occur in operations, the supply chain, or if deficiencies are detected in control mechanisms. This review is documented transparently.

44% OF SENIOR AND MIDDLE MANAGEMENT POSITIONS ARE HELD BY WOMEN

5.5. Ensure full participation in leadership and decision-making

% OF MANAGEMENT TEAM BY GENDER FY24



Cultural and Sacred Heritage (9.5 ASI) and Displacement (9.6 ASI)

As part of its commitment to sustainability and respect for human and cultural rights, ALUCOAT has conducted a thorough assessment of the surroundings of its main facility, located on a plot of **81,000 m²**, of which 25,000 m² are currently developed. As a result of this analysis, it has been determined that there are no cultural or sacred heritage sites within the company's area of influence, nor has the presence of Indigenous communities or groups claiming rights over such spaces been identified.

ALUCOAT declares that it has not carried out, nor does it intend to carry out, any form of physical or economic displacement of individuals or communities as a result of its current or future operations. The company has sufficient undeveloped land within its plot to address potential expansion needs without affecting third parties or requiring the acquisition of new land.

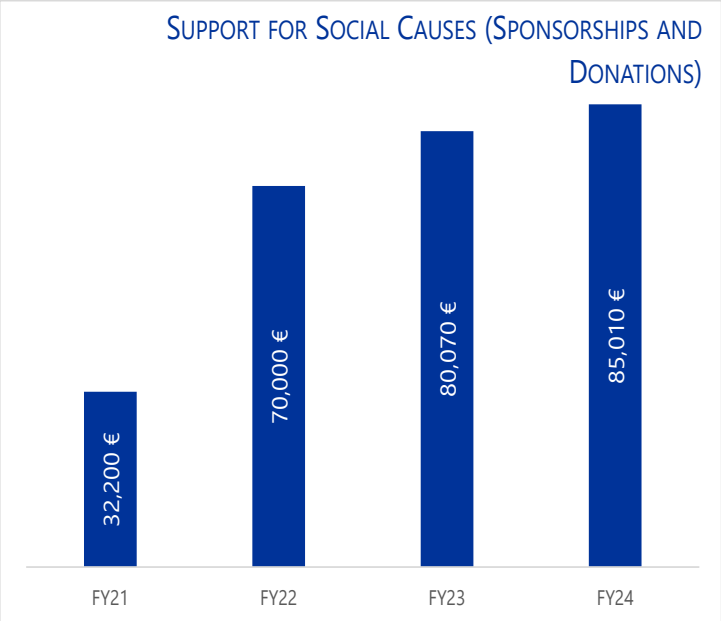
Affected Populations and Organisations (9.7 ASI)

ALUCOAT acknowledges the importance of respecting the legal and customary rights, as well as the interests, of populations and organisations affected by its activities. The company has implemented a structured approach to identify, prevent, mitigate, and account for significant impacts in environmental, health, safety, human rights, social, and cultural domains. An annual assessment of potential risks and impacts is conducted, taking into consideration possible effects on affected populations and organisations.

ALUCOAT actively explores opportunities to respect and enhance local livelihoods, contributing to the economic and social well-being of the community.

Located in Linares (Jaén), ALUCOAT represents a key industrial pillar for the economic, social, and environmental development of the province. Its operations, focused on aluminium coil coating, generate tangible and sustainable benefits for the local community:

1. **Job creation and professional development**: With a stable workforce of over 80 directly employed individuals, ALUCOAT provides skilled and secure employment in an area historically severly affected by unemployment. It also promotes technical training and the retention of young talent, contributing to the revitalisation of the local industrial fabric.
2. **Economic stimulation and business leadership:** ALUCOAT ranks among the top 15 companies in Jaén, and its operations generate indirect employment in sectors such as logistics, maintenance, technical services, and local suppliers.
3. **International outreach from Linares:** Over 40% of its production is exported, positioning Jaén as a benchmark for industrial innovation at the European level. This internationalisation enhances the province's image as a competitive and technologically advanced territory.
4. **Commitment to sustainability and operational excellence:** ALUCOAT holds numerous certifications and affiliations, demonstrating its commitment to responsible and sustainable production. These certifications ensure the company minimises its environmental impact, optimises resource use, and maintains high quality standards.
5. **Social responsibility and community support:** The company has consistently increased its social contributions, from €32,200 in FY21 to over €85,000 in FY24. These contributions support educational, cultural, sporting, and social projects in Linares and its surroundings, strengthening the local associative network.
6. **Territorial stability and respect for the environment:** With over 110 years of presence in Linares, ALUCOAT currently demonstrates a firm commitment to local development. It occupies a plot of over 81,000 m², allowing for growth without affecting areas of cultural heritage or requiring relocation, thereby ensuring sustainable expansion.



CÁSTULO ARCHERY CLUB, ALUCOAT REAFFIRM ITS COMMITMENT TO SPORT, HEALTH AMD COMMUNITY WELL-BEING.

11.4. Protect the cultural and natural heritage

ALUCOAT PARTICIPATE IN THE CHARITY DOLL RAFFLE

5.2. Labour Rights

ALUCOAT upholds decent work and the Human Rights of Workers, treating them with dignity and respect, in accordance with the Fundamental Conventions of the International Labour Organization.

Freedom of Association and the Right to Collective Bargaining (ASI 10.1)

ALUCOAT fully guarantees respect for trade union freedom and the right to collective bargaining. The company has its own **Collective Agreement,** negotiated with the Works Council and registered with the competent labour authority. This agreement governs working, salary, and organisational conditions and applies to the entire workforce.

Workers have the right to **freely join trade unions** without interference or retaliation. The company facilitates the deduction of union dues from payroll and recognises union representatives as valid interlocutors in all social dialogue processes. Furthermore, active worker participation in the continuous improvement of working conditions is encouraged through both formal and informal communication channels.

Child Labour (ASI 10.2)

ALUCOAT strictly prohibits child labour. No individuals under the age of 18 are employed, and in the case of interns, current legal provisions are applied to ensure that their activities are neither hazardous nor interfere with their academic training. This policy extends throughout the supply chain, requiring suppliers to comply with minimum age employment regulations.

Forced Labour (ASI 10.3)

The company rejects all forms of forced labour, debt bondage, or human trafficking. All employment contracts are voluntary, written, and signed, and workers are guaranteed the freedom to terminate their employment with reasonable notice. Personal documents are not retained, nor are payments or deposits required as a condition of employment. ALUCOAT also requires its contractors and suppliers to provide proof of Social Security registration for their workers. See further details in the Due Diligence section.

Non-Discrimination (ASI 10.4)

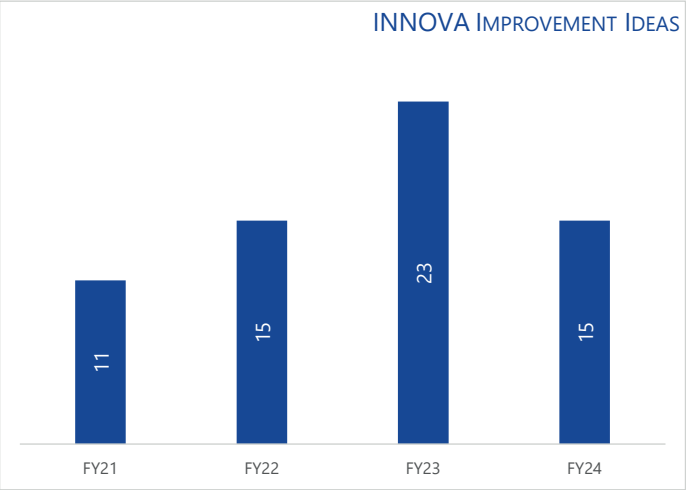
ALUCOAT actively promotes **equal opportunities** and **non-discrimination** based on gender, sexual orientation, gender identity, ethnic origin, religion, disability, age, or any other personal or social condition. The company has an approved and registered **Equality Plan**, which includes specific measures to ensure fairness in recruitment, promotion, training, and remuneration.

In addition, specific protocols have been implemented to prevent and address sexual and gender-based harassment, as well as violence and discrimination against LGTBI+ individuals, ensuring an inclusive, safe, and respectful working environment.

Communication and Engagement (ASI 10.5)

The company fosters a culture of **open dialogue and active participation**. The Works Council serves as the formal channel of representation, and additional mechanisms exist such as performance review interviews, suggestion boxes, and the **Innova Award** programme, which recognises improvement proposals to **encourage innovative ideas** that create positive value for ALUCOAT by involving all employees and acknowledging their contributions. This is based on the following pillars:

a) **Communication and transparency** at all levels.
b) **Teamwork** throughout the process.
c) **Active implementation** of innovative ideas.



ALUCOAT has an **Ethics Channel** for enquiries, complaints, or reports, ensuring confidentiality and protection against retaliation. Communications may be submitted anonymously and are handled with the utmost diligence.

Violence and Harassment (ASI 10.6)

ALUCOAT has developed and approved specific protocols to prevent and respond to any form of violence, sexual harassment, gender-based harassment, and harassment against LGTBI+ individuals. These protocols include:

- Investigative committees with gender-balanced representation.
- Confidential advisors trained in equality.
- Clear, confidential procedures with defined timelines
- Proportional precautionary and disciplinary measures.
- Case monitoring and periodic evaluation.

The company guarantees **confidentiality, impartiality**, and **protection for whistleblowers**, as well as ongoing staff training and awareness-raising.

Remuneration (ASI 10.7)

ALUCOAT ensures fair, timely, and transparent remuneration, in accordance with the collective agreement and applicable legislation. Supplements are recognised for shift work, night shifts, public holidays, and overtime. Salaries are paid via bank transfer and payslips are sent by email with a detailed breakdown of components.

In addition, voluntary enhancements are provided for temporary incapacity benefits and supplementary insurance in the event of accident or death.

Working Hours (ASI 10.8)

Working hours and rest periods are regulated through the annual work calendar, agreed with the Works Council. Legal limits on working hours, holidays, and public holidays are respected. Overtime is performed only when required by production needs.

Information on Workers' Rights (ASI 10.9)

All workers receive clear and accessible information regarding their labour rights, employment conditions, and preventive measures. This information is provided at the time of hiring and is updated whenever there are changes to the role or applicable regulations.

The company complies with the legal requirement to employ people with disabilities and collaborates with special employment centres. It also supports work-life balance through maternity, paternity, and breastfeeding leave, as well as flexible working hours.

5.3. Occupational Health and Safety

ALUCOAT provides and promotes **safe** and **healthy** working conditions for all employees.

The health and safety of our employees is a fundamental pillar of our sustainability strategy. We recognise that a safe, healthy, and motivating work environment not only enhances individual well-being but also drives organisational performance and long-term resilience.

ALUCOAT has strengthened its commitment through initiatives focused on prevention, education, and support. Internal awareness campaigns have been conducted on the use of defibrillators, forklift operation, and fire safety equipment.

In addition, training sessions have been organised on ergonomics, healthy habits, and the prevention of psychosocial risks, fostering a culture of self-care and mutual support.

Workplace safety is a cross-cutting priority across all our operations. In 2024, ALUCOAT continued to strengthen its Occupational Health and Safety (OHS) practices through:

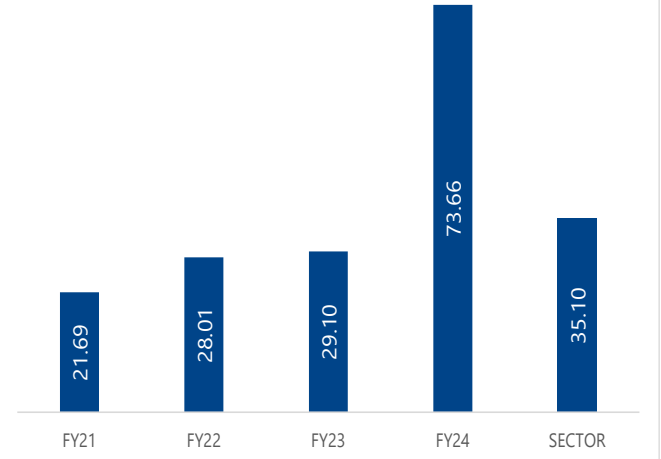
- Periodic occupational risk assessments, with particular attention to critical production areas.
- Ongoing training in safety protocols, including emergency drills and workshops on incident response procedures.
- Improvements in infrastructure and equipment, ensuring optimal hygiene, ventilation, and personal protection conditions
- These actions are part of our strategic objective to reduce the workplace accident rate and advance towards a strong and participatory preventive culture.

Occupational Health and Safety Management System (OHS) (ASI 11.1)

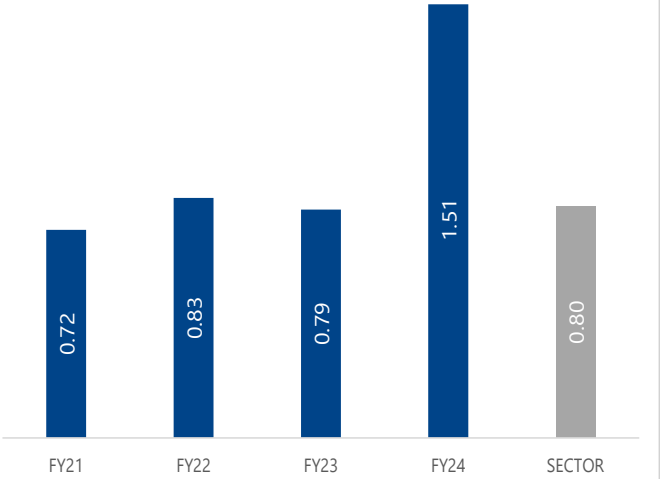
In line with our commitment to continuous improvement, ALUCOAT maintains the implementation of a Health and Safety Management System aligned with international ISO 45001 standards. This system enables structured, consistent, and auditable management of occupational risks, facilitating data- and evidence-based decision-making.

Monitoring and annual reporting mechanisms have also been reinforced, promoting transparency and traceability in our health and safety actions. A **performance benchmarking analysis** has been conducted against the aluminium sector.

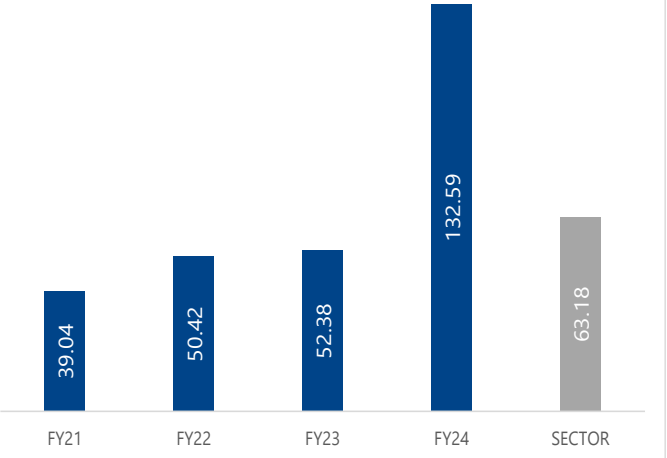
WORKPLACE ACCIDENT FREQUENCY RATE



WORKPLACE ACCIDENT SEVERITY RATE



INCIDENCE RATE



During the 2024 financial year, there was an increase in the frequency of occupational accidents, primarily of a minor nature. This rise should not be interpreted negatively, but rather as a reflection of heightened **awareness, monitoring** and **effectiveness** in internal detection and reporting mechanisms. This development demonstrates the strengthening of the preventive culture within the organisation.

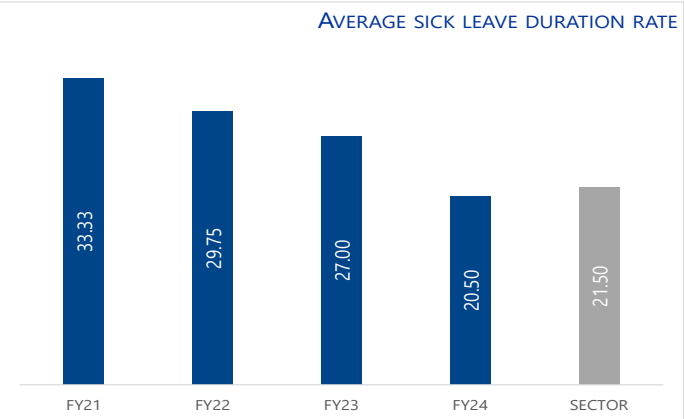
With the aim of reducing the accident rates recorded during 2024 and reinforcing the preventive culture throughout the organisation, ALUCOAT has intensified its efforts in occupational health and safety training and awareness.

In addition to monthly technical and safety training sessions on machinery use, a **comprehensive and multidisciplinary training programme** has been developed to enhance staff competencies and promote a proactive attitude towards occupational risks. This programme has included:

- **Specific training in occupational risk prevention** for forklift operators.
- **Theoretical and practical training in fire protection systems,** including the use of extinguishers and fire hydrants.
- **Basic life support (BLS)** training using semi-automatic defibrillators (AEDs) and first aid.
- **Refresher sessions for all staff** on general workplace risks and associated preventive measures.

These training activities have been designed not only to meet legal requirements but also to **consolidate a shared safety culture**, in which each employee assumes an active role in prevention.
We trust that the efforts made during 2024 will result in a substantial improvement in safety indicators in 2025, aligning our performance with the standards of the metal sector and reinforcing our commitment to protecting the health and well-being of the entire workforce.

Furthermore, the notable reduction in the average duration of sick leave suggests that injuries have been less severe, implying a **lower impact on workers' health**. This data also highlights the effectiveness of immediate response protocols, medical follow-up, and phased return-to-work procedures, contributing to a more efficient and humane approach to occupational health and safety management.



It is important to emphasise that, during the 2024 financial year, ALUCOAT did not record any long-term sick leave or incidents related to occupational diseases.

This outcome, consistently maintained in recent years, reflects the effectiveness of the implemented prevention policies, the proper identification and control of occupational risks, and the active commitment of the entire organisation to workplace health and safety.

The absence of such incidents is a key indicator of the safe and healthy working environment promoted by ALUCOAT and reinforces confidence in the preventive management systems and the culture of care that is embedded in the company's DNA.

Worker Involvement in Health and Safety (ASI 11.2)

ALUCOAT actively promotes worker participation in all matters related to occupational health and safety.

The company has structured mechanisms for dialogue and consultation, enabling workers to raise concerns, propose improvements, and participate in the identification and resolution of occupational risks. Among these mechanisms, the **Occupational Health and Safety Committee (OHS)** stands out. It meets quarterly and is composed of company representatives and health and safety delegates.

This committee serves as a forum for active participation, where accident indicators are analysed, working conditions are reviewed, and preventive measures are agreed upon. Its operation ensures transparency, shared responsibility, and continuous improvement in the management of occupational health and safety.

SUSTAINABILITY REPORT 2024

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