
Sustainability Report
2024
Expect more!
Hammerer Aluminium Industries

Imprint

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Sustainability at
Hammerer Aluminium Industries

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FOREWORD BY THE MANAGEMENT BOARD

At Hammerer Aluminium Industries (HAI), sustainability is not just a buzzword, but a central component of our corporate philosophy and our daily actions. As a family business, we are committed to doing business responsibly and making a positive contribution to society and the environment.

Our vision is to increase the sustainability of aluminium products through continuous innovation. We are proud that we make an important contribution to reducing emissions through our efficient recycling processes, the use of primary aluminium from certified production and the exclusive use of green electricity. Our goal is to be carbon neutral by 2050 and we are working tirelessly to achieve this goal.

Another focus of our sustainability strategy is the development of our employees. They are the key to our success, and we do everything we can to ensure their satisfaction and health. This includes not only safe and healthy working conditions, but also numerous initiatives for personal and professional development.

Our customers and partners can rest assured that we will continue to rely on strong investments and partnerships to drive forward the strategic development of the HAI Group.

The year 2024 was therefore all about capacity expansion. At the Ranshofen site, HAI invested in a highly automated 60 MN extrusion line with all upstream and downstream production facilities. At the same time, a state-of-the-art logistics centre with an area of 14,000 m² was built.

At the Romanian site in Cris, investments were made in a highly automated 40 MN extrusion line with the associated infrastructure and a 25,000 m² hall for further processing and logistics on site.

At HAI Extrusion Germany in Soest, the construction of a 2,600 m² production hall has created additional space for the intensive further processing of the products extruded at the site into ready-to-install components. In addition, a new administration building was constructed, and the logistics centre was extended to incorporate a warehouse featuring flow and mobile racking systems.

Currently, we are facing great challenges, but we are determined to make our contribution to a sustainable future. We would like to thank our employees, customers, partners and all stakeholders for their support and trust.

Rob C. J. van Gils
CEO HAI-Gruppe

Markus Schober
COO HAI-Gruppe

OVERVIEW HAI GROUP

At Hammerer Aluminium Industries, HAI for short, we see ourselves as a hidden champion of the aluminium industry. We offer sustainable solutions along the entire value chain for the transport, construction and industrial sectors.

Inspired by the diverse properties of aluminium, we at HAI strive to find the ideal end-to-end solution for our customers. To achieve this, we focus on personal customer proximity, maximum reliability in our collaboration and a trusting, long-term partnership at eye level. We can guarantee this thanks to our flexible response to customer requests, our short decision-making processes and our aspiration to support our customers as a valued solution partner for every challenge.

We are technological leaders, continuously improving our capabilities and are one of the few suppliers that can offer a seamless production chain - from casting to extrusion and processing. In these areas, we are drivers of innovation with a very high speed of realisation. In this way, we make a valuable contribution to the success of our customers - today and in the future.

One of the HAI Group's declared aims is to continuously increase the sustainability of aluminium products through constant innovation. This is intended to make aluminium even more sustainable and efficient as a raw material for known fields of application and also to make it available for new fields of application.

In 2024, Hammerer Aluminium Industries will employ almost 1,900 people. Founded in 2007, the company is headquartered in Ranshofen, Upper Austria, and has eight other sites in Germany, Romania, Poland and South Korea.
HAI can look back on a special success story. We combine the innovative spirit and dynamism of a young company with the experience of a traditional business. In recent years, we have achieved dynamic and solid growth. Nevertheless, we have remained true to our roots as a family business and are characterised by the highest level of reliability and a trusting partnership with our customers.

We offer end-to-end aluminium solutions: from the recycling process to high-tech aluminium profiles and finished components. Our HAI Aluminium Cycle includes strategic metal purchasing, processing, sorting and melting and/or refining as well as casting, extrusion and further processing.

A recycling rate as high as HAI's is only possible thanks to a wide range of processed scrap types, comprehensive knowledge of materials, customised production processes and the many years of recycling expertise of our employees. We have therefore made considerable investments in plant engineering, furnace technology, residual material management and scrap processing in recent years in order to ensure the optimum utilisation of scrap.

With the SustainAl 2.0 and SustainAl 4.0 alloy variants, whose carbon footprint is well below the European average, we enable our customers to reduce their emissions in a simple and transparent way.

HAI offers an extensive product portfolio with its Casting, Extrusion and Processing divisions.
We advise and support our customers as experts in partnership and on an equal footing - from research and development to prototype construction, aluminium production and further processing through to precise delivery of the highest quality. HAI produces extrusion billets, rolling slabs and casting alloys in two of the most modern and flexible foundries in Europe.

With our plants in Austria and Romania, we can react quickly and flexibly to the individual requirements of our customers. Our strengths lie in the complete range of alloys, intensive cooperation with our customers and the rapid realisation of special products.

HAI produces high-quality aluminium products that are in particularly high demand in the mechanical engineering sector. One focus is on materials with high electrical conductivity, which are used in current-carrying systems. Typical areas of application include lighting systems, cable ducts and housings for electronic components. Attention is paid to an attractive, decorative surface quality.

In the field of mobility, HAI offers solutions for various requirements - from battery housings for electric vehicles to components for cars, commercial vehicles and rail vehicles. The company supports projects from prototype development to series production and covers both existing product lines and new developments.

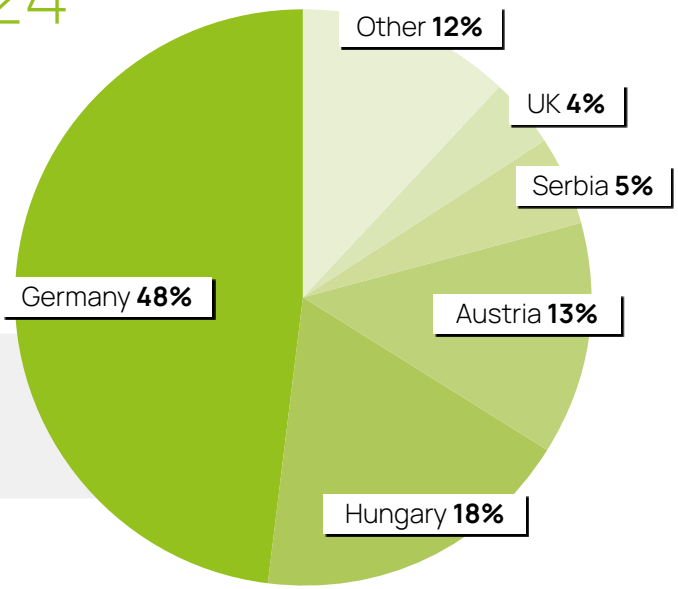
Another key business area is the manufacture of aluminium products for the construction industry. With a wide range of pressed profiles, HAI is able to fulfil a variety of requirements in the construction industry and provide a comprehensive product range.

We offer high-quality aluminium products for industry, which we develop together with our customers and their industry expertise into optimised, application-specific profiles - right down to the smallest niche.

GRI 2-1, 2-6

KEY FIGURES 2024

In 2024, HAI generated revenues of EUR 823 million with 1,900 employees from 42 nationalities.



Group revenues by country in %

Group revenues

AWARDS 2024

Hammerer Aluminium Industries was nominated for or received the following awards in 2024:

Austrian SDG Award -
Category large companies - Nomination
The Austrian SDG Award is Austria's most important sustainability award, which recognises initiatives that actively contribute to the implementation of the **UN Sustainable Development Goals (SDGs)**. Among other things, companies are honored for their role model effect for integrating the SDGs into their processes and products.

A-Rating Synesgy - Award
Hammerer Aluminium Industries took part in the ESG assessment via the Synesgy platform in 2024 and achieved an index of A - Very good. The Synesgy methodology follows generally recognised and international sustainability standards such as the Global Reporting Initiative (GRI) and the Sustainable Development Goals (SDGs).

ESG - Transparency Award - Award
The ESG Transparency Award honours companies that have embedded forward-looking sustainability concepts within their organisation and communicate these transparently in their sustainability report. These pioneers act as role models, proving that profitability and sustainability are not opposites, but successful strategies for a liveable future.

Ecovadis Rating 2024
In 2024, Hammerer Aluminium Industries Gmbh was awarded Ecovadis Silver status and Hammerer Aluminium Industries S.R.L was awarded Ecovadis Bronze status.

STATEMENT ON THE SUSTAINABILITY REPORT 2024

Basis for the preparation of the sustainability report

Sustainability is a core issue for us and a topic for the future. This is why we have been informing our stakeholders about our goals, developments and progress with regard to sustainable corporate development in our Sustainability Report, which has been published annually since 2019.

This sustainability report relates to the 2024 reporting period from 1 January to 31 December 2024 (reporting period 2024). This corresponds to the reporting period for the financial report. The previous year's figures for 2023 are used for comparison purposes.

The report was prepared in reference to the standards of the Global Reporting Initiative (GRI). The full GRI index and a list of GRI standard disclosures can be found on pages 79-80.

Reporting boundaries

The information in this sustainability report includes all fully consolidated companies according to the consolidated financial statements. This includes the company headquarters in Ranshofen, Austria, the Romanian sites with the foundry in Sântana and the extrusion plant in Cris, the German sites with the extrusion plant in Soest, WestAluTec (WAT) in Sprockhövel, Riftec in Geesthacht and ASP in Attendorn, as well as HAI Components Poland in Głogów. The figures for WAT, Riftec, ASP and HAI Components Poland are summarised under "Other locations". Figures from the consolidated financial statements were used in some cases.

External audit

The contents of the report have not been audited by an independent third party.

If you have any questions about the content of the report and sustainability management at HAI, please contact our sustainability department at sustainability@hai-aluminium.com.

GRI 2-2, 2-3, 2-4, 2-5, 2-6, 3-1, 3-2

STAKEHOLDER MANAGEMENT

As a large company in the Innviertel region, as recycler, as well as through its core business - the production of semi-finished aluminium products - HAI has a great responsibility towards a wide range of stakeholders. To identify areas for improvement, it is crucial for us to understand the concerns and needs of our stakeholders. We therefore engage in constant dialogue with the various stakeholder groups.

To take into account the concerns and expectations of the various stakeholder groups, a continuous and open dialogue takes place. We use a wide variety of dialogue formats for this purpose: personal discussions at local, national and international level, participation in committees and associations, topic-related stakeholder events - including at the plants - as well as webinars, participation in trade fairs and conferences and communication via social media.

In addition to the sustainability report, we provide ongoing information about HAI's activities in press releases and publications in regional and specialised media.

Employees have access to the internal HAI Connect app to provide them with the opportunity for dialogue and feedback. Furthermore, HAI regularly conducts an employee satisfaction survey.

HAI defines the relevant stakeholder groups once a year as part of the management system procedures. The focus is on the direct or indirect impact of the stakeholder groups on all processes at HAI as well as their impact on the economic, environmental or social aspects of the company. This three-aspect approach allows HAI to view itself from a broader perspective and to assess its impact on the stakeholder groups and the environment.

There were no changes in the stakeholders compared to the previous year.

The following table lists the HAI Group's most important stakeholder groups and their needs and expectations:

Interested party AT/DE/RO	Reason for inclusion	Internal/ External	Needs and expectations
Shareholders of the company	• Secure resources • Define the business vision	Internal	• Realise profits • Safeguard corporate development • Secure the equity ratio
Company Management	• Resource allocation • Responsibilities in corporate governance • Business strategy	Internal	• Sustainable development • Achieve goals • Secure environment • Customer satisfaction
Staff	• Implementation of the responsibilities in management decisions	Internal	• Punctual and reliable remuneration • Safe workplace • Attractive working environment • Personal development
Labour authorities	• Statutory requirements	External	• Comply with statutory provisions • Specific reports and inspections
Metal management	• Procurement of raw materials	Internal	• Timely delivery • Efficient warehousing

Environmental authorities	• Waste management	External	• Recognise statutory requirements • Comply with statutory provisions
Certification bodies	• Obtaining and maintaining certificates of conformity	External	• Compliance with standard requirements
Municipalities	• Impact on operations performed	External	• No negative effects on the local environment • rticipation in social initiatives (good citizenship) • Initiatives for the benefit of the community • Supporting site development
Transport service providers	• Responsibilities for deliveries and incoming raw materials	External	• Loading and unloading plans are timely and are observed • Efficient transport routes
Works council (RO) Unions (AT, DE)	• Works council constitution • Collective bargaining agreement	Internal Internal	• Changes within the agreement • Annual negotiations
Federal Ministry of Agriculture, Forestry, Environment and Water Management	• Statutory requirements	External	• Compliance with statutory requirements
Fiscal authorities	• Statutory requirements	External	• Accurate and timely reports • Compliance with statutory requirements
Auditors	• Self-assessment • Inspectorate	External	• Ensure that shareholder capital is spent in accordance with the policies
Banks	• Business strategy	External	• Monthly reports, information on business performance
Insurance companies	• Business strategy	External	• Monthly reports
Customers	• Basis for our company	External	• High-quality products according to their specifications • Timely delivery
Suppliers	• Basis for our company	External	• Punctual payments • Competitive prices • Delivery options • Securing the supply chain
AMAG	• Proximity and statutory responsibilities relating to the environment, health and safety	External	• Recognise statutory requirements • Compliance with statutory requirements • No negative effects on the local environment
Environment	• Proximity and statutory responsibilities relating to the environment, health and safety	External	• No negative effects on the local environment

GRI 2-29, GRI 3-1

MATERIALITY ASSESSMENT

HAI Group's first materiality assessment for the 2019 Sustainability Report took place together with the stakeholder groups. This assessment is updated annually, considering feedback from the numerous interactions with our stakeholders.

The company identified, evaluated and prioritised various topics. The material topics were then categorised into four general groups. The materiality assessment forms the basis for the sustainability report.

Sustainable environmental and resource management

As a manufacturer of aluminium products, the HAI Group is aware of its great responsibility. We are therefore committed to protecting the environment by continuously optimising our energy consumption, using renewable energy sources, promoting the circular economy through high recycling rates and using innovative technologies to minimise our ecological footprint. Further information on page 22 onwards.

Healthy and satisfied employees

The well-being of our employees is important to us. We promote a healthy work environment, offer training opportunities, and strive to create a supportive work environment that promotes the growth and satisfaction of our employees. At the same time, we are continuously working to make our workplaces even safer and offer various programmes to protect the health of our employees and the environment. Further information on page 52 onwards.

Sustainable stakeholder relationships

We take responsibility for our supply chains by purchasing input materials from sustainable production and work closely with our suppliers and partners to reduce the environmental impact along the entire value chain. We require our partners to comply with ethical standards, including environmentally friendly production practices and fair working conditions. Further information on page 44 onwards.

Transparency and corporate ethics

We attach great importance to transparency and ethical behaviour in all our business activities. HAI Group has clear principles when it comes to business practices. We promote these values and principles through our codes of conduct, anti-corruption and other policies to strengthen the trust of our stakeholders and make a positive contribution to society. Further information on page 72 onwards.

GRI 3-1, 3-2 (2021)

CONTRIBUTION TO THE SUSTAINABLE DEVELOPMENT GOALS (SDGS)

HAI is committed to the 17 Sustainable Development Goals (SDGs) set out by the United Nations. These goals provide a framework for achieving sustainable development worldwide in social, ecological and economic terms.
HAI has incorporated the SDGs into its corporate strategy and is implementing specific initiatives to promote the achievement of these global sustainability objectives and establish a more sustainable future for future generations.

SDG	Description of the	Measures
	Ensure healthy lives and promote well-being for all at all ages.	Support programmes for the physical and mental health of all employees. Details on page 71.
	Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all.	Training and further education programmes for employees with a focus on lifelong learning and professional development and to attract qualified specialists and junior staff. Details on page 67.
	Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.	Compliance with international labour standards, ensuring fair working conditions, involvement in the local community, local supply chains, sustainable procurement, Code of Conduct, cooperation with trade unions, HSE management, CIP.
	Build resilient infrastructure, promote inclusive and sustainable industrialisation and foster innovation	Investments in innovative, energy-efficient technologies, reduction of resource consumption, cooperation with authorities and interest groups to promote sustainable production methods and develop an infrastructure for the circular economy. Details on page 22 onwards.
	Ensure sustainable consumption and production patterns.	Driving forward the circular economy, using a high proportion of recycled aluminium, implementing measures to reduce waste and close loops. Details on page 26 onwards.
	Take urgent action to combat climate change and its impacts.	Consistent green electricity strategy, high proportion of recycled material to save CO_2, long product life, implementation of the best available technologies to drive decarbonisation, procurement of low-CO_2 materials.
	Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels.	HAI is committed to ethical business behaviour as the foundation of responsible corporate governance, human rights protection and peace and stability promotion. We regularly review our suppliers' compliance with our Code of Conduct, consistently exclude cooperation in conflict and high-risk areas.

Part 1

We are the HAI Group

OUR APPROACH:

From the recycling process to high-tech aluminium profiles and finished components: HAI is a reliable supplier of complete solutions to the aluminium industry. We are drivers of innovation and enablers, relying on our short decision-making processes, a high degree of flexibility when it comes to customer requirements and rapid implementation.

COMPANY HISTORY

HAI has a very special history of success. It combines the dynamics and innovative spirit of a young enterprise with the experience of a traditional company, which makes HAI a global player with strong roots in the region.

2007 THE BEGINNING
Hammerer Aluminium Industries is established

2009 HAI SÂNTANA S.R.L
a new foundry in Romania

2011 PROCESSING II
a new production facility in Ranshofen

2013 RIFTEC GMBH
RIFTEC GmbH is incorporated into the HAI Group

2014 LEAN EXTRUSION
a new joint venture

2015 HAI GERMANY
a new extrusion plant

2016 LEAN EXTRUSION
becomes part of the HAI Group

2017 HAI CELEBRATES 10 SUCESSFUL YEARS!

2018 NEW COMPANY BUILDING
a new company building for Riftec GmbH in Geesthacht

2019 NEW PRODUCTION FACILITY
Ranshofen a new high-end production facility covering 4000 m² is commissioned

2020 HAI EXTRUSION CRIS
HAI takes over the Hypro plant in the Romanian town Chrisineu-Cris

2020 ASP
a majority stake in the stretch bending and contract processing specialist ASP

2021 HAI EXTRUSION S.R.L .
expanding from 2 to 4 extrusion plants

2021 HAI SÂNTANA
2nd casting plant

2021 HAI EXTRUSION S.R.L .
new 12,000 m² production facility built at HAI Extrusion S.R.L. in Cris

2022 HAI SÂNTANA S.R.L.
HAI commissions a third smelting furnace for recycling material at the Sântana site

2022 EXTRUSION
other investments in extrusion and processing

2022 HAI CELEBRATES 15 SUCCESSFUL YEARS OF ITS COMPANY HISTORY

2023 HAI MATERIALS KOREA
HAI founds a joint venture with the South Korean company LS C&S

2024
Capacity expansions - 60 MN extrusion line and a 14,000 m² logistics centre in Ranshofen, an automated 40 MN extrusion line and a 25,000 m² hall in Cris, as well as a 2,600 m² production hall and a new administration building in Soest.

YOUR PARTNER FOR A SUSTAINABLE FUTURE!

VISION AND MISSION

VISION

THE MOST DYNAMIC AND SUSTAINABLE PROVIDER OF ALUMINIUM SOLUTIONS FOR THE TRANSPORT, CONSTRUCTION AND INDUSTRIAL SECTORS.

We want to be recognised by our customers as the most dynamic and sustainable provider of high-quality aluminium products and solutions from our continuous value-added chain.

MISSION

HAI-end aluminium solutions for sustainable performance.

We focus on building a trust-based, long-term partnership with our customers and on our joint, dynamic and continuous development. This means that we implement innovative solutions quickly, we produce technologically demanding products to the highest of quality standards, and we always supply them in a reliable way. In doing so, we attach special emphasis to occupational health and safety, environmental protection and sustainability, and we bring all these issues together in effective operations – for our own benefit and for our customers'.

CORPORATE VALUES

Our corporate values form the foundation of our actions and shape our corporate culture by setting guidelines for ethical behavior, cooperation and sustainable growth.

TRUST

Mutual trust is the basis of our cooperation.

A WEALTH OF OPPORTUNITIES

HAI promotes employees' personal development, but also wants them to contribute to the company's success.

DYNAMIC

Decisions are made quickly and responsibly at HAI.

OUR VALUE CHAIN

Responsible use of raw materials and increasing resource and energy efficiency along the value chain are integral parts of our corporate policy. The most efficient and responsible use of resources, our core competence in recycling and the promotion of the circular economy and closed-loop concepts form the basis of the company's activities.

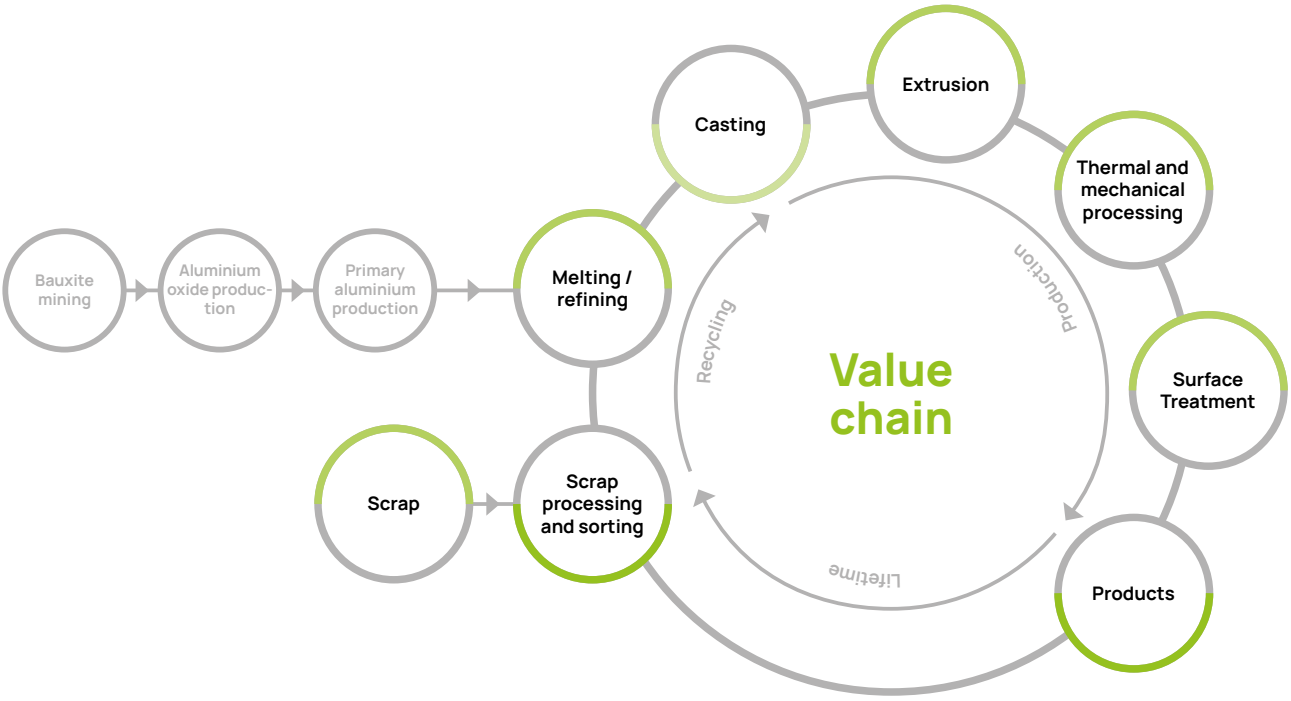
The fact that HAI fulfils its high standards is also confirmed by the certifications in accordance with the ASI Performance Standard at the Ranshofen, Soest, Sântana and Cris sites.

The value chain at HAI begins with bauxite mining and extends from the production of primary aluminium (not covered by HAI) to the manufacture of semi-finished products in the areas of casting, extrusion and processing.

HAI operates a fully integrated site in Ranshofen with a foundry, an extrusion plant and a processing centre. Additionally, it has plants for the production of extruded profiles in Soest and Cris and a state-of-the-art foundry in Sântana. Further processing is carried out at the other locations, including anodising and friction stir welding.

HAI offers innovative aluminium solutions from a single source – from billets with a high recycling content to sophisticated profiles and complex components – taking into account all aspects of sustainability. We achieve this through our state-of-the-art production facilities, comprehensive research and development – especially in relation to new alloys – and nurturing long-term development partnerships. These partnerships benefit from our unique vertical production and our seamless value chain. The recycling of production waste and the use of scrap after product use is an essential part of the process chain in the casting sector and ensures a seamless recycling process.

Due to the production of semi-finished aluminium products, HAI has no direct relationships with end users. The downstream value chain extends across the industries supplied by HAI for further processing. Further information can be found in the HAI Group overview section.



INTEGRATED MANAGEMENT SYSTEM - IMS

Our integrated management system (or IMS for short) consists of methods and instruments for complying with requirements from sectors like the automotive, construction or industrial sectors, environmental management and occupational health & safety. First and foremost, it serves to manage and monitor HAI as a business overall. Using smart synergies and pooling resources permits leaner and more efficient management.

To ensure a high level of satisfaction of all interested parties, we have developed and maintained specific policies to achieve high quality, health and safety, environmental and energy performance. For implementation of these policies, we have developed reliable management systems that ensure effective control of the processes, from purchasing raw materials to delivery of finished products. This confirms to all parties that we can meet the highest expectations.

As a result of our commitment, we have obtained different certifications according to international standards like ISO 9001: 2015, IATF 16949:2016 (for the automotive industry), ISO 14001:2015 and ISO 45001:2018, ISO 50001 and other product-specific certificates issued by prestigious certification bodies.

Additionally, our production sites in Austria, Germany and Romania are certified in accordance with the ASI (Aluminium Stewardship Initiative) performance standard, which defines environmental, social and governance principles and criteria that take into account sustainability aspects in the aluminium value chain.

Proof of our certifications can be downloaded from the website's Download-center ›››››››››››››››››››››››

CIP PROCESSES

Innovative and efficient

Profound economic and socio-political changes pose challenges for us all, but also bring great opportunities. "Industry 4.0" is opening up a wealth of opportunities for innovation and optimisation through digital technology and automation.

At the same time, the wider public is becoming increasingly aware of sustainability as a concept. On the one hand, this offers opportunities to (further) develop innovative products, for example in the mobility sector. On the other hand, it creates new demands on companies' processes, particularly in terms of the environment and careful use of resources.

HAI is meeting these challenges and opportunities face-on with first-class solutions that support our claim to be a leader in this field. Optimisation and innovation are the keywords that support this claim. They apply to the company's processes and products alike, and of course includes the raw materials we use.

At HAI, our CIP (Continuous Improvement Process) has long been the most effective tool for continuous optimisation and is now an integral part of our processes.

For us:

CIP means standardisation

Every day, we work to improve ourselves and our processes. That helps us to develop standardised procedures, which provides the flexibility we need to meet our customers' individual requirements. It also helps us to achieve transparency if deviations arise during production.

CIP means self-discipline

We create sustainable stability by carrying out root cause analysis, which we then use to develop solutions. A culture of respectful discussion helps us to gain crucial expertise.

CIP means team spirit

We promote team spirit. We can only be successful together. Our CIP network creates stability for employees and the company alike.

Following this line of thought, our continuous efforts to improve have become a permanent part of our corporate culture, and consequently part the daily routine for every single employee, Company Management and the owners of HAI. Suggestions from our staff make the workplace more attractive as well as making procedures safer and more efficient. This applies to our company, our customers and our partners.

Improvement Suggestions Scheme

Our Improvement Suggestion Scheme is structured as follows:

The process begins when a suggestion for improvement is submitted to the CIP team. Firstly, a database is checked to see whether it is an improvement suggestion relating to occupational safety and whether it has already been implemented. If the improvement suggestion has not yet been implemented, it is sent to an expert for a preliminary assessment of its economic viability. If the proposal is feasible and cost-effective, it is forwarded to the implementer. The latter checks the feasibility and costs. After implementation, the actual costs are ascertained, and the benefits assessed. Small premiums are paid out immediately, while a commission decides on larger proposals.

KVP

Key Figures CIP 2023

	CAST Ranshofen	EXT Ranshofen	EXT Cris	CAST Sântana	EXT Soest
Realised ideas	229	1,681	668	666	722
Benefit per employee in €	1,719	2,146	527	854	1,502
Participation rate in %	100	87	55	82	88

No data is available for the other locations.

The employee suggestion scheme encourages employee engagement, which leads to greater participation and a sense of responsibility and thus forms the basis for the success of our continuous improvement process.

In this process, all employees are seen as competent creators of their work, and their potential is recognised, encouraged and rewarded.

GRI 2-29

Markus Schober,
COO HAI-Gruppe

"Together with our customers, we are committed to a real transformation towards sustainable business - both ecologically and socially. Reducing CO_2 emissions and promoting the circular economy are becoming increasingly important. With a recycling rate of up to 80%, we are a pioneer in the aluminium industry. We are determined to drive these processes forward. Our vision is a world in which sustainable business becomes the norm and to create a greener, more liveable future for generations to come together."

GRI 3-3 (2021)

Part 2

Sustainable environmental and resource management

OUR APPROACH:

We take our responsibility for environmental protection very seriously. That is why we consistently pursue measures to keep valuable resources in the cycle for as long as possible. This begins with purchasing low-CO_2 primary materials and 100% green electricity, extends to using a high proportion of recycled materials for our billets and reusing process by-products, as well as the recycling of aluminium scrap in our foundries.

PRINCIPLES

The HAI Group is aware of how important it is to protect the environment and takes precautions to prevent pollution and any negative impact on the ecosystem. This applies to all aspects of our business, from producing extruded, machined and surface-treated aluminium profiles, machined/welded aluminium components, thermally insulated aluminium composite profiles, as well as billets and ingots made from recycled aluminium scrap. We are constantly improving our processes and activities in compliance with laws and regulations.

Our aim is to make every single employee aware of their own individual responsibility with regard to the environment and environmental protection.

Our environmental policy is based on achieving the following strategic goals:

- Customer orientation with regard to environmentally relevant aspects by exceeding customer expectations
- Doing business with accuracy, honesty, integrity, and respect for all stakeholders
- Identifying, assessing, managing and improving those aspects of our activities that have an impact on the environment and employees
- Protecting natural resources and using energy efficiently
- Taking action for the benefit of the community, supporting our suppliers and subcontractors in addressing the principles of environmental protection and employee safety and developing programs that support these principles.

We analyse and evaluate our environmental aspects and use the results as the basis for our environmental programme to avoid and reduce emissions.

Our goal is to manage environmental issues and optimise the associated aspects. Sustainability principles are the foundations of a concept for coordinating all measures in connection with preventing environmental pollution and responsibility for future generations. They thus form the basis for all related activities, including the associated public relations work. These principles have been communicated to all employees within the organisation and made publicly available on the website.

GRI 2-22

ENVIRONMENTAL HAILIGHTS

At HAI, we are continuously working to reduce our carbon footprint and the consumption of resources and to utilise resources more efficiently.

Thanks to our sustainability-focused corporate strategy, we once again successfully implemented a large number of sustainability projects at our plants in 2024.

A chip briquetting plant was built in **Ranshofen** for aluminium chips produced during the machining process. This system significantly reduces the volume of the chips and facilitates storage and transport. In addition, the plant enables the recovery of valuable cooling lubricants, which can be reused in the production process.

In **Soest**, investments were made to improve water protection. The underground hydraulic goods lift in the tool engineering department and the 50-year-old diesel tank system were replaced with new systems. The briquetting plant was also expanded. With the exception of a few special alloys, most of the aluminium chips are now briquetted. This saves resources and emissions. By retrofitting four additional compressors, heat recovery was expanded and gas consumption reduced. The recovered heat is fed directly into the heating system.

A thermal paint stripping system was installed at the **Sântana** site to reduce metal losses, energy consumption and environmental emissions.
A 5.5 MWp photovoltaic system was also installed. Additionally, a tree-planting campaign was carried out, and awareness training on waste separation was organised in cooperation with schools.

In **Cris**, a photovoltaic system with a capacity of 5.1 MWp was installed on the roof of the production hall.

At **HAI Components Poland**, a separator for petroleum derivatives was installed on the marshalling yard to effectively prevent water pollution. In addition, electricity consumption was reduced by 22% compared to 2023 thanks to the introduction of a heat recovery system and other measures.

Outlook 2025

Further measures and projects are planned for 2025 to rapidly advance our sustainability ambitions.

- An extensive expansion of the photovoltaic systems with an output of 1.35 MWp is planned at the **Ranshofen** site.
- The **Soest** site is planning a centralised cooling system in the processing area to reduce operating costs and emissions. In addition, a concept for the recirculation of water-based cooling lubricants is planned in order to reduce water consumption.
- Batteries with a storage capacity of 4 MW will be installed in **Sântana** in order to store and utilise the generated solar power.
- **Cris** will install meters to monitor energy consumption on each machine.
- In addition, interactive sustainability workshops are planned throughout HAI to raise awareness of sustainability, encourage employees to implement environmentally friendly practices, and foster a shared understanding of sustainability.

Sustainable Products

In order to respond to the growing demand for information on the carbon footprint of our products, HAI has been preparing a life cycle assessment (LCA) since 2020. This is part of a large-scale initiative within the HAI Group that deals with sustainability along the entire value chain in the aluminium industry.

SustainAI

HAI is particularly proud of SustainAI, its environmentally friendly aluminium product line with a low CO_2 footprint. SustainAI 2.0 contains up to 80% recycled material and produces a maximum of two tonnes of CO_2 per tonne of aluminium, while SustainAI 4.0 produces a maximum of four tonnes of CO_2 — both figures are well below the European average of 6.7 tonnes.

- **SustainAI 2.0** relies on a high recycled content and certified primary aluminium produced using renewable energy exclusively in HAI's Ranshofen and Sântana foundries. The HAI foundries only use electricity from renewable energy sources.
- **SustainAI 4.0** combines billets from certified suppliers with HAI's own aluminium billets, offering high availability through sustainable metal management with the same mechanical properties as standard alloys.

Customers receive certificates for the amount of CO_2 saved, enabling them to transparently document and market their sustainability strategy.

MATERIALS

Strategic metal procurement

Strategic metal procurement is carried out centrally for the entire HAI Group at our headquarters in Ranshofen. Our foundry produces aluminium alloys for a wide range of customer requirements using metal raw materials procured from around 110 suppliers. We are constantly developing various materials further so that we can continue to offer our customers products and solutions of the highest quality in the future.

Green primary aluminium

HAI Casting Ranshofen and Sântana focus on the highest possible proportion of recycling in the production of aluminium alloys and strive to reduce the use of primary aluminium as much as possible. The procurement of primary aluminium is carried out according to the "best-in-class" principle, both in terms of CO_2 footprint and quality.

To secure access to sustainable primary aluminium, HAI concluded a supply contract with Glencore (Century Aluminium) at the end of 2020 for 150,000 tonnes of natural AI™ aluminium over a period of five years. Natural AI™ products are produced with 100% renewable energy sources at Century's Norðurál Grundartangi aluminium plant in Iceland. Natural AI™ aluminium has direct CO_2 values below two tonnes per tonne of aluminium. This is one of the lowest CO_2 footprints in the world for this metal. The total CO_2 footprint per tonne of aluminium is 4 tonnes of CO_2 – less than a quarter of the industry average.

Recycling and use of scrap

Efficient and consistent recycling is key to our success, as well as being a major way of reducing our ecological footprint.
The aluminium industry generates most of its emissions during the production of primary aluminium. A high recycling rate can significantly reduce this footprint. Our recycling strategy is based on a comprehensive understanding of sustainability, focusing on resource conservation, energy efficiency, and closed material cycles.

Aluminium has excellent recycling properties and can be melted down and reprocessed without any loss of quality. Only five percent of the energy used to produce primary aluminium needs to be used for the secondary aluminium produced through the recycling process. Accordingly, the recycling process carried out by HAI is therefore not only economically attractive, but also has a positive impact on the company's energy and CO_2 balance.

An exceptionally high recycling rate such as that offered by HAI is only possible thanks to a wide range of processed scrap types, comprehensive knowledge of materials, coordinated production processes and the many years of recycling expertise of our employees. In order to ensure optimum scrap utilisation, considerable investments have therefore been made in plant engineering, furnace technology, residual material management and scrap processing in recent years. We are constantly reviewing this for possible further potential for improvement.

Approximately 80 percent of the aluminium used in our foundries in Ranshofen and Sântana is scrap. This amount of scrap includes process-related scrap from the foundries, reworking scrap from HAI's own extrusion plants and external extrusion partners as well as purchased scrap from our scrap trading partners. A shredder with aluminium and foreign materials separation capabilities as well as scrap shears are available in the respective foundries for processing scrap.

The dross resulting from the melting process still contains approx. 64% aluminium. This is separated from the non-metallic portion either at our plant in Romania or at an external remelting plant and largely returned to production in molten form, thereby ensuring material is used to the maximum extent possible.

GRI 3-3 (2021)

Materials used in our plants

Casting

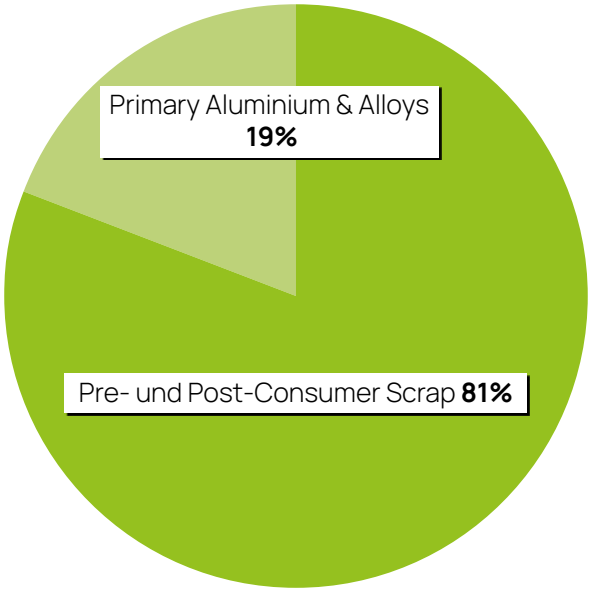
In the 2024 reporting year, around 87,036 tonnes of metal were processed for in-house production at HAI Casting Ranshofen:

- **70,709** tonnes of scrap
- **15,202** tonnes of primary aluminium
- **1,125** tonnes of alloying elements

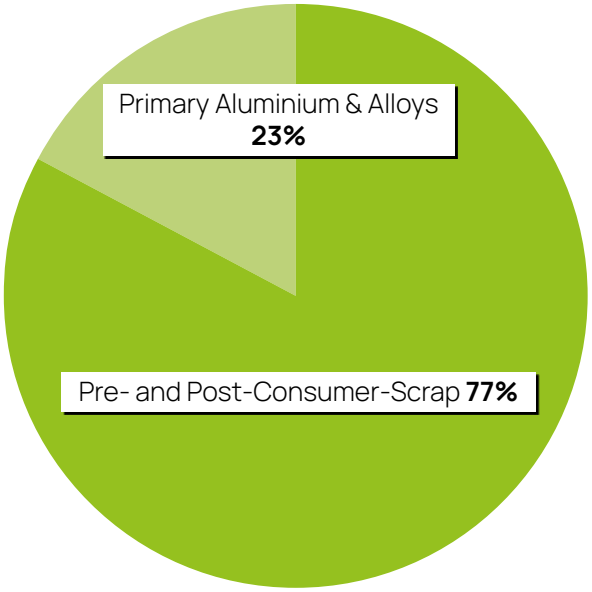
IIn the 2024 reporting year, around 131,843 tonnes of metal were processed for in-house production at HAI Casting Sântana:

- **101,475** tonnes of scrap
- **28,763** tonnes of primary aluminium
- **1,605** tonnes of alloying elements

Recycling share at HAI Casting Ranshofen



Recycling percentage at HAI Casting Sântana



Extrusion

Around 99,649 tonnes of metal were processed at our extrusion sites in Ranshofen, Soest and Cris during the 2024 reporting year, which corresponds to a decrease of 11.2% compared to 2023.

The following quantities were processed at the various sites in 2024:

- Extrusion Ranshofen 42,659 tonnes of metal
- Soest 24,251 tonnes of metal
- Cris 32,739 tonnes of metal

According to our suppliers, the recycling rate of our extrusion alloys is between zero and around 80%.

GRI 3-3, 301-1, 301-2

EMISSIONS

Decarbonisation

Hammerer Aluminium Industries is actively committed to climate protection and continuously improves its environmental and energy performance. HAI introduced measures to reduce greenhouse gas emissions as early as 2019. The decarbonisation targets and measures set out in the decarbonisation plan aim to limit global warming to 1.5°C in accordance with the Paris Agreement, with the ultimate goal of achieving climate neutrality by 2050, whereby sector-specific decarbonization paths are taken into account.

In accordance with the Science-Based Targets Initiative, the HAI Group has committed to a net zero target. HAI also supports its stakeholders, particularly its customers, by sharing its expertise to help them implement their own climate targets.

The decarbonisation strategy and plan form the core of the climate protection plan. They are an integral part of corporate policy and environmental guidelines, taking into account current legal requirements.

The decarbonisation plan was presented to and approved by the Supervisory Board. Responsibility for implementing the emission reduction targets lies with the Executive Board.

Decarbonisation strategy

The decarbonisation strategy adopted by the Executive Board re-emphasises HAI's commitment to limiting global warming and complying with legal requirements. It also outlines the company's key decarbonisation initiatives.

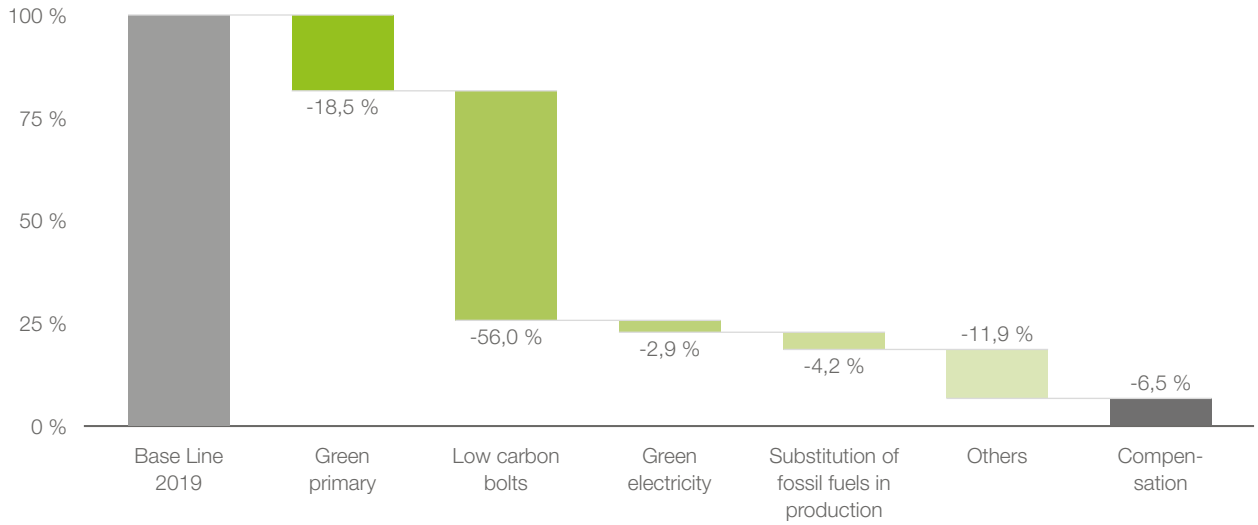
Decarbonisation plan

Progress in implementing the decarbonisation plan is recorded annually. Regular evaluations review target achievement, compare measures with industry-specific decarbonisation paths (e.g. the Aluminium Stewardship Initiative) and document the results in the annual sustainability report.

Decarbonisation levers

HAI relies on several key decarbonisation levers: the use of primary aluminium with a low CO_2 footprint, the procurement of aluminium billets with a low CO_2 footprint, a high proportion of scrap in the foundries and the use of green electricity. These measures significantly reduce CO_2 emissions.

Contribution to CO_2 reduction by measure until 2050



HAI has committed to climate neutrality by 2050. However, despite technological progress, it is possible that not all emissions can be completely eliminated. We will compensate for these residual emissions through targeted climate protection projects.

Decarbonisation targets

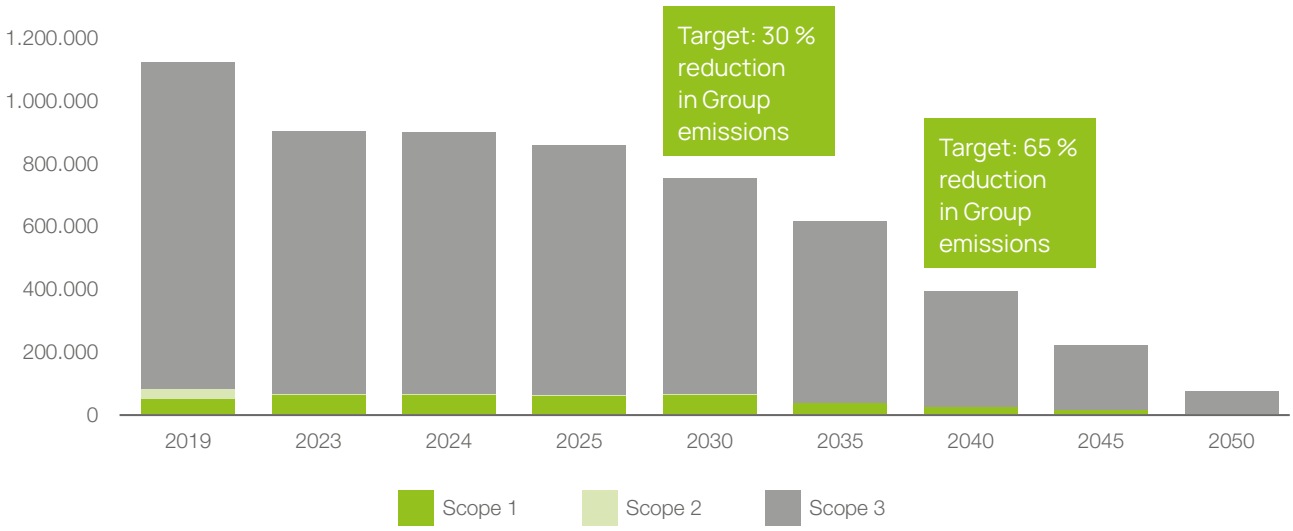
Goal	Time horizon	Status	Result 2023	Result 2024	Target 2025
Reduction of Scope 1+2 emissions by 25% compared to the base year 2019	2025	In realisation	64,460 tonnes of CO_2e	62,344 tonnes of CO_2e	60,410 tonnes of CO_2e
Reduction of Scope 1-3 emissions by 20%	2025	In realisation	903,371 tonnes of CO_2e	902,633 tonnes of CO_2e	899,856 tonnes of CO_2e

The greenhouse gas reduction targets are gross targets. CO_2 credits in the form of certificates are not part of the HAI strategy and do not contribute to the achievement of the above targets.

Long-term goals	Timeline	Status
Reduction of Group emissions (Scope 1-3) by 30 %	2030	In realisation
Purchase of billets with a CO_2 footprint of max. 3.5 t CO_2/t Al	2030	In realisation
Reduction of Group emissions (Scope 1-3) by 65 %	2040	In planning
Purchase of billets with a CO_2 footprint of max. 2 t CO_2/t Al	2040	In planning
Net Zero	2050	In planning
Purchase of billets and primary material with a CO_2 footprint of max. 0.2 t CO_2/t Al	2050	In planning

Decarbonisation pathway

Development of CO_2 emissions HAI Group



The base year for the reduction targets was set as 2019. The 2030 target for reducing absolute emissions takes into account production increases resulting from capacity expansions and organic growth.

Scope 1

The CO_2 emissions are calculated from the fuel quantities actually measured (natural gas, diesel, propane, etc.).

Scope 2

According to the market-based method, Scope 2 emissions only occur at ASP and WAT due to the purchase of green electricity at the Ranshofen, Soest, Santana and Cris sites from 2021, and at Riftec and HAI Components Poland. HAI did not purchase steam, heating or cooling.

Scope 3

Scope 3 emissions are calculated in accordance with the requirements of the GHG Protocol.

- Category 1 covers the raw materials used in production processes. The majority of this category is made up of purchased primary aluminium and aluminium billets. The quantities of purchased aluminium are calculated using the actual weights, multiplied by emission factors from primary sources. Where no weights were available, emissions were calculated using the cost-based approach.
- Category 2 comprises capitalised investments.
- Emissions from upstream and downstream transport (categories 4 and 9) include transporting raw materials and products between sites, as well as inter-company transport. These are based on internal company surveys multiplied by standard emission factors.
- Category 5 is based on actual waste quantities at sites, or on estimates if no detailed waste data is available. These quantities are then multiplied by standard emission factors.
- Emissions from business trips undertaken by employees are calculated based on internal documentation of travel routes.
- Category 7 is based on internal surveys of travel mode and distance to the workplace.
- For category 10, standard factors were used to calculate process emissions during further processing in the respective country.
- Categories 8, 11, 12, 13, 14 and 15 are not relevant to HAI and have therefore been excluded from the calculation.

GRI 305-5

CO_2 emissions by location

As part of the Corporate Carbon Footprint survey, the calculation of CO_2-emissions was centralised and standardised, which is why there are deviations from the figures published in the 2023 Sustainability Report.
The decrease in Scope 1 emissions at the Ranshofen and Soest sites is due to a decline in production resulting from the challenging economic environment.

GREENHOUSE GAS EMISSIONS (in tonnes of CO_2e)

HAI Ranshofen, CAST	2023	2024	Yearly Change %
Greenhouse gas emissions, Scope 1	16,480.0	16,841.7	2.2%
Greenhouse gas emissions, Scope 2	0.0	0.0	0.0%
Greenhouse gas emissions, CO_2e in kg/1 t Al, Scope 1	199.6	200.6	0.5%
Greenhouse gas emissions, CO_2e in kg/1 t Al, Scope 2	0.0	0.0	0.0%

HAI Ranshofen, EXT	2023	2024	Yearly Change %
Greenhouse gas emissions, Scope 1	3,557.9	3,065.7	-13.8%
Greenhouse gas emissions, Scope 2	0.0	0.0	0.0%
Greenhouse gas emissions, CO_2e in kg/1 t Al, Scope 1	126.3	124.3	-1.5%
Greenhouse gas emissions, CO_2e in kg/1 t Al, Scope 2	0.0	0.0	0.0%

HAI Soest	2023	2024	Yearly Change %
Greenhouse gas emissions, Scope 1	2,816.0	2,445.1	-13.2%
Greenhouse gas emissions, Scope 2	0.0	0.0	0.0%
Greenhouse gas emissions, CO_2e in kg/1 t Al, Scope 1	146.0	150.1	2.8%
Greenhouse gas emissions, CO_2e in kg/1 t Al, Scope 2	0.0	0.0	0.0%

HAI Sântana	2023	2024	Yearly Change %
Greenhouse gas emissions, Scope 1	32,024.5	31,157.2	-2.7%
Greenhouse gas emissions, Scope 2	0.0	0.0	0.0%
Greenhouse gas emissions, CO_2e in kg/1 t Al, Scope 1	216.1	224.4	3.8%
Greenhouse gas emissions, CO_2e in kg/1 t Al, Scope 2	0.0	0.0	0.0%

HAI Cris	2023	2024	Yearly Change %
Greenhouse gas emissions, Scope 1	3,480.5	3,602.6	3.5%
Greenhouse gas emissions, Scope 2	0.0	0.0	0.0%
Greenhouse gas emissions, CO_2e in kg/1 t Al, Scope 1	150.3	152.4	1.4%
Greenhouse gas emissions, CO_2e in kg/1 t Al, Scope 2	0.0	0.0	0.0%

Sonstige Standorte	2023	2024	Yearly Change %
Greenhouse gas emissions, Scope 1	1,774.6	1,698.2	-4.3%
Greenhouse gas emissions, Scope 2	4,326.2	3,532.6	-18.3%

GRI 305-1, 305-2, 305-4

Emissions to Air

Our aim is to avoid the emission and release of harmful substances entirely, thereby eliminating any risk to people and the environment. To this end, regular measurements are carried out at our sites. If harmful substances are emitted, the relevant authorities are informed immediately and appropriate measures are taken.

At our **Ranshofen** site, the O_2, NOx and CO parameters in the extrusion process are monitored annually in accordance with the authorisation issued by the relevant authorities. In the casting process, pollutants such as dust, unburnt gaseous organic carbon compounds (Corg), benzo(a)pyrene, gaseous chlorine and fluorine compounds (specified as HCl and HF), particulate matter, filterable components, polychlorinated dibenzodioxins and polychlorinated dibenzofurans, as well as general waste gas parameters (O_2, CO_2, temperature, pressure, humidity and velocity), are measured in accordance with the official trade licence and the NER-V. These measurements are also carried out annually. These measurements are also carried out annually. In 2024, all values measured at the Ranshofen site were below the specified limits.

In **Soest**, CO, NOx from the firing systems as well as the legionella concentrations and infestation with Pseudomonas aeruginosa from the wet separators and recoolers are regularly monitored. There were no violations of the Federal Immission Control Act (BImSchG) in 2024.

NOx and dust emissions are continuously monitored at the **Sântana** site. In addition, monthly analyses are carried out for hydrochloric acid, hydrofluoric acid and sulphur dioxide, which are reported to the Romanian environmental authorities. In 2024, the reported emissions were below the respective limits.

In accordance with HAI Extrusion's environmental licence in **Cris**, measurements of CO, NOx, sulphur dioxide, oxygen and dust are carried out annually. All measurements in 2024 were below the legally prescribed limits.

HAI Components Poland has a licence to release gases and dust in accordance with the Environmental Protection Act. The specified emissions are systematically monitored and lie below the defined emission limits.

GRI 305-7

EMISSIONS TO AIR

HAI Ranshofen, CAST	2024
CO (mg/m³)	89.0
NOx (mg/m³)	27.5

HAI Ranshofen, EXT	2024
CO (mg/m³)	108.0
NOx (mg/m³)	27.4

HAI Soest	2024
CO (mg/m³)	65.0
NOx (mg/m³)	85.0

HAI Sântana	2024
CO (mg/m³)	22.7
SO_2 (mg/Nm³)	2.9

HAI Cris	2024
CO (mg/m³)	21.5
NOx (mg/m³)	78.6

ENERGY MANAGEMENT

Sustainable energy management is a top priority at HAI. Dealing responsibly with the high energy requirements of a company in the aluminium industry is of great importance not only from an ecological but also from an economic point of view. This is why all processes and procedures at HAI are subject to constant optimisation.

The main energy consumers are the foundries and extrusion plants located in various places. The foundries use natural gas to melt and temper aluminium. Significant energy savings have been achieved for years by utilising the furnace exhaust air to preheat the combustion air with regenerative burners. Optimising the use of organic deposits on scrap, such as coatings, paints and impurities, reduces energy consumption. In the extrusion plants, most of the electrical energy is used to power the presses, while a combination of electrical energy and natural gas is used to heat-treat the aluminium billets.

Efficient use of energy and reduction of energy consumption

We are constantly working to further improve our processes to increase energy efficiency and reduce energy consumption. We are focusing on the following areas, among other issues:

- System optimisation for billet heating
- Reducing electricity consumption by improving the efficiency of fan drives
- Use of LED lamps
- Reduction of gas consumption by replacing cold air burners with recuperative burners
- Heat recovery at the compressor station
- Reduction in diesel consumption by switching to electric vehicles
- Shorter door opening times at the ovens
- Electromagnetic stirrer for improved heat transfer

Three more compressors were connected to the heat recovery system in **Soest** in 2024 to increase energy efficiency. In 2025, a connection to the local heating network of a neighbouring company is planned to further expand the use of renewable energies and reduce CO_2 emissions.

At the **Cris** site, the Suton press was hydraulically modernised and solar collectors were installed to heat water.

In **Sântana**, a shredder preheating system was installed. This system removes volatile organic and inorganic impurities from aluminium scrap via a continuous thermal process. The system reduces energy consumption and metal losses during smelting, improves safety in the foundry, and controls the volatilisation of VOCs. It also minimises emissions to the environment.
A centralised monitoring system for induction furnaces is planned for 2025, which will lead to considerable energy savings.

These measures are reviewed and evaluated in regular energy audits, with new recommendations being implemented based on the findings.

Consistent green electricity strategy

By purchasing 100% of its electricity from renewable energy sources in Ranshofen, Soest, Santana, Cris, Geesthacht and Głogów, HAI is committed to the green energy transition.
Switching to green electricity has significantly reduced HAI's carbon footprint.

In addition, the company has invested heavily in the expansion of its own photovoltaic systems in recent years and continues to do so.
The photovoltaic system at the **Ranshofen** site has an output of 1.7 MWp. It produced 1,477 MWh of solar power in 2024, which corresponds to 3.9 % of the site's electricity requirements.

In **Soest**, the local photovoltaic system produced 546 MWh of electricity in 2024 and provided 3.7 % of the electricity demand.

A photovoltaic system with a capacity of 5.5 MWp was put into operation at the **Sântana** site. In 2024, these systems produced 2,060 MWh of electricity and will cover 25% of annual electricity consumption.

In **Cris**, a photovoltaic system with a capacity of 5.1 MWp was commissioned halfway through the year, producing 1,226 MWh of electricity from June to December, which represents 8.1% of the electricity requirement. In future, the plant will cover around 27% of annual electricity requirements.

We are also continuing to convert our vehicle fleet: over 40% of company cars are now hybrid or electric. In order to create the necessary infrastructure, e-fuelling stations for company vehicles and visitors with e-cars have been built at our sites in recent years.

Energy consumption of the locations

Energy consumption comprises the use of fuels from non-renewable sources, such as natural gas, diesel and propane gas, as well as electrical energy. The respective energy quantities are calculated by multiplying the measured fuel quantities by the corresponding conversion factors. Renewable fuels are purchased in the form of wooden chips. Cooling or steam energy is not purchased. HAI recovers some heat generated using heat recovery systems, and the remainder is provided by electrical energy and the combustion of fuels. No additional heat is purchased.

Energy consumption at the **Ranshofen** and **Soest** extrusion plants decreased due to lower production volumes. At the same time, specific energy consumption increased slightly as the plants' base load remains constant regardless of production.

At the **Sântana** site, both total and specific electricity demand increased due to higher production volumes and a greater proportion of production coming from the induction furnace.

In **Cris**, the higher energy requirement is due to capacity expansion and the associated additional press.

ENERGY (in kWh)

HAI Ranshofen, CAST	2023	2024	Yearly Change %
Gas consumption CAST (kWh)	78,628,845.0	80,540,897.9	2.4%
Consumption values gas CAST (kWh/t)	952.2	959.4	0.8%
Energy consumption CAST (kWh)	12,138,060.0	12,925,975.0	6.5%
Consumption values energy CAST (kWh/t)	147.0	154.0	4.7%
Consumption values gas + energy (kWh/t)	1,099.2	1,113.4	1.3%

HAI Ranshofen, EXT	2023	2024	Yearly Change %
Gas consumption EXT (kWh)	16,275,089.3	13,815,411.2	-15.1%
Consumption values gas EXT (kWh/t)	577.5	560.2	-3.0%
Energy consumption EXT (kWh)	25,786,359.0	23,614,834.0	-8.4%
Consumption values Energy EXT (kWh/t)	915.0	957.5	4.6%
Consumption values gas + energy (kWh/t)	1,492.6	1,517.7	1.7%

HAI Soest	2023	2024	Yearly Change %
Gas consumption EXT (kWh)	13,146,363.0	11,458,910.0	-12.8%
Consumption values gas EXT (kWh/t)	681.4	703.3	3.2%
Energy consumption EXT (kWh)	16,105,248.0	14,246,312.0	-11.5%
Consumption values energy EXT (kWh/t)	834.7	874.4	4.8%
Consumption values Gas + Energy (kWh/t)	1,516.1	1,577.7	4.1%

HAI Sântana	2023	2024	Yearly Change %
Gas consumption CAST (kWh)	152,785,000.0	148,988,688.0	-2.5%
Consumption values gas CAST (kWh/t)	1,030.9	1,073.0	4.1%
Energy consumption CAST (kWh)	25,753,852.0	27,640,124.0	7.3%
Consumption values energy CAST (kWh/t)	173.8	199.1	14.6%
Consumption values gas + energy (kWh/t)	1,204.7	1,272.11	5.6%

HAI Cris	2023	2024	Yearly Change %
Gas consumption EXT (kWh)	16,007,473.2	16,953,286.0	5.9%
Consumption values gas EXT (kWh/t)	691.0	717.0	3.8%
Energy consumption EXT (kWh)	13,424,300.0	15,102,480.0	12.5%
Consumption values energy EXT (kWh/t)	579.5	638.7	10.2%
Consumption values gas + energy (kWh/t)	1,266.6	1,355.7	7.0%

other locations	2023	2024	Yearly Change %
Gas consumption (kWh)	6,893,921.8	7,176,064.1	4.1%
Energy consumption (kWh)	6,421,234.2	6,231,655.0	-3.0%

GRI 302-1, 302-3, 302-4

WATER

Even at sites in water-rich countries like Austria and Romania, responsible use of scarce water resources is a core aspect of sustainable business. Our aim is to minimise water consumption and reuse the water used wherever possible.

We therefore regularly monitor our water consumption. If the average consumption is exceeded, the cause is checked and an action plan is drawn up.

In addition, we continuously review our optimisation options.
At the **Ranshofen** and **Sântana** foundries, HAI uses a cooling station to recirculate around 80% of the cooling water. This reduces unnecessary consumption of fresh drinking water during the production process.
The decrease in water consumption in **Ranshofen** is due to increased recycling. The extrusion plant in Ranshofen produced less in the reporting year, which was reflected in lower water consumption.
Wastewater is exclusively discharged indirectly via a non-public sewerage system, in accordance with the Indirect Discharger Ordinance requirements.

In 2024, the **Sântana** foundry was upgraded to an Evapco cooling system, reducing water consumption and slightly decreasing production volumes.
At our **Soest** site, the cooling systems were revised in 2024 to increase water recirculation, significantly reducing water consumption. The reduction in drinking water consumption is due to short-time working.

Water consumption in **Cris** was reduced by 28% in the reporting year. This saving is due to the repair of the water tower intended for use in the event of a fire, as well as the introduction of a monitoring programme for escaping water. Consumption was higher in the previous year due to the emptying of the water tower as part of maintenance work, the replacement of submersible pumps and other factors. Additionally, a previously undetected burst pipe in the floor, which had caused continuous water loss, was repaired during conversion work in the mould construction department.

HAI Components Poland was able to reduce water consumption by almost 20 % compared to 2023 thanks to optimisation measures.

In addition to economical consumption, we prioritise the environmentally friendly management of wastewater. It is either treated professionally or regularly analysed in accordance with legal requirements before being discharged into the environment. This ensures that no harmful substances are released into natural waters and that all legal requirements are met.

In 2024, Hammerer Aluminium Industries carried out a water risk assessment at all sites using the WWF Water Risk Filter. The aim of this analysis was to identify site-specific water risks in order to develop suitable measures to minimise risks.

GRI 303-1

HAI Ranshofen, CAST	2023	2024	Yearly Change %
Process water consumption (m³)	192,826.0	162,256.0	-15.9%
Drinking water consumption (m³)	611.0	856.0	40.1%
Specific process water consumption (m³/t)	2.3	1.9	-17.2%

HAI Ranshofen, EXT	2023	2024	Yearly Change %
Process water consumption (m³)	308,656.0	216,387.0	-29.9%
Drinking water consumption (m³)	4,457.0	4,028.0	-9.6%
Specific process water consumption (m³/t)	11.0	8.8	-19.9%

HAI Soest	2023	2024	Yearly Change %
Process water consumption (m³)	6,310.0	3,946.0	-37.5%
Drinking water consumption (m³)	4,341.0	3,194.0	-26.4%
Specific process water consumption (m³/t)	0.4	0.2	-37.5%

HAI Sântana	2023	2024	Yearly Change %
Process water consumption (m³)	262,018.0	220,693.0	-15.8%
Waste water total (m³)	1,373.0	648.0	-52.8%
of which treated (m³)	1,373.0	648.0	-52.8%
Specific process water consumption (m³/t)	1.8	1.6	-10.1%

HAI Cris	2023	2024	Yearly Change %
Drinking water consumption (m³)	19,981.0	14,391.0	-28.0%
Water supply well (m³)	38.4	35.0	-8.9%
Water discharge to municipality (m³)	19,981.0	14,391.0	-28.0%
Specific water consumption (m³/t)	0.9	0.6	-27.9%

Other locations	2023	2024	Yearly Change %
Process water consumption (m³)	25,215.0	28,835.0	14.4%
Drinking water consumption (m³)	2,756.6	2,424.7	-12.0%

GRI 303-3, 303-4, 303-5

WASTE

The HAI Group's waste strategy follows the five levels of the waste reduction hierarchy:

- Waste prevention and reduction: The primary goal is to prevent waste from being generated in the first place.
- Preparation for reuse: Products and materials are designed and treated in such a way that they can be reused.
- Recycling: Non-reusable waste is recycled to the greatest extent possible to recover secondary raw materials.
- Other utilisation: This includes energy recovery in particular, whereby waste is used to generate energy.
- Waste disposal: The last option is the environmentally friendly disposal of non-recyclable materials.

In line with these principles, we prioritise the separate collection of recyclable materials and innovative solutions for their reuse and recycling. We pay particular attention to the safe handling and environmentally friendly disposal of hazardous waste, such as used oil, emulsions, filter dust and alkaline solutions. These are handled with the utmost care, in accordance with legal requirements, to minimise potential risks to people and the environment.

We ensure that our waste management meets the highest standards and makes an active contribution to conserving resources by regularly training our employees and continuously improving our processes. We are also working to make our processes more efficient, with the aim of producing less waste and finding reuse options for various auxiliary and operating materials, thereby closing cycles. A key project in this regard is the recycling of cooling lubricants.

In Romania and Austria, the squared timber used for transporting our aluminium billets is returned from extrusion to casting for reuse.

The amount of waste at the **Ranshofen** casting plant fell as fewer input materials containing adhering materials, such as rubber or plastic, were available during the reporting period. Consequently, less waste produced during mechanical processing had to be disposed of. In extrusion, waste production fell due to lower output.

In **Soest**, the total amount of waste decreased due to lower production. The volume of non-hazardous waste increased during the reporting period due to the opening of a new processing hall.

In **Sântana**, the total amount of waste decreased due to lower production volumes, while the proportion of non-hazardous waste increased due to the increased use of wooden packaging.

At the **Cris** site, waste volumes increased during the reporting period, partly due to the commissioning of the 10-inch press. This initially resulted in higher levels of technological waste until stable process parameters were established. Additionally, new profile types were taken over from Ranshofen, leading to a higher scrap rate. The increased production volume also contributed to the rise in waste. Further waste volumes resulted from the liquidation of a warehouse containing unused materials and equipment and the reorganization of the packaging material warehouse, where non-recyclable stock was sent for recycling.

HAI Ranshofen, CAST	2023	2024	Yearly Change %
Total Waste (t)	1,803.6	1,561.0	-13.5%
Non Hazardous Waste (t)	1,540.7	1,360.8	-11.7%
of which, handed over for recovery (t)	115.0	103.2	-10.3%
of which incineration (t)	59.1	55.7	-5.8%
of which material utilisation (t)	55.9	47.4	-15.1%
of which, handed over for disposal (t)	1,425.7	1,257.6	-11.8%
Hazardous Waste (t)	263.0	200.2	-23.9%
of which, handed over for recovery (t)	3.4	1.7	-48.8%
of which incineration (t)	2.3	1.7	-25.6%
of which material utilisation (t)	1.1	0.0	-100.0%
of which, handed over for disposal (t)	259.6	198.5	-23.5%

HAI Ranshofen, EXT	2023	2024	Yearly Change %
Total Waste (t)	1,523.5	1,284.9	-15.7%
Non Hazardous Waste (t)	615.2	534.0	-13.2%
of which, handed over for recovery (t)	576.8	530.9	-8.0%
of which incineration (t)	161.7	148.3	-8.3%
of which material utilisation (t)	415.1	382.7	-7.8%
of which, handed over for disposal (t)	38.3	3.1	-91.9%
Hazardous Waste (t)	908.4	750.8	-17.3%
of which, handed over for recovery (t)	47.2	54.3	15.1%
of which incineration (t)	2.4	3.2	35.0%
of which material utilisation (t)	44.8	51.0	14.0%
of which, handed over for disposal (t)	861.2	696.5	-19.1%

HAI Soest	2023	2024	Yearly Change %
Total Waste (t)	1,437.6	1,280.8	-10.9%
Non Hazardous Waste (t)	276.3	326.4	18.1%
of which, handed over for recovery (t)	276.3	326.4	18.1%
of which incineration (t)	84.0	57.8	-31.2%
of which material utilisation (t)	192.3	268.6	39.7%
of which, handed over for disposal (t)	0.0	0.0	0.0%
Hazardous Waste (t)	1,161.3	954.4	-17.8%
of which, handed over for recovery (t)	1,161.3	954.4	-17.8%
of which incineration (t)	61.9	6.3	-89.8%
of which material utilisation (t)	1,099.4	948.1	-13.8%
of which, handed over for disposal (t)	0.0	0.0	0.0%

HAI Sântana	2023	2024	Yearly Change %
Total Waste (t)	14,475.7	11,898.0	-17.8%
Non Hazardous Waste (t)	348.7	398.0	14.1%
of which, handed over for recovery (t)	98.6	169.0	71.4%
of which incineration (t)	0.0	0.0	0.0%
of which material utilisation (t)	98.6	169.0	71.4%
of which, handed over for disposal (t)	250.1	229.0	-8.5%
Hazardous Waste (t)	14,127.0	11,499.0	-18.6%
of which, handed over for recovery (t)	13,615.0	11,025.0	-19.0%
of which incineration (t)	0.0	0.0	0.0%
of which material utilisation (t)	13,615.0	11,025.0	-19.0%
of which, handed over for disposal (t)	511.9	474.0	-7.4%

HAI Cris	2023	2024	Yearly Change %
Total Waste (t)	8,275.8	9,832.0	18.8%
Non Hazardous Waste (t)	7,776.4	9,276.3	19.3%
of which, handed over for recovery (t)	7,523.6	9,174.8	21.9%
of which incineration (t)	44.0	57.2	30.0%
of which material utilisation (t)	7,479.6	9117.6	21.9%
of which, handed over for disposal (t)	158.9	101.5	-36.1%
Hazardous Waste (t)	499.4	555.7	11.3%
of which, handed over for recovery (t)	446.3	483.4	8.3%
of which incineration (t)	446.3	483.4	8.3%
of which material utilisation (t)	0.0	0.0	0.0%
of which, handed over for disposal (t)	53.1	72.3	36.2%

Other locations	2023	2024	Yearly Change %
Total Waste (t)	418.0	339.8	-18.7%
Non Hazardous Waste (t)	303.9	220.8	-27.3%
Hazardous Waste (t)	114.1	119.0	4.3%

GRI 306-3, 306-4, 306-5

BIODIVERSITY

In order to assess local biodiversity, HAI Group commis - sioned corresponding surveys at its production sites in Ranshofen, Soest, Sântana and Cris.

The result of these assessments was encouraging, as the impact on local biodiversity was classified as low or non-existent and therefore no corrective measures are required. Nevertheless, an activity plan was developed to ensure the protection and promotion of biodiversity in the long term.

Conducting biodiversity assessments and developing action plans demonstrates the HAI Group's commitment to protecting the environment and conserving biodi- versity. By using the full range of technical expertise to assess the impact on biodiversity, we as a Group can ensure that our activities are in line with environmental objectives.

The activity plans serve as a guideline for taking mea - sures to promote biodiversity and minimise potential negative impacts. Through continuous monitoring and regular updating of the plan by Company Management, we are underpinning our long-term commitment to pro - tecting and conserving biodiversity at our sites. These efforts not only help to protect the natural environment, but also strengthen our Group positioning in terms of sustainability and responsible business practices.

Supporting local biodiversity at our plants

The HAI Group is supporting biodiversity for the fourth year in a row by planting a wildflower meadow for insects and bees in the "HAI roundabout" next to the company headquarters in **Ranshofen**, Austria. Other measures include the installation of nesting boxes for birds, the natural design of green spaces and habitat restoration.
In **Soest**, green areas on the company premises were redesigned by planting hornbeam hedges. In addition, measures were taken to contain the spread of Japanese knotweed. Several employees were specially trained for this purpose. Trainees also built a raised bed in a neig- hbouring kindergarten.

At the **Sântana** site, greening campaigns and awaren- ess-raising training on waste separation were carried out in collaboration with schools. These initiatives aim to raise pupils' environmental awareness and create awareness for sustainable practices. In addition, street litter bins were donated to increase cleanliness in the community and improve the efficiency of waste disposal.

The "A tree for the future - together for more sustainabi- lity" campaign was organised in **Cris**. Last year, 350 emp- loyees benefited from this campaign and received a tree. Two willows were also planted at the Cris site, as they adapt well to the local soil. These campaigns promo- te a culture of environmental responsibility and a more sustainable future for generations to come by planting trees.

GRI 304-2

Risks of spillages and leaks

At the **Ranshofen** site, the risks of possible leaks and pollution are carefully examined as part of the annual environmental aspect assessment. Appropriate measures are taken if necessary. The diesel fuelling station on site poses the greatest risk. However, the use of safety features reduces this risk considerably, meaning it can be classified as low.

During the assessment of the environmental aspects of HAI Extrusion Germany in **Soest**, a risk of soil contamination by water-polluting substances was identified at the goods lift for the construction of the factory railway (built in 1989). The lift has a hydraulic drive and is installed underground. The new AwSV (Ordinance on Installations for Handling Substances Hazardous to Water) requires constant monitoring of the soil protection line, which is not possible with this lift. The underground lift was therefore replaced by an above-ground system.
In addition, the old diesel tank system (built in 1975) was replaced. The new system has the latest safety equipment and improved collision protection. This has reduced the risk of water hazards from leaking diesel.

In **Sântana**, the greatest risk of contamination arises from cracks forming in the diesel tank. Consequently, rainwater would flow with the fuel through the oil separator and into the natural water channel.
During the annual environmental review, this risk was assessed and categorised as low due to the specific safety elements integrated into the design of the fuel tank.

The **Cris** site has an annual plan of drills designed to prevent unintentional leaks. To reduce or prevent the effects of leaks, appropriate scenarios are simulated in risk areas in accordance with the emergency plan. In addition, the following areas with a potentially high leakage risk were identified: the sodium hydroxide tank and waste container, as well as the diesel tank. In the mould area, the entire old sodium hydroxide system was replaced with new equipment and storage tanks. These are located in separate rooms and are equipped with retention basins in case of leaks. The two tanks are connected to a new system that also uses less water and caustic soda. The diesel tank is equipped with a drip tray and is inspected annually by a specialised company. Thanks to these technical and organisational measures, the remaining risk can be classified as low.

HAI Components Poland has not identified any areas with an increased risk of chemical leaks in 2024. In order to be prepared for any leaks, emergency kits have been attached to each chemical cabinet. In addition, each work area is equipped with a sorbent to be able to react quickly in the event of a spill of hazardous substances.

In 2024, there were no leaks, spills or significant releases of substances at HAI Group.

GRI 305-7

Compliance with environmental protection laws and regulations

In the 2024 reporting year, no fines or non-monetary sanctions were imposed for non-compliance with environmental laws and regulations.

GRI 2-27

Part 3

Sustainable stakeholder relationships

OUR APPROACH:

As a leading supplier of high-quality aluminium products, the HAI Group is committed to ensuring customer satisfaction. We achieve this by being fair, building long-term relationships, ensuring reliable delivery and maintaining the highest quality standards. This approach helps us to create an environment that ensures a high level of customer satisfaction in the future. We carefully select our supplier partnerships, focusing on mutual appreciation, support and sustainable cooperation. GRI 3-3

OUR PRINCIPLES

The HAI Group has set itself the goal of continuously increasing the sustainability of aluminium products through constant innovation. We continuously develop our production processes through investments into best available technologies. This has a positive impact on occupational safety for our employees and is also beneficial for the HAI Group and the environment. Our goal is to make aluminium a more sustainable and efficient raw material for products in existing application areas, as well as opening up new ones.

Collaboration with stakeholders, such as customers, suppliers, and trade associations, is a particularly high priority. Regular interaction, targeted communication and synergies form the basis for leadership in sustainable production and products, and innovative products with exceptional properties.

We know that we are stronger together. That is why we are actively involved in various associations to promote the interests of the European aluminium industry and keep jobs in Europe in the long term.

To have our commitment to sustainability externally validated, we are members of the Aluminium Stewardship Initiative (ASI). The ASI Performance Standard is widely regarded as one of the most rigorous industry standards for sustainability and responsible practices within the aluminium sector. Our casting sites in Ranshofen and Sântana were first certified to the ASI Performance Standard in March 2020 and were recertified in 2023. The Extrusion and Processing divisions in Ranshofen and the Extrusion division in Cris were certified in 2022, followed by the Soest site in 2024.

In addition to the annual sustainability report, the HAI Group publishes its information on various supplier evaluation platforms to increase transparency towards customers and suppliers.

GRI 2-29

SUPPLIER RELATIONSHIPS

Responsible supplier management is a central component of our sustainability strategy at Hammerer Aluminium Industries (HAI). We are guided by the UN Guiding Principles on Business and Human Rights and promote a resilient, fair and sustainable supply chain through partnership-based cooperation, transparent processes and due diligence obligations.

Our partners undertake to accept our Code of Conduct (for more information, see Principles of responsible corporate behaviour).

We select our strategic suppliers based not only on quality and performance, but also on ecological, social and ethical criteria. These criteria include anti-corruption, human rights and environmental performance, and are based on risk analyses. If we identify increased risks in areas such as human rights or the environment, we scrutinise them more closely.

During the reporting period, no human rights violations or increased risks were identified in our supply chain.

To maintain our high standards, we carry out structured supplier evaluations. This is based on a multi-stage process:

Initial assessment and selection
In the selection process for new strategic partners, we analyse their performance and their commitment to the environment, human rights and compliance. This can be based on self-disclosures, certifications and publicly available information.

Risk-based analysis
We carry out risk analyses taking into account country, industry and product specifics. If risk factors are identified, particularly with regard to human rights, the environment or corruption, an in-depth review is carried out.

Regular re-evaluation
Existing suppliers are re-evaluated at regular intervals. Current developments, audit results and feedback from the operational business are taken into account.

Measures in the event of deviations
If deviations from our standards are identified, we work with the supplier to develop suitable corrective measures. In serious cases, we reserve the right to terminate the business relationship.

Documentation and traceability
All assessments and measures are documented transparently and integrated into our supplier management system. In this way, we ensure continuous improvement and traceability.

CUSTOMER RELATIONS

Dialogue with our customers plays a central role in our stakeholder relationships. The HAI Group relies on long-term, fair and reliable partnerships that are characterised by high delivery reliability, quality and transparency. Our customers come from various key sectors - in particular the automotive industry, the construction industry and mechanical and plant engineering. In the automotive sector in particular, the requirements for sustainability and traceability along the entire supply chain are increasing.
HAI meets these requirements through its clear commitment to sustainable management. We provide en-

vironmental product declarations (EPDs) and life cycle analyses (LCAs) for our sustainable alloys to create transparency about their environmental impact and enable our customers to make informed decisions that align with their sustainability goals. We also support our partners in the construction and industrial sectors by providing durable, resource-efficient aluminium solutions that reduce emissions and promote the circular economy.

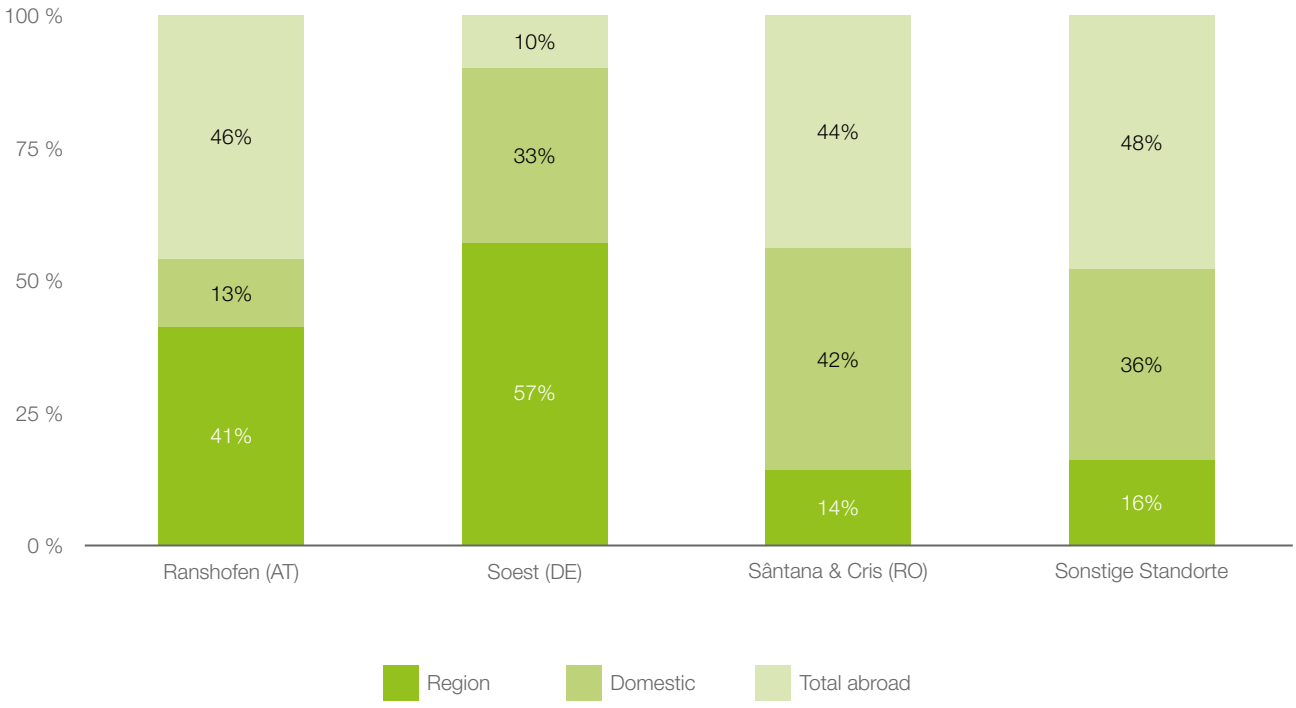
LOCAL PROCUREMENT

Local sourcing plays a crucial role in promoting sustainable and resilient supply chains. By working with local suppliers, we can shorten transport routes, reduce CO_2 emissions and strengthen the local economy. This strengthens the community, promotes regional development and creates jobs. In addition, local procurement enables closer cooperation and better communication with supply partners, which leads to greater flexibility and faster responsiveness. Overall, local procurement contributes to assuming ecological and social responsibility and building long-term, sustainable business relationships.

The majority of the goods we purchase are therefore sourced locally, and we prioritise local suppliers.

When procuring aluminium, a particular focus is placed on working with suppliers from the EU and EEA. This strategy not only supports security of supply in politically volatile times, but also contributes to sustainable development along the entire value chain.

Local procurement by location 2024



Ranshofen

For our site in Ranshofen, the majority of goods purchased (41%) come directly from the surrounding area (Upper Austria). A further 13 % come from other Austrian provinces. 46% comes from other countries, of which 32% comes from neighbouring Germany.
Compared to the previous year, almost 10% more goods come from the Upper Austria region, which clearly shows that our procurement strategy is being successfully implemented.

Soest

In terms of procurement at our Soest site, 57% of the goods purchased come directly from North Rhine-Westphalia (NRW) and 33% from other German states. Only 10 % of the goods come from abroad, 6 % of which come from Austria.

Sântana & Cris

Romania is divided into so-called counties. Our two sites in Romania, Sântana and Cris, are located in Arad County. 14% of our goods come directly from this county, 42% from other counties in Romania. Almost 44% of our goods come from abroad, 6% of which come from Austria and 3% from Hungary.

Other locations

At our other locations, 16% of goods come directly from the region and 36% from Germany. Around 45% of goods come from neighbouring countries and only around 3% from other countries.

GRI 204-1

MEMBERSHIP OF ASSOCIATIONS AND INITIATIVES

HAI plays an active role in political discussions to ensure that the views of the company are appropriately and transparently incorporated into decision-making processes. To this end, HAI maintains regular contact with governments, associations, and interest groups. At a national level, these are primarily the Austrian Federal Economic Chamber (WKO) and the Federation of Austrian Industries (IV). At an international level, HAI is an active member of European Aluminium (EA) and Aluminium Deutschland (AD); the HAI CEO holds the positions of Vice-President and President of these organisations, respectively. The memberships are listed below.
HAI is registered with both the EU Transparency Register and the Austrian Lobbying Register.

Our lobbying activities are centrally coordinated and carried out in strict compliance with all legal requirements. Influencing politics and legislation unfairly is strictly prohibited. This commitment is enshrined in the Code of Conduct and must be adhered to by all employees without exception.

GRI 3-3

In 2024, Hammerer Aluminium Industries was a member of the following associations and interest groups:

ASI – Aluminium Stewardship Initiative:
The ASI has developed an independent, third-party certification programme to ensure sustainability and human rights principles are increasingly incorporated into aluminium production, use and recycling. The ASI's Performance Standard and Chain of Custody Standard are designed to combine responsible production and responsible procurement and thus encourage greater emphasis on sustainability in procurement practices.
(Source: aluminium-stewardship.org)

BIR - Bureau of International Recycling
The BIR was established in 1948 and was the first federation to support the interests of the recycling industry on an international scale. Today, BIR represents more than 30,000 companies around the world, with direct membership of around 700 companies and 38 national associations from 67 countries. Together, these members form the largest international recycling federation. (Source: www.bir.org)

European Aluminium
European Aluminium, established in 1981 and based in Brussels, is the voice of the aluminium industry in Europe. We actively engage with decisionmakers and the wider stakeholder community to promote the outstanding properties of aluminium, secure growth and optimise the contribution our metal makes towards meeting Europe's sustainability challenges. (Source: www.european-aluminium.eu)

Aluminium Deutschland with its head office in Düsseldorf, Germany, Aluminium Deutschland was established in its current form in Dresden in 1992. It is a coalition of aluminium companies that produce raw aluminium or aluminium products, including composites with other materials. As the special interest group for the aluminium industry, Aluminium Deutschland strives to maintain an open dialogue with the public, so that customers and consumers have a more transparent view and better understanding of aluminium and the products its member companies make. (Source: www.aluinfo.de)

WirtschaftsVereinigung Metalle
The WirtschaftsVereinigung Metalle sees its role vis-à-vis its member companies as representing the economic interests of German non-ferrous metal producers and processors, particularly in trade, environmental, tax, energy and transport policy.
It also promotes market transparency through statistical services and market analyses in cooperation with mem-

ber companies and industry associations.
The WirtschaftsVereinigung Metalle supports practical research into metal products via the affiliated Stifterverband Metalle. Other tasks include the promotion of standardisation work for the metal industry and dialogue with the public.
(Source: https://www.wvmetalle.de/)

VDM - Verband Deutscher Metallhändler e.V.
VDM is a lobby and service association for the entire metal trade. It represents the interests of over 230 member companies, which account for around 90% of the non-ferrous metal market in Germany and Austria. It forms an important link between politics and business. (Source: www.vdm.berlin)

DGFP - Deutsche Gesellschaft für Personalführung
The German Association for Human Resource Management (DGFP) has been the network for careers and excellence for HR management in Germany since 1952. The DGFP is a registered non-profit organisation. The DGFP network involves the active participation of DAX-listed corporations, SMEs, renowned scientific organisations and consultancies. The DGFP supports HR professionals in their careers and lobbies the political world and society at large about HR management issues. (Source: www.dgfp.de)

IV - Federation of Austrian Industries
The Upper Austrian Federation of Industry (IV OÖ) is a voluntary, non-partisan interest group representing industry and industry-related service providers along the entire value chain. It brings together around 450 companies in Upper Austria with around 150,000 employees. Its members include national and international corporations, family businesses and numerous SMEs from different manufacturing and service sectors. (Source: www.oberoesterreich.iv.at)

WKO – The Austrian Chamber of Commerce
The Austrian Chamber of Commerce represents more than 540,000 member companies. As a powerful voice for businesses, we advocate for future-oriented and business-friendly policies, e.g. tax relief, reduction of bureaucracy and subsidies. (Source: www.wko.at)

Senat der Wirtschaft – Senate of the Economy
As a non-partisan business organisation, the Senate of the Economy is a driving force for shaping an eco-social and sustainable economy and society.

WGM - Wirtschaftsverband Großhandel Metallhalbzeug e.V.
is the trade association for German and European traders and processors of non-ferrous (NF) semi-finished metal products. Supporting members of the WGM are national and international semi-finished product manufacturers.

German Chamber of Commerce in Austria
The German Chamber of Commerce in Austria promotes bilateral economic relations between Germany and Austria and is part of the global network of German Chambers of Commerce Abroad. (Source: www.oesterreich.ahk.de)

GRI 102-12, 102-13 (2021), 2-28

EMBEDDING IN THE LOCAL COMMUNITY

HAI sees itself as an active part of the regions in which the company is represented and is committed to the local community in a variety of ways. This includes regular support for regional clubs, organisations and events, particularly in the areas of sport, youth and culture. Many of our employees are active volunteers themselves, which further strengthens our commitment. HAI primarily promotes regional sports and football clubs, supports schools and social projects for children and families in need and is involved in organising local events in cooperation with communities and towns.

Together with Techno-Z Braunau, HAI Ranshofen handed over the "LEGO Spike Prime" robot to the students of Braunau secondary school to promote the "Robot Olympiad District Braunau" project and STEM subjects. HAI also supports families and people in need in the region every year. In 2024, for example, the purchase of an assistance dog and the Innviertel child protection centre for children affected by violence were financially supported. In addition, the school partnership with the Higher Technical College (HTL) Braunau was intensified through targeted sponsoring measures and mentoring programmes. HAI provided students with practical insights into the company, for example as part of a mobility project with the University of Salzburg or through a presentation on workplace health management at the Braunau technical college. HAI also supports students writing their theses by providing them with professional guidance and access to company resources.

At the Soest site, there is a particular focus on collaboration with local educational institutions and participation in charitable initiatives. In 2024, the company collaborated with the "Kindergarten am Teinenkamp" in Soest in this context. Close cooperation with the Hannah Arendt comprehensive school also enables contact to be established with pupils and potential future trainees at an early stage. Trainees are also involved in an annual 'Social Day', during which they volunteer to support various social organisations in the region.

At the Sântana site, HAI implemented targeted environmental education measures in 2024 together with four educational institutions - the Dimitrie Tichindeal High School, the School Centre for Inclusive Education, Middle School Number 5 and Kindergarten No. 1 Sântana. The focus was on green campaigns and waste separation training. The aim was to raise environmental awareness among children and young people, encouraging them to think and act sustainably from an early age.

In 2024, HAI Cris supported the local technical school "Liceul Tehnologic Chișineu-Criș" in equipping a mechatronics laboratory. Intensive cooperation with the school is planned for the future. In addition, the renovation of the pediatrics department at Arad County Hospital was co-financed together with other regional companies and an NGO. HAI also organised a fundraising campaign for people in need at its Romanian locations. The donations were distributed to families in need by the Red Cross.

Part 4

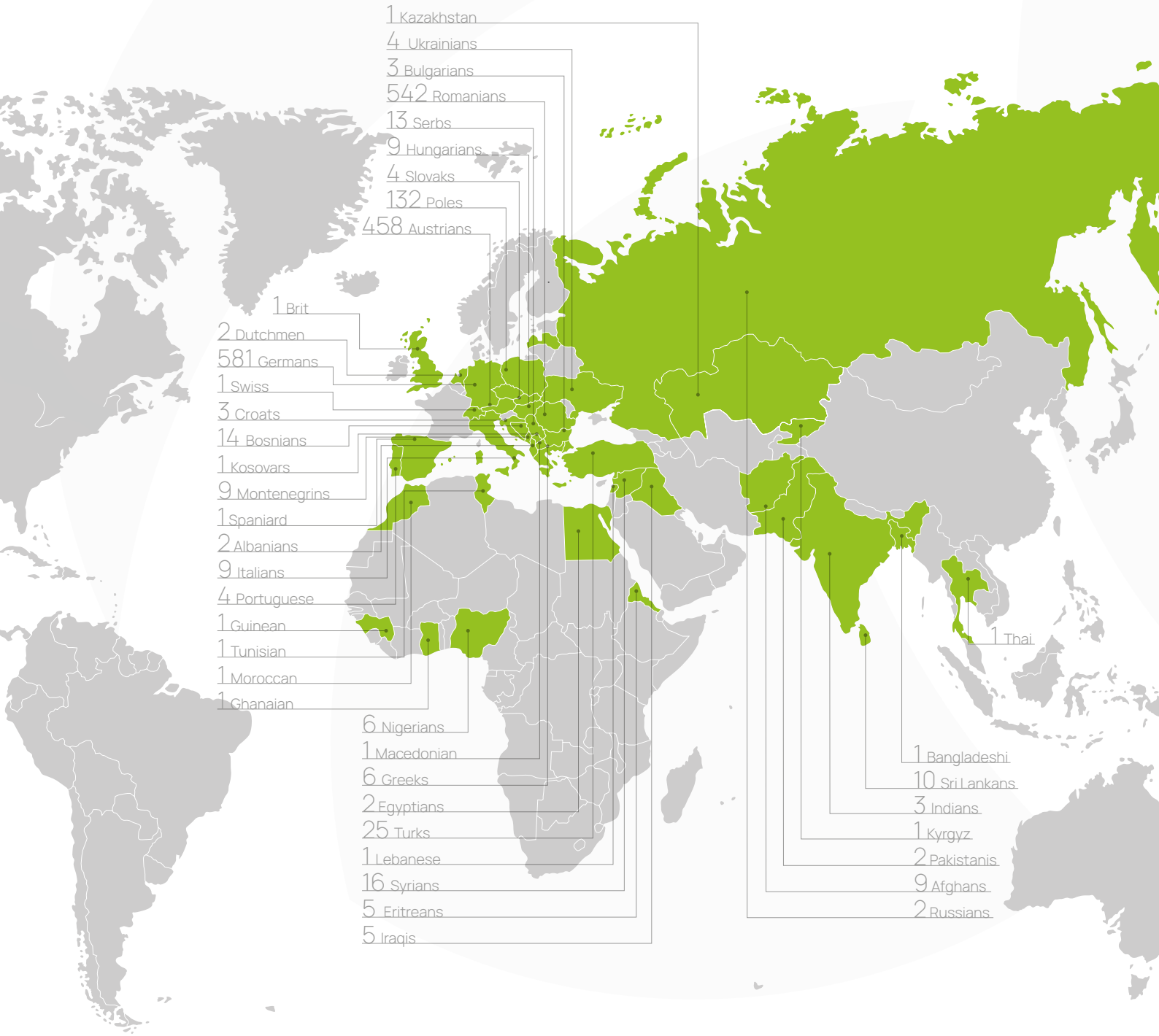
Healthy and satisfied employees

OUR APPROACH:

The key to sustainable corporate success is motivated, healthy and well-trained employees. By providing targeted support, we boost motivation and commitment, and help employees to develop the skills they need to remain competitive in their professional lives. In the digital age, the skills and competencies of our employees are becoming ever more important. Rapid knowledge acquisition and sustainable knowledge transfer offer significant advantages, both personally and professionally. GRI 3-3

HAI FAMILY INTERNATIONAL

Openness and internationality characterize our way of working and thinking. This is not only due to our international customers, but above all to our international, colorful HAI family. **Our team currently consists of 42 nationalities**. This diversity is a source of inspiration and dynamism in our company.



PRINCIPLES

Our HR strategy is geared towards meeting future personnel requirements in terms of both quality and quantity, and retaining employees in the company in the long term. It is based on the corporate goals approved by the Management Board. To this end, guidelines and instruments have been implemented in the HR department. These cover the entire employee lifecycle and include the following core elements: Employer Branding & Recruiting, Talent Management, Training & Learning, and Corporate Health Management. In addition, overarching fields of action have been defined: strategic HR planning, digitalisation and HR analytics.
To achieve these goals, we implemented a standardised human capital management system called "workday" for the entire HAI Group in 2024.

The Head of HR of the HAI Group reports to the CEO. From 2025, the Head of HR will report to the COO. The Works Council is responsible for representing employee concerns at the respective locations. It is represented by two representatives on the Supervisory Board of the HAI Group.

HAI consistently complies with the minimum notification periods for operational changes, the laws and regulations applicable in the respective countries and the provisions agreed in the collective labour agreements and the company agreements based on these.

At the Ranshofen site, a company agreement on short-time working was concluded for the employees of Holding und Extrusion GmbH, which came into force on 1 October 2024. This agreement will run until the end of 2025, if necessary. This has allowed us to react flexibly to economic challenges and at the same time secure the employment of our employees.

In the reporting period, there were no changes that were significant and relevant for notification that had a material impact on employees.

GRI 3-3 (2021), GRI 404-3, 402-1 (2016)

With our existing HR strategy, we are helping to increase our competitiveness.
The three key areas of the strategy are

- Talent management: identifying and developing internal talent to meet long-term requirements internally.
- Recruitment (finding and retaining the right employees): utilising innovative recruitment channels to increase employer attractiveness and establishing an onboarding process to integrate new employees.
- Digitalisation of HR processes: increasing the level of service and efficiency in HR by optimising existing HR processes.

GRI 404-2 (2016)

At HAI, we have committed to three corporate values that are the foundation of our cooperative approach: drive, trust and opportunity. We promote a culture of leadership and cooperation in line with these values, our HAI Code of Conduct and other applicable agreements.

We have updated our existing leadership training programme, the HAI Academy, to meet the new requirements. All of our managers are trained at the HAI Academy in accordance with our leadership and cooperation culture, which we defined and documented during the reporting period.

Numerous measures have helped to show how HAI is an attractive employer in each region. We regularly expand our wide range of social benefits and review these every year. For example, we have set up summer-holiday childcare in Ranshofen, and continue to support regional organisations. We are also strengthening our educational partnership with the Technical College (Höhere Technische Lehranstalt) in Braunau through sponsoring and mentoring. In Soest, there is a co-operation with the Hannah Arendt Comprehensive School in order to establish contact with pupils and potential future trainees at an early stage. The trainees also get involved every year as part of a "Social Day" and volunteer at various organisations. In Romania, we have been supporting an orphanage in the region for years and also offer young people the opportunity to complete an apprenticeship. There are also regular activities to support the community.

HAI was once again certified as a Top Employer Austria in 2024 for this integrated HR management.

GRI 3-3 (2021)

LOCATIONS

HAI Ranshofen

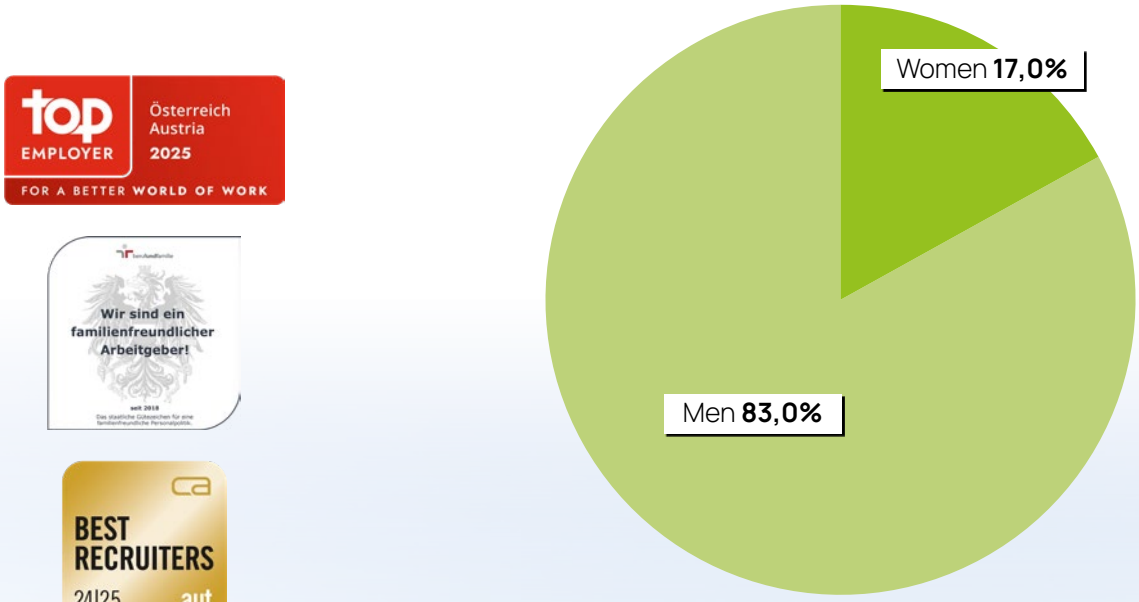
In the 2024 financial year, HAI employed an average of 702.0 people at the Ranshofen site (2023: 736.5). As of the 31 December 2024 reporting date, 663 people were employed, compared with 760 as of the 31 December 2023 reporting date. The annual average number of employees therefore fell compared with the previous year.

All employees had a permanent employment contract as at the reporting date. Almost 100 % of employees are covered by a collective labour agreement (the only exceptions are the two managing directors).

HAI Ranshofen is bound by the collective agreements for "Employees in the Metal Industry" and for "Austrian Employees in the Mining Industry".

Due to adjustments to the economic situation, critical employee turnover increased in the 2024 reporting year and amounted to 11.5 % in Ranshofen (31.12.2023: 7.9 %).

GRI 2-30



Total number of employees in Ranshofen in 2024

HAI RANSHOFEN

Total number of employees (As at 31.12./headcount)	2023	2024
Total	760	663
of which women	134	113
of which employees	105	90
of which blue-collar workers	29	23
of which men	626	550
of which employees	191	185
of which blue-collar workers	435	365
which non-binary	0	0
New Hires (As at 31.12./headcount)	**2023**	**2024**
Total	144	40
of which women	31	8
of which men	113	32
of which non-binary	0	0
< 30 years	62	19
30-50 years	74	19
> 50 years	8	2
Resignations (As at 31.12./headcount)	**2023**	**2024**
Total	75	109
of which women	13	11
of which men	62	98
of which non-binary	0	0

GRI 401-1

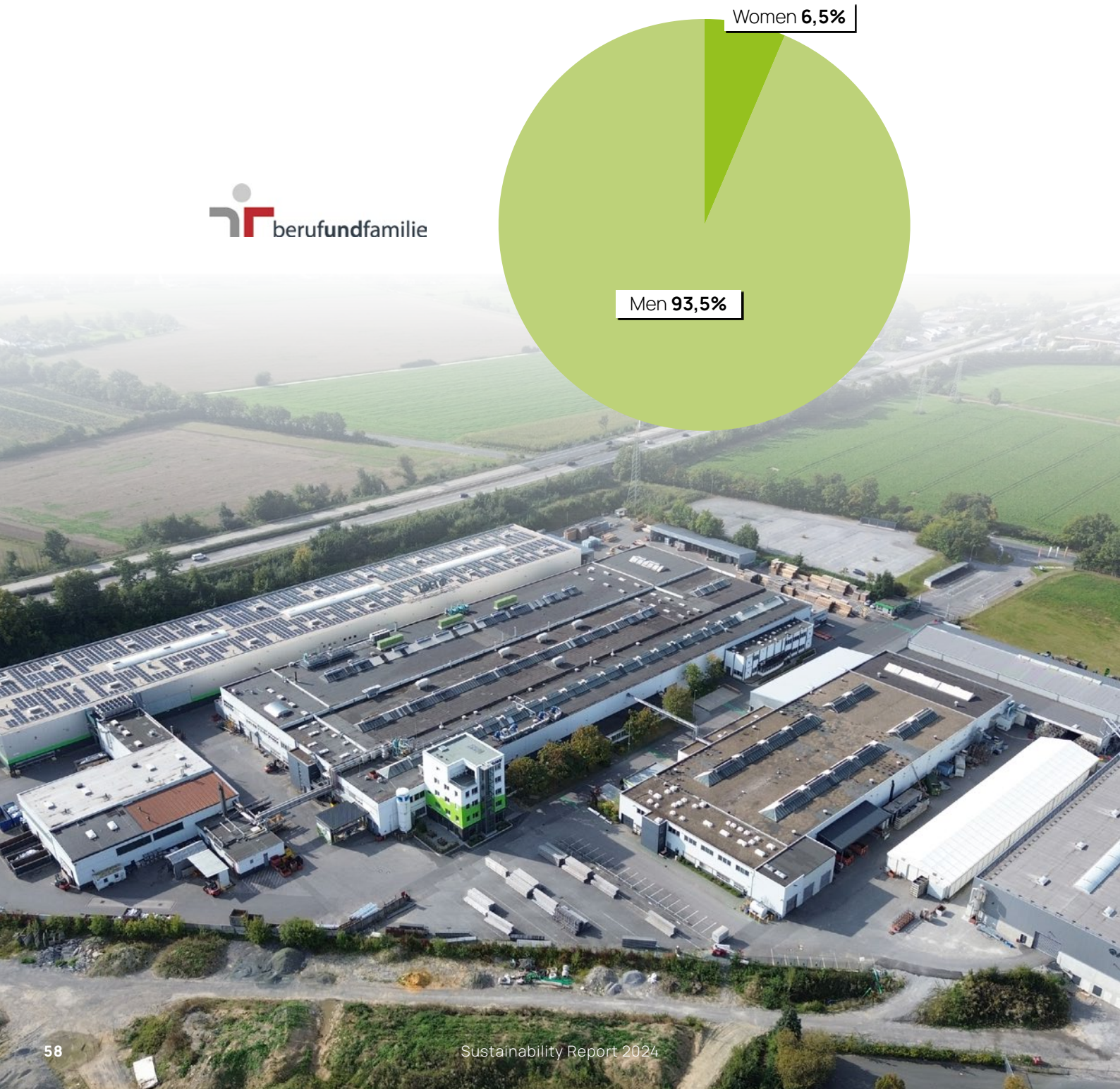
HAI Soest

In the 2024 reporting year, HAI employed an average of 463.2 people at the production site in Soest, Germany (2023: 450.3). At the end of the year on 31 December 2024, 461 people were employed (2023: 468).

Almost all HAI Soest employees are subject to the general collective agreement of the North Rhine-Westphalian metal and electrical industry. The only exceptions are the managing directors and non-tariff employees.

Employee turnover at our German location remained stable at 6.5% in 2024 (2023: 6.9%). These figures include all departures, excluding terminations of employment due to contract expiry or during the probationary period.

GRI 2-30



Total number of employees in Soest in 2024

HAI Soest

Total number of employees (As at 31.12./headcount)	2023	2024
Total	468	461
of which women	29	30
of which employees	26	27
of which blue-collar workers	3	3
of which men	439	431
of which employees	85	85
of which blue-collar workers	354	346
which non-binary	0	0
New Hires (As at 31.12./headcount)	**2023**	**2024**
Total	70	23
of which women	3	3
of which men	67	20
of which non-binary	0	0
< 30 years	30	16
30-50 years	38	7
> 50 years	2	0
Resignations (As at 31.12./headcount)	**2023**	**2024**
Total	26	26
of which women	0	2
of which men	26	24
of which non-binary	0	0

GRI 401-1

HAI Sântana

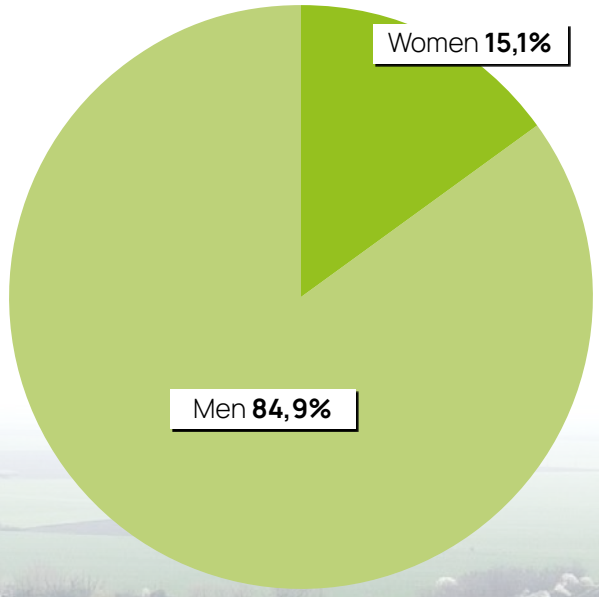
HAI Sântana employed an average of 161.0 people in 2024 (2023: 158.3). At the end of the 2024 reporting year, the number of employees stood at 159 (number of employees as at 31 December 2023: 152).

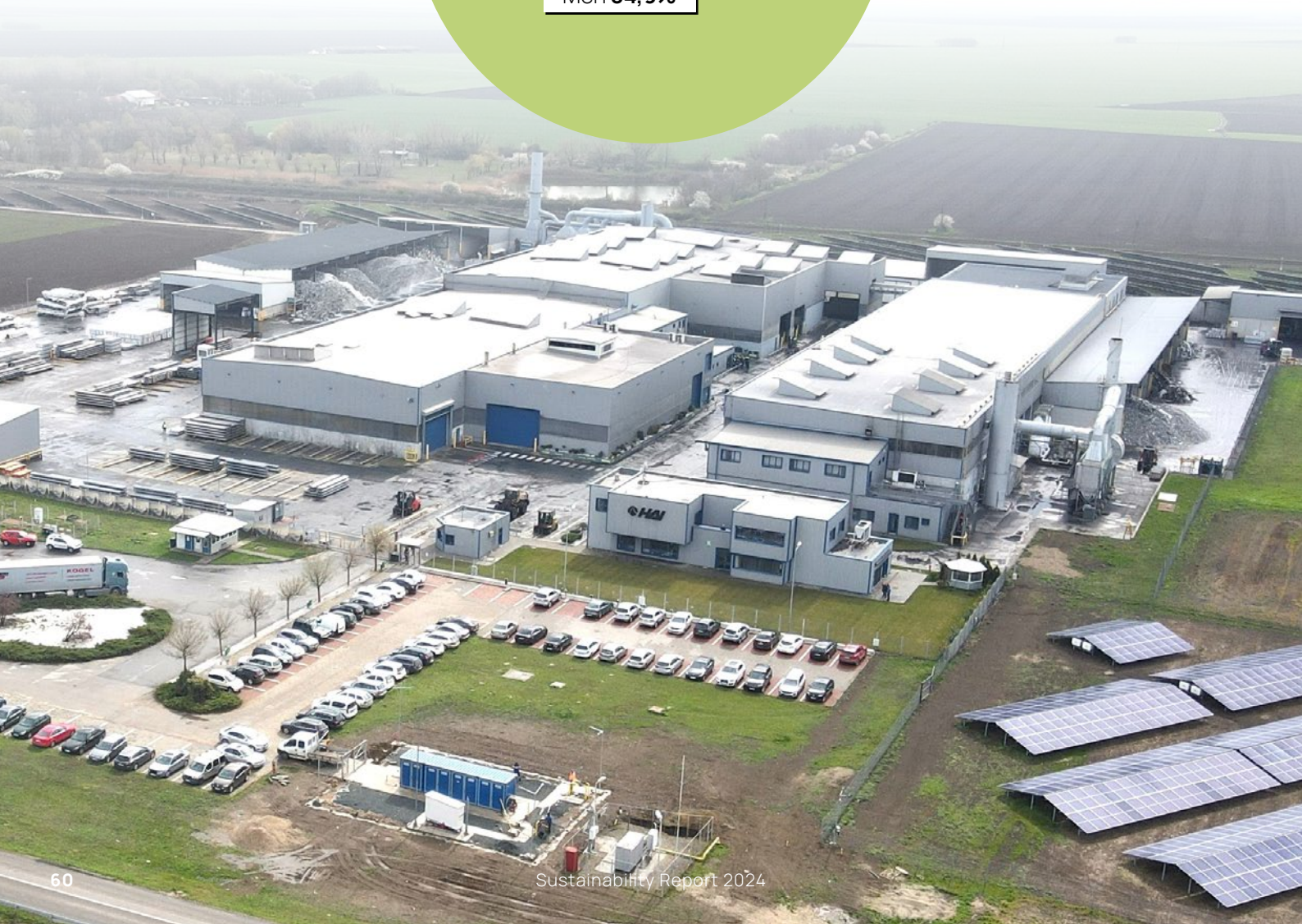
At our HAI site in Sântana, employees are covered by a collective agreement at divisional level with Hammerer Aluminium Industries Sântana S.R.L. The only exceptions are the managing directors.

At our location in Sântana, Romania, the employee turnover figures show a slight increase and stood at 6.2% (2023: 5.5%) in the reporting year 2024.

These figures include all departures, except those resulting from the expiry of a contract or during the probationary period.

GRI 2-30





Total number of employees in Sântana in 2024

HAI Sântana

Total number of employees (As at 31.12./headcount)	2023	2024
Total	152	159
of which women	17	24
of which employees	14	23
of which blue-collar workers	3	1
of which men	135	135
of which employees	8	7
of which blue-collar workers	127	128
which non-binary	0	0
New Hires (As at 31.12./headcount)	**2023**	**2024**
Total	30	32
of which women	8	1
of which men	22	31
of which non-binary	0	0
< 30 years	10	20
30-50 years	16	10
> 50 years	4	2
Resignations (As at 31.12./headcount)	**2023**	**2024**
Total	28	18
of which women	7	1
of which men	21	17
of which non-binary	0	0

GRI 401-1 (2016)

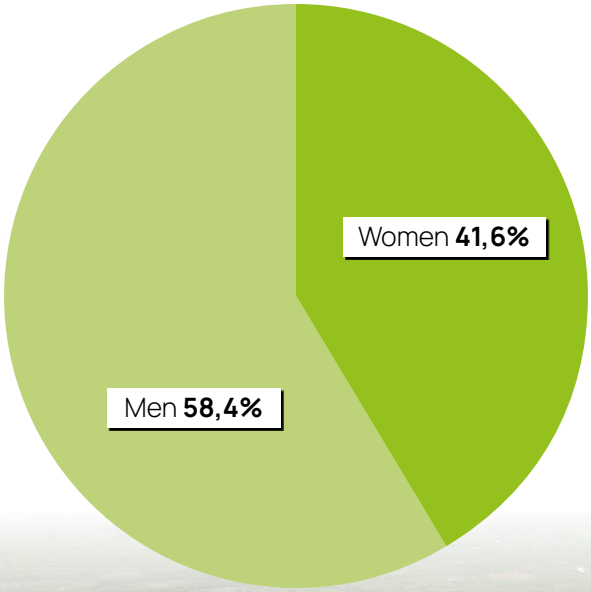
HAI Cris

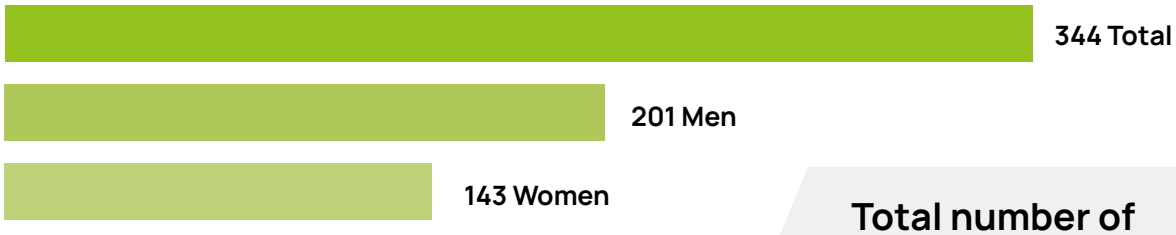
HAI Cris had an average of 364.0 employees in 2024 (2023: 360.0). At the end of the reporting year, the number of employees totalled 344 (2023: 354).

At our HAI site in Cris, employees are covered by a collective agreement at divisional level with Hammerer Aluminium Industries Cris S.R.L., with the only exception being the managing directors. The critical employee turnover rate in Cris stood at 6.2 % (as at 31 December 2023: 7.2 %).

These figures include all departures, except those resulting from the expiry of a contract or during the probationary period.

GRI 2-30





Total number of employees in Cris 2024

HAI Cris

Total number of employees (As at 31.12./headcount)	2023	2024
Total	354	344
of which women	141	143
of which employees	32	31
of which blue-collar workers	109	112
of which men	213	201
of which employees	46	35
of which blue-collar workers	167	166
which non-binary	0	0
New Hires (As at 31.12./headcount)	**2023**	**2024**
Total	43	51
of which women	17	14
of which men	26	37
of which non-binary	0	0
< 30 years	10	16
30-50 years	28	27
> 50 years	5	8
Resignations (As at 31.12./headcount)	**2023**	**2024**
Total	52	71
of which women	17	26
of which men	35	45
of which non-binary	0	0

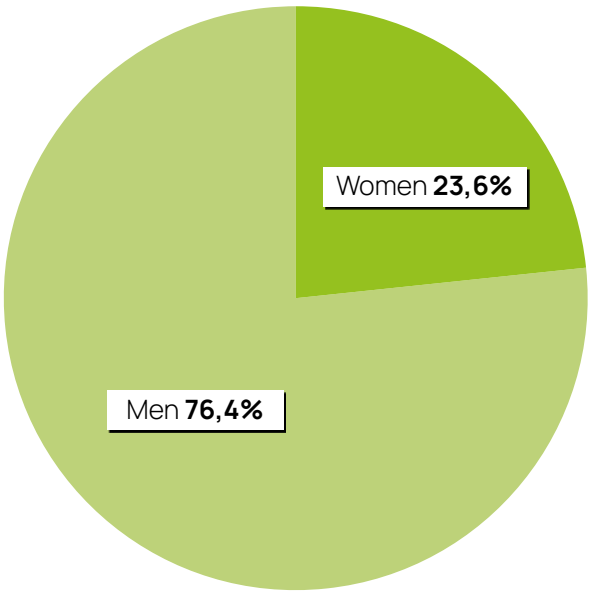
GRI 401-1 (2016)

Other locations

HAI employed an average of 303.3 people at our other locations in Germany and Poland in the 2024 reporting year (2023: 334.8). At the end of the reporting year (31 December 2024), a total of 267 people were employed (2023: 316).

We are not bound by collective labour agreements at the other locations.

GRI 2-30



Total number of employees other locations 2024

Other locations

Total number of employees (As at 31.12./headcount)	2023	2024
Total	-	267
of which women	-	63
of which employees	-	32
of which blue-collar workers	-	31
of which men	-	204
of which employees	-	43
of which blue-collar workers	-	161
which non-binary	-	0
New Hires (As at 31.12./headcount)	**2023**	**2024**
Total	-	31
of which women	-	3
of which men	-	28
of which non-binary	-	0
< 30 years	-	5
30-50 years	-	19
> 50 years	-	7
Resignations (As at 31.12./headcount)	**2023**	**2024**
Total	-	50
of which women	-	10
of which men	-	40
of which non-binary	-	0

GRI 401-1 (2016)

INNOVATIVE PERSONNEL MARKETING

Vacancies at HAI are filled in accordance with long-term strategic planning. Since 2016, we have been using the "Softgarden" application portal for the application process, because the number of applications has increased significantly due to the innovative expansion of personnel marketing and new recruitment channels. All applications are recorded centrally and managed via the application portal. Internal and external candidates can also see the current status of their application at any time.

In 2024, we were honoured once again with the 'Best Recruiters' Gold Award' in recognition of our transparent recruitment process.
Our managers regularly give lectures and presentations at various universities in Austria and Germany. This enables us to retain potential key employees at an early stage, as well as supporting graduates. We regularly collaborate with schools and universities, offering them the opportunity to visit our company and take part in guided tours. One example of this is our mobility project with the University of Salzburg, which provides students with practical insights into our work processes. We also organised a BGM presentation for HLW Braunau secondary school students to introduce them to our company's health and wellbeing initiatives. We support collaboration on final theses by offering students access to our resources and expertise. These collaborations promote the exchange of knowledge and experience, contributing to the education and development of the next generation.

HAI has a presence on the standard job portals and social media platforms. This strengthens our employer brand. Regular analysis of the indicators and evaluations on these platforms shows clearly positive results.

Attractive remuneration

Our remuneration system combines a competitive basic salary with extensive additional benefits. Our basic salary is based on the applicable collective agreements. In addition, we offer employees attractive overpayments in accordance with applicable company agreements. At almost all HAI locations, either collectively agreed remuneration regulations or remuneration systems agreed with the Works Councils in the form of a works agreement are applied. They also observe the legally guaranteed minimum wages of the respective labour markets and principles like equal pay. We do not differentiate between full-time, part-time or temporary employees when it comes to how remuneration is structured.

The bonus system for managers provides for performance-related remuneration based on financial company targets and individual performance. We attach great importance to making no distinction in the individual remuneration of men and women. We ensure compliance with existing HR processes and review compliance in annual audits. In addition, the HAI Group uses a function evaluation system to enable comparability between countries. This system guarantees non-discriminatory

determination of remuneration on the basis of functions in the respective local markets. As anchored in the Code of Conduct, the company is committed to maintaining an appreciative and unprejudiced working environment.

Employees also participate in HAI's corporate success through profit sharing. In addition, employees at HAI's Ranshofen site receive a dividend via a private employee foundation.
In addition to additional financial benefits, HAI offers numerous fringe benefits, including discounts at companies in the region, free swimming pool visits and sports programmes. These are available to both full-time and part-time employees. In Romania, we particularly support our employees with supplementary health insurance.

Our employees receive information about the benefits on the company's own communication platform, the HAI Connect app

GRI 2-19, 2-20, 3-3, 401-2

Management by Objectives

Personal development is based on constructive feedback. Our annual appraisal interviews are an important, well-established tool for both staff and company development. Active dialogue between managers and staff allow them to reflect on the past year and share feedback from both sides. They also identify any training needs, and agree on appropriate training and development steps.

Staff participation in annual appraisals is mandatory and the participation rate is 100%. Only staff who have good reason to be absent (e.g. they are on military/civilian service, maternity leave or parental leave) are exempt from this obligation. For new staff, the meeting is held during their induction within 6 weeks of joining the company..

GRI 404-3

DEVELOPMENT AND PROMOTION

We can only remain competitive and innovative if we succeed in attracting highly qualified employees and retaining them in our company. To achieve this goal, we have tailor-made programmes and support measures in place at all key stages of an individual's training and career path.

Vocational training

We train apprentices in various professions at our sites in Ranshofen and Soest. As at 31 December 2024, 24 HAI apprentices (31.12.2023: 28) were in training at our location in Ranshofen, 22 of them in technical and 2 in commercial apprenticeships. At the end of the reporting period, we had 35 HAI apprentices (31 December 2023: 31) in training at our location in Soest, 30 of whom were in technical apprenticeships and five in commercial apprenticeships. The Braunau Training Centre (ABZ) is our partner for technical vocational training at our site in Ranshofen. At our site in Soest, technical training takes place directly on site. For basic training, individual topics or exam preparation, trainees take part in seminars at the joint training workshop in Arnsberg.

In addition to the theoretical and practical training stages, we attach great importance to promoting social skills in line with our values. To this end, we offer our apprentices various seminars in cooperation with different providers. In Austria, we also offer apprentices the option of completing an apprenticeship with a school-leaving certificate. They also have the option of completing a dual study programme.

Training and further education

In order to meet the continuous learning and development needs of our employees, we have created digital learning concepts internally so that a hybrid approach is currently being pursued.

Training at the HAI Group utilises modern learning environments and up-to-date learning methods to support employees in their self-learning skills and prepare them for lifelong learning as part of their working life. One focus area is the provision of hybrid and blended learning scenarios.

In 2024, the following training hours were conducted at our locations. In Soest, only training courses that were required to acquire or maintain professional qualifications were held in the reporting year.

Average Hours of Training (2024)

	Ranshofen	Soest	Sântana	Cris	Other locations
Employees	21.4	3.3	25.4	45.9	2.7
Executives	6.5	4.4	4.2	19.0	38.5
Men	19.6	3.3	29.1	33.7	3.6
Women	30.1	3.8	7.7	63.0	2.6

Trainee programme

There is a trainee programme in place for junior staff with above-average university degrees in Germany and Austria. They are prepared for a career in the company through targeted rotation within the company, network meetings and concomitant training and mentoring.

GRI 404-1, 404-2

DIVERSITY MANAGEMENT

Fairness and respect are essential components of our corporate culture. This includes compliance with the standards defined in HAI's Code of Conduct. We reject any kind of discrimination, in particular on the basis of age, gender, skin colour, sexual orientation, origin, religion or disability. All employees are informed about the guidelines and compliance with this special policy by means of e-learning.

We are guided by the UN Charta and the European Convention on Human Rights. All employees can report any suspicion of unequal treatment to the Compliance Officer. No cases of discrimination were reported during the reporting year.

For more details on the composition of our workforce, please refer to the section "Personnel structure of the HAI Group" from page 81.

GRI 405-1, 406-1

Gender

As at the reporting date of 31 December 2024, the proportion of women at our locations was 17.0 % in Ranshofen, 6.5 % in Soest, 15.1 % in Sântana, 41.6 % in Cris and 23.6 % at our other locations. Our aim is to increase this proportion in the long term, which is why the corresponding key figures have been included in the HR department's reporting.

We are aware of our responsibility in terms of balancing work and family life and offer our employees a variety of part-time models, as well as flexible working hours. In addition, attractive employment models are available to employees after parental leave and part-time parental leave. This commitment has been recognised with the "Career and Family" certificate for the Ranshofen and Soest sites.

Generations

Contrary to general demographic trends, the average age of our workforce has fallen slightly. This is because we have increased our workforce at all locations since 2019, and have stepped up training.

Nevertheless, it can be assumed that the average age at HAI will rise in the coming years until many employees of the so-called "baby boomer" generation leave the company due to reaching retirement age.

Generational diversity within the company will continue to increase due to a higher retirement age and longer working lives. We see this change as an opportunity and are adapting the framework conditions accordingly. Our generation management focuses on measures that promote the health and performance of younger and older employees alike, as well as cooperation between the generations.

Focal points of our generation management

- By setting up low-impact workplaces, we create the conditions for retaining older employees in the long term.
- With new technologies, such as support from lifting devices, the physical demands at workstations in the production areas can be further reduced in future.
- Targeted training makes employees aware of the demographic challenges (HAI Academy).
- A structured knowledge transfer programme ensures that in-depth knowledge is transferred from long-serving employees to new colleagues

OCCUPATIONAL HEALTH AND SAFETY

The HAI Group is aware of the particular importance of environmental protection, health and safety in the workplace and takes all appropriate precautions to ensure the safety of all employees. Equally important is minimising risks that may arise for employees in connection with all activities associated with the production of extruded, machined and surface-treated aluminium profiles, machined/welded aluminium components, thermally insulated aluminium composite profiles, as well as billets and ingots made from recycled aluminium scrap. Our company is continuously working on improvements in occupational health and safety. We achieve this by using the best available technologies, preventing pollution and reducing risks to employees and others who may be affected. Furthermore, we are constantly improving our processes and activities in compliance with laws and regulations.

Management system for health and safety in the workplace

Our sites in Ranshofen, Soest, Sântana and Cris are all ISO 45001 certified to ensure the safety of our employees. As part of this, risks are continuously identified and evaluated, and improvement measures and controls are implemented. All staff at the Ranshofen and Soest sites, including temporary staff, are covered by these measures.

Temporary workers are treated like our own employees and receive the same initial and safety trainings as permanent employees. At HAI Components Poland, general health and safety trainings for contract employees and external companies providing services on site is also carried out in accordance with internal procedures.

Thanks to the implementation of the requirements of the occupational health and safety management system, HAI had not recorded a single fatal accident or occupational illness by the end of 2024.

GRI 403-1, 403-8, 403-10

Health and safety policy, targets, KPIs

HAI Group's health and safety policy is based on the following five pillars:

- **Risk assessment:** identification and evaluation of potential hazards in the workplace
- **Preventive measures:** implementation of measures to prevent accidents and illnesses (personal protective equipment, training, compliance with safety regulations)
- **Emergency plans:** development of plans for dealing with emergencies, including evacuation of buildings and first aid (including annual drills).
- **Monitoring and review:** regular review of safety measures and procedures to ensure they are effective and updated as new risks are identified (monthly safety audits by department heads).
- **Employee involvement:** involvement of employees in health and safety policy (health and safety committee meeting, company suggestion database, improvement suggestions, safety representatives, safety specialist)

In addition, the HAI Group has a Group guideline that is available on the company intranet and is posted in all HAI locations as an HSE guideline. This policy sets out health and safety objectives and key performance indicators (KPIs) that reflect the main current risks within the health and safety framework, the current operating environment at HAI and the achievement of key objectives. As a result, audits and safety monitoring have led to a broader understanding and availability of risk assessments. Similarly, understanding of the need for hazard identification, appropriate controls, monitoring, consultation and training to reduce the risk of injury, illness and other losses, including the risk of loss of service delivery, has increased. As a result, further progress was made during the year in completing and reviewing risk assessments for common workplace hazards.

GRI 403-7

Workplace assessment and dealing with accidents

A risk assessment is carried out for each workplace using the point evaluation method, in which all hazards are listed and evaluated. The extent of the risk and the probability of the outcome are also considered. The result is used to determine whether further measures are necessary. If so, these are implemented with the help of the STOP principle, which describes the principles of risk prevention.

If hazardous substances are identified during the workplace evaluation, employees are required to wear personal protective equipment and receive training on how to handle these substances. The greatest danger during the reporting period is the risk of being pulled in by moving machine parts. As an example, a parking space was defined at the profile outlet and the outlet rollers were removed so that the danger zone is no longer accessible.

In addition, the HAI sites receive occupational health care. Every employee is given an initial examination by an occupational physician as part of the recruitment process, and follow-up examinations are carried out for aluminium dust and noise. The occupational physician also carries out inspections, checks on working materials, health protection monitoring and maternity protection evaluations. Employees have the option of contacting the occupational physician by email or attending the weekly consultation hours

The health and safety team manages the HAI incident reporting system, which is used by all HAI sites. Safety incidents and near misses of any kind, as well as incidents with environmental consequences, can be reported here. In addition, employees with safety concerns can also contact the company's safety officers, who inform the responsible safety specialist. The 5-Why method is used to determine the cause of accidents at work In **Ranshofen**, the occupational health and safety committee meets three times a year, in which the safety expert, management, works council, occupational medicine, plant management, divisional management, department management and safety representatives are represented.

The **Soest** production site plans a monthly occupational safety committee meeting. A total of eight meetings were held in 2024. In **Sântana**, the occupational safety committee meets four times a year. The results are submitted to the local labour institute as required by law. At **HAI Components Poland**, meetings on occupational health and safety are held every two months, meaning that six meetings were held in 2024.

The aim of reporting is to ensure an appropriate and proportionate investigation that leads to the implementation of effective controls and monitoring to prevent recurrence. A high reporting rate is evidence of a positive reporting culture.

To this end, we pursue the "ICEBERG NUMBER" programme (near misses), which is designed to motivate employees to report accidents. The programme focuses on specific results in terms of discipline in the workplace and employee participation in HSE campaigns.

The most common type of injury for both permanent and temporary employees is hand injuries. A detailed list of accidents at work, days and hours lost and hours worked can be found in the annex on page 85.

GRI 403-2, 403-3, 403-4, 403-9, 403-10

Health and safety training

All HAI employees and temporary workers are trained on all safety rules. Initial workplace training before starting work includes workplace hazards, including

- Safety instructions
- Personal protective equipment
- Prohibitions/restrictions
- Protective devices
- Generally applicable safety rules
- Emergency facilities and waste disposal
- Work equipment
- Behaviour in an emergency and much more.

Through our HAI School, we offer all our employees a variety of health and safety courses. Since the introduction of the HAI training programme, the e-learning offering has grown steadily and has grown into an annual health and safety training programme at all sites with particular focus on the following six protocols: LOTO/LTV programme, contractor programme, working at height, confined spaces, mobile equipment and machine guarding.

GRI 403-5

Health-promoting measures

HAI sees healthy and satisfied employees as a prerequisite for economic success. Accordingly, HAI offers its employees extensive health benefits for both physical and mental health. These include weekly sports courses (e.g. back fitness), smoking cessation programmes, discounts with various fitness providers, health tips and challenges, massages and physiotherapy as well as in-house gyms at several locations.

At the **Riftec** and **ASP** sites, employees are also offered company bike leasing and the Jobbike programme. At **HAI Components Poland**, employees benefit from private medical care, discounted group insurance and a company social fund to support recreational and cultural activities.
Free seminars on topics such as stress management, resilience and positive psychology are offered at several locations to maintain good mental health. In Ranshofen, employees also have access to the Mavie portal and in **Soest** to coaching and personal counselling services.

GRI 403-6

Management commitment

With respect to health, safety and environmental protection, HAI's management is committed to ensuring the following through the Environment, Energy, Health & Safety Management Policy:

- Compliance with legal environmental requirements and environmental protection regulations and those requirements relating to health and safety in the workplace that are relevant to the organisation's activities
- Prevention of environmental pollution
- Prevention of injuries and occupational illnesses
- Continuous improvement of environmental performance and occupational health, as well as safety performance by conducting ongoing monitoring of these aspects
- Ongoing assessment of environmental performance and occupational health and safety performance based on defined objectives and targets
- Ensuring a working environment that protects employees' health, improves their standard of living, and makes them proud to work for this company.

Part 5

Transparency and Corporate Ethics

OUR APPROACH:

Our commitment to transparency and ethics is reflected in our daily actions and is firmly anchored in our corporate culture. We are convinced that open communication, transparent processes and responsible behaviour towards our stakeholders are crucial to ensure long-term success. That is why we also demand this from our partners.

PRINCIPLES OF RESPONSIBLE CORPORATE BEHAVIOUR

Ethical principles and regulatory requirements are of the utmost importance to the HAI Group.

Compliance with all legal regulations and voluntary obligations forms the framework for all HAI actions, to which management and employees are committed. Our suppliers must also adhere to the Supplier Code of Conduct; third parties such as customers are also obliged to comply with its principles in the context of a business relationship.

To ensure compliance with legal regulations, structures and processes are in place to minimise the risk of violations by the company or individual stakeholders, and to encourage lawful behaviour.

The HAI Group has issued a Code of Conduct to promote fair, ethical and lawful behaviour towards our employees, colleagues, customers and suppliers.

GRI 2-23, 2-24

Code of Conduct - HAI FAIRNESS of the HAI Group for employees

Our values form the basis of our daily work and behaviour towards our colleagues, customers, suppliers, business partners, government institutions, and all other individuals involved in our activities. The Code of Conduct provides a foundation and framework to help us make fair, responsible and respectful decisions.

Code of Conduct - HAI FAIRNESS for suppliers

The Supplier Code of Conduct outlines our beliefs and values. The HAI Group is committed to internationally recognised principles of ethical and lawful business practices, as well as the responsible and sustainable production and procurement of goods and services. We have therefore implemented a systematic approach to applying this code to our business partners in the supply chain, including suppliers, contractors, consultants, and agents.

Both codes of conduct can be downloaded from the website's Downloadcentre.

Modern Slavery Statement

The HAI Group has taken measures and is planning further measures to prevent modern slavery and human trafficking within the company and in the supply chain. Modern slavery includes labour exploitation, child or forced labour, debt bondage and ensuring non-discrimination and occupational safety. The corporate values of trust, opportunity and dynamism form the basis for all decisions. Business partners must comply with the standards of the International Labour Organisation (ILO). A whistleblower system and a code of conduct (HAI FAIRNESS of the HAI Group and HAI FAIRNESS for suppliers) support the implementation of these measures.

No complaints were received during the reporting period.

The Modern Slavery Statement can be downloaded from Downloadcentre on the website.

Supply Chain Policy

The principles that underpin our supply chain are set out in our Supply Chain Policy.

This policy statement demonstrates the HAI Group's commitment to respecting human rights, avoiding the financing of conflict, and complying with all relevant UN resolutions, regulations, and laws. We are also committed to using our influence to prevent abuse by third parties,

which is why we conduct risk-based due diligence throughout the supply chain. All business partners must recognise our Code of Conduct. If we receive any information, whether internal or external, suggesting that a human rights violation has occurred or that our Code of Conduct is being disregarded by business partners, we will initiate an investigation. If the investigations confirm the suspicions, we take action and suspend the orders.

With this in mind, we are implementing the OECD's five-step framework for promoting responsible supply chains for minerals from conflict-affected and high-risk areas.

CSR Policy

The HAI Group is committed to the social responsibility of sustainable management and has introduced corresponding guidelines on environmental, energy, health and safety management as well as corporate social responsibility.

The HAI Group is aware of the importance of environmental protection, energy saving and health and safety in the workplace and takes measures to avoid environmental pollution and reduce risks for employees.

Energy efficiency is an important aspect of our activities. By utilising the best available technologies and avoiding environmental pollution, we strive for continuous improvement in the areas of environmental protection, energy efficiency, health and safety in the workplace. Our aim is to create awareness for environmental protection and energy saving among all our employees.

The HAI Group recognises the importance of corporate social responsibility and respects freedom, democracy and human rights as key principles of its business activities. HAI supports the United Nations Universal Declaration of Human Rights and the International Labour Organization (ILO) Tripartite Declaration of Principles concerning Multinational Enterprises as well as the OECD Guidelines for Multinational Enterprises. The company's main mission is to provide people with goods while being competitive. HAI is committed to the principle of sustainability.

Sustainability is achieved by establishing an acceptable balance between the economic requirements of the company and the justified expectations of all those involved in its success (stakeholders). An open and constructive dialogue is thus conducted with all relevant stakeholders.

GRI 2-23

Communication of our principles & ethics training

Our principles are regularly communicated via intranet messages.

At regular intervals, all employees must complete mandatory training courses on corporate ethics and compliance with legal provisions. In addition, the Compliance Team for the HAI Group supports and advises employees on compliance with all legally applicable provisions.

GRI 2-23, 2-26

Whistleblowing

All employees and business partners are encouraged to point out circumstances that suggest a violation of laws or internal guidelines and can report these at ethics@hai-aluminium.com.

There is also a whistleblowing system on the HAI website. This system serves as a preventative function. Equal treatment of all complaints is ensured throughout the entire process. Reports can be submitted anonymously. A small team from the Compliance department processes the reports in a protected environment. A corresponding process has been developed in the event that grievances or unlawful actions are identified.
There were no complaints or reports of violations in the 2024 reporting period.

GRI 2-25

Contributions to political parties and related institutions

No financial or in-kind contributions were made to governments, political parties, politicians or related organisations during the reporting period.

GRI 415-1 (2016)

Compliance with laws and regulations

In the 2024 reporting period, no fines or non-monetary sanctions were imposed for non-compliance with environmental laws or regulations or for serious violations of other applicable laws or regulations.

GRI 2-23, 2-27

MANAGEMENT STRUCTURE AND COMPOSITION

The Supervisory Board, which has five members, acts as the supreme controlling and supervisory body. Three members were elected to the Supervisory Board by the Annual General Meeting, while two further members were delegated to the Supervisory Board as employee representatives. The Supervisory Board itself elects a Chair and a Deputy Chair.

All members appointed to the Supervisory Board are not members of the HAI Group's management and are not managers in the organisation.

Persons proposed for the Supervisory Board must have extensive knowledge and practical experience in the areas of management, finance and accounting in line with the company's requirements.

In addition, the avoidance of conflicts of interest within and outside the organisation is an important criterion for selecting suitable candidates.

The members of the Supervisory Board are

- Jürgen Hammerer,
  Chairman of the Supervisory Board
- Carl van Gils,
  Deputy Chairman of the Supervisory Board
- Simone Hammerer,
  Member of the Supervisory Board
- Markus Stelzhammer,
  Member of the Supervisory Board
- Friedrich Maislinger,
  Member of the Supervisory Board

The Supervisory Board for Hammerer Aluminium Industries Holding in its current form was appointed on 13 No-

vember 2017 and reappointed on 1 January 2022. Both owner and employee interests are represented on the Supervisory Board. The Supervisory Board is also involved in all strategic decisions. This ensures that the organisation is geared towards long-term positive development, both economically and in terms of the environment and employees. The Supervisory Board works closely with the Management Board.

The Group is headed by the CEO, COO, CFO and the managing directors of the subsidiaries, who report to the CEO. In principle, the managing directors are entitled to attend Supervisory Board meetings, unless the Supervisory Board decides otherwise for good reason.

The CFO is responsible for coordinating the entire financial management of the HAI Group, including legal and purchasing.

The COO of the HAI Group is responsible for overall sustainability. The sustainability department in the holding company is responsible for the strategic direction and coordination of this topic and reports directly to the COO. Environmental officers at each location are responsible for the operational implementation of environmental agendas. The HAI Group publishes an annual sustainability report.

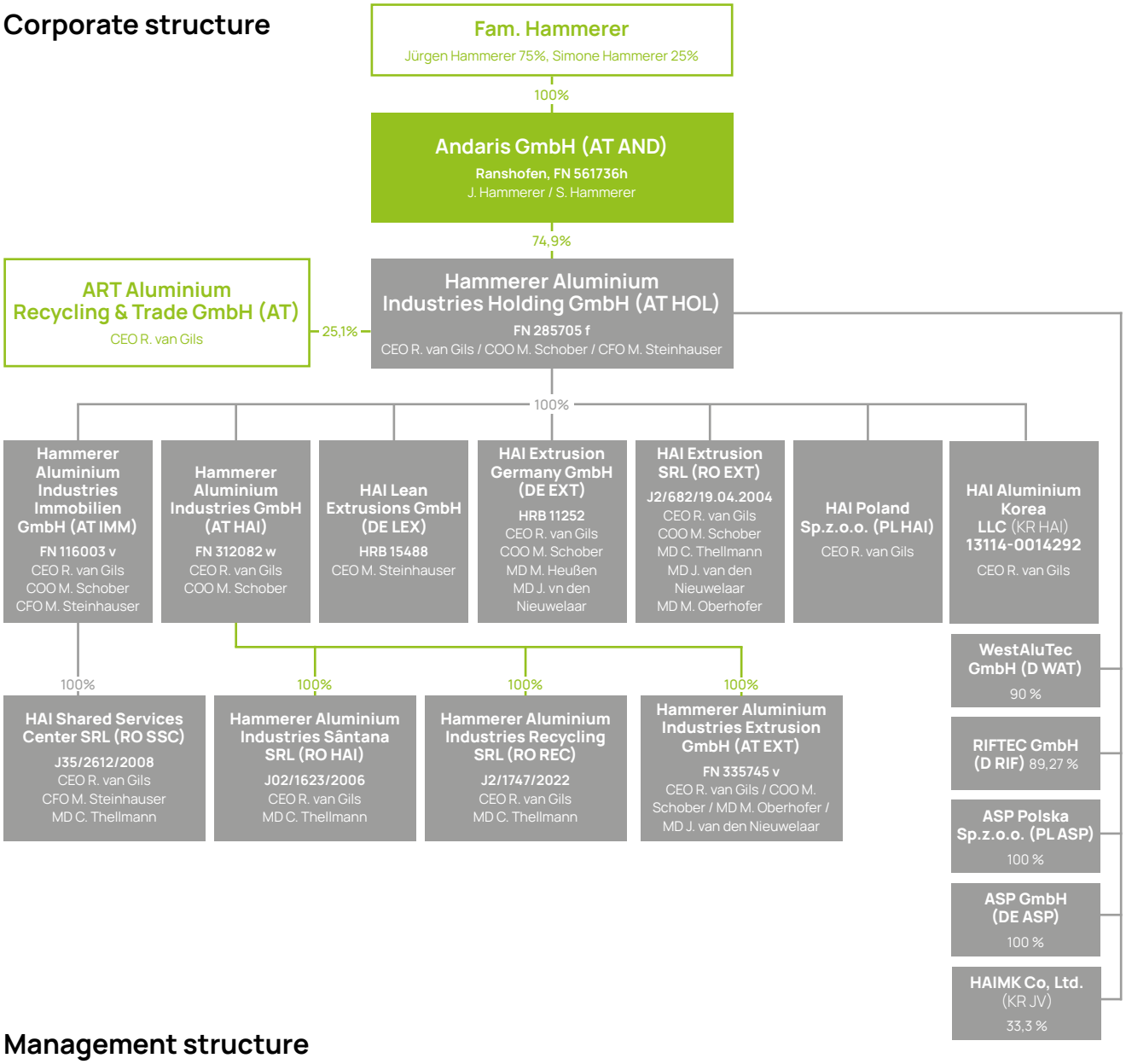
At Supervisory Board meetings, the HAI Management Board reports on current trends and regulatory developments in sustainability, as well as on the company's sustainability strategy, its implementation, and its progress. This ensures that the Supervisory Board always has an overview of the company's contribution to sustainable development. The Supervisory Board then discusses and reviews the results. The Supervisory Board meets on a quarterly basis.
Critical issues are reported to the Supervisory Board on an ad hoc basis.

No critical issues were reported to the Supervisory Board during the reporting period.

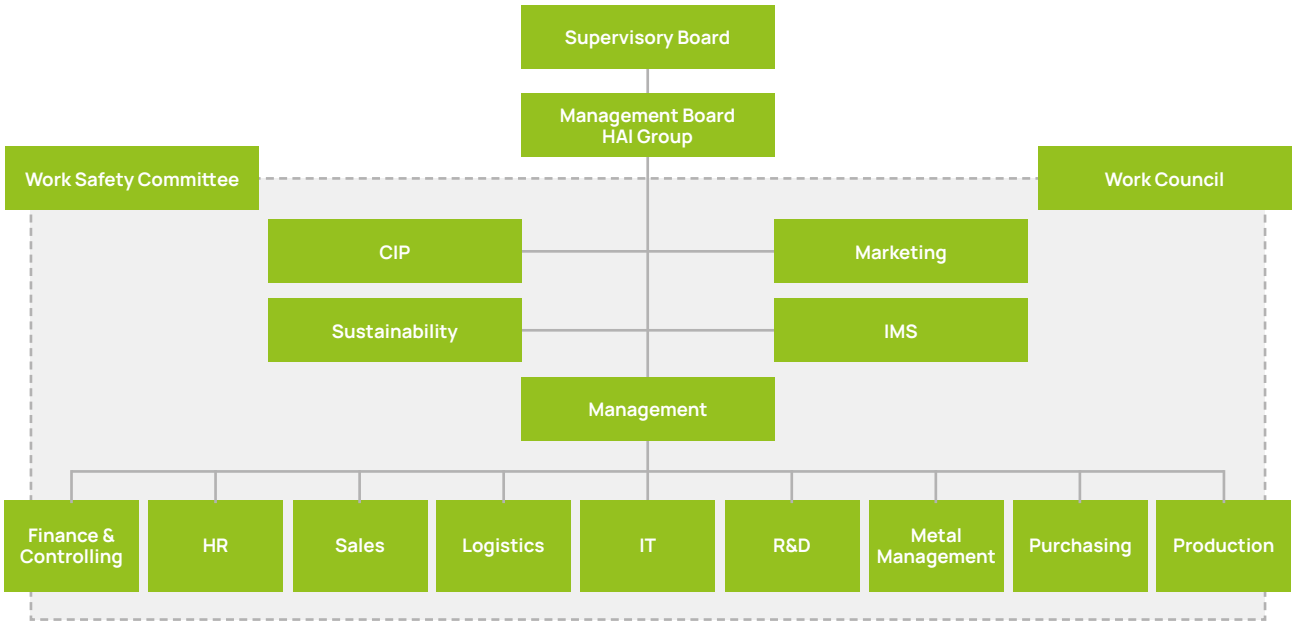
The organisation has established procedures to assess the performance of the highest governance body in monitoring the organisation's impact on the economy, the environment, and people. These assessments are carried out regularly to ensure the effectiveness of the monitoring processes.
The HAI Group is privately owned.

GRI 2-9, 2-10, 2-11, 2-12, 2-13, 2-14, 2-15, 2-16, 2-17, 2-18

Corporate structure



Management structure



GRI 2-9

ANNEX

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PERSONNEL STRUCTURE OF THE HAI GROUP

HAI Ranshofen as at 31/12	2023	2024
Blue-Collar workers		55,2%
of which women	5,5%	4,9%
of which men	94,5%	95,1%
of which non-binary	0,0%	0,0%
Employees	39,1%	41,2%
of which women	35,7%	32,2%
of which men	64,3%	67,8%
of which non-binary	0,0%	0,0%
Apprentices	3,7%	3,6%
of which women	21,4%	29,2%
of which men	78,6%	70,8%
of which non-binary	0,0%	0,0%
Executives	13,6%	15,2%
of which women	8,7%	8,9%
of which men	91,3%	91,1%
of which non-binary	0,0%	0,0%
Proportion of Persons with Disabilities	2,2%	2,4%

HAI Soest as at 31/12	2023	2024
Blue-Collar workers	70,7%	69,2%
of which women	0,6%	0,6%
of which men	99,4%	99,4%
of which non-binary	0,0%	0,0%
Employees	22,6%	23,2%
of which women	23,6%	25,2%
of which men	76,4%	74,8%
of which non-binary	0,0%	0,0%
Apprentices	6,6%	7,6%
of which women	6,5%	2,9%
of which men	93,5%	97,1%
of which non-binary	0,0%	0,0%
Executives	6,4%	6,1%
of which women	10,0%	7,1%
of which men	90,0%	92,9%
of which non-binary	0,0%	0,0%
Proportion of Persons with Disabilities	3,2%	4,6%

HAI Sântana as at 31/12	2023	2024
Blue-Collar workers	85,9%	80,5%
of which women	2,7%	0,8%
of which men	97,3%	99,2%
of which non-binary	0,0%	0,0%
Employees	14,1%	19,5%
of which women	55,6%	74,2%

of which men	44,4%	25,8%
of which non-binary	0,0%	0,0%
Apprentices	0,0%	0,0%
of which women	0,0%	0,0%
of which men	0,0%	0,0%
of which non-binary	0,0%	0,0%
Executives	10,9%	8,8%
of which women	14,3%	50,0%
of which men	85,7%	50,0%
of which non-binary	0,0%	0,0%
Proportion of Persons with Disabilities	0,0%	0,0%

HAI Cris as at 31/12	2023	2024
Blue-Collar workers	78,0%	80,8%
of which women	39,5%	40,3%
of which men	60,5%	59,7%
of which non-binary	0,0%	0,0%
Employees	22,0%	19,2%
of which women	41,0%	47,0%
of which men	59,0%	53,0%
of which non-binary	0,0%	0,0%
Apprentices	0,0%	0,0%
of which women	0,0%	0,0%
of which men	0,0%	0,0%
of which non-binary	0,0%	0,0%
Executives	6,5%	6,1%
of which women	17,4%	38,1%
of which men	82,6%	61,9%
of which non-binary	0,0%	0,0%
Proportion of Persons with Disabilities	0,0%	0,0%

HAI other locations as at 31/12	2023	2024
Blue-Collar workers		71,9%
of which women		16,1%
of which men		83,9%
of which non-binary		0,0%
Employees		28,1%
of which women		42,7%
of which men		57,3%
of which non-binary		0,0%
Apprentices		0,0%
of which women		0,0%
of which men		0,0%
of which non-binary		0,0%
Executives		7,1%
of which women		21,1%
of which men		78,9%
of which non-binary		0,0%
Proportion of Persons with Disabilities		2,6%

Diversity of employees (as at 31.12.2024)					
	Ranshofen	Soest	Sântana	Cris	Other
Women	17,6%	6,2%	10,2%	39,8%	23,6%
< 30 years	38,8%	13,8%	23,1%	11,3%	14,3%
30-50 years	50,0%	51,7%	46,2%	70,2%	66,7%
> 50 years	11,2%	34,5%	30,8%	18,4%	19,0%
Men	82,4%	93,8%	89,8%	60,2%	76,4%
< 30 years	21,4%	25,7%	17,4%	14,6%	19,6%
30-50 years	57,3%	43,1%	62,6%	61,5%	48,5%
> 50 years	21,2%	31,2%	20,0%	23,9%	31,9%
With migration background*	30,9%	9,5%	0,6%	0,3%	20,6%
of which women	9,8%	2,3%	0,0%	0,0%	0,0%
of which men	90,2%	97,7%	100,0%	100,0%	20,6%
of which non-binary	0,0%	0,0%	0,0%	0,0%	0,0%
With impairment	2,2%	3,2%	0,0%	0,0%	2,6%
of which women	5,9%	6,7%	0,0%	0,0%	85,7%
of which men	94,1%	93,3%	0,0%	0,0%	14,3%
of which non-binary	0,0%	0,0%	0,0%	0,0%	0,0%

*Citizenship other than the country of the company site

GRI 405-1

Structure of the Supervisory Bodies* (as at 31/12/2024)					
	Ranshofen	Soest	Sântana	Cris	Other
Women	14,9%	12,5%	26,3%	37,5%	33,3%
Men	85,1%	87,5%	73,7%	62,5%	66,7%
Non-binary	0,0%	0,0%	0,0%	0,0%	0,0%

*Supervisory Bodies are: works council, supervisory board, occupational safety specialist or committee

GRI 405-1

Parental leave (2024)					
	Ranshofen	Soest	Sântana	Cris	Other
Entitlement to parental leave	100%	100%	100%	100%	100%
Parental leave taken	18	5	6	5	8
of which women	13	4	2	2	1
of which men	5	1	4	3	7
of which non-binary	0	0	0	0	0

GRI 401-3

Employment Contracts Split (as at 31/12/2024)					
	Ranshofen	Soest	Sântana	Cris	Other
Permanent employees	662	369	154	344	236
of which women	112	24	24	143	49
of which men	550	345	130	201	187
of which non-binary	0	0	0	0	0
Temporary employees	1	92	5	0	31
of which women	0	86	5	0	17
of which men	1	6	0	0	14
of which non-binary	0	0	0	0	0
Full-time employee	432	456	154	342	255
of which women	30	26	20	142	55
of which men	402	430	134	200	200
of which non-binary	0	0	0	0	0
Part-time employees	231	5	5	2	11
of which women	83	4	4	1	7
of which men	148	1	1	1	4
of which non-binary	0	0	0	0	0
Marginally employed persons	4	1	3	1	1
of which women	3	0	3	0	1
of which men	1	1	0	0	0
of which non-binary	0	0	0	0	0
Leased workers	5,2	0	0	0	0

GRI 2-7, 2-8

Data on accidents at work

HAI Ranshofen	2024
Accidents at work	15
> 3 days	5
≤ 3 days	10
Days lost due to accidents at work	197
> 3 days	184
≤ 3 days	13
Hours lost due to accidents at work	1.517
> 3 days	1.417
≤ 3 days	100
Total hours worked	938.590
TRIR	
LTIR	
Accident rate at the end of the year [%]	0,72
Iceberg number [%]	97,00
Measures implemented per safety incident	2,10
Days lost per person	0,28

HAI Soest	2024
Accidents at work	19
> 3 days	9
≤ 3 days	10
Days lost due to accidents at work	271
> 3 days	254
≤ 3 days	17
Hours lost due to accidents at work	1.965
> 3 days	1.842
≤ 3 days	123
Total hours worked	572.741
TRIR	33,17
LTIR	15,71
Accident rate at the end of the year [%]	1,93
Iceberg number [%]	91,00
Measures implemented per safety incident	2,00
Days lost per person	0,58

HAI Sântana	2024
Accidents at work	2
> 3 days	2
≤ 3 days	0
Days lost due to accidents at work	34
> 3 days	34
≤ 3 days	0
Hours lost due to accidents at work	272
> 3 days	272
≤ 3 days	0
Total hours worked	270.804
TRIR	7,39
LTIR	7,39
Accident rate at the end of the year [%]	1,13

Iceberg number [%]	0,00
Measures implemented per safety incident	2,00
Days lost per person	0,19

HAI Cris	2024
Accidents at work	1
> 3 days	1
≤ 3 days	0
Days lost due to accidents at work	35
> 3 days	35
≤ 3 days	0
Hours lost due to accidents at work	281
> 3 days	281
≤ 3 days	0
Total hours worked	653.115
TRIR	1,53
LTIR	1,53
Accident rate at the end of the year [%]	0,28
Iceberg number [%]	100,00
Measures implemented per safety incident	1,90
Days lost per person	0,10

Other locations	2024
Accidents at work	13
> 3 days	8
≤ 3 days	5
Days lost due to accidents at work	210
> 3 days	181
≤ 3 days	29
Hours lost due to accidents at work	1598
> 3 days	1366
≤ 3 days	232
Total hours worked	475.425
TRIR	27,34
LTIR	16,83

implemented per safety incident or days lost per person are collected at the other locations.

Notes on the key figures in the area of occupational accidents:
The Total Recordable Incident Rate (TRIR) per million hours worked is calculated by dividing the total number of accidents by the number of hours worked, then multiplying the result by 1,000,000.
The Lost Time Injury Rate (LTIR) per million hours worked is calculated by dividing the total number of reportable accidents (>3 days), including fatal accidents, by the number of hours worked, then multiplying by 1,000,000.
The annual accident rate is calculated by dividing the number of reportable accidents by the number of employees, and then dividing this result by 100.
The 'iceberg number' is the total number of safety incidents, including near misses, and is calculated by dividing the number of reportable accidents by the total number of safety incidents.
Days lost per person are calculated by dividing the total number of days lost due to accidents at work by the number of employees.

Hammerer *Aluminium Industries*