Sustainability Report 2025

Expect more!

Hammerer Aluminium Industries

Imprint

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Sustainability at
Hammerer Aluminium Industries

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FOREWORD BY THE MANAGEMENT BOARD

For Hammerer Aluminium Industries (HAI), sustainability is far more than just a buzzword—it is deeply rooted in our corporate philosophy and shapes our daily actions. As a family-run business, we take responsibility: for economic success as well as for the environment, society, and future generations.

Our goal is to continuously improve the sustainability of our aluminium products through ongoing innovation. With efficient recycling processes, the use of primary aluminium from certified sources, and the exclusive use of green electricity, we make a significant contribution to reducing emissions. Our long-term goal remains unchanged: climate neutrality by 2050.

Our employees are a central element of our sustainability strategy. They form the foundation of our success. That is why we prioritize safe working conditions, comprehensive health measures, and a wide range of opportunities for professional and personal development.

We will continue to invest consistently in forward-looking technologies and strong partnerships to drive the strategic development of the HAI Group in a sustainable manner.

The year 2025 was marked by consolidation. Following a phase of intensive investment and growth, the focus was on stabilizing processes, leveraging synergies, and optimizing the utilization of newly created capacities. The planned restructuring measures were fully completed and thus form an essential foundation for the company's future direction. We are deliberately retaining all employees and are committed to continuity, competence, and collective strength.

In addition, the joint venture with LS Cable & System in South Korea was further advanced. In May 2025, HAI opened a 13,800 m² state-of-the-art production facility in Gumi equipped with a fully automated 60-MN extrusion line. HAI Materials Korea will use this facility to produce highly complex aluminium components for the South Korean market in the future.

With the completion of the consolidation phase, we are once again clearly focusing on innovation and strategic development. New products and orders, as well as technological progress, are intended to help us consistently capitalize on emerging market opportunities and sustainably strengthen and expand our position.

We look ahead with confidence, yet remain aware of the challenging economic conditions—marked by geopolitical uncertainties, volatile markets, rising costs, and an overall subdued economy. It is precisely in this environment that we see an opportunity to further develop our strengths in a targeted manner and to consistently pursue our strategic direction.

With determination and a sense of responsibility, we will contribute to a sustainable and resilient future. We extend our special thanks to all employees, customers, partners, and all other stakeholders for their trust and support.

Rob C. J. van Gils
CEO HAI Group

Markus Schober
COO HAI Group

OVERVIEW OF THE HAI GROUP

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

Inspired by the diverse properties of aluminium, we develop end-to-end solutions that are optimally tailored to our customers' needs. Our goal is to build long-term relationships through personal engagement, the highest level of reliability, and collaborative partnerships on equal footing. Short decision-making processes, flexibility, and a solution-oriented approach enable us to respond quickly and precisely to individual requirements.

As a technology leader, we continuously improve our expertise and are among the few providers of a fully integrated production chain—from recycling and casting through extrusion to further processing. With a high degree of innovation and rapid implementation, we make a significant contribution to our customers' success—today and in the future.

A key goal of the HAI Group is to enhance the sustainability of aluminium products through continuous innovation. This not only makes aluminium even more efficient and environmentally friendly in existing applications but also opens up new possibilities for its use.

In 2025, HAI employs approximately 1,800 people. The company was founded in 2007, is headquartered in Ranshofen, Upper Austria, and operates seven additional locations in Germany, Romania, Poland, and South Korea. Our success story combines the dynamism of a young company with the experience of a long-established business. Despite our strong growth, we have remained true to our roots as a family-owned company—characterized by reliability and a spirit of partnership.

Our end-to-end aluminium solutions cover the entire process chain: from recycling to high-tech aluminium profiles to finished components. The HAI Aluminium Cycle encompasses strategic metal procurement, sorting and processing, melting or refining, as well as casting, extrusion, and further processing.

A recycling rate as high as HAI's is only possible through comprehensive material knowledge, a wide variety of processed scrap types, perfectly coordinated production processes, and our employees' many years of scrap expertise. That is why HAI has been investing for years in state-of-the-art plant technology, efficient furnace systems, advanced waste management, and innovative scrap processing.

With the alloy variants SustainAl 2.0 and SustainAl 4.0, we offer products with a CO_2 footprint that is significantly below the European average—providing customers with a simple and transparent way to reduce emissions.

With our Casting, Extrusion, and Processing divisions, we offer a broad product portfolio. We support our customers from research and development through prototype construction, production, and further processing to precise delivery of the highest quality.

In two of Europe's most modern foundries, we manufacture extrusion billets, rolling slabs, and casting alloys. With our locations in Austria and Romania, we respond flexibly to specific market requirements. Our strengths lie in the diversity of our alloys, close collaboration with our customers, and the rapid implementation of custom specialty products.

We produce high-quality aluminium solutions that are in high demand, particularly in mechanical engineering. A key focus is on materials with high electrical conductivity used in current-carrying systems. Typical applications include lighting systems, cable ducts, and housings for electronic components. In doing so, we place great emphasis on attractive, decorative surface finishes.

In the mobility sector, HAI offers solutions for a wide range of requirements—from battery housings for electric vehicles to components for passenger cars, commercial vehicles, and rail vehicles. The company supports projects from prototype development through to series production and covers both existing product lines and new developments.

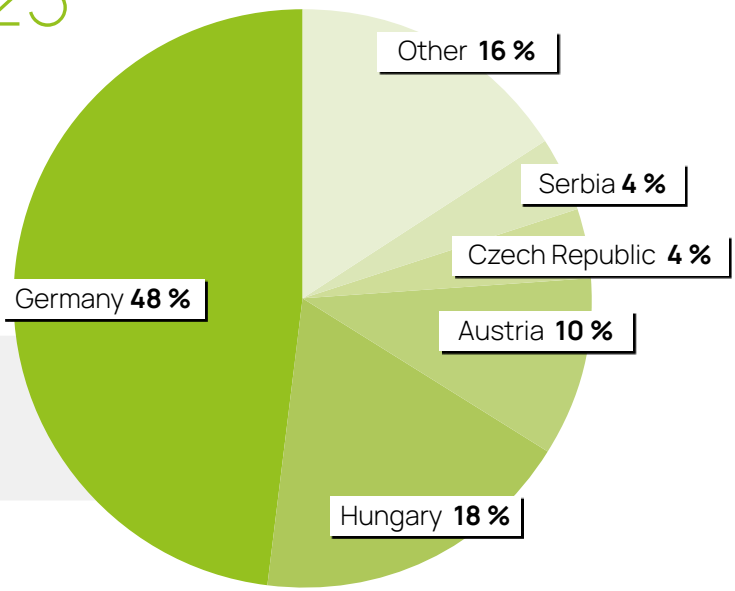
Another key business area is the construction industry. Thanks to a wide range of extruded profiles, we can meet a variety of requirements and offer a versatile product portfolio for the construction sector.

For industrial applications, we collaborate with our customers to develop custom aluminium profiles that are optimally tailored to specific areas of use—down to the smallest niche.

GRI 2-1, 2-6

KEY FIGURES 2025

In 2025, HAI generated revenue of EUR 833 million, with approximately 1,800 employees from 43 countries.



Group revenue by country in %

Consolidated revenue of the HAI Group

AWARDS 2025

In 2025, Hammerer Aluminium Industries was recognized for its strong performance in sustainability and responsible corporate governance. The following ratings underscore our ongoing commitment to the environment, quality, and supply chain management.

EcoVadis Rating 2025

In 2025, Hammerer Aluminium Industries Holding was awarded EcoVadis silver status.

CDP Rating 2025

In the reporting year, Hammerer Aluminium Industries Holding was once again rated by CDP: HAI achieved a B rating in both the Climate Change and Water Security Assessments, and an A rating in the Supplier Engagement Assessment, reflecting our strong supplier management.

STATEMENT ON THE 2025 SUSTAINABILITY REPORT

Basis for the Preparation of the Sustainability Report

Sustainability is a core and future-oriented topic for the HAI Group. Therefore, we inform our stakeholders about our goals, measures, and progress regarding sustainable corporate development through our Sustainability Report, which has been published annually since 2019.

This Sustainability Report covers the period from January 1 to December 31, 2025 (2025 reporting period), which corresponds to the period of the financial report. The prior-year figures for 2024 are used for comparison purposes.

The report was prepared in accordance with the standards of the Global Reporting Initiative (GRI). References to the respective GRI standard disclosures can be found on pages 89-91.

Scope of the Report

The information in this sustainability report covers all fully consolidated companies as per the consolidated financial statements. Thus, the following are included: the corporate headquarters in Ranshofen, Austria; the Romanian sites, including the foundry in Sântana and the extrusion plant in Criș; the German sites, including the extrusion plant in Soest, WestAluTec GmbH (WAT) in Sprockhövel, and RIFTEC GmbH in Geesthacht; and HAI Components Poland in Głogów. The figures for WestAluTec GmbH, RIFTEC Gmbh, and HAI Components Poland are summarized under "Other Locations."

The German ASP GmbH, which was closed during the reporting year, was removed from the scope of consolidation; due to its purely engineering-related activities, this has no impact on energy and CO_2 reporting.

In some cases, figures from the consolidated financial statements were used.

External Audit

The collection and calculation of our greenhouse gas emissions, as well as the energy and CO_2 data, were audited by an independent external body. The external validation confirms the traceability of the methods used, the reliability of the data set, and compliance with recognized reporting standards.

If you have any questions regarding the content of this report or sustainability management at HAI, please feel free to 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 major company in the Innviertel region, a leading recycler, and through its core business—the production of semi-finished aluminium products—HAI bears a significant responsibility toward a wide range of stakeholders. To identify areas for improvement, it is essential for us to identify stakeholders and understand their concerns and needs. That is why we maintain an ongoing dialogue with the various stakeholder groups.

To take the concerns and expectations of these groups into account, we engage in continuous and open communication. To this end, we use a wide variety of dialogue formats: face-to-face discussions at local, national, and international levels; participation in committees and associations; topic-specific stakeholder events—including those held at the plant; as well as webinars, participation in trade fairs and conferences, and communication via social media.

In addition to the sustainability report, we provide ongoing updates on HAI's activities through press releases and publications in regional and trade media.

Employees also have access to the internal HAI Connect app, which offers them a platform for exchange and feedback. Furthermore, our employees are regularly surveyed regarding their satisfaction. As part of its management system procedures, the HAI Group identifies the relevant stakeholder groups once a year.

The focus is on the direct or indirect impacts of these stakeholder groups on all processes at HAI, as well as their effects on the company's economic, environmental, and social aspects. Using this three-aspect approach, HAI can view itself from a broader perspective and also assess its impacts on stakeholder groups and the surrounding environment.

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

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

Stakeholder AT/GER/RO	Reason for Inclusion	Internal/ External	Needs and Expectations
Company shareholders	• Secures resources • Defines the business vision	Internal	• Profit realization • Securing the company's development • Securing the equity ratio
Management	• Resource allocation • Responsibilities in corporate management • Business strategy	Internal	• Sustainable development • Achieving goals • Safe environment • Customer satisfaction
Employees	• Implementing responsibilities in management decisions	Internal	• Timely and reliable compensation • Job security • Attractive work environment • Personal development
Labor authority	• Legal requirement	External	• Compliance with legal requirements • Specific reports and controls

Metal management	• Procurement of raw materials	Internal	• On-time delivery • Efficient warehouse operations
Environmental agency	• Waste management	External	• Identifying legal requirements • Compliance with legal regulations
Certification body	• Obtaining and maintaining certificates of conformity	External	• Compliance with standard requirements
Municipalities	• Impact on activities conducted	External	• No negative impact on the local environment • Participation in social initiatives (being a good citizen) • Initiatives for the benefit of the community • Support for land development
Transport service providers	• Responsibilities for deliveries and incoming raw materials	External	• Timely loading and unloading • Efficient transport routes
Works council (RO) Trade unions (AT, DE)	• Works council constitution • Collective bargaining agreement	Internal Internal	• Changes to the agreement • Annual negotiations
Federal Ministry of Agriculture, Forestry, Environment, and Water Management	• Legal requirements	External	• Compliance with legal requirements
Tax authorities	• Legal requirements	Extern	• Accurate and timely reports • Compliance with legal requirements
Auditing firm	• Self-assessment • Audit office	External	• Ensuring that shareholders' capital is issued in accordance with the guidelines
Banks	• Business strategy	External	• Monthly reports, information on business performance
Insurance companies	• Business strategy	External	• Monthly reports
Customers	• Foundation of our company	External	• High-quality products according to specifications • On-time delivery
Suppliers	• Foundation of our company	External	• Timely payments • Competitive prices • Delivery options • Supply chain security
AMAG	• Proximity and legal responsibilities regarding the environment, health, and safety	External	• Recognizing Legal Requirements • Compliance with legal requirements • No negative impact on the local environment
Environment	• Proximity and legal responsibilities regarding the environment, health, and safety	External	• No negative impact on the local environment

GRI 2-29

DETERMINATION OF MATERIALITY

The HAI Group's first materiality assessment was conducted in collaboration with stakeholder groups as part of the 2019 Sustainability Report. This assessment is updated annually, taking into account feedback from our numerous interactions with stakeholders. The company identified, evaluated, and prioritized assorted topics. The material topics were then divided into four broad categories. 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 significant responsibility. Therefore, we are actively committed to protecting the environment. We continuously optimize our energy consumption, utilize renewable energy sources, promote the circular economy through high recycling rates, and employ innovative technologies to minimize our environmental footprint. Further information starting on page 22.

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 workplace that fosters growth and satisfaction. At the same time, we are continuously working to make our workplaces even safer and offer various programs to protect the health of our employees and the environment. Further information starting on page 56.

Sustainable Stakeholder Relationships

We take responsibility for our supply chains by sourcing input materials from sustainable production. We collaborate closely with our suppliers and partners to reduce environmental impacts throughout the entire value chain. We require our partners to adhere to ethical standards, including environmentally friendly production practices and fair working conditions. Further information starting on page 48.

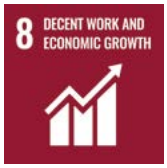
Transparency and Corporate Ethics

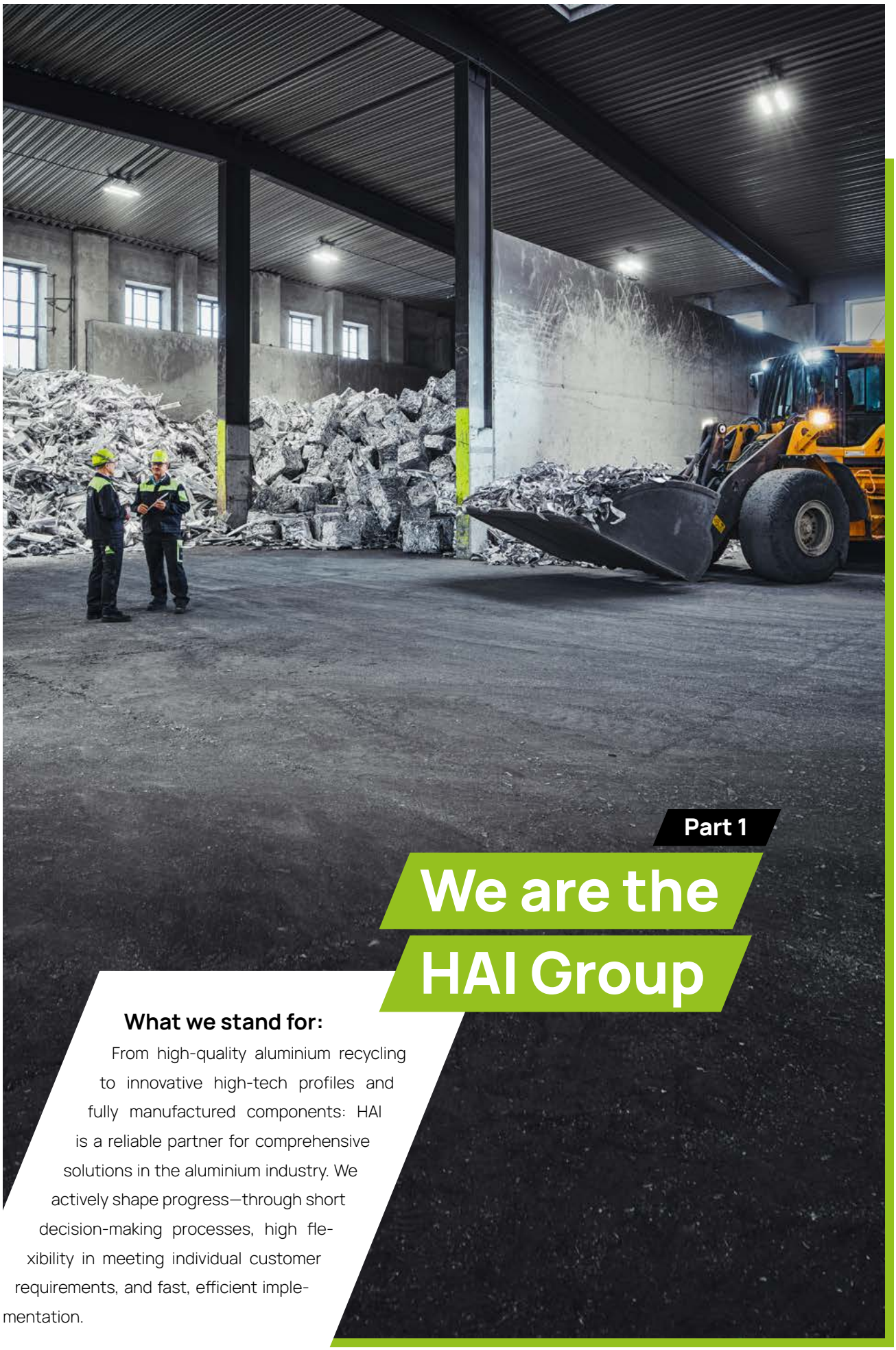
We place great value on transparency and ethical conduct in all our business activities. The HAI Group has clear principles regarding business practices. Through our Codes of Conduct, Anti-Corruption Policies, and other guidelines, we promote these values and principles to strengthen the trust of our stakeholders and make a positive contribution to society. Further information starting on page 78.

GRI 3-2 (2021)

CONTRIBUTION TO THE SUSTAINABLE DEVELOPMENT GOALS (SDGS)

HAI is committed to the United Nations' 17 Sustainable Development Goals (SDGs). These goals form the framework for socially, environmentally, and economically sustainable development worldwide. HAI has integrated the SDGs into its corporate strategy and is taking targeted measures to support the achievement of global sustainability goals and create a better future for future generations.

SDG	Description	Measures
	Ensure healthy lives and promote well-being for all at all ages.	Wellness programs for the physical and mental health of all employees. Details on page 75.
	Ensure inclusive, equitable, and high-quality education and promote lifelong learning opportunities for all.	Training and continuing education programs for employees focused on lifelong learning and professional development and aimed at attracting qualified specialists and young talent. Details on page 71.
	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, engagement in the local community, local supply chains, sustainable procurement, Code of Conduct, co-operation with trade unions, HSE management, CIP.
	Build resilient infrastructure, promote inclusive and sustainable industrialization, 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 build infrastructure for the circular economy. Details starting on page 22.
	Ensure sustainable consumption and production patterns.	Promoting the circular economy, using a high proportion of recycled aluminium, implementing measures to reduce waste and close loops. Details starting on page 26.
	Take immediate action to combat climate change and its impacts.	Consistent green energy strategy, high proportion of recycled material to reduce CO_2 emissions, long product lifespans, implementation of the best available technologies to advance decarbonization, procurement of low-carbon materials.
	Promote peaceful and inclusive societies for sustainable development, ensure access to justice for all, and build effective, accountable, and inclusive institutions at all levels.	HAI is committed to ethical business conduct as the foundation of responsible corporate governance, to the protection of human rights, and to the promotion of peace and stability. We regularly review our suppliers' compliance with our Code of Conduct and consistently exclude partnerships in conflict and high-risk areas.



Part 1

We are the HAI Group

What we stand for:

From high-quality aluminium recycling to innovative high-tech profiles and fully manufactured components: HAI is a reliable partner for comprehensive solutions in the aluminium industry. We actively shape progress—through short decision-making processes, high flexibility in meeting individual customer requirements, and fast, efficient implementation.

COMPANY HISTORY

HAI looks back on a remarkable success story. It combines the dynamics and innovative spirit of a young enterprise with the experience of a traditional company. This makes HAI a global player with strong regional roots.

2007 **HAMMERER ALUMINIUM INDUSTRIES IS FOUNDED**
HAI takes over the extrusion and casting operations at the Ranshofen site.

2009 **HAI SÂNTANA S.R.L**
The Romanian site begins operations with a new foundry.

2011 **EXPANSION AT THE RANSHOFEN SITE**
The production hall (Processing II), built in 2010, goes into operation.

2013 **RIFTEC GMBH**
RIFTEC GmbH, based in Geesthacht (Germany) and a pioneer in friction stir welding, becomes part of the HAI Group.

2014 **LEAN EXTRUSIONS**
The 50/50 joint venture with Lean Extrusions (Germany) enables the production of ultra-light aluminium bright profiles (< 40 g / running metre).

2015 **HAI EXTRUSION GERMANY GMBH**
HAI takes over a new extrusion plant in Soest, Germany.

2017 **WESTALUTEC GMBH**
WestAluTec GmbH, specialized in the surface treatment of aluminium, is founded.

2017 **HAI CELEBRATES 10 YEARS OF SUCCESS!**

2018 **NEW COMPANY BUILDING FOR RIFTEC GMBH**
A new company building is being constructed at the Geesthacht site.

2019 **NEW PRODUCTION FACILITY IN RANSHOFEN**
A 4,000 m² fully automated production hall is going into operation.

2020 **HAI EXTRUSION S.R.L.**
HAI acquires the Hydro site in Chișineu-Criș, Romania.

2020 **ASP GMBH**
HAI acquires a majority stake in ASP GmbH, a specialist in stretch bending and contract machining.

2021 **EXPANSION OF HAI SÂNTANA S.R.L.**
A second casting facility is put into operation.

2021 **HAI EXTRUSION S.R.L.**
A new 12,000 m² facility is being built in Criș, and the number of extrusion lines is being expanded from 2 to 4.

2022 **HAI SÂNTANA S.R.L.**
HAI is commissioning a third melting furnace for recycled material at the Sântana site.

2022 **HAI CELEBRATES 15 YEARS OF SUCCESSFUL BUSINESS HISTORY.**

2023 **HAI MATERIALS KOREA**
HAI enters a joint venture with the South Korean company LS C&S to produce high-strength aluminium products.

2024 **CAPACITY EXPANSIONS**
In Ranshofen, a 60 MN extrusion line and a 14,000 m² logistics centre are being constructed. In Criș, an automated 40 MN extrusion line is being installed in a new 25,000 m² hall. In Soest, a 2,600 m² production hall and a new administrative building are also being developed.

2025 **HAI MATERIALS KOREA**
With the opening of the new production site, a 13,800 m² manufacturing hall is being established, equipped with a fully automated extrusion line.

YOUR PARTNER FOR A SUSTAINABLE FUTURE!

VISION AND MISSION

VISION

The most sustainable provider of aluminium solutions for the transport, construction, and industrial sectors

We want to be recognised by our customers as the most sustainable provider of high-quality aluminium products from our end-to-end value chain.

MISSION

HAI-end aluminium solutions for sustainable performance

We focus on a trusting partnership with our customers and joint, long-term development. This means that we quickly launch innovative solutions, produce technologically sophisticated products with the highest quality standards and always deliver them in a reliable way. In doing so, we take into account the issues of occupational safety, environmental protection and sustainability and harmonise everything effectively - for the benefit of all stakeholders.

CORPORATE VALUES

Our corporate values form the foundation of our daily actions. They shape our corporate culture by providing clear guidance for responsible behaviour, constructive collaboration, and long-term sustainable development.

TRUST

Mutual trust is the basis of our cooperation.

A WEALTH OF OPPORTUNITIES

HAI supports 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

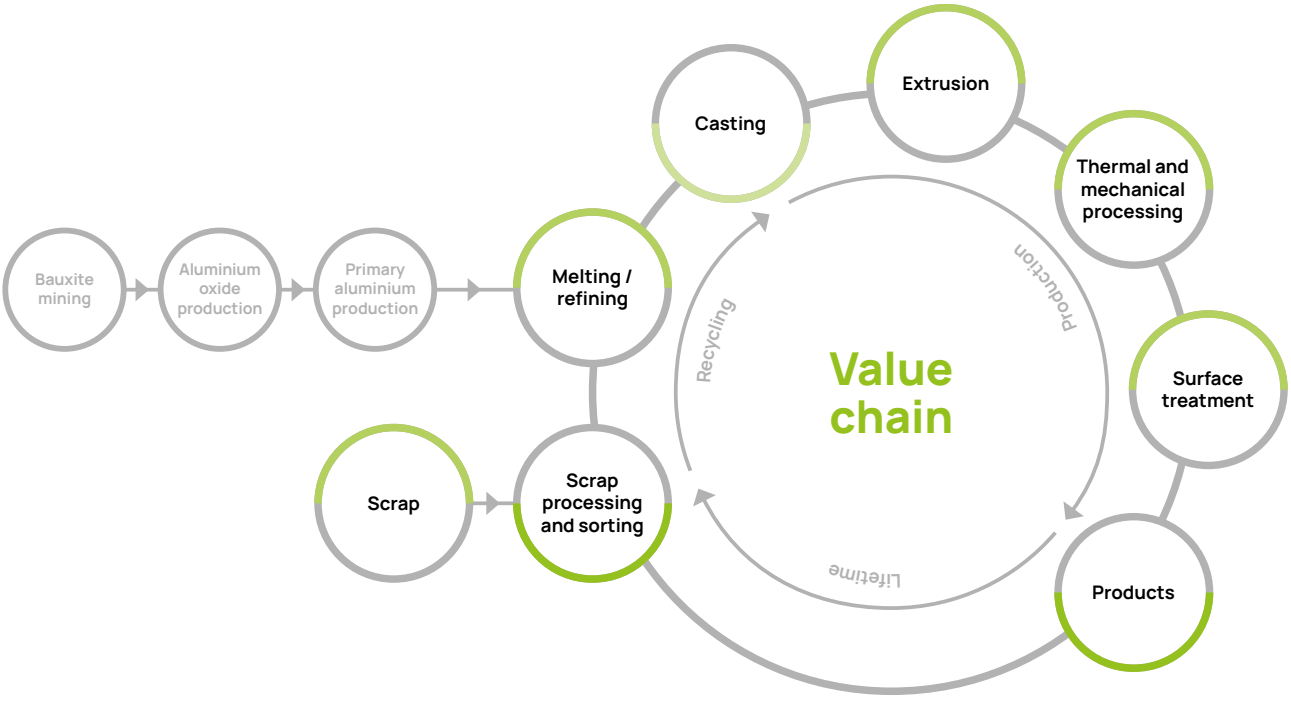
The responsible use of raw materials and the improvement of resource and energy efficiency throughout the value chain are integral parts of our corporate policy. Our core competence in recycling, the efficient and responsible use of resources, and the promotion of the circular economy and closed-loop concepts form the basis of our business activities. The fact that HAI meets its high standards is also confirmed by certifications according to the ASI Performance Standard at the Ranshofen, Soest, Sântana, and Criș sites.

The value chain at HAI begins with bauxite mining and extends from the production of primary aluminium (this area is not covered by HAI) to the manufacture of semi-finished products in the areas of casting, extrusion, and processing. HAI operates a fully integrated facility in Ranshofen with a foundry, extrusion plant, and processing facility. There are extrusion plants in Soest and Criș for the production of extruded profiles, and a state-of-the-art foundry in Sântana. Further processing, including anodizing and friction stir welding, is conducted at the remaining locations.

HAI offers innovative aluminium solutions from a single source—from recycled raw materials to sophisticated profiles and complex components—while taking all sustainability aspects into account. To this end, we rely on state-of-the-art production facilities, comprehensive research and development—especially with regard to new alloys—as well as sustainable development partnerships, to which we contribute our unique vertical integration and end-to-end value chain. The recycling of production waste and the use of scrap after product use are essential components of the casting process chain and ensure 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 (for more information, see section *Overview of the HAI Group*).

GRI 2-6



INTEGRATED MANAGEMENT SYSTEM – IMS

Our Integrated Management System (IMS) consists of specific processes, methods, and tools that have been implemented to meet requirements from industries such as the automotive, construction, and manufacturing sectors, as well as environmental, energy, and occupational safety standards. Its primary purpose is to control, monitor, and improve HAI as a company. The use of intelligent synergies and the pooling of resources enable leaner and more efficient management.

To ensure a high level of satisfaction for all stakeholders, we have established specific principles and guidelines for high quality, health, and safety, as well as strong environmental and energy performance. To implement these, we have developed reliable management systems that ensure effective control of processes from the procurement of raw materials to the delivery of finished products and confirm to all stakeholders that we can meet their expectations.

Thanks to our commitment, we have obtained various certifications according to international standards such as ISO 9001:2015, IATF 16949:2016, ISO 14001:2015, ISO 45001:2018, and ISO 50001:2018, as well as other product- or process-specific certifications from renowned certification bodies.

In addition, our production sites in Austria, Germany, and Romania are certified according to the ASI Performance Standard (Aluminium Stewardship Initiative), which establishes environmental, social, and governance principles and criteria that take sustainability aspects into account throughout the aluminium value chain.

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

CIP PROCESSES

Profound economic and socio-political changes present us with challenges while simultaneously offering enormous potential. The concept of "Industry 4.0" opens up a multitude of opportunities for innovation and optimization through digital technology and automation.

At the same time, the concept of sustainability is gaining increasing traction among the general public. On the one hand, this offers opportunities for the (further) development of innovative products, for example in the field of mobility; on the other hand, it brings new demands on corporate processes, particularly in the areas of ecology and the careful use of resources.

HAI addresses these challenges and opportunities with first-class solutions that support its claim to leadership in this field. Optimization and innovation are the key concepts of this approach. This applies to both the processes and the products within the company and naturally includes the raw materials used.

CIP (Continuous Improvement Process) has been established at HAI for years as an effective tool for constant optimization and is a natural part of our processes.

For us, this means:

CIP is standardization

We work on ourselves and our processes every day. This enables us to develop standardized procedures. This creates the necessary flexibility to accommodate our customers' individual requests. It also ensures transparency regarding production-specific deviations.

CIP is self-discipline

We create sustainable stability by investigating root causes. Building on this, we develop solutions. A culture of respectful discussion fosters valuable insights.

CIP is team spirit

We foster team spirit, because only together can we succeed. Our CIP network provides stability for every team member—and thus for the company as well.

In line with this philosophy, the constant pursuit of improvements has become an integral part of the corporate culture—and thus of our daily work—for all employees, management, and HAI's ownership. Thanks to our employees' suggestions, workplaces become more attractive and processes more efficient and safer. This applies not only to our company but also to our customers and business partners.

Process of the Employee Suggestion System (ESS)

Our ESS is structured as follows:
The process begins when a suggestion for improvement is submitted by a CIP team. First, a database is checked to determine whether the suggestion relates to workplace safety and whether it has already been implemented. If the 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 person responsible for implementation. This person assesses the feasibility and costs. After implementation, the actual costs are reported and the benefits evaluated. Small bonuses are paid out immediately; for larger proposals, a committee makes the decision.

CIP

ESS 2025 Key Figures

	CAST Ranshofen	EXT Ranshofen	EXT Criș	CAST Sântana	EXT Soest
Ideas Implemented	203	1031	929	644	514
Profit per employee in €	1206	1280	998	992	1185
Participation rate in %	94	65	60	68	77

No data is available for the other locations.

The employee suggestion system fosters employee engagement, which leads to greater participation and a sense of responsibility, thereby laying the foundation for the success of our continuous improvement process.

In this process, all employees are viewed as competent contributors to their work, and their potential is recognized, nurtured, and rewarded.

GRI 2-29

Part 2

SUSTAINABLE ENVIRONMENTAL AND RESOURCE MANAGEMENT

Our Approach:

We take ecological responsibility through consistent action. Our goal is to keep valuable resources in circulation for as long as possible. To this end, we rely on low-carbon primary materials, the use of 100% green electricity, and a high recycling rate for our billets. In addition, we reuse process by-products and recycle aluminium scrap directly in our own foundries. In this way, we make an active contribution to a sustainable, efficient circular economy.

OUR PRINCIPLES OF SUSTAINABLE ENVIRONMENTAL AND RESOURCE MANAGEMENT

HAI is aware of the special importance of environmental protection and takes measures to prevent environmental pollution and any negative impacts on the ecosystem. This applies to all aspects of our business operations, from 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. While observing and complying with laws and regulations, we continuously improve our processes and activities.
Our goal is to make every single employee aware of their own individual responsibility regarding the environment and environmental protection.

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

- Customer focus on environmental aspects by exceeding customer expectations.
- Conducting business with precision, 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 our employees.
- Protection of natural resources and efficient energy use.
- Acting for the benefit of the community, supporting our suppliers and subcontractors in adopting the principles of environmental protection and employee safety, and developing programs that support these principles.

We analyse and evaluate our environmental aspects and use these results as the basis for our environmental program to prevent and reduce emissions and other negative impacts.

At HAI, environmental issues are managed in a targeted manner, and the associated processes are optimized. Sustainability principles serve as central guidelines for coordinating measures to prevent environmental pollution and fulfil our responsibility toward future generations. They form the basis for all related activities, including communication and public relations. This stated policy is communicated to all employees within the organization and is publicly available on the website.

GRI 2-22

ENVIRONMENTAL HIGHLIGHTS

At HAI, we are continuously working to reduce our carbon footprint and resource consumption and to use them more efficiently.
Thanks to our sustainability-focused corporate strategy, we were able to successfully implement a wide range of sustainability projects at our various locations in 2025 as well.

In **Ranshofen**, an oil-free coolant (Green CNC) was successfully tested on two milling machines and approved for series production. This not only ensured resource-efficient use of the coolant but also reduced consumption.
Similarly, a comprehensive photovoltaic expansion project was successfully implemented in Ranshofen on unused roof space. The additional modules enabled an extra installed capacity of 1.4 MWp to be achieved.

At the **Soest** site, the briquetting of aluminium chips was further developed. The recovered cooling lubricant is now filtered and reused in the machining centres. This closed-loop system significantly reduces both the volume of hazardous waste and the costs for cooling lubricants.
As part of the project, the delivery of single-use steel drums was also gradually converted to reusable containers. This reduces material usage in the supply chain and the resulting waste streams.

At the **Sântana** site, tree-planting campaigns were carried out with employees, and in collaboration with schools, greening initiatives and awareness-raising training on waste separation were organized. Furthermore, the replacement of the existing Evapco system with more powerful cooling towers began in 2025. This will be completed in 2026 and will lead to a reduction in water consumption.

In **Criș**, the lighting in the new hall was completely converted to LED technology. The positive effects were immediately visible—both in terms of improved illumination of the production areas and reduced energy consumption due to the higher efficiency of the LEDs.

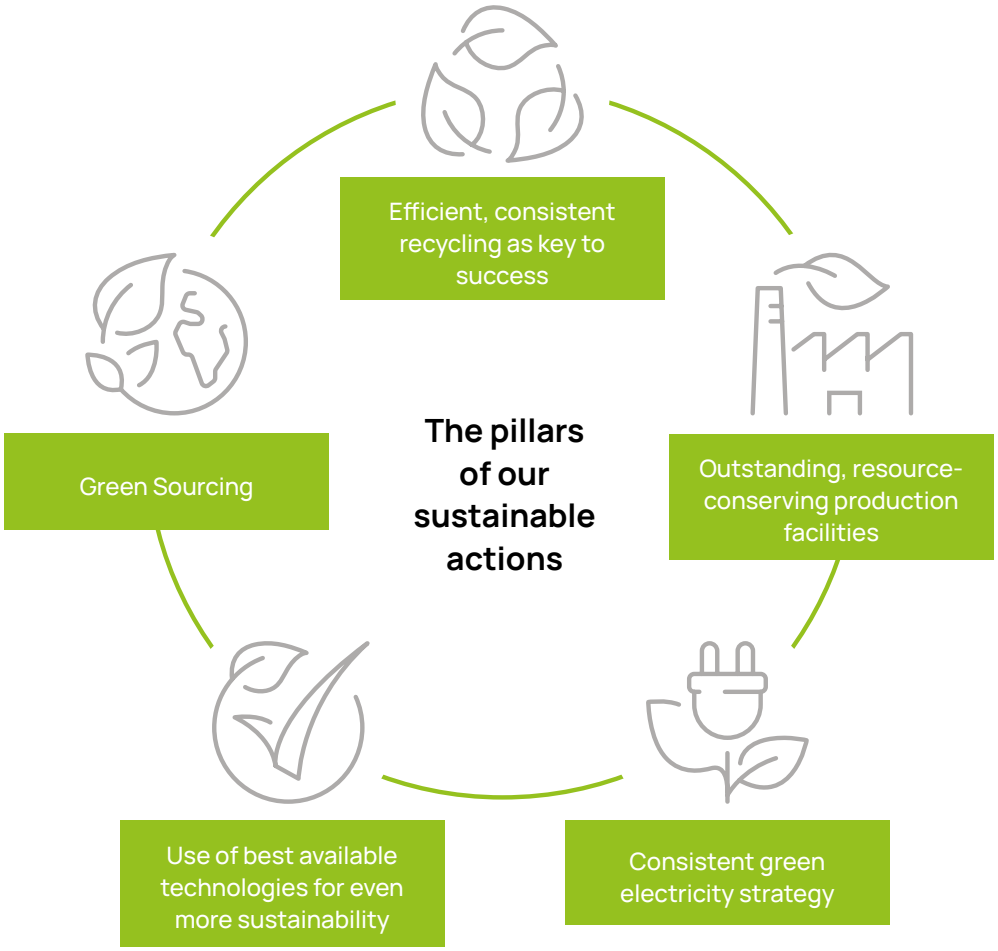
At **RIFTEC**, the rainwater retention system was further expanded as part of the construction of the new production hall. All rainwater is fully absorbed on-site, which supports natural water cycles and sustainably conserves groundwater.

Outlook for 2026

To rapidly advance our sustainability goals, further measures and projects are planned for 2026.

- At the **Ranshofen** site, the implementation of a second briquette press is planned. In addition, the use of oil-free cooling lubricant is to be expanded to additional milling machines in order to further reduce the consumption of potentially environmentally harmful substances and increase process reliability.
- In two additional production halls at the **Soest** site, the existing HQL lighting is to be converted to energy-efficient LED technology. This measure significantly reduces electricity consumption while simultaneously improving light quality and reducing maintenance requirements. Its implementation will complete the full modernization of the lighting infrastructure. In addition, the possibility of installing a local heating pipeline to transfer our waste heat to a neighbouring industrial facility is being evaluated. Initial analyses indicate significant potential for the efficient use of existing heat and for reducing the use of fossil fuels at the partner company.
- At the **Sântana** site, battery storage systems with a capacity of 5 MW are to be installed to store and utilize the solar energy generated. In addition, an expansion of the photovoltaic systems by 1.8 MWp is planned to increase the self-consumption rate to 40%.
- In **Criș**, the installation of measuring devices is planned to monitor the energy consumption of each individual machine. Furthermore, energy storage batteries with a capacity of 10 MW are also to be installed there.

SUSTAINABLE PRODUCTS

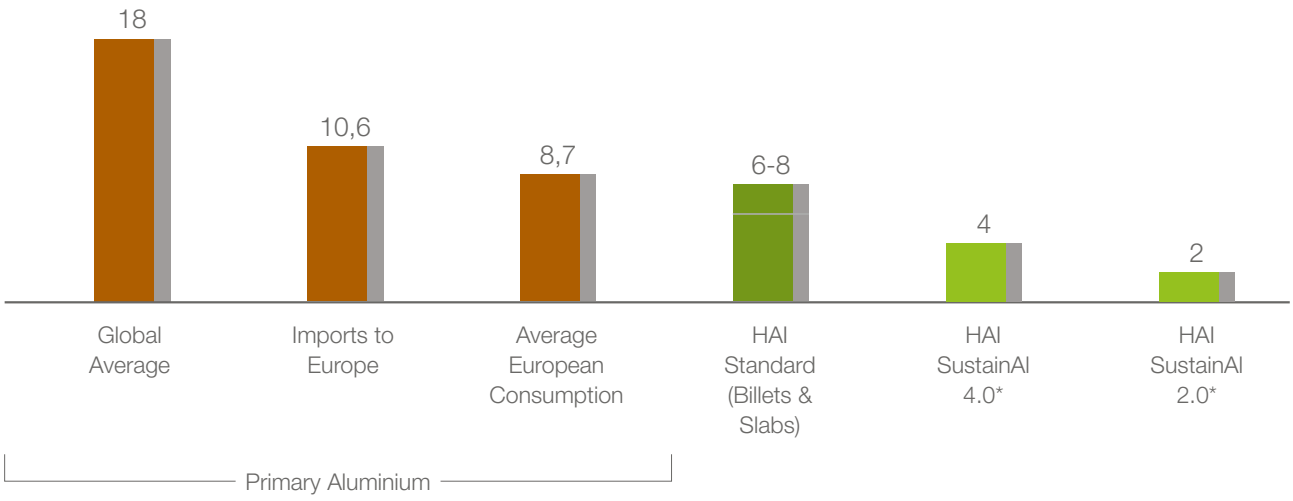


To meet the growing demand for reliable information on the CO_2 footprint of HAI products, the Group has been conducting systematic life cycle assessments (LCAs) since 2020. This measure is part of a comprehensive sustainability initiative that takes into account all stages of the value chain within the aluminium industry. Sustainable performance is a central guiding principle of all development and production processes within the HAI Group.

With the alloy variants **SustainAl 2.0 and SustainAl 4.0**, HAI provides its partner companies with transparent and practical solutions to measurably support the climate-friendly orientation of their production. The SustainAl product family was specifically developed to make an active contribution to global and European climate goals. Both alloys have a carbon footprint that is significantly below European averages.

For each customer project, HAI issues individual certificates detailing the CO_2 savings achieved compared to European or global benchmarks. This enables companies—even if they do not cover their entire aluminium needs with SustainAl—to clearly document, evaluate, and communicate specific projects as part of their sustainability strategy.

Tonnes of CO_2e per tonne of aluminium produced



* Third party certified CO_2-Eqv. (Scope 1-3)

SustainAl 2.0

SustainAl 2.0 is the product with the lowest CO_2 emissions within the HAI alloy family. With a maximum of **2 tons of CO_2e per ton of aluminium**, this variant sets new standards for low-emission production. This is based on a recycled content of up to 80%, supplemented by certified primary aluminium produced using 100% renewable energy. Production takes place exclusively at the company's own foundries in Ranshofen (Austria) and Sântana (Romania), where electricity is sourced entirely from renewable sources.

SustainAl 4.0

For applications requiring particularly high material availability while simultaneously reducing the carbon footprint, SustainAl 4.0 is a suitable option. With a maximum of **4 tons of CO_2e per ton of aluminium**, this alloy variant combines sustainable raw material management with a flexible procurement strategy. It utilizes both high-quality billets from selected suppliers and HAI's own aluminium billets. All HAI production sites operate exclusively on electricity from renewable energy sources, which is a central component of the company's mission.

With SustainAl 2.0 and SustainAl 4.0, the HAI Group makes a substantial contribution to reducing industrial greenhouse gas emissions and to the sustainable development of the aluminium industry. The combination of innovative alloys, responsible use of resources, and transparent CO_2 accounting offers companies a reliable solution for demonstrably fulfilling their environmental responsibilities and communicating them clearly.

MATERIALS

Strategic Metal Procurement

Strategic metal procurement is managed centrally for the entire Group at our headquarters in Ranshofen. In our foundry, we produce aluminium alloys to meet the diverse requirements of our customers. Metal raw materials are sourced from approximately 110 suppliers. We are constantly refining our materials to ensure 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 prioritize the highest possible recycling content in the production of aluminium alloys and strive to reduce the use of primary aluminium as much as possible. The procurement of primary aluminium follows a "best-in-class" approach, both in terms of the CO_2 footprint and quality.

To secure access to sustainable primary aluminium, HAI signed a five-year supply agreement with Glencore (Century Aluminum) in late 2020 for 150,000 tons of Natur-Al™ aluminium. Natur-Al™ products are produced using 100% renewable energy at Century's Norðurál Grundartangi aluminium plant in Iceland. Natur-Al™ aluminium has direct CO_2 emissions of less than two tons per ton of aluminium. This is one of the lowest CO_2 footprints in the world for this metal. The total CO_2 footprint per ton of aluminium is 4 tons of CO_2—less than a quarter of the industry average.

Recycling and Use of Scrap

Efficient, consistent recycling is the key to our success and a major lever for reducing our environmental footprint. Most emissions in the aluminium industry are generated during the production of primary aluminium. A high recycling rate can significantly reduce the carbon footprint. Our recycling strategy is embedded in a comprehensive understanding of sustainability that focuses on resource conservation, energy efficiency, and closed-loop material cycles.

Aluminium has excellent recycling properties and can be melted down and reprocessed without any loss of quality. Producing secondary aluminium through the recycling process requires only five percent of the energy used to produce primary aluminium. Thus, the recycling process conducted by HAI is 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 through a broad spectrum of processed scrap types, comprehensive material knowledge, tailored production processes, and the long-standing recycling expertise of our employees. To ensure optimal scrap utilization, we have therefore made significant investments in recent years in plant engineering, furnace technology, residual material management, and scrap processing. We continuously review these areas for potential further improvements.

About 80 percent of the aluminium used in our foundries in Ranshofen and Sântana is scrap. This scrap includes process-related scrap from the foundries, rework scrap from our own HAI extrusion plants and external extrusion partners, as well as scrap purchased from our scrap trading partners. For scrap processing, a shredder followed by separation of aluminium and foreign materials, as well as a pair of scrap shears, are available at each foundry.

The dross generated during the melting process still contains approximately 64 percent aluminium. This is separated from the non-metallic components either at our plant in Romania or at an external remelting facility and is largely returned to production in molten form.

GRI 3-3

Materials Used in Our Plants

Casting

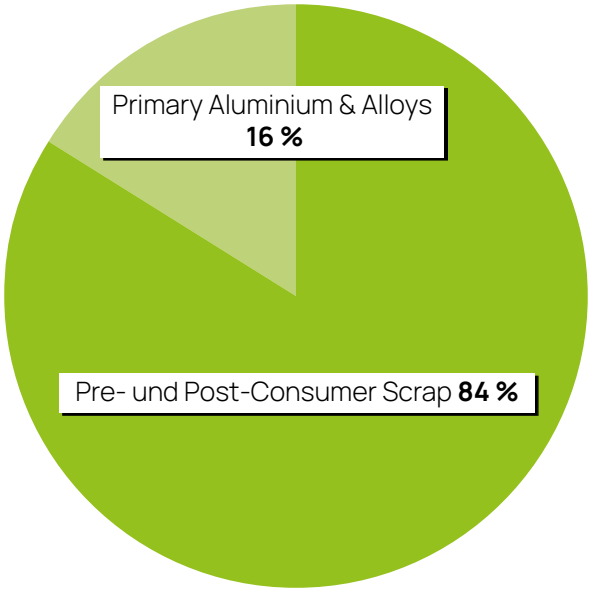
In the 2025 reporting year, approximately 84,814 tons of metal were processed for in-house production at HAI Casting Ranshofen:

- **71,216** tons of scrap
- **12,607** tons of primary aluminium
- **991** tons of alloying elements

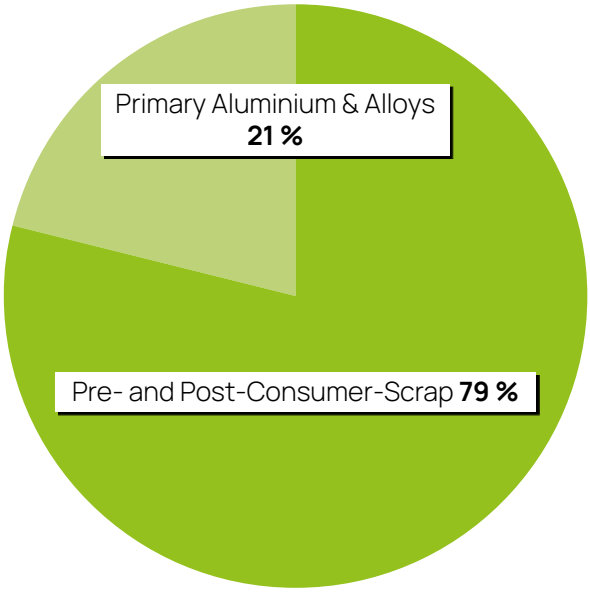
In the 2025 reporting year, approximately 128,793 tons of metal were processed for in-house production at HAI Casting Sântana:

- **101,552** tons of scrap
- **25,362** tons of primary aluminium
- **1.880** tons of alloying elements

Recycling share at HAI Casting Ranshofen



Recycling share at HAI Casting Ranshofen Sântana



Extrusion

At our extrusion sites in Ranshofen, Soest, and Criș, approximately 106,765 tons of metal were processed in the 2025 reporting year, representing a 7.1% increase compared to 2024.

In 2025, the following quantities were processed at the various sites:

- Extrusion Ranshofen: 51,598 tons of metal
- Soest: 21,272 tons of metal
- Criș: 33,895 tons of metal

According to our suppliers, the recycling rate of our extrusion alloys ranges from 0 to approximately 80%.

GRI 301-1, 301-2

EMISSIONS

Decarbonization

Hammerer Aluminium Industries is actively committed to climate protection and strives for continuous improvement in environmental and energy performance. HAI therefore initiated measures to reduce greenhouse gas emissions as early as 2019. The decarbonization targets and measures outlined in the decarbonization plan aim to limit global warming to 1.5°C in accordance with the Paris Agreement and to achieve climate neutrality by 2050. Furthermore, HAI supports its stakeholders, particularly its customers, by leveraging its expertise to help them achieve their climate goals.

The decarbonization strategy and the decarbonization plan are the central documents of the climate protection plan. They are an integral part of corporate policy and environmental guidelines and take current legal requirements into account.

The decarbonization plan was presented to the Supervisory Board, which approved it. Responsibility for implementing the emission reduction targets lies with management.

Decarbonization Strategy

The decarbonization strategy adopted by management reaffirms HAI's commitment to limiting global warming and complying with legal requirements. Furthermore, it outlines the company's key decarbonization measures..

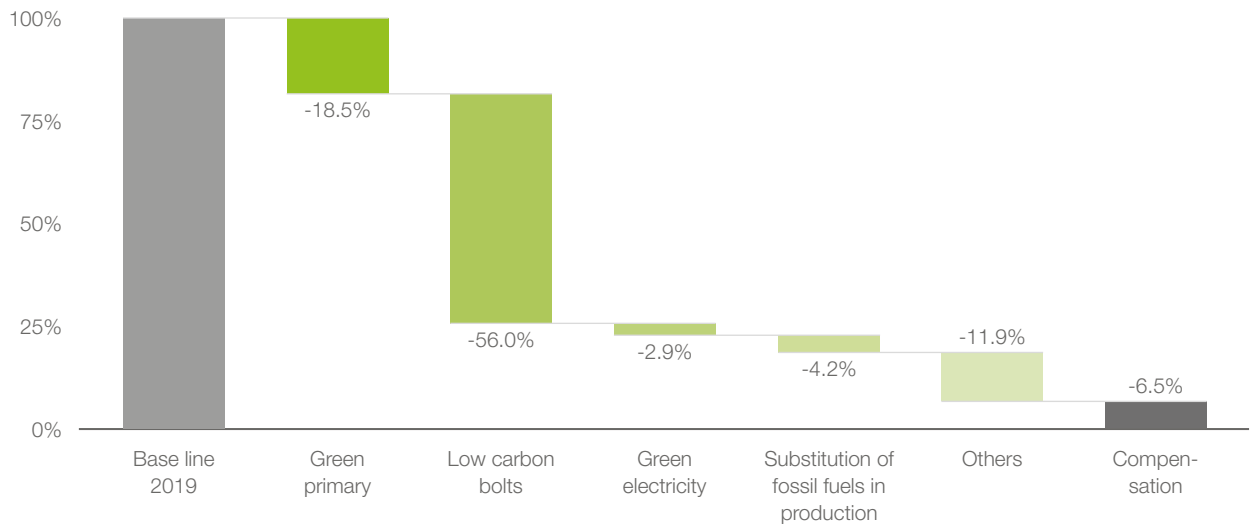
Decarbonization Plan

Progress in implementing the decarbonization plan is tracked annually. Regular evaluations assess target achievement, compare the measures with industry-specific decarbonization pathways (e.g., ASI – Aluminium Stewardship Initiative), and document the results in the annual sustainability report.

Decarbonization Levers

HAI relies on several key decarbonization 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 contribute significantly to reducing CO_2 emissions.

Contribution to CO_2 reduction by measure until 2050



HAI has committed to achieving climate neutrality by 2050. Nevertheless, it is possible that, despite technological progress, not all emissions can be completely eliminated. We will specifically offset these residual emissions through high-quality climate protection projects.

Trends in Greenhouse Gas Emissions and Target Achievement

Through the 2024 reporting year, HAI pursued group-wide gross reduction targets for greenhouse gas emissions (Scope 1–3) with a target horizon of 2025. These targets were defined without including CO_2 offsets; the use of credits is not part of the decarbonization strategy.

The 2025 Sustainability Report will further develop the target architecture:

- In the future, separate absolute reduction targets will be set for Scope 1, Scope 2, and Scope 3.
- For Scope 1, specific emissions targets per ton of goods produced will also be introduced to transparently present efficiency gains independently of volume effects.
- The strategic planning horizon is set for 2030.

Notwithstanding this, HAI will continue to report fully on the achievement or non-achievement of the previous targets for 2025 in the interest of transparency.

Decarbonisation Targets

Goal	Time horizon	Status	Result		Target 2025
			2024	2025	
Reduction of Scope 1+2 emissions by 25% compared to base year 2019	2025	Not achieved	62,344 t CO_2e	61,429 t CO_2e	60,410 t CO_2e

Despite the slight deviation from the target, the result is to be viewed as substantially positive. Absolute Scope 1+2 emissions were further reduced compared to 2024, even though production volume in the extrusion division increased by approximately 10% in the reporting year. This resulted in a significant improvement in specific emissions per ton. The slight deviation from the target is attributable to the higher production volume and does not represent a setback in decarbonization performance.

Goal	Time horizon	Status	Result		Target 2025
			2024	2025	
Reduction of Scope 1–3 emissions by 20%	2025	Achieved	902,633 t CO_2e	845,616 t CO_2e	899,856 t CO_2e

The HAI Group's Scope 1–3 emissions were reduced by 24.8% compared to 2019, to 846,000 t CO_2e. The target was thus significantly exceeded.

The main drivers of the emissions reduction in the reporting year were primarily the material and procurement strategy. The increased use of in-house billets made it possible to replace more emissions-intensive raw materials. At the same time, a rising proportion of scrap in material usage led to a further reduction in the demand for primary aluminium. Additionally, the targeted reduction of inventory had a positive effect.

Further Development of Targets Through 2030

Building on the experience gained during the target period up to 2025 and against the backdrop of a further developed target system, HAI has established clearly distinct absolute reduction targets for Scope 1, Scope 2, and Scope 3 for the period up to 2030.
In addition, specific Scope 1 emissions targets per ton of goods produced will be introduced to transparently reflect efficiency gains regardless of changes in production volumes. No specific Scope 2 emissions targets will be set, as all HAI foundries and extrusion plants already use electricity exclusively from renewable energy sources.

By 2030, HAI aims to reduce greenhouse gas emissions (Scope 1–3) across the group by 30% to 770,000 t CO_2e compared to the base year 2019.

Target	Time Horizon	Status	Result		2030 Target
			2024	2025	
Reduction in absolute Scope 1 emissions	2030	In progress	62,344 t CO_2e	57,954 CO_2e	52,900 t CO_2e
Reduction in specific Scope 1 emissions CAST	2030	In progress	0.211 t CO_2e / t Al billet	0.209 t CO_2e / t Al billet	0.190 t CO_2e / t Al billet
Reduction in specific Scope 1 emissions EXT	2030	In progress	0.134 t CO_2e / t Al profile	0.124 t CO_2e/ t Al profile	0.105 t CO_2e / t Al profile
Reduction in absolute Scope 2 emissions	2030	In progress	3,533 t CO_2e	3,475 t CO_2e	0 t CO_2e
Reduction in absolute Scope 3 emissions	2030	In progress			717,000 t CO_2e

Emissions are to be reduced through measures such as improving the efficiency of equipment and investing in facilities, ongoing efficiency improvement programs, switching the remaining sites to electricity from renewable energy sources, and sourcing billets with a lower carbon footprint.

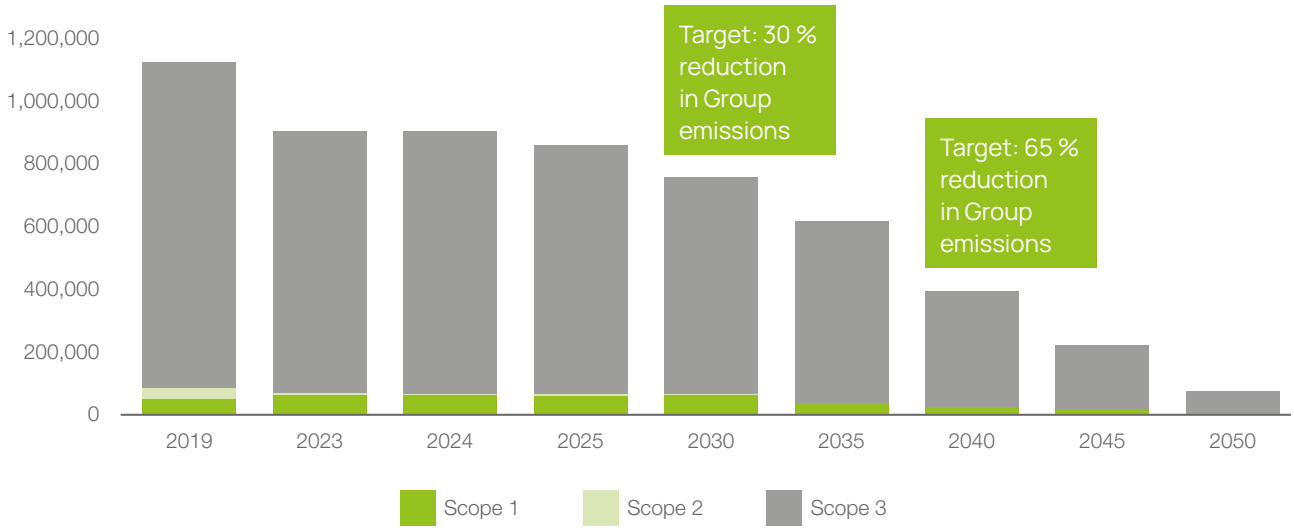
Long-term Decarbonization Goals

Beyond the 2030 target horizon, HAI is pursuing a long-term decarbonization strategy. By 2040, a 65% reduction in group-wide greenhouse gas emissions (Scope 1–3) is planned, accompanied by the procurement of billets with a CO_2 footprint of no more than 2 t CO_2 per ton of aluminium. HAI is aiming for net-zero by 2050.

The Net Zero target should be understood as a strategic ambition that depends significantly on technological progress—particularly in primary aluminium production (e.g., inert anodes)—as well as on the further decarbonization of the power grids. Despite consistent measures, it is expected that a limited residual amount of emissions that cannot be completely avoided will remain in the long term. Against this backdrop, HAI aims to purchase billets and primary materials with a CO_2 footprint of no more than 0.2 t CO_2 per ton of aluminium by 2050, as the technologically achievable minimum footprint on the path to Net Zero.

Decarbonization Path

Development of CO_2 emissions HAI Group



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

Scope 1

CO_2 emissions are calculated based on the actual measured fuel volumes (natural gas, diesel, propane, etc.).

Scope 2

Due to the procurement of green electricity at the Ranshofen, Soest, Sântana, and Criș sites starting in 2021, as well as at RIFTEC Gmbh, Scope 2 emissions will only occur at HAI Components Poland and WAT according to the market-based method. Steam, heat, and cooling are not procured by HAI.

Scope 3

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

- Category 1 covers the key raw materials for production processes. The majority of this category is comprised of purchased primary aluminium and aluminium billets. The calculated quantities for purchased aluminium are based on actual weights multiplied by emission factors from primary sources. Where weights were not available, emissions were calculated using the activity-based approach.
- Category 2 includes capitalized investments.
- Emissions from upstream and downstream transport (Categories 4 and 9) include the transport of raw materials and products between sites as well as intersite transport. They are calculated based on internal company surveys multiplied by standard emission factors.
- Category 5 is based on the actual waste volumes at the sites or on estimates if no detailed waste data is available. These are then multiplied by standard emission factors.
- Emissions from employee business travel are calculated based on internal documentation of travel routes.
- Category 7 was extrapolated using internal surveys on commuting modes 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 were therefore excluded from the calculation.

GRI 305-5

CO_2 Emissions by Location

GREENHOUSE GAS EMISSIONS (in tons of CO_2e)

HAI Ranshofen, CAST	2024	2025	Change %
Greenhouse gas emissions, Scope 1	16,841.7	16,451.0	-2.3%
Greenhouse gas emissions, Scope 2	0.0	0.0	0.0%
Greenhouse gas emissions, CO_2e in kg/1 t Al, Scope 1	200.6	198.5	-1.0%
Greenhouse gas emissions, CO_2e in kg/1 t Al, Scope 2	0.0	0.0	0.0%

HAI Ranshofen, EXT	2024	2025	Change %
Greenhouse gas emissions, Scope 1	3,065.7	3,556.0	16.0%
Greenhouse gas emissions, Scope 2	0.0	0.0	0.0%
Greenhouse gas emissions, CO_2e in kg/1 t Al, Scope 1	124.3	113.7	-8.5%
Greenhouse gas emissions, CO_2e in kg/1 t Al, Scope 2	0.0	0.0	0.0%

HAI Soest	2024	2025	Change %
Greenhouse gas emissions, Scope 1	2,445.1	2,286.0	-6.5%
Greenhouse gas emissions, Scope 2	0.0	0.0	0.0%
Greenhouse gas emissions, CO_2e in kg/1 t Al, Scope 1	150.1	160.7	7.1%
Greenhouse gas emissions, CO_2e in kg/1 t Al, Scope 2	0.0	0.0	0.0%

HAI Sântana	2024	2025	Change %
Greenhouse gas emissions, Scope 1	31,157.2	31,531.0	1.2%
Greenhouse gas emissions, Scope 2	0.0	0.0	0.0%
Greenhouse gas emissions, CO_2e in kg/1 t Al, Scope 1	224.4	221.3	-1.4%
Greenhouse gas emissions, CO_2e in kg/1 t Al, Scope 2	0.0	0.0	0.0%

HAI Criș	2024	2025	Change %
Greenhouse gas emissions, Scope 1	3,602.6	2,711.0	-24.7%
Greenhouse gas emissions, Scope 2	0.0	0.0	0.0%
Greenhouse gas emissions, CO_2e in kg/1 t Al, Scope 1	152.4	103.2	-32.2%
Greenhouse gas emissions, CO_2e in kg/1 t Al, Scope 2	0.0	0.0	0.0%

Other locations	2024	2025	Change %
Greenhouse gas emissions, Scope 1	1,698.2	1,419.0	-16.4%
Greenhouse gas emissions, Scope 2	3,532.6	3,475.0	-1.6%

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

Air Emissions

Our goal is to completely avoid the emission and release of harmful substances and thus eliminate any risk to people and the environment. For this reason, regular measurements are conducted at our sites. In the event of an emission of harmful substances, the relevant authorities are informed immediately upon detection, and appropriate measures are taken.

At the **Ranshofen** site, emissions from the production facilities are regularly monitored in accordance with the requirements of the commercial authority's permit. At the Ranshofen extrusion facility, the parameters oxygen (O_2), nitrogen oxides (NO_x), and carbon monoxide (CO) are measured annually.
At the Ranshofen Casting facility, measurements of the relevant emission parameters are conducted annually in accordance with the commercial authority's permit and the NER-V. These include dust, unburned gaseous organic carbon compounds (Corg), benzo(a)pyrene, gaseous chlorine and fluorine compounds (reported as HCl and HF), particulate and filterable components, as well as polychlorinated dibenzodioxins and polychlorinated dibenzofurans. In addition, the general exhaust gas parameters oxygen (O_2), carbon dioxide (CO_2), temperature, pressure, humidity, and exhaust gas velocity are recorded.
In the reporting year 2025, all measured emission values at the Ranshofen site were below the applicable legal limits.

In **Soest**, CO and NO_x exhaust gas emissions from the combustion plants, as well as Legionella concentrations and Pseudomonas aeruginosa contamination in wet scrubbers and recoolers, are monitored in accordance with statutory testing frequencies. In 2025, there were no violations of the Federal Immission Control Act (BImSchG).

At the **Sântana** site, NO_x and dust emissions are continuously monitored. In addition, monthly analyses for hydrochloric acid, hydrofluoric acid, and sulfur dioxide are conducted and reported to the Romanian environmental authorities. In 2025, all reported emissions were below the respective limits.

HAI Extrusion **Criș** has been exempt from the legal obligation to measure gas emissions since 2025. According to the new environmental permit, only air emissions—specifically particulate matter—are required to be monitored. Based on the measurement results from previous years, during which the limit values were never exceeded, there is no longer an obligation at Criș to regularly measure gas emissions; this is now done only upon request.

HAI Components Poland holds a permit for the release of gases and dust in accordance with the Environmental Protection Act. The specified emissions are systematically monitored and remain below the defined emission limits.

The following figures on air emissions at the sites refer to the year 2024.

GRI 305-7

AIR EMISSIONS

HAI Ranshofen, CAST	
CO (mg/m³)	89.0
NOx (mg/m³)	27.5
HAI Ranshofen, EXT	
CO (mg/m³)	108.0
NO_x (mg/m³)	27.4
HAI Soest	
CO (mg/m³)	65.0
NO_x (mg/m³)	85.0
HAI Sântana	
CO (mg/m³)	22.7
SO2 (mg/Nm³)	2.9
HAI Criș	
CO (mg/m³)	21.5
NO_x (mg/m³)	78.6

ENERGY MANAGEMENT

Sustainable energy management is a central component of HAI's corporate strategy. The responsible management of a company's high energy requirements in the aluminium industry is of significant importance not only from an ecological but also from an economic perspective. For this reason, all processes and procedures at HAI are subject to continuous optimization.

The main energy consumers are the foundries and extrusion plants at the various locations. In the foundries, natural gas is used to melt and temper aluminium. Significant energy savings have been achieved for years by using furnace exhaust air to preheat the combustion air with so-called regenerative burners. The optimal energy recovery from organic residues on scrap, such as coatings, paints, and contaminants, reduces energy consumption. In the extrusion plants, the majority of electrical energy is used to power the extrusion presses, while electrical energy and natural gas are used for the heat treatment of aluminium billets.

Efficient Use of Energy and Reduction of Energy Consumption

We are continuously working to further improve our processes in order to increase energy efficiency and reduce energy consumption. Among other things, we focus on the following:

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

In 2025, work continued in **Soest** on the development of a central machine cooling system in a machining hall. The central cooling unit was installed and the infrastructure expanded. The first machine was connected to the central cooling system in early 2026.

At the **Criș** site, a 7-inch press (22 MN) was taken out of service in 2025 because it consumed an extremely high amount of energy due to its age. A new press is scheduled to be commissioned in 2026, which will result in additional energy savings. In 2025, the lighting in the production hall in Criș was converted to modern LED technology, which further reduced energy consumption.

In **Sântana**, a new compressor and a new refrigerated dryer were installed in 2025. The replacement of the existing Evapco system with more powerful cooling towers from Baltimore also began in 2025 and will be completed in 2026, which will lead to a reduction in energy consumption.
In addition, the integration of new energy consumers—Mixers 1 & 2, the induction furnace, and Melting Furnace No. 3—into the central energy consumption monitoring system is planned for 2026, which will result in further significant energy savings.

These measures are reviewed and evaluated in regularly conducted energy audits, and new recommendations derived from them are implemented.

Consistent Green Energy Strategy

By purchasing 100% electricity from renewable energy sources in Ranshofen, Soest, Sântana, Criș, and Geesthacht, HAI is committed to the green energy transition. The switch to green electricity has significantly improved the CO_2 footprint.
In addition, investments have been made in recent years—and will continue to be made—in the expansion of our own photovoltaic systems.

The photovoltaic system at the **Ranshofen** extrusion plant was expanded by 1.3 MWp in 2025 and now has a total capacity of 3 MWp. In the reporting year, the system produced 1,438 MWh of solar power, which corresponds to 3.6% of the site's electricity demand.

In **Soest**, the local photovoltaic system produced 434 MWh of electricity in 2025 and supplied 3.2% of the site's electricity needs.

At the **Sântana** site, a photovoltaic system with a capacity of 5.4 MWp was commissioned in 2024. In 2025, the system generated 5,491 MWh of electricity, covering approximately 25% of annual electricity consumption. In the future, battery storage systems with a capacity of 5.1 MW are to be installed to store the generated solar power and make optimal use of it.

The photovoltaic system at the **Criș** site has a capacity of 5.2 MWp. In 2025, it generated 3,768 MWh of solar power, covering 30% of the site's electricity needs.

We are also continuing to transition our vehicle fleet: over 41% of company cars are now hybrid or electric. To create the necessary infrastructure, electric charging stations for company vehicles and visitors with electric cars have been installed at our sites in recent years. .

Energy Consumption at the Sites

Energy consumption consists of the consumption of fuels from non-renewable sources (natural gas, diesel, propane) and the use of electrical energy. The respective energy quantities are calculated from the actual measured fuel quantities, multiplied by the corresponding conversion factors. Energy in the form of renewable fuels is purchased as wood chips. Cooling or steam energy is not purchased. HAI generates some of its heating energy through heat recovery systems using process waste heat; the remaining heat required is covered by electrical energy and the combustion of fuels. Additional heat is not purchased.

Energy consumption at the **Soest** extrusion plant decreased due to lower production volumes. At the same time, specific energy consumption rose slightly, as the base load of the equipment remains constant regardless of production levels.

At the **Ranshofen** extrusion plant, energy consumption increased compared to 2024 due to higher production volumes. In this context, absolute emissions also rose. At the same time, efficiency was improved, which is reflected in a decline in specific emissions.

Electricity demand at the **Sântana** site remained virtually unchanged in 2025 compared to 2024, falling only about 1% below the previous year's level. Specific electricity consumption in 2025 was 192.04 kWh per ton of aluminium. Although total electricity consumption was below the 2024 level, the reduction was only slight.

In **Criș**, a 1.5% decrease in specific consumption was recorded compared to 2024, as production at the oldest press was discontinued and shifted to a new press. This eliminated the gas consumption of the old press. The new press is equipped with an induction furnace.

ENERGY (in kWh)

HAI Ranshofen, CAST	2024	2025	Change %
CAST Gas consumption [kWh]	80,540,897.9	78,502,804.6	-2.5%
Gas consumption CAST [kWh/t]	959.4	947.4	-1.3%
Electricity consumption CAST [kWh]	13,448,550.0	12,851,804.0	-4.4%
CAST electricity consumption [kWh/t]	160.2	155.1	-3.2%
Electricity and gas consumption [kWh/t]	1,119.6	1,102.5	-1.5%

HAI Ranshofen, EXT	2024	2025	Change %
Gas consumption EXT [kWh]	13,815,411.2	16,338,612.3	18.3%
Gas consumption EXT [kWh/t]	560.2	522.6	-6.7%
Electricity consumption EXT [kWh]	24,569,712.0	27,079,989.0	10.2%
Electricity consumption EXT [kWh/t]	996.3	866.2	-13.1%
Electricity and gas consumption [kWh/t]	1,556.4	1,388.8	-10.8%

HAI Soest	2024	2025	Change %
Gas consumption EXT [kWh]	11,458,910.0	10,634,567.0	-7.2%
Gas consumption EXT [kWh/t]	703.3	747.7	6.3%
Electricity consumption EXT [kWh]	14,762,312.0	14,152,895.0	-4.1%
Electricity consumption EXT [kWh/t]	906.1	995.1	9.8%
Electricity and gas consumption [kWh/t]	1,609.4	1,742.8	8.3%

HAI Sântana	2024	2025	Change %
Gas consumption [kWh]	148,988,688.0	150,442,920.0	1.0%
Gas consumption [kWh/t]	1,073.0	1,056.1	-1.6%
Electricity consumption [kWh]	27,640,124.0	27,366,663.0	-1.0%
Electricity consumption [kWh/t]	199.1	192.1	-3.5%
Electricity and gas consumption [kWh/t]	1,272.11	1,280.62	0.7%

HAI Criș	2024	2025	Change %
Gas consumption EXT [kWh]	16,953,286.0	16,229,770.0	-4.3%
Gas consumption EXT [kWh/t]	717.0	618.0	-13.8%
Electricity consumption EXT [kWh]	16,241,330.0	16,523,000.0	1.7%
Electricity consumption EXT [kWh/t]	686.9	629.2	-8.4%
Electricity and gas consumption [kWh/t]	1,403.9	1,247.2	-11.2%

Other locations	2024	2025	Change %
Gas consumption [kWh]	7,176,064.1	6,480,387.7	-9.7%
Electricity consumption [kWh]	6,231,655.0	5,970,395.0	-4.2%

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

WATER

Even at locations in water-rich countries such as Austria and Romania, the responsible use of the scarce resource water is a core aspect of sustainable business practices. Our goal is to keep water consumption as low as possible and to reuse the water we use wherever possible.

Therefore, we regularly monitor our water consumption. If average consumption is exceeded, the cause is investigated and an action plan is developed.

In addition, we continuously review opportunities for improvement.

At the foundries in **Ranshofen and Sântana**, HAI uses a recooling station to return approximately 80% of the foundry's cooling water to the circulation system. This reduces the unnecessary consumption of fresh drinking water during operations.

At the **Ranshofen** site, cooling water consumption decreased after two defective valves in the area of the 40-MN press (press hydraulics and induction furnace) were repaired. Drinking water consumption decreased as a result of a reduced workforce due to the use of vacation time and staff departures.
Wastewater is discharged exclusively via a non-public sewer system in accordance with the requirements of the Indirect Discharge Ordinance.

The replacement of the Evapco system with more powerful Baltimore cooling towers began at the **Sântana** foundry in 2025 and will be completed in 2026, which will significantly reduce water consumption at the plant.

At the **Soest** site, the existing cooling systems were technically upgraded in 2025. Water consumption was significantly reduced through the optimized routing of cooling water in an expanded circulation system. The reduction in drinking water consumption is also attributable to the temporary introduction of short-time work as well as the reduced workforce. Additionally, the remodelling and renovation of the restrooms had a positive impact on water consumption. The installation of modern showers, sinks, and sanitary facilities contributed to a more efficient use of water in the restrooms.

In **Criș**, water consumption was reduced by 22% during the reporting year. The lower water consumption is attributable, among other things, to the decommissioning of a press that used water to cool the machine's hydraulic system. No disruptions occurred in the water network throughout the entire period. The increased consumption during the summer months corresponds to the usual seasonal demand.

HAI Components Poland was able to reduce water consumption by nearly 36% compared to 2024 through optimization measures.

In addition to conserving water, we place great importance on the environmentally responsible management of wastewater. This is either treated professionally or analysed regularly in accordance with legal requirements before being discharged into the environment. In this way, we ensure that no harmful substances enter natural water bodies and that all legal requirements are met.

GRI 303-1

HAI Ranshofen, CAST	2024	2025	Change %
Water consumption [m³]	162,256.0	147,301.0	-9.2%
Drinking water consumption [m³]	856.0	1,095.0	27.9%
Specific process water consumption [m³/t]	1.9	1.8	-8.0%

HAI Ranshofen, EXT	2024	2025	Change %
Water consumption [m³]	216,387.0	197,922.0	-8.5%
Drinking water consumption [m³]	4,028.0	3,693.0	-8.3%
Specific process water consumption [m³/t]	8.8	6.3	-27.8%

HAI Soest	2024	2025	Change %
Water consumption [m³]	3,946.0	3,902.0	-1.1%
Drinking water consumption [m³]	3,194.0	2,486.0	-22.2%
Specific process water consumption [m³/t]	0.2	0.3	13.3%

HAI Sântana	2024	2025	Change %
Water consumption [m³]	220,693.0	225,579.0	2.2%
Total wastewater [m³]	648.0	534.0	-17.6%
of which treated wastewater [m³]	648.0	534.0	-17.6%
Specific water consumption [m³/t]	1.6	1.6	-0.4%

HAI Criș	2024	2025	Change %
Drinking water consumption [m³]	14,391.0	11,254.0	-21.8%
Water supply from wells [m³]	35.0	31.0	-11.4%
Wastewater disposal to the municipality [m³]	14,391.0	11,254.0	-21.8%
Specific water consumption [m³/t]	0.6	0.4	-31.2%

Other locations	2024	2025	Change %
Water consumption [m³]	28,835.0	29,000.0	0.6%
Drinking water consumption [m³]	2,424.7	1,926.8	-20.5%

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

WASTE

The HAI Group pursues a responsible and site-wide harmonized waste management policy to minimize environmental impact, keep resources in circulation, and eliminate risks to people and the environment. This waste management is an integral part of our environmental and sustainability management system and is guided by the waste hierarchy: **prevention, preparation for reuse, recycling, other recovery, and environmentally sound disposal.**

Principles

We regularly analyse our significant waste-related impacts along the value chain and implement measures for waste prevention, recycling, and safe disposal. This includes, in particular:

- Measures to prevent waste already during the production process,
- Promotion of reuse opportunities,
- Consistent material recovery of non-reusable materials,
- safe and legally compliant treatment and disposal of unavoidable waste, including hazardous waste.

We also ensure that waste managed by external service providers is processed in accordance with legal and contractual requirements.

Resource Efficiency & Recycling Strategy

Internal material cycles are a vital component of our resource-efficient production. Internal scrap generated at the extrusion plants is systematically recorded, quality-assured, and fully returned to the foundries. There, it is reprocessed into a high-quality raw material, enabling us to reduce the use of primary materials and enhance the material efficiency of our plants.

In 2025, the recycling rate at the foundries was 84% in Ranshofen and 79% in Sântana (see "Materials" section). Given the limited availability of external scrap, our goal is to secure these rates in the long term and further strengthen internal cycles.

In addition to metallic by-products, other waste streams are generated—such as packaging materials, wood, plastics, paper, or operational residues. These are systematically recorded, separated, and treated in accordance with legal requirements and internal standards to increase recycling rates and reduce waste volumes. In the area of packaging as well, we reduce material wherever possible, rely on reusable solutions, and optimize packaging together with suppliers and customers to use resources efficiently.

Accountability and Data Quality

At the Group level, the Sustainability Department coordinates the harmonization of waste management as well as Group-wide data collection and reporting. Each site appoints a local waste management officer who is responsible for collection, separation, storage, documentation, and proper disposal. Data is collected according to uniformly defined categories.

Handling of Hazardous Waste

Hazardous waste is classified on a site-by-site basis and is safely stored, labelled, and disposed of in accordance with legal requirements. Where necessary, we implement technical protective measures such as containment systems and retention volumes. Regular training ensures the safe handling of hazardous substances.

Disposal and Recycling Partners

We work exclusively with qualified and officially approved disposal and recycling partners who meet legal requirements and must transparently document treatment processes. Critical waste streams—particularly hazardous waste—are overseen exclusively by specialized companies. Partner compliance and performance are regularly reviewed; corrective actions are initiated in the event of deviations.

Continuous improvement

We are constantly working to reduce waste volumes, tap into reuse potential, and close material loops. This includes, for example, the recycling of cooling lubricants and the reuse of square timber between extrusion and the foundry at several locations.

GRI 306-1, 306-2

At **Casting Ranshofen**, both industrial waste and the consumption of packaging materials were significantly reduced through the increased use of reusable containers and lower production volumes. The significant differences in disposal routes for non-hazardous waste result from a change in the classification of waste streams. For example, the heavy fraction from shredders and aluminium foil were correctly classified as recyclable materials rather than waste in 2025.

At the **Ranshofen extrusion plant**, the volume of waste increased compared to the previous year, which is mainly attributable to higher production capacity utilization.

In **Soest**, the total amount of waste decreased again compared to the previous year due to lower production.

In addition, waste volumes for the categories "other fuels," "paper waste," and "residual waste for recycling" were each reduced by approximately one-third.

Since 2025, at the request of the Romanian environmental authorities, slag waste generated during casting and recycled at the two sites in **Sântana** in the rotary kiln must also be reported. As a result, the volume of recycled non-hazardous waste has increased significantly. The salt slag produced in the rotary kiln is treated and reused or disposed of properly, as needed.

At the **Criș** site, the volume of waste has decreased because some of the waste generated—such as wood—is recycled and either reused for packaging purposes or transferred to HAI Sântana for further use. For the storage of hazardous waste, the company has invested in IBC containers and set up a separate storage area designated for this purpose. The hydrocarbon separator was also equipped with a level pump that prevents overflow in emergency situations during heavy rain. If the level rises, the pump activates the high-level sensor and safely directs the oil into the IBC containers available on the platform (see picture on page 43). A new waste reduction plan was also drawn up for 2026, and its implementation is regularly monitored.

In the 2024 report, a comma error and an incorrect classification were identified at WestAluTec Gmbh (other locations); these were corrected in the 2025 report.

HAI Ranshofen, CAST	2024	2025	Change %
Total waste [t]	1,561.0	1,518.9	-2.7%
Non-hazardous waste [t]	1,360.8	1,302.8	-4.3%
of which transferred for recycling [t]	103.2	1,035.8	904.0%
of which thermal recovery [t]	55.7	63.2	13.5%
of which material recycling [t]	47.4	972.6	1950.1%
of which transferred for disposal [t]	1,257.6	267.0	-78.8%
Hazardous waste [t]	200.2	216.1	8.0%
of which transferred for recycling [t]	1.7	7.5	329.9%
of which thermal recovery [t]	1.7	7.5	329.9%
of which material recycling [t]	0.0	0.0	-100.0%
of which transferred for disposal [t]	198.5	208.6	5.1%

HAI Ranshofen, EXT	2024	2025	Change %
Total waste [t]	1,284.9	1,339.1	4.2%
Non-hazardous waste [t]	534.0	418.8	-21.6%
of which transferred for recycling [t]	530.9	413.8	-22.1%
of which thermal recovery [t]	148.3	130.6	-11.9%
of which material recycling [t]	382.7	283.1	-26.0%
of which transferred for disposal [t]	3.1	5.0	61.3%
Hazardous waste [t]	750.8	920.3	22.6%
of which transferred for recycling [t]	54.3	2.9	-94.6%
of which thermal recovery [t]	3.2	2.6	-21.0%
of which material recycling [t]	51.0	0.4	-99.3%
of which transferred for disposal [t]	696.5	917.4	31.7%

HAI Soest	2024	2025	Change %
Total waste [t]	1,280.8	1,111.0	-13.3%
Non-hazardous waste [t]	326.4	225.6	-30.9%
of which transferred for recycling [t]	326.4	224.6	-31.2%
of which thermal recovery [t]	57.8	47.3	-18.2%
of which material recycling [t]	268.6	177.3	-34.0%
of which transferred for disposal [t]	0.0	1.0	100.0%
Hazardous waste [t]	954.4	885.4	-7.2%
of which transferred for recycling [t]	954.4	864.2	-9.5%
of which thermal recovery [t]	6.3	5.9	-5.7%
of which material recycling [t]	948.1	858.2	-9.5%
of which transferred for disposal [t]	0.0	21.2	100.0%

HAI Sântana	2024	2025	Change %
Total waste [t]	11,898.0	18,148.3	52.5%
Non-hazardous waste [t]	398.0	6,943.0	1,644.5%
of which transferred for recycling [t]	169.0	6,638.9	3,828.3%
of which thermal recovery [t]	0.0	0.0	0%
of which material recycling [t]	169.0	6,638.9	3,828.3%
of which transferred for disposal [t]	229.0	304.1	32.8%
Hazardous waste [t]	11,499.0	11,205.3	-2.6%
of which transferred for recycling [t]	11,025.0	4,086.4	-62.9%
of which thermal recovery [t]	0.0	0.0	0%
of which material recycling [t]	11,025.0	4,086.4	-62.9%
of which transferred for disposal [t]	474.0	7,118.9	1,401.9%

HAI Criș	2024	2025	Change %
Total waste [t]	9,832.0	9,009.4	-8.4%
Non-hazardous waste [t]	9,276.3	8,399.0	-9.5%
of which transferred for recycling [t]	9,174.8	8,290.2	-9.6%
of which thermal recovery [t]	57.2	0.0	-100.0%
of which material recycling [t]	9,117.6	8,290.2	-9.1%
of which transferred for disposal [t]	101.5	108.8	7.2%
Hazardous waste [t]	555.7	610.4	9.8%
of which transferred for recycling [t]	483.4	0.0	-100.0%
of which thermal recovery [t]	483.4	-	-100.0%
of which material recycling [t]	0.0	-	-100.0%
of which transferred for disposal [t]	72.3	610.4	744.3%

Other locations	2024	2025	Change %
Total waste [t]	3,641.5	2,960.4	-18.7%
Non-hazardous waste [t]	2,426.3	2,546.2	4.9%
Hazardous waste [t]	1,215.2	414.2	-65.9%

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

BIODIVERSITY

To assess the significance of biodiversity, the HAI Group commissioned surveys at its production sites in Ranshofen, Soest, Sântana, and Criș.

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

Conducting biodiversity assessments and developing action plans underscore the HAI Group's commitment to environmental protection and the preservation of biodiversity. By leveraging our full range of technical expertise to assess the impact on biodiversity, we can ensure that our activities align with environmental goals.

The action plans serve as a guide for implementing measures to promote biodiversity and minimize potential negative impacts. Through continuous monitoring and regular updates to the plan by management, we reinforce our long-term commitment to the protection and conservation of biodiversity at our sites. These efforts not only contribute to the protection of the natural environment but also strengthen our position as a group in terms of sustainability and responsible business practices.

A biodiversity assessment is planned again for 2026 at the Ranshofen and Criș sites; the last one was conducted in 2021.

Supporting Local Biodiversity at our Sites

The HAI Group has been promoting local biodiversity for several years through targeted measures at its sites. In **Ranshofen**, a wildflower meadow for insects and bees is being created for the sixth consecutive year at the so-called "HAI roundabout." In addition, since 2019, HAI Ranshofen has supported the HORTUS association, which is committed to the conservation of cultivated and wild plants as well as animal breeds, thereby making an important contribution to biodiversity and sustainable development.
In the summer of 2025, the holiday child care program in Ranshofen was held under the theme "Environmental Heroes – Nature Detectives on the Trail." Through hands-on activities such as a nature treasure hunt, designing and hanging birdhouses, and an accompanying colouring and puzzle book, children were playfully introduced to biodiversity, environmental protection, and the respectful treatment of natural habitats.

At the **Soest** site, trainees implemented a biodiversity project in 2025 in cooperation with the Working Group for Biological Environmental Protection in the District of Soest (ABU). As part of a two-day field assignment, they deepened their knowledge of ecological relationships and made an active contribution to the protection of regional biodiversity.

In **Sântana**, greening initiatives and training sessions on waste separation were conducted in collaboration with schools. In addition, the campaign "A Tree for the Future – Together for Greater Sustainability" was implemented, benefiting approximately 150 employees.

In **Criș** as well, green spaces on the HAI grounds and in the surrounding community were expanded in 2025, and trees were distributed to employees and planted in the urban area.

At **RIFTEC** in Geesthacht, the outdoor areas of the new production hall are being landscaped with native shrubs, trees, and flowering plants. This creates valuable habitats for insects and birds and makes a sustainable contribution to promoting local biodiversity—including a regular animal visitor: the site-faithful Riftec pheasant "Ferdinand."

GRI 304-2

Risks of Spills and Leaks

At the **Ranshofen** site, the risks of potential leaks and contamination are carefully assessed as part of the annual environmental impact assessment, and appropriate measures are taken, as necessary. The greatest risk is posed by the diesel fuelling station on site. However, the use of safety measures significantly minimizes this risk, allowing it to be classified as low.

In the **Soest** departments of Maintenance, Quality Management, and Extrusion Line, the risk of water pollution has been successfully reduced by replacing a water-polluting cooling lubricant with a non-water-polluting alternative. This substitution makes a further contribution to the protection of soil and water.

In **Sântana**, the greatest pollution risk stems from cracks in the diesel tank. As a result, rainwater would flow together with the fuel through the oil separator into the natural watercourse. During the annual review of environmental aspects, this risk was assessed and classified as low due to the specific safety features integrated into the fuel tank's design. In 2025, there were no leaks at the Sântana site.

At the **Criș** site, there is an annual plan for drills to prevent accidental leaks. To mitigate or even prevent the effects of leaks, corresponding scenarios are simulated in high-risk areas in accordance with the emergency plan. In 2025, the risks of leaks at the facilities in Criș were eliminated by replacing several hydraulic components. For example, the entire hydraulic system was replaced on one of the presses, which significantly reduced the volume of leakage. These measures also eliminated the previously high oil consumption that had been necessary to compensate for the losses. To prevent further leaks, EHS audits are conducted in high-risk areas, and the prevention plan is closely monitored.

In 2025, **HAI Components Poland** did not identify any areas with an increased risk of chemical leaks. To be prepared for potential leaks, emergency kits were installed on every chemical cabinet. Additionally, every work area is equipped with an absorbent material to enable a rapid response in the event of a hazardous substance spill.

In 2025, there were no leaks or spills in the HAI Group, nor were there any significant releases of substances.

GRI 305-7

Compliance with Environmental Laws and Regulations

In the reporting year 2025, no fines or non-monetary sanctions were imposed due to non-compliance with environmental laws and regulations.

GRI 2-27

Protection of World Heritage Sites

The protection of World Heritage Sites is an integral part of our corporate responsibility. As an internationally active corporate group, we generally exclude new projects or significant changes within these areas. We ensure that all existing and adjacent activities of the HAI Group respect the exceptional significance of these sites and do not compromise their integrity.

GRI 304-1

Part 3

Sustainable Stakeholder Relationships

Our Approach:

As a manufacturer of high-quality aluminium products, the HAI Group places the utmost importance on customer satisfaction. We ensure this through fairness, reliable delivery performance, long-term partnerships, and the highest quality standards. In this way, we create a solid foundation that will continue to guarantee long-term customer satisfaction in the future. We also prioritize careful selection when collaborating with our suppliers. Mutual respect, responsible collaboration, and sustainable, trusting partnerships are central to our approach.

GRI 3-3

OUR PRINCIPLES OF STAKEHOLDER RELATIONS AND RESPONSIBLE SOURCING

The HAI Group has set itself the goal of continuously improving the sustainability of aluminium products through constant innovation. Through investments, we continuously refine our production processes. This not only has a positive impact on the occupational safety of our employees but also benefits the HAI Group and the environment. In this way, aluminium is intended to become even more sustainable and high performing as a raw material for products in established application areas and to be available for new application areas as well.

Collaboration with stakeholders such as customers, suppliers, and trade associations is a top priority in this regard. Synergies, regular interaction, and targeted communication form the foundation for leadership in the areas of sustainable production and products, as well as innovative products with outstanding properties.
Structured social dialogue with employees, works councils, trade unions, and civil society stakeholders is anchored in the Group-wide Social Management Framework (see the chapter “Healthy and Satisfied Employees”).

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

To have our commitment to sustainability externally validated, we are a member of the Aluminium Stewardship Initiative (ASI). The ASI Performance Standard is considered one of the highest industry standards regarding sustainability and responsible conduct in the aluminium industry. Our casting sites in Ranshofen and Sântana were first certified according to the ASI Performance Standard in March 2020 and recertified in 2023. In 2022, the extrusion and processing divisions in Ranshofen and the extrusion division in Criș were certified, followed by the Soest site in 2024.

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

GRI 2-29

SUPPLIER RELATIONSHIPS

Responsible supplier management is a principal component of our sustainability strategy at Hammerer Aluminium Industries. We adhere to the UN Guiding Principles on Business and Human Rights and promote a resilient, fair, and sustainable supply chain through collaborative partnerships, transparent processes, and due diligence. Our partners are required to accept our Code of Conduct (for more information, see *Principles of Responsible Business Conduct*).

We select our strategic suppliers not only based on quality and performance aspects but also evaluate them according to environmental, social, and ethical criteria. This is based on risk analyses, including criteria such as anti-corruption, human rights, and environmental performance. If we identify increased risks, e.g., in the areas of human rights or the environment, we conduct a more thorough review.

During the reporting period, human rights violations or increased risks were identified in our supply chain.

To ensure our high standards, we conduct a structured supplier assessment. This is based on a multi-stage process:

Initial Assessment and Selection
Even during the selection process for new strategic partners, we assess their performance and their commitment to environmental, human rights, and compliance issues. This assessment may be based on self-reported information, certifications, and publicly available information.

Risk-based Analysis
We conduct risk analyses taking into account country-specific, industry-specific, and product-specific characteristics. If risk factors are identified—particularly regarding human rights, the environment, or corruption—a more in-depth review is conducted.

Regular Re-Evaluation
Existing suppliers are re-evaluated at regular intervals. This process incorporates current developments, audit results, and feedback from day-to-day operations.

Measures in Case of Non-Compliance
If deviations from our standards are identified, we collaborate with the supplier to develop appropriate corrective measures. In serious cases, we reserve the right to terminate the business relationship.

Documentation and Traceability
All evaluations and measures are transparently documented and integrated into our supplier management system. This ensures continuous improvement and traceability.

CUSTOMER RELATIONS

Dialogue with our customers plays a significant role in our stakeholder relationships. The HAI Group is committed to long-term, fair, and reliable partnerships characterized by high delivery reliability, quality, and transparency. Our customers come from various key industries—particularly the automotive industry, the construction sector, and mechanical and plant engineering. In the automotive sector in particular, the demands for sustainability and traceability along the entire supply chain are increasing.

HAI addresses these challenges with a clear commitment to sustainable business practices: By providing Environmental Product Declarations (EPDs) and Life Cycle Assessments (LCAs) for our sustainable alloys,

we ensure transparency regarding the environmental impact of our products and enable our customers to make informed decisions aligned with their own sustainability goals. In the construction and industrial sectors as well, we support our partners with durable, resource-efficient aluminium solutions that help reduce emissions and promote the circular economy.

LOCAL PROCUREMENT

Local sourcing plays a crucial role in promoting sustainable and resilient supply chains. By collaborating 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. Furthermore, local sourcing enables closer collaboration and better communication with suppliers, leading to greater flexibility and faster responsiveness. Overall, local sourcing helps us fulfil our environmental and social responsibilities and build long-term, sustainable business relationships.

The majority of the goods we purchase therefore come from the immediate vicinity, and we give preference to local suppliers when selecting our partners.

When procuring aluminium, we place a special focus on collaborating with suppliers from the EU or EEA. This strategy not only supports supply security in politically volatile times but also contributes to sustainable development along the entire value chain.

Local Procurement by Location in 2025

Ranshofen

For our site in Ranshofen, the majority of purchased goods (35%) come directly from the surrounding area (Upper Austria). Another approximately 19% come from other Austrian states. 46% come from other countries, with 26% of these originating from neighbouring Germany.

Soest

For our Soest site, 58% of purchased goods come directly from North Rhine-Westphalia (NRW) and 25% from other German states. Only 17% of goods come from abroad, of which 9% originate from Austria.

Sântana & Criș

Romania is divided into so-called counties. Our two locations in Romania, Sântana and Criș, are located in Arad County. 13% of our goods come directly from this county, and 44% from other counties in Romania. 43% of the goods come from abroad, of which 6% come from Austria and 4% from Hungary.

Other Locations

At our other locations, 20% of the goods come directly from the region and 69% from within the country. About 9% of the goods come from neighbouring countries and only about 2% from other countries.

GRI 204-1

MEMBERSHIP IN ASSOCIATIONS AND INITIATIVES

HAI is actively engaged in policy discussions to ensure that the perspective of companies is appropriately and transparently incorporated into decision-making processes. To this end, HAI maintains regular contact with governments, associations, and interest groups. At the national level, these are primarily the Austrian Federal Economic Chamber (WKO) and the Federation of Austrian Industries (IV). Internationally, HAI collaborates with European Aluminium (EA) and Aluminium Deutschland (AD), where the HAI CEO Rob van Gils holds the positions of Vice President and President, respectively. The memberships are listed below.

HAI is registered in the EU Transparency Register and the Austrian Lobbying Register.

Our lobbying activities are centrally coordinated and conducted in strict compliance with all legal requirements. Unfair influence on politics and legislation 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 2025, Hammerer Aluminium Industries was a member of the following associations and interest groups:

ASI - Aluminium Stewardship Initiative

ASI has developed an independent third-party certification program to ensure that sustainability and human rights principles are increasingly embedded in aluminium production, use, and recycling. ASI's Performance Standard and Chain of Custody Standard were developed to link responsible production with responsible sourcing, thereby supporting a stronger emphasis on sustainability in procurement practices.
(Source: www.aluminium-stewardship.org)

BIR - Bureau of International Recycling

BIR was founded in 1948 and was the first association to support the interests of the recycling industry at the international level. Today, BIR represents more than 30,000 companies worldwide, with a direct membership of over 1,000 companies and 37 national associations from 72 countries. Together, these members form the largest international recycling association.
(Source: www.bir.org)

European Aluminium

European Aluminium, founded in 1981 and headquartered in Brussels, is the voice of the aluminium industry in Europe. European Aluminium actively collaborates with decision-makers and the broader stakeholder community to promote the outstanding properties of aluminium, secure growth, and optimize our metal's contribution to addressing Europe's sustainability challenges.
(Source: www.european-aluminium.eu)

Aluminium Deutschland, headquartered in Duesseldorf, Germany, was founded in its current form in 1992 in Dresden. It is an association of aluminium companies that produce primary aluminium or aluminium products, including composites with other materials. As the representative body of the aluminium industry, Aluminium Deutschland strives for an open dialogue with the public to provide customers and consumers with a more transparent view and a better understanding of aluminium and the products of its member companies.
(Source: www.aluinfo.de)

WirtschaftsVereinigung Metalle
(Economic Association of Metals)

The German Metal Industry Association sees its role toward its member companies as representing the economic interests of German non-ferrous metal producers and processors, particularly in trade, environmental, tax, energy, and transportation policy.
In addition, it promotes market transparency through statistical services and market analyses in cooperation with member companies and industry associations.
Through its affiliated Stifterverband Metalle, the German Metal Industry Association supports applied research on metal products. Other tasks include promoting standardization efforts for the metal industry and engaging in dialogue with the public.
(Source: https://www.wvmetalle.de/)

VDM - Verband Deutscher Metallhändler e.V.
(Association of German Metal Traders)

VDM is an interest and service association for the entire metal trade. It represents the interests of over 230 member companies, which cover approximately 90% of the non-ferrous metal market in Germany and Austria. It serves as an important link between politics and business.
(Source: www.vdm.berlin)

DGFP - Deutsche Gesellschaft für Personalführung (German Society for Human Resource Management)
The DGFP is a registered non-profit association and has been the competence and career network for human resources management in Germany since 1952. The DGFP network includes the active participation of DAX-listed corporations as well as small and medium-sized enterprises, renowned scientific organizations, and consulting firms. The DGFP supports HR professionals in their careers and advocates for human resources management issues in politics and society.
(Source: www.dgfp.de)

IV – Industriellenvereinigung (Federation of Austrian Industries)
The Upper Austrian Industrial Association (IV OÖ) is a voluntary, politically independent advocacy group with volunteer officials. It brings together approximately 450 companies with around 150,000 employees in Upper Austria. Members include national and international corporations, family-owned businesses, and numerous small and medium-sized enterprises from the manufacturing sector, the banking industry, infrastructure, and industry-related services.
(Source: www.oberoesterreich.iv.at)

WKO – Wirtschaftskammer Österreich (Austrian Federal Economic Chamber)
The Austrian Federal Economic Chamber (WKO) is the statutory representative body for over 540,000 member companies. Its main tasks include representing economic interests vis-à-vis policymakers and government agencies, providing consulting and services to businesses, negotiating collective bargaining agreements, and promoting the export economy as well as vocational training and continuing education.
(Source: www.wko.at)

Senat der Wirtschaft (Senate of the Economy)
As a non-partisan business organization, the Senate of the Economy is a driving force in shaping an eco-social and sustainable economy and society.
(Source: www.senat.at)

WGM - Wirtschaftsverband Großhandel Metallhalbzeug e.V. (Trade Association of Wholesalers of Semi-finished Metal Products)
The WGM is the trade association for German and European distributors and processors of non-ferrous (NF) semi-finished metal products. Supporting members of the WGM include national and international producers of semi-finished products.
(Source: www.wgm.berlin)

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

GRI 102-12, 102-13, GRI 2-28

INTEGRATION INTO THE LOCAL COMMUNITY

HAI sees itself as an active part of the regions where the Group is represented and engages in a variety of ways in the local community. This includes regular support for regional clubs, organizations, and events, particularly in the areas of sports, youth, and culture. Many of our employees are active volunteers themselves, which further

strengthens our commitment. HAI primarily sponsors regional sports and soccer clubs, supports schools and social projects for children and families in need, and participates in organizing local events in collaboration with municipalities and cities.

In May 2025, numerous employees from HAI's locations in **Ranshofen, Soest, Sântana, Criș, and Głogów** participated in the Wings for Life World Run. HAI covered the entry fees for all participants, with 100% of the proceeds going toward spinal cord research aimed at curing paraplegia. This participation underscores the workforce's social commitment and sends a clear signal regarding social responsibility and health promotion.

HAI **Ranshofen** has been collaborating with HTL Braunau (Higher Technical College) for years. As part of the training partnership, HAI supported HTL Braunau with a donation of €2,600 in 2025.

In early 2025, HAI launched a company-wide fundraising campaign to support a trainee facing a difficult personal situation. Employees participated enthusiastically, raising approximately €10,000. In addition, both HAI and the Human Benefiz association each contributed an additional €3,000 in support.

In 2025, HAI Ranshofen and Human Benefiz – Helping Hands jointly funded the construction of a wheelchair ramp for a 16-year-old youth from the region. The youth has suffered from a rare genetic disorder since birth and is permanently dependent on a wheelchair. The ramp makes his daily life considerably easier. The costs were shared equally by Human Benefiz and HAI.

The HAI family in Ranshofen once again supported the Braunau Child Protection Centre in 2025 through the annual Wish Tree campaign. Employees fulfilled the wishes from the Wish Tree ornaments on the HAI Christmas tree and donated books and games, which were specifically purchased from a local bookstore. In addition, employees and HAI each contributed 200 euros in donations.

On Shrove Tuesday 2025, 600 apricot doughnuts from the Resch & Frisch bakery were delivered to the Ranshofen site. The entire net proceeds from the campaign organized by the in-house cafeteria operator were donated. The donations made it possible to install a lift for a man suffering from ALS to improve his mobility in his own home.

HAI Components Poland supports the local education system by regularly accepting students for school and vocational internships. Participants gain insights into operational processes and gain initial practical experience, particularly in areas such as logistics. The focus is on hands-on learning, professional guidance from experienced employees, and a supportive work environment. In this way, the company contributes to the career orientation of young people and their development in the job market.

In **Soest**, there is a partnership with the Hannah Arendt Comprehensive School to establish contact with students and potential future apprentices at an early stage. As part of this, HAI also participated in the Hellweg Training Fair in Soest. Additionally, the apprentices volunteer each year as part of a "Social Day" and assist at various institutions.

At the **Sântana** site, targeted environmental education initiatives were implemented in 2025 in collaboration with the National IT College in Arad, focusing particularly on greening initiatives and training on waste separation.

In the same year, HAI **Criș** carried out various activities both within the company and in the local community. These included organizing blood drives in cooperation with the Arad Blood Transfusion Centre, planting trees in the city, and donating computers to the municipal high school to equip the computer lab.

In addition, as part of a joint fundraising campaign by HAI Sântana and HAI Criș in cooperation with the Red Cross, support was provided to people in need in the region.

Part 4

Healthy and Satisfied Employees

Our Approach:

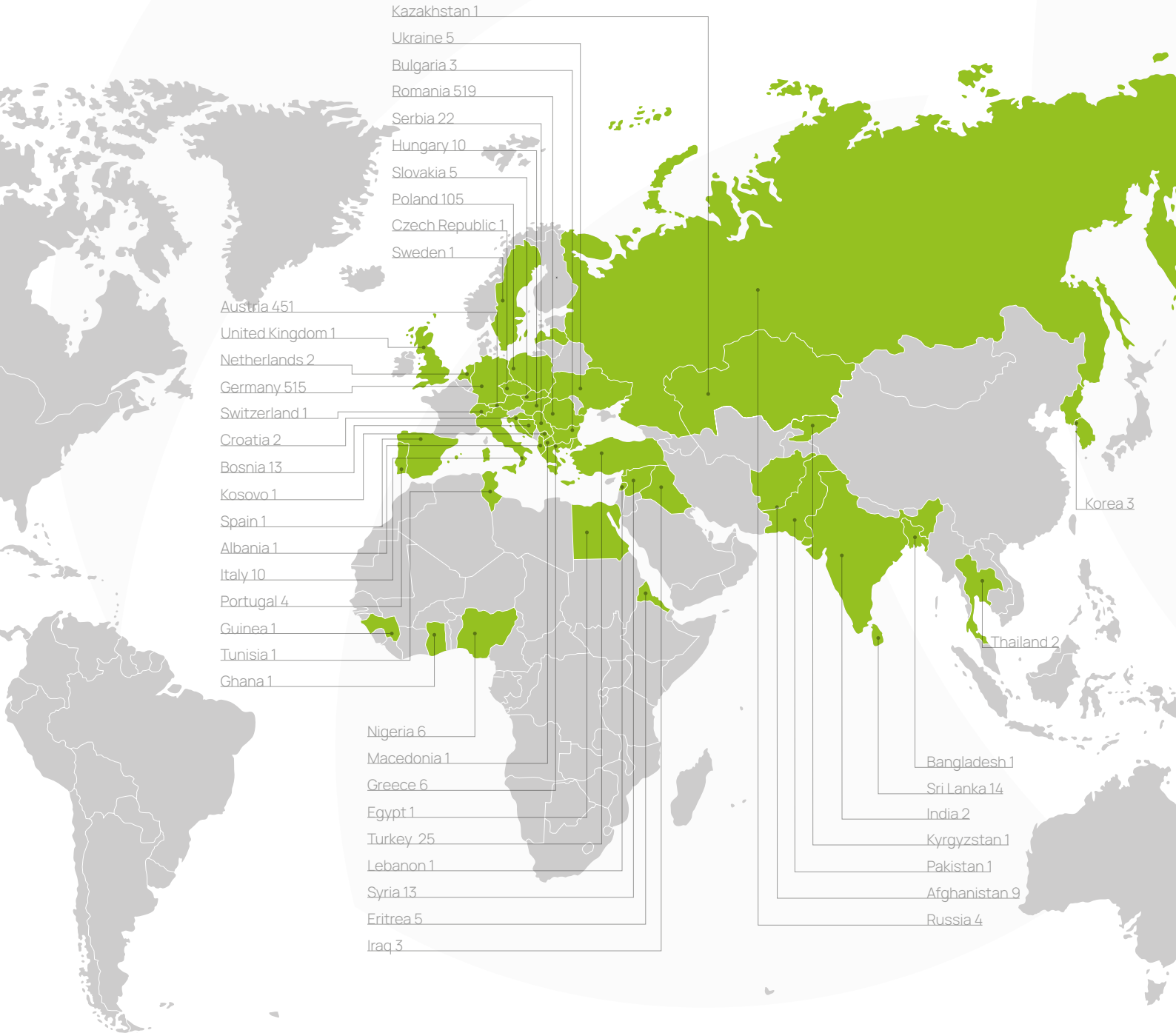
Committed, healthy, and qualified employees form the foundation of our long-term corporate success. Through targeted support, we strengthen motivation and willingness to perform and provide our employees with attractive development opportunities so that they remain successful and competitive in their professional lives in the future.

As digitalization advances, the importance of our workforce's skills and competencies grows. Rapid knowledge acquisition, continuous professional development, and systematic knowledge transfer provide decisive advantages for both employees and the company—today and in the future.

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, colourful HAI family. **Our team currently consists of 43 nationalities.** This diversity is a source of inspiration and dynamism in our company.



OUR PRINCIPLES FOR HEALTHY AND SATISFIED EMPLOYEES

Our HR strategy is designed to meet future staffing needs in terms of both quality and quantity and to retain employees in the long term. It is aligned with the corporate goals adopted by management. To this end, guidelines and tools have been implemented within the HR department. These cover the entire employee lifecycle and include the following core elements: employer branding & recruiting, talent management, training & learning, and workplace health management.

In addition, cross-functional areas of focus have been defined: Strategic Workforce Planning, Digitalization, and HR Analytics. To achieve these goals, a unified Human Capital Management system called "Workday" was implemented for the entire HAI Group as early as 2024.

The HR leadership reports to the COO. Representation of employee interests is the responsibility of the works council at the respective locations. The works council is represented by two members on the HAI Group's Supervisory Board.

HAI consistently adheres to the minimum notice periods for operational changes, the laws and regulations applicable in the respective countries, as well as the agreed provisions in the collective bargaining agreements and the company agreements based on them. At the Ranshofen site, a works agreement on short-time work was concluded for the employees of Holding und Extrusion GmbH, which took effect on October 1, 2024, and ended on December 31, 2025.

During a staff meeting in November 2025, employees at the Ranshofen site were informed that salary and wage reductions would take effect on January 1, 2026. All employees of the Holding and Extrusion were presented with corresponding contract offers for signature.

GRI 3-3, 402-1

With our existing human resources strategy, we contribute to increasing our competitiveness.
The three key focus areas of this strategy are:

- **Talent management:** Identifying and developing internal talent to meet long-term needs internally.
- **Recruitment** (finding and retaining the right employees): Utilizing innovative recruitment channels to enhance employer attractiveness and establishing an onboarding process to integrate new employees.
- **Digitization of HR processes:** Improving service levels and efficiency in HR by optimizing existing HR processes.

GRI 404-2

As the foundation for collaboration at HAI, we are committed to three corporate values: dynamism, trust, and opportunity. We promote a culture of leadership and collaboration in line with these values and our HAI Code of Conduct and applicable agreements. Through the existing "HAI Academy" leadership training program, all managers are trained in accordance with our culture of leadership and collaboration.

Numerous initiatives contribute to positioning HAI as an attractive employer in the respective regions. The wide range of social benefits is continuously expanded and reviewed annually. For example, in Ranshofen, childcare during the summer holidays has become established, and regional clubs are continuously supported. Additionally, there is a school partnership with the Higher Technical School in Braunau.

In Soest, there is a partnership with the Hannah Arendt Comprehensive School to establish contact with students and potential future trainees at an early stage. Similarly, the trainees get involved every year as part of a "Social Day" and volunteer at various organizations. In 2025, they focused on the topic of biodiversity and

spent two days with the Soest Biological Environmental Protection Working Group. In Romania, we have been supporting an orphanage in the region for years and offer the young people the opportunity to participate in internships. Additionally, there are regular activities to support the local community.

For this comprehensive human resources management, HAI 2025 was once again certified as a Top Employer Austria.

GRI 3-3

Social Management Framework

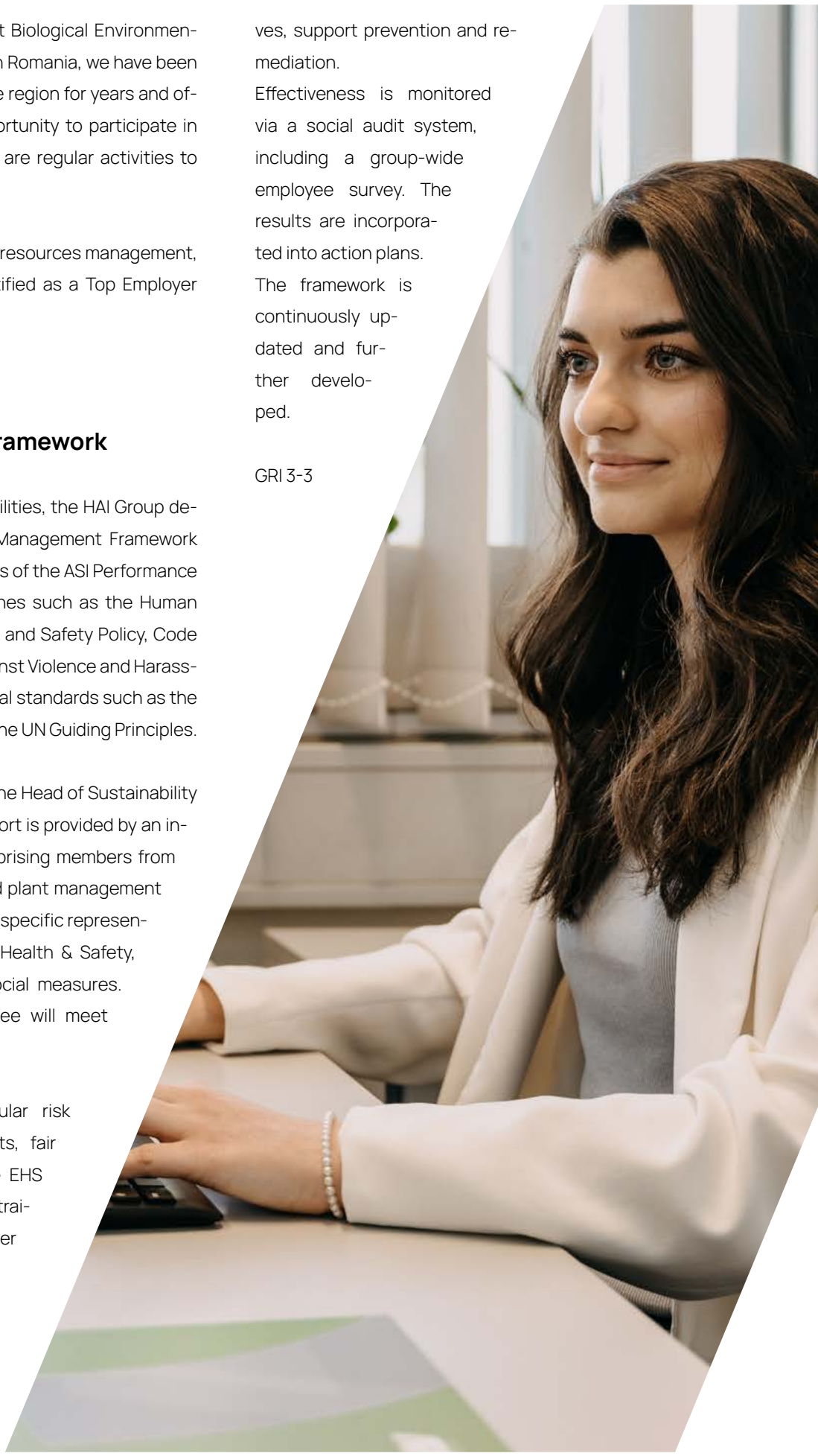
To manage its social responsibilities, the HAI Group developed a group-wide Social Management Framework that combines the requirements of the ASI Performance Standard with existing guidelines such as the Human Rights and Labor Policy, Health and Safety Policy, Code of Conduct, and the Policy Against Violence and Harassment. It is based on international standards such as the ILO Core Labor Standards and the UN Guiding Principles.

Overall responsibility lies with the Head of Sustainability & Public Affairs. Technical support is provided by an interdisciplinary committee comprising members from the Sustainability, HR, EHS, and plant management departments. At each location, specific representatives are appointed for HR, Health & Safety, and the implementation of social measures. The cross-functional committee will meet regularly starting in 2026.

Implementation includes regular risk assessments on human rights, fair working conditions, cross-site EHS standards, mandatory safety training, and systematic stakeholder and community engagement.

Complaint mechanisms, such as an anonymous whistleblower system and local representatives, support prevention and remediation. Effectiveness is monitored via a social audit system, including a group-wide employee survey. The results are incorporated into action plans. The framework is continuously updated and further developed.

GRI 3-3



LOCATIONS

HAI Ranshofen

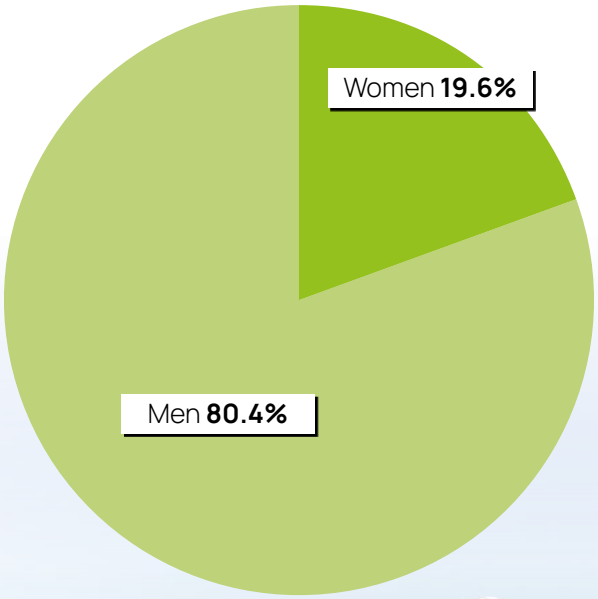
In fiscal year 2025, HAI employed an average of 633.75 employees at the Ranshofen site (2024: 702.0). As of the reporting date of December 31, 2025, 642 employees were on staff; as of December 31, 2024, the figure was 663. Compared to the previous year, the average number of employees thus decreased.

Three employees had fixed-term employment contracts as of the reporting date. Nearly 100% of employees are covered by a collective bargaining agreement (the only exceptions are the two managing directors).

HAI Ranshofen is bound by the collective bargaining agreements for white-collar and blue-collar workers in the non-ferrous metal industry established by the relevant trade association.

In the 2025 reporting year, the critical employee turnover rate at HAI in Ranshofen was 9.94% (2024: 11.5%).

GRI 2-30



Total number of employees in Ranshofen in 2025

HAI RANSHOFEN

Total number of employees (as of 12/31/2025 - headcount)	2024	2025
Total	663	642
of which women	113	126
of which are employees	90	102
of whom are blue-collar workers	23	24
of which men	550	516
of which are employees	185	171
of which are blue-collar workers	365	345
of which diverse	0	0
New hires (as of 12/31/2025 - headcount)	**2024**	**2025**
Total	40	35
of which women	8	30
of which men	32	5
of which diverse	0	0
< 30 years	19	15
30–50 years	19	18
> 50 years	2	2
Resignations (as of 12/31/2025 - headcount)	**2024**	**2025**
Total	109	76
of which women	11	11
of which men	98	65
of which diverse	0	0

GRI 401-1

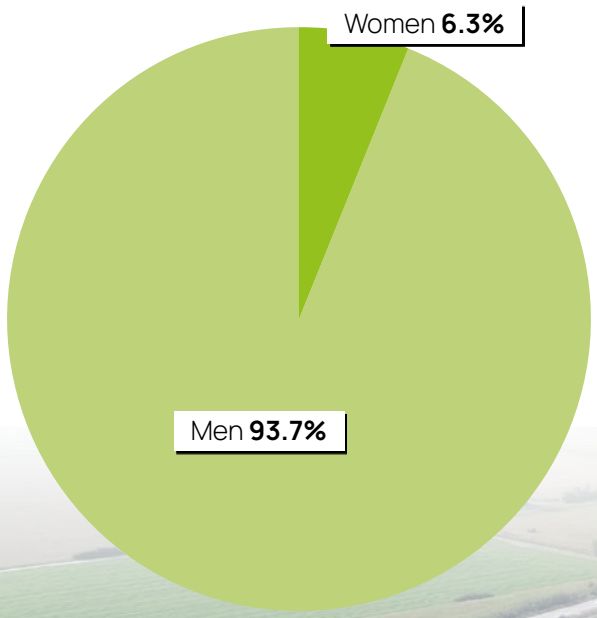
HAI Soest

In the 2025 reporting year, HAI employed an average of 430.34 full-time equivalents at its production site in Soest, Germany (2024: 463.2). As of December 31, 2025, 416 employees were on the payroll (2024: 461).

Almost all employees at HAI Soest are covered by the general collective bargaining agreement for the metal and electrical industry in North Rhine-Westphalia.
The only exceptions are the managing directors and employees not covered by the collective bargaining agreement.

The average employee turnover at our German location increased to 8.1% in 2025 (2024: 6.5%). These figures include all departures, excluding terminations of employment due to contract expiration or during the probationary period.

GRI 2-30



Total number of employees in Soest in 2025

HAI Soest

Total number of employees (as of 12/31/2025 - headcount)	2024	2025
Total	461	416
of which women	30	26
of which are employees	27	24
of whom are blue-collar workers	3	2
of which men	431	390
of which are employees	85	79
of which are blue-collar workers	346	311
of which diverse	0	0
New hires (as of 12/31/2025 - headcount)	**2024**	**2025**
Total	23	0
of which women	3	0
of which men	20	0
of which diverse	0	0
< 30 years	16	0
30–50 years	7	0
> 50 years	0	0
Resignations (as of 12/31/2025 - headcount)	**2024**	**2025**
Total	26	35
of which women	2	2
of which men	24	33
of which diverse	0	0

GRI 401-1

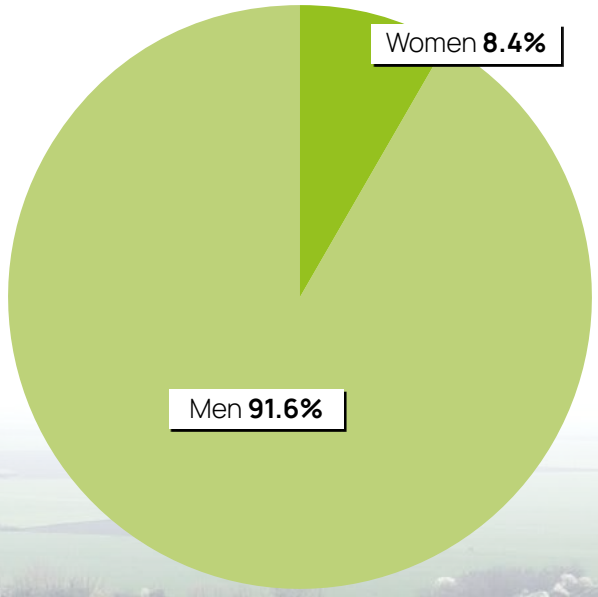
HAI Sântana

In 2025, HAI Sântana employed an average of 180.25 employees (2024: 161.0). At the end of the 2025 reporting year, the number of 155 employees stood at (headcount as of December 31, 2024: 159).

At our HAI site in Sântana, employees are covered by a sector-level collective bargaining agreement with Hammerer Aluminium Industries Sântana S.R.L. The only exception is the managing directors.

In Sântana, Romania, employee turnover in the 2025 reporting year was 3. 88% (2024: 6.2%).
All these figures include all departures with the exception of employment relationships due to contract expiration or during the probationary period.

GRI 2-30



Total number of employees at Sântana in 2025

HAI Sântana

Total number of employees (as of 12/31/2025 - headcount)	2024	2025
Total	159	155
of which women	24	13
of which are employees	23	12
of whom are blue-collar workers	1	1
of which men	135	142
of which are employees	7	9
of which are blue-collar workers	128	133
of which diverse	0	0
New hires (as of 12/31/2025 - headcount)	**2024**	**2025**
Total	32	14
of which women	1	2
of which men	31	12
of which diverse	0	0
< 30 years	20	6
30–50 years	10	6
> 50 years	2	2
Resignations (as of 12/31/2025 - headcount)	**2024**	**2025**
Total	18	11
of which women	1	3
of which men	17	8
of which diverse	0	0

GRI 401-1

HAI Criș

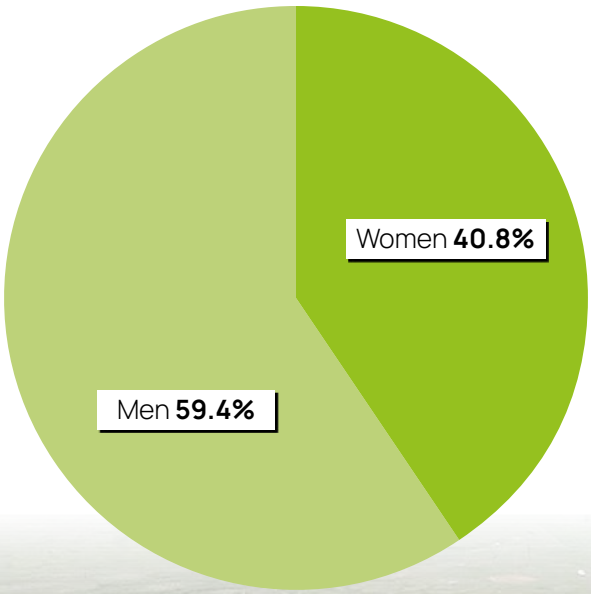
In 2025, HAI Criș had an average of 333,6 employees (2024: 364). At the end of the reporting year, the number of employees at was 319 (2024: 344).

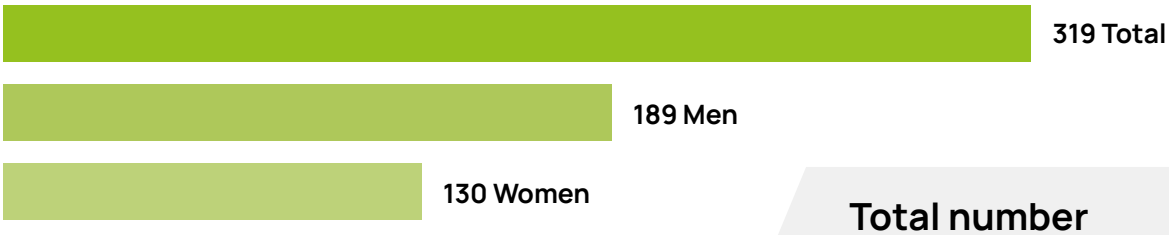
At our HAI site in Criș, employees are covered by a sector-wide collective bargaining agreement with Hammerer Aluminium Industries Criș S.R.L., with the sole exception of the managing directors.

In Criș, the critical employee turnover rate was 10.49% (as of December 31, 2024: 6.2%).

All these figures include all departures (except for terminations of employment due to contract expiration or during the probationary period).

GRI 2-30





Total number of employees in Criș 2025

HAI Criș

Total number of employees (as of 12/31/2025 - headcount)	2024	2025
Total	344	319
of which women	143	130
of which are employees	31	22
of whom are blue-collar workers	112	108
of which men	201	189
of which are employees	35	30
of which are blue-collar workers	166	159
of which diverse	0	0
New hires (as of 12/31/2025 - headcount)	**2024**	**2025**
Total	51	24
of which women	14	10
of which men	37	14
of which diverse	0	0
< 30 years	16	2
30–50 years	27	16
> 50 years	8	6
Resignations (as of 12/31/2025 - headcount)	**2024**	**2025**
Total	71	54
of which women	26	21
of which men	45	33
of which diverse	0	0

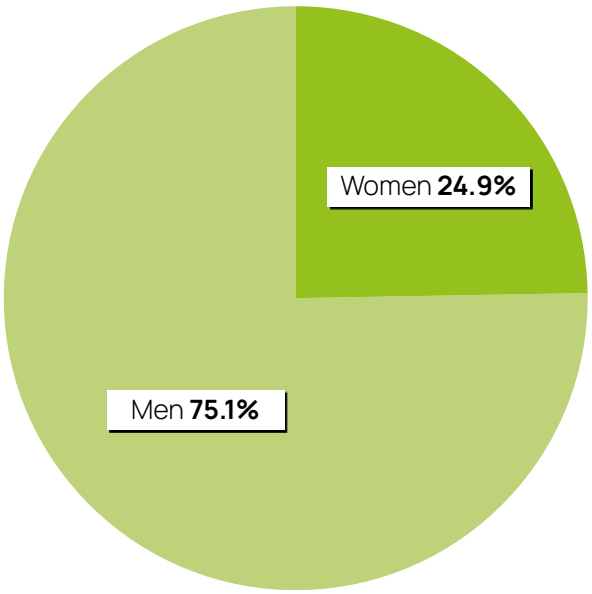
GRI 401-1

Other Locations

(WestAluTec GmbH, RIFTEC GmbH, HAI Components Poland)

At our other locations in Germany and Poland, HAI employed an average of 247.08 employees in the 2025 reporting year (2024: 303.3). As of the end of the reporting year (December 31, 2025), a total of 245 (2024: 267) employees were employed.
At the other locations, we are not bound by collective bargaining agreements.

GRI 2-30



Total number of employees at other locations in 2025

Other Locations

Total number of employees (as of 12/31/2025 - headcount)	2024	2025
Total	267	245
of which women	63	61
of which are employees	32	38
of whom are blue-collar workers	31	23
of which men	204	184
of which are employees	43	34
of which are blue-collar workers	161	150
of which diverse	0	0
New hires (as of 12/31/2025 - headcount)	**2024**	**2025**
Total	31	12
of which women	3	0
of which men	28	12
of which diverse	0	0
< 30 years	5	7
30–50 years	19	2
> 50 years	7	3
Resignations (as of 12/31/2025 - headcount)	**2024**	**2025**
Total	50	55
of which women	10	17
of which men	40	38
of which diverse	0	0

GRI 401-1

INNOVATIVE HR 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, as the number of applications has increased significantly due to the innovative expansion of HR marketing and new recruitment channels. All applications are centrally recorded and managed in the application portal. Additionally, both internal and external applicants always have the opportunity to check the current status of the application process.

In recognition of the transparency in our recruitment process, we were awarded the “Best Recruiters” Silver Award in 2025. Our executives regularly give lectures and presentations at various universities in Austria and Germany, enabling us not only to mentor graduate students but also to secure potential key talent for the company at an early stage. We regularly collaborate with schools and universities, offering them the opportunity to visit our company and participate in guided tours. In addition, we support collaboration on thesis projects by offering students access to our resources and expert knowledge. These partnerships promote the exchange of knowledge and experience and contribute to the education and development of the next generation. HAI is represented on major job portals and social media platforms. This strengthens our employer brand. Regular analysis of the metrics and reviews on these platforms shows clearly positive results.

Attractive Compensation

Our compensation system combines a competitive base salary with a wide range of benefits. Our base salaries are based on the applicable collective bargaining agreements. In addition, we offer our employees attractive bonuses in accordance with applicable company agreements. At nearly all HAI locations, either collective bargaining agreements or compensation systems established with the works councils in the form of a company agreement are in effect. These also comply with the legally guaranteed minimum wages of the respective labour markets and principles such as equal pay. In determining compensation, we do not distinguish between full-time and part-time employees or those on fixed-term contracts. The bonus system for executives provides for performance-based compensation based on financial corporate goals and individual performance.

We place great importance on making no distinction in individual compensation between men and women. We ensure compliance with existing HR processes and verify compliance through annual audits. In addition, the HAI Group uses a job evaluation system to enable comparability across countries. This system guarantees non-discriminatory compensation determination based on job functions in the respective local markets. As enshrined in the Code of Conduct, the company is committed to fostering a respectful and bias-free work environment. Employees at the HAI site in Ranshofen also receive a dividend through an employee private foundation.

In addition to financial benefits, HAI offers numerous other perks, including discounts at local businesses, free access to the swimming pool, use of the in-house gym “HAIfit,” internal sports events such as HAIrocks, and fitness classes. These are available to both full-time and part-time employees. In Romania, we support employees specifically with supplemental health insurance

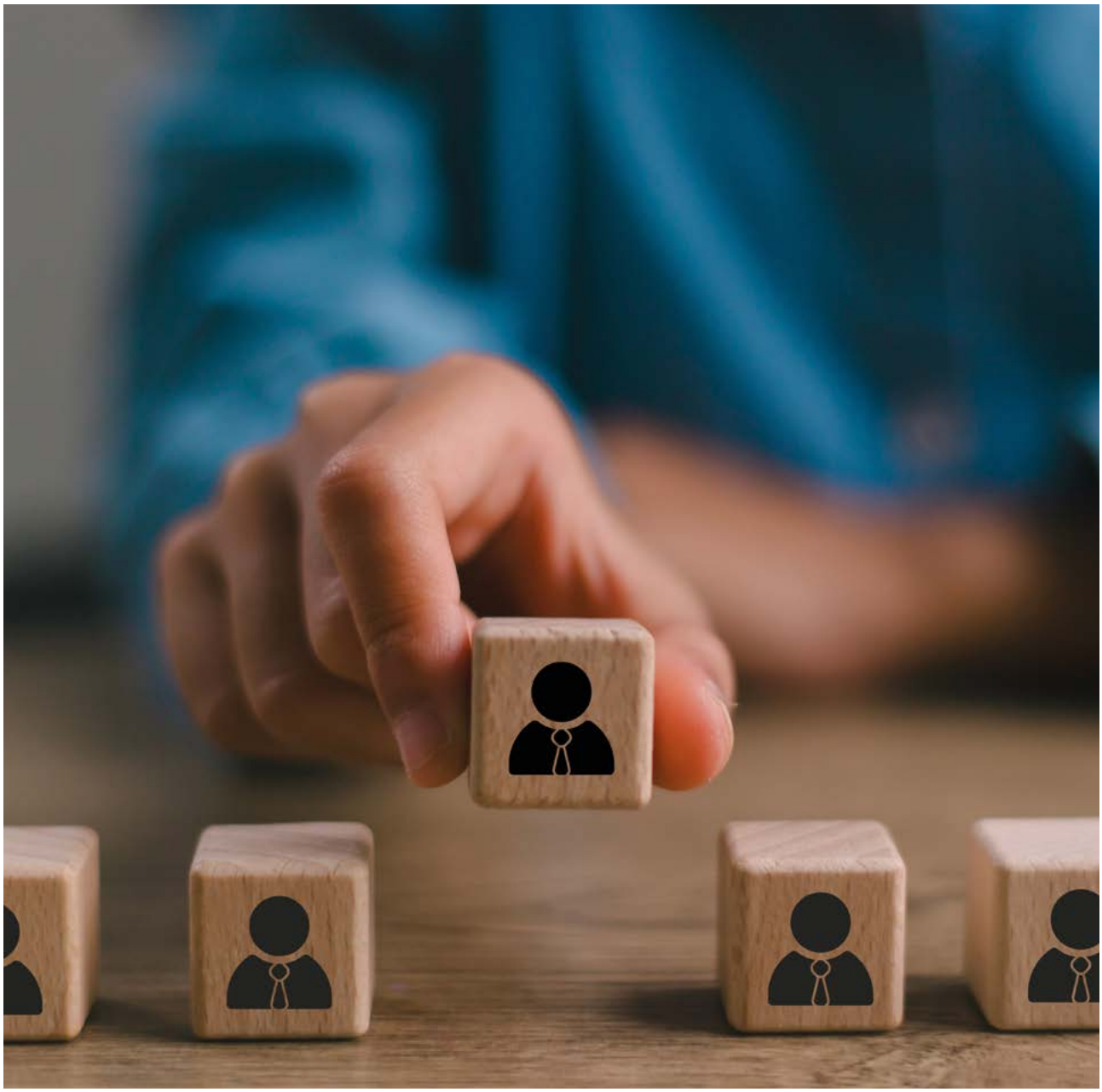
Our employees receive information about these benefits on the company’s own communication platform, HAI Connect.

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

Management by Objectives

Constructive feedback is the foundation for personal development. With the annual employee review, or MAG for short, we have established a valuable tool for the joint development of employees and the company. In a joint dialogue between managers and employees, the past year is reviewed and mutual feedback is exchanged. In addition, training needs are identified, and appropriate training and development measures are agreed upon. Employee participation in the MAG is mandatory and stands at 100%. Only employees with valid reasons for absence (such as military or civil service, maternity leave, or parental leave) are exempt from this requirement. For new employees, the review is conducted as part of their onboarding within 6 weeks.

GRI 404-3



DEVELOPMENT AND SUPPORT

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 tailored programs and support measures in place for all key phases of an individual's educational and career path.

Vocational Training

At our locations in Ranshofen and Soest, we train apprentices in various trades. As of December 31, 2025, 17 HAI apprentices (December 31, 2024: 24) were in training at our Ranshofen location, 16 of whom were in technical trades and one in a commercial trade. At our site in Soest, we had 22 HAI apprentices (December 31, 2024: 35) in training at the end of the reporting period, 19 of whom were in technical trades and three in commercial trades. The Braunau Training Centre (ABZ) is our partner for technical vocational training at our site in Ranshofen. At our Soest site, technical training takes place directly on-site. For basic training, specific topics, or exam preparation, the trainees participate in seminars at the joint training workshop in Arnsberg. In addition to the theoretical and practical training components, we place great emphasis on fostering social skills in line with our values. To this end, we offer our trainees various seminars in collaboration with different providers. In Austria, we also offer apprentices the option to complete an apprenticeship with a high school diploma. Additionally, they have the option to pursue a dual degree program.

Training and Continuing Education

To meet our employees' ongoing learning and development needs, we have developed internal digital learning concepts, resulting in a current hybrid approach. Training within the HAI Group utilizes modern learning environments and up-to-date learning methods to support employees in developing self-directed learning skills and to prepare them for lifelong learning as an integral part of their professional lives. One area of focus is the provision of hybrid and so-called blended learning scenarios. In 2025, the following continuing education hours were conducted at our locations. In Soest, only training courses required for acquiring or maintaining professional qualifications were conducted during the reporting year.

Trainee Program

There is a trainee program for young professionals with above-average university degrees in Germany and Austria. Through targeted rotations within the company, networking events, and accompanying training and mentoring, participants are prepared for a career within the company.

GRI 404-1, 404-2

Average number of continuing education hours (2025)

	Ranshofen	Soest	Sântana	Criș	Others
Employees	30.1	-	86.6	14.92	7.55
Executives	7.7	-	5.33	5.14	5.89
Men	11.8	-	87.28	16.37	4.85
Women	59.53	-	31.2	13.43	5.94

DIVERSITY MANAGEMENT

Fairness and respect are essential components of our corporate culture. This includes adherence to the standards defined in HAI's Code of Conduct. We reject any form of discrimination, particularly on the basis of age, gender, skin colour, sexual orientation, origin, religion, or disability. All employees are trained on the guidelines and compliance with this specific policy via e-learning.

We are guided by the UN Charter and the European Convention on Human Rights. Additionally, HAI has signed the Diversity Charter. All employees have the opportunity to report suspected cases 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 *Workforce Structure of the HAI Group* starting on page 92.

GRI 405-1, 406-1

Gender

As of the reporting date of December 31, 2025, the proportion of women at our locations was: 19.6% in Ranshofen, 6.3% in Soest, 8.4% in Sântana, 40.8% in Criș, 39.6% in Głogów, and 15.4% at our other locations. Our goal is to increase this percentage over the long term, which is why the relevant metrics are included in the Human Resources Department's reporting. We are aware of our responsibility regarding the work-life balance and offer our employees a variety of part-time models and flexible working hours. In addition, attractive employment models are available to them following maternity leave and parental part-time work. This commitment was recognized with the "Work and Family" certificate (Beruf und Familie) for the Ranshofen and Soest sites.

berufundfamilie

Generations

The average age has risen slightly compared to the previous year, and generational diversity within the company will continue to increase due to a higher retirement age and longer working lives. We view this change as an opportunity and are adapting our framework conditions accordingly. Our generational management focuses on measures that promote the maintenance of performance and health for both younger and older employees alike, as well as collaboration between generations.

Key Focus Areas of Our Generational Management:

- By establishing light-duty workstations, we are creating the conditions to retain older employees in the long term.
- With innovative technologies, such as the use of lifting devices, the physical demands of workplaces in production areas can be further reduced in the future.
- Targeted training programs raise employees' awareness of demographic challenges.
- A structured knowledge transfer program ensures that the in-depth knowledge of long-term employees is passed on 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 appropriate measures to ensure the safety of all employees. Equally important is the minimization of risks that may arise for employees in connection with all activities related to the production of billets from recycled aluminium scrap, the manufacture of extruded, machined, and surface-treated aluminium profiles, machined/welded aluminium components, and thermally insulated aluminium composite profiles. Our company continuously works to improve occupational safety, health, and occupational medicine. We achieve this by using the best available technologies, preventing environmental pollution, and reducing risks to employees and other potentially affected parties. While observing and complying with laws and regulations, we continuously improve our processes and activities.

Occupational Health and Safety Management System

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

Temporary workers are treated as regular employees and receive the same initial and safety training as permanent staff. At HAI Components Poland as well, general health and safety training is conducted for contract workers and external companies providing on-site services in accordance with internal procedures.

Thanks to the implementation of the requirements of the occupational health and safety management system, HAI has not recorded a single occupational illness as of the end of 2025.

During the reporting year, a serious workplace accident occurred in which an employee was tragically fatally injured. The incident took place during routine activities in the production area as part of a planned expansion process. The task involved moving or setting down a billet using a special billet plier.

Immediately following the incident, the company initiated a comprehensive and structured investigation. The focus was on both technical factors and organizational conditions. The analysis revealed that a combination of several factors contributed to the accident.

Based on the findings, technical and organizational measures were defined and consistently implemented. These contribute to the further strengthening and systematic development of the existing safety culture. The ongoing development of technical systems, the continuous review of work processes, and the expansion of preventive safety measures remain central components of safety management.

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

Health and Safety Policy, Objectives and KPIs

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

- **Risk Assessment:** Identifying and evaluating potential hazards in the workplace, as well as implementing resulting measures
- **Preventive Measures:** Implementation of measures to prevent accidents and illnesses (personal protective equipment, training, compliance with safety regulations)
- **Emergency Plans:** Development of plans for handling emergencies, including building evacuation and first aid (including annual drills)
- **Monitoring and Review:** Regular review of safety measures and procedures to ensure they are effective and updated when new risks are identified (mon-

thly safety audits by department management)

- **Employee Involvement:** Involvement of employees in health and safety policy (occupational safety committee meetings, company suggestion database, improvement suggestions, safety representatives, safety officers)

In addition, the HAI Group has a corporate policy that is available on the intranet and posted at all HAI locations as a health, safety, and environment (HSE) policy. This policy establishes health and safety objectives and key performance indicators (KPIs) that reflect the most significant 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 the availability of risk assessments. Likewise, there has been an increased understanding of the need for hazard identification, appropriate controls, monitoring, consultation, and training to reduce the risk of injuries, illnesses, and other losses, including the risk of loss of service delivery. As a result, further progress was made during the year in completing and reviewing risk assessments for general workplace hazards.

GRI 403-7

Workplace Assessment and Accident Management

A risk assessment is conducted for each workplace using a scoring method (risk score method), in which all hazards are listed and evaluated by a team. The severity and likelihood of occurrence are factored into each assessment. The results are used to determine whether further measures are necessary. If so, these are implemented using the STOP principle, which outlines the fundamentals of hazard prevention.

If hazardous substances are identified during the workplace assessment, employees are required to wear personal protective equipment and are trained in the proper handling of these substances.

The greatest hazard during the reporting period was hand injuries related to the use of work equipment. To reduce this risk, a mobile band saw was replaced with a model featuring a two-hand safety control, among other measures. This technical safety measure ensures that the band saw can only be operated when both of the employee's hands are positioned on the designated controls. This prevents the machine from starting while the hands are in the danger zone.

In addition, HAI locations receive occupational health care. Every employee undergoes an initial examination

by an occupational physician as part of the pre-employment medical examination, followed by follow-up examinations for aluminium dust and noise exposure. The occupational health department also conducts site inspections, checks on work materials, health monitoring, and maternal health evaluations. Employees have the option to contact the occupational health department via email or visit during weekly office hours.

The Health and Safety Team manages the reporting system for HAI incidents, which is used by all HAI locations. This system allows for the reporting of safety incidents and near-misses of any kind, as well as incidents with environmental consequences. Additionally, employees with safety concerns can also contact the company's safety representatives, who will inform the responsible safety officer. In the event of workplace accidents, the cause is determined through a follow-up investigation and the application of the 5 Whys method.

In **Ranshofen**, the Occupational Safety Committee meets three times a year, with representation from the safety officer, management, the works council, occupational health, plant management, division management, production management, and safety representatives.

The **Soest** production site schedules a monthly occupational safety committee meeting. In 2025, a total of nine meetings took place.

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 safety and health are held every two months, resulting in six meetings in 2025.

The goal 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 indicative of a positive reporting culture.
To this end, we follow the "ICEBERG NUMBER" program (near-misses), which is designed to encourage employees to report incidents. The focus is on specific results regarding workplace discipline and employee participation in OHS initiatives.
The most common type of injury among both permanent employees and temporary staff is hand injuries. A detailed breakdown of workplace accidents, lost days and hours, and hours worked can be found in the Annex starting on page 96.

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

Health and Safety Training

All HAI employees and temporary staff are trained in all safety regulations. The initial workplace orientation before starting work covers workplace hazards and how to avoid them, including:

- Safety instructions
- Personal protective equipment
- Rules and prohibitions
- Safety devices
- General safety rules
- Emergency facilities and waste disposal
- Work equipment
- Emergency procedures and much more.

Through the e-learning program HAI School, we offer all our employees a program of health and safety courses. Since the introduction of the HAI training program, the e-learning offering has grown steadily and has evolved into an annual health and safety training program at all locations.

GRI 403-5

Health Promotion Initiatives

HAI views healthy and satisfied employees as a prerequisite for economic success. Accordingly, HAI offers its employees comprehensive health benefits for both physical and mental well-being. These include weekly exercise classes (e.g., back fitness), free access to swimming pools, smoking cessation programs, discounts at various fitness providers, health tips and challenges, massages and physical therapy, as well as in-house fitness centres at several locations.

At the **RIFTEC** and **Soest** locations, employees are also offered the option to lease company bicycles or participate in the Jobbike program (Soest: JobRad).

At **HAI Components Poland**, employees benefit from private medical care, discounted group insurance, and a company social fund to support recreation and cultural activities.

To sustainably strengthen mental health, free seminars are offered at several locations. Topics include stress management, resilience-building, and elements of positive psychology. These offerings help employees increase their mental resilience and stay healthy in their daily work lives.

In **Ranshofen**, employees also have access to the Mavie portal, and in **Soest**, counselling services are available through the PME Family Service.

GRI 403-6

Management Commitment

In the context of health, safety, and environmental protection, HAI's management commits, through its environmental, energy, health, and safety management policy, to ensuring the following:

- Compliance with legal environmental requirements and environmental protection regulations, as well as those requirements regarding health and safety in the workplace that are relevant to the organization's activities
- Prevention of environmental pollution
- Prevention of injuries and occupational diseases
- Continuous improvement of environmental performance and occupational health and safety performance through the implementation of ongoing monitoring of these aspects
- Ongoing assessment of environmental performance and occupational health and safety performance against established goals and targets
- Ensuring a work environment that protects employees' health, improves their standard of living, and fills them with pride in working for this company.

Part 5

Transparency and Corporate Ethics

Our Approach:

Transparency and ethical conduct are firmly anchored in our corporate culture and guide our daily actions. We are convinced that open communication, transparent processes, and responsible behaviour toward all our stakeholders form the basis for sustainable business success. Therefore, we take special care to ensure that our suppliers and business partners also share and actively live these values.

OUR PRINCIPLES OF RESPONSIBLE CORPORATE CONDUCT

The HAI Group is committed to the highest standards of responsible and lawful conduct in all its business areas and adheres to the highest ethical standards as well as consistent compliance with all legal and voluntary commitments. Our policy statements are based on internationally recognized frameworks such as the United Nations Universal Declaration of Human Rights, the International Labour Organization's (ILO) Core Labour Standards, and the OECD Guidelines for Multinational Enterprises.

These principles form the binding foundation for all internal and external business activities and apply to all employees, managers, and business partners throughout the entire value chain. Our guidelines—including the Code of Conduct, the Supplier Code of Conduct, the Labor and Human Rights Policy, the Anti-Corruption Policy, the Environmental Policy, the Policy Against Violence and Harassment, and the Sustainable Procurement Policy—define clear expectations regarding integrity, human rights, fair working conditions, environmental and climate protection, and corruption prevention to ensure implementation and compliance in daily business operations.

GRI 2-23, 2-24

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

The Code of Conduct – HAI FAIRNESS serves as the binding foundation for the daily conduct of all employees. Our values define clear standards for respectful interaction among colleagues, with customers, suppliers, business partners, public institutions, and all other individuals who come into contact with our business activities. The Code of Conduct serves as a guide to ensure that decisions are always made fairly, responsibly, and in accordance with our ethical principles.

GRI 2-23, 2-24, 2-26

Code of Conduct - HAI FAIRNESS for Suppliers

Our Code of Conduct for Suppliers outlines the fundamental values and beliefs of the HAI Group and sets forth expectations for ethical, responsible, and legally compliant behaviour within our supply chain. The HAI Group is committed to internationally recognized principles, including respect for human rights, fair working conditions, environmental and climate protection, and integrity in business relationships. To ensure responsible and sustainable production and procurement, the Code of Conduct includes requirements for all business partnerships—including suppliers, contractors, consultants, agencies, and authorized representatives.

All business partners are required to adhere to our Code of Conduct.

Both Codes of Conduct can be downloaded from the website's Download Centre.

GRI 2-23, 2-24, 308-1, 308-2, 414-1, 414-2

Modern Slavery Statement

The HAI Group implements clear measures to prevent modern slavery and human trafficking within its own business operations and throughout the supply chain. Modern slavery includes, among other things, child and

forced labour as well as other forms of exploitation, the prevention of which is an integral part of our corporate responsibility. Our values of trust, opportunity, and dynamism, as well as the guidelines of the HAI Codes of Conduct, form the binding framework for this. Business partners are obligated to comply with ILO standards. Implementation is supported by a whistleblower system and risk-based due diligence obligations.

The Modern Slavery Statement can be downloaded from the website's Download Centre. No complaints were received during the reporting period.

GRI 408-1, 409-1, 2-23, 2-24, 2-25

Anti-Corruption Policy

The Anti-Corruption Policy operationalizes the principles of the Code of Conduct regarding integrity and transparency. It prohibits any form of bribery, granting of benefits, kickbacks, money laundering, fraud, or improper influence on business decisions. Clear guidelines govern the handling of gifts, invitations, hospitality, and conflicts of interest. The policy provides for regular mandatory training, annual risk analyses, and systematic monitoring; violations may result in disciplinary or criminal consequences.

HAI has set the following goals in the area of anti-corruption:

KPI	Target	2025 Result	Status
Training rate	>75% by the end of 2025	92.6%	Achieved
Number of incidents reported via whistleblowing	0	0	Achieved

GRI 205-1, 205-2, 205-3

Policy on Labour and Human Rights

This policy specifies the HAI Group's human rights and labour-related obligations. It focuses on respect for UN human rights, ILO core labour standards, and the EU Charter of Fundamental Rights. The policy expressly prohibits child and forced labour, protects freedom of association and collective bargaining, and calls for fair wages, regulated working hours, and comprehensive occupational health and safety protections. It obligates both managers and business partners to identify and avoid human rights risks at an early stage. The annual risk-based due diligence follows the OECD Five-Step Model.

HAI has set the following goals, among others:

KPI	Target	Result 2025	Status
Training rate	>75% of all employees trained	97.1%	Achieved
Accident rate	<1 reportable accident per 100 employees	1.07	Not achieved
Percentage of employees with collective bargaining agreement	>75 %	?	Achieved
Number of reported violations	0	0	Achieved
Risk analyses	Annual risk analysis in purchasing	Completed	Achieved

GRI 2-23, 2-24, 3-3, 403, 404-1, 407-1, 408-1, 409-1, 410-1, 414-1

Environmental Policy

The Environmental Policy outlines the HAI Group's commitment to climate protection, resource efficiency, and the protection of natural habitats. It includes targets for emissions reduction across the entire value chain, energy efficiency, the expansion of renewable energy, and the promotion of circular processes, particularly through the extensive use of recycled aluminium. In addition, it includes guidelines on chemical management, biodiversity conservation, and systematic environmental management in accordance with international standards. The policy provides for regular environmental risk assessments, training, and comprehensive monitoring of relevant KPIs (CO_2, energy, water, waste).

HAI has set ambitious targets for reducing CO_2 emissions. Details can be found in the section *Sustainable Environmental and Resource Management*.

Additional goals include the following KPIs:

KPI	Target	2025 Target	Status
Training rate	75% training rate for sustainability	93.7%	Achieved
Leaks/releases	0 leaks / 0 releases	0/0	Achieved

GRI 3-3, 302, 305, 306, 404-1

Sustainable Procurement Policy

This policy defines the ESG standards for procurement and supplier evaluation. It incorporates environmental criteria such as emissions reduction, resource efficiency, and environmental management; social criteria such as occupational safety, fair working conditions, and human rights; and governance criteria such as anti-corruption and data protection. Key suppliers must be assessed through a risk-based sustainability review. The policy requires the avoidance of conflict minerals in accordance with EU Regulation 2017/821 and demands transparency and traceability throughout the supply chain. Suppliers must be able to demonstrate appropriate measures to verify the origin of their raw materials. Additionally, regional supply chains should be promoted. Details on this can be found in the *Local Procurement* section.

HAI has set the following goals in the area of sustainable procurement:

KPI	Target	Result 2025	Status
Percentage of suppliers assessed	> 90% based on HAI Risk Score	99%	Achieved
Training rate for purchasing	90% Training rate in purchasing	100%	Achieved
Risk analyses	Annual risk analyses in all relevant procurement segments	100%	Achieved

GRI 204-1, 308-1, 308-2, 404-1, 414-1

Policy Against Violence and Harassment

This policy ensures that all employees can work in a safe, respectful, and inclusive environment. It explicitly prohibits physical, psychological, and sexual violence, as well as gender-based harassment in any form—whether in person, in writing, or digitally, whether a single incident or repeated. The policy defines clear rights and obligations for employees and managers, including prevention, reporting, confidential handling, and protection against retaliation. It establishes a structured complaint proce-

dure that is anchored in the Code of Conduct and local company agreements, and mandates training for all employees.

The policy against violence and harassment can be downloaded from the website's Download Centre and training on it is provided regularly.

No complaints were received during the reporting period.

GRI 3-3, 406-1, 404-1

Communication of Our Principles & Ethics Training

The HAI Group's principles are regularly communicated via the company-wide intranet to ensure that all employees always have access to up-to-date information on corporate values, standards of conduct, and relevant policies.

Mandatory training sessions on topics including corporate ethics and compliance must be completed at regular intervals to promote a shared understanding of responsible conduct and ensure compliance with internal guidelines and legal requirements.

GRI 2-23, 2-26

Reporting of Misconduct & Whistleblowing

All employees, business partners, and third parties are encouraged to report misconduct within the HAI Group. The HAI Group provides various channels for reporting potential violations, including the email address **ethics@hai-aluminium.com** and an anonymous whistleblower system on the company website. Incoming reports are treated confidentially and evaluated and processed by a specialized team.

During the reporting period, there were no complaints or reports of violations.

GRI 2-25, 2-26

Contributions to Political Parties and Related Institutions

During the reporting period, no financial or in-kind contributions were made to governments, political parties, individual political figures, or related organizations.

GRI 415-1

Compliance with Laws and Regulations

During the reporting period, no fines or non-monetary penalties were imposed for non-compliance with environmental laws and regulations or for serious violations of other applicable legal provisions.

GRI 2-27

GOVERNANCE STRUCTURE AND COMPOSITION

The highest governance body of the HAI Group is the Supervisory Board of Hammerer Aluminium Industries Holding GmbH, the Group's parent company. This body consists of five members, three of whom are elected by the Annual General Meeting and two of whom serve as employee representatives as required by law, thereby ensuring that the interests of both the owners and the employees are represented. The Supervisory Board elects a member from among its ranks to serve as Chair and a corresponding Deputy Chair. The regular term of office for the Supervisory Board is four years.

All members possess the necessary professional qualifications. They are neither part of the management nor senior executives of the HAI Group and thus meet the requirements for independence and safeguarding the interests of the company.

The members of the Supervisory Board are:

- **Jürgen Hammerer**, Chairman
- **Carl van Gils**, Vice Chair
- **Simone Hammerer**, Member
- **Markus Stelzhammer**, Member
- **Friedrich Maislinger**, Member until August 30, 2025 (retirement)
- **Thomas Finsterer**, Member since September 1, 2025

The Supervisory Board was newly appointed on June 18, 2025. Following the retirement of Friedrich Maislinger, Thomas Finsterer was duly appointed to the Supervisory Board in accordance with corporate law provisions.

The Supervisory Board has not established any committees of its own. All governance-related matters are discussed and decided upon by the full board.

GRI 2-9

Procedures for the Nomination and Selection of the Highest Governance Body

The selection and appointment of Supervisory Board members is carried out in accordance with legal requirements. To ensure professional, independent, and effective oversight as well as qualified strategic guidance for corporate management, individuals proposed for election to the Supervisory Board must:

- be familiar with the business interests of the HAI Group,
- have relevant practical experience in corporate management as well as in finance and accounting, and
- be free from conflicts of interest both within and outside the organization.

The nomination process includes an assessment of professional qualifications, an evaluation of diversity criteria, and formal appointment by the Annual General Meeting or employee representatives.

GRI 2-10

To ensure good governance, the HAI Group has standardized procedures for regularly evaluating the Supervisory Board's performance with regard to:

- its supervisory duties,
- monitoring the organization's impact on the economy, the environment, and people,
- and the effectiveness of its decision-making and control processes.

Chair of the Highest Governance Body

The Supervisory Board is led by the Chair, who coordinates meetings and ensures the proper exercise of supervisory functions. The Chair is strictly separated from operational management.

GRI 2-11

Role of the Highest Governance Body in Monitoring Impacts

The Supervisory Board monitors the strategic direction of the HAI Group as well as its economic, environmental, and social impacts. It engages in all major strategic decisions and ensures that the Group's further development is economically sound, environmentally responsible, and socially sustainable in the long term.

Management regularly informs the Supervisory Board about regulatory developments, sustainability risks and opportunities, as well as progress in implementing measures. The Supervisory Board meets at least quarterly; during these meetings, it reviews the submitted documents, assesses the degree to which targets have been met, and advises management. Critical issues are escalated to the Supervisory Board on an ad hoc basis. No issues of concern were reported to the Supervisory Board during the reporting period.

The Executive Board consists of the CEO, COO, and CFO, as well as the managing directors of the subsidiaries and sub-subsidiaries, who report to the CEO. Below the Executive Board, operational business is organized into functional departments (e.g., Finance & Controlling, Sustainability, Production, HR, Sales, Logistics, IT, Legal). These units serve operational management purposes and are not governance bodies.

GRI 2-12

Delegation of Responsibility for Managing Impacts

The Executive Board bears operational responsibility for implementing the sustainability strategy. This includes compliance with internal guidelines and external regulations, operational support for the business divisions, and regular reporting to the Supervisory Board. Members of the Executive Board with specific responsibilities (e.g., operational, financial, or risk-related responsibilities) are actively involved in the assessment and management of sustainability impacts.

Overall operational responsibility for sustainability lies with the COO. The Sustainability Department reports directly to the COO and coordinates the relevant activities across the Group. Environmental officers are appointed at each location to address environmental issues. The HAI Group publishes an annual sustainability report documenting progress, key performance indicators, and measures in the environmental, economic, and social areas.

The CFO is responsible for coordinating the HAI Group's entire financial management—including procurement. The Finance & Controlling, Procurement, and Legal departments report directly to him.

GRI 2-13

ESG Governance of the HAI Group

Overall responsibility for sustainability lies with the COO of the HAI Group. The strategic direction and coordination of sustainability matters are managed by the Sustainability Department, which reports directly to the COO.

Sustainability Board

In 2025, the Sustainability Board was established as a central internal steering committee. It meets twice a year to define strategic goals, prioritize measures, and monitor the further development of ESG performance. Its members include:

- the COO,
- the technical managing directors,
- the Head of Sustainability,
- the Group Lead for Integrated Management Systems (IMS)
- and the Group Head of Legal.

This interdisciplinary composition ensures that ESG aspects are assessed from strategic, legal, and operational perspectives.

Operational ESG Integration

The implementation of ESG measures takes place in close collaboration with all relevant functions, including:

- **Environment:**
  Environmental Management and Energy
- **Social – Health & Safety:**
  Occupational Safety and Health
- **Social – Employees & DE&I:**
  Human Resources, Equal Opportunity, and Diversity
- **Governance:**
  Compliance, Legal, and Accountability Structures

This ensures that sustainability is both strategically managed and operationally embedded at our sites.

ESG Reporting

Management regularly reports to the Supervisory Board on current trends and regulatory developments in the area of sustainability, as well as on the sustainability strategy, its implementation, and progress, so that the Supervisory Board always has an overview of the company's contribution to sustainable development. The Supervisory Board meets at least quarterly. During the meetings, it reviews and discusses the documents presented, assesses progress in the relevant areas, and advises the Management Board accordingly.

The HAI Group publishes an annual sustainability report documenting progress, key performance indicators, and measures related to the economy, the environment, and people. The Supervisory Board is fully informed about the content of the sustainability report and approves it.

GRI 2-14

Conflicts of Interest

The HAI Group has processes in place to identify and address conflicts of interest, including reporting systems, review procedures, and the exclusion of affected members from decision-making.

Members of the Supervisory Board and the Management Board are required to disclose potential or actual conflicts of interest and to recuse themselves from deliberations and decisions in such cases. No conflicts of interest were identified during the reporting period.

GRI 2-15

Communication of Critical Concerns

The Supervisory Board is informed about critical issues during its regular meetings and on an ad hoc basis. No critical concerns were reported to the Supervisory Board during the reporting period.

GRI 2-16

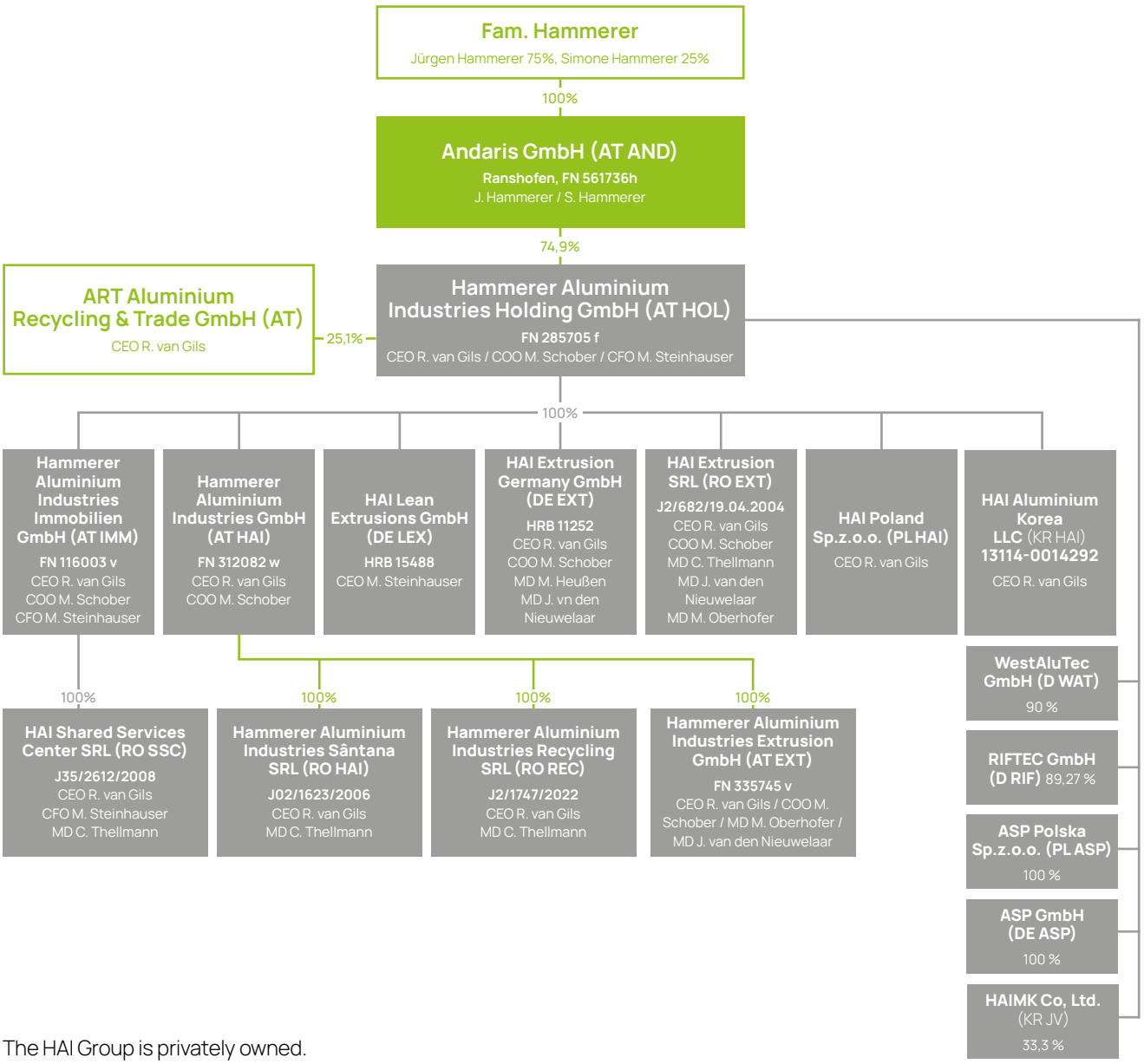
Collective expertise of the highest governance body

The organization ensures the Supervisory Board's ongoing ESG expertise through training, continuing education, internal expert support, and documented competency assessments, as well as continuous access to relevant information.

GRI 2-17


HAI
EXTRUSION

Corporate Structure



The HAI Group is privately owned.

GRI 2-1

ANNEX

GRI Content Index

Hammerer Aluminium Industries has published the information listed in the following GRI Content Index for the period from January 1, 2025, to December 31, 2025, with reference to the GRI Standards 2021.

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WORKFORCE STRUCTURE OF THE HAI GROUP

HAI Ranshofen as of Dec. 31	2024	2025
Workers	55.2%	57.5%
of which women	4.9%	6.5%
of which men	95.1%	93.5%
of which diverse	0.0%	0.0%
Employees	41.2%	42.5%
of which women	32.2%	37.4%
of which men	67.8%	62.6%
of which diverse	0.0%	0.0%
Apprentices	3.6%	2,6%
of which women	29.2%	35,3%
of which men	70.8%	64,7%
of which diverse	0.0%	0,0%
Executives	15.2%	15.9%
of which women	8.9%	8.8%
of which men	91.1%	91.2%
of which diverse	0.0%	0.0%
Percentage of people with disabilities	2.4%	2.5%

HAI Soest as of Dec. 31	2024	2025
Workers	69.2%	75.2%
of which women	0.6%	0.6%
of which men	99.4%	99.4%
of which diverse	0.0%	0.0%
Employees	23.2%	24.8%
of which women	25.2%	23.3%
of which men	74.8%	76.7%
of which diverse	0.0%	0.0%
Apprentices	7.6%	5.3%
of which women	2.9%	0.0%
of which men	97.1%	100.0%
of which diverse	0.0%	0.0%
Executives	6.1%	5.5%
of which women	7.1%	8.7%
of which men	92.9%	91.3%
of which diverse	0.0%	0.0%
Percentage of people with disabilities	4.6%	5.0%

HAI Sântana as of Dec. 31	2024	2025
Workers	80.5%	86.5%
of which women	0.8%	0.7%
of which men	99.2%	99.3%
of which diverse	0.0%	0.0%
Employees	19.5%	13.5%
of which women	74.2%	57.1%

of which men	25.8%	42.9%
of which diverse	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 diverse	0.0%	0.0%
Executives	8.8%	9.0%
of which women	50.0%	14.3%
of which men	50.0%	85.7%
of which diverse	0.0%	0.0%
Percentage of people with disabilities	0.0%	0.0%

HAI Criș as of Dec. 31	2024	2025
Workers	80.8%	83.7%
of which women	40.3%	40.4%
of which men	59.7%	59.6%
of which diverse	0.0%	0.0%
Employees	19.2%	16.3%
of which women	47.0%	42.3%
of which men	53.0%	57.7%
of which diverse	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 diverse	0.0%	0.0%
Executives	6.1%	3.4%
of which women	38.1%	18.2%
of which men	61.9%	81.8%
of which diverse	0.0%	0.0%
Percentage of people with disabilities	0.0%	0.0%

HAI Other Locations as of Dec. 31	2024	2025
Workers	71.9%	70.6%
of which women	16.1%	13.3%
of which men	83.9%	86.7%
of which diverse	0.0%	0.0%
Employees	28.1%	29.4%
of whom are women	42.7%	52.8%
of which men	57.3%	47.2%
of which diverse	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 diverse	0.0%	0.0%
Executives	7.1%	13.9%
of which women	21.1%	33.3%
of which men	78.9%	66.7%
of which diverse	0.0%	0.0%
Percentage of people with disabilities	2.6%	3.2%

Employee Diversity (as of December 31, 2025)					
	Ranshofen	Soest	Sântana	Criș	Sonstige
Women	19.6%	6.3%	8.4%	40.8%	24.9%
< 30 years	31.0%	15.4%	30.8%	4.6%	6.6%
30–50 years	50.8%	46.2%	61.5%	59.2%	60.7%
> 50 years	18.3%	38.5%	7.7%	36.2%	32.8%
Men	80.4%	93.8%	91.6%	59.2%	75.1%
< 30 years	14.7%	18.5%	14.1%	12.2%	8.7%
30–50 years	54.5%	43.6%	54.9%	55.6%	44.0%
> 50 years	30.8%	37.9%	31.0%	32.3%	47.3%
With an immigrant background*	29.9%	9.9%	0.6%	0.6%	31.4%
of which women	10.4%	2.4%	0.0%	50.0%	18.2%
of which men	89.6%	97.6%	100.0%	50.0%	81.8%
of which diverse	0.0%	0.0%	0.0%	0.0%	0.0%
With disability	2.5%	5.0%	0.0%	0.0%	3.2%
of which women	5.9%	9.5%	0.0%	0.0%	0.0%
of which men	94.1%	90.5%	0.0%	0.0%	0.0%
of which diverse	0.0%	0.0%	0.0%	0.0%	0.0%

*Citizenship other than that of the country of location

GRI 405-1

Structure of the Supervisory Bodies* (as of December 31, 2025)					
	Ranshofen	Soest	Sântana	Criș	Sonstige
Women	14.4%	4.5%	12.5%	28.6%	33.3%
Men	85.6%	95.5%	87.5%	71.4%	66.7%
Various	0%	0%	0%	0%	0.0%

*Supervisory bodies include: works council, supervisory board, occupational safety specialist or committee

GRI 405-1

Parental Leave (2025)					
	Ranshofen	Soest	Sântana	Criș	Sonstige
Eligibility for parental leave	100%	100%	100%	100%	100%
Parental leave taken	18	7	6	6	7
of which women	18	3	1	5	6
of which men	0	4	5	1	1
of which diverse	0	4	5	1	1

GRI 401-3

Employment Contracts Split (as of December 31, 2025)					
	Ranshofen	Soest	Sântana	Criș	Sonstige
Permanent employees	612	339	155	311	209
of which women	115	21	13	127	46
of which men	497	318	142	184	163
of which diverse	0	0	0	0	0
Temporary employees	29	77	0	8	34
of which women	19	5	0	3	13
of which men	10	72	0	5	21
of which diverse	0	0	0	0	0
Full-time employees	580	410	154	319	228
of which women	83	24	13	130	53
of which men	497	386	141	189	175
of which diverse	0	0	0	0	0
Part-time employees	62	6	1	0	17
of which women	43	2	0	0	8
of which men	19	4	1	0	9
of which diverse	0	0	0	0	0
Part-time employees	1	1	0	0	2
of which women	1	0	0	0	2
of which men	0	1	0	0	0
of which diverse	0	0	0	0	0
Temporary workers	15	0	0	0	0

GRI 2-7, 2-8

DATA ON WORKPLACE ACCIDENTS

HAI Ranshofen	2025
Workplace accidents	11
› 3 days	5
≤ 3 days	6
Days lost due to workplace accidents	89
› 3 days	74
≤ 3 days	15
Hours lost due to workplace accidents	686
› 3 days	570
≤ 3 days	116
Total hours worked	844,111
TRIR	13.03
LTIR	5.92
Accident rate at year-end (%)	0.75
Iceberg figure (%)	95.00
Measures implemented per safety incident	2.40
Days lost per person	0.13

HAI Soest	2025
Workplace accidents	13
› 3 days	6
≤ 3 days	7
Days lost due to workplace accidents	257
› 3 days	238
≤ 3 days	19
Hours lost due to workplace accidents	1,928
› 3 days	1,785
≤ 3 days	142.5
Total hours worked	510,476
TRIR	25.47
LTIR	11.75
Accident rate at year-end (%)	1.3
Iceberg figure (%)	91.00
Measures implemented per safety incident	2.20
Days lost per person	0.56

HAI Sântana	2025
Workplace accidents	3
› 3 days	1
≤ 3 days	2
Days lost due to workplace accidents	18
› 3 days	13
≤ 3 days	5
Hours lost due to workplace accidents	144
› 3 days	104
≤ 3 days	40
Total hours worked	279,988
TRIR	10.71

LTIR	3.57
Accident rate at year-end (%)	0.6
Iceberg figure (%)	86.00
Measures implemented per safety incident	1.00
Days lost per person	0.11

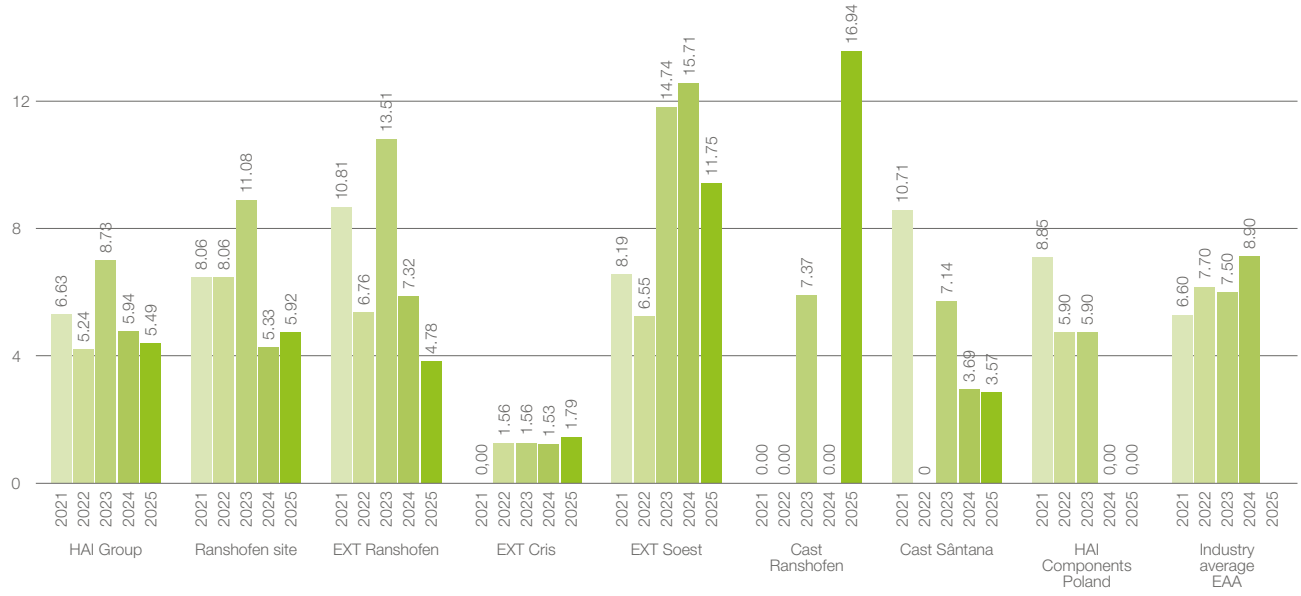
HAI Criș	2025
Workplace accidents	1
> 3 days	1
≤ 3 days	0
Days lost due to workplace accidents	14
> 3 days	14
≤ 3 days	0
Hours lost due to workplace accidents	112
> 3 days	112
≤ 3 days	0
Total hours worked	557,319
TRIR	1.79
LTIR	1.79
Accident rate at year-end (%)	0.3
Iceberg figure (%)	100.00
Measures implemented per safety incident	1.70
Days lost per person	0.04

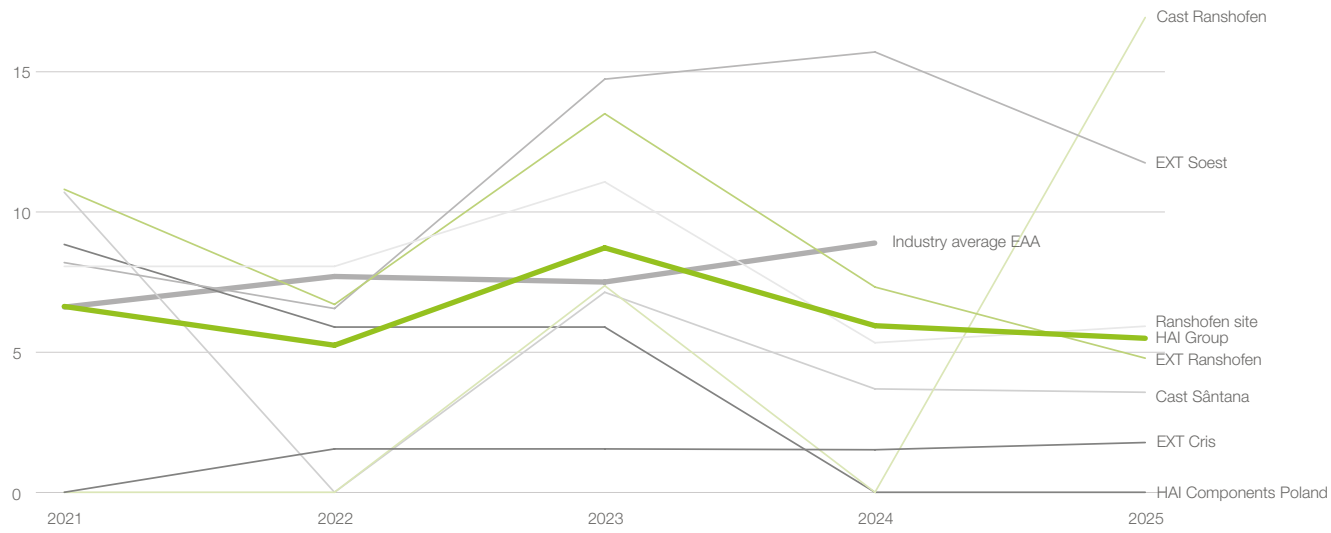
Other Locations	2025
Workplace accidents	7
> 3 days	7
≤ 3 days	0
Days lost due to workplace accidents	112
> 3 days	112
≤ 3 days	0
Hours lost due to workplace accidents	853
> 3 days	853
≤ 3 days	0
Total hours worked	374,910
TRIR	18.67
LTIR	18.67

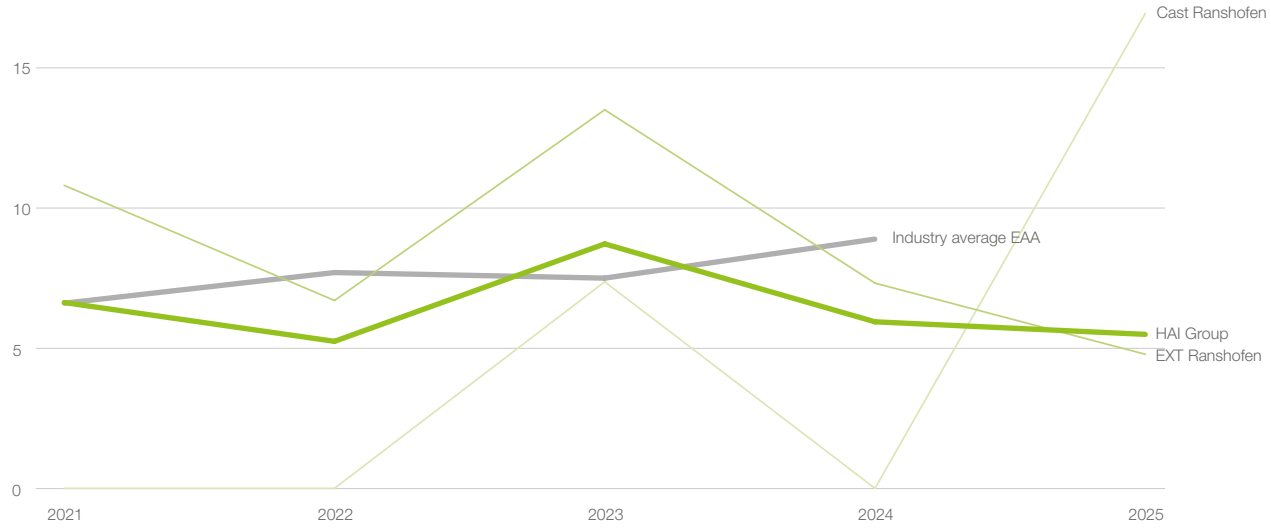
At this time, no data is collected at the other locations regarding the year-end accident rate, iceberg figures, measures implemented per safety incident, and days lost per person.

HEALTH & SAFETY BENCHMARKS

LTIR Comparison (calculated per 1 million hours worked)







Explanations of key figures related to workplace accidents:

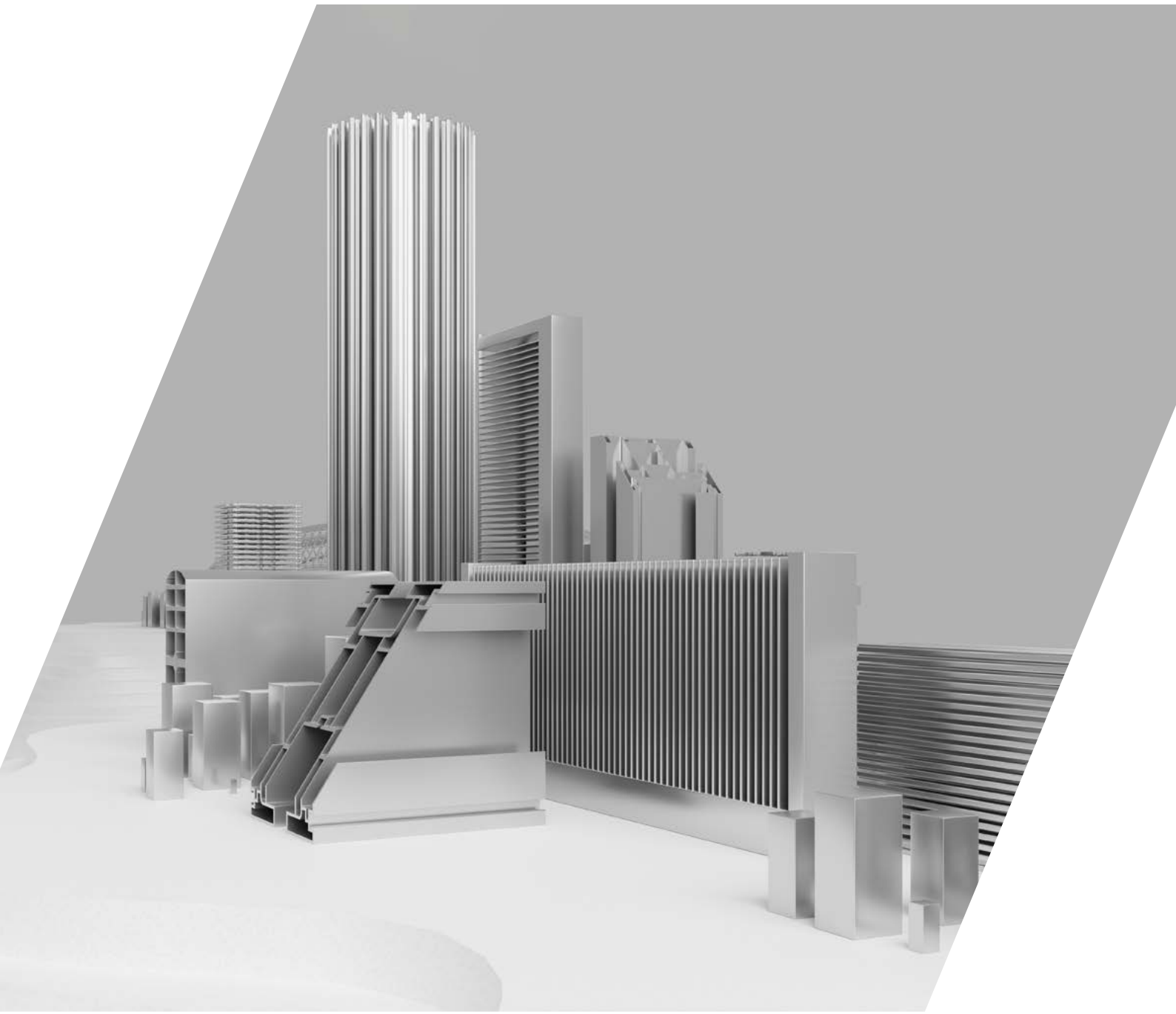
The Total Recordable Incident Rate (TRIR) per million working hours is calculated as the total number of accidents divided by the number of hours worked, multiplied by 1,000,000.

The Lost Time Injury Rate (LTIR) per million working hours is calculated as the total number of reportable accidents (> 3 days), including fatal accidents, divided by the number of hours worked, multiplied by 1,000,000.

The annual accident rate is calculated by dividing the number of reportable workplace accidents by the number of employees, then dividing that result by 100.

The iceberg figure is the number of safety incidents, i.e., all incidents including near misses, and is calculated by dividing reportable accidents by the total number of safety incidents.

The number of lost workdays per person is calculated by dividing the total number of lost workdays due to work-related accidents by the number of employees.



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