



ALUMINIUM TUBES AND SERVICE CENTRE

A background image showing stacks of aluminium tubes in a warehouse or factory setting. The tubes are arranged in neat rows, with some showing their square cross-sections. The image is partially obscured by white curved overlays.

Sustainability Report **2024**

GRUPPO
gabrielli

STEEL SERVICE NETWORK

Contents

Letter to the Stakeholders	5
Reading Guide	7
General Highlights	9
1. Identity	
Company	14
Organisation Profile	15
History	16
Mission and Vision	17
Business Sectors	18
Our Business Model and Value Chain	20
Quality	21
2. Our ESG Roadmap	
ESG Roadmap	24
Strategy and ESG Plan	25
Key Stakeholders and Strategic Mapping	26
Stakeholder Relations	27
Key Stakeholders	28
Materiality Screening	30
Relevant Topics	32
Governance (G)	34
People (S)	36
Environment (E)	38
Allu's S.p.A. SDGs Commitments	40
3. Governance	
Highlights	44
Corporate Governance	45
Compliance with Law 231 and Anti-Corruption	46
Code of Ethics and Whistleblowing	47
Creation of Value for the Territory	48
4. People	
Highlights	55
Development and Enhancement of People and of Diversities	56
Health and Safety at Workplaces	70
5. Environment	
Highlights	75
Energy Efficiency Measures and Decarbonisation	76
Resources and Waste Management, Circular Economy	86
Water Resources Management	88
6. Appendix	
Table of GRI Contents	92
Note on Methodologies	94



Letter to the Stakeholders

Dear stakeholders,

It is with immense pleasure that we present to you the first **Sustainability Report of Allu's S.p.A.**, referring to fiscal year 2024. This document marks the beginning of our formal ESG reporting journey and consolidates a vision in which sustainability becomes an integral part of our strategy and our operational processes.

During 2024, Allu's S.p.A. implemented its own dedicated sustainability governance system, defining internal processes for **data collection, monitoring, and analysis**, in line with international standards and with the emerging requirements of the European regulatory framework.

The economic context of 2024 presented significant challenges for European metal industries, including the **volatility of raw material markets**, the increasing regulatory pressure linked to the ecological transition, and the introduction of mechanisms such as the CBAM (Carbon Border Adjustment Mechanism). Nevertheless, in a continuously evolving scenario, we continued to invest in **technology, quality and innovation**, strengthening our relationships with **customers, suppliers, and local communities**.

Allu's S.p.A. operates within the **aluminium supply chain**, transforming coils into strips and sheets, and producing electro-welded tubes in aluminium alloys for technical applications. We serve demanding markets, in which precision, reliability, and material traceability are essential requirements, and we believe that a **responsible and transparent approach to sustainability** is now a fundamental prerequisite for growing and generating value over time, throughout the entire aluminium value chain.

With this first report we aim to **provide transparency** regarding our priorities and results, initiating a journey which does not end with reporting, but which fuels a **process of continuous improvement** designed to generate positive impacts for **People**, the **Environment** and the **Territory**. We wish to share the progress achieved, the open challenges, and the future steps ahead of us, with the ambition of contributing actively to the development of an increasingly responsible, resilient and sustainable industrial supply chain.

Luca Tolusso,
General Manager

Explanatory Notes:

- GRI 2-22



Reading Guide

Through the drafting process of its first **Sustainability Report**, Allu's S.p.A. intends to consolidate its approach to reporting, structuring internal processes for the **collection, management and analysis of data** relating to its environmental, social, and governance (ESG) performance.

The objective is not only to describe the organisation's current state, but also to measure transparently the progress achieved and to guide future strategic decisions in a manner increasingly aligned with sustainability principles.

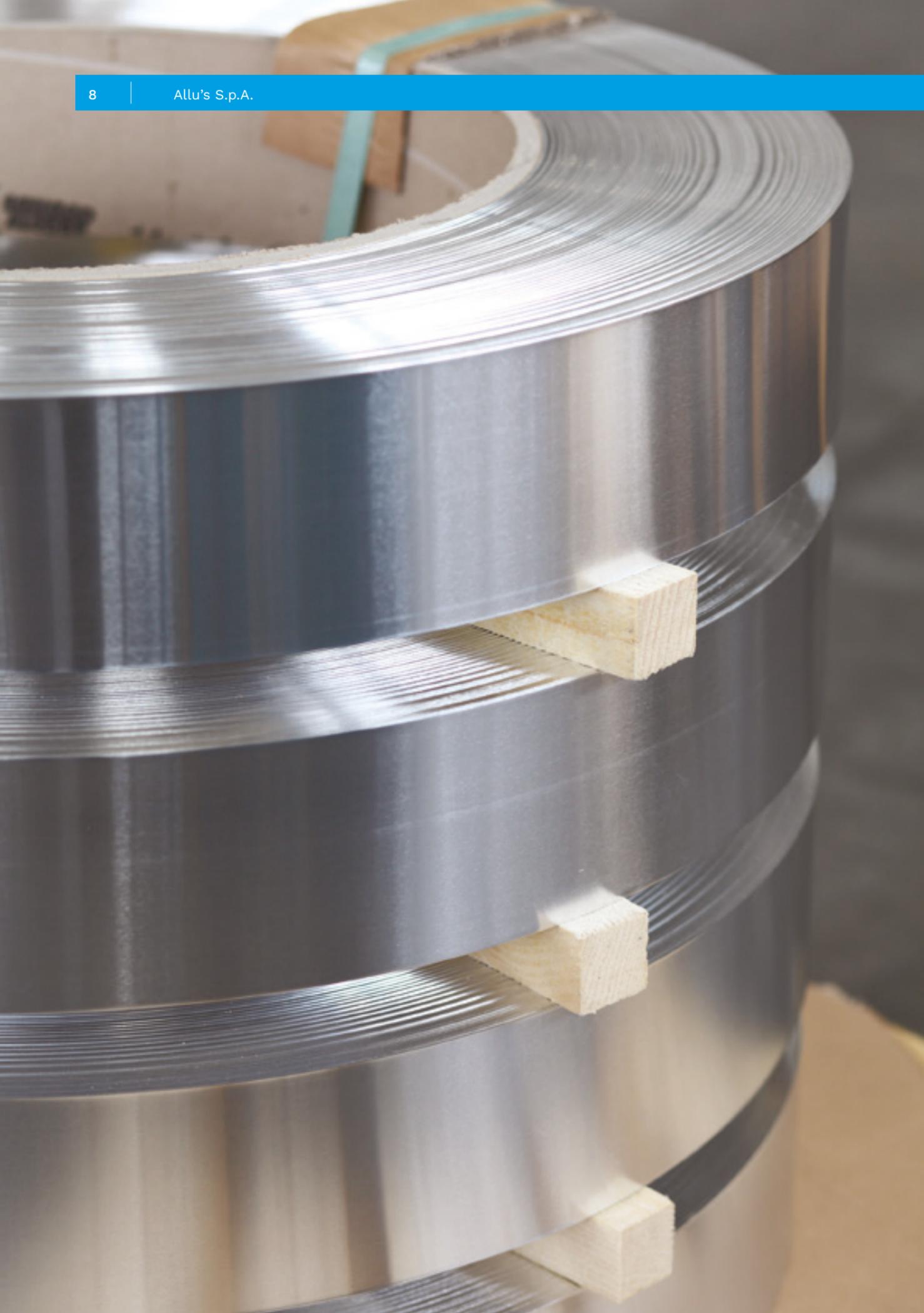
The reporting has been developed with reference to the **Global Reporting Initiative (GRI) Standards**. Additional **international instruments and frameworks** have also been considered as complementary references, including the **Sustainable Development Goals (SDGs)** and, for comparative purposes and future alignment with forthcoming requirements, the **European Sustainability Reporting Standards (ESRS)**.

The introductory section of the document presents the **corporate profile** of Allu's S.p.A., followed by the updated **materiality screening**, which considers the impacts, risks and opportunities associated with the identified **material topics**.

The **core of the report** is dedicated to the **detailed description of performance** across three fundamental areas: **Governance, Social, and Environmental**.

Each area includes both a **quantitative** basis, with performance indicators, and a **qualitative** section, which examines the policies adopted as well as performance trends and improvement perspectives. This combination makes it possible to provide a **complete and transparent overview** of the sustainable management of Allu's S.p.A., offering stakeholders **useful tools** to understand the results achieved and the **strategies currently under way**.

The document concludes with a **methodological section** illustrating the data sources, the boundaries of the reporting perimeter, and the criteria applied in the drafting process, in order to ensure the coherence, comparability, and reliability of the information presented.



GOVERNANCE HIGHLIGHTS

35,0



Economic value generated
(in millions of €)

33,7



Economic value distributed
(in millions of €)

8.436



Tons produced during
the year

22.500



€ invested
in the community

0



Charges against the company
for corruption

0



Cases of discrimination
recorded

Model 231



Organisation Model according to Law 231
in the process of being adopted

PEOPLE HIGHLIGHTS



Employees with an open-ended contract within the company



Turnover



Employees with full-time contracts



Return to work percentage after parental leave



Total training hours provided to employees



Average hours of training per employee



Accident frequency rate recorded per million hours worked

ENVIRONMENT HIGHLIGHTS



Recyclability of raw material (aluminium)



Electricity used from renewable sources



Incidence of renewable energy sources on total energy consumption



Energy intensity ratio (energy consumption in MWh on tons produced)



Intensity of market-based GHG Scope 1&2 emissions (on tons produced)



Non-hazardous waste generated (out of total waste)



Waste sent to be recycled (out of total waste)



Identity

1

Allu's S.p.A.

Aluminium service centre and precision seam-welded aluminium tube manufacturer

Allu's S.p.A., headquartered in **Sesto al Reghena (Pordenone)**, has been operating since the early 1990s in the **aluminium transformation industry and in the production of aluminium alloy tubes for industrial applications.**

The company has established itself as a reference point for the supply of aluminium strips and sheets, and for the production of electro-welded tubes intended for industrial applications.

The core business includes the processing of aluminium strip through cutting, shearing, and sectioning processes, as well as the high-frequency forming and welding of tubes with dimensional and performance specifications defined by customers. Supplies also include high-purity and high-conductivity materials, characterised by tight tolerances and finishes suitable for the winding processes typical of the electrical transformers industry.

The company ensures continuous quality and traceability control along the entire operational flow. Technical tests are systematically carried out to validate dimensional, mechanical, and conductivity specifications, as well as to support the industrialisation of supplies.

The organisation operates under an integrated management system certified by CERTIQUALITY, compliant with the following standards:

- **ISO 9001:2015** for quality
- **ISO 14001:2015** for environmental management
- **ISO 45001:2023** for occupational health and safety

The company's commitment to sustainability translates into an approach focused on process efficiency, waste reduction, and the adoption of industrial practices oriented towards the responsible management of resources. Aluminium, a material which can be recycled repeatedly without loss of quality, forms the basis of Allu's products and represents an element fully aligned with circular economy principles.

This sustainability report documents the course undertaken by the company for the management of the environmental impacts of its activities, the protection of occupational health and safety, and the promotion of a production model founded on quality, responsible innovation, and transparency. Quantitative results will be reported through indicators aligned with the GRI Standards.

Explanatory Notes:

- GRI 2-1

Organisation Profile

The organisation and its reporting practices:

Allu's S.p.A. Unipersonale has its registered office in Sesto al Reghena (Pordenone), at Via Giotto di Bondone 79/A.

The company operates as a producer of electro-welded aluminium tubes and as a service centre for the supply of aluminium strips and sheets.

The financial statements of Allu's S.p.A. are audited by the firm PricewaterhouseCoopers in Milan, and the perimeter of such financial reporting coincides with that of the Sustainability Report, which therefore includes exclusively Allu's S.p.A., without analysing parent or subsidiary companies. The reporting period of this report corresponds to the fiscal year, which is the fiscal year which runs from 1 January 2024 to 31 December 2024.

The company's first Sustainability Report has been developed on a voluntary basis and has not been audited by an independent third-party company.

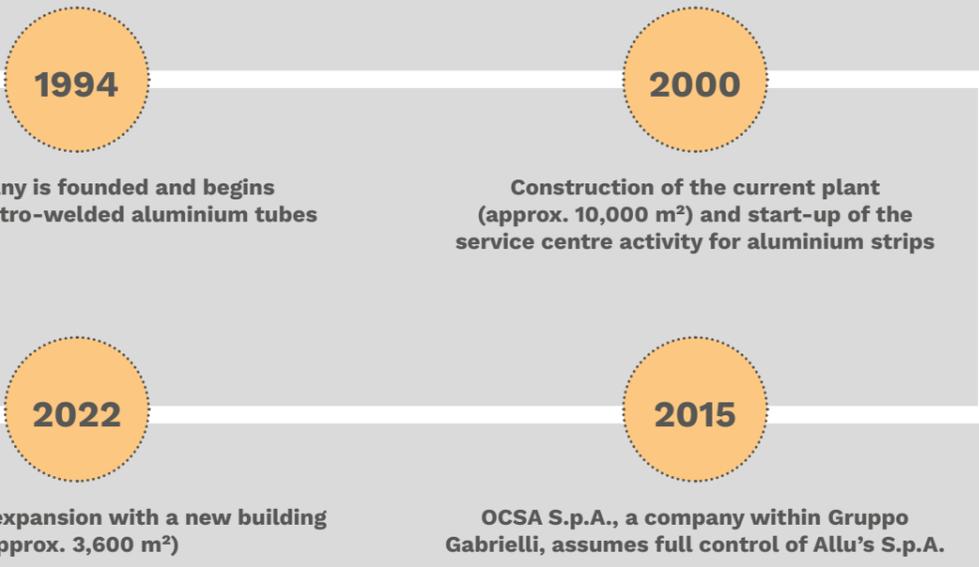
Explanatory Notes:

- GRI rif. 2-1, 2-2, 2-3, 2-5, 2-6

The Company's History

Allu's S.p.A. Unipersonale commenced its operations in **1994** in **Sesto al Reghena (PN)**. The company was established as a **manufacturer of electro-welded aluminium tubes**, initially operating with two roll-forming lines, and progressively consolidated its industrial presence. In **2000**, a pivotal step in its development path took place with the **construction of the current plant** (approximately **10,000 m²** of covered surface area) and the relocation to the new production site. The expansion enabled the doubling of tube production capacity through the installation of two additional roll-forming lines. At the same time, the company launched its **service centre activities for the sale of aluminium strips** through the acquisition of a slitter with an incoming coil usable width of up to 1,600 mm and an associated automatic packing station. In the following years, a second slitter was installed, with a usable coil width of up to 600 mm, further increasing the service centre's capacity and flexibility. In 2015, OCSA S.p.A., part of the Gabrielli Group, became the sole shareholder of Allu's S.p.A.

This ownership structure supported a **structured investment programme** aimed at **modernising and improving the efficiency of the equipment** (roll forming lines and slitters) and **expanding the production infrastructure**. In 2023, a new building of approximately 3,600 m² was therefore constructed, together with the installation of a new slitter for coils up to 1,000 mm in width and a robotised packing station; a **photovoltaic system** was also installed on the new facility. Since its inception, Allu's S.p.A.'s **reference market** has been **strongly export-oriented**, with a share consistently exceeding 50% of total volumes, mainly towards European markets. With regard to aluminium strips, commercial activities also extend to non-European markets. Over the years, Allu's S.p.A.'s service centre has progressively specialised in the supply of **high-conductivity aluminium** destined for the electric transformer manufacturing industry, in which the company is today recognised as a **reliable partner** by the world's leading players.



Shared Values

Values Which Create Value

Allu's S.p.A. is aware that a company's success is not only measured in numbers and therefore places foremost importance on the people who make it up. Its strategies and daily actions are guided by values such as human capital, sustainability, customer focus, and passion which are essential to achieving goals.

Mission

We design and manufacture electro welded tubes and aluminium strips, combining technical precision, compliance, and continuity of service. We develop tailored, safe, and reliable solutions through our specialized skills and cooperation with our customers and suppliers, sustaining supply chain and territorial development.

Vision

We aim to stand as a benchmark partner for high-reliability aluminium solutions, contributing to an increasingly circular and traceable supply chain through process innovation, operational efficiency, and responsible materials management: thereby creating lasting value for customers, people, and the local area.

Business Sectors

The products of Allu's S.p.A. are used in a wide range of industrial applications. The company operates within the aluminium supply chain with two core areas: electro welded aluminium alloy tubes and aluminium strips.

The electro welded tubes are used in technical applications such as construction and DIY, gardening equipment, sport and outdoor activities, automotive, telecommunications (antennas), and medical aids.

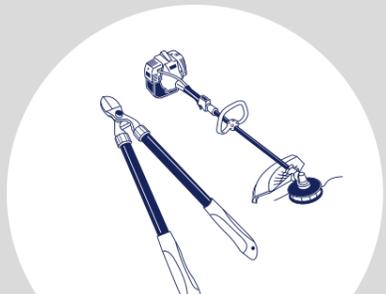
The strips are destined for the electric transformer industry (thanks to their high purity and high conductivity characteristics), as well as for the automotive industry (contractors), household appliances, construction, HVAC, and precision engineering.

Thanks to long standing partnerships with qualified suppliers of rolled products and foil, Allu's S.p.A. ensures continuity of supply, consistent performance, and high reliability in deliveries.

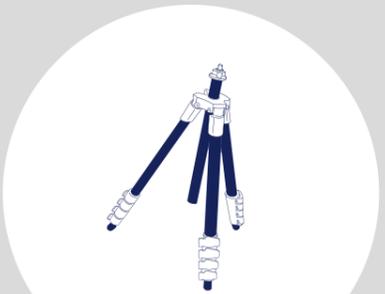
Below is a more detailed list of the main application areas served.



Ladders and access equipment



Gardening tools



Tripods



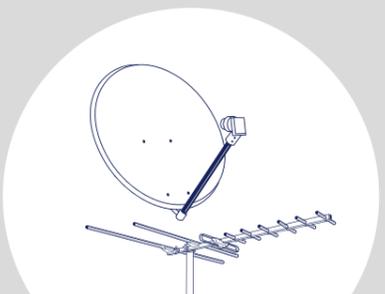
Orthopaedic aids



Outdoor furniture and equipment



Baby carriages and strollers



Antennas and telecommunications



Cleaning equipment



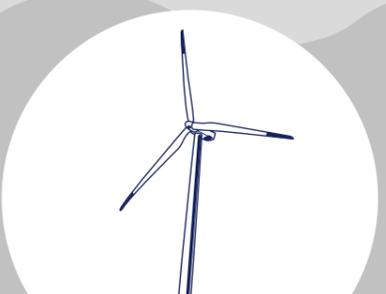
Aeronautical industry



Railway industry



Shipbuilding industry



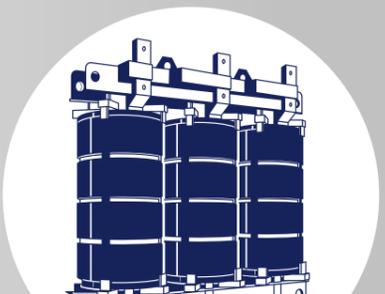
Wind turbines



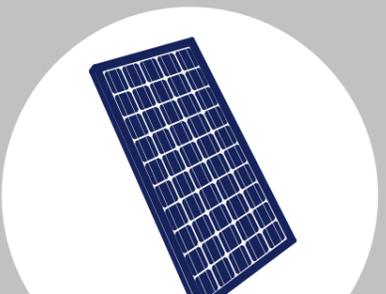
Data centers



Energy plants



Transformers



Solar panels

Explanatory Notes:
• GRI rif. 2-6

Our Business Model and Value Chain

Allu's S.p.A. has always adopted a growth model oriented towards the principles of social responsibility, ensuring high-quality products at the right price, with a constant commitment towards people, the community, and the environment. The company, fully aware of its impact, has taken a firm commitment to integrating economic considerations with the analysis of social and environmental effects, aiming to generate lasting value across every area of its organisation.

The distinctive features of this model include:

- The course towards the **adoption of an Organisation, Management and Control Model pursuant to Legislative Decree 231/2001** (hereinafter "Model 231"), which is an integral part of the Internal Control System, in order to promote ethical and responsible behaviour throughout every area of the company.
- A **careful selection of partners and suppliers**, combined with the centralisation within the company of procurement, production, and logistics activities. This approach enables the company to maintain high product-quality standards.
- The **continuous updating of the offer**, both in terms of products and services, to respond effectively to market developments and to the specific needs of customers. Strategic decisions are supported by targeted market analyses and by active listening to customer preferences.

- An **effective management of sales and deliveries**, designed to offer a personalised service which meets the real needs of customers. Customer assistance extends from the pre-purchase advisory phase through to the resolution of any post-sales issues.
- An **advanced reordering system based on forecasts**, developed to anticipate customer needs and optimise the order-management process. This system enables proactive planning of supplies, reduces waiting times, and improves delivery punctuality, contributing to strengthening the overall efficiency of the value chain.
- **Targeted investments in technologies, training, and employee retention** complete the company's integrated approach to quality. The objective of Allu's S.p.A. is to ensure an increasingly reliable, safe, and innovative service, consolidating its role as a qualified partner within the aluminium supply chain.

CERTIFIED QUALITY
MANAGEMENT SYSTEM

CQY
CERTIQUALITY

UNI EN ISO **9001:2015**
UNI EN ISO **14001:2015**
UNI ISO **45001:2023**

Explanatory Notes:

- GRI rif. 2-6

Quality

The integration between the company's certification systems and the activities of the testing laboratory forms the basis of the reliability of Allu's S.p.A., strengthening its competitiveness and consolidating its capacity to offer aluminium semi-finished products which are reliable, high-performing, and compliant with the highest standards.

Certifications

The company operates according to an Integrated Management System certified by CERTIQUALITY, compliant with the following standards:

- **ISO 9001:2015** – Quality Management System
- **ISO 14001:2015** – Environmental Management System
- **ISO 45001:2023** – Occupational Health and Safety Management System

These certifications, renewed periodically, ensure the conformity of production processes to quality, safety, and sustainability requirements, demonstrating the company's commitment to integrated management and to responsible industrial growth.

Product quality laboratory

Allu's S.p.A. has an internal laboratory dedicated to product quality control. The activities include dimensional measurements of materials (e.g. thickness, width, tube, and sheet geometries) and tensile tests to verify mechanical properties, in compliance with technical specifications and applicable standards.

The available instruments enable functional checks throughout the entire process (incoming, in-process, and final inspection), ensuring that materials comply with the technical and regulatory requirements demanded by the market and by customers.





ESG Roadmap

2

ESG Roadmap at Allu's S.p.A.

The attention to environmental, social, and good-governance matters is an integral part of the identity and founding values of Allu's S.p.A., guiding every corporate decision with a constant commitment to **sustainability** and **social responsibility**.

In its first reporting year, the company initiated a **solid and transparent sustainability governance** framework, aimed at the systematic assessment and management of **ESG impacts** along the entire value chain. The process entails the collection and consolidation of data originating from the various corporate areas, their review in line with the relevant international standards, and validation by the management functions. This approach, reinforced by the adoption of ISO 9001, 14001, and 45001 certifications, enables informed decision-making with a long-term vision, supported by continuously updated **measurement and reporting** tools.

In 2024, **engagement for the assessment of material topics** focused on the **main corporate functions** and on the **Governance Body** (in particular the Management and the HSE Manager) to define the most relevant ESG priorities and to validate and periodically update the **materiality map** and the related objectives.

Pending a future formal engagement with its stakeholders, the mapping of topics relied on **market signals and recurring requests** from customers, financial institutions, and data providers (in the areas of quality, traceability, carbon footprint, and certifications), translated into indicators aligned with **international standards**.

The company has thus initiated its course towards its **first sustainability report**, paying close attention to **awareness-raising, measurement, and integration** of the most significant ESG matters. The document represents not only a **tool of transparency**, but also a basis for building **continuous dialogue with stakeholders**. The process will continue throughout 2025–2026, also in view of the entry into force of the **CSRD Directive** and of the new **ESRS**, with the aim of ensuring full regulatory compliance and the continuous improvement of performance.

Alongside this, challenges and opportunities arise from changes in the broader context, such as the introduction of the **Carbon Border Adjustment Mechanism (CBAM)** and the increasing adoption of **Environmental Product Declarations (EPDs)**, which the company addresses with a proactive approach to maintain its competitiveness and contribute to reducing the environmental impact of the aluminium industry.

Explanatory Notes:
 • GRI rif. 2-25, 2-29, 3-1

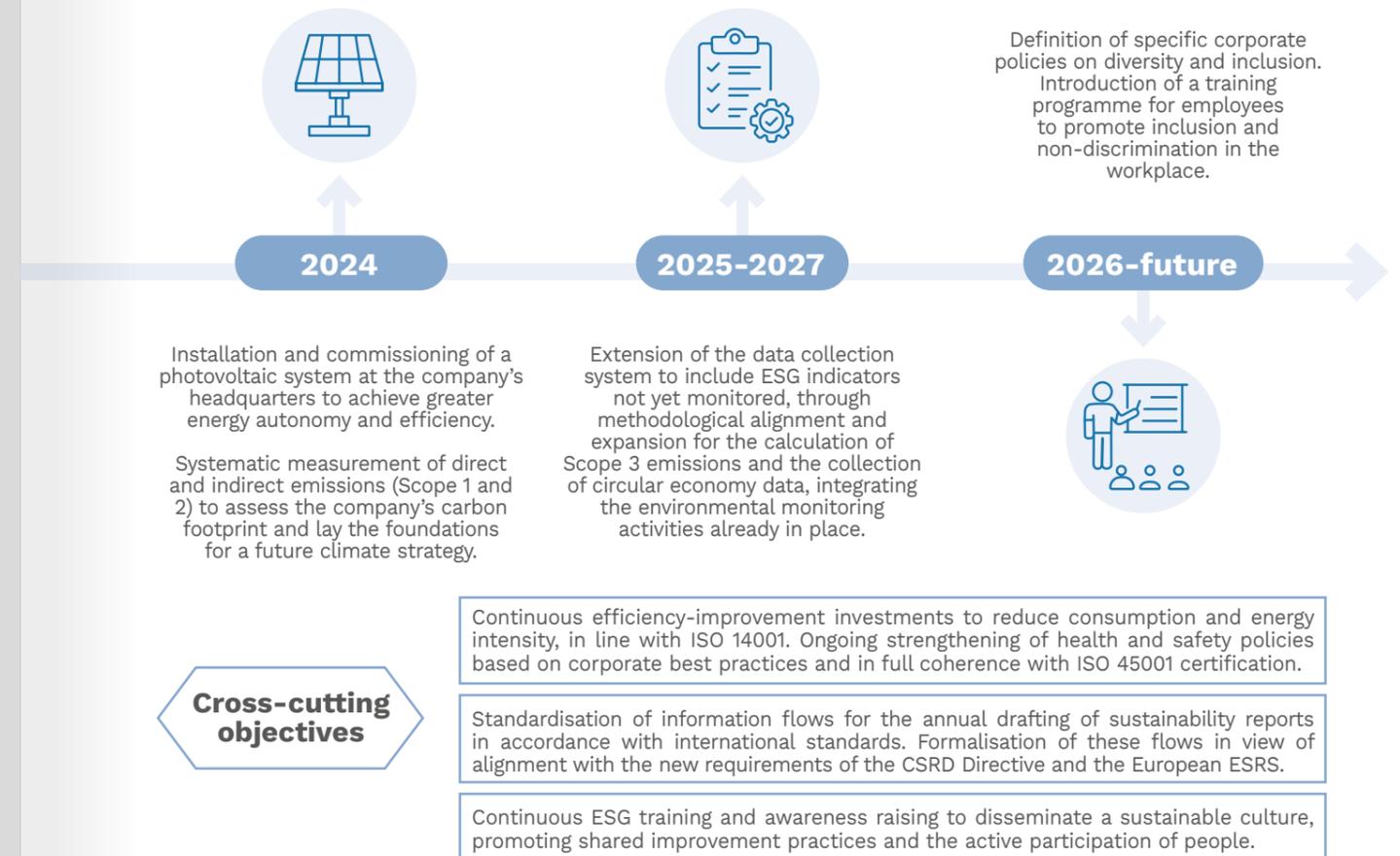
Strategy and ESG Plan

The commitment of Allu's S.p.A. is reflected in an increasingly structured approach to sustainability, in line with the GRI Standards and with the European requirements introduced by Directive (EU) 2022/2464 (CSRD) and by the ESRS.

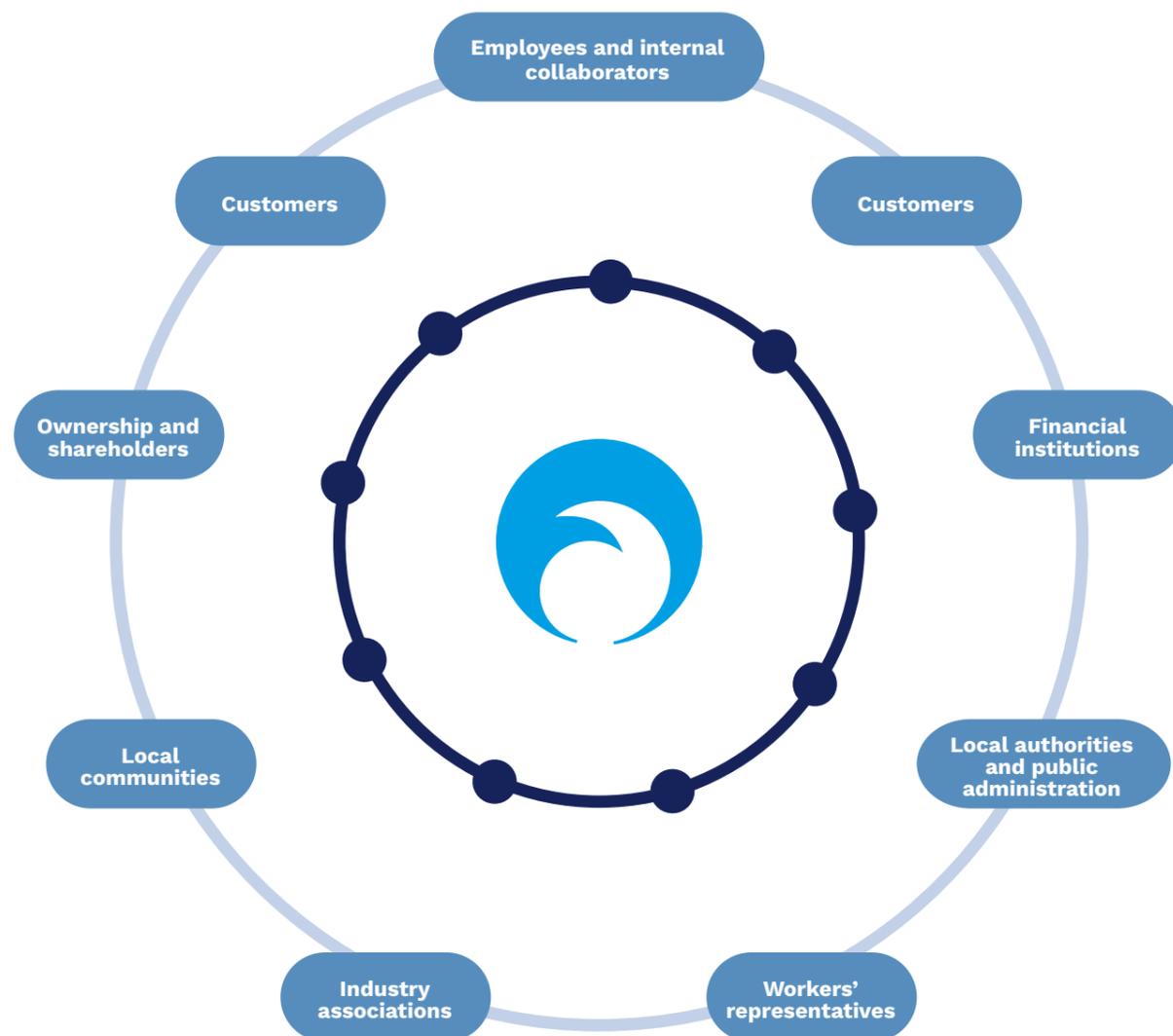
The organisation has consolidated its ESG course, initiated in 2024, defining an action plan which identifies clear and progressive objectives, built upon the materiality analysis carried out according to the principle of double materiality and supported by a data-collection and data-management system in continuous improvement.

In the coming fiscal years, the established roadmap will guide the company in monitoring performance, formalising information flows, and further integrating ESG criteria within decision-making and management processes. The plan includes concrete actions to strengthen the internal culture of sustainability, align the organisation with the new regulatory obligations, and respond effectively to stakeholder expectations. These objectives will be complemented by the planned investments in energy-efficiency measures, presented in the environmental section of this report.

Our ESG Roadmap



Key Stakeholders and Strategic Mapping



Rapporto con gli stakeholder

As part of the sustainability course undertaken, the organisation recognises the engagement of **internal and external stakeholders** as an essential element for defining ESG priorities.

Stakeholders are identified as individuals, groups, or organisations which may influence the company's activities or which, in turn, may be significantly influenced by them. The identification of such parties represents the basis for defining the material topics for sustainability and for guiding the company's ESG pathway, with the aim of aligning internal priorities with external expectations.

The analysis carried out by Allu's S.p.A. was accompanied by an internal assessment of the interests and expectations — including implicit ones — of its stakeholders. The objective is to understand, in a structured manner, the **current and potential impacts** of the company's activities on these parties.

Below are the results of the analysis relating to the categories of stakeholders considered "key." The process has made it possible to **identify the parties which play a significant role for the organisation**, as well as those stakeholders on whom the company's operations and decisions may have significant impacts, both now and in the future.

In line with the GRI Standards, the company intends to strengthen **its approach to stakeholder dialogue**, aware that **structured, transparent, and continuous** engagement represents a decisive factor for the creation of shared value and for the sustainable success of the organisation.

Explanatory Notes:

- GRI 1: Fundamental principles 2021
- GRI 2-29, 3-1

Key Stakeholders

The analysis carried out by **Allu's S.p.A.** included a detailed mapping of its **strategic stakeholders**, assessed both on the basis of their **strategic relevance** and the extent of the **actual or potential impacts** generated towards them. The process made it possible to identify the stakeholders considered as key, namely those with whom it is necessary to establish continuous, transparent, and structured dialogue, useful for guiding corporate strategies and sustainability projects. The definition of key stakeholders was carried out through internal analysis and in accordance with the double-materiality approach (ESRS 1 and GRI 3-1/3-2).

Below are the **main stakeholder categories**, with a summary of their significance for the organisation:

- **Customers:** they operate in industries with high ESG sensitivity and directly influence corporate strategies through technical, regulatory, and environmental requirements which affect the entire supply chain.
- **Employees and collaborators:** they represent the operational core of the company. Their active engagement is central for ensuring safety, well-being, professional development, and quality within processes.
- **Suppliers:** they play a key role in the quality of the finished product. In particular, regarding raw-material suppliers, ensuring traceability and conformity of the supply chain is crucial, including in environmental and social terms: it is essential to rely on qualified partners with whom the relationship is based on reliability, transparency, and shared responsibility.

- **Local communities and the local area:** the company's presence in the territories in which it operates generates employment effects and direct environmental impacts, which require a responsible, transparent, and proactive relationship with local communities.
- **Ownership and shareholders:** they play a vital role in strategic direction and sustainable governance, including in relation to new European sustainability-reporting regulations.
- **Trade-union representatives:** fundamental for dialogue with workers, they support organisational stability and internal well-being.
- **Certification bodies:** they contribute to strengthening the company's reliability. These bodies issue certifications and oversee process conformity. The organisation is certified to ISO 9001, ISO 14001, and ISO 45001, and has initiated the course towards ESG reporting in line with GRI and, in perspective, ESRS.
- **Credit institutions and investors:** crucial interlocutors in promoting strategic projects and access to sustainable finance. They are increasingly attentive to ESG performance, risk management, and transparency.
- **Regulatory bodies and public authorities:** they ensure the regulatory coherence of corporate activities and supervise environmental, safety, and urban-planning authorisations.
- **Industry associations:** they facilitate engagement with other entities in the supply chain, promoting the exchange of good practices, technical standardisation, and collective innovation.

*This analysis was reviewed in 2024 and will continue to be **updated dynamically**, with the aim of strengthening the organisation's capacity of listening and dialoguing with all stakeholders, aware that active stakeholder monitoring is an essential pillar for long-term success and sustainability.*

Stakeholder	Relationship with the company	Key impact and expectations	Relevant GRI Standards / ESRS
Customers	Portfolio focused on electro-welded tubes and aluminium strips and sheets for industrial applications (e.g. transformers, automotive, construction). ISO 9001, traceability, and technical support on specifications.	Product quality and conformity, tolerances and traceability, delivery times, application support; continuity of supply.	GRI 301 GRI 416 GRI 417
Employees and collaborators	Approximately 60 employees (2024), with direct involvement in production, maintenance, logistics, as well as staff functions.	Health and safety (procedures, training, and participation), skills development, employment stability, equal opportunities, and non-discrimination.	GRI 401 GRI 403 GRI 404 GRI 406 GRI 418
Suppliers	Specialised supply chain (aluminium alloys), along with various process services. Long-standing collaborative relationships with suppliers, including those involved in recycling of production scrap, and selection based on technical requirements and logistical partnerships.	Responsible selection, regulatory compliance and safety standards, environmental and circularity performance, traceability, and continuity of supply.	GRI 204 GRI 308 GRI 414
Local communities and territory	Established presence in Sesto al Reghena (Pordenone), with a strong connection to the local area. Relationships with local authorities and services, and environmental oversight (AUA – Integrated environmental authorisation and monitoring activities).	Local employment, mitigation of environmental impacts (responsible management of discharges, noise, and traffic), support for local social initiatives.	GRI 203 GRI 305 GRI 306
Owner and shareholders	Family-owned holding and integrated industrial governance, with a strategic approach oriented towards corporate sustainability and regulatory compliance.	Creation of value, energy and operational resilience, transparency, and ESG risk management.	GRI 2-22 GRI 207
Trade union representatives	Regular relations and periodic meetings as provided for by the National Collective Labour Agreement (CCNL). Engagement on matters of safety, well-being, and organisational changes.	Social dialogue, organisational stability, management of reports and prevention of conflicts, and early engagement on significant operational changes.	GRI 2-30 GRI 403
Certification bodies	Recurring audits on ISO 9001, ISO 14001, and ISO 45001. Oversight of compliance and continuous improvement.	Regulatory compliance, prevention, and continuous improvement, strengthening stakeholder trust.	GRI 2-25 GRI 2-26
Banking institutions and investors	Consolidated banking and insurance relationships. Financing potential for the launch of ESG investments and technological innovation.	Economic and financial solidity, financial transparency, and risk management.	GRI 201 GRI 207
Regulatory bodies and local authorities	Oversight of environmental compliance obligations, fire-prevention measures, and plant safety; periodic inspections.	Compliance with regulatory requirements, environmental and worker safety, and accident prevention.	GRI 2-27 GRI 307
Industry associations and industrial stakeholders	Technical exchange and sharing of best practices, together with participation in industrial networks and supply-chain working groups. Active presence within industry associations.	Alignment with standards and monitoring of regulatory and market developments, exchange of good practices, sustainable innovation.	GRI 2-28

Explanatory Notes:

- GRI rif. 3-1, 3-2

Materiality Screening

The aluminium processing and transformation sector—specifically the production of electric-welded tubes and strips, in which Allu's S.p.A. operates—entails **significant environmental and social impacts**. However, the greatest impact occurs along the value chain, particularly regarding the supply of raw materials and logistics services. In this context, it is essential to identify the **key sustainability topics** which are material to the operational and regulatory environment in which the company operates.

The materiality screening was carried out in accordance with the **GRI Sustainability Reporting Standards**, considering the **principles of impact materiality**—namely, the topics which reflect the organization's significant impacts on the economy, the environment, and people.

To this end, the following were analysed:

- **Actual and potential impacts** generated by the company's activities;
- **Expectations of the stakeholders** most relevant to the company.

According to the main reporting standards, a Sustainability Report must provide information regarding the topics which reflect the organization's significant economic, environmental, and social impacts and which are of interest to the company's stakeholders.

Allu's S.p.A. therefore conducted the materiality screening in line with the GRI Sustainability Reporting Standards, organizing in-depth workshops with management to define the internal relevance of the topics, and integrating this with the screening conducted to identify the most relevant stakeholder groups.

GRI 2-30
Freedom of association and collective bargaining 2021

GRI 201
Economic Performance 2016

GRI 202
Market Presence 2016

GRI 204
Procurement Practices 2016

GRI 205
Anti-Corruption 2016

GRI 301
Materials 2016

GRI 302
Energy 2016

GRI 303
Water and Effluents 2018

GRI 305
Emissions 2016

GRI 306
Waste 2020

GRI 401
Employment 2016

GRI 403
Occupational Health and Safety 2018

GRI 404
Training and Education 2016

GRI 405
Diversity and Equal Opportunity 2016

GRI 406
Non-Discrimination 2016

GRI 413
Local Communities 2016

GRI 416
Customer Health and Safety 2016

Explanatory Notes:
• GRI rif. 3-1, 3-2



Material Topics

Allu's S.p.A. addressed the selection of the topics considered relevant for reporting purposes:

- starting from a long list of topics suggested by the main ESG standards and by the analysis of the relevant context
- taking the GRI Sustainability Reporting Standards as a reference framework.

It carried out an initial assessment of the significance of the current and potential impacts generated by its business activities, considering

the reference industry, the company's specific operations, and quantitative performance data, through a dialogue with Management, all aligned with the initial assessment conducted on its stakeholders.

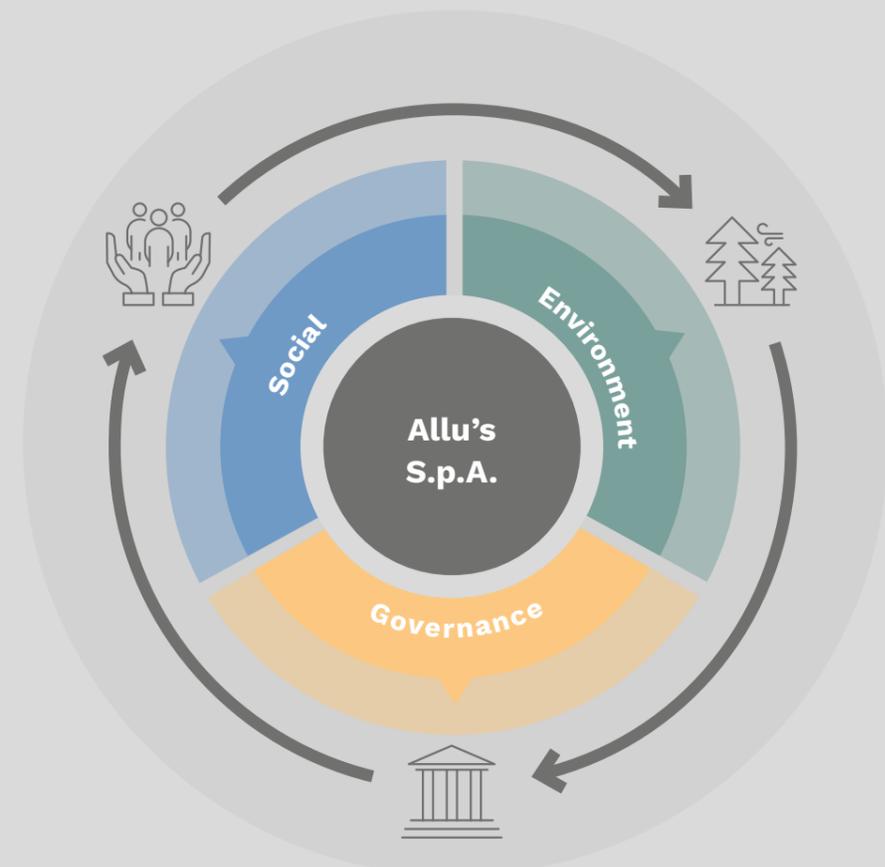
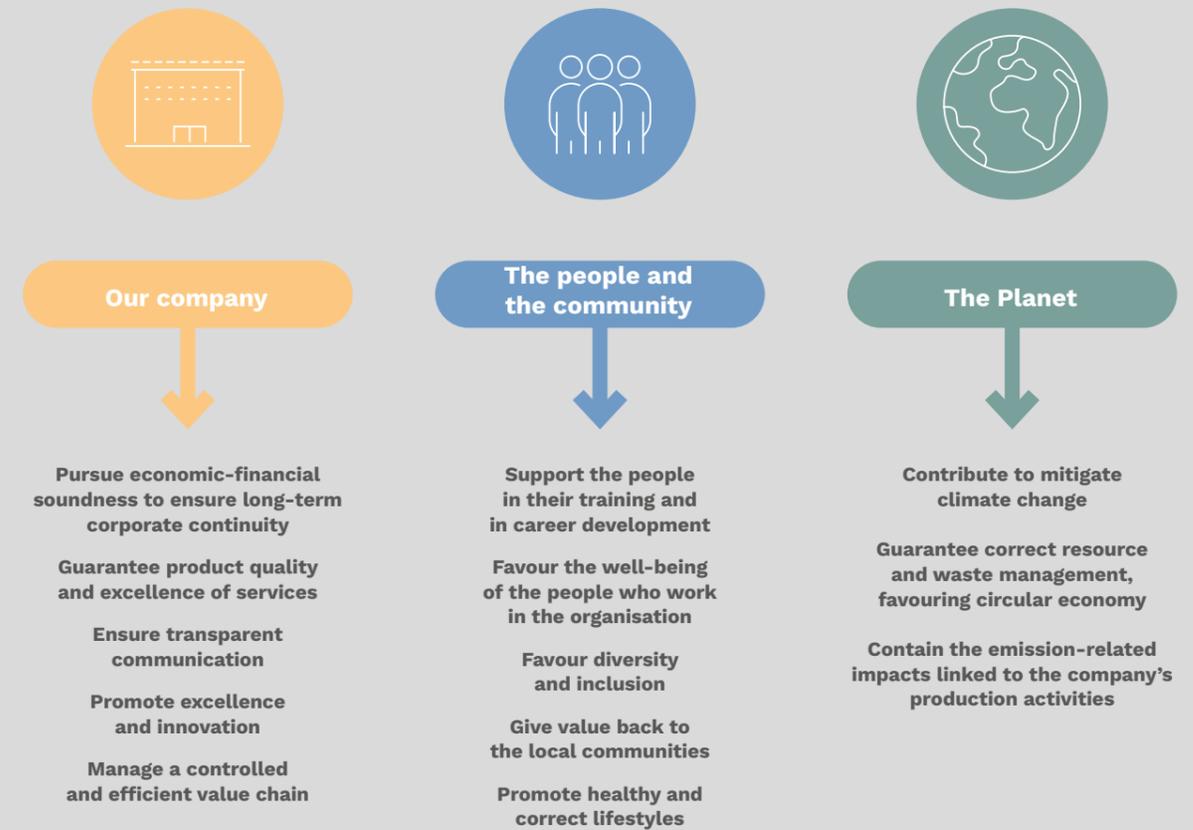
This process resulted in the list of the organisation's material topics, in relation to which performance and the associated management tools (policies, systems, organisational structures) are reported.

Starting from the specific topics which emerged from the materiality screening, Allu's S.p.A. chose to group them into macro-topics which represent its sustainability map.

These are distinctly relevant and organised according to the ESG themes, including several cross-cutting material topics (which affect all three dimensions):



Explanatory Notes:
• GRI rif. 3-1





GOVERNANCE (G)

Topic	Description of the impact	Related risks	Related opportunities	GRI benchmark	Impact	SDG icons
Ethics, transparency, compliance, and anticorruption	The supervision of ethics, legality and transparency protects the company, its clients and other stakeholders, preventing unlawful conduct and conflicts of interest. The company is preparing to adopt Model 231 and the Code of Ethics, with reporting channels (already in place) and targeted training to strengthen a culture of control and organisational responsibility.	Possible regulatory violations or unethical behaviour could lead to sanctions, loss of reputation and a reduction in stakeholders' trust.	The promotion of a culture of transparency, the strengthening of internal controls and periodic training support the integrity of the company's operations and consolidate expected behaviours. The adoption of dedicated governance tools may foster the dissemination of ethical principles among contractors and commercial partners, with a positive effect on stakeholders' trust and on access to qualification and tenders in complex supply chains.	GRI 205 GRI 206 GRI 2-26	Effective positive impact Potential negative impact	
Economic performance and resilience	Economic performance represents a cornerstone for Allu's S.p.A., as it enables the financing of investments in technological innovation, know-how and the development of human capital. Financial solidity, strengthened by belonging to the Gabrielli Group, allows the company to face industry changes with greater resilience.	Price volatility of raw materials, variable energy costs and impacts from new regulations (e.g. CBAM, ESG disclosure) risk leading, if not mitigated, to a loss of competitiveness.	The integration between managerial monitoring, targeted investments and the improvement of plant efficiency makes it possible to stabilise costs and support operational continuity. Within this framework, process innovation and market diversification strengthen competitiveness and contribute to generating value over the medium term.	GRI 201	Effective positive impact Potential negative impact	
Sustainability in the supply chain	The responsible management of the supply chain is essential for ensuring the quality of materials and compliance with applicable requirements. Allu's S.p.A. manages this matter through supplier qualification and assessment processes.	Dependence on foreign supplies and on specific alloys may expose the company to delays, non-conformities or the unavailability of suitable materials, with impacts on lead times and quality. Additional risks arise from geopolitical volatility and international logistics (freight, customs procedures, disruptions), as well as the risk of incomplete or non-verifiable information along the supply chain regarding ESG-related aspects.	The traceability of flows, the qualification of suppliers and technical collaboration along the supply chain support the selection of suitable alloys and the increase in recycled content where compatible with purity requirements. This approach improves the quality of supplies, reduces downtime caused by non-conformities and sustains circular models with environmental and industrial benefits.	GRI 204	Potential negative impact	
Alignment with emerging ESG paradigms	The organisation has already consolidated the management of sustainability aspects through structured systems, such as certifications and internal procedures, but current standards require an additional step towards the public and transparent reporting of sustainability information. The growing focus on ESG criteria requires the integration of these topics into the company's strategy and the strengthening of the measurement and communication of its performance.	Failure to comply with emerging standards may lead to the loss of clients, reduced competitiveness, difficulties in accessing new markets, financing, and the unavailability of compliant materials.	The adoption of transparent practices and the integration of ESG factors into the company's strategy may lead to a strengthening of corporate resilience and competitiveness, enhancing stakeholder trust.	GRI 2-22 GRI 201	Potential negative impact	
Cybersecurity and data protection	Cybersecurity and the protection of personal and corporate data are fundamental for ensuring operational continuity and regulatory compliance. The organisation manages sensitive information relating to customers, suppliers, and production processes, which require advanced defence systems and a corporate culture oriented towards prevention.	Malware attacks, phishing attempts, and breaches of IT systems may cause data loss, operational disruptions and infringements of the GDPR, with resulting penalties, reputational damage and loss of trust from stakeholders.	The risks are mitigated through the adoption of advanced technological solutions, such as the system for data protection and screening which has been implemented, together with firewalls and continuous monitoring systems. Periodic training through monthly cybersecurity briefs, courses dedicated to privacy and the GDPR, and the dissemination of clear rules for data processing, the use of social media and IT tools strengthen digital resilience and stakeholder trust.	GRI 418	Potential negative impact Effective positive impact	

Explanatory Notes:
• GRI rif. 3-2, 3-3, 2-25



PERSONE (S)

Topic	Description of the impact	Related risks	Related opportunities	GRI benchmark		
Occupational health and safety	The protection of people and departments is a priority: Allu's S.p.A. manages risks through an ISO 45001-certified system which covers profiling machines and plants, slitters, and welding equipment, as well as auxiliary systems, supported by training, technological investments, occupational health surveillance and workers' participation.	The related risks concern the possibility of occupational injuries and illnesses, as well as potential non-compliances with HSE (Health, Safety & Environment) procedures, with consequent exposure to noise, mechanical and inhalation risks. Such conditions may result in sanctions, reputational impacts, and critical issues for operational continuity.	Allu's S.p.A. promotes a safe and healthy working environment, with an ISO 45001-certified management system which monitors mechanical, chemical-physical and organisational risks. The continuous improvement of the prevention system, the standardisation of safe behaviours and dedicated training programmes aim to reduce the likelihood of accidental events, improving operational continuity and strengthening workplace safety.	GRI 403	Potential negative impact	
Work conditions and organisational well-being	The internal atmosphere, job stability, and the psychological and physical well-being of employees represent fundamental elements for the quality of work and productivity. Employee well-being has a direct impact on the company's ability to achieve long-term objectives.	Turnover, demotivation, and difficulties in retaining qualified personnel may affect the company's productivity and impact the organisation's reputation.	Collaborative relations with trade unions, corporate benefits, attention to work-life balance, listening policies and employee engagement may represent a source of opportunity for the company, enabling a higher level of personnel retention.	GRI 401 GRI 403-6	Effective positive impact	
Training and skill development	Allu's S.p.A. operates in a technical and highly specialised context in which skills represent a strategic asset. Technological developments, regulatory evolution and digitalisation require the continuous upskilling of human capital.	The lack of adequate skills may reduce workplace safety, compromise product and service quality and hinder innovation.	Investing in structured training pathways, collaborating with specialised organisations, and developing internal growth programmes strengthens safety and increases competitiveness, creating a dynamic organisation ready to face future challenges.	GRI 404	Effective positive impact	
Diversity, equality, and inclusion	Promoting inclusive and non-discriminatory work environments is essential for the company's reputation and for attracting new talent. In manufacturing industries with a predominantly male workforce, the risk of failing to value diversity may undermine innovation and the internal atmosphere.	If not actively and effectively managed, these matters may result in a failure to recognise and value diversity and in potential discrimination, influencing the company's internal climate, as well as leading to a loss of attractiveness for new talent.	Equal opportunities at every stage of the employment relationship, inclusion policies which enhance skills and merit, and respect for generational, gender and cultural differences can make the organisation more attractive within the labour market, as well as ensuring greater retention of the personnel already employed by the company.	GRI 405	Potential negative impact	
Community and territorial relationships	Allu's S.p.A. operates within dynamic industrial areas which are closely interconnected with the local social fabric. The production activities generate impacts on the territory, especially in terms of traffic, noise, and the management of chemical substances.	Potential deterioration of local consensus, conflict with the community.	Employment development, constructive dialogue with local stakeholders and support for community initiatives enable a harmonious management of relationships within the territory.	GRI 413	Potential negative impact	

Explanatory Notes:

- GRI rif. 3-2, 3-3, 2-25



ENVIRONMENT (E)

Topic	Description of the impact	Related risks	Related opportunities	GRI benchmark	Potential negative generated impact	SDG icons
Energy consumption and GHG emissions	The production activities require a significant use of energy. Such consumption generates the risk of considerable environmental impacts, in terms of direct greenhouse gas emissions (Scope 1) and indirect emissions (Scope 2, location-based). The efficiency of utilities and the level of saturation of the plants influence energy consumption and GHG emissions. The management of these impacts is particularly relevant for some of the industries in which Allu's S.p.A. operates.	Environmental and competitive risks emerge in connection with energy inefficiencies and with the failure to contain emissions, in addition to exposure to energy price volatility and the resulting increase in operating costs. Added to this are the pressures arising from regulatory developments (such as carbon pricing mechanisms) and from the growing transparency requirements of clients and other stakeholders.	The company purchases 100% renewable electricity certified through Guarantees of Origin and, since 2024, has complemented this choice with photovoltaic self-generation, reducing withdrawals from the grid and stabilising costs. In parallel, sectional monitoring of consumption and efficiency measures on utilities improve the use of energy within the processes. This results in economic and operational benefits, strengthening the site's resilience and reducing the emissions produced.	GRI 302 GRI 305	Potential negative generated impact	 
Waste and scrap management	Allu's S.p.A. works and processes aluminium, a fully recyclable material which, at end of life or as a process scrap, can be re-melted without any loss of metallurgical properties. The processing activities (cutting, profiling, welding) generate non-hazardous metallic residues and a limited share of technical waste. The proper management of material flows, traceability and compliance with environmental legislation are essential to minimise environmental impacts in this area and the related health risks.	The related risks concern possible non-compliances in the management, traceability and correct storage of waste and scraps, together with operational issues linked to process instability which may increase offcuts and cause plant downtime. Dependence on third-party operators for collection and treatment represents an additional risk factor, with impacts on operating costs, together with market fluctuations which influence the valorisation of scrap.	The recyclable nature of aluminium enables material flows to be directed towards circularity: metallic offcuts are sent for recovery and return to the company as new raw material through re-melting carried out by qualified partners. In addition, the recovery/reuse of process fluids (e.g., lubricant centrifuging, emulsion filtration) reduces technical waste and indirect consumption, while the standardisation of in-line practices (set-up, maintenance, quality controls) limits scrap and improves efficiency and traceability of the supply chain.	GRI 306	Potential negative generated impact	
Raw materials and procurement of aluminium	Product quality requires suitable aluminium alloys and the market is increasingly placing emphasis on the use of recycled aluminium. Supplier qualification and evaluation are overseen through a qualitative/dynamic approach (non-conformities and punctuality) and through the progressive integration of ESG criteria.	Price volatility and dependence on external suppliers, in addition to the risk of using substances which are not compliant with regulations, may lead to environmental and reputational impacts. Added to this are the critical issues linked to the traceability of the origins of the raw material (aluminium) and to the management of hazardous substances.	Enhancing the traceability and transparency of the origin of materials, together with the selection of qualified suppliers who comply with regulations, reduces exposure to risk. The anticipation of regulatory adjustments and the integration of ESG criteria within the supply chain, together with the use of aluminium with recycled content, may strengthen the company's competitive positioning, especially in more demanding industries.	GRI 204 GRI 301 GRI 305	Potential negative generated impact	  
Climate change	Climate change entails physical risks (extreme weather events, damage to infrastructure, production/logistics disruptions) and transition risks (regulation, taxation, European policies).	The related risks include potential physical damage caused by extreme climatic events, as well as logistical and production disruptions. Within this context, regulatory pressures and requests for continuity and reliability from clients and investors may increase.	The adoption of preventive and adaptation measures may represent an opportunity to ensure operational continuity and greater competitiveness: insurance coverage, energy efficiency measures, the integration of climate risk within the company's strategy, and the strengthening of resilience and competitiveness.	GRI 201 GRI 302 GRI 305	Potential negative generated impact	
Water resources and wastewater management	The processes use process water and generate effluents which require treatment and monitoring. Their management affects water resources and compliance with authorised limits.	Possible qualitative or quantitative non-compliances of the effluents and overloads of the treatment plant may cause environmental and reputational impacts, up to and including sanctions.	The reduction of water consumption through plant optimisations, together with the improvement of effluent-treatment technologies and the strengthening of monitoring activities and procedures, enables performance to be enhanced and the risks associated with the water resource to be limited.	GRI 303	Potential negative generated impact	 

Explanatory Notes:

- GRI rif. 3-2, 3-3, 2-25

Allu's S.p.A. SDGs Commitments

In its Sustainability roadmap, Allu's S.p.A. **wishes to out-line its commitment** in accordance with the Sustainable Development Goals (SDGs) set out in the 2030 Agenda.

This begins with identifying the relevance of the Goals for the industry in which it operates, the company's ability to generate a positive impact in relation to these Goals, and the association with material topics.



3

SALUTE E BENESSERE

3 GOOD HEALTH AND WELL-BEING

Ensure health and well-being of everyone and of all ages.

Allu's S.p.A. promotes a **safe and healthy working environment**, with an **ISO 45001** certified management system which oversees mechanical, chemical-physical, and organisational risks. Priorities include: plant safety, extraction and filtration systems within production departments, the management of lubricants and emulsions under controlled conditions, and hygiene-related prevention plans. The company provides **periodic training, health surveillance**, monitoring of **injuries and near-misses**, and promotes **workers' participation** in the continuous improvement of prevention measures.



10

RIDURRE LE DISUGLIANZE



4

ISTRUZIONE DI QUALITÀ

10 REDUCED INEQUALITIES - 4 QUALITY EDUCATION

Supply quality education, equal and inclusive, and learning opportunities for all.

The company enhances technical and professional skills through **continuous training**, ensuring access to qualifying experiences and learning opportunities at all organisational levels.



5

PARITÀ DI GENERE

5 GENDER EQUALITY

Reach gender equality and emancipate all women and girls.

Allu's S.p.A. is committed to **enhancing people and the diversity** present within the company, promoting **equal opportunities** for access to training and professional development, together with protected **reporting channels** (whistleblowing) which ensure an **inclusive, fair, and respectful environment**.



6

ACQUA PULITA E SERVIZI IGIENICO-SANITARI

6. CLEAN WATER AND SANITATION

Ensure the availability and sustainable management of water and sanitation services.

The organisation **manages the water resource with care** within industrial processes, **implementing treatment and monitoring systems for effluents** to prevent potential environmental impacts. The company is committed to reducing consumption where technically applicable, in compliance with environmental regulations.

Explanatory Notes:

- GRI rif. 3-3



7

ENERGIA PULITA E ACCESSIBILE

7 AFFORDABLE AND CLEAN ENERGY

Substantially increase the share of renewable energy in total energy consumption and improve energy efficiency.

Allu's S.p.A. acts to improve the energy efficiency of its processes, through an energy mix based on **100% certified renewable electricity (GO)** and on photovoltaic self-generation launched in 2024. **Efficiency measures** concern energy-intensive plants and utilities, supported by consumption monitoring and cycle optimisation. This strategy strengthens operational efficiency and the stability of the renewable mix. **The monitoring of consumption and emissions** linked to the company's operations also highlights the organisation's commitment to containing its carbon footprint, wherever it is technically possible to intervene to reduce the tons of carbon dioxide equivalent emitted.



8

LAVORO DIGNITOSO E CRESCITA ECONOMICA

8 DECENT WORK AND ECONOMIC GROWTH

Favour lasting, inclusive and sustainable economic growth, a full and productive occupation and decent work for all.

The organisation promotes the **well-being of its workers and listens** to their expectations, ensuring stable employment, investing in organisational well-being, and guaranteeing fair remuneration conditions. This translates into the provision of adequate wages for all workers. The prevailing and almost exclusive form of hiring is **permanent employment**.



9

IMPRESA, INNOVAZIONE E INFRASTRUTTURE

9 INDUSTRY, INNOVATION, AND INFRASTRUCTURE

Reorganise industries sustainably and adopt cleaner technologies.

Allu's S.p.A. constantly invests in the **upgrading of plants and technologies** to ensure efficient, controlled processes which comply with safety standards. The adoption of **monitoring systems for production parameters and energy consumption**, together with ISO 9001 certification and process traceability, supports quality, reliability, and delivery times, contributing to the organisation's industrial sustainability.



12

CONSUMO E PRODUZIONE RESPONSABILI

12 RESPONSIBLE CONSUMPTION AND PRODUCTION

Ensure sustainable consumption and production patterns.

The company adopts **circular production** models which are typical of the aluminium supply chain, complemented by the direct re-melting by a qualified partner of almost all **internal scrap (re-introduced as raw material)**, together with the **recovery** and reuse of part of the **lubricants and emulsions**. The company promotes the selection of certified suppliers, applying a qualitative and dynamic **assessment** based on **non-compliances** and **punctuality**, with the progressive integration of ESG criteria into procurement processes in view of upcoming adjustments to environmental regulations.



13

LOTTA CONTRO IL CAMBIAMENTO CLIMATICO

13 CLIMATE ACTION

Promote actions, at all levels, to combat climate change.

The organisation measures and monitors Scope 1 and Scope 2 emissions, committing to the reduction of carbon intensity through **energy-efficiency measures, the use of renewable electricity and logistical optimisation**. The green transition nevertheless requires an upgrade of industrial processes, through the adoption of digital systems for environmental traceability and the segregation of flows (regarding the objective of calculating Scope 3 emissions along the supply chain). The ESG management of the supply chain entails technological and managerial innovation, thereby linking back to Goal no. 9.



16

PACE, GIUSTIZIA E ISTITUZIONI SOLIDE

16 PEACE, JUSTICE, AND STRONG INSTITUTIONS

Eliminate corruption and abuse of power in all their forms.

The company promotes the reporting of unlawful conduct and is preparing for the adoption of **Organisation, Management and Control Model 231** and of its own **Code of Ethics**, thereby strengthening a governance system which is grounded in ethics, legality and transparency. Allu's S.p.A. protects data security and IT security through dedicated systems, GDPR training courses, periodic awareness initiatives and clear rules for data processing and for the use of digital tools and social media.



17

PARTNERSHIP PER GLI OBIETTIVI

17 PARTNERSHIPS FOR THE GOALS

Boost partnerships for sustainable development.

The company maintains active and continuous relationships with **suppliers and certification bodies**, promoting transparent dialogue. Strengthening **communication and alignment channels with suppliers** have become particularly necessary to promote a supply chain which complies with **new regulatory and sustainability requirements**.

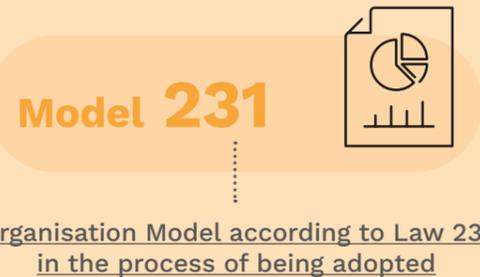
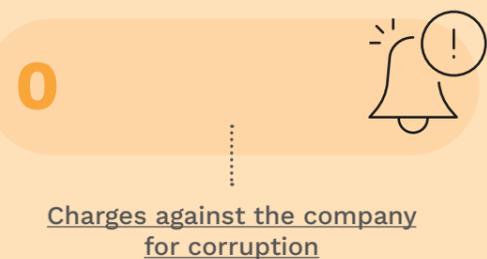
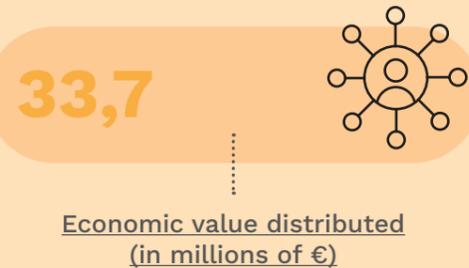
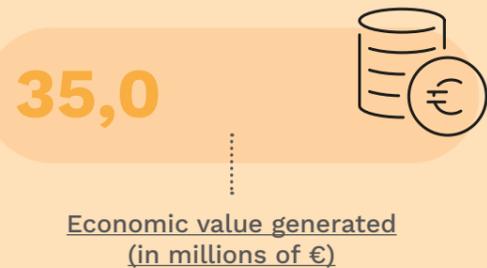
«Today, we adopt the term **Value** not only in its economic sense, but also in a broader and more **Ethical** definition of the word.»

Governance

3



GOVERNANCE HIGHLIGHTS



Corporate Governance

Governing Bodies

The Board of Directors is the highest management body; its responsibility is to manage the company and decide on the most important operations from a strategic, economic, and financial point of view.

The Board of Auditors is the controlling body responsible for monitoring compliance with the law and the articles of association, compliance with the principles of proper administration and the adequacy and functioning of the organisational, administrative, and accounting structure.

Allu's S.p.A. has adopted a traditional Italian administrative and supervisory model for its corporate governance structure.

The governance structure is composed as follows:

BOARD OF DIRECTORS

- **Dal Pio Sergio**, Chairman of the Board of Directors
- **Gabrielli Andrea**, Member of the Board of Directors
- **Battistoni Mauro**, Member of the Board of Directors
- **Tolusso Luca**, Member of the Board of Directors

BOARD OF AUDITORS

- **Grigianin Ferdinando**, President
- **Pilastro Pierantonio**, Statutory Auditor
- **Matalone Michela**, Statutory Auditor

AUDITING COMPANY

- **PricewaterhouseCoopers** S.p.A.

Internal procedures ensure that the management and supervisory bodies obtain, with absolute timeliness, completeness and transparency, the corporate and managerial information, clarifications, data, and documentation which are necessary to meet their information needs.

Allu's S.p.A. acts to avoid potential situations of conflict of interest. The members of the governance body have been informed of the anti-corruption regulations and procedures implemented by the organisation.

Composition of the Board of Directors	2022	2023	2024
Total	4	4	4
Women	0	0	0
Men	4	4	4
Less than the age of 30	0	0	0
Between the age of 30 and 50	0	0	0
Over the age of 50	4	4	4

Explanatory Notes:

- GRI rif. 405-1
- GRI rif. 2-9

Compliance 231 and Anti-Corruption

Allu's S.p.A. has always been committed to adopting **ethical governance**, based on **sound management practices and integrity standards**, with the objective of preventing unlawful or fraudulent conduct which may harm the organisation or its stakeholders.

Starting from 2024, the company began **preparing for the adoption of an Organisation, Management and Control Model pursuant to Legislative Decree 231/2001** (hereinafter **Model 231**), integrated within the broader Internal Control System. This tool aims to identify and prevent the risks linked to the commission of the offences set out in the decree, in particular offences against the Public Administration, environmental offences, offences relating to health and safety, corruption and other relevant offences.

In 2024, Allu's launched a process to strengthen ethical governance, in line with Legislative Decree 231/2001 on the administrative liability of entities. The company is preparing to define the essential processes for the adoption of Model 231, carrying out the related preliminary risk assessment, mapping sensitive processes and performing the gap analysis with respect to the required safeguards, preparing the design of the Supervisory Body and defining the information flows towards it. Based on these activities, the **adoption in 2025** by the Board of Directors of the **Organisation, Management and Control Model** is planned, together with the launch of the **related training programmes**.

During the reporting period, no cases of corruption were identified, nor did any relevant reports emerge in this regard. No legal actions were brought against the organisation during the period in relation to anti-competitive practices, breaches of antitrust law or monopolistic conduct.

The company assesses and monitors its main economic-financial risks to maintain organisational financial stability and prevent potential economic losses. In addition to this, it maintains constant oversight of cybersecurity risks, which are the subject of awareness and targeted training for employees, as an integral part of the organisation's protection strategy.

Episodes of corruption

IN THE YEAR 2024	
Confirmed episodes of corruption	0
Confirmed episodes for which employees have been dismissed or disciplined for corruption reasons	0
Confirmed episodes for which contracts have been annulled/not renewed with company partners due to violations correlated with corruption	0
Lawsuits of public dominion regarding corruption filed against the organisation or its employees	0

Explanatory Notes:

- GRI rif. 2-26, 205-1, 205-2, 205-3, 206-1, 406

Code of Ethics and Whistleblowing

To support of its compliance system, the Company has prepared the **drafting** of its own **Code of Ethics** to be adopted, from 2025 onwards - in addition to the Organisation, Management and Control Model pursuant to Italian Legislative Decree 231/2001 - consisting of a policy which defines the company's fundamental values and principles. The Code of Ethics lays the foundations for structuring, in a shared, organised, and permanent manner, the founding values and the ethical principles which distinguish the organisation, expressing codes of conduct whose observance is considered essential for the Company's reliability, protection, reputation and image.

A whistleblowing channel has been operational since 2023 on the company's website, made available for reporting any irregularities or unlawful acts involving the company by anyone who may witness them. The internal channel will be reviewed and integrated upon the adoption and full implementation of **Model 231** (2025), to ensure a reporting **procedure compliant with Legislative Decree 24/2023** (implementing Directive (EU) 2019/1937) and to guarantee full consistency between ethical safeguards, the Supervisory Body and reporting flows. In line with the Organisational Model, this enables the relevant parties to submit, to protect the company's integrity, reports of any unlawful conduct relevant under Legislative Decree No. 231/2001 and any breaches of the Model or of the Ethical Code of which they may become aware.

Any reports are handled with the utmost confidentiality, with the option to submit reports anonymously. Through the procedure implemented, the whistleblower may also view the status of their report, including interacting with the person in charge through a dedicated messaging tool. The report may be viewed and managed solely by the company responsible for the channel, thereby ensuring the whistleblower's privacy and protection.

Since the adoption of this system, no reports of discrimination or breaches of regulations have been received through any of the channels established by the Company.

«Whistleblowing reflects our organisation's commitment to ethics and the fight against all forms of illicit conduct»

Creation of value for the Territory Economic Value Generated and Distributed (VEG&D)

		2022	2023	2024
Economic value generated	€	57.811.732	35.743.906	34.998.014
Operating costs	€	44.672.329	28.104.565	29.383.105
Salaries and benefits	€	3.028.284	2.747.147	3.091.074
Capital cost	€	68.329	134.249	1.130.730
Income tax	€	1.759.608	319.066	63.936
Social investments	€	19.549	18.000	22.500
Economic value distributed	€	49.548.099	31.323.026	33.691.345
Economic value retained	€	8.263.633	4.420.880	1.306.669

In 2024, the **economic value generated** by Allu's S.p.A. (consisting of revenues as the sum of net sales, income from financial investments and the sale of assets) amounted to **approximately 35,0 million euro**, a slight decrease compared with 35,7 million euro in the previous year. This trend reflects the aluminium market context: after the decline in prices and volumes observed in 2023 (particularly compared with 2022), 2024 showed a stabilisation characterised by high volatility, cautious demand in some European industries (particularly automotive and the building and construction industries) and, at the same time, greater instability in LME quotations in a tightening aluminium market.

The reduction in the value generated is therefore mainly attributable to a contraction in volumes, with more cautious orders in some segments and a level of unit prices below the peaks recorded in previous years. Geopolitical tensions affected the premiums

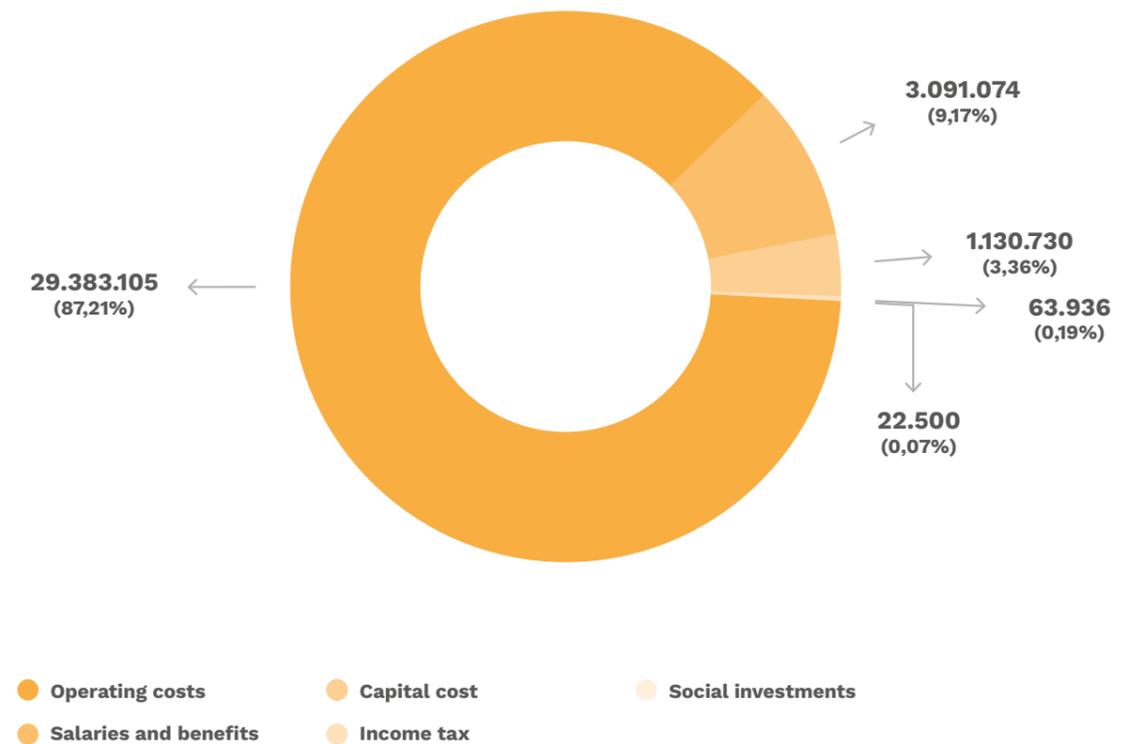
of primary aluminium, which showed a progressive increase, while logistical difficulties linked to transit through the Red Sea and the Suez Canal led to higher transport costs.

These dynamics confirm the cyclical nature of the aluminium industry, which is strongly dependent on commodity trends, and in which fluctuations in international prices significantly influence revenues: the year-on-year comparison of the economic value generated must therefore be interpreted considering these exogenous factors.

Despite the selective environment, Allu's S.p.A. maintained positive margins thanks to internal decisions concerning product mix, commercial policies, sourcing strategies, and operational efficiency.

The **economic value distributed** in 2024 amounts to approximately 33,7 million euro; in all reported financial years, the value distributed has been lower than the value generated, resulting in a **positive retained economic value** of approximately **1,3 million euro** (2024).

Distributed economic value (2024)



The economic value distributed to stakeholders was calculated in accordance with GRI guidance and broken down into:

- *Operating costs* relating to the remuneration of suppliers of goods and services: obtained as the sum of costs relating to raw materials, ancillary materials, consumables and goods, service costs, costs for the use of third-party assets and other operating charges, net of the items included in these accounts which form an integral part of "Wages and benefits" or "Social investments."
- *Value distributed to employees* (Wages and benefits): calculated as the sum of total pay, including employee wages and amounts paid to public institutions on behalf of employees, and of total benefits granted to them (regular contributions or other types of support for the workforce such as company cars and meals, as well as bonuses and gifts) and insurance contributions relating to employees. These components therefore provide a complete overview of the total remuneration and benefits received by employees, enabling an understanding of the company's commitment to adopting fair and competitive remuneration practices in line with constitutional principles.

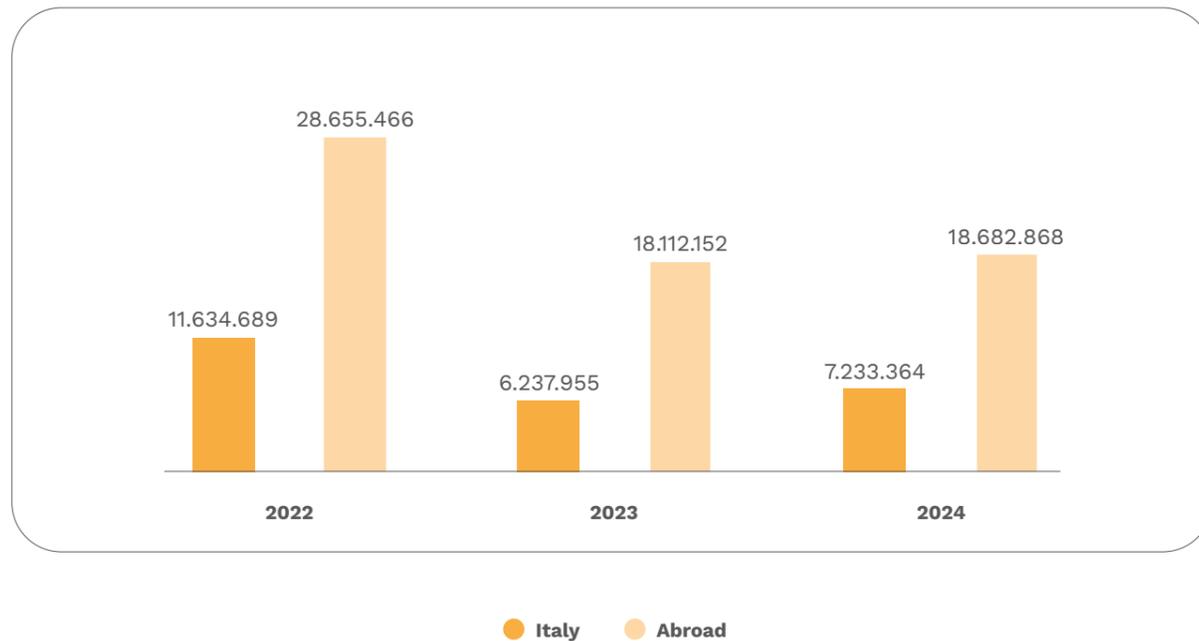
- *Payments to providers of capital* (Capital costs), being the sum of dividends paid to all shareholders and payments of interest and financial charges to lending institutions.
- *Income taxes*, referring to current taxes payable to public authorities, therefore excluding deferred and prepaid taxes.
- *Community investments*, which include voluntary donations made by the company to external parties, in addition to investments made in sports associations for the purpose of reinvesting in the local area on behalf of the organisation. The Company is indeed active in supporting local social organisations, as reflected in the value relating to social investments (namely voluntary donations, contributions to sports and cultural associations and support for social programmes). In the three reported years, the amounts allocated to these initiatives were approximately 19,5 thousand euro in 2022, 18 thousand euro in 2023 and 22,5 thousand euro in 2024, confirming a consistent commitment to local communities.



Explanatory Notes:
• GRI rif. 201-1, 413

Creation of value for the Territory Suppliers

RAW MATERIALS – Origin of supplies (€)



Analysing the supply of goods, which includes the purchase of raw materials, packaging materials, and ancillary materials for production, it emerges that in 2024 approximately **27,9% of goods was purchased in Italy**, confirming a purchasing strategy only partially focused on the domestic market. This reflects the characteristics of the aluminium market, in which the availability of specific alloys, thicknesses and specific grades is not always continuously guaranteed at national level, making it necessary to rely on international producers with the required technical specialisation and production capacity.

Foreign suppliers therefore represent the majority share and are located mainly in European countries geographically close to Italy (such as Switzerland, Germany, and Poland), integrated into consolidated aluminium supply chains. A residual share of supplies comes instead from extraEuropean suppliers,

selected for specific needs relating to the quality of the material or availability during certain periods of the year.

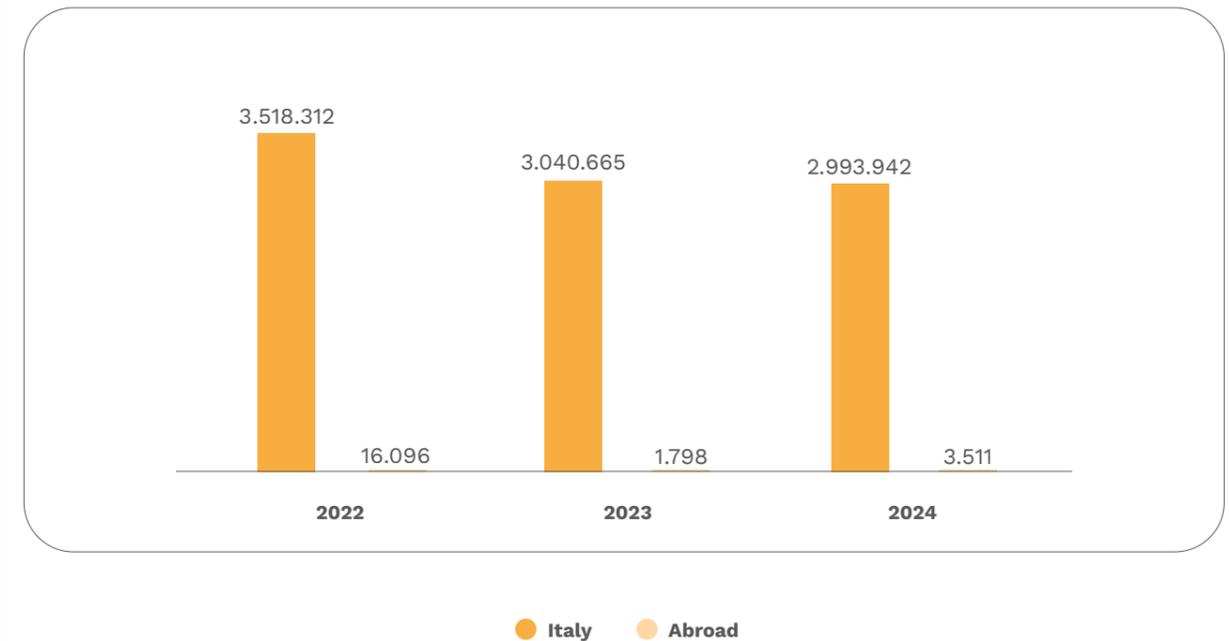
The company's sourcing practices are based not only on market availability but also on **strategic management of supplier relationships**, aimed at ensuring **continuity, quality, and technical compliance of supplies**. This model is particularly relevant in the aluminium industry, where purity, metallurgical properties and performance of the re-rolled products directly influence the quality of finished goods. This approach enables the organisation to optimise supply chain management, maintaining high quality standards and an adequate level of supplies' reliability.

The aim is to enhance the **supply chain as a strategic driver of economic, social, and environmental sustainability**, promoting responsible management of the entire value chain.



Explanatory Notes:
 • Italy is intended for "local"
 • GRI rif. 204-1

SERVICES – origin of supplies (€)



Regarding **services**, sourcing takes place almost exclusively in Italy: in the reporting period, in fact, **99,9% of service purchases** was made from suppliers located within the **national territory**, a figure which has remained consistently above 99,5% across the three-year period analysed.

This orientation contributes to strengthening the company's role in territorial development, fostering the involvement of local enterprises and the creation of value within the community.

The company applies a structured supplier evaluation

process, based on criteria relating to product and service quality, as well as reliability and regulatory compliance. From the earliest stages of the supplier relationship, the certifications required to guarantee compliance with the technical and quality standards demanded are requested.

The evaluation is supported by an internal rating system which promotes continuous improvement and will progressively integrate sustainability criteria in line with regulatory developments and the main international standards.



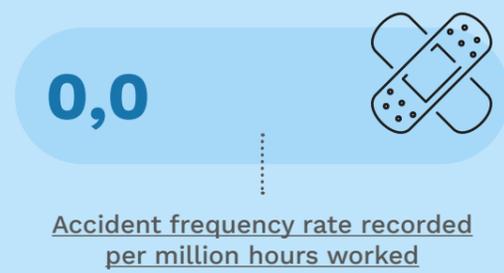
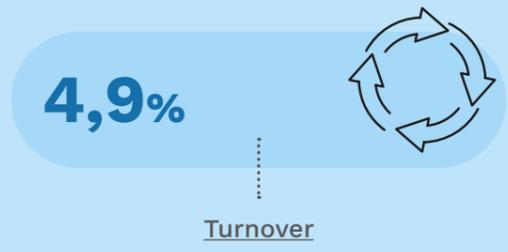
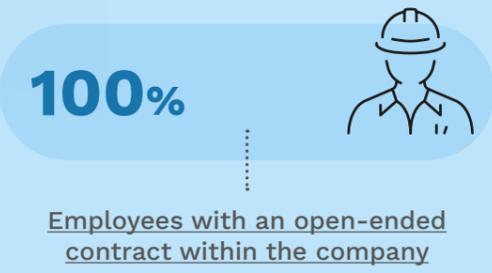
People

4

«It is the **People** who determine the success of our company, and we have always taken care of them»



PEOPLE HIGHLIGHTS



Development and Enhancement of People and of Diversities Employment

Allu's S.p.A. recognises the central role of its personnel in the development and continuity of its activities and promotes an environment based on transparency and dialogue.

In the reporting year, 100% of employees was employed under an **open-ended contract**. The entire workforce is **covered by collective bargaining** and the national collective labour agreement applied is the Metal Processing Industry National Collective Labour Agreement. **Periodical meetings with trade unions** are also planned as a safeguard for workers.

In the event of significant organisational changes, the notice periods established by the applicable collective agreement are respected.

Human resource management is based on three priority areas:

- occupational health and safety,
- continuous training,
- recognition of merit, experience and company seniority.

The company also promotes corporate welfare and benefit policies, which include tools supporting work-life balance and initiatives for employee well-being. These actions contribute to creating a positive working environment based on respect, collaboration, and equal opportunities.

In the field of occupational health and safety, Allu's S.p.A. has adopted a **Health and Safety Management System** compliant with **EN ISO 45001:2023**, operationally integrated with a **Prevention and Protection Service (SPP)** active across the entire company.

This framework makes it possible to maintain high protection standards, in line with regulatory obligations and with GRI 401 and 403 principles, promoting an attentive, participatory, and responsible working environment.

In terms of training, Allu's S.p.A. invests in programmes dedicated to the development of technical and transversal skills, with particular focus on safety, prevention, and product quality.

The organisation is registering a progressive increase in the number of training hours provided and has always been attentive to creating a safe working environment for the people who are part of it, in full compliance with regulatory provisions.

In 2024, more than 2.000 hours of training were provided for this purpose, with programmes delivered to the entire workforce on social security and the general legislation governing employment relationships, in addition to mandatory training on health and safety.



Explanatory Notes:

- GRI rif. 2-30, 401-2, 403

Development and Enhancement of People and of Diversities Employment and Diversity

Employees		2022	2023	2024
Total staff	no.	65	62	60
Women	no.	7	7	6
Men	no.	58	55	54

Staff composition per gender		2022	2023	2024
Total blue-collar workers	no.	51	48	44
Women	no.	2	2	1
Men	no.	49	46	43
Total white-collar employees	no.	13	13	15
Women	no.	5	5	5
Men	no.	8	8	10
Total executives	no.	1	1	1
Women	no.	0	0	0
Men	no.	1	1	1

Analysing the composition of personnel in the reporting periods, a decrease in the total number of employees emerges, falling from 65 in 2022 to 62 in 2023 and 60 in 2024. The reduction is attributable mainly to natural terminations (retirements).

In line with the typical employment structure of the metallurgical industry, the majority of the company's workforce is composed of men: in 2024, there were **54 male employees (90,0%) and 6 women**, reflecting the predominance of men in technical and operational roles. This distribution is particularly evident in the blue-collar category, made up of more than 95% men in all reporting years. This composition is linked to the physical and technical nature of the tasks performed in the production departments. Two female blue-collar workers were present in 2022 and 2023, decreasing to one in 2024 following a retirement. In the white-collar category, the presence of women is more significant, amounting to approximately 33% in 2024 (a slight decrease compared with the values of the previous two

years). The management category remains stable, with one male manager in all years.

The company nevertheless pays close attention to **personnel inclusion**, with **careful and inclusive management** of its workforce. This is also reflected in a transversal sensitivity adopted towards any form of discrimination which may occur internally, ensuring, through the dedicated channels, the possibility of reporting any relevant episode which does not guarantee respect for diversity within the organisation. **Opportunities for development and training** are guaranteed to all personnel, without distinction of gender, role, or position, with a **transversal valorisation of employees**, without discrimination between genders and offering equal opportunities to all individuals.

The commitment to inclusion also materialises through the **hiring of people with disabilities**, in compliance with current regulations and with the aim of fostering an inclusive and accessible working environment.

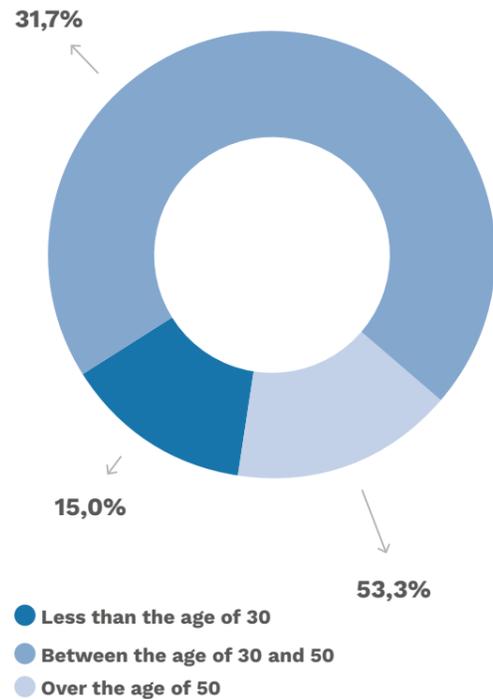


Explanatory Notes:

- GRI rif. 2-7, 2-26, 405-1, 406-1
- The reported data refer to the actual number of employees at the end of the reporting period, expressed in absolute values (headcount) for each year considered.
- Workers in force up to the end of the reporting period (at 31 Dec.) are included in the headcount, thus including in the count those terminated at 31 Dec., who formed part of the workforce for the reported year.

Development and Enhancement of People and of Diversities Diversity

Demographic distribution of staff (2024)



Composition of Staff per Age		2022	2023	2024
Total staff	no.	65	62	60
Less than the age of 30	no.	15	11	9
Between the age of 30 and 50	no.	16	19	19
Over the age of 50	no.	34	32	32
Blue-collar workers	no.	51	48	44
Less than the age of 30	no.	14	10	6
Between the age of 30 and 50	no.	12	15	16
Over the age of 50	no.	25	23	22
White-collar employees	no.	13	13	15
Less than the age of 30	no.	1	1	3
Between the age of 30 and 50	no.	4	4	3
Over the age of 50	no.	8	8	9
Total executives	no.	1	1	1
Less than the age of 30	no.	0	0	0
Between the age of 30 and 50	no.	0	0	0
Over the age of 50	no.	1	1	1

The analysis of the demographic composition of personnel shows a company **age structure which is on average senior**, with a significant presence of workers over the age of 50.

In 2024, in fact, **53,3%** of the workforce belonged to the over-50 age group (32 employees), while **31,7%** was between **30 and 50 years old** (19 employees) and 15,0% consisted of younger workers **under 30** (9 employees). This distribution reflects an organisation characterised by a longstanding core of employees with **extensive company seniority** and by a more limited presence of younger workers, while nevertheless ensuring a **generational mix** which is useful for **knowledge transfer**.

The under-30 group is present among both blue-collar workers (6 employees) and white-collar workers (3 employees). The over-50 group is likewise distributed across operational roles (22 blue-collar workers) and white-collar positions (9 employees), in addition to the manager.

This shows that senior experience is spread across several professional categories, not only within the production departments.

The 30–50 age group represents the main segment among white-collar staff (5 women and 10 men) and maintains a consistent presence among blue-collar workers (16 employees). Overall, the intermediate age group contributes significantly to organisational balance and to the continuity of business functions.

In line with its commitments regarding equity, diversity and organisational well-being, the company is launching **training initiatives** dedicated to the **themes of diversity, inclusion, discrimination prevention, and respect for differences** addressed to all personnel. These programmes aim to promote an aware and inclusive corporate culture, strengthening people's engagement and respect of individual rights within the working environment.



Explanatory Notes:

- GRI rif. 405-1
- Age counting carried out in absolute terms and rounded by year (as a simple difference between the reference year and the year of birth)

Development and Enhancement of People and of Diversities Employment

Open-ended contracts		2022	2023	2024
Full-time	no.	64	61	57
Women	no.	6	6	5
Men	no.	58	55	52
Part-time	no.	1	1	3
Women	no.	1	1	1
Men	no.	0	0	2
Total open-ended contracts	no.	65	62	60
Fixed-term contracts		2022	2023	2024
Full-time	no.	0	0	0
Part-time	no.	0	0	0
Total fix-termed contracts	no.	0	0	0
Non-employee workers		2022	2023	2024
Collaborators	no.	4	4	4
Agency workers	no.	0	0	1
Interns	no.	0	0	0
Total atypical workers	no.	4	4	5

An **open-ended employment contract** was guaranteed in the reporting year **for 100% of Allu's S.p.A. employees**, confirming the company's consistent commitment to promoting job **security and stability**. This approach reflects a long-term corporate vision, oriented towards creating a working environment which values people's contribution and fosters a climate of mutual trust.

Almost the entire workforce is employed fulltime: in 2024, 57 employees out of 60 had a fulltime contract, while 3 employees were employed parttime.

All employees work within the Italian geographical area and at the company's facilities.

In carrying out its activities, the organisation also makes use of people who do not have a direct employment

relationship with it, but whose tasks are nevertheless under its control. As at 31/12/2024, this category of non-employees included 4 coordinated and continuous collaborators and 1 agency worker, for a total of 5 people (equal to 7,7% of the total workforce, calculated by adding employees and nonemployees).

The company directly enters into collaboration contracts, without the involvement of third-party intermediaries, while agency work relationships are managed by external agencies to address temporary operational needs. In the three reporting years, the presence of 1 agency worker was recorded in 2024 and in 2022, while in 2023 no resources with this contractual arrangement were present.



Explanatory Notes:

- GRI rif. 2-7, 2-8
- The data presented include a headcount of both employees and non-employees in absolute numbers at the end of the reporting period, including those who left on 31/12, considered as part of the workforce for the entire year, for all years reported (headcount of employees and atypical workers at the end of the fiscal year).

Development and Enhancement of People and of Diversities Employment

Turnover per gender		2022	2023	2024
Hirings	no.	1	0	0
Women	no.	0	0	0
Men	no.	1	0	0
Terminations	no.	2	3	3
Women	no.	0	0	1
Men	no.	2	3	2
Retirements	no.	0	2	3
Women	no.	0	0	1
Men	no.	0	2	2

Turnover per age		2022	2023	2024
Hirings	no.	1	0	0
Less than the age of 30	no.	1	0	0
Between the age of 30 and 50	no.	0	0	0
Over the age of 50	no.	0	0	0
Terminations	no.	2	3	3
Less than the age of 30	no.	0	1	0
Between the age of 30 and 50	no.	0	0	0
Over the age of 50	no.	2	2	3
Retirements	no.	0	2	3

In the three-year period considered, Allu's S.p.A. recorded a single hire, which took place in 2022 under an open-ended contract. This element highlights a cautious approach to new entries, in line with business performance in the period and with the priority assigned to the stability of the existing workforce.

During 2024, no new hires were made, in a context of contained demand and stable production levels at values lower than the peaks of previous years, which led the company to consolidate internal resources and prioritise operational continuity. The use of income support schemes (CIG) provided for by current legislation affected the three-year period, in response to fluctuating demand and other temporary circumstances falling within the grounds established by Legislative Decree 148/2015. The scheme was used in compliance with the grounds and limits set out by

law, with the aim of safeguarding employment during phases of reduced activity.

Terminations recorded in 2024 amounted to **3**, all relating to **retirements**.

Overall, in the 2022–2024 three-year period, terminations amounted to 8, of which 5 due to retirement; 7 concerned workers over 50, while 1 termination involved a worker under 30. The only hire in the three-year period (2022) concerned a male under-30 employee with an open-ended contract, resulting in a permanent-contract hiring rate of 100%.

In 2022, the **turnover rate of new hires**, calculated in accordance with GRI 401-1, was equal to **0%**, since the only new hire of the year remained employed in the reference year. In 2023 and 2024, the rate cannot be calculated due to the absence of new hires.

Hiring rate		2022	2023	2024
% of hirings with open-ended contracts	%	100,0%	-	-
Open-ended contract hirings	no.	1	0	0
Fixed-term contracts hirings	no.	0	0	0
Turnover rate of newly hired	%	0,0%	-	-
Newly hired who left their job	no.	0	-	-

Turnover rates		2022	2023	2024
Total turnover	%	3,1%	4,7%	4,9%
Turnover net of retirements	%	3,1%	1,6%	0,0%

At an aggregate level, the **overall turnover rate** remained generally low, fluctuating **between 3,1% and 4,9%** over the three-year period.

In 2022 the turnover rate amounted to 3,1%, rising to 4,7% in 2023 and then stabilising at 4,9% in 2024. These contained turnover values confirm a solid retention capacity, and the absence of extreme variations in terminations reinforces the picture of a loyal workforce, consistent with the company's long-term vision. A significant share of employees, in fact, remains with the company until reaching retirement age, demonstrating a high degree of loyalty.

From this perspective, the analysis of turnover net of retirements is useful, since it makes it possible to isolate departures which are not related to the natural cycle of working life. This approach provides a more targeted assessment of organisational stability and of the company's ability to retain personnel for reasons which are not strictly demographic.

The comparison between total turnover and turnover net of retirements also makes it possible to assess the effectiveness of human resources management policies, distinguishing physiological terminations from those potentially linked to internal factors.

In 2023, from a total turnover rate of 4,7%, the rate in fact fell to 1,6% when considering only terminations occurring for reasons other than retirement, whereas in the 2024 reporting year a turnover rate of 4,9% translated into a turnover net of retirements of 0%.

Overall, the data highlight a balance between employment stability and the physiological management of replacement linked to seniority, with attention to organisational continuity and the progressive evolution of the workforce.

Explanatory Notes:

- GRI rif. 401-1
- The count of terminations includes employees terminated as at 31 Dec. (part of the workforce up to the end of the reporting period)
- Turnover rate among new hires, calculated as: employees hired during the year who left the company over the total number of employees who left in the reporting year.
- Total turnover rate calculated as total terminations over average headcount.
- For the purposes of the GRI requirements, the use of the Wage Guarantee Fund (CIG) is not classified as a termination: the workers concerned correctly remain included in the company's workforce; turnover rates and employment indicators are therefore not affected.

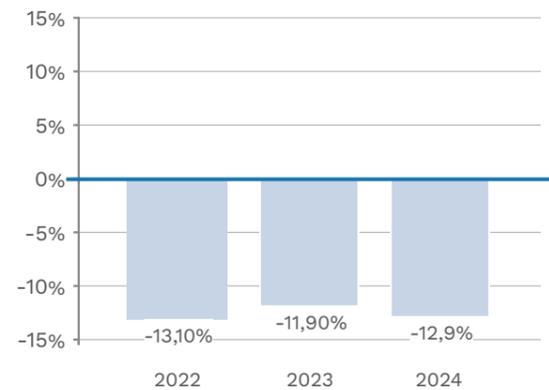


Development and Enhancement of People and of Diversities

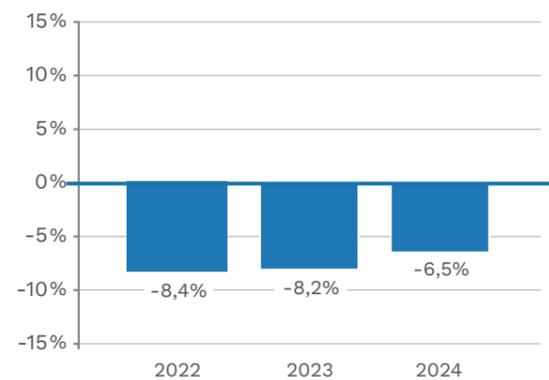
Gender Parity

WHITE-COLLAR EMPLOYEES

Gender Gap: Average Base Monthly Salary

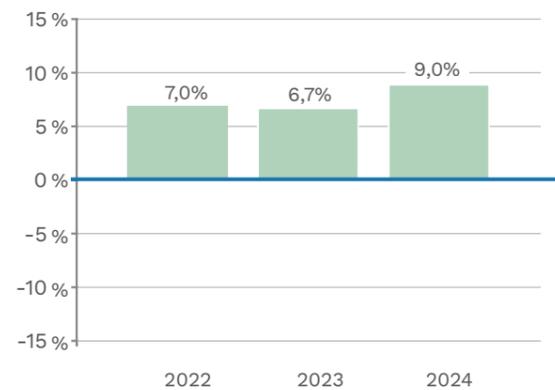


Gender Gap: Average Gross Monthly Salary

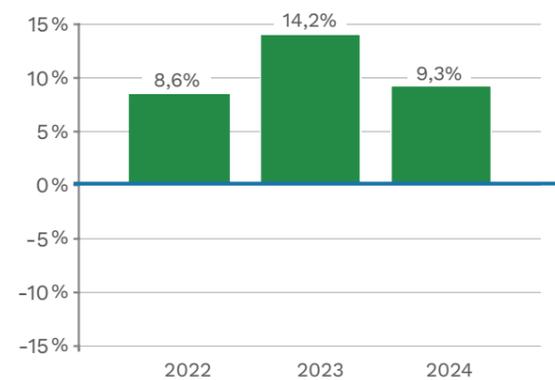


BLUE-COLLAR EMPLOYEES

Gender Gap: Average Base Monthly Salary



Gender Gap: Average Gross Monthly Salary



Explanatory Notes:

- GRI rif. 405-2
- The term basic salary is the salary contracted between the company and the employee, i.e. the salary which takes into account all the fixed pay elements paid monthly (thus excluding items which are not recurring each month, such as overtime and bonuses, and including instead items such as the allowance over basic pay)
- The term average gross pay is the sum of the Gross Annual Salary to which all the pay items indicated in the "body of the pay slip" have been added (therefore also considering any transfers, overtime in addition to what is fixed in the contract and therefore any item which is not fixed/present every month), divided by 12 months.
- The figure includes all employees who were on the workforce during the year, recalculating the annual taxable amount according to the number of months worked, in order to ensure a more accurate value (since the taxable amount varies monthly according to public holidays, overtime and other relevant dynamics).
- The gender gap is calculated as:
$$\frac{\text{Remuneration male employees} - \text{Remuneration female employees}}{\text{Remuneration male employee}} \times 100$$

- For the analysis by categories, apprentice blue-collar workers are included within the blue-collar group, while apprentice clerical staff are included within the "clerical staff" category. Part-time employees are recalculated on a full-time equivalent basis.



In its ongoing commitment to promoting a fair and inclusive working environment, the organisation pays particular attention to pay equity between women and men. To this end, the comparison on pay parity is carried out by distinguishing between white-collar staff and blue-collar workers, while managers are not included since there is only one position. The analysis separately considers the average base salary and the monthly gross remuneration, in line with the GRI Standards: this distinction makes it possible to isolate the fixed remuneration component from the variable one.

For white-collar staff, over the 2022–2024 three-year period, **a gap in monthly gross remuneration emerges in favour of women**, amounting to –8,4% in 2022, –8,2% in 2023 and –6,5% in 2024 (the negative sign corresponds to a **higher average female remuneration**). The average base salary is also in favour of women, equal to **–13,1%** in 2022, **–11,9%** in 2023 and **–12,9%** in 2024. The **opposite sign** compared with the industry average is attributable to a **higher concentration of women in higher-level positions and with greater seniority**, as well as to remuneration components linked to the role (such as responsibility-related bonuses). It should also be noted that the white-collar workforce sample is numerically limited, meaning that the values are sensitive to fluctuations caused by individual outliers.

Among blue-collar workers, the gap is in favour of men, both regarding monthly gross remuneration (+8,6% in 2022, +14,2% in 2023, +9,3% in 2024) and average base salary (+7% in 2022, +6,7% in 2023, +9% in 2024). The differential is consistent with **a greater concentration of men with longer seniority**, and with the **incidence of ancillary components** (such as shift allowances, overtime or supplements linked to operational activities), which tend to have a stronger impact on monthly gross remuneration. Here too, the limited number of female blue-collar workers makes the results more volatile in the face of changes in role distribution, seniority or working hours.

Overall, the observed gaps mainly reflect the **mix of seniority levels, job classifications, and ancillary components**, rather than systematic disparities for employees performing equivalent duties. From a perspective of continuous improvement, the company will continue to conduct analyses by role ("equal work for equal pay"), in line with regulatory updates, and will maintain the distinction between base and variable salary to monitor any deviations with greater granularity. It should also be noted that, in the presence of small samples, percentage values may display significant oscillations even in the absence of structural changes in the company's remuneration policies.

Over the years, Allu's S.p.A. has progressively structured a human resources approach oriented towards creating a fair and competitive working environment capable of attracting and retaining qualified personnel.

All employment relationships are governed by the national collective bargaining agreement (CCNL Metallmeccanico), complemented by any company-level agreements signed with trade union representatives. These agreements are periodically reviewed and updated within a framework of constructive and participatory dialogue with the representatives themselves. In line with the company's human capital development strategy, new hires are granted an initial remuneration which exceeds the contractual minimums. This policy remains in force; however, for the purposes of GRI 202-1, no values are reported in the reporting year since no new hires were recorded. The indicator is therefore not applicable to 2024.

The use of the Wage Guarantee Fund (CIG) constitutes an organisational tool for managing temporary reductions in production volumes, in full compliance with applicable procedures. Its use makes it possible to safeguard employment levels, preserve internal expertise and ensure coverage of production departments during periods of lower plant saturation.

Explanatory Notes:

- GRI rif. 2-30, 202-1 405-2

Development and Enhancement of People and of Diversities Benefits

Parental leave	2022	2023	2024
Employees who took parental leave	0	2	2
Women	0	0	0
Men	0	2	2
Returned to work following parental leave (return was scheduled within the year)	0	2	2
Women	0	0	0
Men	0	2	2
Still working following parental leave (12 months after returning to work)	0	0	2
Women	0	0	0
Men	0	0	2
Return-to-work rate (following parental leave)		100%	100%
Women		-	-
Men		100%	100%
Retention rate (following parental leave)		100%	100%
Women		-	-
Men		100%	100%

The company's ongoing commitment to creating an inclusive working environment also envisages maternity being regarded as an important phase of life, in which new mothers and new fathers may receive appropriate support from their working environment. For this reason, organisational measures and additional benefits (flexibility) have been implemented over and above the provisions already set out by current legislation, to **facilitate the reconciliation of personal life with professional life.**

Among the **4 employees** who **have taken parental leave** over the past three years (all of whom are male), **100% returned** to the company and remained employed in the subsequent years.

As further evidence of this, the **retention rates** amounted to 100% in all the years for which analysis is possible, considering the leave taken from the beginning of 2021 to the end of 2024.

Explanatory Notes:

- GRI rif. 401-3
- The analysis was conducted on employees who made use of maternity, paternity, and breastfeeding leave. The return-to-work rate is calculated by analysing the number of individuals who took leave in the previous year and who, 12 months after returning, were still employed. This rate corresponds to 100% in the 3 years reported.
- The retention rate is calculated as a progressive weighted average between 2021 and 2024 according to the following parameters:

Total number of employees who remained employed 12 months after returning to work following parental leave

Total number of employees who returned from parental leave in previous reporting periods



In addition to remuneration, which is already on average higher than the national contractual average, also thanks to the presence of a consolidated second-level company agreement, Allu's S.p.A. offers its workforce a range of **benefits** aimed at improving the **quality of employees' professional and personal life.**

This approach has distinguished the company for several years and makes it an attractive and recognised entity within the territory, ensuring not only that talent aspires to join the organisation, but also chooses to remain for a long time.

The measures which have already been adopted and offered for many years to employees include:

- Membership of a pre-existing **pension fund** under a special agreement, with an employer's contribution increased by 0.2% compared with industry-wide pension funds. This is complemented by **insurance schemes** covering permanent **disability** and **long-term care** under particularly advantageous conditions;
- Access to **subsidised lines of credit** through agreements with leading banks, by means of a salary-backed payment arrangement, which enables more favourable conditions than those obtainable by directly approaching the financial market;
- Attention to employees' needs is reflected in the adoption of **flexible working-time arrangements** designed to ensure an excellent balance between private and professional life.

Ultimately, Allu's S.p.A. has always supported its people during significant moments in their lives, particularly upon maternity and the birth of children. For this reason, the company guarantees forms of flexibility such as adaptable working hours, the possibility of part-time work, and organisational solutions which facilitate the return to work, to ensure the best possible reconciliation between private and professional life.



Explanatory Notes:

- GRI rif. 401-2

Development and Enhancement of People and of Diversities Training and Education



In the 2022–2024 three-year period, Allu's S.p.A. **consolidated the company's commitment to staff training**, implementing an increasingly systematic model oriented towards the development of technical, managerial, and health and safety skills.

In **2024, total training hours** reached **2,052 hours**, recording an incredibly significant increase compared with previous years (+230% versus 2023 and +221% versus 2022).

The increase is largely attributable to the extensive delivery of training provided for by the National Collective Labour Agreement for the Metal Processing Industry, within the framework of the individual right to continuous training, addressed to the entire workforce on regulatory and pension-related matters, in addition to the usual workplace health and safety courses.

In detail, the trend was driven by training delivered to white-collar staff, which rose from values close to 120 hours per year in 2022 and 2023 to 866 hours in

2024. This growth reflects the activation of additional pathways linked to continuous training, with an expansion of technical and managerial content for this category. Training for blue-collar workers shows a similar trend, increasing from 504 hours in 2022 and 491 in 2023 to 1,171 hours in 2024; here too, the variation is primarily attributable to the expansion of other training activities, whereas hours dedicated to health and safety decreased as a result of the completion of the refresher cycles scheduled in previous years. The managerial component, which has a marginal weight in absolute terms, remains substantially stable over the three-year period.

Considering the type of training, mandatory health and safety hours fell from 566 in 2022 and 468 in 2023 to 158 in 2024. In parallel, other training increased from 73 hours in 2022 and 153 in 2023 to 1,894 hours in 2024, with technical, digital, and cross-functional content and particularly broad company-wide participation.

	TOTAL TRAINING			SAFETY TRAINING			OTHER TRAINING		
	2022	2023	2024	2022	2023	2024	2022	2023	2024
Training per gender									
Total hours	639	621	2,052	566	468	158	73	153	1,894
- of which hours women	55	52	419	35	34	2	20	18	417
- of which hours men	584	569	1,633	531	434	156	53	135	1,477
Training per qualification									
Total hours production workers	504	491	1,171	504	416	139	0	75	1,032
- of which hours women	29	19	25	29	16	1	0	3	24
- of which hours men	475	472	1,146	475	400	138	0	72	1,008
Total hours office workers	122	121	866	62	53	14	60	69	852
- of which hours women	26	33	395	6	18	2	20	15	393
- of which hours men	96	88	471	56	35	12	40	54	459
Total hours executives	13	9	16	0	0	6	13	9	10
- of which hours women	0	0	0	0	0	0	0	0	0
- of which hours men	13	9	16	0	0	6	13	9	10

With reference to gender representation, in 2024 women totalled 419 training hours, corresponding to 20% of total hours delivered. This figure is structurally influenced by the workforce composition, which is characterised by a male prevalence in the production departments most involved in mandatory training pathways. In this context, maintaining active monitoring of equitable access to training remains a priority, in order to enhance the contribution of all individuals within the company, including those in administrative and technical roles.

Overall, the results confirm the **strengthening of the culture of continuous learning** and the organisa-

tion's ability to **adapt training pathways in line with the evolution of production and administrative processes**, with expected impacts on operational quality, professional development, and workplace safety. The increase in total hours, the prevalence in 2024 of non-mandatory training, and the integration with employees' development pathways outline a broader training commitment in terms of qualification and content, consistent with the objectives of GRI 404 and the social expectations of the CSRD Directive and confirm the company's investment in human capital as a lever for competitiveness, safety, and ability to adapt to new challenges.



Explanatory Notes:
• GRI rif. 404-1, 404-2, 403-5

Development and Enhancement of People and of Diversities Training and Education

TRAINING HOURS: AVERAGE PER CAPITA	TOTAL TRAINING			SAFETY TRAINING			OTHER TRAINING		
	2022	2023	2024	2022	2023	2024	2022	2023	2024
Training per gender									
Average hours women	7,86	7,43	69,83	5,00	4,86	0,33	2,86	2,57	69,50
Average hours men	10,07	10,34	30,24	9,16	7,89	2,89	0,91	2,45	27,35
Training per employee category									
Average hours production workers	9,88	10,22	26,60	9,88	8,66	3,15	0,00	1,56	23,45
Average hours women	14,50	9,50	24,50	14,50	8,00	0,50	0,00	1,50	24,00
Average hours men	9,69	10,25	26,65	9,69	8,68	3,21	0,00	1,57	23,44
Average hours office workers	9,38	9,31	57,70	4,77	4,04	0,90	4,62	5,27	56,80
Average hours women	5,20	6,60	78,90	1,20	3,60	0,30	4,00	3,00	78,60
Average hours men	12,00	11,00	47,10	7,00	4,31	1,20	5,00	6,69	45,90
Average hours executives	13,00	9,00	16,00	0,00	0,00	6,00	13,00	9,00	10,00
Average hours women	-	-	-	-	-	-	-	-	-
Average hours men	13,00	9,00	16,00	0,00	0,00	6,00	13,00	9,00	10,00
Total average hours	9,83	10,01	34,20	8,71	7,55	2,63	1,12	2,46	31,57

In the 2022–2024 three-year period, Allu's S.p.A. maintained a steady commitment to staff training, with a non-linear trend which reflects both the health and safety refresher cycles and the activation of non-mandatory pathways. **The annual average number of hours per employee rose from 9,83 in 2022 and 10,01 in 2023, before increasing to 34,2 hours in 2024.** The 2024 variation is mainly due to the strong expansion of other training, whereas per-capita workplace health and safety hours decreased in line with the completion of the refresher cycles carried out in previous years.

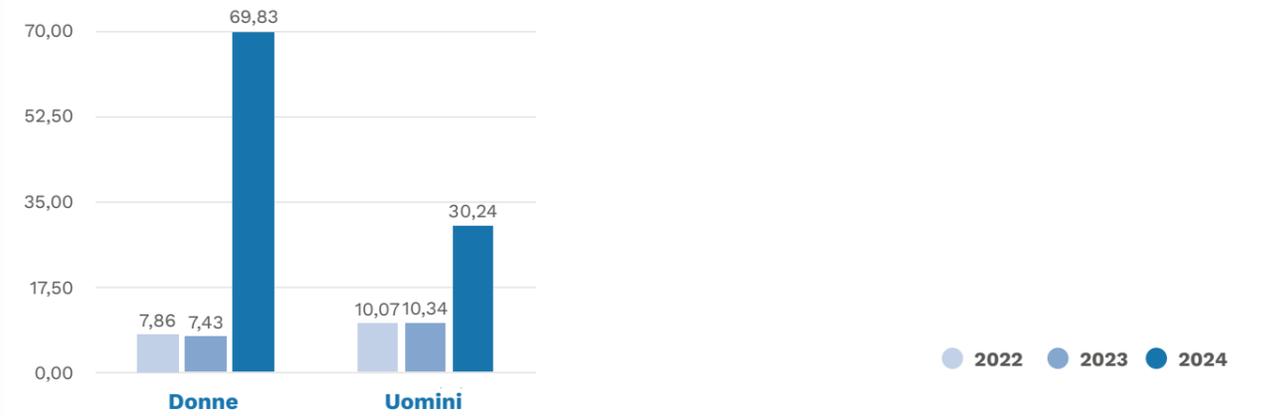
From a gender perspective, in 2024 **women** recorded an **average of 69,8 hours**, a significant increase compared with both 2023 and 2022, while **men** reached an **annual average of 30,2 hours**, also up from the previous two-year period. The gap observed reflects the workforce composition and the higher incidence,

in 2024, of non-mandatory pathways which significantly involved female personnel as well, leading to a substantial recovery in access to training compared with 2022.

With reference to professional categories, 2024 shows a marked increase in white-collar staff, who reached 57,7 hours per capita. Within this category, female white-collar employees recorded 78,9 hours per capita and male employees 47,1 hours, with a decisive contribution from other training. Blue-collar workers also show significant growth, although more moderate, reaching 26,6 hours in 2024 (again with a variation driven by other training).

Considering the type of content, per-capita averages in 2024 confirm a structured approach to training and a broader distribution by qualification and content, consistent with GRI 404 and the expectations of the CSRD Directive.

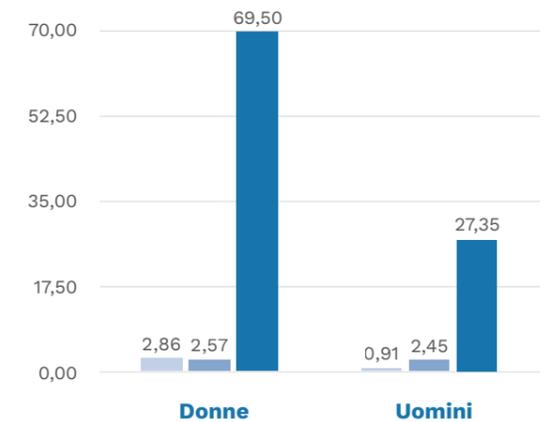
Average Training Hours: Gender Comparison



Average Safety Training Hours: Gender Comparison



Average Other Training Hours: Gender Comparison



Health and Safety in the Workplace

Given the will to maintain a safe work environment, health and safety training sessions are not only limited to the minimum regulatory requirements but also include additional topics important for the industry and work environment. This proactive approach ensures compliance with the regulations in force as well as ensuring awareness and engagement of the people in the workplace and, consequently, the maintenance of a low injury rate

Cybersecurity

Allu's S.p.A. is aware of increasing IT risks and has activated a continuous training programme on cybersecurity for all the people of the organisation. Employees are sensitised on risks from cyberattacks and the subsequent behaviour to adopt. The contents deal with topics such as phishing, recognising suspicious emails and the behaviour to adopt in the case of scams. Meetings are held monthly and include learning assessments.



Explanatory Notes:
• GRI rif. 404-1

Health and Safety at Work

The management of health, safety, and environmental protection represents for Allu's S.p.A. a responsibility shared across all organisational levels and a strategic commitment for safeguarding individuals and ensuring the sustainability of the company's activities.

The Management has adopted an **integrated HSE Management System**, compliant with **EN ISO 45001** and **EN ISO 14001**, and is committed to providing adequate human, technical, and financial resources for the continuous improvement of performance and for the protection of people and the environment.

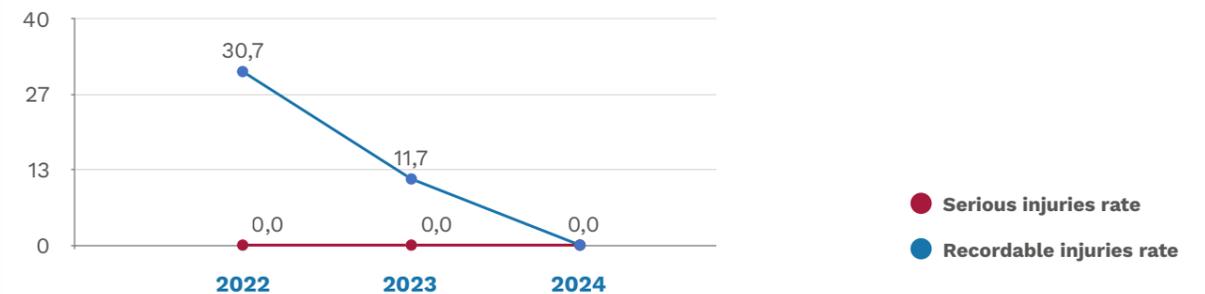
The organisation pays constant attention to risk prevention and management through monitoring activities, the collection and analysis of near-miss events, and continuous training in health and safety. The structured approach established by the certified Management System therefore integrates annual objectives, internal audits, and direct involvement of personnel.

HEALTH, SAFETY AND ENVIRONMENT POLICY¹

- **Prevent injuries and occupational diseases** through careful and dynamic risk assessment, aimed at eliminating or reducing hazards for all individuals who work within the company;
- **Minimise the environmental impacts** of activities by preventing all forms of pollution through the rational use of resources, optimisation of the waste cycle, and control of water discharges and atmospheric emissions;
- **Ensure compliance with applicable laws, regulations, and requirements**, as well as full conformity with ISO 45001 (health and safety) and ISO 14001 (environment);
- **Guarantee adequate skills and continuous training** for personnel; promote **HSE culture** at all levels through **information, training, and instruction**;
- **Engage personnel** through consultation and collaboration tools with the Workers' Representative for Health, Safety and Environment, promoting shared responsibility;
- **Define and monitor HSE indicators and objectives**, periodically reviewing results in order to guide the continuous improvement of the management system;
- **Communicate the HSE Policy** at all levels, making it available to interested parties, and respond to their requests with transparency and integrity.

EMPLOYEES				
Injuries and Injury Rates	Unit measure	2022	2023	2024
Hours worked	h	97.620	85.739	95.068
Recordable injuries	no.	3	1	0
- of which with serious consequences	no.	0	0	0
Fatal injuries	no.	0	0	0
Occupational diseases	no.	0	0	0
Recordable work injuries rate *		30,7	11,7	0,0
Recordable work injuries rate with serious consequences **			0,0	0,0

Injury Incidence (injuries per million hours worked)



In 2024, no occupational injuries were recorded among employees, out of 95.068 hours worked, with a recordable injury rate of 0,0 per million hours. This figure compares with 2023 (1 injury over 85.739 hours, with a rate of 11,7) and 2022 (3 injuries over 97.620 hours, corresponding to a rate of 30,7), confirming a reduction in injury frequency across the three-year period. No injuries with serious consequences, fatal accidents, or occupational diseases occurred during the period.

Achieving zero injuries represents a positive result and is consistent with the preventive approach implemented by the company. At the same time, it is appropriate to underline that such results do not depend exclusively on the management system and the measures adopted but may also be influenced by

random factors and the specific operating conditions of the year. For this reason, Allu's S.p.A. maintains a precautionary approach, continuing to strengthen preventive safeguards and proactively monitoring HSE indicators.

In line with the HSE Policy and the integrated system compliant with ISO 45001 and ISO 14001, the company continues to deliver continuous training, ensure workers' consultation and participation, conduct dynamic risk assessment, and adopt technical and organisational measures aimed at eliminating or reducing hazards. Monitoring activities are completed through internal audits, periodic review of objectives and KPIs, and process improvement initiatives designed to consolidate a long-term culture of prevention.



Explanatory Notes:

- GRI rif. 403-1, 403-8

1. <https://www.allus.it/wp-content/uploads/sites/12/2019/06/Mod-5.2-Politica-HSE-UK-Firmata-2023.pdf>



Explanatory Notes:

- GRI rif. 403-8, 403-9, 403-10

Serious workplace injuries are defined as those resulting in death or in harm from which the worker cannot recover, does not recover, or for which it is not realistically expected that full recovery to the pre-incident health condition will occur within six months, as well as injuries involving permanent impairment recognised by INAIL (Italian National Institute for Insurance against Accidents at Work). The company, however, confirms permanent damage two years after the event, which is why the number of serious injuries may vary over time.

- Accident rates were calculated considering 1.000.000 hours worked

* Rate calculated on 1 million working hours as:

$$\frac{\text{Number of accidents at work}}{\text{Hours worked}} \times 1.000.000$$

**Rate calculated as:

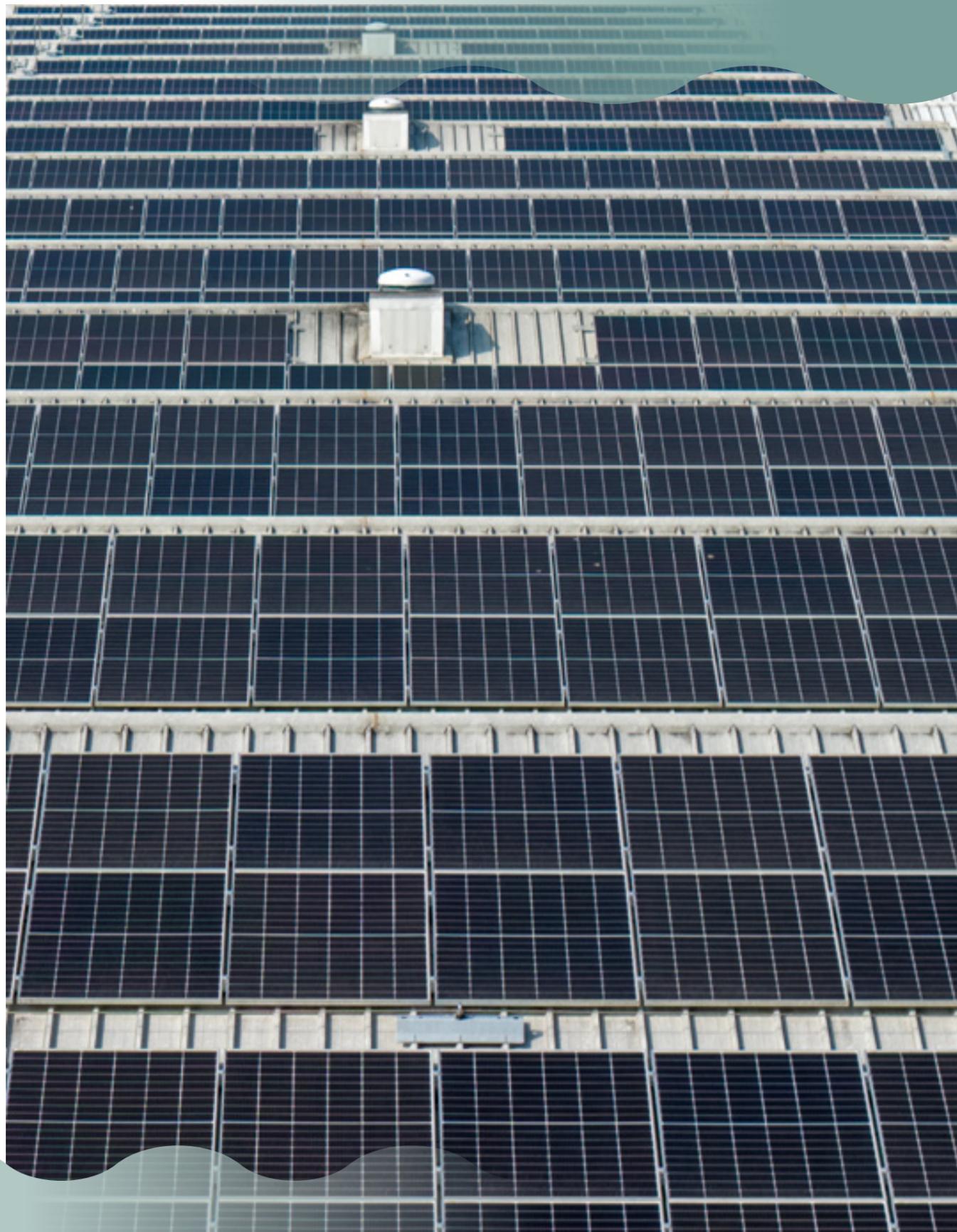
$$\frac{\text{Number of work accidents with serious consequence (excluding deaths)}}{\text{Number of hours worked}} \times 1.000.000$$

«Attention to the **Environment** is an essential pillar from which significant choices such as the purchase of 100% **renewable** energy and continuous efficiency projects derive»

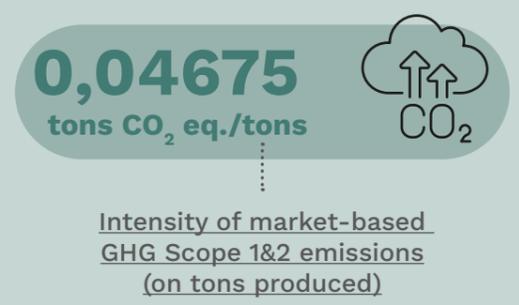
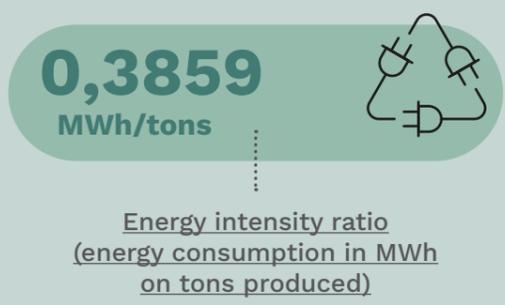
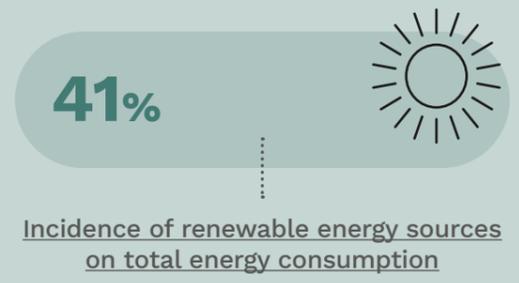
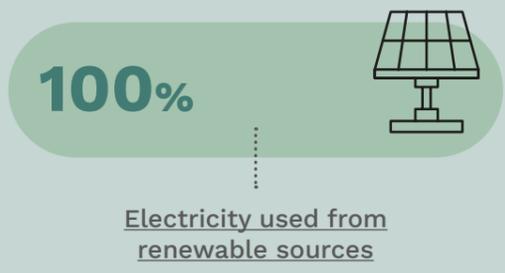
Environment

5





ENVIRONMENT HIGHLIGHTS



Energy Efficiency and Decarbonisation Environment

Protection of the environment, in continuity with workplace safety, represents for Allu's S.p.A. a guiding principle and an essential strategic factor for sustainable development. To support this commitment, the company operates through an **integrated HSE Management System** compliant with **ISO 9001, ISO 14001, and ISO 45001**, which guides regulatory compliance, prevention, and the continuous improvement of environmental, quality, and safety performance in the processes and activities under the organisation's control.

The company pursues a structured **energyefficiency** programme. Among the most significant actions, together with ongoing **revamping work** carried out on the systems, is the commissioning in 2024 of a **photovoltaic system** at its sole headquarters in Sesto al Reghena (Pordenone), which complements the **purchase of electricity entirely from renewable sources** certified GO. This approach has contributed over time to reducing the incidence of fossil fuels, highlighting a strategic commitment to the principles of ecological transition. In 2024, renewable energy accounted for 41% of total consumption.

In a perspective of transparency, Allu's S.p.A. monitors in this report its own **energy-intensity ratio**, measuring energy consumed per ton of product generated, as well as climate-altering emissions in relation to the unit of output, in accordance with GRI 302-3 guidelines. In recent years, these indicators have shown an increasing trend, reflecting primarily a

higher incidence of energy-intensive processing and a lower saturation level of the systems compared with years of full operation. The company will continue to closely monitor the evolution of these indicators in order to guide targeted efficiency measures and environmentalmitigation actions.

In 2024, 92,5% of waste generated was sent for recovery, while 92,9% was classified as nonhazardous, confirming the effectiveness of the system for collecting, tracking, and valorising processing residues. The organisation also promotes wasteprevention and reduction actions, encouraging the revalorisation not only of raw materials but also of auxiliary materials such as lubricants and emulsions, thereby contributing to a more circular production cycle.

To ensure constant monitoring of its impacts, the company carries out periodic energy audits through qualified consultants and adopts targeted interventions to improve plant efficiency, in line with the principles of ISO 14001.

The initiatives undertaken demonstrate the organisation's commitment to strengthening the sustainability of production processes and contributing to the reduction of greenhousegas emissions, in line with the objectives of the 2030 Agenda and aligned with SDG 12 and 13, as well as with the GRI Standards relating to energy consumption (GRI 302), waste management (GRI 306), emissions reduction (GRI 305), and water-resource management (GRI 303).

Aluminium is a 100% recyclable and circular material

Energy Efficiency and Decarbonisation Environment

Aluminium represents the main material used by Allu's S.p.A.: a nonrenewable resource which is nevertheless **fully recyclable** and recoverable without any loss of metallurgical properties. This characteristic **enables circular-economy models along the entire supply chain**, reducing the environmental impact associated with the production cycle while ensuring full compliance with the technical and performance requirements demanded by the markets served.

In 2024, the share of recycled material contained in the purchased raw material stood at around 27,2% (out of total aluminium purchased), an increase compared with the 19,5% recorded in 2023. The figure is calculated on the basis of suppliers' declarations regarding the percentage of recycled content contained in the alloys supplied.

To fully represent the circularity profile, this share is supplemented by the contribution derived from the revalorisation of internal scrap. The vast majority of offcuts generated by Allu's S.p.A. are delivered to a qualified supplier for remelting, allowing waste to be transformed into new raw material used to create new products. This component is included in the calculation of the total recycled content associated with the company's material flows, thus bringing the **share of recycled material to 33.9% of the raw material (aluminium) purchased** during the year.

This parameter corresponds therefore to a recycled content of **32.4%** when **compared with the totality of materials used for production and packaging** by Allu's S.p.A. in 2024.

The increase observed in 2023–2024 reflects, in any case, a trend which remains strongly conditioned by technological constraints linked to the alloys used. For certain products, in fact, purity requirements, conductivity specifications, or mechanical characteristics impose limits on the use of recycled material so as not to compromise performance.

Consistent with the HSE Policy and ISO 14001 requirements, Allu's S.p.A. maintains continuous monitoring of material flows and of the traceability of information provided by supplychain partners, with the objective of:

- optimising offcuts and maximising scrap recovery;
- evaluating an increase in the recycled share, compatibly with technical specifications and with the availability of suitable alloys on the market;
- strengthening data quality through documentary requests and periodic checks.

Materials used		2022	2023	2024
Percentage of incoming recycled material	%	31,3%	27,5%	32,4%

Explanatory Notes:

- GRI rif. 301: 301-1, 301-2
- For the calculation of materials used for the production and packaging of products, raw material (aluminium), packaging, and oil are included (all materials are non renewable, as they cannot be regenerated in a short period)
- The percentage of products recovered from customers, together with the related packaging materials to be reported in accordance with GRI 301 3, is equal to 0.

Energy Efficiency and Decarbonisation Energy

Allu's S.p.A. mainly uses **electricity** for powering its machinery and auxiliary systems, and **natural gas** for heating workspaces and for the production process.

Total energy consumption amounted to **3.256 MWh in 2024**. The year-on-year variation observed reflects the **correlation with production activity** (in particular with the tube/strip mix), as well as management and seasonal factors: fluctuations in energy volumes do not indicate an adjustment of operational requirements to operating conditions.

The energy mix shows a variable distribution between fossil and renewable sources. **Fossil sources** amounted to **1.922 MWh in 2024**, equal to 59% of total consumption. Within this aggregate, **natural gas** prevails, with an actual consumption of **1.896,0 MWh**, used both for **heating offices and production buildings** and for **operating purposes**. The increase in natural-gas consumption during the reporting period is mainly linked to the expansion of the production plant (with a consequent rise in energy needs for heating), as well as to a **production mix** characterised by a **higher share of tubes**.

Liquid fuels (petrol and diesel) have a limited impact, with **25,6 MWh supplied in 2024**: this figure refers to **company-owned vehicles or those attributable to company operations** and does not include logistics services performed by third parties, a circumstance which explains the limited percentage impact despite the relevance of the company's logistical flows. These consumptions are nonetheless monitored carefully with a view to limiting emissions linked to business mobility.

As regards **renewable sources**, these covered **1.334 MWh of consumption in 2024**, equal to **41%** of total consumption. The renewable component consists mainly of **electricity purchased from renewable sources certified through Guarantees of Origin**, amounting to **1.191,6 MWh in 2024**, to which is add-

ed, from this year, a share of **photovoltaic self-production** equal to **142,5 MWh**. The commissioning of the photovoltaic system (which took place in 2024) therefore has laid the foundations, for the coming years, for **greater self-production capacity and greater autonomy** in meeting electricity needs.

Over the three-year period, the **renewable share** was highest in 2022, recording a **significant contraction** in the following two years. This trend is linked both to the decrease in electricity consumption, due to lower production volumes and the consequent reduced utilisation of the systems, and to the dynamics of natural-gas consumption.

Overall, the energy data of Allu's S.p.A. describe a **balanced mix**, with a **significant share of renewable energy** and a use of natural gas intricately linked to the specific requirements of the processes. From the perspective of **continuous improvement**, the company confirms its priorities along three lines: maintaining **100% renewable electricity procurement**, increasing **photovoltaic self-production**, and fostering **efficiency improvements** in systems and auxiliary services. All this is supported by constant monitoring of consumption through appropriate **energy-intensity** indicators.

During 2024, the organisation benefited from the Energivori incentives, a measure which helped reduce energy costs, supporting its competitiveness on the market and its commitment to environmental sustainability. These incentives are indeed intended for companies which can demonstrate the adoption of measures for efficient energy use, showing how the implementation of sustainable practices within a company is not only a matter of environmental responsibility but can also offer advantages in terms of economic efficiency: adopting such practices therefore allows cost reduction by minimising waste and optimising the management of resources.

Energy Consumption and Energy Mix		2022	2023	2024
Consumption of coal fuel and coal products	MWh	0	0	0
Consumption of crude oil fuel and petroleum products	MWh	29,7	28,2	25,6
Consumption of natural gas fuel	MWh	1.747,8	1.641,5	1.896,0
Consumption of fuels from other fossil sources	MWh	0	0	0
Consumption of electricity, heat, steam, and cooling from fossil sources, purchased or acquired	MWh	0	0	0
Total energy consumption from fossil sources	MWh	1.777	1.670	1.922
<i>Percentage of fossil sources in total energy consumption (%)</i>		54,8%	59,2%	59,0%
Consumption from nuclear sources	MWh	0	0	0
<i>Percentage of nuclear sources in total energy consumption (%)</i>		0%	0%	0%
Consumption of fuels from renewable sources	MWh	0	0	0
Consumption of electricity, heat, steam, and cooling from renewable sources, purchased or acquired	MWh	1.466,3	1.151,6	1.191,6
Consumption of self-generated renewable energy without using fuels	MWh	0	0	142,5
Total energy consumption from renewable sources	MWh	1.466	1.152	1.334
<i>Percentage of renewable sources in total energy consumption (%)</i>		45,2%	40,8%	41,0%
Total energy consumption	MWh	3.244	2.821	3.256

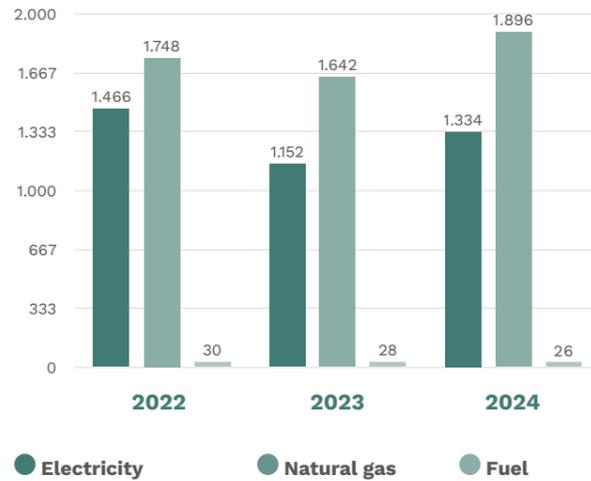
Explanatory Notes:

- GRI rif. 302-1
- Consumption of natural gas fuel: this includes the consumption of methane gas, converted from SCM to MWh
- Consumption of crude oil fuel and petroleum products: this includes the consumption of petrol and diesel for the reference years, converted from litres to MWh separately based on the relevant conversion factors
- For conversions to MWh, ISPRA and DEFRA sources were used (PCI: Table of standard national coefficients. density: DEFRA fuels Fuel Properties Commonly used Fossil) with reference years 2022 and 2023 (for 2024, conversion factors were kept constant compared to 2023).
- Consumption from renewable sources: this includes exclusively electricity, including all the purchased electricity (certified by renewable sources). The values regarding self-generated and consumed photovoltaic energy were obtained from the meters at the company's site.

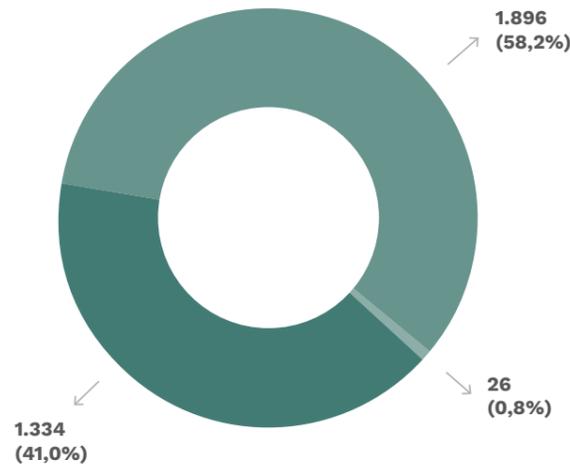


Energy Efficiency and Decarbonisation Energy

Energy consumption in MWh (3 years)



Energy source breakdown (2024)



The charts analysing consumption per type of energy source enable a visual assessment of the evolution and composition of the Allu's S.p.A. energy mix over the three-year reporting period.

The analysis per source shows how **natural gas** represents the main energy resource used, with a share which has increased in recent years: reaching **58,2%** of total consumption in 2024 (1.896 MWh out of 3.256 MWh in total). This consumption is mainly attributable to the needs of production processes, in particular tube production, which constitutes part of the company's core business, while the remaining share (approximately 28%) is used for heating workspaces. The increase in the consumption of this energy source is linked to changes in product configuration over the years analysed (with production shifting towards a higher share of tubes, which entail more intensive gas use), but above all to the expansion of the production facility which occurred in the reporting year, leading to a larger area requiring heating.

Electricity purchased from renewable sources certified through Guarantees of Origin (GO) represents **36,6%** of total energy consumption in 2024 (1.192

MWh), to which is added a **4,4%** share of **photovoltaic generation** (amounting to 142,5 MWh).

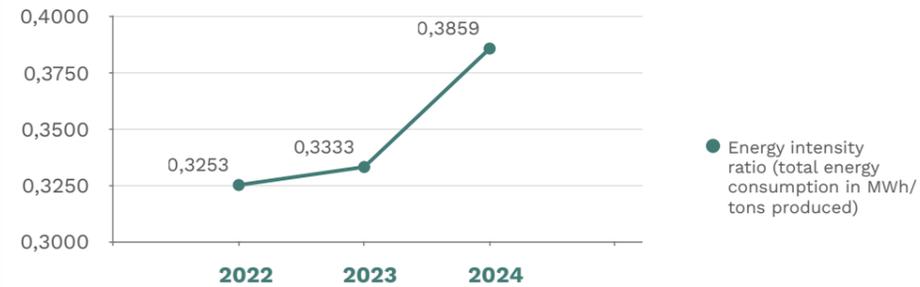
Liquid fuels (petrol and diesel) account for the remaining **0,8%** of energy demand (25,6 MWh in 2024), reflecting a company fleet of limited size.

As highlighted, methane-gas and electricity consumption follow trends linked to the company's productivity and to the operational requirements of processes. Overall, the breakdown therefore shows an energy mix strongly oriented towards the use of methane gas for production processes, with a stable share of renewable electricity and a marginal impact from liquid fuels.

The organisation's commitment to energy efficiency and resilience translates into ongoing investments in consumption monitoring and the optimisation of production processes, in accordance with GRI 302 (Energy), GRI 305 (Emissions) and, prospectively, ESRS E1.

Energy intensity ratio
(total energy consumption in MWh/tons produced)

	2022	2023	2024
Energy intensity ratio*	0,3253	0,3333	0,3859



The graph shows the trend of the **energy-intensity ratio**, calculated as total energy consumption (in MWh) in relation to the tons of produced material. In 2024, the indicator stood at **0,3859 MWh per ton produced**, a value higher than that recorded in 2023 (0,3333 MWh/ton) and in 2022 (0,3253 MWh/ton).

The increase observed reflects both a greater incidence of more energy-intensive processing and lower systems saturation compared with 2022: periods with more frequent stoppages or lower systems utilisation lead to an increase in specific consumption, since part of energy use remains regardless of processed volume (workspace heating, start-ups, auxiliary services). In the last two years, lower production volumes have therefore contributed to the increase in the energy-intensity ratio, even in the presence of consistent management practices. The 2024 figure is thus aligned with the production context of the two-

year period and represents a typical effect of industrial systems characterised by structural, non-compressible energy needs.

The denominator of the indicator includes all material produced in the plants, comprising both strips and tubes produced. This approach allows a realistic representation of the energy efficiency per unit of output generated.

Despite the increase in energy intensity in 2024, the value remains consistent with the company's operating profile and with the structure of its consumption. Allu's S.p.A. has already initiated measures dedicated to energy efficiency, described in the following sections, while all electricity used is sourced from renewable energy, helping reduce the emission impact of electrical demand even in the presence of rising specific consumption.



Explanatory Notes:

- GRI rif. 302-1, 302-3
- The energy intensity ratio includes all types of energy consumed internally by the organisation.
- * The energy-intensity indicator is calculated as the ratio between the year's total energy consumption (in MWh) and the volume of material produced by Allu's S.p.A., expressed in tons.

Energy Efficiency and Decarbonisation Emissions

The aluminium supply chain has a significant global climate impact, especially in upstream phases, which are characterised by highly energy-intensive processes. Consequently, companies operating along the value chain are required to contribute to the transition, in line with international objectives for emission reduction and climate-change mitigation. Fully aware that a substantial share of overall impacts arises from upstream stages, Allu's S.p.A. intends to participate actively in this transformation by acting on the levers which fall under its direct control.

A first step in this direction consists not only of structured monitoring of consumption and continuous improvement—supported by an ISO 14001-certified environmental management system—but also of initiating the measurement of its own carbon footprint as a basis for defining priorities, objectives, and reduction actions over time.

Scope 1 emissions under the GHG Protocol include direct emissions deriving from the combustion of fuels within the company, including company-owned vehicles.

Scope 2 emissions under the GHG Protocol instead concern electricity purchased from the grid and are calculated according to the two reference methods (location and market based).

- **Location-Based:** considers an average CO₂eq emission factor based on the national energy mix (locationbased approach of the GHG Protocol);
- **Market-Based:** considers an average CO₂eq emission factor based on the energy mix directly purchased by the company, traceable through any Guarantees of Origin certificates.

GHG emissions	Unit measure	2022	2023	2024
Direct GHG emissions (Scope 1)				
Scope 1 emissions	CO ₂ equivalent tons	364	343	394
Indirect GHG emissions (Scope 2)				
Location-based Scope 2 emissions	CO ₂ equivalent tons	425	272	282
Market-based Scope 2 emissions	CO ₂ equivalent tons	-	-	-
Total GHG emissions (Scope 1 and 2)				
Total location-based emissions	CO ₂ equivalent tons	789	615	676
Total market-based emissions	CO ₂ equivalent tons	364	343	394

In 2024, the direct emissions (Scope 1) of Allu's S.p.A. amounted to **394 tCO₂e** and are mainly attributable to the combustion of **natural gas**, used both for the production process and for heating workspaces; **liquid fuels for transport** (petrol and diesel) contribute to a lesser extent.

Indirect emissions from purchased energy (Scope 2) concern **electricity** purchased from the grid, as no other forms of purchased energy (e.g. heat or steam) are relevant for the inventory. Since Allu's purchases **100%** of its electricity from renewable sources, covered through **Guarantees of Origin (GO)**, the **market-based** value of Scope 2 for 2024 is zero.

Applying the **location-based** approach, based on the average Italian national energy mix, Scope 2 emissions for 2024 amount to **282 tCO₂e**: however, this figure is less represen-

tative, as it does not reflect the company's actual renewable-energy procurement choices.

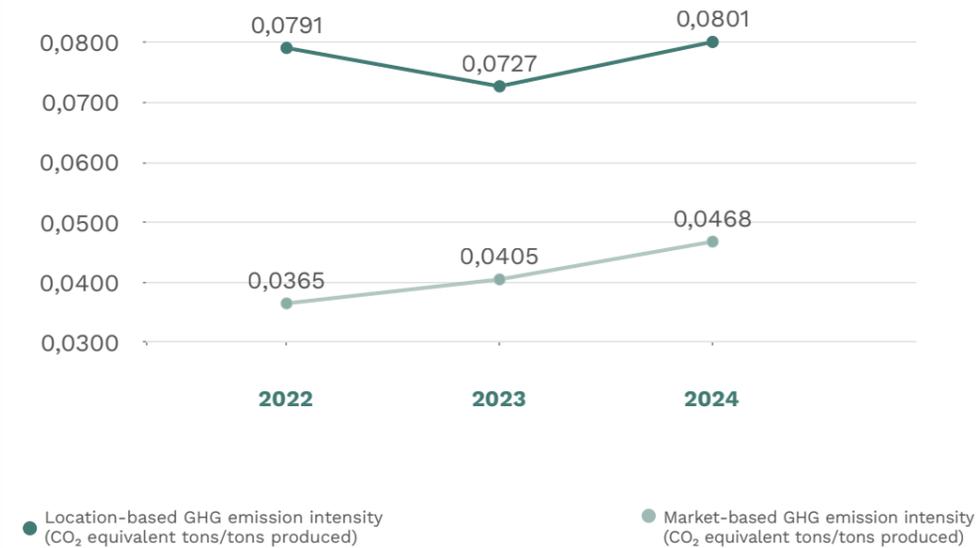
From a location-based perspective, total emissions (Scope 1 + Scope 2) in 2024 therefore amount to 676 tCO₂e, compared with 615 tCO₂e in 2023 and 789 tCO₂e in 2022. The reduction compared with 2022 is consistent with lower production volumes in the last two years, which resulted in a reduced overall energy requirement and, consequently, a decline in indirect emissions associated with electricity purchased according to the national average factor. From a market-based perspective, instead, total emissions match with Scope 1 emissions only, since Scope 2 is eliminated through certified renewable-electricity procurement; the gap between the two methods therefore reflects the distinction set out by the GHG Protocol and the organisation's choice to decarbonise its electricity supply.

Explanatory Notes:

- GRI rif. 305: 305-1, 305-2, 305-3, 305-4
- **Scope 1** (Direct Emissions): emissions derive from the use of fossil fuels and include Methane Gas, Diesel, and Petrol. The global warming potentials were obtained from the Sixth Assessment Report (AR6) of the IPCC, referring to a 100-year time horizon
- **Scope 2** - Indirect emissions from electricity (Location-based) related to purchased electricity. Average CO₂eq emission factor based on the national energy mix ISPRA 2023. Nitrogen oxides (NOX), sulphur oxides (SOX), and other emissions indicated by GRI 305-7 were not calculated
- **GWP** - Global Warming Potential: the main categories of greenhouse gases (CO₂, CH₄, N₂O, PFCs, HFCs, SF6) were considered. The resulting greenhouse gases are CO₂ (carbon dioxide), CH₄ (methane), N₂O (nitrous oxide). Process emissions and fugitive emissions (leaks from refrigerant gases) were not calculated.



Scope 1 and 2 GHG emission intensity (CO₂ equivalent tons/tons produced)



The choice of calculation method (location-based or market-based) has a substantial impact also on the analysis of emission intensity, which expresses the ratio between tons of CO₂ equivalent emitted and tons of produced material.

Based on the **location-based** approach, the emission intensity of Allu's S.p.A. in **2024** amounts to **0,0801 tCO₂e per produced ton**, compared with **0,0727** in **2023** and **0,0791** in **2022**. The substantial stability between 2022 and 2024 should not be interpreted as an absence of changes in consumption, but rather as the **result of opposing dynamics**: in 2022, despite lower natural-gas consumption, the incidence of purchased electricity (and therefore of Scope 2 emissions from a locationbased perspective) was higher; in 2024, the electricity component is lower, while the contribution linked to natural gas increases, also in relation to the processing mix and to the operating conditions of the year. These variations, acting in opposite directions, tend to offset one another in the overall locationbased value.

Using the **market-based** approach, which is based on the contractual characteristics of the electricity purchased, the indicator instead shows a value of **0,0468 tCO₂e per ton pro-**

duced in 2024. Since, under this approach, indirect emissions associated with purchased electricity are eliminated thanks to procurement from certified renewable sources, the indicator reflects exclusively direct emissions (Scope 1), driven by natural-gas consumption (and, to a lesser extent, by liquid fuels for transport). As a result, in the presence of decreasing production volumes and/or an increase in the incidence of more gasintensive processing activities, market-based emission intensity tends to show a more pronounced increase compared with the previous two years, because the electricity component—which, in the locationbased calculation, may contribute to a partial offset when electricity consumption decreases—is no longer present.

Overall, the comparison between the two approaches highlights in all cases the effect of the strategic choice to procure certified renewable electricity, which allows indirect emissions (Scope 2) to be contained compared with a scenario calculated on the national average mix.

Energy Efficiency and Decarbonisation

Efficiency

The company has implemented a wide range of energy efficiency and emission mitigation measures (GRI 302 and GRI 305), with positive impacts also on other material topics such as occupational health and safety (GRI 403), water-resource management (GRI 303), and waste management (GRI 306).

INVESTMENTS MADE

Measure	Why it is linked to efficiency improvements and ESG impacts
Installation of a photovoltaic system	The presence of the system (with a capacity of 446,5 kWp) reduces the need for electricity drawn from the grid, increasing self-consumption and the site's energy resilience. The measure contributes to stabilising costs and strengthening the renewable mix and results in an estimated potential saving of approximately 550.000 kWh/year and 156 tCO ₂ eq/year (Scope 2 location-based).
Refurbishment of drive systems on one of the cutting lines	The upgrade increases the electromechanical efficiency of the system and enables more precise control of operating speeds, with a reduction in the process-related energy intensity and lower mechanical wear.
Waterproofing of offices and technical rooms	The upgrading of the building envelope reduces thermal dispersion and cooling/heating loads, containing gas and electricity consumption related to the site's civil uses, and leading to more stable indoor comfort and fewer start-up and shutdown cycles of the systems.
Replacement of radiant tubes	The measure concerned the entire heating system of the departments, with the replacement of obsolete radiant tubes in the existing part of the facility and the installation of new radiant tubes in the newly built extension. The new-generation devices concentrate heat in the operating areas, with shorter warm-up times and a reduction in natural-gas consumption while maintaining the same thermal comfort in production environments.
Replacement of the high-frequency (HF) welding unit integrated into two profiling lines	The welding phase accounts for approximately 70% of the energy consumption of the entire tube-profiling process. The replacement with new-generation HF welding units enables a relevant reduction in energy consumption for this phase, reduced scrap and improved operational continuity.

Measure	Why it is linked to efficiency improvements and ESG impacts
Replacement of the water-treatment system	The measure enables the in-house treatment of process water with direct discharge into the sewer system (under the Integrated Environmental Authorisation), eliminating the previous delivery to third parties as liquid waste. This results in: reduced management and transport costs, lower environmental impacts (fewer journeys and disposal requirements), improved control of quality parameters thanks to periodic monitoring, and greater traceability. The upgrade included the construction of a containment box and platform, ensuring safety of the system and spill prevention.
Replacement of the lighting system with LED technology and DALI modulation	The measure made it possible to replace the previous lighting fixtures with high-efficiency LED units. The investment contributes to reducing non-process electricity consumption and improves operators' visual comfort. The integration of DALI technology, which automatically modulates the luminous flux according to natural daylight, makes it possible to avoid waste and optimise consumption across the different areas of the facility.
Electrical revamping on profiling line	The replacement of five direct-current motors with alternating-current motors on one profiling line ensures higher efficiency, precise load control, and potential energy recovery during deceleration, leading to lower energy intensity and improved process continuity.
Monitoring-plan upgrade	The company has implemented a system for measuring and controlling electricity consumption through sectional metering points with data loggers installed on the various utilities. The system is in constant development and progressive refinement, in line with national guidelines on energy diagnosis (as recommended by ENEA – the National Italian Agency for New Technologies, Energy and Sustainable Economic Development). The measure makes it possible to avoid an estimated 6,8 tons of CO ₂ per year using the location-based approach, thanks to the energy savings achieved through improved oversight of utilities.



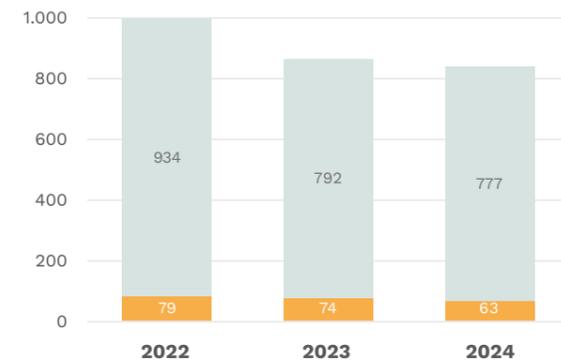
Explanatory Notes:

- GRI rif. 2-25, 3-3, 302, 303, 305, 306, 403
- The tons of CO₂ avoided indicated derive from the company's energy diagnosis; for GHG purposes they are reflected in Scope 2 under the location-based approach. In the market-based approach, the electricity used is already 100% renewable (thanks to GO certificates), and the related emission impact is therefore already zero. The measures nonetheless remain essential for reducing kWh, stabilising costs, and improving resilience.

Management of resources and waste, circular economy

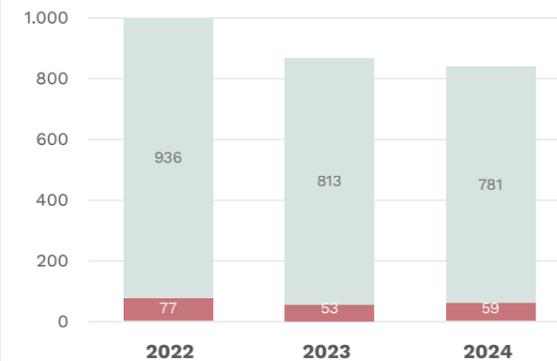
Waste

Waste produced – Destination (tons)



● Waste to be disposed of
● Waste to be recycled

Waste produced – Type (tons)



● Hazardous waste
● Non-hazardous waste

The company's activities mainly generate **non-hazardous waste**, consisting largely of metal residues derived from the processing of aluminium strips and tubes, materials which are fully recyclable. The waste generated is stored in dedicated areas and sent for recovery or disposal through authorised operators, in full compliance with applicable regulations and with traceability ensured through load/unload registers and waste-tracking forms.

In **2024**, Allu's S.p.A. generated **841 tons of waste**, a figure slightly lower than in 2023 (866 tons) and 2022 (1,012 tons), in line with the trend of production volumes over the last two years. The predominant component is non-hazardous waste, amounting to **781 tons**, equal to **92,9%** of the total. Of this, **777 tons (98,9%** of total non-hazardous waste) were **sent for recovery**, confirming a high level of circularity in the company's material flows.

Hazardous waste, amounting to **59 tons in 2024**, derives exclusively from maintenance, lubrication, and cleaning activities, and does not include solvents or purification sludge, which are not used in company processes. The main types generated include used oils, oil-contaminated cloths and felts, gloves, and filter mats. This waste is characterised by an **accredited laboratory**, stored in the **oil depot** equipped with an **underground containment basin** to prevent spills, and **disposed of quarterly** through specialised and qualified companies.

Overall, in 2024, **92,5%** of total waste (777 tons) was **sent for recovery**, while only **63 tons** were destined for disposal, mainly non-recoverable hazardous waste. Over the 2022–2024 period, the recovery rate remained **consistently above 91%**, confirming the effectiveness of practices for sorting and valorising processing residues.

A further contribution to circularity derives from the company's specific activities to **revalorise materials**. Almost all **aluminium scrap** generated internally is delivered to a supplier equipped with a foundry, which re-melts it and returns it to the company in the form of **regenerated coils**, effectively reintroducing the material into production. The main **lubricants and emulsifying products** used in processes are also partially recovered.

Finally, Allu's S.p.A. ensures the **full recyclability of its products and of the packaging** used for the delivery of finished goods, consisting of 100% recyclable materials, designed and supplied according to customer specifications to ensure protection and durability.

Overall, the waste trend over the three-year period highlights a mature management model, with **high recovery rates**, limited generation of hazardous waste, and a set of operational practices oriented towards **prevention, revalorisation, and the reduction of environmental impact** throughout the entire production cycle.

Waste produced		2022	2023	2024
Waste generated	tons	1.013	866	840
Waste sent to be recycled	tons	934	792	777
Waste sent to disposal	tons	79	74	63
Hazardous waste	tons	77	53	59
Of which radioactive waste	tons	0	0	0
Non-hazardous waste	tons	936	813	781

		2022	2023	2024
Waste not meant for disposal	tons	934	792	777
Non-hazardous waste not meant for disposal	tons	934	792	777
i. Preparation for reuse;	tons	0	0	0
ii. Recycling;	tons	934	792	777
iii. Other operations for recovering material;	tons	0	0	0
Hazardous waste not meant for disposal	tons	0	0	0
i. Preparation for reuse;	tons	0	0	0
ii. Recycling;	tons	0	0	0
iii. Other operations for recovering material.	tons	0	0	0

		2022	2023	2024
Waste meant for disposal	tons	79	74	63
Non-hazardous waste meant for disposal	tons	2	21	4
i. Incineration (with energy recovery);	tons	0	0	0
ii. Incineration (without energy recovery);	tons	0	0	0
iii. Disposal at landfill site;	tons	0	0	0
iv. Other disposal operations.	tons	2	21	4
Hazardous waste meant for disposal	tons	77	53	59
i. Incineration (with energy recovery);	tons	1	3	7
ii. Incineration (without energy recovery);	tons	0	0	0
iii. Disposal at landfill site;	tons	0	0	0
iv. Other disposal operations.	tons	76	50	52



Explanatory Notes:

- GRI 301-2, 306-1, 306-2, 306-3, 306-4, 306-5

• The reclassification was carried out based on the EWC codes and the R/D operations communicated by the operators at the time of collection. In cases where the final destination was not defined, confirmations were requested from suppliers. The data were aligned with the categories set out by the GRI Standards and harmonised with ESRS requirements, ensuring traceability and compliance with Group practices.

Water resources management

All water supplied to the organisation is fresh water, sourced from the public water mains and managed through third-party distribution networks, intended for **operational needs and hygienic-sanitary uses**.

Water is employed in production processes for several technical stages relating to the profiling lines, in addition to routine fire-prevention tests. Downstream of withdrawal, a portion intended for technical uses is treated in the on-site reverse osmosis plant, depending on specific process requirements.

A **constant reduction in water withdrawals** has been observed over the three-year period. **Total withdrawals** amounted to 2.576 m³ in 2024, compared with 3,301 m³ in 2023 (-22%) and 4.047 m³ in 2022 (-36%). All volumes refer to **third-party water resources**; no groundwater, surface water, or other sources are used. **Water intensity** (calculated as withdrawal per tonne produced) has also **decreased**, declining from **0,406 m³ per tonne in 2022 to 0,305 m³ per ton in 2024**, demonstrating improvement even as produced volumes increased.

Water resource management is supported by controls and procedures aimed at preventing environmental and reputational impacts. **Water consumption**, assessed in the company's **environmental analysis** (rev. 31.10.2025), is considered **non-significant** (given its limited magnitude) for the reference years. The company performs **periodic monitoring of consumption** to detect any operational anomalies in systems and machinery, intervening with corrective actions and preventive maintenance when required.

All water discharges are managed in compliance with applicable environmental legislation. Effluents generated from technical uses are treated and discharged

into the sewer network in accordance with the Integrated Environmental Authorisation (AUA); the quality of treated water is verified monthly and compared with the applicable limits.

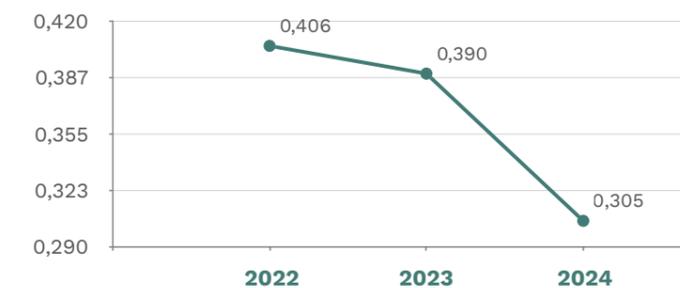
Since June 2023, an internal wastewater treatment system has been in operation for the treatment of industrial wastewater. These waters, previously handled by external collectors and managed as waste, are now treated internally and discharged into the sewer as treated industrial wastewater, enabling improved control over the company's water cycle. Following this reconfiguration of treatment processes, industrial waters, as a precautionary measure and to ensure plant performance, also meet quality parameters aligned with those required for discharge into surface waters, which are more stringent than typical sewerage limits.

The company's facility is **not located in areas of high water stress**, namely areas in which available water resources are insufficient to meet water demand, according to the data provided by the Water Risk Atlas developed by the *World Resources Institute* (WRI). This internationally recognised tool represents an accessible source for verifying water stress in areas of interest and allows the assessment of risks linked to water availability in different regions.

To corroborate this assessment, the interactive map of the website WWF riskfilter.org was also consulted, which analyses basin physical risk on a global scale. According to this tool as well, the areas in which Allu's S.p.A. operates are characterised by moderate, rather than high, water risk, indicating the absence of significant criticalities in terms of the physical availability of water resources.

Water Withdrawal		2022	2023	2024	of which: Freshwater			of which: Other water		
Total water withdrawal from all areas	m ³	4.047	3.301	2.576	100%	100%	100%	0%	0%	0%
i. Surface water;	m ³	0	0	0	-	-	-	-	-	-
ii. Groundwater (well water);	m ³	0	0	0	-	-	-	-	-	-
iii. Seawater;	m ³	0	0	0	-	-	-	-	-	-
iv. Produced water;	m ³	0	0	0	-	-	-	-	-	-
v. Third-party water.	m ³	4.047	3.301	2.576	100%	100%	100%	0%	0%	0%
Total Water Withdrawal from water stressed areas	m ³	0	0	0	-	-	-	-	-	-

Water intensity (m³ withdrawn per tons manufactured)



Explanatory Notes:

- GRI rif. 303-1, 303-2, 303-3, 303-5
- Water withdrawal volumes are measured through meters installed on the municipal water supply. Within the organisational boundary, almost all withdrawn water returns to the network after treatment, while evaporation losses and minimal process retentions are limited, meaning that net consumption can be considered negligible. The company nonetheless maintains a precautionary approach, carrying out periodic verification of water balances and efficiency indicators.
- The water intensity indicator is calculated as the ratio between the year's total water consumption (in cubic metres) and the volume of material produced in the systems, expressed in tons.



Appendix

6

Table of GRI content index

DECLARATION OF USE	Allu's S.p.A. has reported the information in this GRI contents for the period from December 1, 2024, to 31 December 2024 with reference to the GRI Standards.
STANDARD GRI 1 USED	GRI 1: Fundamental Principles 2021

GRI STANDARD	GRI INFORMATION NOTICE	POSITION	OMISSIONS AND NOTES
General information			
GRI 2: General Disclosures 2021	2-1 Organisational details	p. 14-15	
	2-2 Entities included in the organisation's sustainability reporting	p. 15	
	2-3 Reporting period, frequency and contact point	p. 15	The reporting period corresponds to the fiscal year, which runs from 1 January 2024 to 31 December 2024, and the sustainability reporting is prepared on an annual basis, in line with the basis on which the organisation's financial reports are prepared.
	2-4 Restatements of information		Not applicable for the current year as the organisation is preparing to publish its first sustainability report
	2-5 External assurance	p. 15	The Sustainability Report is prepared on a voluntary basis and has not been subject to assurance by an external party.
	2-6 Activities, value chain, and other business relationships	p. 15, 18-21	
	2-7 Employees	p. 57, 59	
	2-8 Workers who are not employees	p. 59	
	2-9 Governance structure and composition	p. 45	
	2-22 Statement on sustainable development strategy	p. 5	
	2-25 Processes to remediate negative impacts	p. 25, 34-39, 84-85	
	2-26 Mechanisms for seeking advice and raising concerns	p. 46-47, 57	
	2-29 Approach to stakeholder engagement	p. 24, 27	
	2-30 Collective bargaining agreements	p. 56, 63	

GRI STANDARD	GRI INFORMATION NOTICE	POSITION	OMISSIONS AND NOTES
Material topics			
GRI 3: Material topics 2021	3-1 Process to determine material topics	p. 24, 27, 30-32	
	3-2 List of material topics	p. 30-31, 34-39	
	3-3 Management of material topics	p. 34-39, 40-41, 84-85	
Governance	201 Economic performance	p. 48-49	
	202 Market presence	p. 63	
	204 Procurement practices	p. 50-51	
	205 Anti-corruption	p. 46-47	
	206 Anti-competitive behaviour	p. 46-47	
	Environment	301 Materials	p. 77, 88
302 Energy		p. 78-81, 84-85	
303 Water and effluents		p. 84-85, 88-89	
305 Emissions		p. 82-83, 84-85	
306 Waste		p. 84-85, 88-87	
306: Effluents and waste 2016		p. 86	
Social		401 Employment	p. 56, 60-61, 64-65
	403 Occupational health and safety	p. 56, 66-67, 70-71, 84-85	In the reference year, no deaths or serious injuries occurred.
	404 Training and education	p. 66-69	
	405 Diversity and equal opportunity	p. 45, 57, 58, 62-63	
	406 Non-discrimination	p. 46-47, 57	
	413 Local communities	p. 48	

Note on methodologies

This document has been drawn up with reference to the “**GRI Sustainability Reporting Standards**,” published by the Global Reporting Initiative (GRI), using the “**Reference Claim**” approach.

As required by the Reporting Standards, the GRI Content Index with the details of the reported indicators is provided below.

The information contained in this document has been selected based on the results from the materiality analysis described in the document and conducted according to the GRI 2021 standard, which came into effect in January 2023.

For the purpose of this first sustainability report, the Company, as indicated by GRI_Disclosure 2-25 “Processes to remediate negative impacts”, has conducted a macro analysis of the economic, environmental, and social impacts based on the reasonable expectations and interests of the organisation’s stakeholders.

The information cited in the GRI Content Index refers to the period from January 1, 2024, to December 31, 2024, with reference to the GRI standards. In observance of the principle of comparability of information, data for the years 2023 and 2022 have been included in this document.

The data relating to previous years are reported for comparative purposes to facilitate the evaluation of the activity trends of Allu’s S.p.A. To ensure greater reliability of the data, the use of estimates has been limited, and where employed, they have been appropriately indicated.

The principles used to prepare the contents and draft this document refer to the **reporting principles** indicated by the GRI Standards:

- **Accuracy**
- **Balance**
- **Clarity**
- **Comparability**
- **Completeness**
- **Sustainability Context**
- **Timeliness**
- **Verifiability**

The 2024 Sustainability Report of Allu’s S.p.A. was published on 13/03/2026. For any questions regarding the reporting or the information contained therein, please contact sustainability@allus.it.

