

ASI CERTIFICATION PERFORMANCE STANDARD



PRESENTED TO

AMAG Austria Metall AG

CERTIFICATE NUMBER

5

ASI STANDARD

PERFORMANCE
STANDARD
(V3 2022)

DATE OF ISSUE

10 SEPTEMBER 2024

CERTIFICATION LEVEL

FULL
CERTIFICATION

DATE OF EXPIRY

9 SEPTEMBER 2027

ASI ACCREDITED
AUDITING FIRM

BUREAU VERITAS
CERTIFICATION

CERTIFIED SINCE

20 SEPTEMBER 2018

AUTHORISED BY

A handwritten signature in black ink, appearing to be 'J. H.', with a long horizontal line extending to the right.

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*Validity of this Certificate is subject to
continued conformance with the
applicable ASI Standard and can be
verified at
www.aluminium-stewardship.org*

CERTIFICATION SCOPE

AMAG Austria Metall AG located in Ranshofen, Austria comprising of Austria Metall GmbH (Head Office), AMAG service GmbH (services), AMAG casting GmbH (Castinghouse and Aluminium Re-Melting/Refining), AMAG rolling GmbH (Semi-Fabrication and Material Conversion), and AMAG metal GmbH (Trading).

AUDIT REPORT PERFORMANCE STANDARD

OVERVIEW

MEMBER NAME	AMAG Austria Metall AG
ENTITY NAME	AMAG Austria Metall AG
CERTIFICATION SCOPE	AMAG Austria Metall AG located in Ranshofen, Austria comprising of Austria Metall GmbH (Head Office), AMAG service GmbH (services), AMAG casting GmbH (Castinghouse and Aluminium Re-Melting/Refining), AMAG rolling GmbH (Semi-Fabrication and Material Conversion), and AMAG metal GmbH (Trading).
SUPPLY CHAIN ACTIVITIES	<ul style="list-style-type: none">Aluminium Re-melting/RefiningCastinghousesSemi-FabricationMaterial Conversion
ASI STANDARD	<ul style="list-style-type: none">Performance Standard V3
AUDIT TYPE	<ul style="list-style-type: none">Initial Certification Audit (27 – 30 August 2018)Re-Certification Audit (29 – 30 June 2021)Re-Certification Audit and Scope Change (16 – 18 July 2024)
AUDIT FIRM	Bureau Veritas Certification
AUDIT DATE	<ul style="list-style-type: none">27 – 30 August 2018 (Initial Certification Audit)29 – 30 June 2021 (Re-Certification Audit)16 – 18 July 2024 (Re-Certification Audit and Scope Change)
AUDIT REPORT SUBMISSION	<ul style="list-style-type: none">11 September 2018 (Initial Certification Audit)27 August 2021 (Re-Certification Audit)6 September 2024 (Re-Certification Audit and Scope Change)
AUDIT SCOPE	<p><u>Initial Certification Audit (27 – 30 August 2018)</u></p> <p>Facilities included in the audit scope: AMAG Austria Metall AG located in Ranshofen, Austria comprising the businesses Austria Metall GmbH, AMAG service GmbH, AMAG casting GmbH, AMAG rolling GmbH, AMAG metal GmbH.</p> <p>Supply chain activities included in the audit scope:</p> <ul style="list-style-type: none">Aluminium Re-melting/RefiningCastinghousesSemi-FabricationMaterial Conversion (Production and Transformation) <p>All applicable criteria in the ASI Performance Standard were included in the audit scope.</p>

Re-Certification Audit (29 – 30 June 2021)

The audit scope included Austria Metall AG located in Ranshofen, Austria comprising the businesses Austria Metall GmbH, AMAG service GmbH, AMAG casting GmbH, AMAG rolling GmbH, AMAG metal GmbH.

Supply chain activities included in the audit scope:

- Aluminium Re-melting/Refining
- Casthouses
- Semi-Fabrication
- Material Conversion (Production and Transformation)

All applicable criteria in the ASI Performance Standard were included in the audit scope.

Re-Certification Audit and Scope Change (16 – 18 July 2024)

The audit scope included Austria Metall AG located in Ranshofen, Austria comprising the businesses Austria Metall GmbH, AMAG service GmbH, AMAG casting GmbH, AMAG rolling GmbH, AMAG metal GmbH.

Supply chain activities included in the audit scope:

- Aluminium Re-melting/Refining
- Casthouses
- Semi-Fabrication
- Material Conversion

All applicable criteria in the ASI Performance Standard were included in the audit scope.

AUDIT OUTCOME

- Certification

AUDIT METHODOLOGY DECLARATION

The Auditors confirm that:

- The information provided by the Entity is true and accurate to the best knowledge of the Auditor(s) preparing this report.
- The findings are based on verified Objective Evidence relevant to the time period for the Audit, traceable and unambiguous.
- The Audit Scope and audit methodology are sufficient to establish confidence that the findings are indicative of the performance of the Entity's defined Certification Scope.
- The Auditor(s) have acted in a manner deemed ethical, truthful, accurate professional, independent and objective.

CERTIFICATION PERIOD

10 September 2024 - 9 September 2027

NEXT AUDIT TYPE

Re-Certification Audit

NEXT AUDIT DATE

9 September 2027

CERTIFICATE NUMBER

5



If you have an inquiry or complaint about this Certification, go to the third-party EthicsPoint portal at: <https://aluminium-stewardship.ethicspoint.com/>

EthicsPoint is a comprehensive and confidential reporting tool that enables complaints to be securely raised, managed and responded to. This enables anonymity to be maintained where desired by complainants, or as relevant to whistleblowing situations.

Information is available in five languages – English, French, Chinese, German and Portuguese (Brazil). Translation services provided by EthicsPoint enable complaints and correspondence to be managed in multiple languages.

ENTITY OVERVIEW

AMAG Austria Metall AG comprises the businesses Austria Metall GmbH, AMAG service GmbH, AMAG casting GmbH, AMAG rolling GmbH and AMAG metal GmbH ('the Entity').

At its Ranshofen site, the Entity operates a foundry alloy and a wrought alloy Casthouse, two independent rolling mills, and several heat treatment and finishing lines. The site includes warehouses, employee car parking, as well as landscaped areas.

The Entity produces recycled cast alloys and high-quality Aluminum flat rolled products in the form of sheets, coils, and plates. The recycled cast alloys are delivered to the manufacturing industry in the form of ingots, sows, as well as Liquid Aluminum, and are used in die casting and other applications. The Entity's product range of wrought alloys comprises high-strength materials, tread plates, bright products, brazing sheets, foil stock for the packaging industry, precision plates, and cathode elements. These products are used in various industrial sectors such as aircraft, automotive, mechanical engineering, packaging, electrical, sports, consumer goods, and architecture.

The Ranshofen site, located approximately three kilometres away from the town of Braunau and the Inn River, is located within an industrial area (approximately 120 hectares) surrounded by woodlands and open land. The Entity owns an area of around 300 hectares at the Ranshofen site, of which approximately 180 hectares is the AMAG forest, part of the 'Lachforst' forest complex. The landscaped areas at the Ranshofen plant site are approximately 25 hectares and are designed as meadows, rainwater infiltration, lawns, and protective embankments. Vacant land is utilised according to its ecological potential.

Key external Stakeholders are shareholders and investors, business partners, internal Stakeholders, the public, social partners, and state bodies. The Ranshofen site was recently expanded to include a strip finishing line (at the existing site).

MATURITY RATINGS

A rating of maturity (low, medium or high) determined by the Auditor that provides a general assessment in terms of systems, Residual Risk and performance assigned to a Sustainability Component.

Maturity ratings are not a direct assessment of conformance to the Standard.

	GOVERNANCE	ENVIRONMENT	SOCIAL	COMBINED RATING
SYSTEMS	High	High	High	HIGH
RISKS	High	High	High	HIGH
PERFORMANCE	High	High	High	HIGH
OVERALL		HIGH		

FINDINGS

CRITERION	RATING	COMMENT
1. BUSINESS INTEGRITY		
1.1 Legal Compliance	Conformance	<p>The Entity has an internal law department which includes an in-house law consultant division that is responsible for Anti-Corruption, Anti-Trust, administrative law and customer contracts. There are specific departments and persons responsible for dealing with specific environmental laws, such as OHSAS, or human resources laws. There is also a Compliance Board, which works on updating the Compliance System and reports to the Management Board.</p> <p>If anyone suspects non-Compliance, they can report it anonymously through the Compliance Line.</p>
1.2 Anti-Corruption	Conformance	<p>The Entity has established Policies and processes to identify and prevent Corruption. The Code of Conduct provides the foundation for the Anti-Corruption Policy. The Anti-Corruption Policy and Guidelines help identify Corruption and address the handling of gifts, political donations, charitable contributions and sponsorship.</p>
1.3a-e Code of Conduct	Conformance	<p>The Code of Conduct addresses environmental, social and governance principles. The Code is communicated internally via e-learning and employees are required to complete an assessment. The standard review cycle of documents is defined within three years.</p> <p>The Code of Conduct it is available for all Stakeholders at: https://www.calameo.com/read/003424018c23ad69b3eba</p>
2. POLICY AND MANAGEMENT		
2.1a-f Environmental, Social, and Governance Policy	Conformance	<p>The Entity has established an Integrated Management Policy that is consistent with environmental, social, and governance practices. Senior Management has demonstrated their commitment to the implemented Policies. The Policies and their descriptions are available in the Annual Report 2023: https://www.amag-al4u.com/fileadmin/user_upload/amag/Investor_Relations/Publikationen/2023/AMAG_GJ2023_Finanzbericht_en_01.pdf</p>
2.2a-c Leadership	Conformance	<p>The Head of Systems Management has been appointed by the Board of Directors as the Senior Management Representative. The ASI Performance Standard is incorporated into the Entity's integrated Management Systems and its established processes, which is described in the process instruction 'Implementation of the ASI Performance Standard'.</p> <p>Conformance is ensured through meetings and discussions with the relevant departments and an annual management review. Internal audits are planned and carried out for the period between external audits.</p>
2.3a Environmental and Social Management Systems - Environmental	Conformance	<p>The Entity has established and documented an Environmental Management System and holds a valid ISO 14001:2015 certificate: https://www.amag-al4u.com/fileadmin/user_upload/Kontakt/Downloads/ISO_9001_14001_45001_50001_2024-2027_EN.pdf</p>

CRITERION	RATING	COMMENT
2.3b Environmental and Social Management Systems – Social	Conformance	The Entity has established an ISO 45001:2018 certified Social Management System which is covered under the implemented Occupational Health and Safety Management System and the legal Compliance System. https://www.amag-al4u.com/fileadmin/user_upload/Kontakt/Downloads/ISO_9001_14001_45001_50001_2024-2027_EN.pdf
2.4a-e Responsible Sourcing	Conformance	The 'Compliance Rules for AMAG Suppliers' are communicated to all the Entity's suppliers and service providers which cover the Material environmental, social and governance aspects. Refer to: https://www.amag-al4u.com/en/contact/supplier The standardised review cycle of documents is defined within three years.
2.5a-g Environmental and Social Impact Assessments	Not Applicable	This Criterion is not applicable, as there are no New Projects or Major Changes to existing Facilities. However, the Entity has conducted Impact Assessments to address environmental, social, cultural and Human Rights aspects.
2.6a-h Human Rights Impact Assessment	Not Applicable	This Criterion is not applicable, as there are no New Projects or Major Changes to existing Facilities. However, the Entity has conducted Impact Assessments to address environmental, social, cultural and Human Rights aspects.
2.7a-f Emergency Response Plan	Conformance	The Entity has implemented an emergency response plan and a crisis management manual. Both documents are made available to Stakeholders upon request.
2.8a-d Suspended Operations	Conformance	The Entity has developed a Business Resilience Plan and procedures to address situations where it may have to suspend or significantly alter operations due to factors outside its control. The suspension process and management procedure will be reviewed within three years or when in case of Material, environmental, social, and governance risks resulting from business changes, or any indication of a control gap.
2.9a-b Mergers and Acquisitions	Conformance	The Entity has established a Mergers and Acquisitions Directive to manage mergers and acquisitions including the social and governance aspects.
2.10a-b Closure, Decommissioning and Divestment	Conformance	The Entity has established a Business Resilience Plan to manage closure and decommissioning activities, including the management of social and environmental impacts. Austrian laws and regulations provide the framework for closure and decommissioning, should they occur. No related activities occurred during the last reporting period.
3. TRANSPARENCY		
3.1a-b Sustainability Reporting	Conformance	The Entity has prepared its Annual Report 2023 – non financial statement, in accordance with the GRI Sustainability Reporting Guidelines, available at: https://www.amag-al4u.com/fileadmin/user_upload/amag/Investor_Relations/Publikationen/2023/AMAG_GJ2023_Finanzbericht_en_01.pdf

CRITERION	RATING	COMMENT
3.2 Non-compliance and Liabilities	Conformance	The Entity publicly discloses information on significant fines, judgments, penalties and non-monetary sanctions for failure to comply with Applicable Law in its Annual Report - non financial statement 2023, page 84: https://www.amag-al4u.com/fileadmin/user_upload/amag/Investor_Relations/Publikationen/2023/AMAG_GJ2023_Finanzbericht_en_01.pdf
3.3a-c Payments to Governments	Conformance	The Entity has defined approval processes that control how payments are made. The Entity's financial reports and sustainability reports confirm there are no specific payments to politicians or governments outside a legal basis. An overview of the financial information is available in the Annual Report 2023, page 145: https://www.amag-al4u.com/fileadmin/user_upload/amag/Investor_Relations/Publikationen/2023/AMAG_GJ2023_Finanzbericht_en_01.pdf
3.4a-f Stakeholder Complaints, Grievances and Requests for Information	Conformance	The Entity has implemented a Compliance line (link to an online system is available on the homepage; or per phone or mail) which is communicated to all suppliers, via the 'Compliance Rules for AMAG Suppliers', to all employees via the Code of Conduct and external Stakeholders via the homepage. It is possible to report anonymously to the Compliance line. External communications are managed by the public communication department. Complaints and requests can be submitted via the contact form and the Compliance line on the website at: https://www.amag-al4u.com/en/contact.html
4. MATERIAL STEWARDSHIP		
4.1a Environmental Life Cycle Assessment	Conformance	The Entity has implemented a certified ISO 14001 Management System and calculates the life cycle impacts of major products according to ISO 14044.
4.1b-c Environmental Life Cycle Assessment - Disclosure	Conformance	Detailed Life Cycle Assessment (LCA) and information (cradle to gate) can be provided to customers upon request. The Entity's public communication department has been instructed on what and how to communicate LCA information according to internal processes. LCA information will be provided to customers upon request.
4.2 Product Design	Conformance	The Entity adheres to its Research and Development (R&D) strategy to improve processes and to reduce Aluminum process scrap including cooperation with customers to improve the recycling rate of the alloy-related recycling loop.
4.3a-b Aluminium Process Scrap	Conformance	All Scrap is collected and recycled by the Entity. Aluminium Process Scrap is targeted through the whole process chain at the Entity. There are objectives, plans and projects to further reduce the production of process scrap. An Aluminium Process Scrap recycling plan is in place at every process where Scrap can occur. Scrap is collected and stored by type of alloy or alloy groups.
4.4a-c Collection and Recycling of Products at End of Life - Material Conversion and other Manufacturing	Conformance	The Entity has established a recycling strategy with a focus on strengthening higher contaminated and blended scraps to extend End of Life Scrap. The strategy is available in the Annual Report 2023, pages 52-54: https://www.amag-al4u.com/fileadmin/user_upload/amag/Investor_Relations/Publikationen/2023/AMAG_GJ2023_Finanzbericht_en_01.pdf

CRITERION	RATING	COMMENT
4.4d Collection and Recycling of Products at End of Life	Conformance	The Entity is one of the largest Aluminium recyclers in Europe with 75-80% Scrap from recycling/collection. They work with Scrap collectors and together with customers (e.g. in the automotive and aerospace industries) to implement closed-loop strategies.
5. GREENHOUSE GAS EMISSIONS		
5.1a-b Disclosure of GHG Emissions and Energy Use	Conformance	The Entity is participating in the European Emission Trading Scheme (EU-ETS). Greenhouse Gases (GHG) emissions for Scopes 1, 2 and 3 are publicly disclosed in the Annual Report 2023 (verified by an external third party), pages 35, 39, and 40: https://www.amag-al4u.com/fileadmin/user_upload/amag/Investor_Relations/Publikationen/2023/AMAG_GJ2023_Finanzbericht_en_01.pdf
5.2a Aluminium Smelter GHG Emissions Intensity – Started production after 2020	Not Applicable	This Criterion is not applicable to the Entity's Certification Scope.
5.2b Aluminium Smelter GHG Emissions Intensity – In production up to and including 2020	Not Applicable	This Criterion is not applicable to the Entity's Certification Scope.
5.3a-e GHG Emissions Reduction Plans	Minor Non-Conformance	<p>The Entity has established a GHG Emissions Reduction Pathway with a 2017 baseline year using the ASI Methodology and GHG Emissions Reduction Plans to meet the 1.5°C warming scenario.</p> <p>The defined GHG Emissions Reduction Plans are available in the Annual Report, page 35: https://www.amag-al4u.com/fileadmin/user_upload/amag/Investor_Relations/Publikationen/2023/AMAG_GJ2023_Finanzbericht_en_01.pdf</p> <p>Emission targets are documented and tracked in the Energy and Environmental program. Strategic goals and measures are published in the Annual Report, pages 39-41: https://www.amag-al4u.com/fileadmin/user_upload/amag/Investor_Relations/Publikationen/2023/AMAG_GJ2023_Finanzbericht_en_01.pdf</p> <p>Although a pathway has been established, the Entity has yet to select and disclose the Intermediate Targets required to meet the disclosure requirements.</p>
5.4 GHG Emissions Management	Conformance	The Entity has established an integrated Management System and publicly discloses the verified information of energy use and GHG emissions by scope in the Annual Report 2023, pages 39 and 40: https://www.amag-al4u.com/fileadmin/user_upload/amag/Investor_Relations/Publikationen/2023/AMAG_GJ2023_Finanzbericht_en_01.pdf
6. EMISSIONS, EFFLUENTS AND WASTE		
6.1a-f Emissions to Air	Minor Non-Conformance	The Entity has a detailed emission register and an emission surveillance plan according to Austrian law. The relevant emissions are reported in the Annual Report 2023, page 40: https://www.amag-al4u.com/fileadmin/user_upload/amag/Investor_Relations/Publikationen/2023/AMAG_GJ2023_Finanzbericht_en_01.pdf

CRITERION	RATING	COMMENT
		The Entity has implemented Emissions to Air management plans and actions and available in the environmental program, however, the latest version of these plans has not been publicly disclosed.
6.2a-g Discharges to Water	Conformance	The Entity has quantified and disclosed its wastewater data and management activities related to wastewater in the Annual Report 2023, pages 41-43: https://www.amag-al4u.com/fileadmin/user_upload/amag/Investor_Relations/Publikationen/2023/AMAG_GJ2023_Finanzbericht_en_01.pdf
6.3a-g Assessment and Management of Spills and Leakages	Conformance	The Entity has conducted an assessment of major risk areas of operations where Spills and Leakage may contaminate air, water and soil by following the risk assessment process of the Environmental Management System. The assessment and management of Spills and Leakages are defined in the Environmental Management System. Major Spills and Leakages will be handled and communicated by the crisis team.
6.4a-b Public Disclosure of Spills and Leakages	Conformance	The reporting of Spills and the communication in the event of a Spill are defined in the Crisis Management Handbook. Spills and remediation actions taken are reported in the Annual Report. No Spills occurred in 2023.
6.5a-c Waste Management and Reporting	Conformance	<p>Waste is an environmental aspect of the Entity, and a Waste Management System is mandatory under Austrian law. Waste management is undertaken on-site by subsidiaries by the nominated Waste Managers.</p> <p>The quantity of hazardous and non-Hazardous Waste generated by the Entity, and associated Waste disposal methods are publicly disclosed in the Annual Report, page 55: https://www.amag-al4u.com/fileadmin/user_upload/amag/Investor_Relations/Publikationen/2023/AMAG_GJ2023_Finanzbericht_en_01.pdf</p>
6.6a-g Bauxite Residue	Not Applicable	This Criterion is not applicable to the Entity's Certification Scope.
6.7a-f Spent Pot Lining (SPL)	Not Applicable	This Criterion is not applicable to the Entity's Certification Scope.
6.8a-d Dross	Conformance	100% of Dross is treated internally to maximise the Aluminium output and to minimise Dross residues (salt slag), which is subject to ongoing optimisation. Salt slag generated by the Entity is sent to specialised processors. These processors extract the remaining Aluminium and other fractions and reuse or sell them for further use. The Austrian authority officially classifies this salt slag process as 100% recycled.
7. WATER STEWARDSHIP		
7.1a-b Water Assessment and Disclosure	Conformance	The local authority approves water sources and usage. The Entity water use is tracked, documented and disclosed in the Annual Report 2023, pages 41-43: https://www.amag-al4u.com/fileadmin/user_upload/amag/Investor_Relations/Publikationen/2023/AMAG_GJ2023_Finanzbericht_en_01.pdf

CRITERION	RATING	COMMENT
		The Entity has conducted a risk assessment, and the outcome of the assessment is low, however, the risk inventory is regularly reviewed with inspections from the provincial government.
7.2a-e Water Management	Not Applicable	This Criterion is not applicable, as water-related risks are identified as low within the energy and environmental program.
8. BIODIVERSITY AND ECOSYSTEM SERVICES		
8.1a Biodiversity and Ecosystem Services Risk and Impact Assessment	Conformance	<p>The Entity has assessed the risks and potential impacts on Biodiversity and Ecosystem Services resulting from land use and activities within its Area of Influence in the Environmental Impact Assessments (EIA) and Environmental Risk Assessments (based on ISO 14001), and measures are defined.</p> <p>The assessment of the impact of land use emissions, such as on soil, fisheries, forestry and water is undertaken by accredited experts. In the most recent EIA, it was concluded that the operation of the now completed new plant is environmentally sound, with no material impacts on the surrounding environment.</p>
8.1b Biodiversity and Ecosystem Services Risk and Impact Assessment - Priority	Not Applicable	This Criterion is not applicable to the Entity as the EIA determined the risks and potential impacts identified are assessed and documented as low.
8.2a-g Biodiversity Management	Not Applicable	<p>This Criterion is not applicable to the Entity as the EIA determined the risks and potential impacts identified are assessed and documented as low.</p> <p>The Entity owns forest areas surrounding the site and has implemented an action plan to improve Biodiversity on both the site and surrounding land. Although no Material risk has been identified, the Entity recognises the need to maintain and improve Biodiversity.</p>
8.3a-c Management of Priority Ecosystem Services	Not Applicable	This Criterion is not applicable, as the Entity determined that the risk to Biodiversity and Ecosystem Services is low, and no Priority Ecosystem Services were identified.
8.4 Alien Species	Conformance	The Entity proactively prevents the introduction of Alien Species by ensuring that the main carrier medium (which is wood) is processed and treated to avoid the transport of such species.
8.5a-b Commitment to "No Go" in World Heritage Properties	Not Applicable	<p>This Criterion is not applicable, as the Entity has confirmed it is not in proximity to any World Heritage Properties according to the UNESCO website:</p> <p>https://whc.unesco.org/en/list/?search=Austria&components=1&order=country</p>
8.6a-d Protected Areas	Not Applicable	This Criterion is not applicable, as there are no Protected Areas in the Entity's Area of Influence as confirmed via the Digitales Oberösterreichisches Raum-Informations-System (DORIS) (https://www.doris.at).
8.6e Protected Areas - Bauxite Mining	Not Applicable	This Criterion is not applicable to the Entity's Certification Scope.

CRITERION	RATING	COMMENT
8.7a-i Mine Rehabilitation	Not Applicable	This Criterion is not applicable to the Entity's Certification Scope.
9. HUMAN RIGHTS		
9.1a-d Human Rights Due Diligence	Conformance	<p>The communicates its commitment to the UN Guiding Principles on Businesses and Human Rights in the Annual Report 2023 (page 91) and defines its requirements in the Code of Conduct and the 'Compliance Rules for AMAG Suppliers'. All documents are available at: https://www.amag-al4u.com/en/downloads.html https://www.calameo.com/read/00342401801b9d0dce448</p> <p>The Human Rights Due Diligence process is integrated into the responsible sourcing process. The requirements for suppliers are defined, and potential impacts on Human Rights are assessed using a risk-based approach. The aim is to identify suppliers that might not comply with the 'Compliance Rules for AMAG Suppliers' and to mitigate or avoid negative impacts on Human Rights. To date, no major impacts on Human Rights have been identified.</p>
9.2a-e Gender Equity and Women's Empowerment	Conformance	<p>During 2024, the Entity appointed a Women's Affairs Officer to provide support on issues relating to the advancement of women and equal treatment, support in cases of Harassment and Violence in the workplace, information on rights and opportunities, support in cases of sexual or gender-based Discrimination in the workplace and raising awareness of equal treatment issues.</p> <p>The Entity is committed to non-Discrimination in its Code of Conduct. Salaries are paid in accordance with the Collective Bargaining Agreement, the additional agreement ("Betriebsvereinbarung") and the requirement of a job is not based on gender. Job advertisements are worded in a gender-neutral way and annual reviews undertaken to identify any differences in pay.</p> <p>Further information on the effectiveness of the measures taken to promote gender equity is available in the Annual Report 2023, page 79: https://www.amag-al4u.com/fileadmin/user_upload/amag/Investor_Relations/Publikationen/2023/AMAG_GJ2023_Finanzbericht_en_01.pdf</p>
9.3a-i Indigenous Peoples	Not Applicable	This Criterion is not applicable as there are no Indigenous Peoples within the Entity's Certification Scope.
9.4a Free, Prior, and Informed Consent (FPIC) - New Projects or Major Changes	Not Applicable	This Criterion is not applicable as there are no Indigenous Peoples within the Entity's Certification Scope.
9.4b Free, Prior, and Informed Consent (FPIC) - Bauxite Mining	Not Applicable	This Criterion is not applicable to the Entity's Certification Scope.
9.4c Free, Prior, and Informed Consent (FPIC) - Demonstrate support	Not Applicable	This Criterion is not applicable as there are no Indigenous Peoples within the Entity's Certification Scope.

CRITERION	RATING	COMMENT
9.5a Cultural and Sacred Heritage - Identification	Conformance	<p>There is a forest camp located near the Entity, which was originally used as accommodation for Workers from Italy in the 1930s. Over time, the former camp deteriorated to the point that safety measures had to be taken in 2020.</p> <p>In 2021, the Historic Monuments Protection Authority (Bundesdenkmalamt) declared the area as a Protected Area for preservation, and the site is publicly accessible and clearly marked.</p>
9.5b Cultural and Sacred Heritage - Impacts	Not Applicable	This Criterion is not applicable as there are no Indigenous Peoples within the Entity's Certification Scope.
9.6a-i Displacement	Not Applicable	This Criterion is not applicable as there are no activities that would cause displacement and resettlements.
9.7a-h Affected Populations and Organisations	Conformance	<p>The Entity has a defined process in the integrated Management System following the local law for New Projects to involve interested parties. An example was the now completed plant – refer to the following: https://www.amag-al4u.com/media/pressemitteilungen/presse-detail/amag-schafft-mit-grundstueckerweiterung-und-abgeschlossenem-uvp-verfahren-grundlagen-fuer-strategische-entwicklung-des-standorts-ranshofen</p> <p>The Entity hosts regular meetings with Affected Populations and Stakeholders. Stakeholder management information is included in the Annual Report 2023, page 16: https://www.amag-al4u.com/fileadmin/user_upload/amag/Investor_Relations/Publikationen/2023/AMAG_GJ2023_Finanzbericht_en_01.pdf</p>
9.8a Conflict-Affected and High-Risk Areas - Strong Management Systems	Conformance	The Entity has implemented a Responsible Sourcing Due Diligence process, which is conducted using a risk-based approach. The aim of this process is to identify suppliers who may not comply with the 'Compliance Rules for AMAG Suppliers'. All potential suppliers are checked against sanctions lists before being approved as a supplier.
9.8b Conflict-Affected and High-Risk Areas - Identify and assess risks	Conformance	The Entity has conducted a supply chain risk assessment and requires suppliers to complete the 'Responsible Minerals Due Diligence Management' form to determine if the materials are from Conflict-Affected and High-Risk Areas (CAHRAs). No purchasing of materials from these areas occurred in the 2023 reporting year.
9.8c Conflict-Affected and High-Risk Areas - Strategy to respond to risks	Not Applicable	This Criterion is not applicable to the Entity, as the risk assessment determined that there are no materials from CAHRAs and no red flags have been identified in the supply chain. The Entity maintains a business relationship with material suppliers.
9.8d Conflict-Affected and High-Risk Areas - Audit of due diligence	Conformance	The Entity's Due Diligence practices were audited as part of this ASI Audit.
9.8e Conflict-Affected and High-Risk Areas - Report annually	Conformance	The Entity reports on the performance of its supply chain Due Diligence in its Annual Report 2023, pages 47-52: https://www.amag-al4u.com/fileadmin/user_upload/amag/Investor_Relations/Publikationen/2023/AMAG_GJ2023_Finanzbericht_en_01.pdf

CRITERION	RATING	COMMENT
9.9 Security practice	Conformance	The Entity has its own plant security staff and only involves private security providers very rarely to support internal security staff in case of a temporarily staff shortage. The personnel are not allowed to use any kind of Violence or Harassment and are trained on security procedural instructions which refer to the Code of Conduct and the Human Rights Code. (https://www.calameo.com/read/00342401801b9d0dce448).
10. LABOUR RIGHTS		
10.1a-c Freedom of Association and Right to Collective Bargaining	Conformance	There is an independent worker's council with worker's council representatives for the blue-collar and white-collar employees of all the divisions of the Entity, some of them full-time. The Entity provides general administrative and logistic support. All employees are informed about their rights and opportunities for joining the Labour Union. All employees are paid according to Collective Bargaining Agreement for the metal sector and the process is organised on a national level.
10.1d Freedom of Association and Right to Collective Bargaining - Alternative means in context of Applicable Law	Not Applicable	This Criterion is not applicable, as there is no restriction to the Freedom of Association and Collective Bargaining Agreement in Austria.
10.2a Child Labour	Conformance	Child Labour is prohibited in Austria. Young Workers (from the age of 15 to 18 years) are under special protection by law and are not allowed to work in hazardous working conditions. The Entity expects its Suppliers not to be involved in Child Labour, as required in the 'Compliance Rules for AMAG Suppliers'.
10.3a-c Forced Labour	Minor Non-Conformance	<p>The Entity has established systems to ensure there is no Forced Labour. Workers can terminate their work at any time according to Austrian law. No deposits or original identity papers are kept by the Entity. Only a very few Workers are hired through recruitment agencies and the Entity only cooperates with trustworthy, well-established agencies. Employees can raise complaints at any time via their line manager, the Works Council or the Compliance line.</p> <p>The Entity's Policy commitments are included in the Code of Conduct - Human Rights Code at: https://www.calameo.com/read/00342401801b9d0dce448</p> <p>While the Entity has incorporated Modern Slavery considerations across various company Policies and documents, it has not developed a dedicated, stand-alone Modern Slavery Statement.</p>
10.4a-c Non-Discrimination	Conformance	<p>The Entity commits itself to non-Discrimination and communicates this commitment in the Code of Conduct: https://www.calameo.com/read/00342401801b9d0dce448</p> <p>Salaries are determined according to certain schemes (e.g. wage agreements) and do not consider factors such as gender, race, nationality etc.</p> <p>Employees can raise complaints at any time via their line manager, the Worker's Council or the Compliance line. Interviews with employees and a review of employment records did not indicate any indication of Discrimination.</p>

CRITERION	RATING	COMMENT
10.5 Communication and engagement	Conformance	Direct and frequent communication with the Workers and the Worker representatives is established (regular meetings, intranet, mails etc.). Complaints and issues can be raised directly and through the Worker representatives including via the Compliance hotline. Interviewed persons emphasised the positive working climate and direct communication.
10.6a-g Violence and Harassment	Conformance	<p>The Entity respects its employees and does not tolerate Violence or Harassment in its Facilities or those of its suppliers, as outlined in its Code of Conduct and Human Rights Code: https://www.amag-al4u.com/en/our-values/sustainability/responsible-corporate-governance#:~:text=Code%20of%20Human%20Rights.%20Since%202022,%20the%20Human</p> <p>In case of a breach, there are different levels of escalation that do not involve any punishment, harassment, or abuse. Employees can report any incidents of harassment to their manager, Works Council, or via the Compliance line. Human Resources and employee representatives must be involved in all disciplinary measures.</p>
10.7a-c Remuneration	Conformance	All wages are regulated through the Collective Bargaining Agreement of the metal sector. An additional agreement exists that regulates additional financial and non-financial benefits for the employees. All payments are made on time. Wages are documented and paid into employees' bank accounts at the end of the month.
10.8a-c Working Time	Conformance	Working hours are recorded electronically and paid with the relevant bonus payments. Working hours are monitored and comply with Austrian labour laws.
10.9a-b Informing Workers of Rights	Conformance	The Works Council provides regular information via various channels (e.g. e-mails, Works Council newspaper and , Works Council application) on matters relating to labour law and Collective Bargaining Agreements as well as on special offerings and support for employees.
11. OCCUPATIONAL HEALTH AND SAFETY		
11.1a Occupational Health and Safety (OH&S) Management System	Conformance	The Entity has implemented an Occupational Health and Safety (OH&S) Management System and holds a valid ISO 45001:2018 certificate, available at: https://www.amag-al4u.com/en/contact/downloads/quality/accreditations#c3097
11.1b-e Occupational Health and Safety (OH&S) Management System - Reviews and disclosure	Conformance	<p>The Entity has conducted periodic reviews of its Occupational Health and Safety (OH&S) Management System through various means, including monthly safety meetings, annual evaluation of legal Compliance, annual internal audits, and management review meetings. Reviews are conducted upon any indication of a control gap to assess if potential corrective and/or preventive actions should be implemented. The Entity's OH&S objectives and targets during 2023 as well as comparative analyses of performance, are integrated into the Annual Report 2023, pages 67-70: https://www.amag-al4u.com/fileadmin/user_upload/amag/investor_Relations/Publikationen/2023/AMAG_GJ2023_Finanzbericht_en_01.pdf</p> <p>The Entity refers to and reports its data to European Aluminium for industry comparison. The summarised Safety Statistics Report is</p>

CRITERION	RATING	COMMENT
		published by European Aluminium for members only and is not available to the public.
11.2 Employee engagement on Health and Safety	Conformance	The Entity has established a system for Workers' consultation and participation in OH&S matters. Workers are encouraged to report their concerns or provide advice on OH&S issues individually or through a Worker representative. The management of the Entity responds to these concerns and advice from Workers to be involved in the identification and elimination of hazards.

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DOCUMENT CONTROL AND VERSION HISTORY

REVISION	DATE	NOTES
0	20 September 2018	Initial Certification Audit - Full Certification
1	10 September 2021	Re-Certification Audit - Full Certification
2	10 September 2024	Re-Certification and Scope Change Audit - Full Certification; Scope Change to apply Performance V3 including update to the title of the Supply Chain Activity 'Material Conversion'.