

ASI CERTIFICATION PERFORMANCE STANDARD



PRESENTED TO

AL INVEST Břidličná, a.s.

CERTIFICATE NUMBER
511

ASI STANDARD
**PERFORMANCE
STANDARD
(V3.1 2023)**

CERTIFICATION LEVEL
**FULL
CERTIFICATION**

ASI ACCREDITED
AUDITING FIRM
DQS CFS

DATE OF ISSUE
3 DECEMBER 2025

DATE OF EXPIRY
2 DECEMBER 2028

CERTIFIED SINCE
3 DECEMBER 2025

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

Development and production of rolled semi-finished products from Aluminium and its alloys, production of cast plates, and development and production of Aluminium foil and flexible packaging materials at the AL INVEST production Facilities, located in Břidličná, Czech Republic.

AUDIT REPORT PERFORMANCE STANDARD

OVERVIEW

MEMBER NAME	AL INVEST Břidličná
ENTITY NAME	AL INVEST Břidličná, a.s.
CERTIFICATION SCOPE	Development and production of rolled semi-finished products from Aluminium and its alloys, production of cast plates, and development and production of Aluminium foil and flexible packaging materials at the AL INVEST production Facilities, located in Břidličná, Czech Republic.
SUPPLY CHAIN ACTIVITIES	<ul style="list-style-type: none">• Casthouses• Semi-Fabrication• Material Conversion
ASI STANDARD	<ul style="list-style-type: none">• Performance Standard V3.1
AUDIT TYPE	<ul style="list-style-type: none">• Initial Certification Audit
AUDIT FIRM	DQS CFS
AUDIT DATE	<ul style="list-style-type: none">• 6 – 14 October 2025
AUDIT REPORT SUBMISSION	<ul style="list-style-type: none">• 21 October 2025
AUDIT SCOPE	<p>The Audit Scope covers all activities relating to the development and production of rolled semi-finished products from Aluminium and its alloys, production of cast plates, and development and production of Aluminium foil and flexible packaging materials at the AL INVEST production Facilities, located in Břidličná, Czech Republic.</p> <p>Supply chain activities included in the Audit Scope:</p> <ul style="list-style-type: none">• Casthouses• Semi-Fabrication• Material Conversion <p>All applicable Criteria in the ASI Performance Standard were included in the Audit Scope.</p>
AUDIT OUTCOME	Certification
AUDIT METHODOLOGY DECLARATION	<p>The Auditors confirm that:</p> <ul style="list-style-type: none"><input checked="" type="checkbox"/> The information provided by the Entity is true and accurate to the best knowledge of the Auditor(s) preparing this report.<input checked="" type="checkbox"/> The findings are based on verified Objective Evidence relevant to the time period for the Audit, traceable and unambiguous.

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- ☑ 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.
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CERTIFICATION PERIOD 3 December 2025 – 2 December 2028

NEXT AUDIT TYPE Surveillance Audit

NEXT AUDIT DATE 2 December 2027

CERTIFICATE NUMBER 511



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

The AL INVEST Břidličná Facility (the 'Entity'), located in the Moravian-Silesian Region of the Czech Republic, commenced operations in 1938 and is part of the MTX Group. The Entity produces rolled Aluminium products and packaging materials for industrial and consumer applications. The production process includes melting and casting of Aluminium billets, rolling, annealing, slitting, and surface treatment operations. The Facility also includes a laboratory for chemical and metallurgical analysis, maintenance workshops, a wastewater treatment plant, and central storage areas for materials and chemicals.

The Entity currently employs approximately 780 employees and an additional 60 contractors working on a full-time or long-term basis, including maintenance, waste management, and laboratory support services.

An extension of operations is currently proposed, including the construction of a new pressing hall and the establishment of a new workplace for Aluminium billet casting. These developments are designed to expand production capacity and modernise technological processes.

The Facility covers an industrial area within the town of Břidličná, with supporting administrative buildings and logistics infrastructure. The surrounding area includes mixed industrial and residential zones, and the Moravice River flows adjacent to the site, receiving treated effluent from the on-site wastewater treatment plant.

Key external Stakeholders include the Municipality of Břidličná, the Czech Environmental Inspectorate, the Regional Labour Inspectorate, the Trade Union KOVO, and representatives of educational institutions such as Primary School Bruntál and Secondary Technical School Bruntál. Cooperation also extends to civil society organisations, including Amnesty International, the Helsinki Committee, and the Public Defender of Rights of the Czech Republic.

The Entity operates under a valid Integrated Permit issued by the Regional Authority of the Moravian-Silesian Region and is certified to multiple ISO Management System standards. Its operations are aligned with the sustainability and decarbonisation strategy of the MTX Group, including the Recycling Strategy 2025–2030 and the Emission Reduction Plan 2024–2029.

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	Medium	Medium	Medium	MEDIUM
RISKS	Medium	Medium	Medium	MEDIUM
PERFORMANCE	High	High	High	HIGH
OVERALL	MEDIUM			

FINDINGS

CRITERION	RATING	COMMENT
1. BUSINESS INTEGRITY		
1.1 Legal Compliance	Minor Non-Conformance	<p>The Entity maintains a structured system to ensure compliance with all applicable Czech, European Union (EU), and international legal and regulatory requirements. Legal compliance is governed by a 'Management of Legal Regulations, Technical Standards and Compliance Control' procedure and supported by the Registers of Legal and Environmental Regulations. Compliance oversight is reinforced through cooperation with external legal offices. Further information is available at: https://alinvest.cz/dokument</p> <p>However, inconsistencies between the procedure and legal registers were identified.</p>
1.2 Anti-Corruption	Minor Non-Conformance	<p>The Entity has established a comprehensive anti-Corruption and ethical conduct framework aligned with the ASI Performance Standard, OECD Guidelines, and Czech anti-Corruption legislation. Governance is ensured through the Code of Ethics, procedures on transparent conduct and acceptance of benefits, and 'whistleblower' protection, which is supported by the MTX Group Code of Ethics.</p> <p>The system covers conflict of interest, gifts and hospitality, money laundering, and grievance reporting, with multiple reporting channels available. The 'whistleblowing' channel (etickykodex@mtxgroup.cz) and the public version of the Code of Ethics are available at: https://alinvest.cz/dokumenty</p> <p>No Corruption or unethical conduct was recorded during the audited period.</p> <p>Supplier Due Diligence, contractual integrity clauses, and the Responsible Sourcing Policy reinforce anti-Bribery principles across the supply chain.</p> <p>Although the framework is mature and preventive controls are effectively implemented, the absence of documented evidence on gifts and gratuities currently reduces overall the system effectiveness.</p>
1.3a-e Code of Conduct	Conformance	<p>The Entity has implemented a comprehensive Code of Conduct (Etický kodex), which establishes the principles of ethical behaviour, integrity, and social responsibility. The Code defines expectations for anti-Corruption, business conduct, environmental protection, Occupational Health and Safety (OH&S), and respect for Human Rights. The recent revision of the Code involved broad Stakeholder participation, including employees, Trade Unions, management, METALIMEX, MTX GROUP, customers, suppliers, and certification bodies.</p> <p>Implementation of the Code is supported by structured management and employee training conducted, ensuring practical integration of ethical principles into daily operations. The Code aligns with the Human Rights Policy, Anti-Corruption Framework, and Responsible Sourcing Policy, forming an integrated and transparent ethics and compliance system. The Code is available at: www.alinvest.cz/dokumenty</p>
2. POLICY AND MANAGEMENT		

CRITERION	RATING	COMMENT
2.1a-f Environmental, Social, and Governance Policy	Conformance	<p>The Entity has established and implemented a comprehensive set of Environmental, Social, and Governance Policies that provide a structured foundation for sustainable, transparent, and responsible business conduct, including a Quality Policy, Environmental Policy, Occupational Health and Safety (OH&S) Policy, Human Rights, Modern Slavery Statement, and Responsible Sourcing Policy.</p> <p>Each Policy defines clear commitments, measurable objectives, and compliance obligations related to environmental protection, OH&S, ethical behaviour, Human Rights, and responsible supply chain management. Policies have been approved by senior management, communicated to employees, suppliers, and Stakeholders, and are publicly accessible. Regular management reviews and internal audits confirm their continuing suitability and effectiveness.</p> <p>All Policies are publicly available at: https://alinvest.cz/dokumenty</p>
2.2a-c Leadership	Conformance	<p>Leadership and governance responsibilities for sustainability, ethics, and compliance are clearly defined within the Entity's management system. Oversight of the Environmental, Social, and Governance framework is integrated into the organisational structure under the Quality Manager, who is responsible for process documentation and sustainability integration. The Manager for Food Contact Certification and Corporate Social Responsibility coordinates implementation through the Team for Social Responsibility Compliance, which comprises representatives from quality, environment, human resources, production, and procurement.</p> <p>At the Group level, whistleblowing and ethical governance are overseen by the Group Human Resources Director, ensuring impartial handling of ethical concerns.</p>
2.3a Environmental and Social Management Systems - Environmental	Conformance	<p>The Entity operates a structured Environmental Management System consistent with Czech environmental legislation, and certification under ISO 14001 is currently proposed. The existing internal framework comprehensively covers environmental responsibilities, documentation, operational controls and related procedures. Environmental aspects and impacts are systematically identified and evaluated through the Register of Environmental Aspects.</p> <p>Internal audits and workplace inspections last undertaken in July 2025 confirmed effective implementation and communication across departments.</p>
2.3b Environmental and Social Management Systems - Social	Conformance	<p>The Entity maintains an integrated Social Management System verified through EcoVadis, SMETA, and Forest Stewardship Council assessments. Team for Social Responsibility Compliance coordinates system implementation and communication with external partners. This framework ensures compliance with labour, ethics, and Human Rights requirements.</p>
2.4a-e Responsible Sourcing	Conformance	<p>The Entity operates a structured Responsible Sourcing System consistent with the Organisation for Economic Co-operation and Development (OECD) Due Diligence Guidance, and European Union Regulation 2017/821 on conflict minerals. The system is governed by the Entity's Responsible Sourcing Policy, defining ethical, environmental, and Human Rights criteria for all suppliers and business partners. Supplier assessments, audits, and contractual declarations confirm alignment with responsible sourcing requirements, with no non-compliances identified. Key suppliers,</p>

CRITERION	RATING	COMMENT
		<p>including METALIMEX, have issued formal declarations confirming conformity with Due Diligence principles. Periodic supplier audits verify risk management, material traceability, and ethical performance, while certification under the Forest Stewardship Council standard ensures sustainable sourcing of paper-based materials.</p> <p>The system provides documented traceability and transparency, ensuring that all materials are procured responsibly and in accordance with international sustainability expectations. The Responsible Sourcing Policy is available at: https://alinvest.cz/dokumenty</p>
2.5a-g Environmental and Social Impact Assessments	Not Applicable	<p>This Criterion is not applicable to the Entity, as there are no New Projects or Major Changes to the Facility.</p> <p>An extension of operations is currently under planning and proposal, including the construction of a new pressing hall and the establishment of a new workplace for Aluminium billet casting. An Environmental and Social Impact Assessment will be prepared as part of this planning process.</p>
2.6a-h Human Rights Impact Assessment	Not Applicable	<p>This Criterion is not applicable to the Entity, as there are no New Projects or Major Changes to the Facility.</p> <p>An extension of operations is currently under planning and proposal, including the construction of a new pressing hall and the establishment of a new workplace for Aluminium billet casting. An assessment on potential Human Rights risks will be prepared as part of this planning process.</p>
2.7a-f Emergency Response Plan	Conformance	<p>The Entity maintains a comprehensive Emergency Response and Crisis Management System which defines responsibilities, escalation procedures, and communication channels for incidents affecting personnel, operations, or the environment. The framework aligns with Czech legislation, and Group-level resilience principles, addressing events such as fire, hazardous substance release, severe weather, information technology failures, and operational disruptions.</p> <p>Coordination with the Fire Brigade Unit, the Health and Safety Department, and external agencies is ensured through the Emergency Plan for Handling Hazardous Substances procedure and site-specific emergency instructions. Periodic drills confirmed the system's effectiveness and integration with business resilience processes. The emergency response framework protects employees, the environment, and assets while ensuring transparency and community safety.</p> <p>Further information is available at: https://alinvest.cz/upload/documents/qmfmwxwer4p-ESG-Alinvest-EN.pdf (page 23)</p>
2.8a-d Suspended Operations	Conformance	<p>The Entity has established structured procedures for managing suspended or interrupted operations within the framework of the Entity's 'Crisis Management' directive. These procedures define responsibilities for controlled shutdowns, asset protection, employee safety, and Stakeholder communication in the event of unplanned operational interruptions.</p> <p>Their adequacy was confirmed through an internal audit (September 2025) of the Entity's Business Resilience Plan, which verified that the measures are functional, current, and integrated into the overall</p>

CRITERION	RATING	COMMENT
		emergency and business continuity system. All critical operations have designated responsible personnel and contingency actions to prevent environmental incidents and ensure timely restoration of activities, in full compliance with Czech legislation.
2.9a-b Mergers and Acquisitions	Conformance	There have been no mergers, acquisitions, or significant changes in ownership, control, or organisational restructuring that have occurred at the Entity during recent years. The Entity continues to operate under the ownership of MTX Group, which acquired the Facility in 2013. Procedures for potential future mergers or acquisitions are defined at the corporate governance level of MTX Group and ensure compliance with internal requirements, Due Diligence protocols, and applicable legislation.
2.10a-b Closure, Decommissioning and Divestment	Conformance	No closure, decommissioning, or divestment activities are currently underway. The Entity is prepared to manage any future closure or decommissioning processes in accordance with its Crisis Management Framework, applicable environmental legislation, and MTX Group corporate governance procedures. These measures ensure that any such activities would be conducted in a controlled, compliant, and socially responsible manner.
3. TRANSPARENCY		
3.1a-b Sustainability Reporting	Conformance	<p>The Entity prepares and publishes an Environmental, Social, and Governance (ESG) Report that transparently discloses information on environmental performance, social responsibility, and corporate governance. The 2024 ESG Report is available at: https://alinvest.cz/upload/documents/qmfmwxwer4p-ESG-Alinvest-EN.pdf</p> <p>The report presents verified data on emissions, waste management, water use, employee rights, ethical conduct, and responsible sourcing. All information undergoes internal verification and approval by responsible management and internal audit to ensure accuracy and completeness. The reporting process, coordinated by the Environmental, Social, and Governance and Quality departments, serves as the principal communication tool with customers, suppliers, and Local Communities, supporting transparency and stakeholder trust.</p>
3.2 Non-compliance and Liabilities	Conformance	<p>The Entity maintains a documented and transparent system for monitoring, evaluating, and reporting legal compliance. Compliance oversight is coordinated by the Environmental, Social, and Governance Specialist in cooperation with the Legal Department and external legal advisors. Verification is conducted through internal audits and periodic legal reviews by an appointed law firm, addressing national and European Union requirements related to environment, Occupational Health and Safety, social responsibility, and corporate governance.</p> <p>During the reporting period, no penalties, fines, or legal disputes were recorded. The results of compliance evaluations are incorporated into the 2024 ESG Report and are available at: https://alinvest.cz/upload/documents/qmfmwxwer4p-ESG-Alinvest-EN.pdf (page 9)</p>

CRITERION	RATING	COMMENT
3.3a-c Payments to Governments	Conformance	<p>The Entity fulfils all statutory financial and tax obligations under Czech legislation. The Entity operates exclusively within the Czech Republic, with no non-standard payments, donations, or financial contributions to Government bodies, political parties, or related organisations.</p> <p>Financial transparency and compliance are maintained through regular statutory financial audits and the corporate accounting oversight system within the MTX Group structure. The Entity holds no outstanding liabilities to public authorities, confirming integrity and continuous conformity with financial governance requirements.</p> <p>Further information is available in 2024 ESG Report at: https://alinvest.cz/upload/documents/qmfmwxwer4p-ESG-Alinvest-EN.pdf (page 9)</p>
3.4a-f Stakeholder Complaints, Grievances and Requests for Information	Conformance	<p>The Entity operates a formal grievance and communication mechanism that enables employees and Stakeholders to confidentially raise concerns or submit complaints without fear of retaliation and is governed by the Code of Ethics and the 'Whistleblowing / Protection of Reporters' Procedure.</p> <p>The Entity provides multiple reporting channels including physical mailboxes, a dedicated e-mail address, postal submissions, and direct contact with authorised persons. In 2024, sixteen reports were received and resolved, primarily relating to operational or employee benefit matters and in 2025, eight reports were filed, including one case of inappropriate workplace behaviour resolved through mediation and targeted supervisor training.</p> <p>No external grievances have been registered. The mechanism ensures accessibility, fairness, and transparency, fostering open communication and continuous improvement of workplace culture.</p> <p>Further information is publicly disclosed in the 2024 ESG Report, available at: https://alinvest.cz/upload/documents/qmfmwxwer4p-ESG-Alinvest-EN.pdf (page 11)</p>
4. MATERIAL STEWARDSHIP		
4.1a Environmental Life Cycle Assessment	Minor Non-Conformance	<p>The Entity conducts Life Cycle Assessments (LCA) for its key product categories to evaluate environmental impacts and carbon footprints across the entire life cycle. Cooperation with an external partner 'Green0meter' ensures methodological consistency, verified emissions factors and data validation.</p> <p>Assessments have considered raw material sourcing, energy use, process emissions, transport, and 'end-of-life' stages, supported by the internal ALINVEST CO₂ Product Calculator and detailed product data sheets. Results are transparently disclosed at: https://alinvest.cz/dokumenty</p> <p>Whilst the Entity's current LCA system applies consistent methodology and maintains reliable data traceability, a formal procedure for LCA documentation has not been prepared.</p>
4.1b-c Environmental Life Cycle Assessment - Disclosure	Conformance	<p>The Entity publicly discloses the results of Life Cycle Assessments for its main product categories. Standardised LCA Data Sheets, containing information on system boundaries, total carbon footprint, and key environmental indicators, are available at: www.alinvest.cz</p> <p>The analyses are performed in cooperation with 'Green0meter' and calculated using the internal ALINVEST CO₂ Product Calculator, ensuring methodological consistency and traceable data sources.</p>

CRITERION	RATING	COMMENT
		The information provides transparent disclosure of product-level carbon footprints.
4.2 Product Design	Conformance	The Entity manages product design and innovation through a structured Research & Development system, focusing on sustainable material development and recycling. Entity-specific projects including 'Pure-AL', demonstrate 100% use of Recycled Aluminium and reduced carbon footprint.
4.3a-b Aluminium Process Scrap	Conformance	<p>The Entity operates a structured and well-controlled system for managing and recycling Aluminium process Scrap, ensuring full recovery and reintegration of secondary materials into production.</p> <p>Scrap generation and recycling are monitored through a traceable SAP system that considers quantities, material types, and recycling flows. All clean Aluminium cuttings, trimmings, and residues are fully recycled, while only small fractions of mixed or coated materials are temporarily stored for potential future processing using new recovery technologies under the ALFAGEN Project.</p> <p>Scrap is systematically segregated, clearly labelled, and stored under controlled conditions to prevent contamination and maintain high-quality reprocessing, supporting material circularity and waste reduction.</p>
4.4a-c Collection and Recycling of Products at End of Life - Material Conversion and other Manufacturing	Conformance	<p>The Entity integrates 'end-of-life' product collection and recycling principles into its production and sustainability strategy. Through the MTX Group's 'PATH TO NET-ZERO' Decarbonisation Strategy Framework, the Group promotes 'closed-loop' recycling, increased use of secondary raw materials, and reduction of lifecycle environmental impacts.</p> <p>Product design and manufacturing processes prioritise recyclability and compatibility with reprocessing technologies, ensuring that Aluminium products can be effectively returned to the value chain after use.</p>
4.4d Collection and Recycling of Products at End of Life	Conformance	The Entity ensures that packaging and other products placed on the market are collected and recycled in accordance with applicable national legislation. Recycling obligations are fulfilled through participation in an authorised collection and recovery system, and verified reports confirm compliance with statutory recovery and recycling targets.
5. GREENHOUSE GAS EMISSIONS		
5.1a-b Disclosure of GHG Emissions and Energy Use	Conformance	<p>Monitoring systems and internal controls ensure data accuracy, consistency, and transparency across all operational units for the collation and reporting of Greenhouse Gas (GHG) emissions and energy consumption. Information on total energy use and associated GHG emissions (Scopes 1 and 2) is compiled annually, verified in accordance with national reporting obligations, and reviewed by the Energy and Environmental Department and Management Representatives. Scope 3 emissions are also included in the 2024 ESG Report, prepared in cooperation with an external company using the same GHG Protocol methodology and validation approach applied for Scopes 1 and 2.</p> <p>All information on energy performance, efficiency measures, and total GHG emissions is available in the 2024 ESG Report available at:</p>

CRITERION	RATING	COMMENT
		https://alinvest.cz/upload/documents/6na5tthycK-ESG-Alinvest.pdf (page 14)
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 GHG Emissions Reduction Plans	Conformance	<p>The Entity has established a structured strategy for GHG emissions reduction in alignment with the MTX Group 'Path to Net-Zero Decarbonization Strategy Framework', consistent to the ASI Methodology. The approach integrates Group-level objectives with site-specific measures defined in the internal Decarbonization Presentation, focusing on reducing energy intensity, increasing the share of Recycled Aluminium, and improving process efficiency. Emissions are monitored through national reporting systems and internal energy records, with progress evaluated in the 2024 ESG Report and management reviews.</p> <p>Key actions included in the Strategy includes furnace modernisation under the ALFAGEN project, waste heat recovery, and gradual transition to renewable electricity. The strategy is coherent, traceable, and fully embedded in corporate planning, with no inconsistencies identified. Further information is presented in 2024 ESG Report at: https://alinvest.cz/upload/documents/qmfmwxwer4p-ESG-Alinvest-EN.pdf (pages 14-18)</p>
5.3b-e GHG Emissions Reduction Plans - Targets, review and disclosure	Minor Non-Conformance	<p>The Entity has established a structured strategy for Greenhouse Gas (GHG) emissions reduction in alignment with the MTX Group 'Path to Net-Zero Decarbonization Strategy Framework'. The approach integrates Group-level objectives with site-specific measures defined in the internal decarbonisation Presentation, focusing on reducing energy intensity, increasing the share of Recycled Aluminium, and improving process efficiency.</p> <p>GHG Emissions Reduction Pathways have been calculated using the ASI Greenhouse Gas Pathways Calculation Tool, covering Scopes 1, 2, and 3. The Entity contributes to the group objective of reducing carbon dioxide emissions by 20 percent by 2030 compared with the 2020 baseline, with progress monitored through national emissions reporting, internal performance reviews, and the Environmental and Energy Department's evaluations. Refer to 2024 ESG Report: https://alinvest.cz/upload/documents/qmfmwxwer4p-ESG-Alinvest-EN.pdf (page 14)</p> <p>Whilst results, including specific energy consumption, emissions intensity, and share of recycled materials, are published in the 2024 ESG Report and reviewed by the MTX Group Sustainability Governance Body. Not all information on the reduction pathway is fully disclosed, only partial information is included in the 2024 ESG Report.</p>
5.4 GHG Emissions Management	Conformance	The ongoing implementation of the ISO 50001 standard at the Entity facilitates the integration of energy and emissions data, ensuring transparency, accuracy, and continual improvement in performance

CRITERION	RATING	COMMENT
		<p>monitoring. Data on energy use and emissions are consolidated, analysed, and integrated into environmental performance management. Further information is available at: https://alinvest.cz/upload/documents/qmfmwxwer4p-ESG-Alinvest-EN.pdf (page 16)</p>
6. EMISSIONS, EFFLUENTS AND WASTE		
6.1a-f Emissions to Air	Conformance	<p>The Entity manages air emissions in accordance with <i>Czech Act No. 201/2012 Coll. on Air Protection</i>. Responsibilities, monitoring, and reporting obligations are defined in the 'Air Protection' Procedure and related documentation, including the Emissions Measurement Plan and the Scheme of Air Pollution Sources.</p> <p>Emissions measurements are undertaken exclusively by accredited external laboratories at legally required intervals, with all results demonstrating full compliance and no exceedances recorded since 2021.</p> <p>The Emissions Reduction Plan 2024–2029, developed under the ALFAGEN modernisation project, supports continuous improvement in air quality performance. All mandatory reports are submitted through the National ISPOP system, and inspections by the Czech Environmental Inspectorate in February 2025 confirmed full compliance.</p> <p>Results are reviewed during annual management reviews and disclosed in the 2024 ESG Report at: https://alinvest.cz/upload/documents/qmfmwxwer4p-ESG-Alinvest-EN.pdf (page 18)</p>
6.2a-g Discharges to Water	Conformance	<p>The Entity manages wastewater in accordance the <i>Czech Act No. 254/2001 Coll. on Water</i>. The internal procedure 'Water Management' governs sanitary, process, and storm water handling across all operations. The Entity operates its own mechanical-biological wastewater treatment plant discharging into the Moravice River under a valid Integrated Permit issued by the Regional Authority of the Moravian-Silesian Region.</p> <p>Monitoring is undertaken by the internal accredited laboratory, with sampling conducted several times per week and data managed in the Labsystem software. All results confirm compliance, with only two minor temporary exceedances recorded over the last five years. Preventive maintenance and inspections are carried out annually, supported by external emergency services.</p> <p>The Entity's Water Emissions Reduction Plan 2025–2030 and Water Management Plan 2025 define preventive and improvement measures, and all relevant results are publicly disclosed in the 2024 ESG Report, available at: https://alinvest.cz/upload/documents/qmfmwxwer4p-ESG-Alinvest-EN.pdf (page 18)</p>
6.3a-g Assessment and Management of Spills and Leakages	Conformance	<p>The Entity maintains an approved Emergency Plan – Water, compliant with Decree No. 450/2005 Coll., which defines procedures for managing hazardous substances, incident reporting, and mitigation of environmental impacts. The Plan was approved in May 2024 and is supported by complementary crisis plans (last updated in April 2025) for specific scenarios including leaks of hazardous substances or failures of emissions-reduction equipment.</p>

CRITERION	RATING	COMMENT
		<p>Preventive infrastructure includes containment basins, hydraulic protection systems, Spill response kits, and an on-site Fire Brigade Unit ensuring immediate response capability. In 2025, four minor chemical Spills and four air-related incidents were recorded and fully resolved without environmental impact.</p> <p>Annual emergency drills and training, including an exercise known as 'Fire in the Oil Cellar' held in February 2025, confirm the effectiveness of preparedness measures. Further information is publicly disclosed in the 2024 ESG Report at: https://alinvest.cz/upload/documents/qmfmwxwer4p-ESG-Alinvest-EN.pdf (page 23)</p>
6.4a-b Public Disclosure of Spills and Leakages	Conformance	<p>Procedures for notification and disclosure are defined in the Emergency Plan for Handling of Hazardous Substances and supported by the corporate environmental communication framework. Information on environmental performance, including Spills and Leakages, is published in the ESG Report.</p> <p>A review of records undertaken during the Audit confirmed that all incidents during the reporting period were minor, promptly contained, and properly reported to competent authorities, with no major events requiring public warning or off-site remediation. Information is available in the 2024 ESG Report at: https://alinvest.cz/upload/documents/qmfmwxwer4p-ESG-Alinvest-EN.pdf (page 23)</p>
6.5a-c Waste Management and Reporting	Conformance	<p>The Entity manages waste in accordance with the <i>Czech Act No. 541/2020 Coll. on Waste</i>. Responsibilities, classification, and reporting are defined in the 'Waste Collection, Sorting, Recording and Disposal' procedure. All waste streams are categorised by catalogue number and recorded in the electronic ENVITA system, with on-site collection and disposal performed by an external service provider under the supervision of the Environmental Department.</p> <p>Reporting obligations are fulfilled through the national ISPOP system, and the Waste Management Plan 2024–2029 establishes long-term goals for reduction and recycling. The Entity also holds a 'Green Company' Certificate for electronic waste collection and implemented system improvements to optimise sorting efficiency.</p> <p>Further information is available in the 2024 ESG Report at: https://alinvest.cz/upload/documents/qmfmwxwer4p-ESG-Alinvest-EN.pdf (page 22)</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	<p>The Entity maintains a controlled process for managing Dross generated from Aluminium melting and skimming operations. Dross is collected in sealed and clearly labelled containers to prevent environmental contamination and ensure safe handling. Treatment and recovery are performed externally by a third-party under a contractual agreement coordinated through the sister company METALIMEX.</p> <p>The process enables extraction of residual Aluminium, which is recast into ingots and returned for reuse in production, ensuring a closed</p>

CRITERION	RATING	COMMENT
		<p>material loop. Current performance data indicate an Aluminium recovery rate between 39 and 59 percent and a recycling rate of approximately 70 percent for processed residues.</p> <p>Further information is available in the 2024 ESG Report at: https://alinvest.cz/upload/documents/qmfmwxwer4p-ESG-Alinvest-EN.pdf (page 22)</p>
7. WATER STEWARDSHIP		
7.1a-b Water Assessment and Disclosure	Conformance	<p>The Entity maintains a comprehensive system for monitoring, assessing, and disclosing water use and discharge. Responsibilities and monitoring requirements are defined in the 'Water Management' procedure, addressing sanitary, process, and stormwater flows. Water sources include public supply, surface water for process use, and groundwater from seven wells serving a hydrogeological protection function.</p> <p>Monitoring is performed through calibrated meters and verified laboratory analyses, with all parameters confirmed as compliant by the 2024 Groundwater Monitoring Report issued by a third-party. Mandatory reporting is fulfilled through the National ISPOP system, and efficiency measures are guided by the Water Emissions Reduction Plan 2025-2030.</p> <p>Annual data on water consumption, abstraction, and discharges are transparently disclosed in the 2024 ESG Report, available at: https://alinvest.cz/upload/documents/qmfmwxwer4p-ESG-Alinvest-EN.pdf (page 20)</p>
7.2a-e Water Management	Conformance	<p>Performance is regularly assessed against the Water Emissions Reduction Plan 2025-2030, which sets measurable targets for reducing consumption, pollutant loads, and improving water reuse efficiency. Analytical results and flow data are reviewed within the Environmental Management System and discussed during management reviews. Water-related performance outcomes are disclosed through the ESG Report, demonstrating continuous improvement, pollution prevention, and integration of water resource management into the Entity's sustainability framework.</p> <p>Further information is available at: https://alinvest.cz/upload/documents/qmfmwxwer4p-ESG-Alinvest-EN.pdf (page 20)</p>
8. BIODIVERSITY AND ECOSYSTEM SERVICES		
8.1a Biodiversity and Ecosystem Services Risk and Impact Assessment	Conformance	<p>The Entity conducted a structured assessment of Biodiversity and Ecosystem Services, as documented in 'Biodiversity and Ecosystem Services Assessment' (May 2025). The evaluation considered the Entity's proximity to the Natura 2000 Protected Area Moravice and assessed potential impacts related to resource use, water abstraction, emissions, noise, waste generation, and land use. Aspects were determined to present an overall low level of risk, confirming that the Entity's activities do not significantly affect local habitats or species.</p> <p>Preventive and mitigation measures include ongoing monitoring of emissions and discharges, preservation of green buffer zones, and cooperation with environmental authorities to ensure continuous protection of surrounding ecosystems.</p>

CRITERION	RATING	COMMENT
8.1b Biodiversity and Ecosystem Services Risk and Impact Assessment - Priority	Conformance	<p>The Entity has identified priority aspects and mitigation actions within the 'Biodiversity and Ecosystem Services Assessment' (May 2025), focusing on maintaining ecological stability and minimising potential risks associated with operations near the Natura 2000 Protected Area Moravice.</p> <p>Key measures include strict control of wastewater and air emissions, prevention of non-native or invasive species introduction, proper waste management to avoid soil or water contamination, and preservation of green buffer zones and native vegetation. These actions are integrated into the Entity's environmental management program and reviewed regularly under the Aluminium Stewardship Initiative Performance Standard framework, demonstrating a proactive and preventive approach to Biodiversity protection and continuous improvement of ecosystem conservation.</p>
8.2a-g Biodiversity Management	Conformance	<p>The Entity has established a structured framework for managing Biodiversity and Ecosystem Services, based on the 'Biodiversity and Ecosystem Services Assessment' (May 2025). Preventive and corrective measures are incorporated in the internal 'Action Plan – Biodiversity 2025–2030' (September 2025), which sets long-term objectives and monitoring indicators for ecosystem protection near the Natura 2000 Site Moravice. Key actions include maintaining vegetated buffer zones, controlling air and water emissions, preventing invasive species introduction, and supporting local Biodiversity through landscaping and restoration projects.</p> <p>Limited information provided in the 2024 ESG Report, available at: https://alinvest.cz/upload/documents/qmfmwxwer4p-ESG-Alinvest-EN.pdf (page 24)</p>
8.3a-c Management of Priority Ecosystem Services	Not Applicable	This Criterion is not applicable to the Entity as its activities are not dependent on any Priority Ecosystem Services, as confirmed by the 2025 Biodiversity and Ecosystem Assessment.
8.4 Alien Species	Conformance	<p>As a part of the Biodiversity and Ecosystem Services Assessment, the Entity evaluated the occurrence and potential spread of non-native and invasive species within its premises and surrounding areas.</p> <p>Five neophyte species were identified—<i>Amaranthus retroflexus</i>, <i>Erigeron canadensis</i>, <i>Erigeron annuus</i>, <i>Impatiens parviflora</i>, and <i>Solidago canadensis</i>—all occurring in low abundance without signs of large-scale propagation or displacement of native vegetation. The assessment confirmed that the current presence of these species poses no ecological risk and does not require intervention.</p> <p>Ongoing vegetation monitoring is conducted under the Biodiversity Action Plan 2025–2030 to ensure early detection of changes and continued protection of local ecosystems.</p>
8.5a-b Commitment to “No Go” in World Heritage Properties	Conformance	<p>The Entity confirms that its operational area and associated Facilities are not located within, or near any UNESCO World Heritage Property or other officially designated World Heritage site. The Biodiversity and Ecosystem Services Assessment verified the Entity's geographical context and confirmed the absence of any overlap or proximity to globally protected areas.</p> <p>The Entity has formally adopted a “No-Go” commitment, prohibiting any exploration, development, or operations within World Heritage Properties.</p>

CRITERION	RATING	COMMENT
8.6a-d Protected Areas	Conformance	The Entity's Biodiversity and Ecosystem Services Assessment confirm it is located outside of any legally designated Protected Areas, except for its proximity to the Natura 2000 protected site Moravice. All activities occur within an established industrial zone and do not extend into the boundaries of the Protected Area. A summary of information is available in the 2024 ESG Report: https://alinvest.cz/upload/documents/qmfmwxwer4p-ESG-Alinvest-EN.pdf (page 24)
8.6e Protected Areas - Bauxite Mining	Not Applicable	This Criterion is not applicable to the Entity's Certification Scope.
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 Entity has implemented a comprehensive Human Rights Due Diligence framework consistent with applicable Czech and European Union (EU) legislation. Governance is defined through its Code of Conduct, which outlines principles of fair labour, non-Discrimination, prohibition of Forced and Child Labour, ethical business conduct, and environmental responsibility. The Code is supported by structured training for management and employees and reinforced by complementary policies, including the Human Rights Policy, Modern Slavery Statement, and Responsible Sourcing Policy.</p> <p>The framework integrates Stakeholder engagement, risk assessment, and continuous improvement, ensuring ethical conduct and respect for Human Rights throughout the Entity's operations and supply chain. The Human Rights Policy is available at: https://alinvest.cz/upload/documents/htca6bfuwe-HUMAN-RIGHTS-POLICY.pdf</p>
9.2a-e Gender Equity and Women's Empowerment	Conformance	<p>The Entity promotes gender equity and women's empowerment in accordance with applicable labour legislation. A gender analysis conducted in 2024 and last reviewed in July 2025 confirmed that women represent approximately 25 percent of the total workforce, including 28 percent in management, 9 percent in middle management, 50 percent in technical and administrative roles, and 22 percent in production.</p> <p>The Entity ensures non-discriminatory recruitment, equal access to training and advancement, flexible working arrangements, and parental 'return-to-work' support for both men and women. Progress is monitored through regular workforce reviews and publicly disclosed in the 2024 ESG Report, demonstrating that gender equality and diversity are embedded in the corporate culture and continuously strengthened through inclusive development programs. Refer to: https://alinvest.cz/upload/documents/qmfmwxwer4p-ESG-Alinvest-EN.pdf (page 29)</p>
9.3a-i Indigenous Peoples	Not Applicable	This Criterion is not applicable to the Entity, as there are no Indigenous Peoples within the Entity's Area of Influence.
9.4a Free, Prior, and Informed Consent (FPIC) -	Not Applicable	This Criterion is not applicable to the Entity, as there are no Indigenous Peoples within the Entity's Area of Influence.

CRITERION	RATING	COMMENT
New Projects or Major Changes		
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 to the Entity, as there are no Indigenous Peoples within the Entity's Area of Influence.
9.5a Cultural and Sacred Heritage - Identification	Not Applicable	This Criterion is not applicable to the Entity, as its operations are located within an established industrial zone in the Czech Republic, with no cultural, historical, or sacred heritage sites situated within or near the operational boundaries. The absence of such sites has been confirmed through official land use documentation and local planning records.
9.5b Cultural and Sacred Heritage - Impacts	Not Applicable	<p>This Criterion is not applicable to the Entity, as its operations are located within an established industrial zone in the Czech Republic, with no cultural, historical, or sacred heritage sites situated within or near the operational boundaries. The absence of such sites has been confirmed through official land use documentation and local planning records.</p> <p>The Entity however commits to conducting appropriate heritage Impact Assessments and consultations under Czech law should any future expansion or New Project potentially affect cultural heritage sites.</p>
9.6a-i Displacement	Not Applicable	This Criterion is not applicable to the Entity, as its operations are located within an established industrial zone in the Czech Republic. If there are New Projects involving resettlement, a resettlement plan shall be formulated. To date, there have been no resettlement situations.
9.7a-h Affected Populations and Organisations	Conformance	The Entity has identified and assessed all relevant Affected Populations and Organisations through its Stakeholder Analysis conducted in accordance with the Aluminium Stewardship Initiative Performance Standard and integrated into the company's sustainability and risk management framework. The analysis maps employees, trade unions, customers, suppliers, local authorities, regulatory bodies, and the surrounding community, defining engagement methods appropriate to each group. Communication and feedback are ensured through direct meetings, e-mail, and formal correspondence, allowing transparent dialogue and early identification of potential impacts. No negative effects on Local Communities or public health were identified. Results of stakeholder engagement are periodically reviewed during management evaluations and disclosed in the Environmental, Social, and Governance Report as part of the Entity's Due Diligence and continuous improvement process.
9.8a Conflict-Affected and High-Risk Areas - Strong management systems	Conformance	The Entity has established a comprehensive system for managing sourcing activities related to Conflict-Affected and High-Risk Areas (CAHRAs) in accordance with the Organisation for Economic Co-

CRITERION	RATING	COMMENT
		<p>operation and Development (OECD) Guidelines, and the ASI Chain of Custody Standard.</p> <p>The framework is defined in the Entity's Responsible Sourcing Policy and supported by the Corporate Social Responsibility Risk Compliance Analysis evaluating potential Human Rights, environmental, and ethical risks in the supply chain. The Audit confirmed that all suppliers operate in compliance with responsible sourcing requirements, providing origin documentation and declarations of non-involvement in conflict minerals. Key partners, including METALIMEX and SYMETAL, have issued formal statements confirming adherence to both the ASI Performance Standard and OECD guidelines. Additional assurance is provided through Forest Stewardship Council certification for paper-based inputs.</p> <p>No risks or inconsistencies were identified during supplier and customer audits, demonstrating the Entity's proactive and transparent approach to ethical procurement and responsible supply chain management. Further information is available in the 2024 ESG Report, available at: https://alinvest.cz/upload/documents/qmfmwxwer4p-ESG-Alinvest-EN.pdf (pages 10 and 36)</p>
9.8b Conflict-Affected and High-Risk Areas - Identify and assess risks	Conformance	<p>The assessment process is based on supplier self-evaluations, documentation reviews, and contextual analyses conducted through the ESG Questionnaire, which addresses ethics, Human Rights, environmental performance, and sourcing risks.</p> <p>The Entity's Context and Stakeholder Analysis, (last updated in October 2025), integrates geopolitical and supply chain risk mapping to support supplier classification and ongoing monitoring. All major suppliers were assessed as operating in low-risk regions with established ethical sourcing systems, demonstrating the Entity's proactive and transparent approach to responsible supply chain management.</p>
9.8c Conflict-Affected and High-Risk Areas - Strategy to respond to risks	Conformance	<p>The Entity has established a structured strategy for managing risks related to CAHRAs within its Responsible Sourcing Policy, which defines a risk-based Due Diligence mechanism through which suppliers are classified by risk level, with proportionate responses such as enhanced monitoring, additional documentation requests, suspension, or termination of cooperation where necessary.</p> <p>Preventive measures include supplier engagement, contractual clauses on ethical sourcing, and regular Environmental, Social, and Governance assessments. Key suppliers, including METALIMEX and SYMETAL, have confirmed compliance with relevant Guidelines, ensuring full traceability and responsible sourcing.</p>
9.8d Conflict-Affected and High-Risk Areas - Audit of due diligence	Conformance	<p>The Entity's Due Diligence practices were audited during this ASI Audit, which meets the requirement for this Criterion.</p>
9.8e Conflict-Affected and High-Risk Areas - Report annually	Conformance	<p>The Entity's 2024 ESG Report presents detailed information on responsible sourcing, supplier Due Diligence, and compliance with the OECD Due Diligence requirements. It confirms that all suppliers operate in low-risk regions and comply with the Entity's Responsible Sourcing Policy, supported by formal declarations from key partners including METALIMEX and SYMETAL.</p>

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9.9 Security practice	Conformance	<p>Security services are provided by a licensed external provider comprising a site commander and eight trained guards responsible for access control, surveillance, and incident response. Operations are governed by the internal 'Directive on Company Property Protection' which defines responsibilities and control mechanisms to prevent unauthorised access, theft, or damage.</p> <p>Both the Entity and its Contractor adhere to respective ethical codes, ensuring professional conduct and respectful engagement with employees and Visitors. Interviews confirmed awareness of procedures and the absence of any reported deficiencies. The security system is contractually controlled and ethically managed.</p>
10. LABOUR RIGHTS		
10.1a-c Freedom of Association and Right to Collective Bargaining	Conformance	<p>The Entity fully respects and upholds the right of employees to freely associate and engage in Collective Bargaining in accordance with Czech legislation. Employee representation is organised through the local Trade Union ZO OS KOVO Břidličná, comprising seven elected representatives, including a chairperson, representing approximately 100 employees.</p> <p>The Entity provides Facilities, equipment, and advisory access to support Union activities and maintains open and constructive dialogue with employee representatives. A valid Collective Agreement for 2025–2026, includes provisions exceeding statutory requirements, such as extended vacation, enhanced bonuses, and employee benefits, demonstrating a strong commitment to social dialogue and positive labour relations.</p>
10.1d Freedom of Association and Right to Collective Bargaining - Alternative means in context of Applicable Law	Not Applicable	This Criterion is not applicable to the Entity, as there is no restriction on the right to Freedom of Association and Collective Bargaining in the Czech Republic, where the Entity operates.
10.2a Child Labour	Conformance	<p>Based on document review, interviews, and verification of personnel and training records, no cases or indications of Child Labour were identified within the Entity. All employees meet the legal minimum age requirements in accordance with Czech Labour Law, with the youngest employee being 20 years old.</p> <p>The Entity cooperates with the Secondary Technical School and Business Academy in Bruntál under formal agreements on vocational and dual education, ensuring that all participating students are of legal age and engaged under supervised, non-employment conditions. Recruitment procedures require official age verification, and periodic Human Resources audits confirm full compliance with the prohibition of Child Labour.</p>
10.3a-c Forced Labour	Conformance	<p>Based on personnel record reviews, management and employee interviews, and verification of employment documentation, no indicators of Forced or compulsory Labour were identified within the Entity. All employment relationships are voluntary and governed by individual contracts in compliance with Czech Labour Law.</p> <p>The Entity does not withhold personal documents, restrict movement, or impose financial obligations that could lead to coercion, nor does it charge recruitment or employment-related fees. Workers are fully</p>

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		<p>informed of employment terms before hiring and may terminate employment under normal legal conditions.</p> <p>No cases of involuntary or Forced Labour were detected among permanent, temporary, or contracted personnel. The Entity's Modern Slavery Statement is available at: https://alinvest.cz/upload/documents/g6feg44wix-Statement-on-modern-slavery.pdf</p>
10.4a-c Non-Discrimination	Conformance	<p>The Entity applies a transparent and equitable approach to workforce management, ensuring equal opportunities and non-Discrimination in all employment practices in accordance with Czech Labour Law.</p> <p>Personnel records, interviews, and disciplinary documentation confirmed that recruitment, remuneration, training, and performance evaluation are conducted objectively and based on qualifications, performance, and attendance. The Entity's 'Substitution and Succession Matrix', (last updated July 2025), supports fair opportunities for development and internal advancement. There was no evidence of unequal treatment or Discrimination identified during the Audit.</p>
10.5 Communication and engagement	Conformance	<p>The Entity has implemented a structured and transparent system for internal and external communication as defined in the internal procedure 'Communication Rules', which establishes responsibilities, communication channels, and methods to ensure consistent and accessible information flow across all organisational levels.</p> <p>Communication with employees is undertaken through multiple platforms, including regular meetings, e-mails, the JOBka application a digital employee communication and management application that allows companies to streamline communication with their staff, notice boards, the intranet, social media, and printed materials. Entity Management conducts structured meetings twice per year to share strategic updates, performance results, and collect employee feedback, complemented by formal dialogue during the performance appraisal process.</p> <p>This communication system promotes transparency, accessibility, and employee participation in decision-making, with evidence confirming timely 'two-way' information exchange and positive employee engagement.</p>
10.6a-g Violence and Harassment	Conformance	<p>The Entity maintains a strong commitment to providing a safe, respectful, and inclusive working environment in compliance with Czech Labour Law. The prohibition of any form of physical, verbal, or psychological Harassment is clearly defined in the Code of Conduct and employment Policies, and employees are informed of behavioural expectations and reporting procedures during induction and refresher training.</p> <p>Based on document review, interviews, and verification of Human Resources and grievance records, no cases of Violence, Harassment, or abuse were reported or identified during the audit period. Employees confirmed that the workplace culture is respectful and that management enforces a 'zero-tolerance' approach towards inappropriate behaviour.</p> <p>Grievance and reporting mechanisms are accessible to all employees, with no related complaints filed to date. Violence and Harassment is addressed in the Human Rights Policy, available at:</p>

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		<p>https://alinvest.cz/upload/documents/htca6bfuwe-HUMAN-RIGHTS-POLICY.pdf</p>
10.7a-c Remuneration	Conformance	<p>The Entity maintains a transparent, fair, and legally compliant Remuneration system in accordance with Czech Labour Law. Remuneration conditions are defined in key documents including the Collective Agreement 2025–2026, ‘Wage Regulation’ procedure, the Motivation and Bonus System, and individual Employment Contracts.</p> <p>All payments are made through bank transfer to ensure traceability, and employment terms are clearly communicated and contractually confirmed. Verification of payroll records for a representative sample of employees and trainees confirmed full compliance with statutory and contractual requirements, with all wages meeting or exceeding the 2025 legal minimum.</p> <p>The average wage was recorded, with no evidence of irregularities, unjustified deductions, or discriminatory differences. Variable Remuneration is performance-based, and additional non-financial benefits such as Rehabilitation stays which support employee well-being. The Remuneration framework is transparent, consistently applied, and effectively managed.</p>
10.8a-c Working Time	Conformance	<p>The Entity ensures equal Remuneration for work of equal value in full compliance with Czech Labour Law. Pay levels are determined by objective criteria including job classification, skill requirements, responsibility, and working conditions, without discrimination based on gender, age, or other personal characteristics. Working time and Remuneration structures are defined in the ‘Director’s Order PRR 21/2025 – Determination of Working Hours’, which specifies shift patterns for production, continuous, and logistics operations.</p> <p>Verification of personnel and payroll records for a representative sample of fifteen employees confirmed that equivalent roles are compensated consistently, with any differences justified by qualifications, performance, or shift regime. All payments meet or exceed statutory minimum wage thresholds and are processed transparently via bank transfer.</p> <p>No unjustified pay gaps or unequal treatment were identified, demonstrating that the Entity applies a fair, transparent, and well-documented Remuneration framework.</p>
10.9a-b Informing Workers of Rights	Conformance	<p>The Entity ensures that all employees are regularly informed about their rights, responsibilities, and employment conditions in accordance with Czech Labour Law. The process is defined in the internal procedure ‘Communication Rules’, which establishes the organisational communication structure and responsibilities.</p> <p>Employee rights related to working conditions, occupational safety, wages, and social dialogue are communicated through various channels, including staff meetings, e-mail, the JOBka application, notice boards, the intranet, and printed materials. Management organises direct engagement meetings twice per year to discuss company performance and gather employee feedback, whilst performance evaluations serve as an additional ‘two-way’ communication tool for clarifying expectations and development opportunities.</p> <p>Interviews confirmed that employees are well informed, have easy access to internal Policies, and understand their rights and obligations.</p>

CRITERION	RATING	COMMENT
11. OCCUPATIONAL HEALTH AND SAFETY		
11.1a Occupational Health and Safety (OH&S) Management System	Conformance	<p>The Entity has implemented a comprehensive Occupational Health and Safety (OH&S) Management System in alignment with Czech legislation. Although not yet certified under ISO 45001, the system is fully operational and supported by clearly defined responsibilities, documented procedures, and high employee awareness. The framework is governed by the 'Supplementary Aspects of Safety Management System' procedure, which covers risk assessment, training, inspections, incident management, and medical surveillance, complemented by related directives on Personal Protective Equipment (PPE), machinery maintenance, traffic safety, and chemical management.</p> <p>An external medical provider provides occupational health services, and the site operates a certified 'in-house' fire brigade of 12 firefighters equipped for immediate response. Regular medical examinations, preventive alcohol testing, and mandatory safety training are undertaken for all employees.</p> <p>Risk assessments are integrated into work instructions, and daily workplace inspections and periodic safety audits ensure continuous monitoring. Statistical data show a declining trend in occupational injuries and no recent occupational diseases requiring external investigation. Internal and external audits confirm effective implementation and continual improvement.</p>
11.1b-e Occupational Health and Safety (OH&S) Management System - Reviews and disclosure	Conformance	<p>The Entity regularly reviews its OH&S Management System to ensure continuous improvement and compliance with Czech legislation. System performance and key indicators are evaluated through management reviews, internal and external audits, and periodic reporting to senior management. These reviews assess injury frequency rates, near-miss incidents, corrective and preventive actions, training coverage, and the effectiveness of implemented measures.</p> <p>Monthly safety statistics, including the number of injuries per one million hours worked, are compiled and benchmarked against the Safety Statistics of Aluminium Europe (EAFA/FPE) to compare performance with similar industry operations. The most recent internal audit (May 2025) confirmed effective system implementation and readiness for ISO 45001 certification, while an external audit conducted by ENVIFORM (December 2024) validated compliance in fire protection and technical safety management.</p> <p>Results, analyses, and progress are transparently communicated through the 2024 ESG Report, which provides quantitative data on occupational injuries, health surveillance, and safety performance indicators. This information, including performance indicators demonstrating the Entity's strong commitment to transparency, accountability, and continuous improvement in workplace safety, and is available at: https://alinvest.cz/upload/documents/qmfmxwer4p-ESG-Alinvest-EN.pdf (page 28 and 29)</p>
11.2 Employee engagement on Health and Safety	Conformance	<p>The Entity maintains a strong culture of employee engagement in OH&S, ensuring active participation and shared responsibility across all organisational levels. Worker involvement is coordinated primarily through the local Trade Union, whose representatives regularly participate in workplace inspections, environmental measurements, and investigations of accidents or incidents.</p>

CRITERION	RATING	COMMENT
		<p>Continuous communication between employees, supervisors, and the OH&S department is facilitated through regular safety meetings, direct reporting channels, and structured feedback mechanisms. Employees are encouraged to identify hazards, propose preventive measures, and record 'near-miss' events, all of which are reviewed and integrated into the corrective and preventive action system.</p> <p>An internal Compensation Commission evaluates reported occupational injuries, verifies causes, and ensures appropriate follow-up and compensation. Interviews confirmed that employees are aware of their safety rights and responsibilities and that their input is actively considered. The Entity's engagement framework fosters a transparent, participatory, and preventive approach to OH&S.</p>

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DOCUMENT CONTROL AND VERSION HISTORY

REVISION	DATE	NOTES
0	3 December 2025	Initial Certification Audit – Full Certification