



## POLICY ON PEOPLE

It is our mission to offer aluminium solutions to our customers by efficiently and sustainably operating our integrated rolling assets. Therefore, we aim to be a leading, sustainable and a net zero carbon aluminium rolling mill, by 2050, preferred by our employees, customers and our stakeholders.

This mission is supported by our people policy in accordance with the Code of Conduct and the European Convention on Human Rights. Respect for human rights is a fundamental value at our organization. It is our policy not to discriminate due to race, sex, colour, national origin, gender identity or other legally protected status. We do not tolerate disrespectful or inappropriate behaviour, unfair treatment or retaliation of any kind in the workplace and in any work-related circumstance outside the workplace.

All Aluminium Duffel employees and contractors working on behalf of Aluminium Duffel are expected to be aware of this policy and are responsible for carrying out its principles.

Our Policy on People furthermore is based on our Aluminium Duffel values which are beneficial to our stakeholders:

<b>Excellence &amp; Teamwork</b>	<b>People &amp; Power</b>	<b>Change &amp; Courage</b>
<ul style="list-style-type: none"> <li>✓ We are <u>passionate about consistent results.</u></li> <li>✓ We meet <u>challenges as a team, empowering others, relying on our skillful people.</u></li> <li>✓ We <u>excel in serving our customers.</u></li> </ul>	<ul style="list-style-type: none"> <li>✓ Our power lies <u>with our people.</u> We want <u>them to be the best version of themselves.</u></li> <li>✓ Our main focus is <u>satisfaction of our clients, our employees, our neighbors and the people living on this planet.</u></li> <li>✓ Our employees' <u>safety is our number 1 priority.</u></li> </ul>	<ul style="list-style-type: none"> <li>✓ We want to be a <u>courageous game-changer, doing things differently than one would expect.</u></li> <li>✓ We <u>encourage self reflection to foster personal growth.</u></li> <li>✓ Without ever <u>losing out of sight, why we do what we do: making things better.</u></li> </ul>

Signed by: 11/3/2025 | 16:41 CET  
  
 Rafael Carbonell  
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 CEO - Managing Director