



STAKEHOLDER DIALOGUE POLICY

Introduction

As an integral part of our commitment to sustainable long-term value creation and its strategy, sustainability takes a central role in Alumexx' mission and operations. Our policy on sustainability (titled *Duurzaam Ondernemen*) shows how we use the available resources to create value for the organisation and our stakeholders. We only consider our propositions to be successful when they invariably create value for people, environment, and society, in combination with long-term sustainable results. In this respect, we see market leadership as proof of our relevance in people's day-to-day lives. This translates to high added value per employee, a success indicator as it shows how effective we are when it comes to turning our technological expertise and market insights into sustainable impact.

We have assessed and continue to assess the (potential) impact of Alumexx on people, the environment, and society, as well as the potential influence of sustainability concerns on Alumexx. This perspective includes both an inside-out and outside-in view.

To ensure that the interests of relevant stakeholders of Alumexx are considered when determining the strategy, particularly sustainability-related aspects of the strategy, the Board of Directors has formulated an outline policy designed for a meaningful dialogue engagement with these stakeholders.

Sustainability Integration

Sustainability is a core element of our business strategy. We integrate sustainability practices and goals into our decision-making processes, operations, and reporting. We strive to minimize negative impacts on the environment, society and people while maximizing our positive contributions.

Stakeholder identification and mapping

We acknowledge the diverse stakeholders who have an interest in our activities, including but not limited to customers, employees, shareholders, suppliers, local communities, and regulatory bodies. Not every stakeholder can be considered equally relevant for every sustainability aspect of the strategy. Ultimately it's up to the Board of Directors to determine who the most relevant stakeholders are based on their relevance to Alumexx' (sustainability) goals and their potential impact on the business. We identify and map our stakeholders on a regular basis to understand their concerns and expectations.

Facilitating an effective dialogue with stakeholders

Facilitating an effective dialogue with our stakeholders is paramount to achieving the goals outlined in our strategy. We understand that open and constructive communication is the key to building trust and mutual understanding. To facilitate this dialogue, we employ a multifaceted approach. We maintain an ongoing dialogue with stakeholders through various channels, including, but not limited to, formal and informal meetings, interviews, customer/client and business partner days, media analysis, surveys, and informal exchanges. Furthermore, we seek to understand the specific concerns and expectations of each relevant stakeholder group, tailoring our communication to address their

interests. Moreover, we will actively solicit feedback and will encourage stakeholders to voice their opinions and concerns. We will use our stakeholder dialogue as a source of input to validate and, where necessary, refine our sustainability vision.

Environmental responsibility

We recognise our environmental responsibilities and are dedicated to reducing our ecological footprint. This includes setting and working towards clear environmental targets and reducing waste.

Social responsibility

We support our local communities and society at large. We actively promote diversity and inclusion within our own workforce, ensure the well-being and safety of our employees, and are dedicated to providing them with meaningful and challenging work.

Governance responsibility

As a responsible corporate entity, we understand the significance of governance responsibility within the ESG framework. Effective governance ensures that we operate with transparency, integrity, and accountability.

Reporting and disclosure

We are committed to providing appropriate reporting, where relevant and material, on our sustainability efforts, progress, and performance, including annual updates on progress toward goals, achievements, challenges, and any corrective actions taken. This information will be readily available to stakeholders through various means, such as the annual report.

Continuous improvement

We commit to continuously improving our stakeholder engagement. We encourage feedback from stakeholders and foster open and constructive discussions to enhance our policies and operations.

This policy is effective as of 1 January 2024