



Sustainability Report

DUFERCO ENERGIA

1. The Company

1.1 Who we are and what we do

Duferco Energia was founded in 2010 to manage the photovoltaic and hydroelectric plants of the Duferco Group before expanding its range of activities to become one of the leading players in the Italian energy market today.

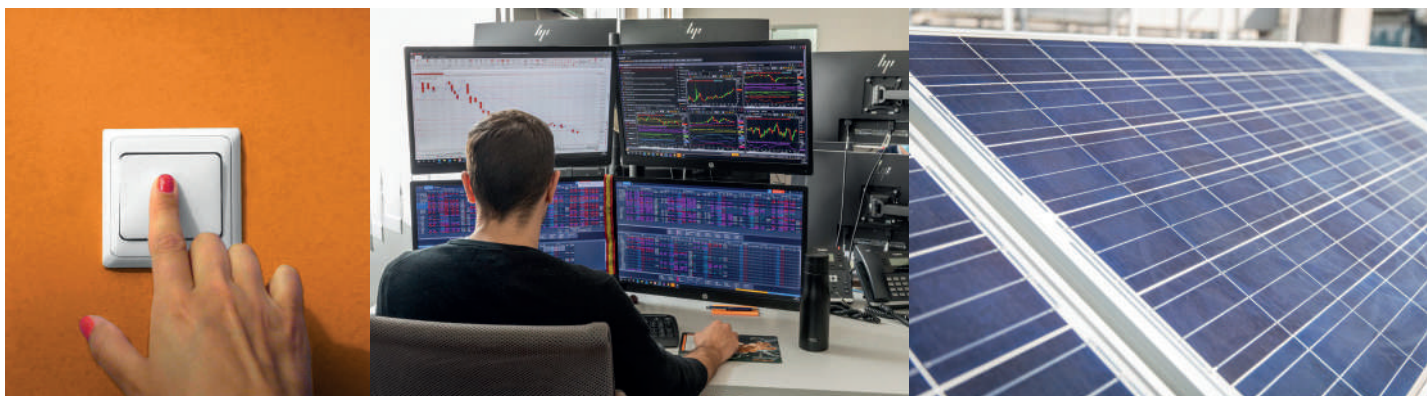
Over the years, Duferco Energia has implemented a meticulous growth strategy that enables it to act as a fully integrated energy operator across the entire value chain: from producing renewable energy to the sale and trading of electricity and gas, as well as providing assets for the use of the energy it supplies, such as charging stations and electric vehicles. Furthermore, Duferco Energia is committed to optimising energy consumption for end users through energy efficiency services. The company is also actively involved in the production and trading of biomass via two subsidiaries, Duferco Biomasse and Energy Biomass Sourcing (EBS). All operations are guided by a business model aligned with the principles of sustainable growth that underpin the European energy transition process.

In recent years, Duferco Energia has embarked on a process of internationalisation, spanning renewable energy production in Albania to energy trading in Greece, Spain, and Poland. The company is also expanding its presence in North Africa with investments in solar and wind energy projects, collaborating with local organisations to develop renewable generation capacity in Tunisia and Morocco—both for local consumption and export. An agreement between the Tunisian government and Italy provides for an electricity interconnection, creating a true “bridge to Africa” that will enhance energy security and facilitate the export of renewable energy to Italy. This project marks a significant milestone in bilateral cooperation and contributes to the energy transition of the region.



1.2 Our Divisions

In order to efficiently manage its diverse streams of activities, the Company is organised into 6 distinct Divisions.



Electricity and gas

This Division encompasses all services related to the retail sale of electricity and gas. Through its extensive commercial network, which includes consultants dedicated to energy-intensive customers and over 300 regional agencies, Duferco Energia in 2024 supplied the market with over 5,200 GWh of electricity (approximately 775 GWh covered by guarantees of origin from renewable sources) and more than 415 million cubic metres of gas.

Energy trading

Within the energy trading sector, Duferco Energia distinguishes itself as an integrated operator offering a full range of products and services, ensuring the optimal management of its energy supply portfolio. Its trading activities are conducted on the stock exchanges of major European markets and include monitoring market trends and geopolitical developments. Trading activities are divided into four primary areas: intraday, futures, gas storage, and capacity trading. Futures trading involves financial contracts and physical exchanges with nearly 60 counterparties across Europe, resulting in the trading of more than 189 TWh of energy, gas, and CO₂-related futures in FY2024. For gas storage, the Division participates in capacity auctions in Italy, France, and Austria, managing 2.3 TW in Italy and 120 GW in France. Additionally, it is active in capacity trading through platforms that auction cross-border transmission rights, with more than 3.8 TWh of long-term capacity allocated this year.

Renewable production

The generation of energy from renewable sources is managed by Duferco Energia and its subsidiaries, particularly Duferco Sviluppo, which was established to centralise growth and implement renewable capacity while promoting projects related to the energy transition. The company has invested over €90 million in constructing hydroelectric and photovoltaic plants, with further investments planned for the coming years. Presently, the Company operates 8 hydroelectric plants and 17 solar facilities through its subsidiaries in various regions of Italy and Albania. In FY2024, these power plants supplied approximately 83 GWh of renewable energy to the national grid: hydropower sites produced around 72 GWh, while solar plants generated around 11 GWh.



Efficiency

Through a dedicated Division operating as an energy service company (ESCO), Duferco Energia offers various market solutions for improving energy efficiency in buildings, both in industrial and residential sectors. This division has developed numerous strategies to enhance energy efficiency for its customers, focusing particularly on the industrial and condominium sectors. These strategies include upgrading lighting systems, monitoring energy consumption, and recovering heat through external insulation systems. For the condominium sector, the services include renovation of existing buildings, thermal insulation projects, installation of new heating systems, solar panels, and photovoltaic systems with energy storage.

Sustainable mobility

Starting in 2024, the Duferco Mobility Company was established to manage the Group's electric mobility services, previously controlled directly by Duferco Energia. The new company oversees a network of over 1,946 charging points across the country. It provides a variety of services to cater to diverse customer needs (individuals, organisations, and accommodation facilities), including through the car-sharing market via Elettra, Italy's first 100% electric car-sharing fleet operating in a "free-floating" mode.

Biomass

Duferco Biomasse and EBS specialise in the production, harvesting, processing, and trade of wood, acting as suppliers to thermal power plants and district heating networks that generate energy from biomass. Furthermore, both companies supply timber to the construction sector and paper industry. EBS is also active in the biomass sector involving recycled wood pallets and urban tree cutting. During FY2024, the Division's activities generated almost 206 GWh of biomass energy.

2. Sustainability at Duferco Energia

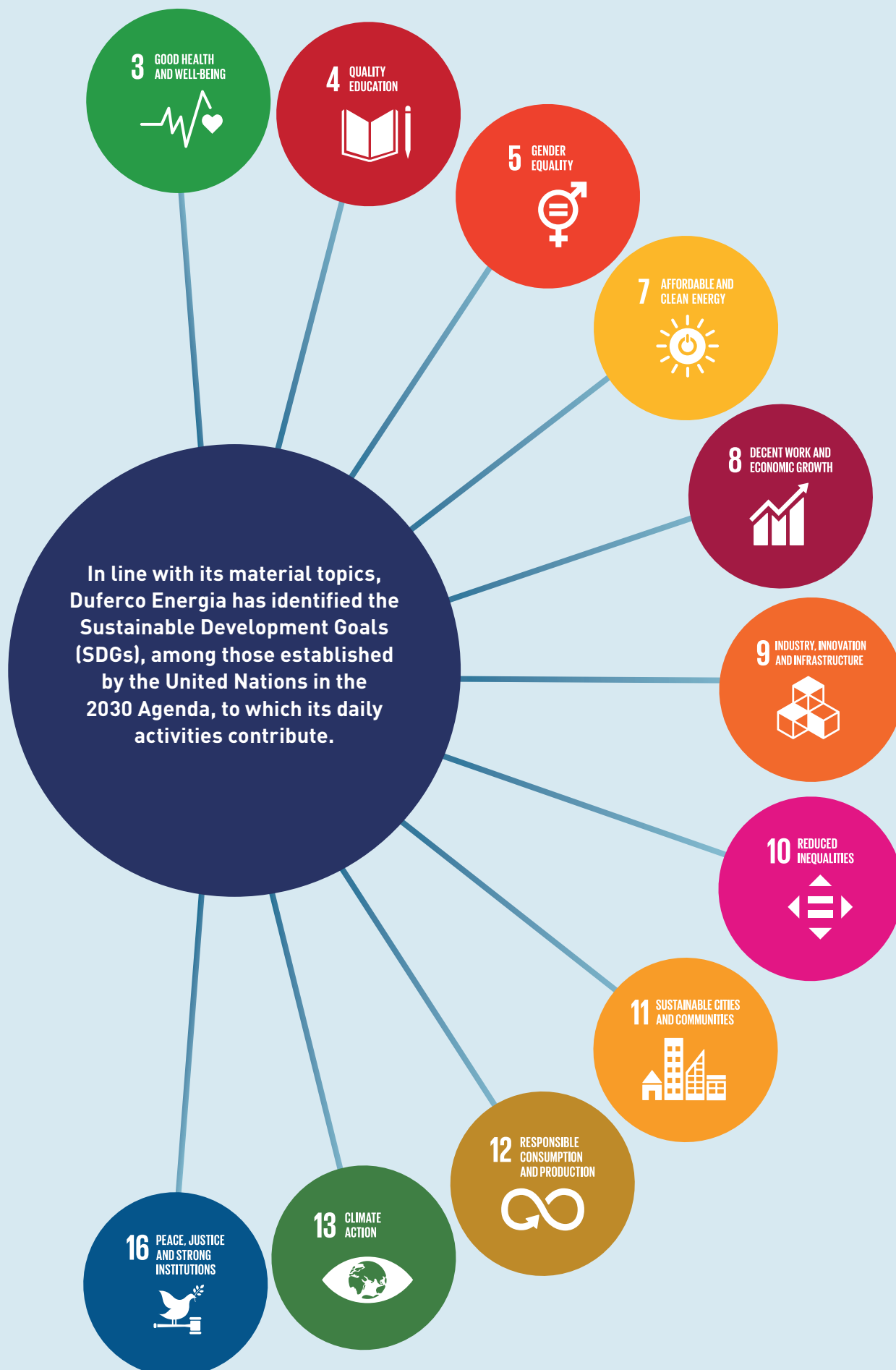
In alignment with the 2021 GRI Standards, the content of this document is based on the outcomes of the materiality analysis conducted for Duferco Energia, following the same methodology applied across the Duferco Group. For the fiscal year 2024, Duferco Energia has reviewed and validated the list of material topics identified in previous years.

Given the specific characteristics of the energy sector in which it operates, Duferco Energia presents a materiality analysis that underscores particular aspects unique to the Company's activities, while excluding issues deemed irrelevant to its operations.

The table below outlines the material topics that reflect Duferco Energia's environmental, social, and governance impacts.

MATERIAL TOPIC	IMPACT DESCRIPTION
ENERGY EFFICIENCY AND CLIMATE CHANGE	All operational activities generate greenhouse gas (GHG) emissions both at Duferco Energia's sites and along the value chain, thus creating an effective negative impact on the environment. To mitigate these effects, Duferco Energia is promoting low energy consumption solutions and spreading the culture of energy saving inside and outside the company. At the same time, renewable energy production plants contribute to the energy transition on a larger scale.
ACCESSIBILITY TO ENERGY & SUSTAINABLE MOBILITY	Access to energy is an essential prerequisite for achieving sustainable development. Through its sustainable mobility activities and initiatives, Duferco Energia creates a positive impact on the surrounding communities by facilitating access to energy and making low environmental impact solutions for mobility increasingly convenient and accessible.
BIODIVERSITY CONSERVATION	Duferco Energia's activities that may have impacts (positive or negative) on biodiversity are mainly related to the production of energy and biomass. The construction and maintenance of hydropower plants, where not properly managed, can change the surrounding upstream and downstream habitats, negatively affecting the local flora and fauna. The construction and operation of photovoltaic and wind power plants, on the other hand, can have an impact on land use and local birdlife, respectively. The Company also pays particular attention to adopting responsible forest management during its activities, thus aiming to contribute positively to the conservation of biodiversity.
CIRCULAR ECONOMY AND MATERIAL CONSUMPTION	Energy production requires a high consumption of raw materials, which can lead to a depletion of natural resources over time and generate negative impacts on the environment. However, Duferco Energia's production process represents an excellent example of circular economy: it extends the life cycle of materials, increases the use of recycled materials, and reduces residues, waste and the use of virgin raw materials along the production chain.

MATERIAL TOPIC	IMPACT DESCRIPTION
OCCUPATIONAL HEALTH & SAFETY	The lack of policies and procedures to safeguard these material issues could create negative impacts on the workforce of companies. Duferco Energia is committed to ensuring a safe and healthy workplace, spreading the culture of safety and promoting prevention programs aimed at employee health.
HUMAN RIGHTS PROTECTION	The lack of policies and procedures to protect workers' rights could have negative impacts on the value chain. Duferco Energia is strongly committed to protecting the human rights of its direct employees and those of the communities in which it operates.
DIVERSITY & EQUAL OPPORTUNITIES	Company activities must be conducted with respect for diversity and the guarantee of equal opportunities for all employees. Duferco Energia must properly assess and address the risk of discrimination in the work environment and in the selection of suppliers, which, if not properly managed and promoted, could lead to negative impacts on its workforce.
EMPLOYEE TRAINING, PERFORMANCE & WELL-BEING	Creating a welcoming, stimulating and positive work environment, ensuring a safe work-life balance and providing welfare and benefits programs to all employees are key practices carried out by Duferco Energia, which aim to create a positive impact for the workforce of companies.
TALENT ATTRACTION AND RETENTION	The sector in which Duferco Energia operates allows the development of specific skills for its employees and the sharing of new technologies and best practices with society. The company therefore offers an important opportunity for talented people, who will have the opportunity to gain experience in the renewable energy sector. Therefore, Duferco Energia has a positive impact on society, through multiple opportunities for professional development.
GENERATED VALUE & COMMUNITY SUPPORT	The Company's activities generate economic value distributed along the entire value chain, creating a positive impact on the economy and society.
INNOVATION & BUSINESS DEVELOPMENT	Duferco Energia integrates the concept of innovation within its business model. In fact, the company manages projects for the construction of cutting-edge renewable plants and, with reference to activities related to electric mobility and energy efficiency, provides customers with advanced solutions for responsible and low-impact energy management and consumption.
BUSINESS INTEGRITY AND TRANSPARENCY	Any conduct that violates environmental, social and governance laws and regulations, including issues of corruption and business ethics, may have a negative impact on both the market in which the Company operates and the stakeholders connected to its activities. Ensuring integrity and ethical conduct by avoiding anti-competitive behaviour, preventing corruption, fraud and money laundering are key factors for an ethical and transparent company.
CUSTOMER PRIVACY	Sensitive information and personal data of customers are exposed to cyberattacks, breaches, data loss and unauthorized information dissemination, and represent potential negative impacts. To mitigate these impacts, companies put in place concrete procedures and activities.



3. The Environment

Environmental protection is a fundamental element of Duferco Energia's corporate strategy, aimed on the one hand at managing and minimizing the negative externalities of its activities, and on the other hand at facilitating the transition to clean energy sources and decarbonization even outside its operating boundaries.

With reference to the management of its scope of action, the main negative impacts generated by the Company's activities relate to energy consumption, related direct and indirect GHG emissions and biodiversity, especially with regard to the generation of energy from non-renewable sources and activities related to biomass production.

Following the principles of the Duferco Group, Duferco Energia adopts and implements clear and defined policies and procedures in order to measure, control and reduce its environmental impacts. In line with this approach, an environmental management system certified according to ISO 14001 has been adopted, within which the Company identifies, manages and monitors its environmental impacts. The procedural system adopted has effectively contributed to the achievement of the objective of no penalties for violations of environmental regulations, also for the year 2024.

With regard specifically to the protection of biodiversity, in addition to the adoption of an environmental management system that provides for regular audits by external bodies, both Duferco Biomasse and EBS have voluntarily obtained product certifications such as Programme for the Endorsement of Forest Certification schemes (PEFC), Forest Stewardship Council (FSC) and Sustainable Biomass Program (SBP), to guarantee the sustainability of the practices adopted.



3.1 Driving the energy transition and decarbonisation

Energy consumption and access to energy

Aware of the nature of its impacts in terms of energy consumption and related emissions, Duferco Energia is committed to ensuring continuous monitoring, in order to invest in a long-term mitigation and decarbonization path.

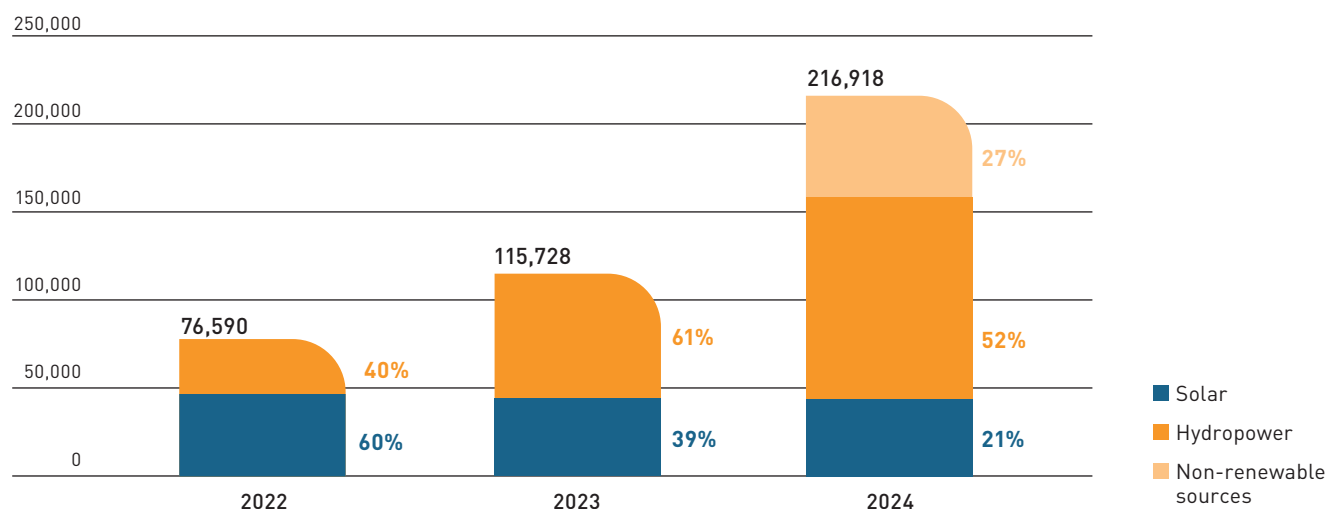
ENERGY CONSUMPTION WITHIN THE ORGANIZATION (GJ) - GRI 302-1			
Type of energy	2022	2023	2024
Diesel	25,028	20,179	17,512
Gasoline	908	1,302	1,557
Natural gas	-	-	157,062
Total fuel consumption from non-renewable sources	25,936	21,482	176,131
Purchased electricity consumption	2,676	2,424	7,459
Total electricity consumption	2,676	2,424	7,459
Total energy consumption	28,611	23,906	183,589

The Company's energy consumption relates to the electricity used in offices and fuel, utilised both for the company car fleet and the vehicles employed in the production of woody biomass and natural gas, purchased for the retail and trading sectors.

In 2024, total energy consumption was recorded at 183,589 GJ, primarily attributable to the use of non-renewable sources (96% of total consumption): natural gas alone, reported for Duferco Sviluppo starting from FY2024, accounts for 157,062 GJ, representing 86% of total energy consumption (the remaining share is linked to diesel at 9% and petrol at 1%). Meanwhile, the consumption of electricity purchased in FY2024 stood at 7,459 GJ (4% of the total). From the 2024 reporting year onwards, the scope of environmental data collection also encompasses Duferco Sviluppo and foreign companies. Consequently, the data reported indicate a substantial increase compared to previous years, largely tied to the natural gas consumed for the Giammoro peaker power plant: a 59.7 MW open-cycle gas turbine, which commenced operations in July 2024, generating 16.4 GWh of energy.

The electricity produced by Duferco Energia is partially sold to the grid and partially employed for self-consumption.

DUFERCO ENERGIA SELF-GENERATED ELECTRICITY BY SOURCE (GJ)



During FY2024, Duferco Energia generated 59,206 GJ of electricity from non-renewable sources (27% of total self-produced energy) and 157,713 GJ from renewable sources, of which 21% was derived from solar energy and 52% from hydropower.

Duferco ensures access to energy, largely sustainable, across the entire value chain: from production to sale, extending to usage through charging infrastructures and electric mobility services such as Elettra, while also promoting energy efficiency through targeted interventions in the industrial and residential sectors.

Notable examples include the Company's investments in the retail market, which, during FY2024, resulted in an approximately 70% increase in the number of electricity and gas users supplied. This growth trend persisted into the early months of fiscal year 2025. As of 30 September 2024, Duferco Energia supplied 5,203,453 MWh of electricity (2023: 4,090,531 MWh) to 391,474 redelivery points in the electricity market (238,740 as of 30 September 2023) and 415,001,010 scm (2023: 313,207,069) to approximately 148,151 PODs (80,711 as of 30 September 2023) in the natural gas market.



THE SERIAL KILLER OF ENERGY WASTE RECOMMENDS DUFERCO ENERGIA

During 2024, a campaign to reduce energy waste was promoted by Duferco Energia, with the aim on the one hand to raise awareness among its customers of a more rational and responsible use of energy and on the other to promote its services.

The campaign was developed through a story in three episodes, which begins when the protagonist finds an unexpected guest on his armchair at home: a serial killer, ready to reprimand him for his energy waste. The killer shows the protagonist the reality of Duferco Energia and its Blue Planet product, an advantageous electricity and gas tariff that at the same time allows you to contribute to the protection of the sea, thanks to the support for the collection of waste dispersed in marine waters, in partnership with Ogyre.



The serial killer then asks the protagonist the question “Do you turn off?”, as an invitation to a more rational use of energy, a new step towards a sustainable and environmentally friendly development model, in line with the Company’s objectives.

Access to energy is also connected to the provision of mobility services for local users. With the expansion of the Mobility Division, Duferco Energia has broadened its value chain to include this type of service. Beginning in 2024, leveraging the growing success of electric transport, the company Duferco Mobility was established, dedicated exclusively to the provision of electric mobility services. Duferco Mobility operates both as a Charging Point Operator (CPO) and as an E-Mobility Service Provider (EMSP), supporting local communities in their transition to a different urban mobility model.

Regarding CPO activities, Duferco Mobility oversees the activation of the Charging Infrastructure (CI), its management and maintenance, including software handling, and the supply of electricity for charging. CPOs enable customers to recharge through the services offered by any Mobility Service Provider (MSP), including those outside the Group, through roaming agreements. The EMSP division, on the other hand, focuses on providing charging services to end customers, both B2C and B2B for corporate fleets, on Duferco and third-party CIs. Through EMSP’s operations, the Company conducts market analyses and actively promotes new products. Duferco’s electric mobility value chain is based on creating and developing its network of CIs, encompassing phases such as contracting suitable installation areas, design management, authorisation, installation, configuration and commissioning. Once installed, the CI is managed by the CPO, who, based on fixed and variable costs, determines the rates to be offered to EMSPs, ensuring a return on investment. As a CPO, Duferco Mobility customizes its solutions to meet the varied needs of its clients. As of 30 September 2024, the Company operates a network of 994 charging stations (CS) throughout Italy, of which 794 are owned and 200 are affiliated. The CS network comprises 1,933 charging points (CPs) classified as Quick (up to 22 kW), Fast (up to 100 kW) and Ultra-fast (over 100 kW) across the country. These achievements were also made possible by the continuation of the EIB project (supporting the installation of Fast and Ultra-Fast CIs for 24/7 public use near major traffic routes). This project is set to conclude in 2025. In 2024, Duferco Mobility continued offering advantageous rates for daytime and nighttime charging

by harnessing solar and wind energy production, as well as specific weekend rates linked to lower electricity demand. The intention is to establish a system that fosters sustainable energy consumption, providing customers with financial incentives to reduce consumption while raising awareness of the true costs of energy.

As an EMSP, the Company utilises interoperability agreements to access a network of over 50,000 charging stations in Italy and 200,000 across Europe.

Initiatives for sustainable mobility have recently been strengthened through a project aimed at generating carbon credits from activities related to the CP charging service.



As a comprehensive service provider in the electric mobility sector, Duferco Mobility also manages Elettra, the first entirely electric car-sharing fleet in Italy, operating in both free-floating mode (with 80 vehicles) and station-based mode (77). Founded in 2021, Elettra Car Sharing provides a service catering to both citizens and private companies: throughout 2024, Elettra's fleet of 157 electric vehicles collectively covered nearly 1.2 million kilometers. Corporate clients are provided with detailed analyses of greenhouse gas emissions saved or reduced through the adoption of electric vehicles instead of combustion engines, along with comprehensive data on total kilometres travelled, number of trips made, and rental hours. This service is increasingly valued by client companies, which may utilise the data for their annual sustainability reporting. For Elettra Car Sharing, 2024 was dedicated to advancing tailored services for specific market segments, including car-sharing solutions for residential complexes, third-sector organisations, and individual businesses, with a focus on expanding services for corporate clients (Corporate Car Sharing¹): the fleet of vehicles dedicated to business travel for large public and private organisations is set to increase, ensuring service availability for all interested customers.

Duferco Energia also operates as an Energy Service Company (ESCO), offering solutions aimed at enhancing energy efficiency within industrial and residential sectors. Specifically, Duferco Energia implements energy efficiency interventions for industrial clients through Energy Performance Contracts (EPCs), focusing on redevelopment projects such as thermal insulation, the installation of new heating systems, and solar panels. Overall, the projects addressing residential complexes have led to a theoretical reduction in energy consumption from fossil sources amounting to 21,800 MWh/year (approximately 78,500 GJ/year), in line with declarations submitted to ENEA.

¹ Corporate Car Sharing is intended for all private and public companies that decide to expand their company fleet without incurring the fixed cost of a car owned or rented on a long-term basis. Dedicated cars are visible and bookable in the Elettra App only for people authorized by the Company.

Lastly, the Company contributes to the energy transition through the expansion and consolidation of activities in the Divisions. Regarding energy production, new projects have been initiated for the construction of wind farms in Northern Italy, with a total potential capacity of approximately 300 MW. Another area of focus during the year has been Battery Energy Storage Systems (BESS), which serve as tools for energy arbitrage and balancing within the national electricity grid. In this context, Duferco Energia has established a joint venture with Duferco Wallonie to develop and operate a 100 MW BESS system, which commenced operations in October 2024. Furthermore, at an international level, Duferco Energia is expanding its presence in North Africa, particularly in Tunisia and Morocco, through investments in solar and wind energy projects in collaboration with local partners. In Tunisia specifically, a bilateral agreement with Italy provides for the establishment of an electricity interconnection to promote energy security and enhance production from renewable sources.

GHG emissions

Duferco Energia's emissions impact is particularly associated with energy production from non-renewable sources and biomass production activities.

In this context, the company reaffirms its commitment to mitigating its environmental impact by investing in the purchasing of renewable energy to satisfy a substantial portion of its energy demand.

SCOPE 1 & 2 – DIRECT AND INDIRECT GHG EMISSIONS [tCO ₂ eq] - GRI 305-1, 2 ²			
Sources of GHG emissions	2022	2023	2024
Stationary combustion (e.g. process emissions, fuel emissions)	-	-	9,546
Mobile combustion (e.g. car fleet)	1,843	1,407	764
Fugitive emissions (e.g. refrigerant gases)	-	-	-
Total Scope 1 GHG emissions	1,843	1,407	10,310
Total Scope 2 GHG emissions (location-based)	227	203	465
Total Scope 2 GHG emissions (market-based)	140	125	425
Total Scope 1&2 GHG emissions (location-based)	2,069	1,610	10,775
Total Scope 1&2 GHG emissions (market-based)	1,983	1,531	10,735

Compared to the fiscal year 2023, the increase in overall emissions is primarily attributable to Scope 1 emissions (10,310 tons CO₂eq in 2024 compared to 1,407 tons CO₂eq in 2023), driven by the consumption represented by the peaker that came into operation during 2024.

In line with the increase in indirect energy consumption, location-based Scope 2 emissions also saw an increase (465 tons CO₂eq in 2024 compared to 203 tons CO₂eq in 2023).

Nonetheless, fuel consumption (diesel) recorded a decline due to the shift in business strategy of Duferco Biomasse, which is increasingly focused on trading and subsequently engaged in the gradual disposal of its vehicle fleet.

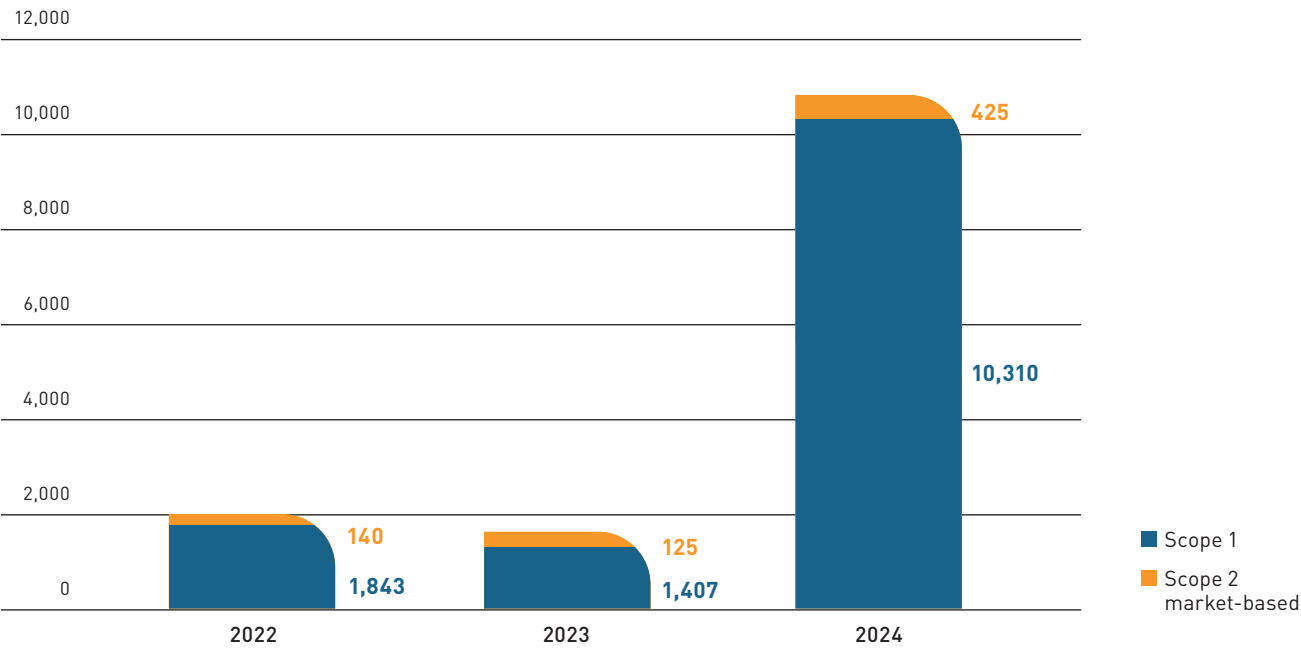
² With regard to environmental data (GRI 302 and 305), the following Companies are included for the 2024 fiscal year:

- **Direct and indirect consumption and Scope 1 and 2 emissions:** Duferco Energia, Duferco Biomasse, Duferco Sviluppo, Energy Biomass Sourcing (EBS), and the other foreign companies in the perimeter;
- **Other indirect consumption and Scope 3 emissions:** Duferco Energia, Duferco Biomasse.

Considering the market-based approach, which accounts for the emissions associated with the residual mix (national energy mix net of certified renewable energy) and subtracts emissions from the supply of certified green energy from the grid, Scope 2 emissions amount to 425 tons CO₂eq.

Market-based emissions are lower than location-based emissions chiefly due to the procurement of energy from renewable sources. Specifically, in 2024, approximately 50% of Duferco Energia’s Italian sites used energy derived from renewable sources (819 MWh out of a total of 1,637), certified through Guarantees of Origin (GO) issued by the GSE.

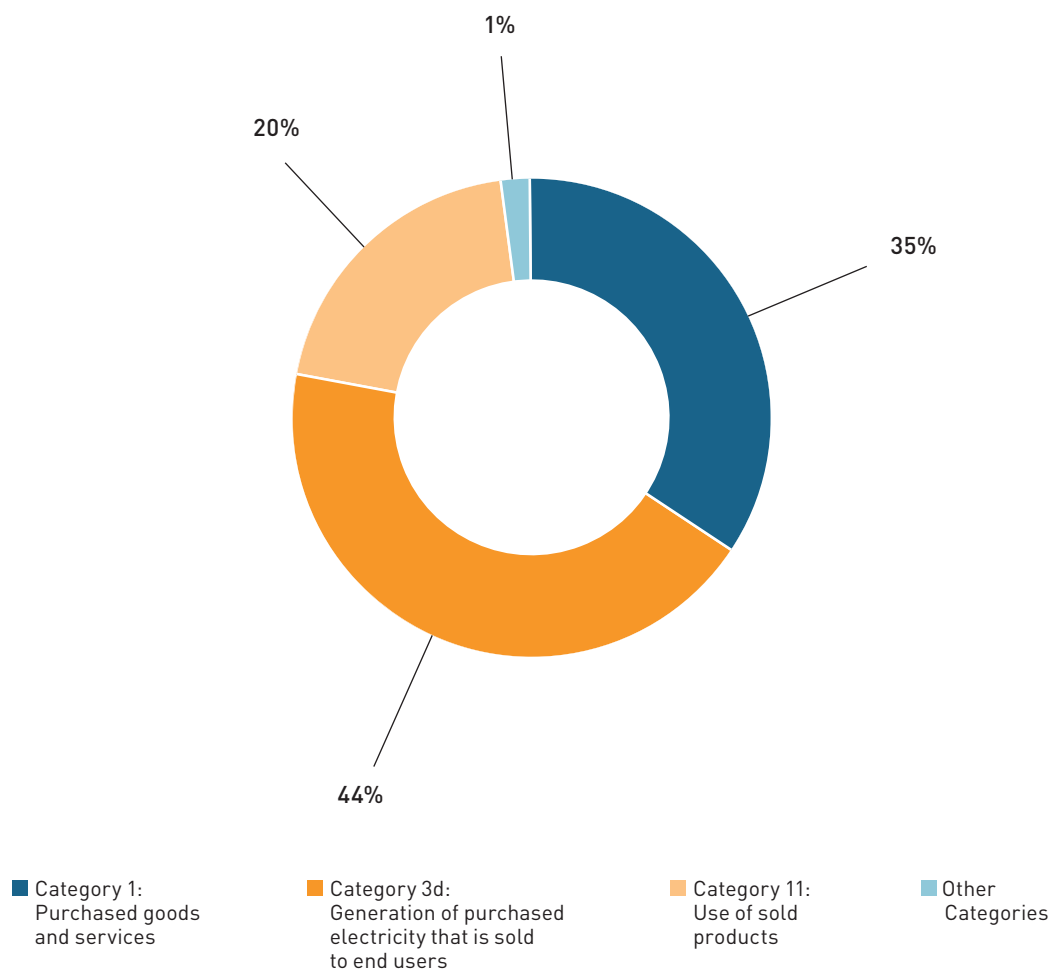
GHG EMISSIONS [ton CO₂]



Starting from the last fiscal year, Duferco Energia has also extended its greenhouse gas inventory which, in addition to direct Scope 1 and indirect Scope 2 emissions, also includes for the first time indirect emissions belonging to the Scope 3 category, i.e. indirect GHG emissions, not included in Scope 2, which occur upstream and downstream of the value chain.

Below are the Scope 3 categories that Duferco Energia has collected for 2024, selected from those provided for by the GHG Protocol.

SCOPE 3 GHG EMISSIONS [ton CO₂]



At the end of the fiscal year 2024, Duferco Energia's Scope 3 GHG emissions amounted to 4,608,053 tons of CO₂eq. The largest contribution, accounting for 44%, derives from emissions related to the generation of electricity purchased and sold to end-users (Category 3d: Generation of electricity purchased and sold to end-users), as part of the retail energy activities. Additionally, emissions linked to purchased goods and services (Category 1: Purchased goods and services) constitute 35% of the total, largely due to the emissions stemming from the production of natural gas procured for the retail sector.

A further 20% of emissions are associated with the use (combustion) of natural gas sold by Duferco Energia to end consumers (Category 11: Use of products sold). The remaining 1% of total Scope 3 emissions originates from other applicable categories, with approximately one-third (0.3%) attributed to the transportation and distribution of raw materials and products (Category 4: Upstream transport and distribution) utilised by Duferco Biomasse.

Safeguarding biodiversity

The main impacts on biodiversity could potentially come from biomass production activities if not managed properly, as well as from the installation of renewable plants. In particular, hydroelectric plants can affect aquatic ecosystems, solar plants can affect land use, and wind farms can have a significant impact on birdlife. Duferco Energia is therefore aware of how essential it is to implement responsible management practices to minimize these effects and protect the environment.

Duferco Biomasse and EBS operate in the production of biomass according to a circular management model, which provides for the rental of wooded land for periods of 10 to 15 years. The cutting, entrusted to third-party companies and supervised by a forestry technician, follows precise rules to protect soil and ecosystems. The wood is transformed into wood chips and transported to energy production plants. When finished, the land is restored and returned to the owner. The entire process is traceable and compliant with PEFC requirements, ensuring full visibility to customers.

Confirming its commitment to transparent management of forest areas, Duferco Biomasse has obtained FSC certification for a forest in Nave (Brescia), which certifies compliance with environmental, social and economic criteria during all stages of raw material procurement. In 2024, it has also achieved SBP certification in several regions of Spain and is completing the process in two Italian regions. SBP certification, intended for woody biomass for large-scale energy production, guarantees legality and sustainability of supply. Duferco Biomasse is the first Italian company to extend the SBP certification to suppliers and sub-suppliers, strengthening the traceability of the supply chain.

In the future, Duferco Biomasse envisages new regulatory mechanisms that will play a fundamental role in the promotion of biomass in Italy, such as the REDcert2 certification, which by becoming mandatory for the sector will lead to the enhancement of the most structured and sustainable operators. The system of “guaranteed minimum prices” introduced by ARERA for electricity produced by biogas and solid biomass plants will also be able to bring benefits to the entire supply chain through a redistribution of prices.

With regard to the generation of energy from renewable sources, the assessment of aspects related to the conservation of biodiversity is a common practice in the areas in which the Group operates. In Europe, in fact, EU Directive 2011/92/EU requires the execution of an Environmental Impact Assessment (EIA), a process that ensures the consideration and mitigation of potential impacts on biodiversity before the approval of any project.



4. The People

4.1 Our Workforce³



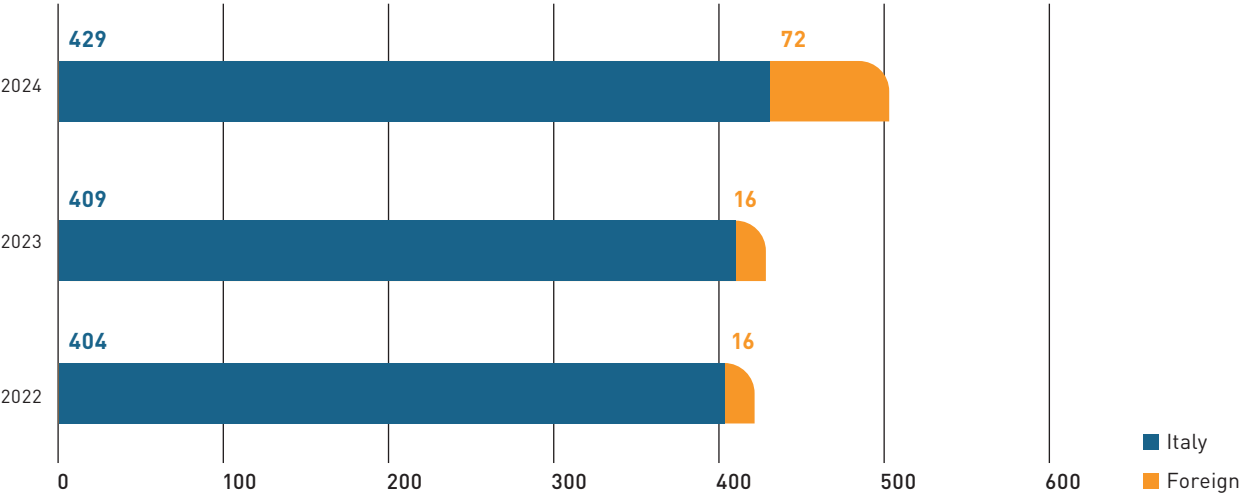
The Company boasts a robust and expanding team comprised of highly motivated individuals who serve as the principal driving force behind the significant achievements realised in recent years. Duferco Energia has consistently prioritised the effective management of its workforce, aiming to provide a secure and stimulating environment whilst fostering the growth of its personnel and cultivating relationships founded on principles of collaboration and transparency.

³ It should be noted that, with regard to personnel data, the scope of the Duferco Energia Sustainability Abstract has been revised, as follows:

- years 2022 and 2023: expansion of the scope to some Italian companies not previously subject to reporting, with consequent restatement of the data compared to the previous Abstract related to the 2023 fiscal year;
- fiscal year 2024: inclusion of foreign companies controlled by Duferco Energia.

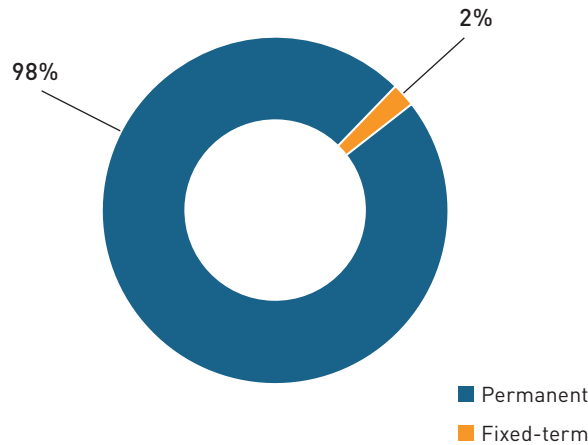
For the same reason, the number of employees in 2024 may differ from the balance "2023 employees + 2024 hires - 2024 terminations", mainly due to the expansion of the reporting scope.

DUFERCO ENERGIA EMPLOYEES BY REGION [n.]

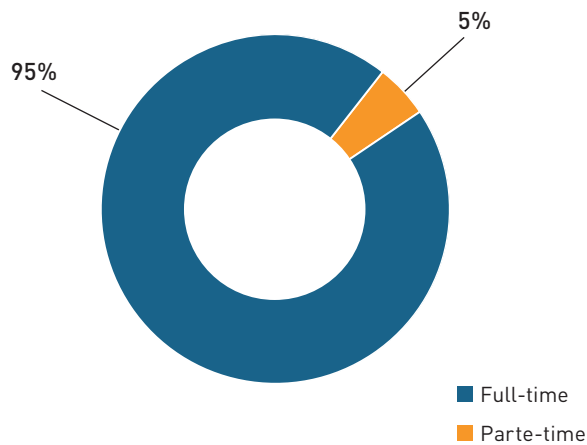


As of September 30, 2024, Duferco Energia employs 501 people, 86% of whom are in Italy and the remaining 14% in other countries, such as France, Albania, Greece and Macedonia. Compared to the previous year, the total number of employees shows an increase of 18%, mainly due to the expansion of the reporting scope. Of this increase, 6% is represented by organic growth of companies previously included in the reporting scope. These trends confirm the strong and constant growth of the Company. In addition, during fiscal 2024 the Company welcomed 13 temporary workers and 6 self-employed workers.

EMPLOYEES BY CONTRACT TYPE [%]



EMPLOYEES BY CONTRACT TYPE [%]

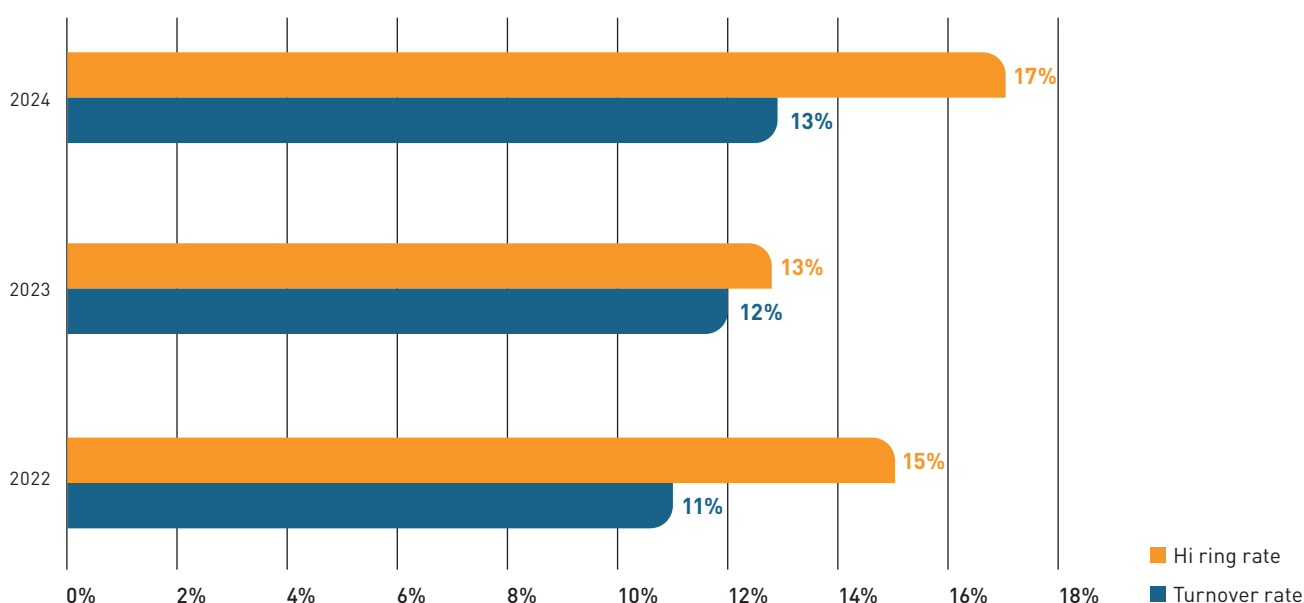


Duferco Energia is actively committed to the enhancement of human capital, investing in employment stability, promoting the construction of solid and lasting relationships with its employees. For this reason, most employees (98%) are hired with a permanent contract and 95.4% have a full-time employment contract. Fixed-term contracts (2%) are mainly used for staff dedicated to customer service and call centre activities.

As stated in the Code of Ethics, the Company's commitment to respecting worker's rights to organise and bargain collectively is one of the founding values of the Duferco Group and Duferco Energia. The Company's commitment is not only to recognize the freedom of association of workers, but also to encourage their aggregation, through the incentive of associative initiatives. Ninety percent of Duferco Energia's employees are covered by collective agreements, and no labor strikes occurred in the year 2024.

In line with applicable legislation and collective agreements, the notice period provided by the Company to employees and their representatives prior to the implementation of any significant operational changes is 4 weeks, with the exception of EBS, which in accordance with different French legislation provides for 1 week's notice.

NEW HIRES AND TURNOVER RATES [%]



Overall, the hiring rate⁴, at almost 17%, remains higher than the turnover rate⁵ (13%), confirming steady organic workforce growth. Duferco Energia's emphasis on talent acquisition is evident in the increased rate of new hires among the younger generations (< 30 years old), which stands at 6.1%. In the 30-50 age group, new hires account for 11.1%, while for the over-50 category, they represent 2.8%.

⁴ New hire rate: ratio of the number of new hires to the total number of employees in the same period

⁵ Turnover rate: ratio between the number of contract terminations and the total number of employees in the same period.

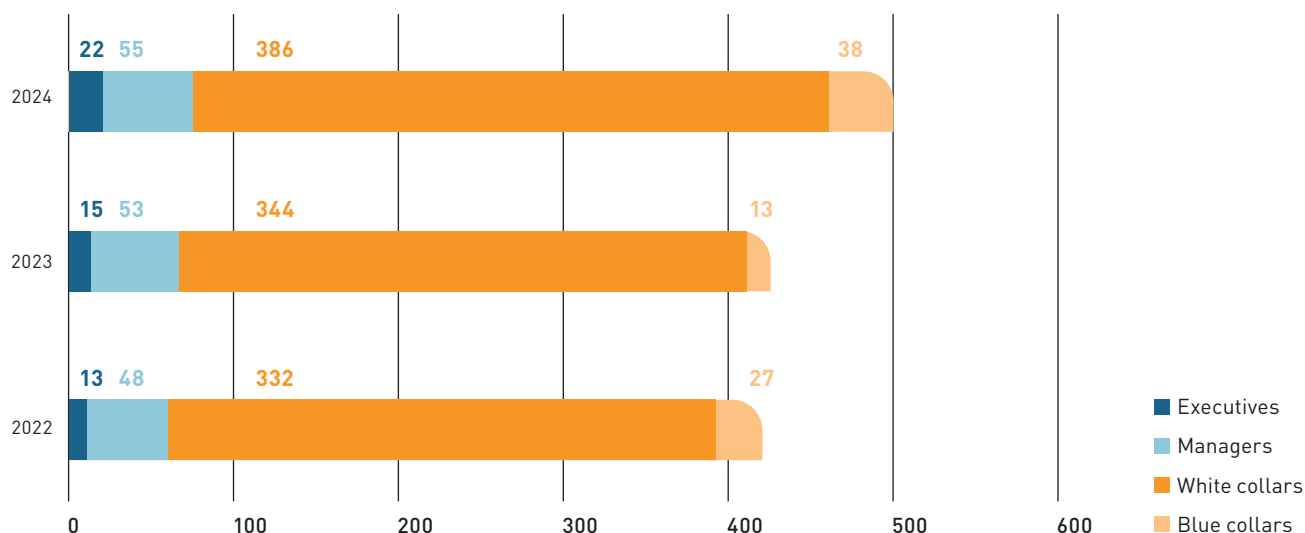
In this context, active partnerships with the universities of Genoa and Savona continue to play a pivotal role in attracting new talent. Additionally, the collaboration with the Polytechnic University Mohammed VI (UM6P, Morocco), which facilitated the inclusion of two interns in Genoa at Duferco Engineering, represents a significant milestone in international cooperation and an opportunity to establish a robust system of collaboration with foreign educational institutions.

EMPLOYEES BY AGE AND EMPLOYMENT CONTRACT TYPE [n. of employees] - GRI 405-1															
Employment contract type	2022					2023					2024				
	< 30 years old	30-50 years	> 50 years	Women	Men	< 30 years old	30-50 years	> 50 years	Women	Men	< 30 years old	30-50 years	> 50 years	Women	Men
Executives	0	7	6	0	13	0	6	9	1	14	0	9	14	1	21
Manager	0	41	7	9	39	0	40	13	10	43	0	42	11	12	43
White collars	61	229	42	153	179	77	216	51	157	187	77	245	52	173	213
Blue collars	0	12	15	0	27	0	7	6	0	13	2	29	20	0	38
Total	61	289	70	162	258	77	269	79	168	257	79	325	97	186	315

As of 30th September 2024, the majority of the workforce (65%) falls within the age group of 30 to 50; followed by the “over 50” group (19%) and the “under 30” group (16%). Regarding executives, as of 30th September 2024, the Board of Directors of Duferco Energia comprises 22 men (14 “over 50” and 8 in the age group between 30 and 50 years) and 1 woman in the 30-50 age group. The Board of Statutory Auditors is composed of 17 members, 2 of whom are women “over 50” and 15 men (9 over 50 and the remainder in the intermediate age group).

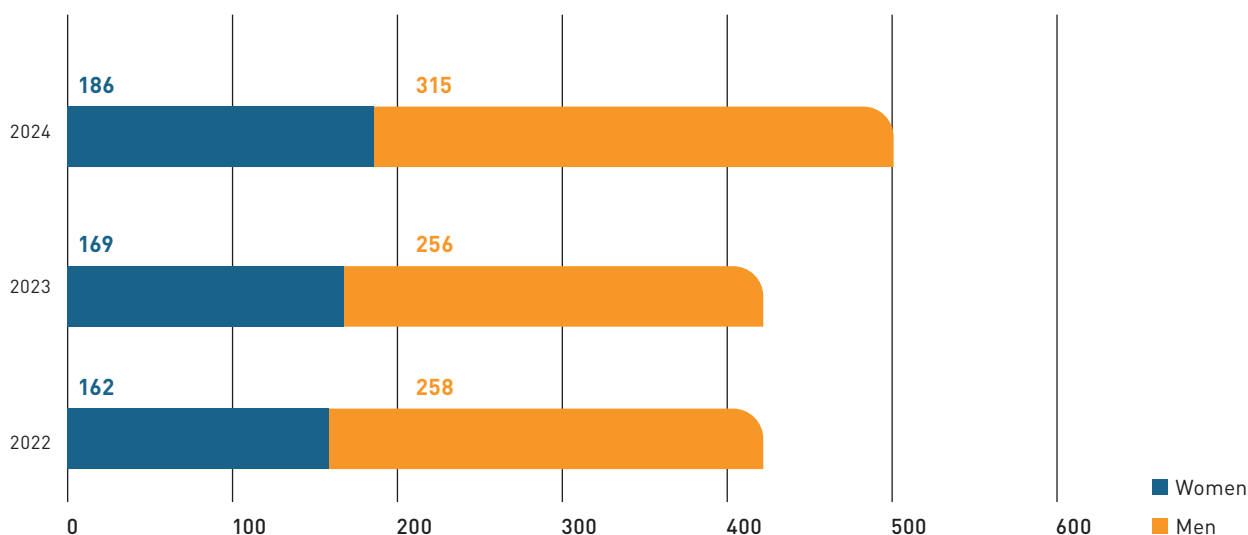
In terms of the distribution among professional categories, the majority of the employee workforce consists of white collars, who account for 77% of the total, thus confirming the consistent increase in this category (+12%) as already observed in 2022 and 2023. The second largest category is managers, representing 11% of the total workforce. Executives and blue collars workers contribute 4% and 8% respectively to the overall workforce.

EMPLOYEES BY EMPLOYMENT CATEGORY [n.]



In terms of gender diversity, the proportion of female employees comprises 186 individuals, accounting for 37% of the total workforce, while the male employees constitute 351 individuals, representing 63% of the total. Compared to 2023, the number of female employees has risen by 10%, along with a 23% increase in male employees.

EMPLOYEES BY GENDER [n.]



In order to foster the well-being of its workforce, Duferco Energia is committed to promoting corporate welfare through initiatives aimed at supporting the well-being of employees and their families. Among the many measures offered are contributions towards the payment of three months' nursery fees, the doubling of paternity leave compared to the statutory requirements, the provision of meal vouchers, accident insurance coverage, a supplementary health policy, subsidised contracts for domestic electricity and gas utilities, flexible hours, smart working arrangements, and various agreements with commercial establishments.

During the fiscal year 2024, further initiatives have been planned for implementation in 2025, including: the possibility of subsidised membership of a pension fund, individual and anonymous psychological support, the establishment of a gym, and the launch of a new internal refreshment area.

The Company's commitment to employee welfare has been recognised since 2021 by Lifeed, which ranks Duferco Energia among the Caring Companies®. This distinction acknowledges organisations that prioritise employee well-being, flexibility, and inclusiveness within their strategic and organisational frameworks.

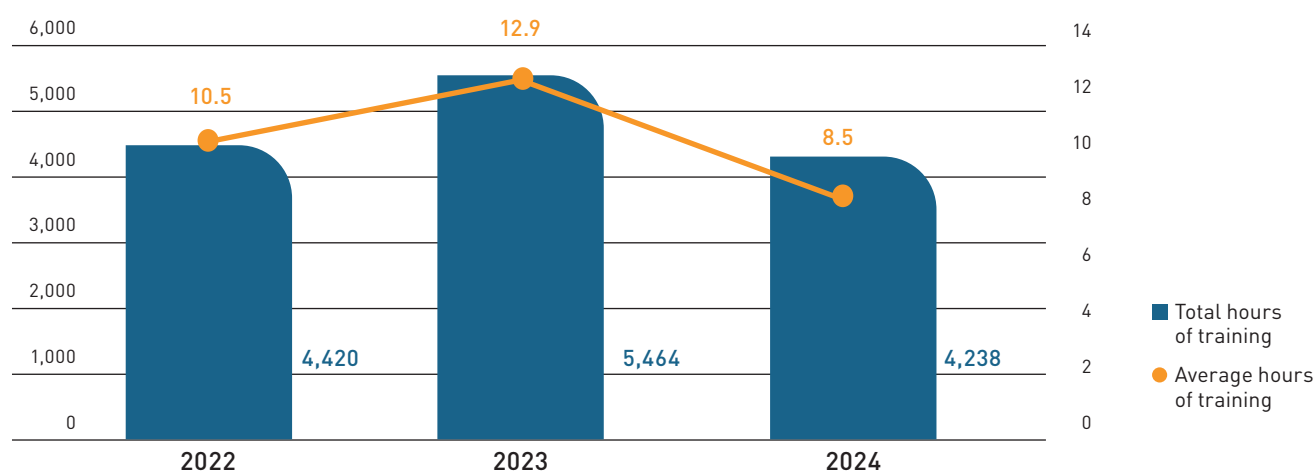


4.2 Professional skills development

Advancing as a company entails fostering individuals and their skills. Through systematic training programmes at all levels and numerous initiatives designed to promote the professional development of all employees, Duferco Energia aims to pursue its growth objectives alongside the continuous enhancement of its human capital.

One of the most significant initiatives for the development of the Group's employees is the Duferco Academy: a platform established in 2023 and officially launched in September 2024. In collaboration with Wylab and The European House Ambrosetti, the Academy offers training courses for all Group managers and employees, with the objective of providing opportunities for professional growth and the development of shared competencies across the organisation. The platform delivers courses on both soft and hard skills, tailored to the requirements of the business and its various Divisions. These needs are identified through self-assessment questionnaires completed by the corporate workforce. Among other offerings, the Academy has provided courses on innovation, technologies, and sustainability targeted at executives, managerial skills for their respective professional category, and programmes for all employees focusing on soft skills, language proficiency, digital education, and contemporary issues.

TOTAL AND AVERAGE TRAINING HOURS BY EMPLOYEE



During 2024, 4,238 hours of training were recorded, a decrease compared to 2023 (5,464) yet largely consistent with 2022. The average hours of training per employee followed a similar trend; in fact, during FY2024, an average of 8.5 hours of training per employee was registered, the majority of which were conducted in person. The reduction is due to scaling down training activities before the Duferco Academy launch to prevent redundancy.

4.3 The safety of our people

Protecting the safety of employees and promoting their health and well-being are core values of Duferco Energia. The company is committed to attaining the highest safety standards, in full compliance with current legislation and with a continual focus on monitoring and eliminating risks, including through investments in new equipment and devices.



Duferco Energia has implemented a management system compliant with the UNI EN ISO 45001 standard, which includes an annual review of the risk assessment. Accordingly, all incidents occurring throughout the year are regularly analysed to identify potential non-conformities and opportunities for improvement.

All employees at Duferco Energia are required to periodically attend refresher courses on health and safety, as mandated by current legislation. Training requirements are determined through risk assessment, and the effectiveness of the training is evaluated by means of final tests. Within Duferco Biomasse, exposure to potential health and safety risks is higher than in the activities of other Divisions. Consequently, the Company has introduced a safety monitoring system that provides regular updates on incidents and near misses.

Additionally, the company physician conducts an annual inspection of workplaces to assess their condition and assist in identifying health and safety risks. Each worker undergoes periodic medical examinations tailored to the specific tasks they perform.

To further elevate safety standards, Duferco Energia enforces internal controls and maintains a safety structure not only for its employees but also for external workers, business partners, and suppliers involved in its various operations.

NUMBER AND RATE OF WORK-RELATED INJURIES [n. and rate] – GRI 403-9			
	2022	2023	2024
Number of recordable work-related injuries ⁶	3	0	2
of which fatalities	0	0	0
of which high-consequence work-related injuries ⁷	0	0	0
Worked hours	608,754	654,226	745,656
Rate of recordable work-related injuries⁸	4.93	0	2.68

During the fiscal year 2024, the two injuries that occurred at Duferco Biomasse led to an injury rate of 2.68, representing a deterioration compared to fiscal year 2023, which had been an exceptional year achieving the zero-accident target. The 2024 figure is, however, significantly lower than that of fiscal year 2022. It is also worth noting that the total number of hours worked increased by 14% compared to the previous year, consequently heightening the risk of injuries.

Promoting employee well-being encompasses not only safeguarding their safety in the workplace but also nurturing their overall health. Accordingly, Duferco Energia has incorporated into its corporate welfare policy, alongside the mentioned accident insurance coverage and supplementary health plan, the opportunity for employees to participate in the “Know and Be Live” programme, an informational initiative addressing various topics such as nutrition, cardiovascular diseases, and healthy daily habits. Employees also retain access to a complimentary annual subscription to the Buddyfit fitness programme.

Two further significant initiatives scheduled for launch during 2025 include the introduction of a gym at the Genoa headquarters, accessible to the public but with designated time slots exclusively for employees, and the unveiling of the new “Medicaly” platform, designed to promote proper nutrition through expert guidance.

⁶ Work-related injuries: negative impacts on health arising from exposure to hazards at work.

⁷ High-consequence work-related injuries: work-related injury that result in a fatality or in an injury from which the worker cannot, does not, or is not expected to recover fully to pre-injury health status within 6 months.

⁸ Rate of recordable work-related injuries: ratio between total number of recordable work-related injuries and the total number of hours worked in the same period, multiplied by 1,000,000.

4.4 The community

Duferco Energia establishes profound and enduring connections with the communities in which it operates, founded on respect and active commitment. These relationships enable the company to optimise the strategic direction of its business activities while simultaneously creating value for its stakeholders.

In the context of its engagement with local areas, Duferco Energia places particular emphasis on sport, supporting numerous amateur sports associations, including basketball, tennis, athletics, football, and sailing.

In the cultural domain, the company has once again acted as the official sponsor of the Riviera International Film Festival, an annual cinematic event held in Sestri Levante, featuring internationally renowned directors and actors. Additionally, Duferco Energia has consistently partnered with the city of Chiavari, contributing to the maintenance of the city's Cathedral and the renovation of the Virtus Entella stadium.

In terms of its engagement with educational institutions and future generations, Duferco Energia has provided financial support to the Band degli Orsi, the Vialli and Mancini Association for research and sport, as well as the John Paul II Association. Moreover, the company has collaborated with the University of Genoa on educational projects in the energy sector, thereby contributing to the training of new professionals.

Among its charitable initiatives and collaborations aimed at supporting the community, the company has made donations to hospitals and associations assisting women who are victims of violence, such as Zebra Onlus. Duferco Energia has also renewed its solidarity efforts with the Gaslini Institute of Genoa, supporting the fundraising campaign promoted by Entella nel Cuore. This contribution aims to strengthen the connection between sport, business, and solidarity, benefiting the hospital's Paediatric Neurosurgery department.

Furthermore, as part of the green hydrogen production project in Giammoro, the company has included initiatives to support public mobility through buses powered by hydrogen, which will be supplied by Duferco Energia's electrolyser, thereby contributing to the reduction of local emissions.

Since October 2022, Duferco Energia has supported Ogyre's marine litter collection activities through direct contributions and customer engagement. The company continues its commitment, aiming to fund the collection of 38,000 kilograms—equivalent to 3,800,000 half-litre plastic bottles—by 2027.



5. The Governance

5.1 Governance tools

Duferco Energia has implemented specific governance tools to ensure full compliance with the principles outlined in the Duferco Group's Code of Ethics and to facilitate their dissemination among internal and external stakeholders.

In alignment with Legislative Decree 231/2001, Duferco Energia has adopted an organisational, management, and control model ("Model 231") to prevent any unlawful conduct and to protect the Company and its subsidiaries from administrative and criminal liability in the event of a crime. Compliance with the Model is mandatory for all Duferco Energia employees, and any violation or suspicion of violation may be reported to the Supervisory Body, including anonymously, via the "whistleblowing" channel. The Supervisory Body oversees the operation, effectiveness, adequacy, and compliance of the Model. In carrying out its functions, the Supervisory Body, which operates as an independent entity, is positioned hierarchically higher, reporting directly and exclusively to the Board of Directors.

Under the "Model 231," the Company regularly conducts risk analyses, with a primary focus on activities related to energy and biomass trading. The Company employs a specific risk analysis model designed to map a predefined set of risk factors, both internal and external to the Organisation. This model also incorporates impacts related to sustainability considerations, particularly health and safety issues at construction sites and environmental concerns, especially in connection with various building refurbishment projects and woody biomass production activities.

Duferco Energia's Code of Ethics, first drafted in 2013 and subsequently updated in 2017, encapsulates the Company's general principles and rules of conduct, such as fairness, transparency, and strict adherence to legal standards. The Code serves as a contractual appendix to the national collective agreement, and all employees undergo training on its fundamental principles.





In relation to management systems, Duferco Energia, Duferco Biomasse and EBS adopt ISO 9001:2015-certified management systems, ensuring quality in addressing client needs and adhering to applicable legal requirements. Both Duferco Energia and Duferco Biomasse have implemented environmental and health and safety management systems, certified in accordance with ISO 14001:2015 and ISO 45001:2015, respectively.

Furthermore, the Company has obtained specific certifications for its various lines of business. Duferco Energia holds certification under the UNI CEI 11352:2014 standard for all ESCO activities. The PEFC and FSC certifications acquired by EBS and Duferco Biomasse attest to the sustainable management of forestry areas and chain of custody, adhering to rigorous environmental, social, and economic criteria. Additionally, Duferco Biomasse has achieved SBP certification, specific to woody biomass utilised in large-scale energy production, which ensures the sustainability and legality of biomass sourcing, the preservation of biodiversity, and the safeguarding of forests with high conservation value.

In progression towards a more structured and standardised management of sustainability matters, during the fiscal year 2024, Duferco Energia underwent an evaluation based on ESG (Environmental - Social - Governance) criteria conducted by Cerved Rating Agency. The Company achieved an A rating with a score of 72.1, thereby strengthening and improving its standing within Cerved's upper echelon of the "Industrials" sector, owing to its capacity to efficiently manage ESG-related issues.

5.2 Responsibility along the value chain

Suppliers

Duferco Energia operates in markets characterised by intense competition and continuous technological advancement. The ability to establish and maintain valuable partnerships across the value chain is a key component of success. For this reason, Duferco Energia bases its business relationships with third parties on principles of sustainability and integrity, seeking partners who share the same values.

In 2024, the network of business partners with which the Company collaborates recorded a total of 1,332 suppliers, confirming their steady increase over the years and highlighting the relentless efforts made to improve the Company's partnerships and collaborations.

To ensure the alignment of suppliers with the principles enshrined in the Code of Ethics and the expected quality standards, a formalised qualification and assessment system has been implemented. Newly acquired suppliers are kept in a stand-by phase for one year, at the end of which, if no points of concern or non-compliance arise, they are considered qualified. During the subsequent evaluation phase, a desk analysis is performed for each potential supplier. For strategic supplies, depending on the expected financial exposure, the Purchasing Department reserves the right to conduct an ad hoc inspection, either directly or indirectly through an external certification body. The supplier assessment process is carried out through Arcadia, an IT tool that allows the Company to introduce stricter criteria for the evaluation and monitoring of suppliers, particularly with regard to risks related to health and safety and environmental issues. The introduction of Arcadia has enhanced the Company's capacity to verify regulatory compliance and technical requirements, while promptly identifying potential risks associated with suppliers.

Customers

Regarding customers, Duferco Energia has categorised them into three groups based on their energy consumption profile, with personalised assistance practices established for each in order to best meet diverse expectations. Key Account Managers oversee activities tailored for energy-intensive customers, typically large industrial facilities. The second group of clients is managed by Area Managers and encompasses agencies serving retail clients, such as residential complexes, small and medium-sized enterprises, and domestic customers. Lastly, VAT holders and private individuals are managed by local managers who assist them with procurement plans specifically tailored to their needs.

To simplify user interaction and make it more immediate, Duferco Energia introduced digital billing during 2024, enabling customers to receive and manage invoices online, examine bills and consumption through a dedicated portal, and receive notifications.

To continually monitor user satisfaction and loyalty, the Company tracks churn rate, measured as the percentage of users ceasing to utilise a service within a given period compared to the total number of users who engaged with it during the same timeframe. This parameter proves essential in understanding user preferences, allowing the Company to focus on specific activities and initiatives aimed at optimising customer satisfaction and enhancing communication with users.

As outlined in the principles of the Code of Ethics, one of the foremost aspects of customer relations is guaranteeing the complete confidentiality and safeguarding of personal data shared with the Company. Given the substantial amount of personal data collected from customers, Duferco Energia has established an internal control structure and a series of stringent procedures managed by a Data Protection Officer (DPO), ensuring the confidentiality of such information.

Finally, aspiring to unite commercial growth objectives with environmental preservation, several proposals have recently been developed to engage customers in the Company's sustainability challenges. In this regard, Duferco Energia's customers are offered the opportunity to receive certified supply from renewable sources through the green option, which may be stipulated within the contract. Furthermore, during 2024, Duferco Energia strengthened its partnership with Ogyre, the innovative start-up dedicated to cleaning oceans of waste. As the first Italian Fishing for Litter platform with a global reach, Ogyre supports fishermen in Italy, Brazil, and Indonesia who collect waste during their regular fishing operations. It is the first Italian "Fishing for Litter" platform with a global reach, supporting fishermen that, in the seas of Italy, Brazil, and Indonesia, collect waste during their regular fishing operations. This waste is then accumulated, transported ashore, catalogued, and sent for appropriate disposal processes. Through the "Blue Planet" project, Duferco Energia enables its customers to support Ogyre via an additional contribution added to their electricity and gas supply bills. All customers have access to an online platform where collection operations are monitored and documented with photographic material. More recently, the collaboration with Ogyre resulted in an offer specifically designed for customers in the Ho.Re.Ca. sector (particularly hotels and restaurants), granting them the possibility, through a dedicated package, to offset plastic usage.

Trade associations

In relation to its economic sector activities, Duferco Energia actively supports and contributes to discussions within its industry as a member of organisations such as Confcommercio Imprese, Confindustria, and prominent sector associations including EFET (European Federation of Energy Traders), RECS Energy Certificate Association (RECS International), and AIGET (Italian Association of Energy Wholesalers and Traders). Furthermore, through constructive dialogue with associations of condominium administrators (e.g., ANACI), the Company has developed various services tailored to their needs, such as thermal insulation solutions.

5.3 Economic value generated and distributed

During the year, the Duferco Energia Group consolidated its wholesale and retail trade activities for energy products, particularly electricity and natural gas. Although energy trading activities did not achieve the performance levels of the previous two years, owing to the stabilisation of gas and electricity prices in fiscal year 2024, they nonetheless performed satisfactorily. This was partly attributable to the expansion of operations into new markets and the conclusion of medium-term power purchase agreements with renewable energy producers.

In this context, in fiscal year 2024, Duferco Energia recorded a net profit of approximately 49.9 million euros, as compared to a profit of 109.5 million euros in fiscal year 2023.

DIRECT ECONOMIC VALUE GENERATED AND DISTRIBUTED [EUR] – GRI 201-1			
	2022	2023	2024
Direct economic value generated	8,016,771,647	4.256.378.504	3,698,035,368
Economic value distributed Operating costs	-7,780,337,129	-3,982,997,846	-3,537,718,721
Economic value distributed To employees	-32,697,308	-39,907,654	-37,975,114
Economic value distributed To providers of capital	-32,320,743	-18,565,093	-25,745,475
Economic value distributed To government	-14,581,591	-53,118,875	-11,155,591
Distributed Economic Value To shareholders	-	-	-
Distributed Economic Value To community	-827,510	-1,847,202	-1,506,797
Economic value distributed - Total	-7,860,764,281	-4,096,436,670	-3,614,101,698
Economic Value Retained (Direct economic value generated - Economic value distributed)	156,007,367	159,941,834	83,933,671
Added Value (Direct economic value generated - Operating costs)	236,434,518	273,380,658	160,316,648
Added value on Direct economic value generated	2.9%	6.4%	4.3%

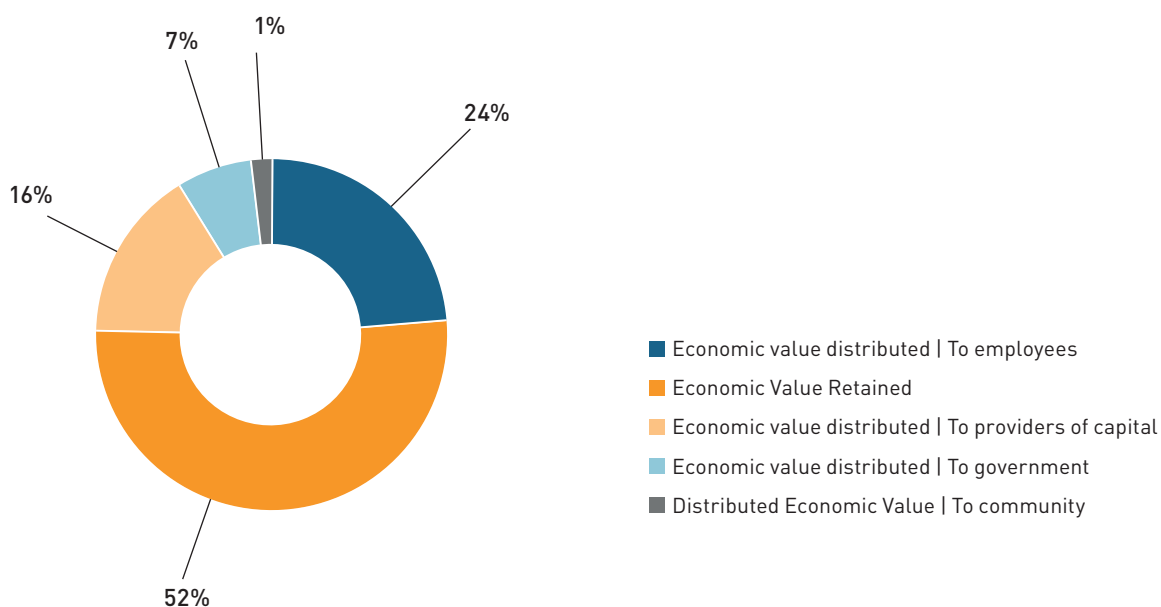


The added value analysed consists of the value generated net of operating costs, amounting to 160 million euros, representing a decrease of over 113 million euros compared to fiscal year 2023.

Of the more than 160 million euros in added value, approximately 52% was retained within the Company and utilised to consolidate its capital reserves, including retained earnings, provisions, and deferred taxes. Employees received approximately 38 million euros (around 24% of the total added value), encompassing social security contributions, pension costs, and severance payments. A further 16% was allocated to the financial community and capital providers, in the form of interest and other financial charges, whilst 1% was distributed to the community.

Approximately 11.2 million euros (7%) was paid to local and national authorities in the form of income taxes and other levies, while associations and communities received 435,514 euros in sponsorships and charitable donations, and 1,071,282 euros in membership fees.

ADDED VALUE DISTRIBUTION (FY2024)



6. Note on Methodology

The chapter “Duferco Energia Sustainability Report” of the Duferco Group Annual & Sustainability Report FY2024 (or “Duferco Energia Sustainability Abstract”) contains information relating to the following GRI Standards for the period between 1 October 2023 and 30 September 2024. This period is also referred to as “2024” or “AF2024” within the chapter.

DUFERCO ENERGIA MATERIAL TOPIC	GRI STANDARDS	REPORT REFERENCE
ENERGY EFFICIENCY AND CLIMATE CHANGE	GRI 302 Energy GRI 305 Emissions	The Environment - Energy consumption and GHG emissions
ACCESSIBILITY TO ENERGY AND SUSTAINABLE MOBILITY	-	The Company - Who we are and what we do; Our Divisions; Our Community
BIODIVERSITY CONSERVATION	GRI 304 Biodiversity	The Environment - Safeguarding biodiversity
CIRCULAR ECONOMY AND MATERIAL CONSUMPTION	-	The Governance – Responsibility along the value chain
OCCUPATIONAL HEALTH & SAFETY	GRI 403 Occupational Health & Safety	The People - Our Workforce
HUMAN RIGHTS PROTECTION	-	The Governance - Governance Tools
DIVERSITY & EQUAL OPPORTUNITIES	GRI 405 Diversity and Equal Opportunities	The People - Our Workforce
EMPLOYEE TRAINING, PERFORMANCE & WELL-BEING	GRI 404 Training and education	The People - Professional skills development
TALENT ATTRACTION AND RETENTION	GRI 401 Employment	The People - Our Workforce
GENERATED VALUE & COMMUNITY SUPPORT	GRI 413 Local communities	The People - Our Community
	GRI 201 Economic performance	The Governance - Economic value generated and distributed
INNOVATION AND BUSINESS DEVELOPMENT	-	The Company - Our Divisions
BUSINESS INTEGRITY AND TRANSPARENCY	GRI 206 Anti-competitive behaviour	The Governance - Governance Tools
CUSTOMER PRIVACY	GRI 418 Customer Privacy	The Governance – Responsibility along the value chain

For what concerns reporting principles, process and methodology, as well as any omissions related to the individual GRI Standards, please refer to the “Note on Methodology” chapter at the end of the Duferco Group Annual and Sustainability Report FY2024.