ESG Report
2022

"MAN DOES NOT INHERIT THE EARTH FROM HIS ANCESTORS,
BUT BORROWS IT FROM HIS CHILDREN. "
A. DE SAINT-EXUPÉRY

CONTENT.

FOREWORD

1. CEO MESSAGE.

2. OUR STORY.

3. INTRODUCTION.

4. GOVERNANCE.

- 4.1. CORPORATE GOVERNANCE.
- 4.2. RISK MANAGEMENT AND COMPLIANCE.
- 4.3. TRANSITION RISK.
- 4.4. KEY FIGURES AND EVOLUTION.

5. AS METAL COM SRL. AND THE IMPACT ON THE ENVIRONMENT.

- 5.1. CARBON FOOTPRINT CALCULATION.
- 5.2. ENERGY CONSUMPTION.
- 5.3. CIRCULAR ECONOMY.
- 5.4. LIFE CYCLE ASSESSMENT.
- 5.5. OUR PRODUCTS.
- 5.6. CLIMATE RISK ASSESSMENT FOR AS METAL COM SRL.

6. AS METAL COM SRL. AND SOCIAL IMPACT.

- 6.1. HEALTH AND SAFETY AT WORK.
- 6.2. LABOR FORCE CLASSIFICATION
- 6.3. SOCIAL RESPONSIBILITY.
- 6.4. EVENTS AND SOCIAL INVOLVEMENT.

7. INTERESTED PARTIES.

8. SUSTAINABLE DEVELOPMENT GOALS FOR AS METAL COM SRL.

FOREWORD.

This report provides an x-ray of our company's performance and impact on economic, social and environmental aspects, providing a broad perspective on how we treat and manage sustainability issues in our activities.

We face significant global challenges: climate change, depletion of natural resources, social disparities - challenges that force us to rethink the way we do business.

In recent years, we have worked hard to ensure that sustainability is embedded at the heart of our strategy and operations.

We collected and evaluated data, asked tough questions and sought solutions to create positive and sustainable impact.

We strongly believe that through transparency, accountability and collaboration, we can build a better world for all of us.

Thank you to everyone who contributed to this report, the work done generated a completely different medium and long-term perspective of our company.



I. CEO MESSAGE.



In recent years, the world economy, implicitly the Romanian one, has gone through a period full of uncertainties.
Crises of all kinds, one after the other or simultaneously, have affected and are still affecting our path to prosperity.

It has been evident for many years that the traditional economic paradigm needs to be changed.
If until recently it was very important what we do to achieve economic growth, today it becomes as important or maybe more important what we do, so that we also ensure the future of the next generations.

Constantin Apostol Ph. d.
CEO & Founder

The concept of sustainability reveals another economic reality in which research, production, distribution, consumption and all other economic activities will ensure the well-being of future generations.
The sustainability report is that analysis by which a company measures the impact of its activity on the 3 axes (environment, social, economic) as they are imposed by the EU standards.

We operate in an industry that must offer recycling solutions for industrial waste produced by other industries, as well as waste generated by domestic consumption. At the same time, the technological processes used in the recycling factories will be subject to the same "net zero emissions" objective established by the European Union, our company is firmly committed to this path and together with the academic environment and our partners we are researching and we are in a permanent process of innovation of its own industrial processes.

2. OUR STORY.

The AS METAL COM SRL company was established in 1993 with Constantin and Gheorghe Apostol as founding members. In the first years, he developed consulting activities in the field of metal waste recycling as well as import-export operations on commission or in his own name.

In 2000, the current production site with an area of approximately 33,500 m2 was purchased, located within the IMGB industrial platform, Bucharest South. During the pre-accession period of Romania to the EU, our company was directly involved in the realization of case studies regarding the waste flows of VSU (end-of-life vehicles), as well as WEEE (waste of electrical and household appliances).

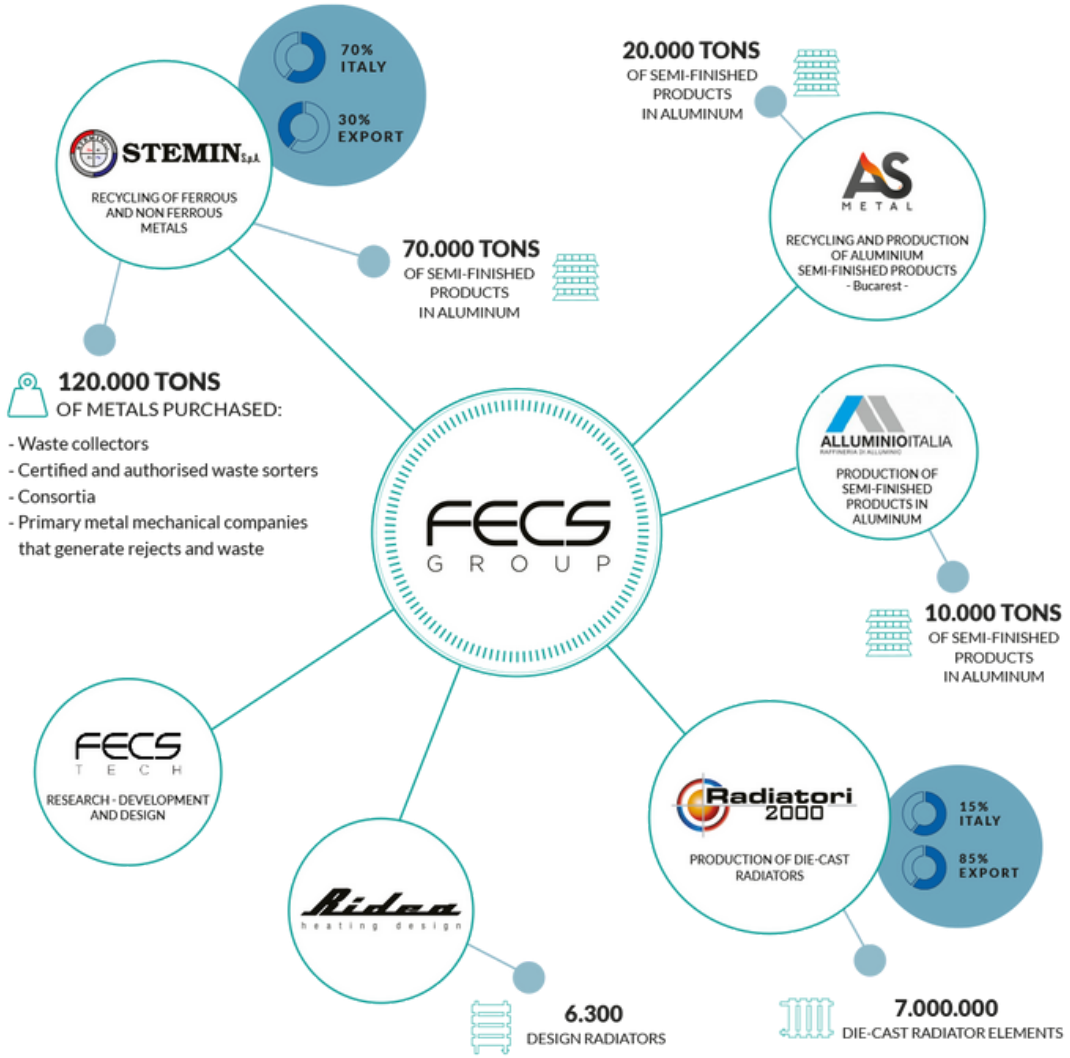
In parallel, we have constantly acted to develop aluminum waste recycling technologies.

Our technological flows have been designed to be able to obtain a wide range of aluminum alloys from waste to provide an alternative resource to the production of the same types of alloys made with mineral resources.



In 2009, our company joined the industrial group FECS Italia.

The group, based near Bergamo, achieves a turnover of around 280 million euros, with around 270 employees who process around 150,000 tonnes/year of aluminum waste recovering almost the entire quantity, avoiding the generation of waste, reducing CO2 emissions and focusing on recycling what was previously considered waste.



3. INTRODUCTION.

With 30 years of activity in the recycling industry in Romania, we understand the critical role our dedication plays in reducing environmental impact, improving governance practices, and engaging stakeholders.

PURPOSE OF THE REPORT

The main objective of this report is to transparently communicate our sustainability orientation and results to our stakeholders. By sharing our achievements, challenges and future goals, we aim to promote trust, accountability and understanding among stakeholders, including employees, customers, investors, suppliers, government bodies and local communities.

DEPARTMENTS INVOLVED AND METHODOLOGY

In preparing this report, we involved all the departments within our organization. Teams formed by experts in environmental management, logistics, production processes, human resources, marketing and finance collaborated closely to collect, analyze and present the data in accordance with the relevant methodology for sustainability standards.
We have used internationally recognized sustainability reporting frameworks and methodologies to ensure the credibility and reliability of the information presented in the report.

As we look to the future, we remain committed to continually improving the present.

MATERIALITY ANALYSIS

Through their business activities and relationships, organizations have an effect on the economy, the environment and people, and consequently make a positive or negative contribution to sustainable development. Sustainable development refers to that type of development that, according to the United Nations definition, meets the needs of the present but without compromising the ability of future generations to meet their own needs." The effect, as a result of the activities of a company or of the business relationships it carries out, on the economy, the environment and people, including human rights, is called impact. The impact can be actual or potential, positive or negative, short-term or long-term, intentional or unintentional, reversible or irreversible.

Thus, the impact or impacts indicate the positive or negative contribution of an organization to sustainable development.
An organization can identify several impacts on the economy, environment and people. Analyzing the company's processes, both internal and external analysis prioritizes the impacts and catalogs them as important topics for the company. As a central element in the identification, analysis and prioritization of important topics for the company AS METAL COM SRL, there is a process for analyzing the company's impacts.

This analysis process aims to identify, prevent, mitigate and highlight the way real and potential negative effects (impacts) on the economy, environment, and people are addressed, including the impact on human rights. Also within this analysis process, the potential risks that come from outside the organization are also evaluated. Among them, the impact of climate change on the organization is taken into account, as well as the effect of transition risks.
Thus, this analysis process covers the aspect of double materiality from the point of view of sustainability topics. The analysis process follows the 4 steps for determining the important topics provided in the most widespread and used worldwide voluntary sustainability reporting standard GRI (Global Reporting Initiative).

Step 1: Understanding the context of the organization.
Step 2: Identifying current and potential impacts
Step 3: Analyzing the importance of current and potential impacts
Step 4: Prioritizing the most significant impacts

As a way of verifying and validating the important topics identified, the AS METAL COM company took the following measures:

- Reviewed voluntary reporting standards relevant to the industry in which it operates;
- It involved in steps 2 and 3 representatives of interested parties (stakeholders) from the following classes: customers, suppliers, financiers, representatives of non-governmental organizations relevant to the company's activity.

The company addresses potential negative impacts through prevention or mitigation and if the organization identifies that it has caused or contributed to certain negative impacts they are remedied.

In conclusion, AS METAL COM SRL demonstrates a deep awareness of the importance of sustainable development within its economic activities. By implementing a rigorous impact analysis process, the company not only identifies and prioritizes its impacts on the economy, environment and people, but also actively engages in the prevention, mitigation and remediation of negative effects, including on human rights.

The participation of stakeholders in the crucial stages of this process highlights a transparent and responsible commitment to sustainability. Thus, AS METAL COM assumes an active role in promoting a development that respects the needs of the present without compromising the ability of future generations to meet their own needs, according to the principles of the United Nations. This commitment, together with the reference to the GRI standard, reflects the company's vision to be a responsible leader aware of its impact in the field of sustainability.
Thus, the list of material themes identified for society is as follows:

- ***AS METAL COM SRL's corporate governance, risk management and compliance, including and identifying the transition risk and the presentation of key figures and the company's evolution;***
- ***The impact of the AS METAL COM company on the environment, the calculation of the carbon footprint, energy consumption, the company's position in the circular economy, the life cycle assessment, the presentation of the company's products and the assessment of climate risks;***
- ***The social impact of the AS METAL COM SRL company, occupational health and safety, workforce classification, social responsibility, events and the company's social involvement.***

4. GOVERNANCE.

4.1. CORPORATE GOVERNANCE.

Corporate governance, as a fundamental element in the management and control of an organization such as AS METAL COM, involves the adoption of a complex set of rules, practices and processes. This not only identifies who has power and responsibility within the firm, but also how decisions are made. By implementing effective corporate governance, AS METAL COM ensures that the business is conducted in the interest of all parties involved, both investors (shareholders) and interested parties (stakeholders).

The basis of good corporate governance is a set of clear principles, reviewed annually, which guarantee the success and sustainable development of the organization. The principles adopted by AS METAL COM include:

PERFORMANCE ORIENTATION.

Our company is committed to using resources in the most efficient way possible, fulfilling obligations to stakeholders and achieving proposed performance objectives. AS METAL has implemented and certified the integrated management system in accordance with ISO 9001, ISO 14001, ISO 45001 standards and has also obtained a relevant sustainability certification from ECOVADIS.

BUSINESS CONDUCT.

All levels of management are directed towards the interest of the organization. Recognizing and managing conflicts of interest, as well as responsible decision-making, are essential in risk management.

RESPONSIBILITY TOWARDS SOCIETY.

Management decisions not only aim to achieve performance objectives, but also take into account the organization's social responsibility, respect for human rights, working conditions, environmental protection, community development and relations with all stakeholders.

COLLABORATION.

AS METAL COM promotes constructive cooperation, knowledge sharing and mutual support, fundamental in achieving the objectives.

TRANSPARENCY.

The company is committed to ensuring total transparency in relation to its field of activity, the strategies adopted and the results achieved.

The sustainability strategy of AS METAL COM is based on the commitment to the active involvement of interested parties, both internal and external. Through open dialogue, partnerships and community engagement programs, the Society seeks to obtain feedback, address concerns and incorporate diverse perspectives into its decision-making processes.
This commitment to stakeholders supports the goal of fostering mutual understanding and driving positive change geared toward the company's sustainability goals.

4.2. RISK MANAGEMENT AND COMPLIANCE.

Risk management is the identification, assessment and prioritization of risks (defined in ISO 31000 as the effect of uncertainty on objectives), followed by the coordinated and economical application of resources to minimize, monitor and control the likelihood or impact of unfortunate events or to maximize the realization of opportunities.
AS METAL COM SRL, located in an urban area of Bucharest, demonstrates its commitment to environmental protection and biodiversity, although the nature of its operations does not involve direct interaction with natural habitats or exotic species. The company's focus is on reducing the impact of its activities on the environment through sustainable practices such as efficient waste management and responsible use of resources. These actions indirectly contribute to maintaining ecosystem services and reducing pollution. Also, by promoting ecological awareness among its employees and participating in local conservation initiatives, AS Metal Com underlines its commitment to a sustainable and responsible environment.

We have determined that the overall purpose of risk and opportunity management within AS METAL COM is to ensure that organizational resources and capabilities are employed in an efficient and effective manner to take advantage of opportunities and mitigate risks.

To reduce risk, AS METAL COM has put resources in place to minimize, monitor and control the impact of negative events while maximizing positive events.
Our company has an integrated management system for quality, environment, safety and health at work, a system that has as a mandatory requirement "Actions to deal with risks and opportunities".
In this sense, we have developed a procedure "Risk management and development of the risk register", with the help of which risks are managed, so that our actions are as secure as possible.
The risks that may arise from outside the organization (external factor risks), from inside the organization (internal factor risks), production risks, as well as human resources risks are analyzed and monitored.

Despite the lack of direct interaction with protected areas, nature reserves or cultural heritage sites, AS METAL COM SRL aims to respect and protect these values through its actions. The company can integrate into its corporate social responsibility policy respect for the cultural and historical heritage of the community, supporting local cultural initiatives and ensuring that its industrial activities do not negatively affect the cultural and historical values of the urban area. This commitment is evidence of the recognition of the importance of maintaining and promoting cultural diversity and historical heritage, reflecting a responsible and respectful approach in all aspects of its operations.

With a strong focus on reducing the impact of its operations on local communities and the urban environment, AS Metal Com demonstrates prudent and responsible risk and compliance management. The company is committed to ensuring that any expansion or modification of its infrastructure is done with respect for the needs and rights of the local community, avoiding any negative impact, especially on vulnerable groups.
Through open dialogue and collaboration with the community, AS METAL COM SRL manifests its desire to operate in a way that not only protects the environment, but also supports the sustainable and responsible development of society. This approach reflects a deep commitment to the principles of sustainability and corporate social responsibility, thus strengthening AS METAL COM SRL's reputation as a responsible company aware of its impact on the environment and the community.

In 2022, AS METAL COM demonstrated a remarkable level of compliance with the legislation in force, reflected by the total lack of fines, penalties or non-monetary sanctions. This positive result highlights the company's firm commitment to complying with legal norms and regulations, underscoring effective risk management and an organizational culture focused on compliance and accountability.
This not only strengthens AS METAL COM's position as a responsible leader in its field, but also strengthens the trust of its stakeholders – employees, customers, investors and the local community – in the integrity and sustainability of its business practices. The absence of these sanctions is clear evidence of the company's continuous efforts to stay abreast of legislative changes and implement proactive measures to ensure adherence to the highest standards of compliance and corporate ethics.

4.3. TRANSITIONAL RISKS.

URBANIZATION

In an ever-expanding Bucharest, companies in the industry, like the one under discussion, face unique challenges. They derive from the pressure of urbanization, which threatens the conversion of industrial areas into residential spaces. Our company, focusing on secondary aluminum production, plays a crucial role in the circular economy, contributing significantly to reducing CO2 emissions and promoting sustainability.

As Bucharest develops, the space for industrial activities becomes more and more limited. The potential conversion of the company's industrial site to a residential area could not only lead to increased operational costs and supply chain disruption, but would also affect the local economy and employees. At the same time, this situation opens doors to new opportunities, such as collaboration with local authorities to promote sustainable urban development.

To navigate these troubled waters, the company must adopt proactive strategies. These include strategic planning for risk mitigation, such as diversification of locations and investment in green technologies. It is also vital to consider the impact on the local community and economy, as well as the long-term benefits of maintaining a recycling industry in the urban area. Through collaboration and innovation, the company can strike a balance between the needs of urban development and a commitment to sustainability and environmental responsibility.

MARKET RISKS

In the aluminum recycling industry, the Company faces significant market risks, including the volatility of raw material prices. Fluctuating prices of aluminum and recycled materials can affect profit margins and require re-evaluation of sourcing strategies. Intense competition in this sector requires effective differentiation to capture a larger market share. In addition, changes in consumer demand, especially the shift towards more sustainable products, represent a challenge as well as an opportunity for the company. Adapting to these trends through innovation and aligning your offering to market demands can drive long-term success.

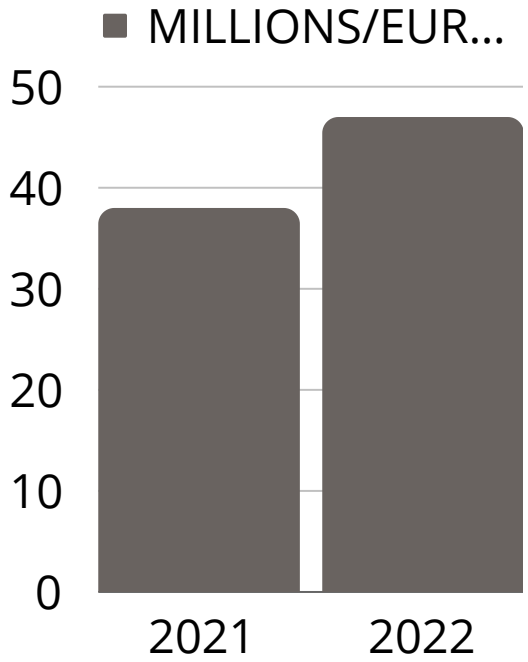
LEGISLATIVE RISKS

On the legislative front, the company must navigate an ever-changing regulatory landscape. Changes in environmental regulations, including those related to recycling and pollution abatement, can have a direct impact on operations. Compliance with these regulations is crucial to avoid penalties and maintain a positive image.
Investments in green technologies and sustainable practices are vital to meet these demands. Additionally, engagement in partnerships and advocacy can help the company influence policy in a way that favors the recycling industry. By actively participating in the dialogue about legislation, the company can better anticipate and adapt to future legislative changes.

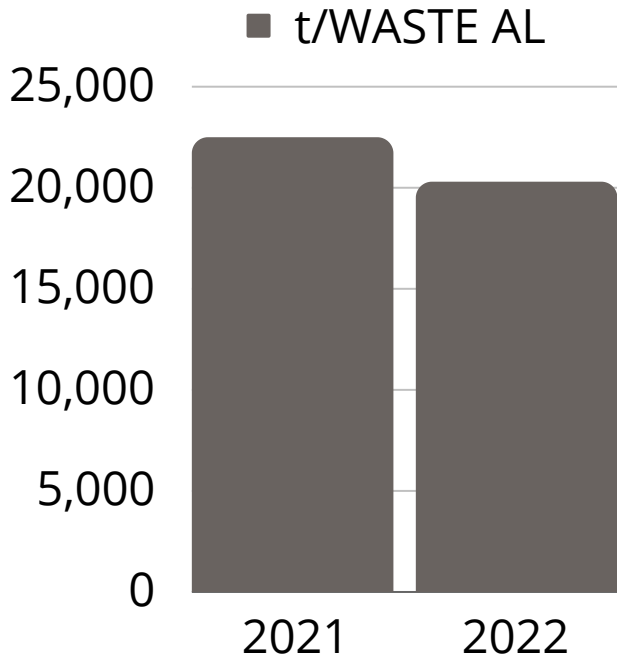
4.4. KEY FIGURES AND EVOLUTION.

The turnover related to the financial year 2021 was approx. 38.4 million euros, while for the year 2022 it increased to approximately 47 million euros.
In 2021, the AS METAL COM company processed approximately 22,500 tons of aluminum waste, which represented the raw material for the production of 19,000 tons of secondary aluminum alloys. In 2022, our company processed 20,300 tons of aluminum waste, for about 17,700 tons of secondary aluminum alloys.
While the amount of processed waste decreased in 2022, the turnover of 2022 increased due to aluminum stock market quotations.

FISCAL VALUE



PROCESSING



5. AS METAL COM SRL. AND THE IMPACT ON THE ENVIRONMENT.

5.1. CARBON FOOTPRINT CALCULATION.

We focus on optimizing processes and implementing projects that contribute to the reduction of GHG (greenhouse gas) emissions. We quantified direct emissions (Goal 1) and indirect emissions related to electricity consumption (Goal 2) in tCO eq. (tons of carbon dioxide equivalent), in accordance with the requirements of the GHG Protocol - A Corporate Accounting and Reporting Standard.

For the calculation of emissions related to Purpose 1, the following consumptions were taken into account:

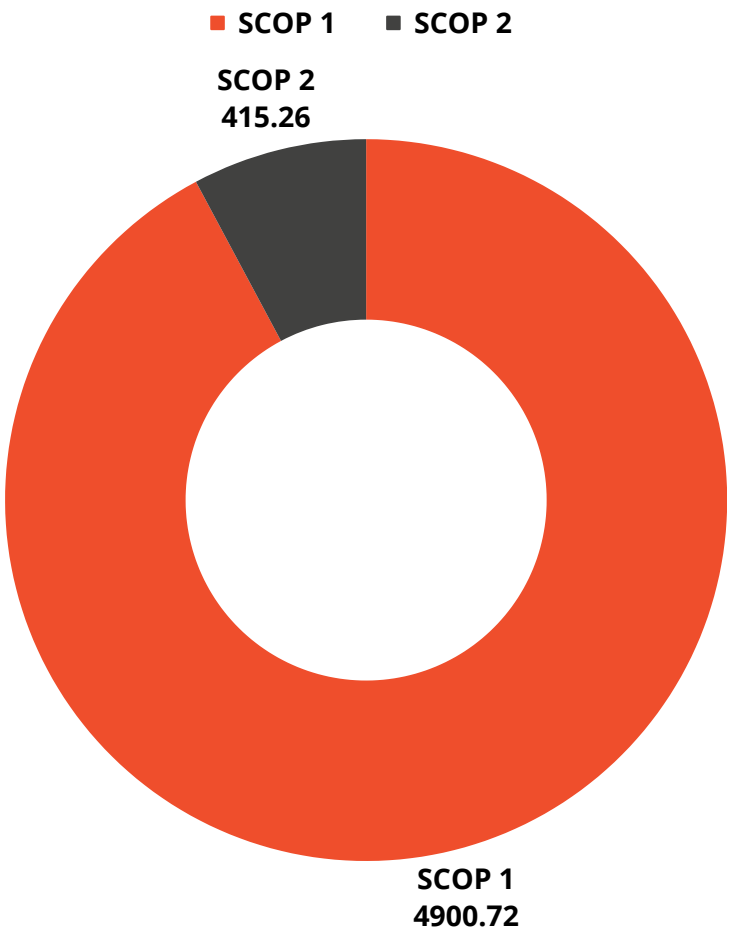
- The amount of natural gas used in the foundry as well as for space heating.
- The amount of diesel fuel used both by the machines in the production process and by the company's machines
- The amount of gasoline used by the company's cars.
- The amount of LPG used by the maintenance department.
- The amount of refrigerant gas charged in air conditioning systems.
- The amount of carbon dioxide used by the maintenance department and the use of fire extinguishers.

The calculation of emissions related to Goal 2 took into account the amount of electricity used by the company.

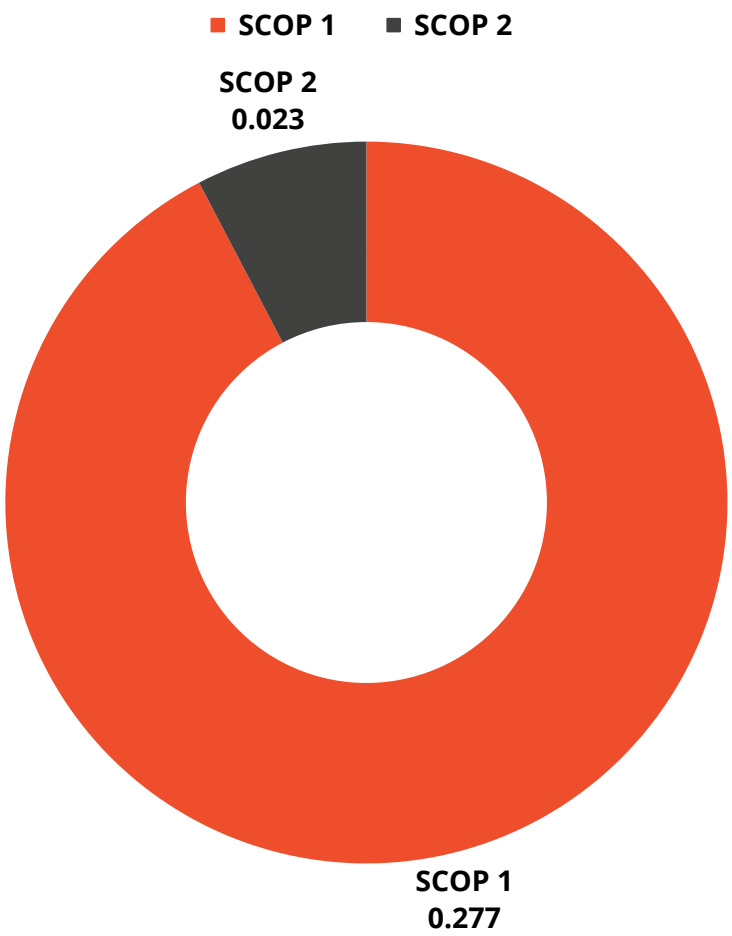
2022	tCO2e/YEAR	tCO2e/ t ALLOY
SCOPE 1	4900.72	0.277
SCOPE 2	415.26	0.023

***calculation related to CO2 emissions is validated by a third party accredited by the UNFCCC-United Nations Framework Convention on Climate Change (UN)**

2022 tCO2e/year



2022 tCO2e/t alloy



5.2. ENERGY CONSUMPTION.

AS METAL COM was constantly concerned with tracking the consumption of natural gas, gasoline, LPG, including the consumption of electricity (total consumption/t of alloy being 5344.0344 Mj/t), and in order to do this it installed meters in the important points thus having correct information about the consumptions of the waste sorting/processing facilities as well as the consumptions related to the foundry hall.

A series of projects to increase energy efficiency have been carried out and are being carried out, some could be completed in a shorter period of time, others are in full swing:

- Staged change of the lighting system - replacement of light bulbs with LED technology;
- Modernization of centralized heating systems by replacing old thermal plants and equipping them with digital systems that allow optimizing energy consumption and implicitly CO2 emissions;
- Staged replacement of AC electric motors equipped with contactors: with AC inverters/drivers, as well as with motors with improved power factor, respectively basket Ø >0.9;
- Installation of a new electrical connection point with the possibility of connecting photovoltaic panel systems with a power of about 400 KW/HOUR;
- Installation of low-temperature heat recuperators mounted in exhaust systems for domestic electricity production;

5.3. CIRCULAR ECONOMY.

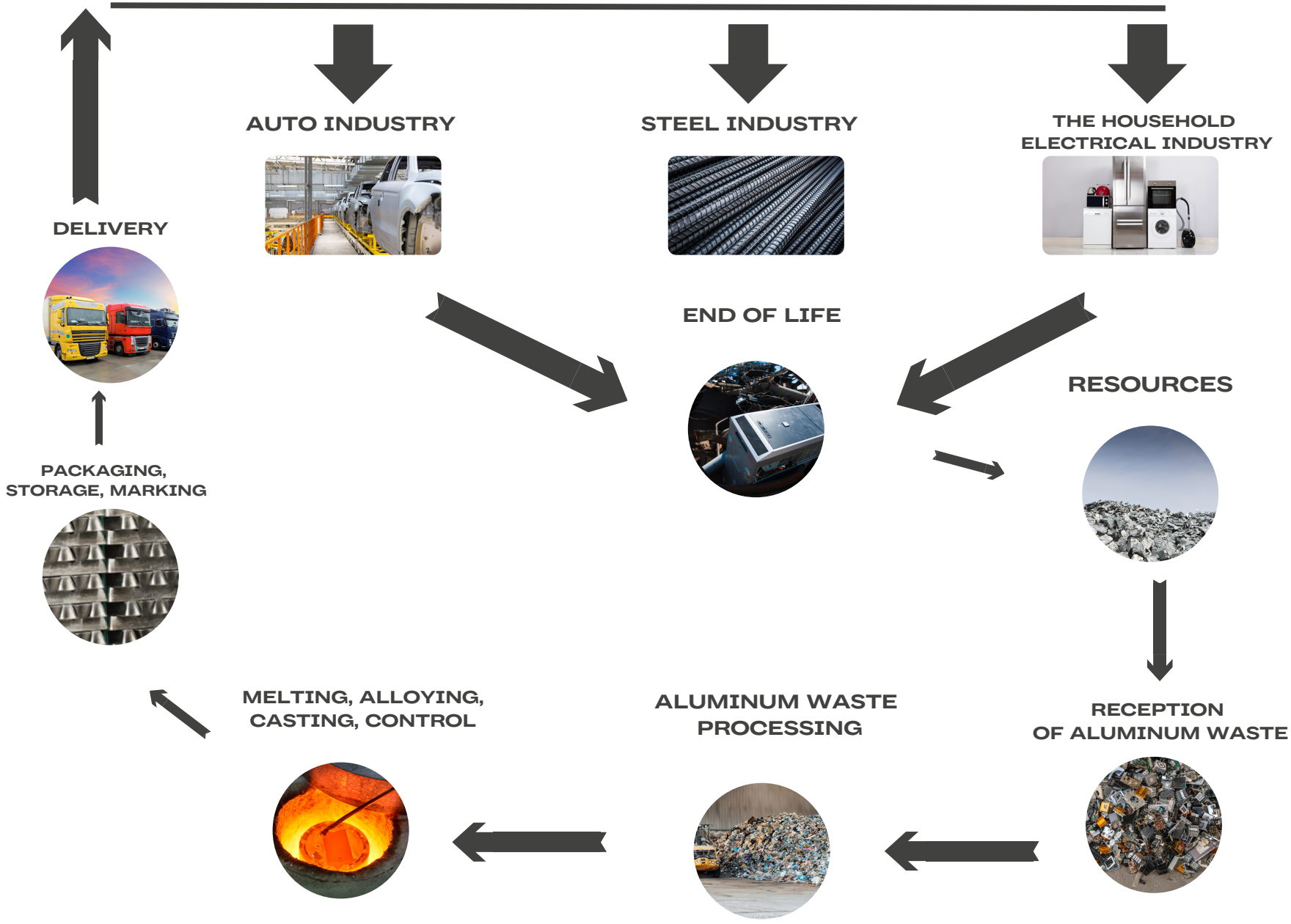


As Metal is an example for the circular economy.
Ce face AS METAL COM ?
1. In the context of the circular economy, As Metal deals with recycling;
2. Recycling is an essential component of the circular economy.

The solution for industrial and household waste is offered by the recycling industries, but the recycling technological processes that in turn generate waste no longer have alternative solutions. As the recycling industries are subject to the "Net Zero Emissions" target, extensive research work is required to identify applicable solutions in the recycling industries.
Aluminum recycling is an ideal model of the circular economy, bringing benefits both economically and ecologically.
This practice involves the collection and sorting of used aluminum products - such as beverage cans, aluminum waste from the dismantling and treatment of end-of-life vehicles, household and electrical appliances, as well as industrial aluminum residues.

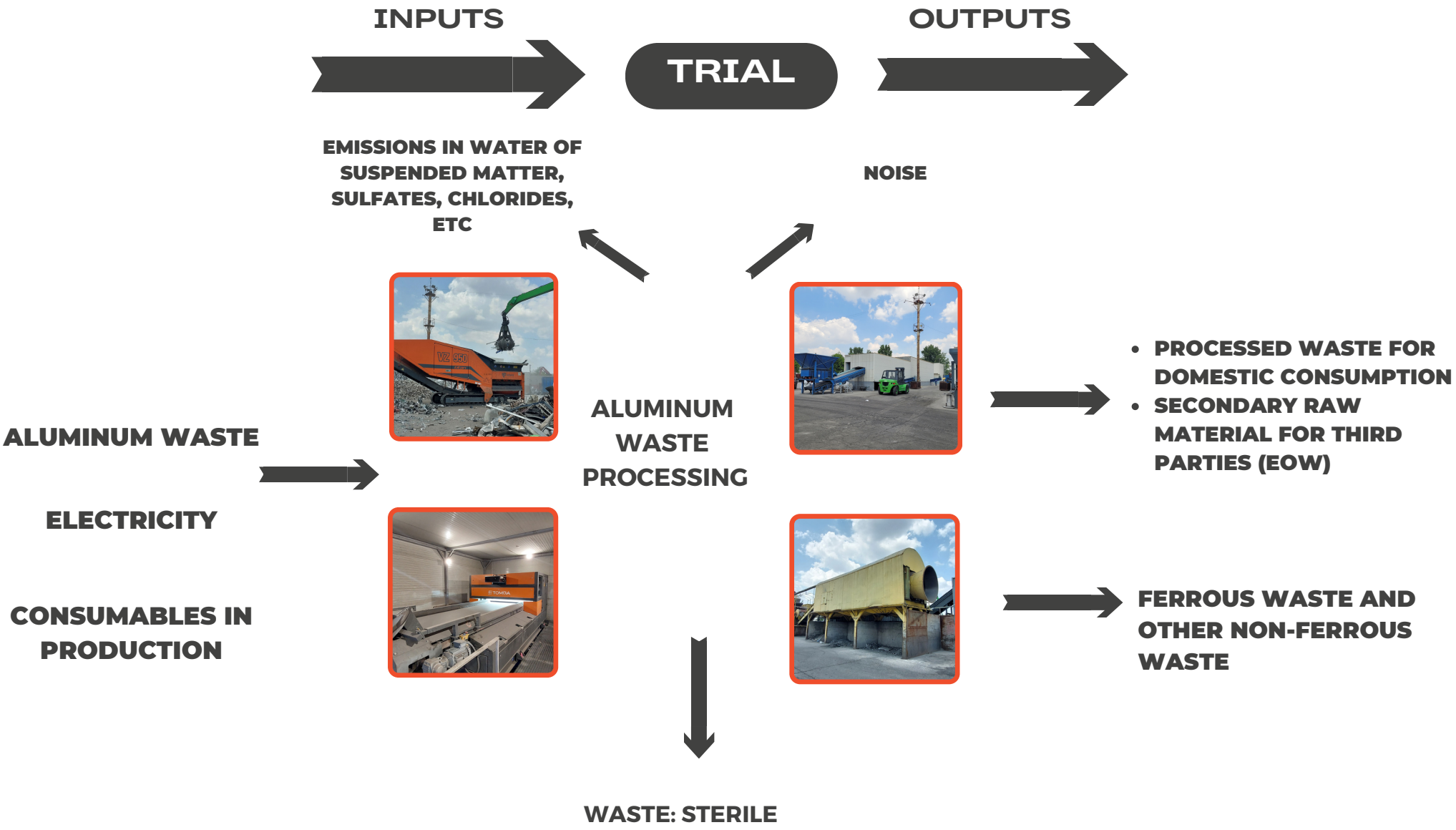
This practice is completed in the process of developing secondary aluminum alloys, cast in ingots (production of secondary raw materials). One of the main advantages of aluminum recycling is its outstanding energy efficiency; the process consumes only 5% of the energy required to produce aluminum from raw ores, which leads to significant reductions in costs and greenhouse gas emissions.
Aluminum is also distinguished by its ability to be recycled repeatedly without losing its properties, which makes it a permanently renewable resource. This circular cycle ensures the continuous reuse of recycled aluminum in production processes, thus minimizing the amount of waste and eliminating the need to mine new virgin material.
The process of transforming waste into valuable raw material emphasizes the principles of the circular economy, promoting sustainability and resource conservation. This example of recycling not only protects the environment, but also represents an efficient economic solution.

5.4. LIFE CYCLE ASSESSMENT: LCA



INVENTORY ANALYSIS (LCI)

In practice, the choice of inputs and outputs originating or ending up in the environmental system is determined by how the environmental impact assessment should be conducted and the environmental impact that should be studied in the LCA.



EMISSIONS IN AIR: POWDER, CO, NOX, SO2

NOISE





PROCESSED WASTE

GAS METHANE

ELECTRICITY

CONSUMABLES IN PRODUCTION

FABRICATION AND CASTING OF ALUMINUM ALLOYS/CONTROL

CAST ALUMINUM ALLOY IN INGOTS AND/OR HEMISPHERES





WASTE: SLAG, IRON

CAST ALUMINUM ALLOY
IN INGOTS AND/OR
HEMISPHERES

ELECTRICITY

CONSUMABLES
IN PRODUCTION



PACKAGING
STORAGE
MARKING



BIG BAGS
HEMISPHERES

STACK
BULLION



WASTE: PLASTIC

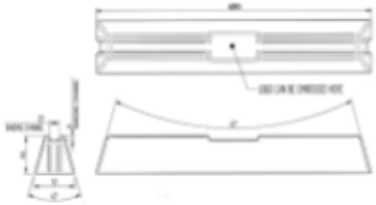
5.5. OUR PRODUCTS.

In the more than 30 years of activity, our company has managed to create and expand its portfolio of clients in the automotive, household appliances, and steel industries.

AlSiCu

Composition (%)	Si	Fe	Cu	Mn	Mg	Sr	Ni	Cr	Zn	Ti	Pb	Sn	Cd	Sb	Bi	B	Ca	Li	Na	P
46000	8.0-11.0	0.6 - 1.1	2.0 - 4.0	max 0.55	0.15 - 0.55		max 0.55	max 0.15	max 1.2	max 0.20	max 0.35	max 0.15								
46100	10.0-12.0	0.45-1.0	1.5 - 2.5	max 0.55	max 0.30		max 0.45	max 0.15	max 1.70	max 0.20	max 0.25	max 0.15								
47100	10.5-13.5	0.6 - 1.1	0.7 - 1.2	max 0.55	max 0.35		max 0.30	max 0.10	max 0.55	max 0.15	max 0.20	max 0.10								
46400	8.3 - 9.7	0.7	0.8 - 1.3	0.15 - 0.55	0.20 - 0.65		0.2		0.8	0.10 - 0.18	0.1	0.1								
AlSi9Cu3 (Fe)	9.60 -11	0.40 -1.00	2.70 -3.50	max 0.5	0.18-0.34		max 0.5	max 0.15	max 1.2	max 0.2	max 0.2	max 0.2								
GAS9C1	9.0-10.0	max 0.25	0.8-1.3	max 0.1	0.3-0.5	max 0.003	max 0.05	max 0.03	max 0.05	max 0.1	max 0.05	max 0.05		max 0.005			max 0.01	max 0.002	max 0.003	max 0.002
AS9U3G	8.50-9.5	max 0.70	2.00-3	≥Fe/2 max 0.60	0.40-0.55		max 0.30		max 0.90	0.13-0.18										
AS7U3	6.50-8.00	max 0.70	3.00-4.00	0.20-0.65	0.30-0.65		max 0.30	max 0.05	max 0.65	0.10-0.15	max 0.15	max 0.10	max 0.01	max 0.01						
319TO	7.50-8.50	max 0.50	2.80-3.50	0.15 - 0.40 ½%Fe	0.30-0.40		max 0.10	max 0.05		0.12-0.16	max 0.10	max 0.05		max 0.015	max 0.02					
AS5U3G/3+	5.10-5.70	max 0.50	2.70-3.30	max 0.3	0.30-0.45		max 0.10		max 0.20	0.10-0.15	max 0.05	max 0.05		0.008						
AlSi6Cu4	5.0-7.0	max 0.9	3.0-5.0	0.2-0.65	max 0.55		max 0.45	max 0.15	max 2.0	max 0.2	max 0.3	max 0.15								
AlSi6Cu4(Sr)	6,0-6,8	max 0.50	3,3-4,8	0,40-0,60	0,20-0,30	0.010 -0.014	max 0.20	max 0,05	max 0.80	0.10-0.15 (target 0,13)	max 0.07	max 0.10	max 0.0070	max 0.004	max 0.0050	max 0.05	max 0.0020	max 0.0005	max 0.0010	max 0,015

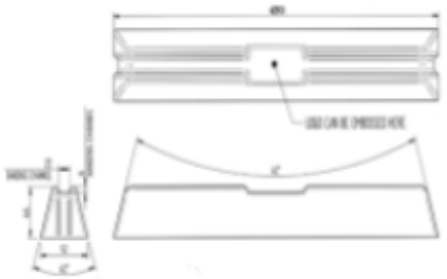






Composition (%)	Si	Fe	Cu	Mn	Mg	Ni	Cr	Zn	Ti	Pb	Sn	Sr	Other		Al
													each	total	
44300	10.5-13.5	0.60-0.80	max 0.08	0.20-0.55	max 0.05	max 0.05	max 0.05	max 0.10	max 0.15	max 0.05	max 0.05		max 0.05	max 0.25	Rest
AlSi12 LM6	11.5-13.5	max 0.65	max 0.20	max 0.55	max 0.10	max 0.10		max 0.15	max 0.20	max 0.10	max 0.05		max 0.05	max 0.15	Rest
AS10	10.0-11.0	0.30-0.70	max 0.20	0.10.0.50	max 0.30	max 0.20		max 0.15	max 0.15	max 0.05	max 0.10		max 0.05	max 0.15	Rest
42000	6.5-7.5	max 0.45	max 0.15	max 0.35	0.25-0.65	max 0.15		max 0.15	max 0.20	max 0.15	max 0.05		max 0.05	max 0.15	Rest
43100	9.00-11.00	max 0.45	max 0.08	max 0.45	0.25-0.45	max 0.05		max 0.10	max 0.15	max 0.05	max 0.05		max 0.05	max 0.15	Rest
43000	9.00-11.00	max 0.40	max 0.03	max 0.45	0.25-0.46	max 0.05		max 0.10	max 0.15	max 0.05	max 0.05		max 0.05	max 0.15	Rest
44100	10.5-13.5	max 0.55	max 0.10	max 0.55	max 0.10	max 0.10		max 0.15	max 0.15	max 0.10			max 0.05	max 0.15	Rest
43400	9.00-11.00	0.45-0.90	max 0.08	max 0.55	0.25-0.50	max 0.15		max 0.15	max 0.15	max 0.15	max 0.05		max 0.05	max 0.15	Rest
43200	9.00-11.00	max 0.55	max 0.30	max 0.55	0.25-0.45	max 0.15		max 0.35	max 0.15	max 0.10			max 0.05	max 0.15	Rest
AlSi9MgMn(Fe)	9.50-10.50	0.50-0.80	max 0.10	0.35-0.50	0.14-0.22	max 0.05	max 0.07	max 0.07	max 0.10	max 0.05	max 0.05	0.01-0.02			Rest



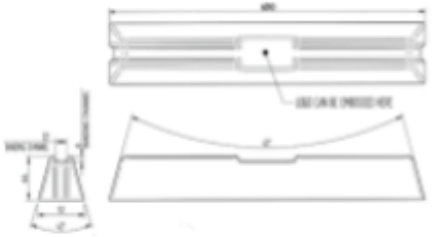




AlNi

Composition (%)	Si	Fe	Cu	Mn	Mg	Ni	Cr	Zn	Ti	Pb	Sn	Sr	Ca	P	Na	Hg	Cd	V	Zr	Other		Al
																				each	total	
48000	11.6 - 12.4	max 0.5	3.6 - 4.0	max 0.3	0.7 - 1.0	1.9 - 2.3	max 0.05	max 0.15	0.08 - 0.16	max 0.008	max 0.008	max 0.001	max 0.0015	0.005 - 0.008	max 0.0005			0.05 - 0.11	0.08 - 0.16	max 0.05	max 0.15	Rest
48000	10.50-13.50	max 0.60	0.80 -1.50	max 0.35	0.9-1.5	0.70 - 1.30		max 0.35	max 0.20											max 0.05	max 0.15	Rest
1211	12.6 - 13.2	max 0.50	0.9 - 1.40	0.10 - 0.30	0.9 - 1.20	0.8 - 1.2	max 0.03	max 0.20	max 0.10	max 0.10	max 0.10						max 0.01			max 0.05	max 0.15	Rest
1242	12.6 - 13.2	max 0.50	3.40 - 3.90	0.10 - 0.30	0.90 - 1.20	1.90 - 2.20	max 0.03	max 0.20	max 0.10	max 0.10	max 0.10						max 0.10			max 0.05	max 0.15	Rest
AlNiMn2TiB	max 0.70	max 0.50	max 0.70	1.9 - 2.1	max 0.30	1.90 -2.10	max 0.10	max 0.10	0.10 -0.20	max 0.10						max 0.10	max 0.01			max 0.05	max 0.15	Rest

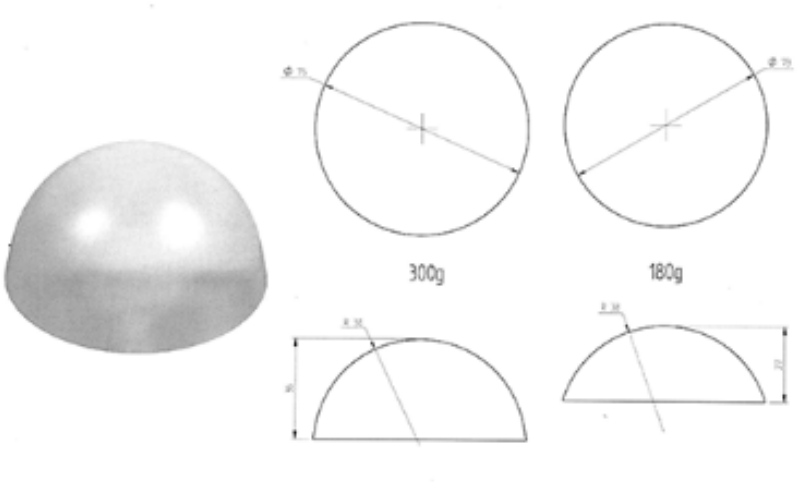






Al for deoxidation

Composition (%)	Al	Si	Fe	Cu	Mn	Mg	Zn	Pb
Al 95%	min 95	max 2	max 1.5	max 1	max 0.5	max 1	max 1	
Al 96%	min 96	max 1		max 0.5	max 0.7	max 1.2	max 0.5	max 0.1
Al 97%	min 97	max 1	max 2					



5.6. CLIMATE RISK ASSESSMENT FOR AS METAL COM SRL.

1. INTRODUCTION

Climate change is a reality that the world is currently facing. AS METAL COM SRL, specialized in aluminum recycling and secondary aluminum production, assumes the responsibility to anticipate, evaluate and address the risks associated with these changes.
With its headquarters in Bucharest, sector 4, our company is in a strategic position, but also vulnerable to climatic fluctuations in the area.
Understanding these risks is critical to protecting employees, assets, and ultimately, business profitability.
AS METAL COM SRL is dedicated to protecting its business, employees and the communities in which we operate against the risks associated with climate change. Through the adaptation measures we adopt and the long-term strategies we implement, we ensure that we adapt and remain resilient in the face of these challenges. We are committed to continually reviewing and updating this climate risk analysis, ensuring we remain future-ready.

2. METHODOLOGIES

The adopted methodology combines global and European good practices, based on a scientific approach. Our detailed procedure consists of:

- Verification of activities: Every stage of our production process and is analyzed to identify vulnerable points to climate change.
- Climate Risk and Vulnerability Assessment: Once potential risks are identified, they are analyzed in detail to understand their potential impact on our operations. This includes analyzing the probability of an event, its severity and possible economic repercussions.
- Evaluation of adaptation solutions: Identification of the most effective mitigation and adaptation measures for the identified risks. This may include infrastructure changes, operational changes or long-term strategies.

3. IDENTIFICATION OF RISKS

Romania's climate, especially in the Bucharest area, presents a series of risks that AS METAL COM SRL must take into account:

- Heat waves and thermal stress: These can affect the operation of equipment and endanger the health of employees, especially in production areas where high temperatures are already present due to aluminum melting processes.
- Storms and Tornadoes: In addition to potential damage to infrastructure, these phenomena can cause supply chain or distribution disruptions.
- Heavy rainfall: This can cause flooding, which can damage equipment or disrupt operations.

4. RISK ASSESSMENT

To effectively address identified risks:

- State-of-the-art climate models are used to understand short- and long-term trends.
- Collaborate with climatologists and constantly monitor weather data to anticipate extreme climate events.
- Simulations are performed to understand possible scenarios and their impact on the business.

5. ADAPTATION SOLUTIONS

Adaptation to climate risks is essential for business continuity:

- Infrastructure improvement: We invest in technology and equipment that can operate efficiently even in extreme weather conditions.
- Flexible operational strategies: We put in place protocols to enable rapid response to extreme weather events.
- Periodic assessments: All facilities are periodically assessed to ensure they are ready to face climate change.

6. CONCLUSION

AS METAL COM SRL's commitment to addressing climate risks reflects our long-term vision and the desire to protect the interests of all parties involved. We continue to monitor, adapt and innovate in the face of climate change, ensuring our business not only survives but thrives in these conditions.

6. AS METAL COM SRL AND SOCIAL IMPACT.

6.I. HEALTH AND SAFETY AT WORK.

For AS METAL COM SRL, the health and safety of employees is one of our most important concerns and we constantly focus on improving our performance in this area. We are aware that in implementing our activities along our value chain, employees may be exposed to risks that may affect their health and safety. Thus, identifying these risks and implementing all necessary preventive measures is essential for the success of our business.

We are certified and comply with the SR ISO 45001/2018 standard – which represents a working model for organizations with better control over occupational risks and is based on explicit requirements for the most effective management of occupational risks and the creation of a culture of prevention among employees.

To ensure that the way we manage health and safety issues is on the right track, AS METAL's health and safety management system is recertified every three years and is subject to an annual surveillance process. We constantly promote actions to prevent and reduce risks for health and safety, by assessing the potential risks of occupational injuries and illnesses for each individual activity.

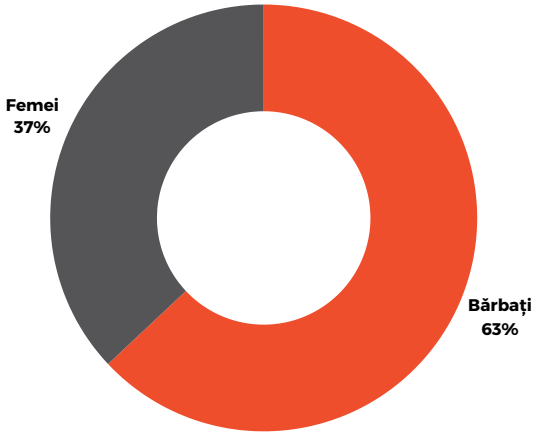
We regularly train our staff on compliance with measures to prevent and reduce / eliminate health and safety risks. All our employees are trained in health and safety in accordance with the Annual Training Plan. We carry out general induction training for newly hired staff, visitors, contractors and periodic training for all employed staff.



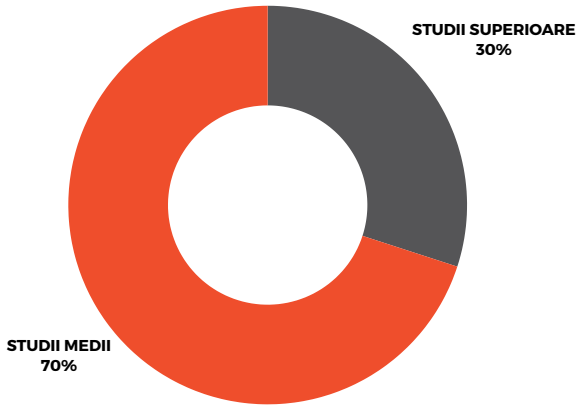
6.2. LABOR FORCE CLASSIFICATION

The evolution of the company's workforce structure continues to follow a stable trend, with a total number of 100 employees in 2022.

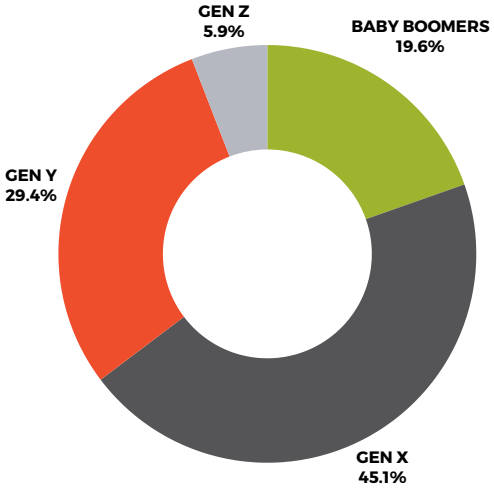
CLASSIFICATION OF EMPLOYEES ACCORDING TO SEX:



CLASSIFICATION OF EMPLOYEES ACCORDING TO EDUCATION:



CLASSIFICATION OF EMPLOYEES ACCORDING TO GENERATIONS



LEGEND

Baby Boomers (1946-1964)
Generation X (1965-1974)
Generation Y (1984-1994)
Generation Z (1995-2012)

6.3. SOCIAL RESPONSIBILITY.

Based on the objectives approved by the company's management, in order to increase competitiveness in the field of human resources, our strategy is oriented towards covering the present and future personnel requirements, both qualitatively and quantitatively.
The starting point in the adoption of the Human Resources Development Strategy was the clear outline of the role that the employees have in the unit, the acceptance of the fact that they are the ones who give life to the company, maintain its operation, being the most important resource of the business. Our entire business is based on qualified and competent staff, and in this regard we make every effort to recruit the best candidates for the available positions and to retain valuable and talented employees in the organization.

For us, the 3 basic pillars for increasing competitiveness in the field of human resources are:

I. RECRUITMENT AND SELECTION.

We succeed in attracting and selecting the best candidates for the available positions by using effective recruitment tools such as: social networks, career sites, partnerships with universities and other means of advertising.

2. DEVELOPMENT AND TRAINING

Increasing the skills and abilities of our employees is achieved through training and development programs, programs that can be customized according to individual needs and long-term career development.

3. EMPLOYEE RETENTION

By providing a positive work environment, fair compensation and career advancement opportunities, as well as developing policies and programs that support employees' work-life balance, we retain valuable and talented employees in the organization.

4. MANUAL AND SOCIAL REPORT

Identification of areas of activity that represent potential risks of human rights violations (within the company's activities, the supply chain and in relations with affiliated companies and business partners)

BENEFITS GRANTED TO EMPLOYEES

In addition to the monthly remuneration and carrying out the activity in a stimulating work environment, AS METAL COM employees benefit from the following advantages:

- meal vouchers in compliance with the legislation in force, regarding their granting;
- employee transport insurance;
- occupational medicine subscriptions in accordance with the legislation in force;
- voluntary health insurance;
- additional vacation days depending on seniority;
- material aid on the occasion of special events in the employee's life;
- periodic rewards and appreciations;
- periodic participation in trainings and other specialization courses;
- participation in teambuildings.

EARLY VOCATIONAL TRAINING

AS METAL COM developed partnerships with universities, respectively with the Polytechnic University of Bucharest.

Based on the agreements concluded, internships were organized and carried out with the main objective of developing work skills for students from higher technical education, with the aim of increasing the qualification level and faster insertion on the labor market.

INTEGRITY WARNING.

AS METAL COM has implemented the warning policy in the public interest.
In this way, both employees, customers and suppliers, as well as other interested parties, have the opportunity to report incidents regarding responsibility, loyalty, professionalism, integrity and business ethics.

https://asmetal.ro/wp-content/uploads/2023/05/POLITICA-DE-AVERTIZARE-2023.pdf

CODE OF CONDUCT AND ETHICS

The rules and principles governing the behavior of our employees and their relationships within the company are set out in our code of conduct and ethics, which also aims to set clear standards and promote values, norms and ethical behavior in all aspects of the business.

https://asmetal.ro/wp-content/uploads/2023/04/1.-COD-DE-CONDUITA-SI-DE-ETICA.docx.pdf

Respect for human rights and freedoms is essential to ensure a fair, safe and respectful work environment. By adopting policies and practices that protect and promote the fundamental rights of people involved in the activity of AS METAL COM, we are committed to respecting the Universal Declaration of Human Rights as well as international human rights standards. Civil, political, economic, social and cultural rights, which cover a wide range of issues, (the list is not exhaustive), include:

- The right to life;
- The right to human dignity: our employees are treated equally, without discrimination on the basis of a protected attribute such as: race, ethnicity, gender, religion, sexual orientation, age or any other characteristic protected by law;
- The right to safe and healthy working conditions: we ensure a safe and healthy working environment, taking appropriate measures to prevent accidents at work, occupational diseases and to promote the well-being of employees;
- The right to freedom of association and collective bargaining: Our employees have the right to associate and bargain collectively to advance their interests and rights at work;
- The right to a fair wage: our employees receive a fair wage in relation to the work performed and the responsibilities assumed;
- The right to protection against harassment and violence: our employees carry out their work in a safe environment, without being exposed to harassment, violence or abusive treatment;
- The right to training and professional development: we ensure continuous training of our employees;
- The right to privacy and the protection of personal data: we ensure the confidentiality and security of employees' personal data by complying with the GDPR;
- The right to freedom of expression: employees have the right to freely express their opinions and concerns in a responsible and respectful manner without fear of reprisal;
- The right to vacation, maternity and paternity leave: employees have the right to annual vacation, maternity and paternity leave, as well as other forms of leave in accordance with the legislation in force.

6.4. EVENTS AND SOCIAL INVOLVEMENT

A significant partnership for the As Metal company is the one with Ecologic magazine, the oldest profile publication in Romania. The collaboration with people and publications really passionate and involved in the communication regarding environmental protection, legislation and regulations of the European Union, is a real pillar of our strategy. Whether addressing industry partners or the general public, the partnership with Ecologic magazine has generated strong synergies, bringing together the magazine's communication expertise and informative content with our company's knowledge and sustainable practices. Articles, reports, events, all accurately and professionally exposed the impact of the responsible and sustainable behavior of the As Metal company.

EcoTeca, a green NGO, specialized in proper waste management, is a reliable partner of As Metal.
I support and get involved in projects that change things for the better in the industry, through awareness and communication actions and campaigns, being one of the best sources of technical information on legislative changes in the environmental field and beyond.

AS METAL COM SRL is a member of the Coalition for the Circular Economy - CERC, since its establishment in 2017, as an independent, non-political organization by a group of professionals, with the main aim of promoting at national level the key objectives of the CE package regarding Circular Economy, namely to stimulate the development of new markets and business models, thus contributing to economic growth and the creation of new jobs. The association is a think-tank specialized in the circular economy, a select club of companies and experts that facilitate the adoption of this economic model in Romania. Constantin Apostol is a member of the Board of Directors of the Association.

CERC | COALIȚIA PENTRU ECONOMIA CIRCULARĂ

We must mention that in these 23 years of industrial activity, we managed to create a fruitful partnership with the Politehnica University of Bucharest, alongside which we were present in the area of applied research on the problems of aluminum waste recycling (master's degrees, doctorates) carried out within our company . We had and have a constant presence in the educational program of the university through the practice programs carried out by students within our society. By fostering a culture of collaboration, universities and industries can create a symbiotic relationship that propels progress and drives societal transformation.

UNIVERSITATEA POLITEHNICA DIN BUCUREȘTI
UPB
1818

Metal for the Future is a campaign initiated by AS METAL COM SRL in order to adopt a new thought process oriented towards the possibility of increasing the profitability, presence and reputation of the brand through the implementation of new approaches and through exposure to business partners, but also to the general public , of projects carried out or started in the field of sustainability.

The campaign initiated by AS METAL COM SRL promotes the concept of collaborative economy and has a strong educational component for the general public, in order to adopt a new thinking process oriented towards recycling, thus reducing the consumption of natural resources.

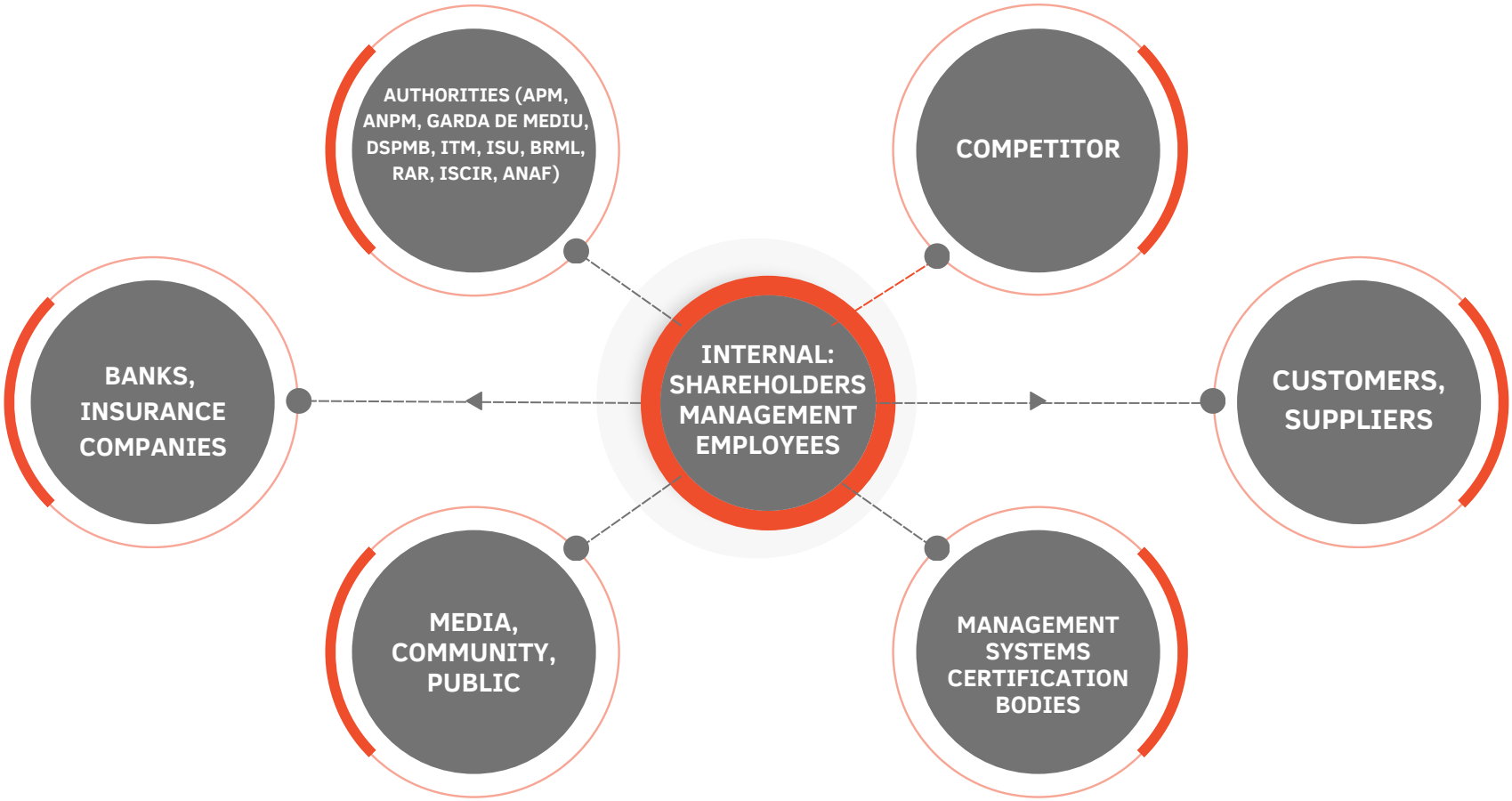
The Metal for the Future campaign offers all companies in the industry the opportunity to expose their own sustainability model, by describing investments in the field of sustainability. In addition, it offers opportunities for business development by implementing projects with partners.





7. INTERESTED PARTIES.

A stakeholder is any person or organization that directly impacts or is affected by our activities.
Responsibility towards society, customers, employees and business partners is extremely important for AS METAL COM.
That is why we aim to make a major contribution to the creation of a sustainable business environment, encouraging constructive, transparent and as clear discussions as possible in the exploration of opportunities, together with our partners.



In order to further increase transparency towards stakeholders, our company registered in 2022, on the CDP platform (Climate Disclosure Project – non-profit organization) where it obtained the C rating and was evaluated on the following chapters:



8. SUSTAINABLE DEVELOPMENT OBJECTIVES FOR AS METAL COM SRL.

The SDG concept was born at the United Nations Conference on Sustainable Development (Rio+20) in 2012.
In 2015, during the work of the UN summit in New York, the 2030 Agenda for sustainable development was adopted. Through this document, the UN provided a universal agenda with clear and quantifiable objectives. The 2030 Agenda includes a set of 17 Sustainable Development Goals (SDGs) and a 15-year action plan to eradicate extreme poverty, fight inequality, injustice and protect the planet by 2030. To achieve these goals, it is essential that every of us to do our part. Priority objectives for AS METAL COM SRL. are:



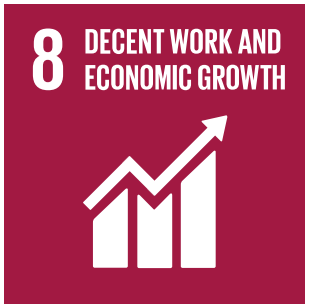
AS METAL COM developed partnerships with universities, respectively: the Politehnica University of Bucharest. Based on the agreements concluded, internships were organized and carried out, with the main objective of developing work skills for students from higher technical education, in order to increase the level of qualification.



We fully support equal opportunities and diversity within our organization, through the Internal Regulations, the Collective Labor Agreement, the Code of Conduct and Ethics, and employers are obliged to comply with them. The top management of AS METAL COM consists of 5 people, of which 3 are women.



The need for water used for technological purposes (cooling of ingot lines) together with water used for sanitary purposes is provided from two own boreholes of 35 meters and 60 meters depth. The water used to cool the ingot lines is recirculated and cooled, it is not discharged into the sewer network, only the evaporated water is replenished. The company installed 5 mechano-biological monobloc purification stations, 3 serial decanters and an AQUAFIX type hydrocarbon separator related to the rainwater coming from the concrete platform on the sewage network of the premises. The quality of waste water discharged into the sewerage network is checked monthly to prevent and minimize emissions into the water. In 2022, we managed to reduce water consumption by a percentage of 30% compared to the water consumption related to 2021 (10677 mc compared to 15325 mc).



AS METAL COM is constantly concerned with evolution, innovation and state-of-the-art technology in order to realize the processing of materials in harmony with the environment, simultaneously with a successful business. Thus, our organization acquired high-performance aluminum waste processing facilities (pre-shredding, shredding and automatic sorting).
In our organization, actions to prevent and reduce risks for health and safety at work are promoted, by evaluating the potential risks of occupational injuries and illnesses for each individual activity, as well as the annual monitoring of microclimate factors in the foundry hall.



Through its very activity as a producer of secondary raw materials, AS METAL COM contributes to the conservation of resources and by recycling aluminum, the need for primary aluminum production is reduced, which requires the use of mining resources, but also significant amounts of energy.
Another important concern of our organization is the reduction of waste generation.
The processes of smelting aluminum waste and making aluminum alloys generate a waste, namely slag. In order to reduce the amount of slag intended for disposal, AS METAL initiated a project for the industrialization of the production of artificial slag intended for the steel industry.



In recent years, climate change has become a problem that can no longer be ignored by any country on the globe. Our every activity is gradually influencing the Earth's climate by adding huge amounts of greenhouse gases in addition to those that occur naturally in the atmosphere.
AS METAL COM recognizes how important Environmental Protection is (one of the pillars of sustainable development) and for this reason, annually, it evaluates the impact of its activities on the environment.

For more information on our regulations, authorizations and quality/packaging standards you can go to:

https://asmetal.ro/wp-content/uploads/2023/05/POLITICA-DE-AVERTIZARE-2023.pdf

https://asmetal.ro/wp-content/uploads/2023/04/1.-COD-DE-CONDUITA-SI-DE-ETICA.docx.pdf

https://asmetal.ro/wp-content/uploads/2023/04/3.-Politica-anti-mita.doc.pdf

https://asmetal.ro/wp-content/uploads/2023/04/2.-Politica-integrata.doc.pdf

https://asmetal.ro/wp-content/uploads/2023/06/STANDARDE-DE-AMBALARE-Lingou-7-kg____.pdf

https://asmetal.ro/wp-content/uploads/2023/06/STANDARDE-DE-AMBALARE-Palet-lingou-7-kg____.pdf

https://asmetal.ro/wp-content/uploads/2023/06/STANDARDE-DE-AMBALARE-Semisfere-_ok.pdf

https://asmetal.ro/wp-content/uploads/2023/05/Calcul-Emisii-CO2-sustenabilitate-1.pdf

https://asmetal.ro/wp-content/uploads/2023/05/AS-METAL-COM-9001-CERTIFICAT-RENAR.pdf

https://asmetal.ro/wp-content/uploads/2023/05/AS-METAL-COM-45001-CERTIFICAT-RENAR.pdf

https://asmetal.ro/wp-content/uploads/2023/05/CERTIFICAT-ECOVADIS-2022.pdf

https://asmetal.ro/wp-content/uploads/2023/05/Autorizatia-Integrata-de-Mediu-68-rev-22.04.2021.pdf

AS METAL COM SRL

BERCENI ROAD, NO. 104G SECTOR 4, BUCHAREST, ROMANIA

TEL: +40 213193957

E-MAIL: INFO@ASMETAL.RO

WEB: WWW.ASMETAL.RO

