

SUSTAINABILITY POLICY

Symetal is committed to addressing societal needs by delivering products and solutions in a reliable, inclusive, and sustainable manner. In doing so, Symetal, through this policy, aims to create shared value for all stakeholders while aligning with European Sustainability Reporting Standards (ESRS) and contributing to the UN Sustainable Development Goals (SDGs). The policy has been developed taking into consideration the interests of key stakeholders of Symetal, and applies to all employees, officers, directors, contractors, and agents. The policy applies to all operations and business activities, as well as the upstream and downstream value chain of Symetal.

Symetal is dedicated to operating in a way that fosters progress toward the UN Sustainable Development Goals (SDGs), seeking to help preserve the environmental, social, and economic assets essential to society. By embedding sustainability into its core operations, strategy, business plans, and operations, Symetal aims to minimize its negative and maximize its positive impacts, actively engaging with all business partners throughout the value chain.

Symetal commits to helping its customers and business partners achieve their sustainability ambitions by providing knowledge, solutions, and support. Through industry collaborations and initiatives, the company contributes to improving sustainability performance across the value chain. Symetal commits to meet society's current and future needs by seeking to provide low-carbon, circular and safe products with production operations that respect its employees, social partners and the environment.

Symetal commits to comply with all applicable laws and regulations and adopt robust governance practices. The company pledges to:

- Uphold zero tolerance for bribery, fraud, unfair competition, and other inappropriate business behaviors.
- Promote anti-corruption practices and operate with integrity across its operations and value chain.
- Advocate for ethical business practices among all business partners.

The company continuously strives to identify opportunities and risks related to climate change, resource management, and environmental protection across its value chain. Symetal engages in sound environmental practices by taking the following actions:

- Reducing carbon emissions and improving energy efficiency in production processes.
- Transitioning to low-carbon and circular economy practices.
- Promoting recycling and the use of secondary raw materials, ensuring sustainable consumption and production.
- Rationalizing water usage.
- Protecting biodiversity.

Symetal commits to take action to combat climate change, as well as preserving natural resources that the company relies on, promote recycling and circular economy to create more sustainable consumption and production, while at the same time seeking to maximize the utilization of secondary raw materials.

Symetal safeguards labour and human rights and promote safe working conditions. The company is committed to:

- Promoting safe working conditions.
- Ensuring the mental health and well-being of its employees.
- Providing equal opportunities for learning and development.
- Fostering a culture of diversity and inclusion, with zero tolerance for any form of discrimination or harassment.
- Encouraging an inclusive environment that respects individual characteristics, such as gender, age, sexual orientation, nationality, and beliefs.

Symetal commits to treating all people with respect, continue working against discrimination and harassment in all forms, and to being an inclusive organization which respects individual characteristics such as gender, age,

sexual orientation, nationality, religious and political beliefs. The company strives to develop its employees to their fullest and to attract new talent in order to create a diverse and inclusive workforce with the right competencies.

Symetal recognizes the evolving nature of sustainability challenges, risks, and opportunities in environmental, social, and governance and sustainability matters. The company commits to regularly reporting on sustainability policies, targets, and progress achieved in sustainability reports, as well as engaging with stakeholders to understand and address sustainability performance improvements, contributing to a more sustainable world.

Governance and Accountability

Symetal ensures that accountability for acting in a socially responsible and sustainable manner is embedded at all levels of the organization. Responsibility for the implementation of this policy lies with the most senior executive responsible.

This policy reflects the shared commitment to sustainability as a cornerstone of Symetal's long-term value creation.

Distribution and Communication

It falls into the responsibilities of Symetal's management to communicate the content and the spirit of this document to all personnel, direct and associated, also to stakeholders. This policy is published and posted on the company's intranet and websites.

The policy will be reviewed annually to ensure compliance with legal requirements and any other relevant updates.

April 1st 2025
General Manager
Konstantinos Kontos