

FERALPI GROUP

STAKEHOLDER MANAGEMENT POLICY

As a company operating within large value chains, Feralpi has far-reaching relationships with different stakeholder categories. In addition to employees, the Group is actively engaged in managing relationships with all stakeholder categories with views and expectations relating to the group's operations.

Aim

This Policy aims to define and categorise the Group's relationships with its stakeholders in all related actions and operations.

Identifying stakeholders

The value chain consisting of the activities carried out by Feralpi ensures that there are numerous stakeholders. Therefore, in the interests of this Policy and reporting activities, stakeholders have been grouped into the following macro categories:

- Employees and collaborators
- Shareholders and investors
- Customers
- Suppliers
- Communities
- Institutions
- Agents
- Universities and research partners
- Media
- Voluntary sector

The stakeholder mapping may change in relation to necessary updates over the course of time.

Objectives

The Group is committed to responding to the interests of stakeholders, by forecasting potential critical issues, initiating combined processes in terms of sustainable development, building trusting, long-lasting relationships which are stable and transparent, and finally by maintaining the company's reputation at Group level.

Principles

1. **Engagement:** active listening, encouraging two-way communication, improving processes and establishing interaction channels.
2. **Responsibility:** enabling dialogue based on ethics, integrity and honesty.
3. **Transparency:** ensuring transparency in relationships and communications, be they financial or otherwise, sharing reliable information that is clear and complete.
4. **Collaboration:** promoting partnerships that create value for both partners.

Potential risks and their management

When promoting and managing engagement activities, it is important for Feralpi to analyse and define the level of risk, in terms of the subject and type of stakeholder involved. Potential risks to consider may include unavailability, a conflict of interests, difficulty in managing productive communication for both parties, or difficulty in agreeing shared commitments.

Feralpi carefully considers the potential difficulties that could lead to stakeholders not responding to requests or participating in exchanges, due to financial reasons, time, language skills or other potentially critical aspects. To address this, all departments and sites are required to be proactive in collaborating and sharing to facilitate the communication process.

Communication channels

Communication channels may differ depending on the requirements of the Group or stakeholder in question, periodicity and the topic involved. The Group prioritises dedicated sessions for direct engagement by stakeholder type, including shareholders' meetings, press conferences, events (industry, third-party promoters, internal, community etc.), participation in organisational round tables and the world of associations. These events are accompanied by targeted engagement activities, such as surveys, questionnaires, or individual exchanges on individual projects.

Furthermore, Feralpi has set up an initiative called Sustainable Dialogues network as part of sustainable development along the entire production chain, and this enables the voluntary participation of all stakeholders interested in topics linked to sustainability. In addition to having a dedicated e-mail address (network@it.feralpigroup.com), this network provides ongoing engagement and communication activities with the collaborative aim of creating a network of stakeholders who are proactive when it comes to ESG issues.

Evidence and results of communication

The results of the Group's commitment to stakeholders are published in the Non-Financial Statement or via other sustainability reporting methods.

Responsibility

The Group's entire organisation is responsible for initiatives to communicate and engage with its stakeholders. The Holding's Sustainability and External Relations department acts as a link at Group level, with the aim of providing the right value in and outside of the Group, guaranteeing a coordinated approach.

Lonato del Garda, 11 November 2021

Feralpi Group Chairman

