

U S

F E R A L P I

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EXECUTIVE SUMMARY



Being Feralpi, together.

Being Feralpi means transforming material, energy and technology into **value**.

It means not only **producing steel**, but choosing every day **how to do so**.

Together with our **people, customers and suppliers, communities** and all **stakeholders** connected to our organisation, **we share** choices, responsibilities and goals. These relationships give rise to stronger processes, more robust performance and a future-oriented vision.

Being Feralpi means **innovating**, reducing impacts, valuing skills and strengthening transparent, responsible governance. It means bringing industry and local areas together, creating dialogue between sustainability and competitiveness. It means being consistent with our purpose and our identity.

What we make is **steel**.

The way we make it is **together**.

FERALPI STAHL:

an image of the roller table connecting the steel mill to the new Rolling Mill B, inaugurated in 2025.





EXECUTIVE SUMMARY 2025

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TOGETHER, FERALPI.

Today we are large, but we have not always been so. We have become so over time: through **choices, commitment** and **passion**.

It all began in **Lonato del Garda**, in **1968**.

This is where our roots lie. This is where a way of doing business was born: one that has been able to grow, change and remain true to its identity.

Ours is not a single story, but the coming together of many journeys. It is the evolution of a family business into an **international Group**, driven by **people's talent**, by **innovation** and by the **deep bond with the local areas** that have accompanied us this far.

And this is how we became large: **together**.

Lonato del Garda 

HIGHLIGHTS **2025**



AN INTERNATIONAL SCALE

7 countries

IN WHICH WE
ARE PRESENT

A MATERIAL REBORN

98.60%

MINIMUM **RECYCLED,
RECOVERED, BY-PRODUCT**
CONTENT



REVENUES

€1,703,187 THOUSAND

THE **MARKET'S TRUST**
TRANSLATED INTO VALUE.

GROSS GLOBAL
ADDED VALUE

€247,633
THOUSAND

A **TANGIBLE CONTRIBUTION** TO THE
DEVELOPMENT OF COMMUNITIES



2,173
people



SKILLS, ACTIONS AND CHOICES
THAT SHAPE THE GROUP

OUR **STORIES**, IN EVERY **NUMBER**

DISCOVER WHO WE ARE AND **WHAT WE DO** IN OUR **DIGITAL REPORT**



2,705,667

TONNES OF STEEL
PRODUCED EACH YEAR

3 business areas

- ◆ **Steel for Construction**
- ◆ **Specialities**
- ◆ **Energy**

THREE TRAJECTORIES, A SINGLE
INDUSTRIAL MODEL

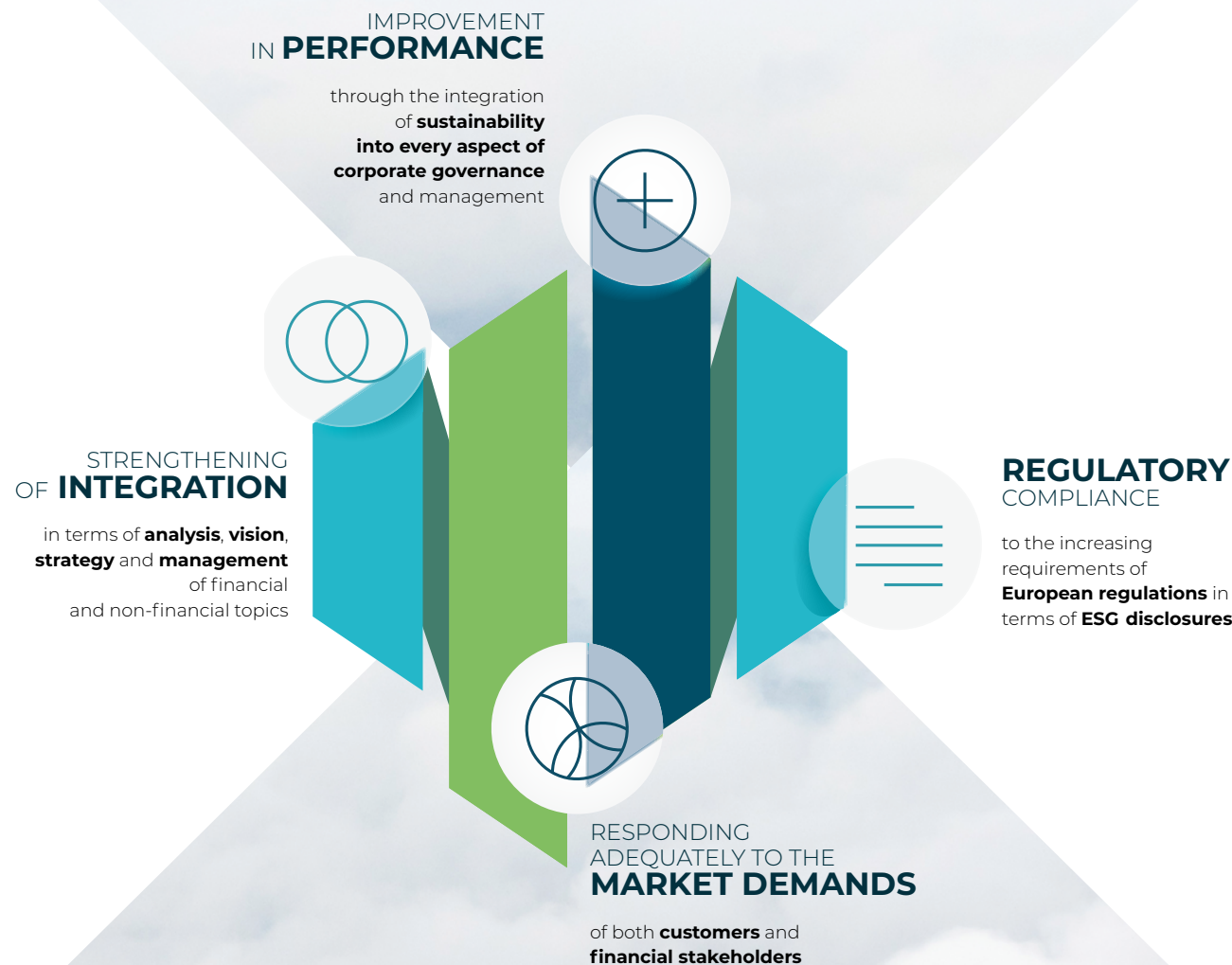


TOGETHER, BUSINESS AND SUSTAINABILITY.

In our plants, every choice has a clear perspective: **to combine the practical focus required by the present with the breadth of vision needed for tomorrow.**

The vision that guides our growth journey is unique and has remained unchanged over time: a deep synergy between **industrial development** and **sustainability**.

Through the increasingly close **integration** of our **industrial plan** and **sustainability strategy**, we give substance to our ambition to be a **responsible leader** in the sector: aware of today's socio-economic challenges and committed to **improving our impact** on the environment and society.



GROWING TO **LEAD CHANGE**, INTEGRATING
BUSINESS STRATEGY **WITH SUSTAINABILITY**

GROWING
BEYOND THE
CURRENT DOMAINS

EXPANDING
AS A
"ONE-STOP SHOP"

EXCELLING
IN EFFICIENCY
AND INNOVATION

MAKING
THE SUPPLY CHAIN
SECURE

TRANSFORMING
SUSTAINABILITY
INTO AN ADVANTAGE

**CORPORATE
CULTURE**
ethical and responsible
towards the environment
and society

**STRATEGIC
ESG KPIS**
defined on the basis
of the **materiality**
analysis

**ESG
STRATEGY**

**DIALOGUE
WITH
STAKEHOLDERS**
on **objectives, actions**
and **performance**

**TECHNOLOGICAL
INVESTMENTS**
to improve processes

THE **PILLARS OF SUSTAINABILITY**

Environmental

Contributing to **reducing consumption** and **impacts**

Multiplying the use of
materials

Social

Inclusion and local
development

Care, safety and
development of individuals

Work culture and youth
education

Governance

Ethical business
management

Industrial commitment

Product and
service quality

TO LEARN MORE ABOUT WHAT MAKES OUR STEEL UNIQUE, VISIT THE DEDICATED WEBSITE FOR OUR 2025 REPORT



TOGETHER, WITH OUR VALUE CHAIN.

The **value of steel** begins before the product itself. And it goes **beyond the material**.

It lies in **recycled** scrap, in the **technologies** that transform it, in the **renewable energy** we use, in the **quality** of every single tonne and in the **recovery** of residues.

Together, we build the soul of our steel. And together, we give it value.

THE VALUE CHAIN

PROCUREMENT

- Scrap suppliers
- Subsidiary material producers
- Recovery/reuse suppliers from other cycles
- Producers and transporters of energy sources
- Suppliers of steel and other steel products
- Technology and equipment suppliers, third-party companies and other service providers



INBOUND LOGISTICS

The means of transportation for incoming products are by road and rail.

PRODUCTION WASTE



PRODUCTION CASTING AND HOT WORKING

- Scrap melting in EAF
- Hot processing

SELF-PRODUCTION OF RENEWABLE ENERGY

PROCUREMENT

Supplies represent the first key element for Feralpi's ability to be a competitive player in the market.

Diversification and an increasing search for circular solutions led to the introduction of new suppliers and new types of raw materials.

Purchasing policies are coordinated by the **Group Purchasing Department** as regards the purchase of ferrous scrap, refractory materials, ferro-alloys, electrodes and plants.

Relations with energy suppliers are instead managed by the **Group Energy Department**.

INBOUND LOGISTICS

Logistics is regulated by internal procedures described within the Management Systems, distinguished by plants and managed in cooperation, when appropriate, with the Group Purchasing function.

Proper coordination of flows is managed with dedicated **management software** that ensures the traceability and optimisation of logistics flows.

HOT AND COLD PRODUCTION

Production in the Group is divided into **casting, hot rolling, and cold rolling**.

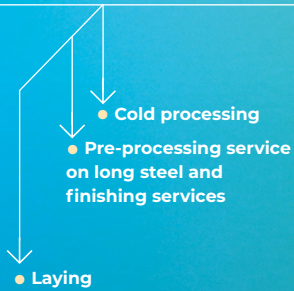
Electric Arc Furnace (EAF) technology for melting scrap and turning it into billets is present in the plants of:

- Feralpi Siderurgica**, also equipped with two rolling mills and an outsourced cold transformation department;
- Acciaierie di Calvisano**;
- ESF Elbe-Stahlwerke Feralpi GmbH**, also equipped with a rolling mill and cold transformation and processing department.





COLD-ROLLED PRODUCTION



SELF-PRODUCTION OF RENEWABLE ENERGY



OUTBOUND LOGISTICS

The means of transportation for outgoing products are by road, rail and ship.



THE MARKET

- Construction sector
- Industrial world, from mechanics to automation

The product range extends from construction steels to specialities and diversified steels.



A SECOND LIFE

- End-of-life steel
- Scrap recovery and collection

The **Arlenico** plant has a heating furnace for hot rolling, while those of **Presider, Presider Armatures, Defim Orsogrill, Feralpi-Praha, Feralpi-Hungária, the Saexpa Group** and **P.R. Soldadura** are used for cold processing.

OUTBOUND LOGISTICS

Outbound logistics are managed and organised directly by the customers or by individual Feralpi Group plants through **third-party suppliers**.

In addition to the products sold, the waste and by-products of the production processes are shipped to Feralpi Group steelworks and to external companies.

Logistical choices are determined by market logic and the availability of alternative transport infrastructure to road.

MARKET

Thanks to its diversified and integrated structure, the Group's products and services meet the needs at **various levels of the supply chains** in the **construction, infrastructure, mechanical, and automotive** industries (special and diversified steels).

CIRCULAR VALUE

Steel is recovered and reused countless times without losing its properties.

Feralpi also contributes to the circular economy through the **transformation of production residues** into materials for the construction of roads, cement products and civil engineering works, and through the **reuse of heat from production processes** to heat buildings in the surrounding community.



EXTERNAL ACTORS AND FERALPI GROUP



PLAYERS EXTERNAL TO FERALPI GROUP



TOGETHER, TO REDUCE OUR IMPACT.

We **recover** materials, **make the most of** residues, **improve** process efficiency and **invest** in increasingly clean energy: these are the actions through which **we reduce our environmental impacts** and **make the way we produce more sustainable**.

Together with our partners and everyone involved in our production process, we work with the **ambition** of redefining the **future of the steel industry**, inspired by the vision of **producing** and **growing** with respect for people and the environment.

Every day, we make choices that translate into change and concrete actions to **limit** resource consumption, **reduce** emissions, **increase** circularity and **transform** what remains into new opportunities.

CLIMATE CHANGE
AND ENERGY EFFICIENCY

56%
RENEWABLE ENERGY*

2030 TARGET: 50%

CONSIDERING BOTH ELECTRICAL
AND THERMAL ENERGY.

6 CLEAN WATER
AND SANITATION



7 AFFORDABLE AND
CLEAN ENERGY



11 SUSTAINABLE CITIES
AND COMMUNITIES



12 RESPONSIBLE
CONSUMPTION
AND PRODUCTION



13 CLIMATE
ACTION



POLLUTANT EMISSIONS

0.230

tonCO₂eq/tonne

SPECIFIC CO₂ EMISSIONS
(SCOPE 1, 2, 3 CORE BOUNDARY)*

ON THE TOTAL PRODUCTION OF
HOT ROLLED PRODUCTS.

2030 TARGET: -50% OVER 2022

702,807

tonCO₂eq/tonne

ABSOLUTE CO₂ EMISSIONS
(SCOPE 3 NON CORE BOUNDARY)*

2030 TARGET: -25% OVER 2022

MANAGEMENT OF WATER RESOURCES

1.02 m³/tonne

SPECIFIC WATER
CONSUMPTION*

2030 TARGET: -50% OVER 2022

CIRCULAR ECONOMY, WASTE AND MATERIALS

93.02%

RESIDUES IN CIRCULAR
PROCESSES*

2030 TARGET: 96%

OUR ENVIRONMENTAL RESULTS

DISCOVER OUR COMMITMENT TO THE ENVIRONMENT IN THE DIGITAL REPORT

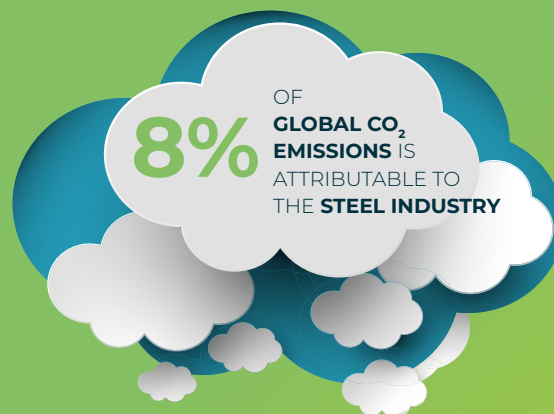
TOGETHER, TOWARDS LOWER- IMPACT STEEL.

Producing steel today means measuring ourselves against the world we want: **fewer emissions, more innovation** and shared **responsibility** throughout the entire supply chain.

Decarbonisation — the goal the steel industry has set itself for **2050** — is a challenge we have embraced with conviction.

We have been on a **transformation journey** for some time. Our emissions reduction targets have been scientifically validated by the **Science Based Targets initiative (SBTi)**.

THE CURRENT CHALLENGE



PRODUCTION AND RESPONSIBILITY

STEEL PRODUCTION WITH an **ELECTRIC ARC FURNACE** PRODUCES



FERALPI'S RESPONSE

98.6%

OF THE STEEL produced from **RECYCLED, RECOVERED OR BY-PRODUCT MATERIAL**

A **TRANSITION PLAN TOWARDS NET ZERO** APPROVED BY

SBTi

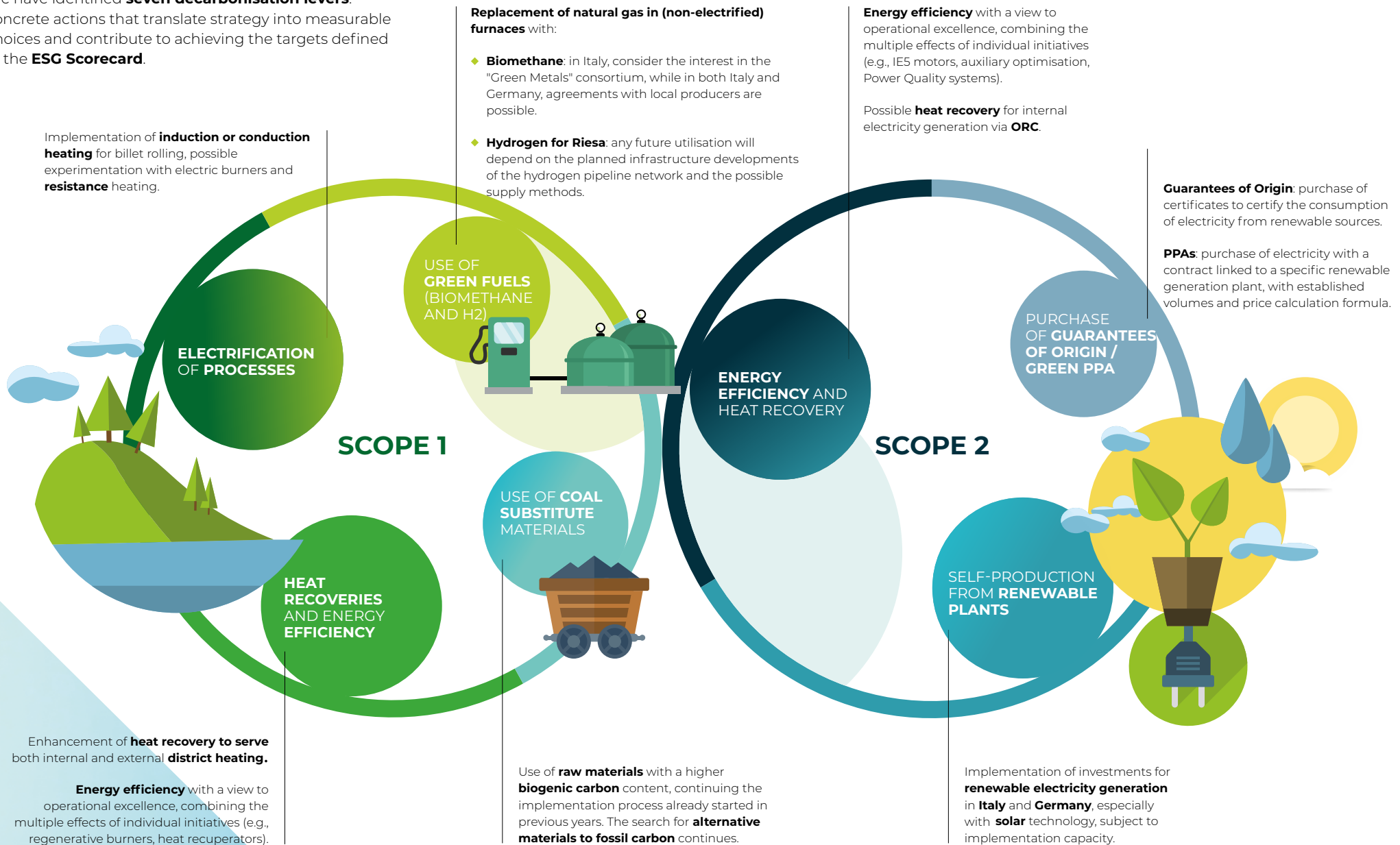


NET ZERO 2050



THE SEVEN LEVERS TO ACHIEVE NET ZERO

We have identified **seven decarbonisation levers**: concrete actions that translate strategy into measurable choices and contribute to achieving the targets defined in the **ESG Scorecard**.



98.60%

minimum **recycled, recovered**
and **by-product content**

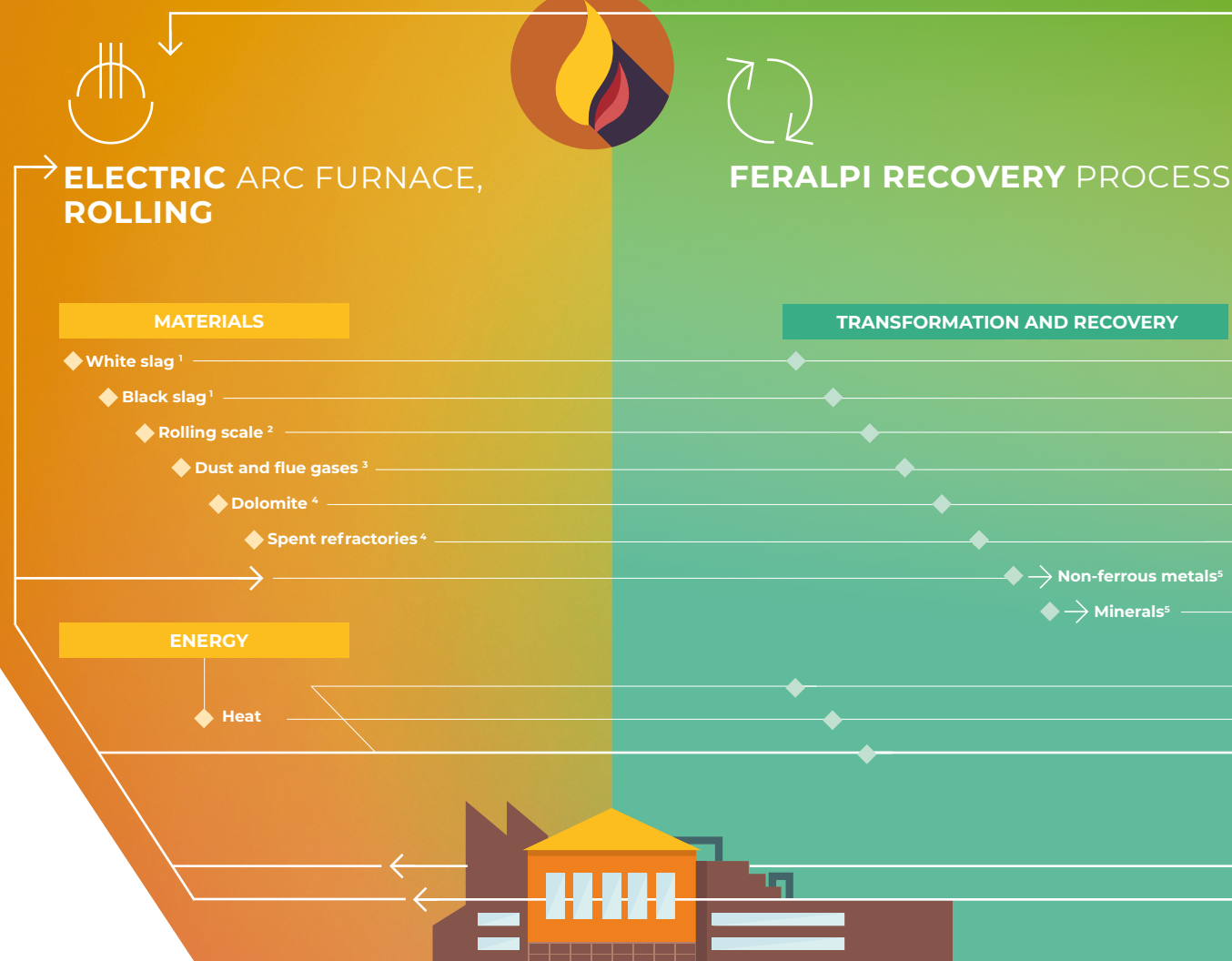
TOGETHER, TO MAKE THE MOST OF RESOURCES.

Circularity and efficiency
are two expressions of the
same vision.

**Producing better, using resources better, in
order to continue generating value to share.**
Our steel is an example of the **circular economy**:
it is made largely from recycled, recovered and
by-product materials and takes shape through
increasingly precise processes, more rational
flows and monitored consumption.

It is a challenge to keep improving in terms
of **efficiency**: we improve every step to
increase quality, production continuity and the
responsible use of resources.

FROM EFFICIENCY TO CIRCULAR VALUE



¹ BLACK AND WHITE SLAG

Feralpi is conducting further studies aimed at the reuse of white slag in processes that use raw materials containing calcium oxide.

² ROLLING SCALE

Rolling scale is recovered for external use. Green iron is the by-product obtained from the rolling scale that is sold to plants for the production of ballasts and concrete.

³ DUST AND FLUE GASES

The metal zinc contained in the dust resulting from flue gas removal in the melting process is mostly recovered at external plants in replacement of natural mineral. The dust produced by the ferro-alloy plant are fed directly into the production cycle, the amount of which equals that of the materials from which dust originates.



MARKET



VALUE FOR THE COUNTRY SYSTEM

Recovered material finds new destinations: materials for construction and roads, zinc, recovered metals, district heating and heated water for sturgeon farming. Scrap, plastics and recovered materials can enter new supply chains. In this way, material is not lost: it continues to generate value.



⁴ DOLOMITE AND SPENT REFRACTORIES

Spent refractory materials coming from the ladle are returned to the production cycle, as partial raw material substitutes. The raw material to be replaced is calcic lime and dolomite lime ("CaO cubes" and "40% CaO") to be used as a slagging agent in the EAF (electric-arc furnace). Their reuse in the furnace does not entail any negative impact on the environment or human health.

⁵ NON-FERROUS METALS AND MINERALS

The residual fraction produced by the scrap selection plant is sent to external plants for the recovery through mechanical sorting of non-ferrous metals such as aluminium, brass and copper.

⁶ HEAT

Heat is recovered from the cooling water systems of the Feralpi Siderurgica and the Riesa steel mills, preventing it from being released into the atmosphere.

⁷ POLYMERS

The polymers - sourced only from plastic packaging from separate waste collection - are subjected to sophisticated sorting and classification processes at modern, qualified industrial plants and then to technological treatment for recycling. Such processes transform treated plastic materials into new "circular raw materials" that comply with regulations and quality standards, becoming important resources for various industrial applications.

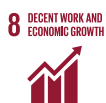
TOGETHER, FOR PEOPLE.

Our steel is part of **major works, infrastructure, mechanical engineering,** and the **possibilities** that take shape.

But its **foundations** remain **human: people, skills, safety, inclusion** and **local areas**.

The **value** of what we produce starts here: from daily work, training, care for **health** and **safety**, a growing **female presence** also in technical and production areas, and the **bond** with **communities** and the local **supply chain**.

This is how we shape a more responsible industry, capable of generating value in our plants and bringing it to life beyond them.



DEVELOPMENT AND EMPOWERMENT OF INDIVIDUALS

42,229

HOURS OF TRAINING
DELIVERED

8%

INCLUSION OF **FEMALE STAFF
(BLUE COLLAR)** IN TECHNICAL-
PRODUCTION AREAS

2027 TARGET: **≥5% / YEAR**



◆ **COMMUNITY DEVELOPMENT**

28.7%

TURNOVER PAID TO
LOCAL SUPPLIERS

€2,207

thousand

GROUP'S **CONTRIBUTION**
TO THE **TERRITORY**

◆ **SAFETY AND PREVENTION
CULTURE**

19.7

**ACCIDENT FREQUENCY
INDEX**

2030 TARGET: 7 (0-10)



◆ **RESOURCES
AND SKILLS**

97%

PERMANENT EMPLOYEES



OUR RESULTS FOR PEOPLE

◀ DISCOVER OUR COMMITMENT TO PEOPLE IN THE **DIGITAL REPORT** ▶▶

S O C I A L

TOGETHER, TO DEVELOP TALENT.

Steel always looks to the future. It requires **technical, managerial** and **human** skills that are constantly evolving. Selecting them, giving them opportunities for development and nurturing them **strengthens people** and their **ability to innovate**.

In a changing sector, **training** is an industrial lever. That is why we invest in **talent development**, through managerial, technical-specialist and digital pathways, as well as programmes dedicated to leadership, safety, inclusion and new technologies.

With more than **42,000 hours of training** delivered, we support our people in continuous growth: professional, technical and human.

HOW WE HELP PEOPLE GROW AND ENHANCE THEIR VALUE

ENHANCING POTENTIAL

professional development plans with targeted training, **succession planning**, **performance management** tools and fair policies aligned with employee performance and contribution.



ENSURING A **POSITIVE WORKING ENVIRONMENT**: SAFE, INCLUSIVE AND RESPECTFUL

investments in **the safety, health and well-being** of its people, implementing effective management systems, offering **structured welfare** and work-life balance measures in an **inclusive context**.



DEVELOPING **SKILLS**

promoting a **culture of continuous learning** through **quality training** for employees and support for new generations for fully-informed growth.



ATTRACTING **TALENT**

diversified recruitment formats, offering **professional growth and development** in a safe and stimulating working environment.

8 FORMATS TO ATTRACT AND DEVELOP TALENT

TECHNICAL GRADUATE PROGRAMME:

development of **specialised skills** for young technicians with **engineering degrees**.

SIDER+:

transfer of **basic skills** to access **selection processes** for the company's **production areas**.

FUTURE4STEEL (IFTS):

highly professional training by the **Steel Academy** to train "Experts in installation and maintenance techniques in civil and industrial plants".

SPECIAL RECRUITMENT PROJECTS (BY PROFESSIONAL CLUSTER):

recruitment and selection targeted at **different professional clusters** at national level.

OPERATION GRADUATE PROGRAMME:

development of **technical team and soft skills**. The programme came to an end in 2025.

SIDER+ ADVANCED:

development of **intermediate technical skills** for the **steel industry** for candidates with basic skills.

ITS MECCATRONICA:

teaching and internships at the Group's facilities for students of the ITS - Istituto Tecnico Superiore per la Meccatronica - Fondazione ITS Lombardia Meccatronica course.

MEETINGS WITH STUDENTS:

promoting students' **awareness** of the world of work, the steel industry and career and **professional development opportunities**.

OUR COMMITMENT TO SKILLS DEVELOPMENT, ALSO BEYOND OUR PLANTS

Through Feralpi Bootcamp, a series of independent yet complementary initiatives, Feralpi Group promotes **training and guidance activities** aimed at **employees' children**, supporting their **conscious growth**.

FERALPI BOOTCAMP

School-work **alternance** and **higher technical training programmes** through ITS and IFTS.

In 2025, activities continued on the **Succession Planning** project, aimed at addressing possible planned and unplanned replacement needs of employees in strategic roles in the company.

The **Feralpi Corporate Executive Master in Business Administration (EMBA)**, developed together with the **Graduate School of Management of the Milan Polytechnic**, saw the entry of two managers, who thus entered the succession pathway.

SUCCESSION PLANNING

In addition, the activities of the **Corporate Managerial Training Program** began, which, carried out in collaboration with **TEHA - The European House - Ambrosetti**, involved nine employees.

In 2025, the project to recruit **female staff in the production areas** continued, with a specific focus on the **primary steel sector**, with the goal in the next four years to include 10 times as many new entrants as the current figure in the primary steel sector in Italy (0.5% - source: Istat 2021).

At the **Lonato del Garda site**, in view of the extension of the project to the rolling mills, an in-depth analysis of the related reproductivity-related tasks has begun.

STEELWOMEN PROJECT

The activity, carried out with the support of the **Department of Occupational Medicine of the University of Brescia** in order to allow the **full integration** of female staff in the specific company context, will continue in 2026. At the **Riesa site**, planning activities took place with a view to the induction of female operators.

The Feralpi PRO system, which makes it possible to **map, monitor and efficiently manage** the skills of staff

FERALPI PRO

through a dedicated management application, is operational in all Italian primary steel companies.

TOGETHER, FOR A SAFER ENVIRONMENT.

We aim for the **highest quality**. A realistic goal only in **safe, aware,** and **attentive** working environments.

People are the beating heart of the Group: their **safety** is a strategic and priority commitment, which we pursue by **reducing risks** and consolidating a shared **culture of prevention**.

Innovation and **automation** are the paths in which we continue to invest in order to steadily reduce operators' exposure to risk. With **We Are Safety**, a project launched in 2022 and progressively extended to Group companies, we strengthen shared behaviours, skills and responsibilities through a training-based and experiential approach. This journey led to the creation of a **Decalogue of ten safety rules**.

In 2025, we obtained **ISO 45001** certification for the Acciaierie di Calvisano, Arlenico and Caleotto plants; a key target in our ESG Scorecard, consolidating the path already undertaken by Feralpi Siderurgica towards the challenging goal of employing **95% of operational personnel in certified companies**.

THE PILLARS OF DEI POLICY

INCLUSIVE LEADERSHIP
Inclusion of people in their uniqueness.

GLOBAL CULTURE
Integration of different backgrounds.

GENDER BALANCE
equal opportunities between genders and encouraging women to pursue scientific careers.

COLLECTIVE RESPONSIBILITY
Partnership with the territory to increase the values of inclusion.

41%

staff working in **ISO 45001** companies*

2030 TARGET: 100%

TOGETHER, CULTURE AND DIVERSITY.

Every person brings something unique to their work: **skills, experiences, points of view,** and **different ways** of reading reality. When these **differences are given space**, individuals grow — and companies grow with them.

Diversity, equity and **inclusion** are naturally part of our way of doing business: they strengthen corporate culture, open up new perspectives and help attract talent. They also provide continuous stimulus for our **ability to innovate**.

In an industrial sector historically shaped by established models, we have chosen to build an open, fair and participatory working environment, founded on respect for and **enhancement of uniqueness**.

Through the **DEI Policy**, we translate principles into a concrete journey, built on four pillars that guide behaviours, decisions and everyday actions.

TOGETHER, WE CREATE VALUE.

As a company, we are not alone behind our gates. We are in the **roads we travel**, in the **people we meet**, in the **suppliers we choose**, and in the **communities with which we grow**.

Not a backdrop, nor a mere outline. The **local area** is part of our industrial story and of the value we generate.

We actively participate in the life of the **communities** in which we operate, enhancing the skills of local suppliers to keep work close by, strengthen the **supply chain** and create opportunities that remain rooted in places.

We support culture, sport, education and inclusion because they are concrete ways to **give back, build connections** and **open up possibilities**.

We believe that the future needs **responsible industry**. And **strong communities** around it too.

€2,207
thousand

Group's contribution
to the **territory**

28.7%

Turnover paid to
local suppliers



THE **ECONOMIC VALUE GENERATED BY THE GROUP** FOR OUR STAKEHOLDERS*



€1,479 million
SUPPLIERS

€121 million
EMPLOYEES

35 million
PUBLIC ADMINISTRATION

17 million
BANKS

2 million
COMMUNITY

TOGETHER, MAKING COMMITMENTS MEASURABLE.

Transparency is a way of working: **deciding, measuring and reporting.** It is the spirit we have embraced.

Our **ESG vision** is an integral part of our industrial model and guides processes, objectives, controls and decisions.

Quality, digital security, sustainable finance and **responsible business management** are the tools through which we build trust, oversee risks and improve the way we operate.

This choice shapes the contribution we make to the evolution of the steel supply chain: more shared, solid and measurable actions, capable of supporting change over time.



BUSINESS DEVELOPMENT
LINKED TO THE **ESG STRATEGY**

94.5%

**SUSTAINABLE
FINANCE**

2030 TARGET: >80%

◆
**INTEGRATING ESG CRITERIA
INTO INDUSTRIAL CHOICES**

>80%
**STRATEGIC INVESTMENTS
WITH ESG CONTENT**
2030 TARGET: **>80%**

◆
**STRENGTHENING DIGITAL
SECURITY AND SKILLS**

656 hours
**CYBERSECURITY TRAINING
COVERAGE - OT DIVISIONS**
2030 TARGET: **3,800 HOURS**

◆
**INTEGRATING ESG ASPECTS INTO THE
GROUP'S MANAGEMENT MODEL**

35%
**TIME DEDICATED TO
ESG TOPICS BY THE BOARD
OF DIRECTORS/YEAR***
2030 TARGET: **35%**



OUR **RESULTS** FOR **GOVERNANCE**

DISCOVER OUR COMMITMENT TO **GOVERNANCE** IN THE **DIGITAL REPORT** ▶▶

GOVERNANCE

TOGETHER WITH RESPONSIBLE PARTNERS.

A **solid supply chain** is built on clear relationships: **shared values, common standards and responsibilities** that grow together with **partners**.

The supply chain is an integrated ecosystem. There is no isolated growth: we extend our responsibility beyond company boundaries to promote a transparent, ethical and future-oriented supply chain, strengthened by **shared values**.

Through the **Supplier Code of Conduct**, approved in 2025 and to be rolled out from 2026, we set clear rules on ethics, safety, the environment and human rights.

43%

of strategic suppliers (raw materials and equipment)
involved in ESG mapping aspects

2030 TARGET: 75%

Collaboration takes shape through the **Feralpi Value Alliance**, launched in January 2025 to map and develop the ESG profile of strategic partners through the Open-ES platform, with the challenging goal of involving **75% of them by 2030**. Feralpi has also promoted an experimental training pathway to support suppliers in measuring their Carbon Footprint, with the aim of strengthening the Group's entire Scope 3 strategy and turning new regulatory obligations into a competitive advantage for the whole supply chain.

Supply chain engagement also takes place through other projects, including the "**Feralpi Scrap Suppliers Dialogue**", which in 2025 led to **95% of Italian scrap partners** being qualified according to ESG criteria.

TOGETHER, WE STRENGTHEN DIGITAL SECURITY.

Data, systems and industrial networks are part of business continuity, **the Group's competitiveness** and the **trust** built with **customers, suppliers** and **stakeholders**.

We see **cybersecurity** as a strategic investment, because it brings together technology, prevention and people's awareness.

In 2025, we strengthened our oversight with **Cyber Threat Intelligence** services and an **OT Security by Design** approach, designed to protect industrial networks from the design stage.

We also extended the **Training & Awareness** plan to all employees and included a specific objective in the ESG Scorecard: **3,800 hours of cybersecurity training** dedicated to OT divisions.

MAIN CYBERSECURITY MEASURES

Training & Awareness

CONTINUATION AT GROUP LEVEL OF THE TRAINING & AWARENESS PROGRAMME,

aimed at enhancing employee awareness and skills **on cybersecurity risks** through **e-learning training activities**. The programme has been extended and strengthened compared to previous years in terms of **training hours provided**.

OT Security by Design

CONTINUATION OF THE **OT SECURITY BY DESIGN** INITIATIVE,

which provides **for cybersecurity analyses** of the **Group's production facilities** as part of new installations or modifications to existing facilities according to **ISA 62443 standard**.

Cyber Threat Intelligence

ADOPTION OF THE CYBER THREAT INTELLIGENCE SERVICE,

aimed at **preventing attacks directed** at Feralpi Group, which, through **continuous data collection**, makes it possible to **identify threats** before they can cause significant damage.

Specific training

SPECIFIC TRAINING IS PLANNED FOR 2026

on the security of OT industrial networks for personnel in the Industrial Automation, Maintenance Engineering and Information Technology sectors.



TOGETHER, FOR THE FUTURE.

We face **decisive challenges** for industry and society: **decarbonising processes, increasing circularity, developing skills, and protecting the people** and resources of the future.

No one will overcome them alone. They will require **technologies, investments** and **vision**. And they will require **solid relationships**: with our people, with customers, with suppliers, with communities and with all stakeholders who wish to contribute to change.

We will take on this journey with a clear direction:
innovating with practicality, bringing competitiveness
and sustainability **together**, and **measuring**
commitments in order to turn them into increasingly
solid choices.

To become part of our
network, sign up to **Feralpi**
Sustainable Dialogues.

For more information, **visit our website**



The **future will be** shaped by the way we build it.
Together.

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