



# SUSTAINABILITY REPORT

## 2023

apt Group

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Sustainability is not just a word, but a promise that we make to future generations. We take this very seriously at the apt Group. Our focus is clearly on the United Nations 2030 Agenda, and we have set ourselves the ambitious goal of achieving zero emissions by 2044.



## Foreword

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Dear Stakeholders,

I am delighted to present our sustainability report for 2023 to you today. This report marks the third year in which our company has worked intensively and in a structured manner on its sustainability agenda. It has been a year of growth, implementation and significant progress, of which we are proud.

This year, we have focused on three main areas: green electricity purchasing, data transparency, and sustainable procurement. We have made significant progress in these areas and are proud to have further reduced our carbon footprint. We have also improved our data transparency and made our procurement processes more sustainable.

Transparency is a core value in our sustainability agenda. In this report, we will therefore present our efforts and progress as transparently as possible. We want you, our stakeholders, to understand what we are doing and to understand our achievements and challenges.

We firmly believe that sustainability is not only a responsibility, but also an opportunity. An opportunity to innovate, break new ground and create long-term value. We are ready to seize this opportunity and further strengthen our commitment to sustainability.

We would like to thank all our employees, partners and stakeholders who have accompanied us on this journey. Your commitment and support are invaluable and we look forward to continuing this journey with you.

In our Sustainability Report 2023, you will find detailed information on our goals, progress and our plans for the future. We are determined to make our company more sustainable and to make a positive contribution to society and the environment.

Thank you very much for your interest and support.

With best regards

**Michael Zint**  
CEO apt Gruppe



# Facts & Figures 2023

**261** million. €

has been our group turnover in 2023



Approx. **1,000**

Employees in the Group are the key to our success



**80,000** t

of production capacity for aluminium profiles

**20.000** t

of production capacity for in-house mechanical processing



**15,431** t

of aluminium scrap was recycled in 2023



**1,148** t

of CO<sub>2</sub>e-emissions are released per day

\* Extrusion plants only



**1,164** m<sup>3</sup>

of water is consumed per day



**149.4** MWh

of electricity is consumed per day



**145** Audits

were carried out in 2023



# Aluminium Expertise for more than 50 Years

## 360° service for demanding customers

### From the raw material to the end product

The apt Group is one of the leading groups of companies in the European aluminium industry. We produce, process and distribute aluminium profiles and products for the construction, transport, automotive and industrial sectors.

The group is divided into the divisions apt Extrusions (extrusion) and apt Products (further processing) across its four production sites. This covers the entire value chain of aluminium processing - from development, recycling, extrusion, mechanical processing, surface finishing (anodizing and powder coating) to assembly, packaging, and logistics.

### Automated production

We manufacture series products as well as extremely sophisticated individual parts in one-piece flow. Our modern and efficient production facilities are fully automated and flexible.

### Advantages for our customers


- Extensive engineering expertise in aluminium processing
- Attractive delivery times with the highest flexibility in processing
- Environmentally friendly products from a single source
- Our products meet stringent European quality, environmental, and social standards





# apt – Aluminium Product Technology


The one-stop shop for high-quality aluminium products



### apt Holding GmbH

The holding company ensures the strategic direction of the group and provides professional support through central functions.

**apt Extrusions GmbH & Co. KG**



**Monheim am Rhein (Germany)**

- Extrusion moulding
  - 4 Production lines
- Anodising
  - 4.5 Million. m<sup>2</sup>
- Remelting
  - up to 18,000 t
- Mechanical processing

**apt Extrusions B.V.**



**Roermond (The Netherlands)**

- Extrusion moulding
  - 2 Production lines
- Anodising
  - 2.5 Million m<sup>2</sup>
- Mechanical processing

**apt Products GmbH**



**Eckental (Germany)**

- Profile & sheet metal processing
- Powder coating facility.
- Center of Excellence: (Lightweight) bus doors and door frames, components for e-mobility

**apt Products s.r.o.**



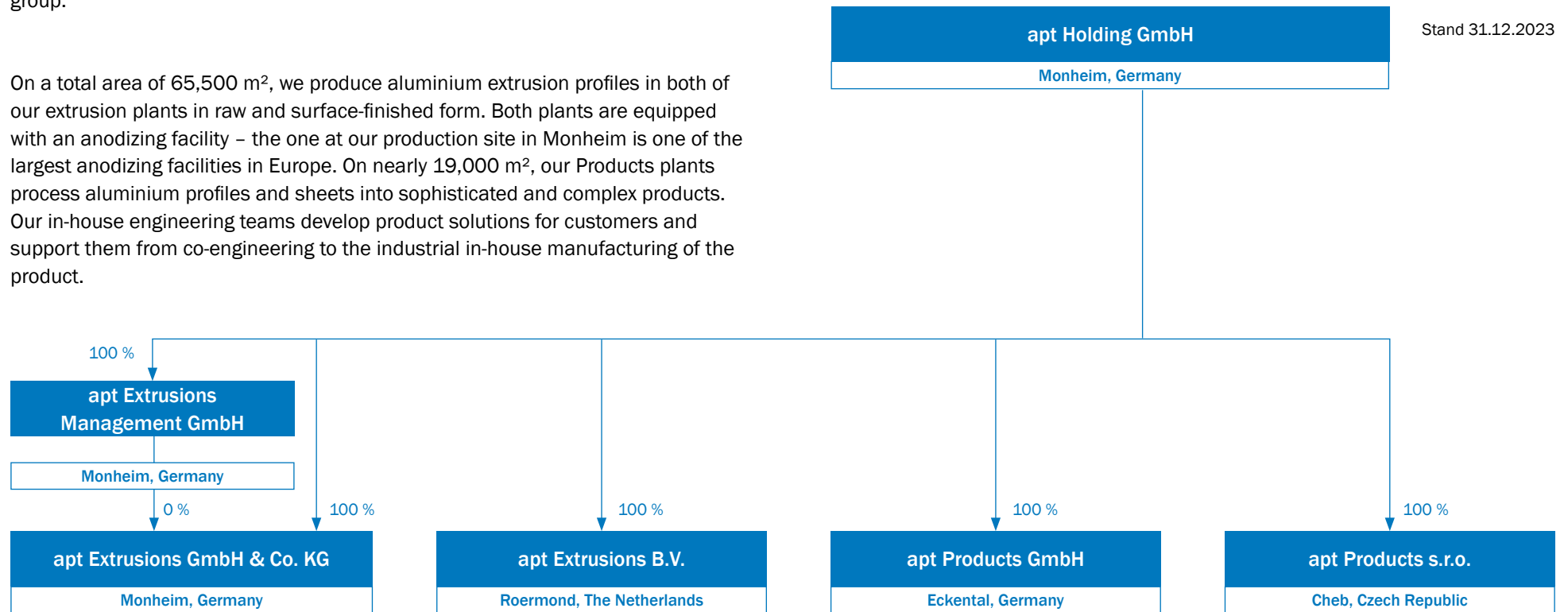
**Cheb (Czech Republic)**

- Profile & sheet metal processing
- Mechanical processing
- Center of Excellence: Heat sink, guide rails, motor housing, assembly



The group's headquarters is the apt Holding GmbH in Monheim am Rhein. The holding company oversees and plans the strategy of its subsidiaries. With central functions in business development, CSR, finance, human resources, IT and digitalisation, marketing & communication, we provide specialised support to our companies in executing the given strategies and further develop our corporate group.

On a total area of 65,500 m<sup>2</sup>, we produce aluminium extrusion profiles in both of our extrusion plants in raw and surface-finished form. Both plants are equipped with an anodizing facility – the one at our production site in Monheim is one of the largest anodizing facilities in Europe. On nearly 19,000 m<sup>2</sup>, our Products plants process aluminium profiles and sheets into sophisticated and complex products. Our in-house engineering teams develop product solutions for customers and support them from co-engineering to the industrial in-house manufacturing of the product.





## 360° Service for Demanding Customers

Our mission is to provide our customers with everything in the field of aluminium processing from a single source, ensuring high quality standards, supply security, and flexibility. The two extrusion plants handle the process steps of melting, extrusion, surface finishing, as well as simple mechanical processing.

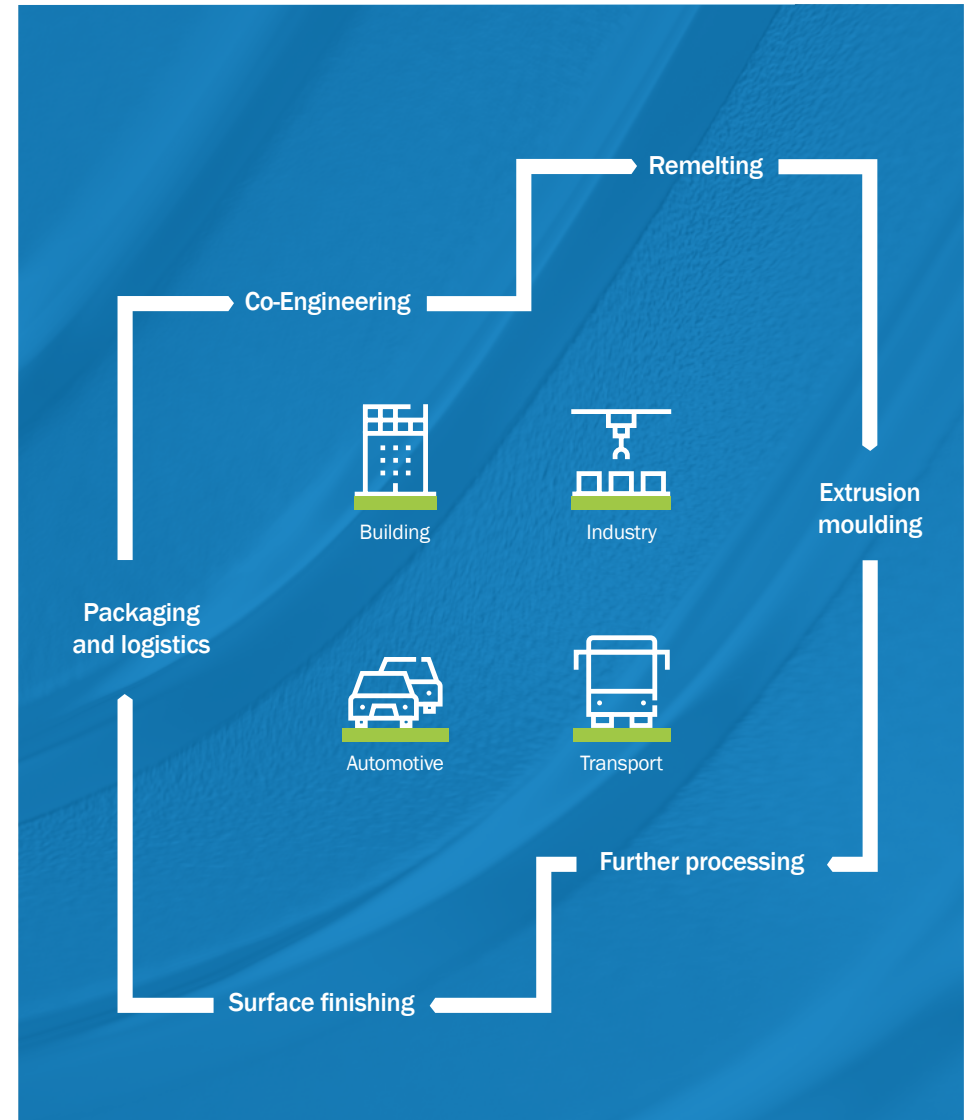
Co-engineering and further processing such as reshaping, sawing and cutting, CNC turning and milling, punching and nibbling, embossing and deep drawing, welding or joining and bonding are primarily handled by the Products plants.

► **Markets: Automotive, construction, industry, transport**

Essential parts. Essential partners. That is the DNA of our strategy. We focus on the automotive, construction, industrial and transport markets in order to supply them with technologically sophisticated products and solutions.

► **Future-proof with new technologies**

At all levels of the customer-supplier relationship, we enter into partnerships and co-operations that are the basis of our current success. We will continue to build on this and future-proof our customer and product portfolio with a view to establishing and expanding further processing steps and integrating new technologies and developments.



## Our Fields of Action

Our vision is to transform aluminium production in line with society's requirements for sustainable development. Based on our commitment, we are focussing on the areas of production & products, resources & suppliers, employees & society and ecosystems.

### — Production & Products

Our products must fulfil high standards of quality and environmental friendliness. Our quality promise also includes the continuous improvement of our production processes.

→ See p. 13

### — Resources & Suppliers

For us, sustainability begins with the procurement of the valuable raw material aluminium. We have selected our global suppliers according to strict criteria.

→ See p. 15

### — Employees & Society

Our employees are our most important resource. They see themselves as a team of different personalities. Diversity is a living principle at apt, which continues beyond working hours in joint leisure activities - across nations, locations and cultures. Social commitment is also clearly anchored in our values.

→ See p. 17

### — Ecosystems & biodiversity

Local biodiversity plays a crucial role in every ecosystem. Even in our regions, there are specific species and habitats that are particularly worth protecting

→ See p. 19

## Our commitment



### apt Agenda 2044

Orientation towards the EU Green Deal 2050 and the goals of the UN 2030 Agenda



### apt Climate strategy

Sustainability roadmap in close collaboration with partners and suppliers



### Transparency

Regular publication of sustainability activities



### apt Climate strategy

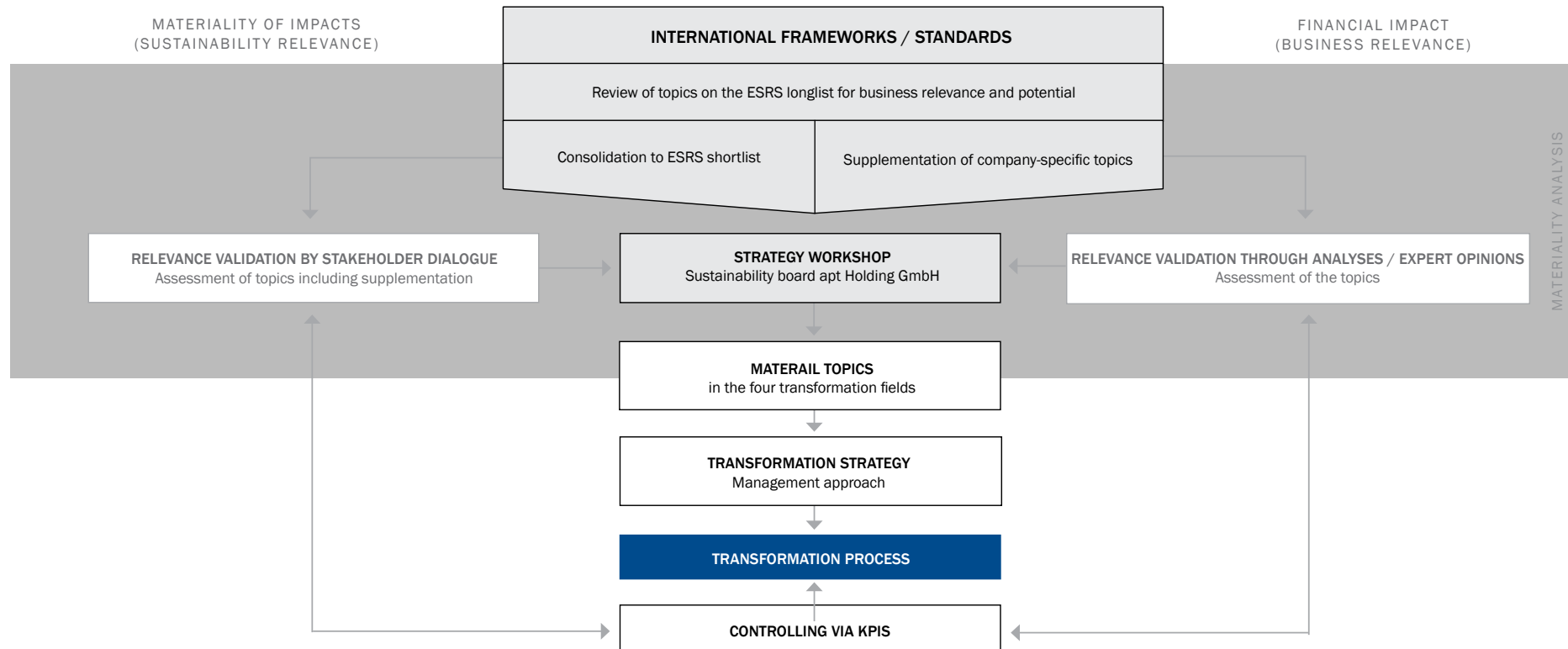
In cooperation with organisations and associations

# Materiality process

During the reporting period, we have developed a new, substantial proprietary materiality process for the apt Group, which served as the foundation for conducting our materiality analysis. This process was introduced to ensure that we can identify and understand the most important aspects of our sustainability performance that are of significant importance to both our company and our stakeholders.

Our new materiality process encompasses several steps, including the review of topics from the ESRS Longlist and the validation of relevance of applicable ESRS topics through stakeholder dialogue, as well as through analyses and assessments.

As an integral part of the process, we carried out a comprehensive materiality analysis, which we used as the basis for the strategy workshop to define the key topics that must be taken into account in our sustainability report. Currently, we are in the phase of developing a transformation strategy based on the results of the materiality analysis. This strategy will enable us to address the identified critical issues and formulate specific objectives and measures in the four transformation areas. This ensures that we continuously improve our sustainability performance and achieve long-term positive impacts on the environment, society, and our company.





## List of Material Topics

As part of the Sustainability Board's strategy workshop, we intensively evaluated the input from the stakeholder dialog and the analyses and thus compiled a list of key topics. In addition to the material topics, important topics were also defined

Based on this list, our next step will be to create the transformation strategy as a holistic management approach in order to organise the transformation process in a targeted manner. This step is crucial for the direction of our future activities and the design of our long-term sustainability strategy.

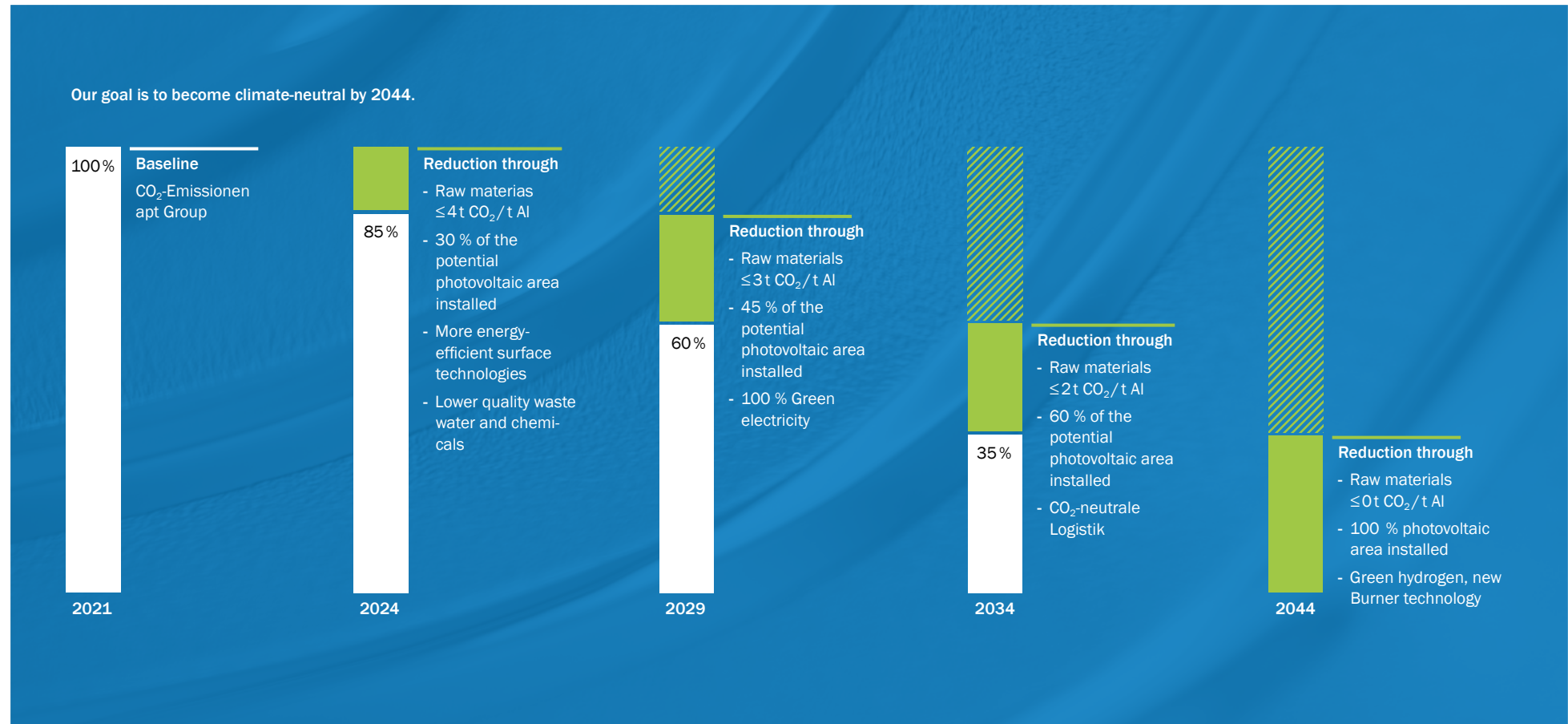


Material topics  
Important topics

# Production & Products

In 2023, apt Group collaborated with Climate Partner to develop a sustainability roadmap with the goal of achieving carbon neutrality by 2044. This roadmap outlines our goals and actions for the years 2020, 2024, 2029, and

the period from 2034 to 2044, starting from the baseline year of 2021. Currently, we are in the process of implementing measures to achieve our first milestone target for the year 2024.





### Targets by 2030

In 2023, the sustainability roadmap was developed to define our targets for reducing CO<sub>2</sub> emissions by 2030. This roadmap defines key targets in the area of production & products:

- By 2030, we plan to utilise 45 % of the available space for photovoltaic systems. This will serve to increase our share of renewable energy
- Our goal is to switch exclusively to green electricity by 2030. By using renewable energy sources, we want to minimise our environmental impact and ensure sustainable energy consumption.
- Further qualifications in quality management for the automotive industry

### Measures & implementation

The following measures have already been implemented as part of our transformation strategy:

- Creation of a CO<sub>2</sub>e balance sheet as a data basis for the development of a decarbonisation strategy in the two extrusion facilities
- Optimising process management
- Development and implementation of a materiality process
- Development of a decarbonisation strategy
- Strengthening our presence in the automotive sector through certification according to IATF 16949 : 2016 at the apt Products s.r.o. site in Cheb. The certification proves conformity with the demanding standards of the automotive industry for aluminium components.

The following measures are currently being implemented:

- Development of the Aluminium 2030 Model Factory
- Optimisation of the circular economy

Measures already taken are adapted during the process if necessary.



## Resources & Suppliers

For us, sustainability begins with the procurement of the valuable raw material aluminium. The area of resources and suppliers therefore plays a crucial role in our sustainable development. We review our aluminum suppliers in accordance with the international OECD guidelines for the fulfillment of Minerals from Conflict-

Affected and High-Risk Areas. We conduct these assessments annually to prevent involvement in armed conflicts or human rights violations, which we absolutely do not tolerate in any way.

### Sustainability criteria for raw material suppliers

- Production of primary aluminium using hydropower and geothermal energy with the aim of further minimising CO<sub>2</sub>e emissions in the manufacturing process of our products
- Recycling of secondary aluminium for the production of billets at companies located near our production sites with the aim of reducing energy consumption and transport distances
- Security of supply
- Expertise in the research and development of raw materials for special applications
- Certifications such as ISO 9001, ISO 14001, ISO 14025, ISO 14064, ISO 50001, IATF 16949
- Memberships e.g. with ASI, AUF, Metalle pro Klima, Cradle-to-Cradle-Certified® product standard

### Sustainable use of resources

As part of our proactive environmental, energy, and quality management, we control the sustainable use of resources internally and externally. Proactive management is integral to our continuous process improvement efforts.

#### ► EXTERNAL

In order to shape a sustainable future, we contribute our many years of experience and expertise as an active member of selected organisations and associations. For example, we work together to develop solutions in the German Aluminium Association and the Association for the Surface Finishing of Aluminium. This includes, for example, the Aluminium Germany Association's recycling working group, in which we play an active role.

#### ► INTERNAL

Our quality promise includes the continuous improvement of our production processes. We pay particular attention to environmental protection, especially the careful use of resources. In project teams, we work intensively on new solutions in the areas of energy and the environment. And we do this every day.



### Targets by 2030

In 2023, the sustainability roadmap was developed to establish our goals for CO<sub>2</sub> emissions reduction by 2030. This roadmap also includes the area of Resources & Suppliers:

- Reduction of CO<sub>2</sub> emissions through the use of raw materials ≤ 4 t CO<sub>2</sub> / t aluminium by 2024 and ≤ 3 t CO<sub>2</sub> / t aluminium by 2029
- Reduction in emissions through shorter transport routes and cooperation with neighbouring companies
- Full implementation of EcoVadis with simplified questionnaire
- Strengthening expertise in raw materials and research
- Expand industry cooperation through associations and projects

### Measures & implementation

#### ► RESOURCES

As one of the most sustainable metals on earth, aluminium can be recycled repeatedly without loss of quality – and this with only about 5 % of the energy requirement of primary aluminium production. In our own recycling smelter, process scrap is melted down into ingots before being reintroduced into our processing process. Up to 18,000 tonnes of aluminium can be recycled by us annually.

Other measures in the area of resources include

- Use of low-carbon aluminium
- Use of aluminium from external recycling plants in compliance with strict European quality, environmental and social standards

#### ► SUPPLIERS

All new suppliers of core materials relevant to production were already assessed for quality and environmental criteria in 2022. A supplier assessment via EcoVadis was introduced in 2022 for apt Extrusions GmbH & Co. KG and in 2023 for apt Extrusions B.V. The introduction of EcoVadis for supplier assessment at the two Products plants is still planned for 2024 with a simplified questionnaire in order to achieve a higher participation rate.

## Employees & Society

People are at the centre of the Employees and Society division. Our value-orientated corporate culture creates a respectful relationship with colleagues, customers, partners and suppliers.

### Living our values

Our values have characterised our corporate culture for more than 50 years and are lived by all employees every day. They form the basis for our success and accompany the further development of our company.

### Trust, partnership, passion

Passion, enthusiasm and expertise are our driving forces. We enjoy tackling new tasks. We support each other, are respectful and loyal. Our interactions with customers and suppliers as well as within apt are characterised by trust and partnership. This has resulted in long-standing relationships that we maintain and continue to develop. We want to shape the future together.

### The joy of learning

Our work is results-orientated and we enjoy lifelong learning. Teamwork and consistent further training, including at our in-house apt Academy, provide us with the necessary expertise, flexibility and confidence to make decisions in the face of daily competition.

### Committed, diverse, open to the world

Our committed and highly motivated employees are our most important resource. They see themselves as a team of different personalities. Diversity is a living principle at apt, which continues beyond working hours in shared leisure activities - across nations, locations and cultures.





### Targets by 2030

- Increasing diversity in the company
- Deepening the understanding of sustainability within the organisation
- Promotion of employee skills development in the area of sustainability
- Improvement in employee health and safety
- Further support for students and local projects
- Annual reporting on modern forms of slavery

### MEASURES AND IMPLEMENTATION

#### ► EMPLOYEES

By signing the Diversity Charter, we emphasise the importance of diversity and tolerance in the workplace. Regardless of personal characteristics such as age, ethnic origin, gender, religion, mental abilities, sexual orientation and world view, we create a respectful and inclusive working environment.

We offer numerous opportunities for personal and professional development, including apprenticeships, individual development plans, a programme for young talent and internal training opportunities. As a first step towards attracting more women as employees, we reintroduced "Girl's Day" in 2023.

#### ► SOCIETY

We support regional organisations and projects such as the "Ein Kinderlachen schenken" campaign run by Kinderhilfe Eckental and the St. Georg hospice in Cheb, Czech Republic. apt Extrusions GmbH & Co. KG in Monheim am Rhein (Germany) is actively involved in the Lions Club in Monheim and is a sponsor of the 1st FC Monheim team. In addition, we have supported the new Bregenzer Straße primary school in Baumberg, Monheim, and contribute to the promotion of scholarship holders of the RWTH Education Fund. Our commitment is also reflected in our collaboration on projects with students at RWTH Aachen University and TU Dortmund University.

## Ecosystems & Biodiversity

Local biodiversity plays a crucial role in every ecosystem. It helps maintain the balance and stability of the ecosystem and ensures the ability to regenerate and adapt to changes. In our regions as well, there are specific species and habitats that are particularly worthy of protection.



### Targets by 2030

- Implementation of the measures from the biodiversity analyses at all locations
- Regular review of the impact of the measures and our activities

### Measures and implementation

#### ► BIODIVERSITY ANALYSIS

Sound decision-making is based on solid data, which is why we have attached great importance to collecting and analysing data on biodiversity at our sites in Roermond and Monheim.

In collaboration with external experts, we have collected information on biodiversity, the condition of habitats and the impact of our activities on biodiversity. This data not only helps us to better understand the impact of our trade, but also to take targeted measures to protect and promote biodiversity. The biodiversity analysis of our Products plants is planned for 2024.

#### ► MEASURES TO PROTECT BIODIVERSITY

Based on the recommendations of the biodiversity analysis, the outdoor lighting in Monheim was adapted and the roof areas were greened. In addition, various nesting boxes and insect hotels were installed over an area of 270 m<sup>2</sup> to promote biodiversity.

Further measures from the biodiversity analyses are planned for 2024 and are currently in the project development phase. The main objective is to increase biodiversity by designing green spaces at all locations in a near-natural way in accordance with the results of the biodiversity analyses.

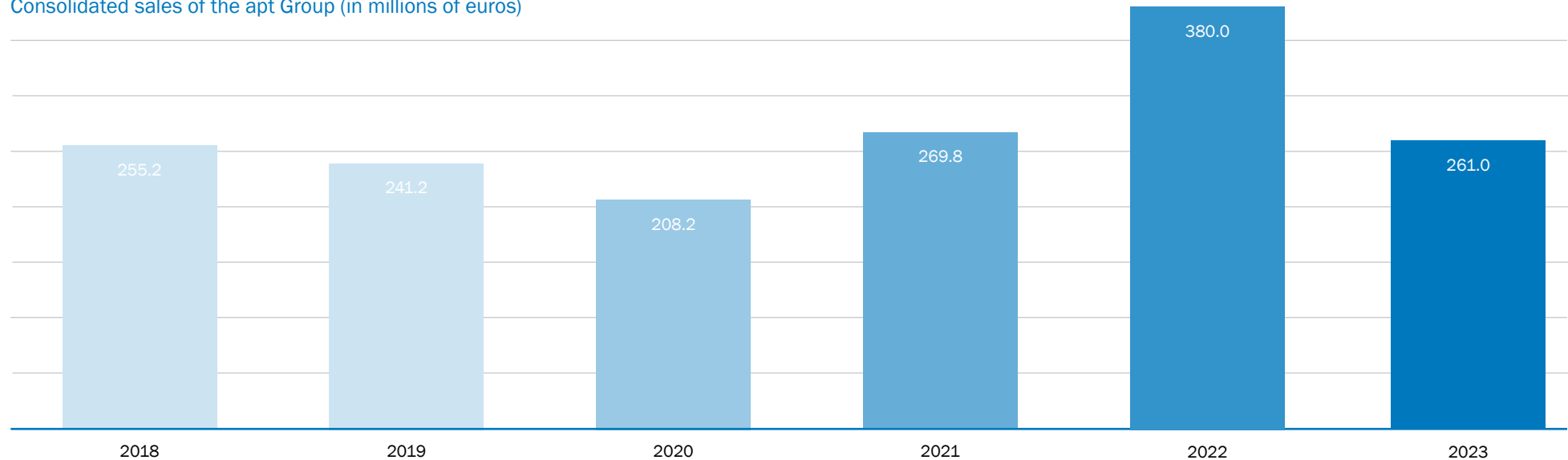
# Information on the Annual Report and Management Report

## Highlights of the year 2023

### apt Group

In 2023, our focus was on developing our transformation strategy to promote sustainability and competitiveness. A comprehensive sustainability roadmap was developed in close collaboration with Climate Partner and efforts in this area were intensified. A significant milestone was the successful completion of ASI certification, which underlines our commitment to high environmental and social standards.

Consolidated sales of the apt Group (in millions of euros)





# Global Frameworks and Reporting Profile

## SDGs and the EU Green Deal

Political frameworks form the basis for our sustainable development. On the one hand, we refer to the United Nations' 17 global Sustainable Development Goals (SDGs). These are political objectives that are intended to promote sustainable development at an economic, social and ecological level worldwide.

Secondly, we develop our measures in line with the objectives of the EU Green Deal. The aim is to reduce net greenhouse gas emissions, decoupling growth and resource consumption through the circular economy and compliance with social standards in the supply chain.

### CORE OBJECTIVES

<p><b>8</b> DECENT WORK AND ECONOMIC GROWTH Promoting decent work and sustainable economic growth</p>	<p><b>9</b> INDUSTRY, INNOVATION AND INFRASTRUCTURE Building resilient infrastructure, supporting broad-based and sustainable industrialisation</p>	<p><b>12</b> RESPONSIBLE CONSUMPTION AND PRODUCTION Ensure sustainable consumption and production patterns</p>	<p><b>13</b> CLIMATE ACTION Take immediate action to combat climate change and its effects</p>
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### OTHER GOALS


## About this report

This is the apt Group's third sustainability report. It was prepared in accordance with the GRI Standards 2021 Update. The data and key figures for the 2023 financial year (01.01.–31.12.2023).

GRI 1: Foundation 2021, GRI 2: General Disclosures 2021 and GRI 3: Material Topics 2021 were used to prepare this report. We refer to the corporate activities of the two extrusion plants apt Extrusions GmbH & Co. KG in Germany and apt Extrusions B.V. in the Netherlands as well as the two Products plants apt Products GmbH in Germany and apt Products s.r.o. in the Czech Republic.



## GRI 2: General Information

### GRI 2 – 1

#### Organisational details

##### apt Holding GmbH

Rheinpromenade 11  
 40789 Monheim am Rhein  
 Deutschland

The apt group is active in three European countries: Germany, the Netherlands and the Czech Republic.

### GRI 2 – 2

#### Entities included in the organisation's sustainability reporting

##### apt Extrusions GmbH & Co. KG

Daimlerstraße 10  
 40789 Monheim am Rhein  
 Deutschland

##### apt Extrusions B.V.

Industrieweg 8  
 6045 JG Roermond  
 Niederlande

##### apt Products GmbH

Orchideenstraße 2  
 90542 Eckental  
 Deutschland

##### apt Products s.r.o.

Průmyslový park 33/22  
 35002 Cheb – Dolní Dvory  
 Tschechien

### GRI 2 – 3

#### Reporting period, frequency and contact point

##### Reporting period:

01 January 2023 - 31 December 2023 The reporting period for this first update report is one year. Subsequently, sustainability reporting will take place annually.

**Publication date:** 15 July 2024

##### Contact for questions regarding the sustainability report:

Manon Gahmann

##### Financial reporting period:

01 January 2023 - 31 December 2023

### GRI 2 – 4

#### Restatements of information

The organisation did not make any adjustments during the reporting period.

### GRI 2 – 5

#### External assurance





This report has not been subject to an external audit. The highest governance body, CEO Michael Zint, and the apt Sustainability Committee are responsible for reviewing the report.



**GRI 2 – 6**

**Activities, value chain and other business relationships**

apt Holding GmbH operates in the aluminium sector and serves the following markets, among others, with its subsidiaries:

			
CONSTRUCTION	AUTOMOTIVE	TRANSPORT	INDUSTRY
<ul style="list-style-type: none"> <li>— Components</li> <li>— Sun protection systems</li> <li>— Exterior panelling and roofing</li> <li>— Interior fittings</li> <li>— Agricultural systems</li> <li>— Infrastructure and road equipment</li> </ul>	<ul style="list-style-type: none"> <li>— Lightweight components</li> <li>— Battery housings and subassemblies</li> <li>— Guide rails</li> <li>— Car roof systems and accessories</li> <li>— Structural components</li> </ul>	<ul style="list-style-type: none"> <li>— Lorry trailer</li> <li>— Car trailer</li> <li>— Battery housings and subassemblies</li> <li>— Lightweight components</li> <li>— Lite-Flap (bus flap)</li> <li>— Door frame</li> </ul>	<ul style="list-style-type: none"> <li>— Machinery and apparatus engineering</li> <li>— High-performance heat sink</li> <li>— Electronic housing</li> <li>— Solar technology</li> <li>— Medical technology</li> </ul>

	Base year 2021	2023
<b>Production figures p. a.</b>		
<b>Extrusion moulding</b>		
apt Extrusions GmbH & Co. KG (DE)	42,634 t	27,762 t
apt Extrusions B.V. (NL)	27,647 t	21,539 t
<b>Sheet and profile processing</b>		
apt Products GmbH (DE)	1,100 t	1,243 t
apt Products s.r.o. (CZ)	-	1,818 t
<b>Total</b>	<b>71,381 t</b>	<b>52,362 t</b>

<b>Anodized aluminium</b>		
apt Extrusions GmbH & Co. KG (DE)	3,347,164 m <sup>2</sup>	1,848,631 m <sup>2</sup>
apt Extrusions B.V. (NL)	2,095,660 m <sup>2</sup>	1,521,824 m <sup>2</sup>
apt Products GmbH (DE)	300,000 m <sup>2</sup>	-
apt Products s.r.o. (CZ)	414,272 m <sup>2</sup>	489,931 m <sup>2</sup>
<b>Powder coating</b>		
apt Products GmbH (DE)	95,000 m <sup>2</sup>	142,000 m <sup>2</sup>
<b>Total</b>	<b>6,252,096 m<sup>2</sup></b>	<b>4,002,386 m<sup>2</sup></b>

	Base year 2021	2023
<b>Customer figures</b>		
apt Extrusions GmbH & Co. KG (DE)	373	301
apt Extrusions B.V. (NL)	209	186
apt Products GmbH (DE)	31	27
apt Products s.r.o. (CZ)	30	30
<b>Total</b>	<b>643</b>	<b>544</b>

**GRI 2 – 7**

**Employees**

	apt Extrusions GmbH & Co. KG (DE)		apt Extrusions B.V. (NL)		apt Products GmbH (DE)		apt Products s.r.o. (CZ)	
	2021	2023	2021	2023	2021	2023	2021	2023
Female	28	27	3	16	9	11	81	90
Male	269	278	105	142	46	61	155	168
Trainees	7	0	0	0	0	0	3	8
Part-time	5	9	9	21	6	4	1	1
Full-time	292	296	99	137	49	68	235	257
Permanent	280	290	95	146	55	63	134	122
Temporary	17	15	13	12	0	9	102	136
<b>Total</b>	<b>297</b>	<b>305</b>	<b>108</b>	<b>158</b>	<b>55</b>	<b>72</b>	<b>236</b>	<b>258</b>

Deadline: 31.12.2021 and 31.12.2023

**GRI 2 – 9**

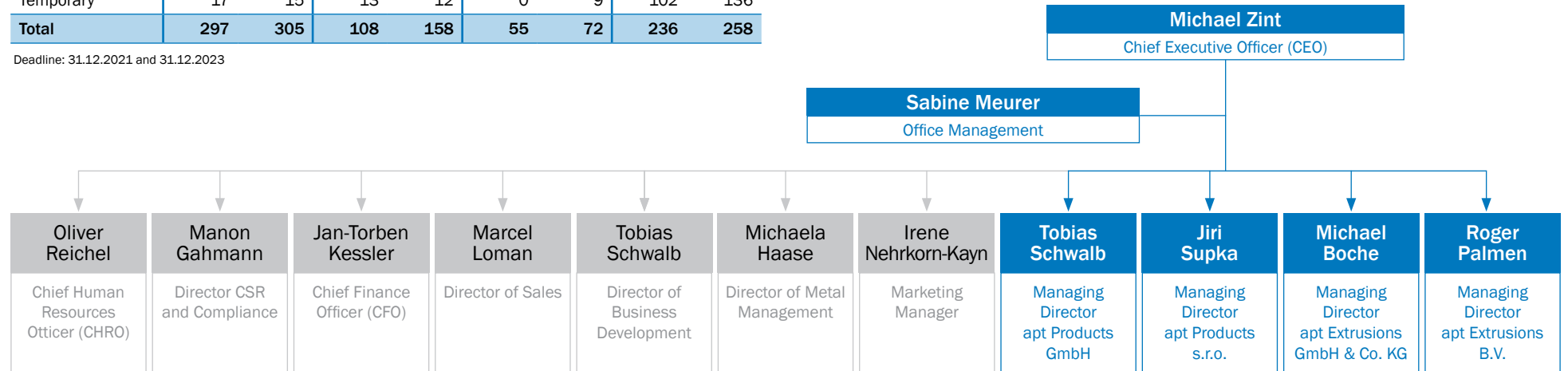
**Governance structure and composition**

See the organisational chart below.

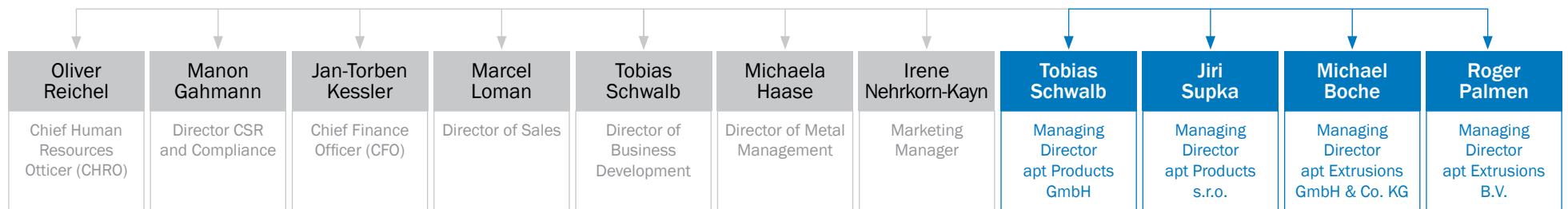
**GRI 2 – 11**

**Chair of the highest governance body**

See the organisational chart below.



Status: 31.12.2023





### GRI 2 – 12

#### Role of the highest governance body in overseeing the management of impacts

apt Holding GmbH is responsible for the strategic orientation of the apt Group and offers specialised support through central functions.

### GRI 2 – 14

#### Role of the highest governance body in sustainability reporting

This report and the key topics were reviewed and authorised for publication by the highest governance body. This was done in three independent reviews:

- The review and evaluation of the material topics by the apt Sustainability Committee
- The collection and review of the information to be reported by the responsible managers.
- The review and approval of the final report by the CEO

### GRI 2 – 16

#### Communication of critical concerns

In the reporting period, only one report of a potential compliance case was submitted to the DCO (Director Compliance) for review; the case was reviewed and closed.

### GRI 2 – 17

#### Collective knowledge of the highest governance body

As part of the transformation strategy development process, the highest management body and the management level of all apt Group plants are involved in the development. To ensure quality, this process is accompanied by an external sustainability consultancy service.

### GRI 2 – 26

#### Mechanisms for seeking advice and raising concerns

In the first quarter of 2023, apt Extrusions GmbH & Co. KG successfully introduced an anonymous complaints management/whistleblower system. This implementation was extended to the entire Group by the end of 2023 and contributes to increasing transparency and integrity within the organisation.

## GRI 2 - 27

### Compliance with laws and regulations

During the reporting period, an increased concentration of legionella was detected in one of our cooling towers at the Monheim site during one of the regular routine inspections by the TÜV and documented in the TÜV report.

This incident was duly reported to the district government. At apt Extrusions GmbH & Co. KG (DE) there were no further violations of laws and regulations.

There were no violations of laws and regulations during the reporting period by apt Holding GmbH, apt Extrusions B.V. (NL), apt Products GmbH (DE) or apt Products s.r.o. (CZ). No fines or sanctions were imposed.

## GRI 2 - 28

### Membership associations

In order to shape our future sustainably, we contribute our many years of experience and expertise as an active member of selected organisations and associations. For example, we work together on solutions in the German Aluminium Industry Association and the Association for the Surface Finishing of Aluminium. This includes, for example, the Recycling Working Group of the German Aluminium Association, in which we play an active role.

- Member of the Circular Valley Foundation
- Member of the Aluminium Stewardship Initiative (ASI)
- Active member of the German Aluminium Association
- Active member of the Association for the Surface Finishing of Aluminium e. V.
- Member of the association ION (industrial surface treatment NL)
- Member of vbm - Bavarian Metal and Electrical Industry Association
- Member of European Aluminium



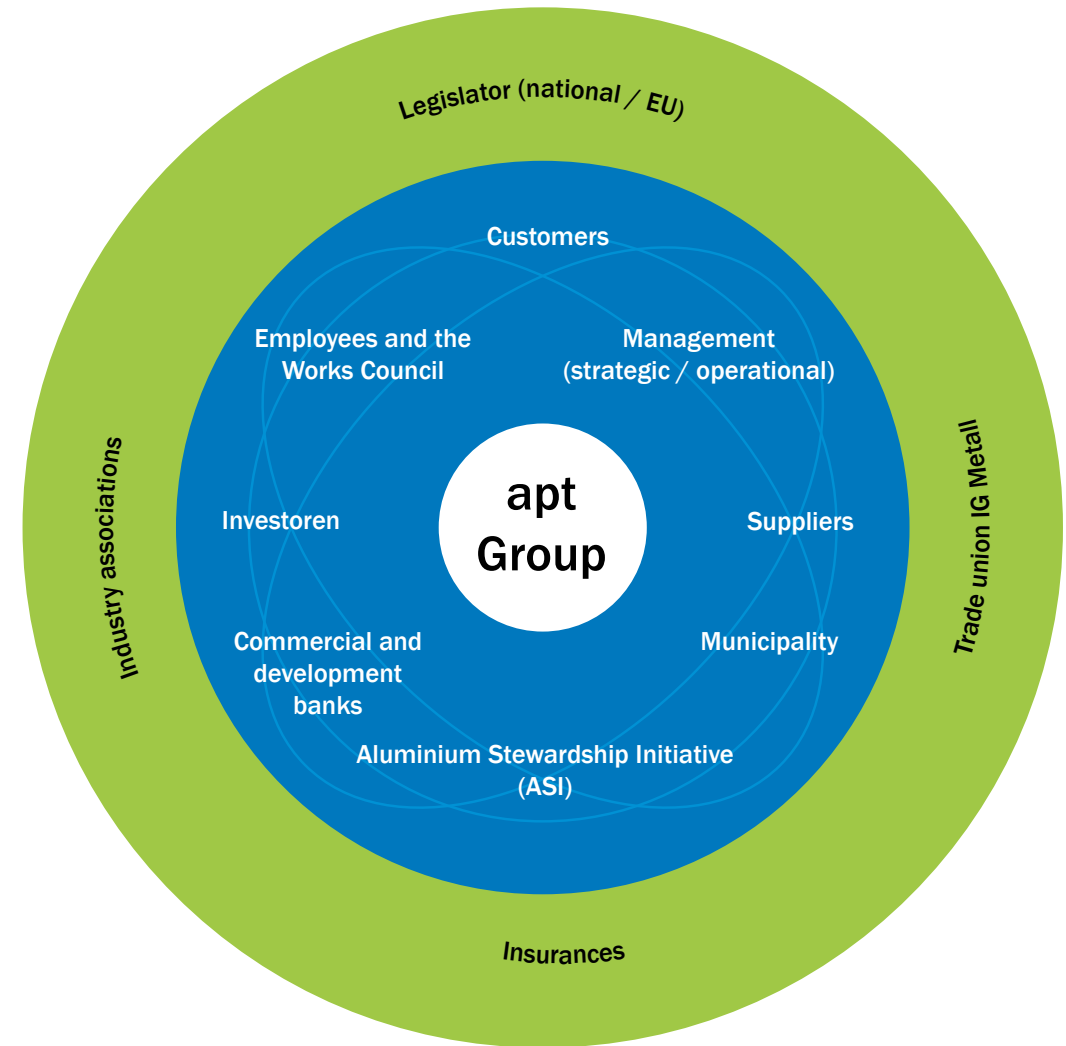
**GRI 2 – 29**

**Approach to stakeholder engagement**

As part of the materiality process, which was launched in 2023, we expanded our group of stakeholders and divided them into primary and secondary stakeholders according to their relevance.

We have also defined the respective forms of dialogue with the various stakeholders, including discussions, EcoVadis assessments and surveys. During the reporting period, we conducted a dialogue with a total of seven stakeholder groups, and a dialogue with representatives of a further stakeholder group is planned for 2024.

Stakeholder engagement with customers, employees and suppliers already existed before the materiality process was developed.



**Primary stakeholders:**  
planned, structured dialogue

**Secondary stakeholders:**  
Indirect or direct dialogue if required

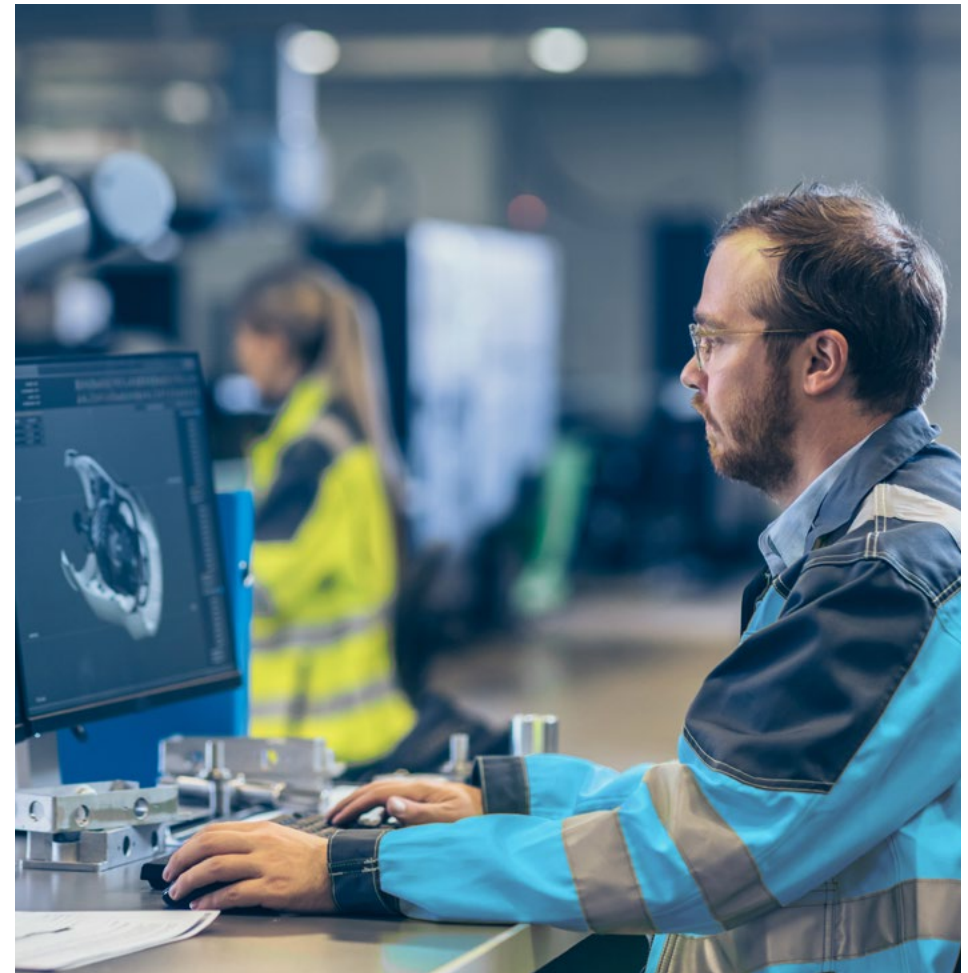
**GRI 2 – 30****Collective bargaining agreements**

apt Extrusions GmbH & Co. KG falls within the scope of the collective labour agreement for the metal and electrical industry in North Rhine-Westphalia. 95.13 % of employees are covered by this collective labour agreement, 4.87 % are non-tariff employees, mainly at management level.

100 % of the employees at apt Extrusions B.V. are covered by a collective agreement based on CAO Metalektro.

There is no collective labour agreement at apt Products s.r.o..

Since 14 March 2017, apt Products GmbH has had a company collective agreement in place in conjunction with a collective wage agreement with IG Metall. As part of the restructuring process (from 15 December 2020 to 30 June 2021), a collective restructuring agreement was concluded with a term until 31 December 2023. After the end of the restructuring collective agreement, the company returned to the company collective agreement.





## GRI 202: Market Presence

### GRI 202 - 1

#### Ratios of standard entry level wage by gender compared to local minimum wage

The wages and salaries of all our employees are based on the applicable collectively agreed remuneration and therefore correspond to competitive remuneration.

We also offer comprehensive additional benefits in the area of company pension schemes and discounted rates for health insurance in Roermond (NL).

In Cheb (CZ), wages are based on the statutory minimum wage and contributions are made to employees' pension contributions.

### GRI 202 - 2

#### Proportion of senior management hired from the local community

As the largest local employer in Monheim and Roermond, we also attach great importance to filling senior management positions from the local community.

83.33 % of senior management at apt Extrusions GmbH & Co. KG (DE) come from within a radius of 50 km. 83.3 % of senior management at apt Extrusions B.V. (NL) come from within a radius of 50 km.

Roermond: 25 % of the management team > 50 km. One-way commuters 75 % of the management team < 50 km. One-way commuters as at December 2023.

100 % of the senior management of apt Products s.r.o. (CZ) and 80 % of the senior management of apt Products GmbH come from within a 50 km radius of the respective plant locations.



## GRI 204: Procurement Practices

Our responsibility does not end at our own company boundaries. Our supply chains also have a direct impact on the environment and society. That is why we are actively working to increase transparency in our supply chains and ensure that our suppliers also pursue sustainable, socially just and biodiversity-friendly practices.

Various criteria play a role in the selection of our raw material suppliers:

- Quality
- Production of primary aluminium using hydropower and geothermal energy with the aim of further minimising CO<sub>2</sub>e emissions in the manufacturing process and in our products
- Certifications under sustainability aspects (ASI)

Other aspects also include:

- Recycling of secondary aluminium for the production of billets at companies located near our production sites with the aim of reducing energy consumption and transport distances.
- In 2023, apt set itself the goal of sourcing aluminium billets exclusively from suppliers that are certified in accordance with the ASI Performance Standard. This measure will continue to be actively pursued in 2024.
- Security of supply
- Expertise in the research and development of raw materials for special applications

### GRI 204 - 1

#### Proportion of spending on local suppliers

apt Extrusions GmbH & Co. KG (DE), apt Products GmbH (DE) and apt Products s.r.o. (CZ) source 100 % of their resources from suppliers from Europe.

apt Extrusions B.V. (NL) source 93,4 % of their material from Europe and 6.6 % from suppliers outside Europe.

## GRI 301: Materials

We manufacture custom-fit aluminium extrusion profiles according to individual customer requirements using innovative and fully automated process technology. With our extrusion lines, we have an extrusion capacity of 80,000 tonnes per year. Our services range from consulting and co-engineering to prototyping and efficient series production.

We process aluminium profiles and sheets. We offer our customers the entire process from product development and processing through to finishing and assembly. We use intelligent production concepts to realise small and large series, one-off productions and prototypes.

We proactively focus on environmental and energy management as well as quality assurance in order to utilise resources efficiently. Our goal is continuous improvement through projects to develop new solutions in the areas of energy and the environment.

### GRI 301 – 1

#### Materials used by weight or volume

Tonnes of metal processed for in-house production in the 2023 reporting year:

	2021	2023
apt Extrusions GmbH & Co. KG (DE)	42,634	27,762
apt Extrusions B.V. (NL)	27,647	21,539
apt Products GmbH (DE)	1,100	1,243
apt Products s.r.o. (CZ)	1,613	1,818
<b>apt Group total</b>	<b>72,994</b>	<b>52,362</b>

### GRI 301 – 2

#### Recycled input materials used

Percentage of recycled raw materials for manufactured products:

	2021	2023
apt Extrusions GmbH & Co. KG (DE)	44 %	46 %
apt Extrusions B.V. (NL)	54 %	62 %

Only the extrusion plants' own remelting was taken into account here. The apt Products plants use profiles that were produced in our extrusion plants. The proportion of recycled material from our suppliers varies depending on availability and is not taken into account here.

### GRI 301 – 3

#### Reclaimed products and their packaging materials

We recycle almost 100 % of the extrusion process scrap within the apt Group in our own remelting plant in Monheim. We use this to produce up to 18,000 tonnes of aluminium billets for high-quality profiles every year. We reuse the cardboard packaging we receive to pack materials and convert it into filling material with our Cushion Pack to minimise waste. In collaboration with one of our customers, we have introduced a recycling measure for edge protection elements to optimise the use of resources. In addition, our efforts also extend to everyday initiatives such as the use of biodegradable paper trays in collaboration with a lunch supplier.



### Aluminium recycling





## GRI 302: Energy

In the 2023 reporting period, the apt Group has developed a roadmap for decarbonisation with the consultancy firm ClimatePartner, which is in line with a scenario of less than 1.5°C global warming. Energy plays a central role in this, which is why the Monheim am Rhein site has been supplied entirely with green electricity since 1 January 2023. The purchase of green electricity at the Roemond and Eckental sites is planned from 2024.

Both extrusion plants have an energy management system in accordance with ISO 50001:2018.

Since 2022, there has been an energy team within apt Extrusions B.V. (NL), which examines and evaluates optimisation options for more efficient energy use. Since 2022, this team has had a budget at its disposal to implement measures efficiently and low-threshold implementation.

The energy team at apt Extrusions GmbH & Co. KG (DE) meets every four weeks to optimise energy use on an ongoing basis. Both Products plants also have an energy team to implement local optimisation measures.

The site in Monheim has already installed a PV system.

Concrete objectives were developed within the roadmaps.



# ZERTIFIKAT



Hiermit wird bescheinigt, dass



**apt Extrusions GmbH & Co. KG**  
 Daimlerstraße 10  
 40789 Monheim  
 Deutschland

ein **Energiemanagementsystem** eingeführt hat und anwendet.

Geltungsbereich:  
 Technische Anwendungsberatung, Herstellung, Veredelung (Oberflächenveredelung und mechanische Bearbeitung) und Vertrieb von Aluminium-Profilen

Durch ein Audit, dokumentiert in einem Bericht, wurde der Nachweis erbracht, dass das Managementsystem die Forderungen des folgenden Regelwerks erfüllt:

## ISO 50001 : 2018

Zertifikat-Registrier-Nr.	003547 EMS18	  
Gültig ab	2022-10-14	
Gültig bis	2025-10-13	
Zertifizierungsdatum	2022-09-13	

**DQS GmbH**



Markus Bleher  
Geschäftsführer



DQS IS A MEMBER OF



Akkreditierte Stelle: DQS GmbH, August-Schanz-Straße 21, 60433 Frankfurt am Main  
 Die Gültigkeit von diesem Zertifikat kann nur durch den QR-Code verifiziert werden.



Certificate  
awarded to

**apt Extrusions B.V.**  
 Industrieweg 8  
 6045 JG Roermond, The Netherlands

Bureau Veritas Certification certifies that the Management System of the above organisation has been assessed and found to be in accordance with the requirements of the standards detailed below.

Standard

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**DIN EN ISO 50001:2018**

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Scope of application

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Extruding, anodizing and delivery of aluminium profiles

Certification cycle start date: **26. October 2021**  
 Subject to the continual satisfactory operation of the organisation's Management System, this certificate expires on: **25. October 2024**

Certificate n° : **DE012448-1**

Date: **26. October 2021**



Certification Manager (A. Sterl)



Certification body address: Bureau Veritas Certification Germany GmbH, Veritaskai 1, 21079 Hamburg

To check this certificate validity you may contact Bureau Veritas Certification. Further clarifications regarding the scope of this certificate and the applicability of the Management Systems requirements may be obtained by consulting the organisation.

## GRI 302: Energy

### GRI 302 – 1

#### Energy consumption within the organisation

	Base year 2021	2023	Change from base year
<b>Gas consumption (kWh)</b>			
apt Extrusions GmbH & Co. KG (DE)	48,040,444	38,063,512	-20.8 %
apt Extrusions B.V. (NL)	24,549,850	21,287,294	-13.3 %
apt Products GmbH (DE)	2,669,778	1,999,640	-25.1 %
apt Products s.r.o. (CZ)	147,461	182,894	+24.0 %
<b>apt Group total</b>	<b>75,407,533</b>	<b>61,533,340</b>	<b>-18.4 %</b>
<b>Power consumption (kWh)</b>			
apt Extrusions GmbH & Co. KG (DE)	29,253,827	20,099,325	-31.3 %
of which: Electricity mix	13,164,222	-	-100.0 %
from renewable energy sources	16,089,605	20,099,325	+24.9 %
apt Extrusions B.V. (NL)	13,164,222	11,974,423	-9.0 %
of which: Electricity mix	13,164,222	11,974,423	-9.0 %
from renewable energy sources	-	-	-
apt Products GmbH (DE)	2,411,720	1,734,276	-28.1 %
of which: Electricity mix	1,131,097	679,836	-39.9 %
from renewable energy sources	1,280,623	1,054,440	-17.7 %
apt Products s.r.o. (CZ)	3,352,240	3,701,966	+10.4 %
of which: Electricity mix	3,209,099	3,516,868	+9.6 %
from renewable energy sources	143,141	185,098	+29.3 %
<b>apt Group total</b>	<b>48,182,009</b>	<b>37,509,990</b>	<b>-25.1 %</b>



## GRI 302 – 3

## Energy Intensity

	Base year 2021	2023	Change from base year
<b>Gas intensity (kWh/to)</b>			
apt Extrusions GmbH & Co. KG (DE)	1,127	1,371	+21.7 %
apt Extrusions B.V. (NL)*	888	988	+11.3 %
apt Products GmbH (DE)**	2,427	1,609	-33.7 %
apt Products s.r.o. (CZ)**	91	24	-73.6 %

	Base year 2021	2023	Change from base year
<b>Electricity intensity (kWh/to)</b>			
apt Extrusions GmbH & Co. KG (DE)	686	724	+5.5 %
apt Extrusions B.V. (NL)*	545	556	+2.0 %
apt Products GmbH (DE)**	2,192	1,395	-36.4 %
apt Products s.r.o. (CZ)**	2,078	2,036	-2 %

\* Per tonne is calculated on pressed tonnes and not on invoiced tonnes.

\*\* The apt Products plants are at a different stage of the value chain.

The energy intensity is therefore not calculated.



## GRI 303: Water and Effluents

At all sites, the apt Extrusions and apt Products plants have introduced an environmental management system in accordance with ISO 14001:2015, which covers the areas of water and waste water.

### GRI 303 – 1

#### Interactions with water as a shared resource

Depending on the process, water is mainly used in the filter press and surface treatment stages, such as powder coating.

Last year, an increased concentration of legionella was detected in one of our cooling towers at the Monheim site during one of the regular routine inspections by the TÜV and documented in the TÜV report. As an immediate reaction, we carried out a surge dosing in the affected cooling tower and switched to the new cooling tower. To find a sustainable solution, we commissioned WISAG to chemically clean the contaminated cooling tower. Over the festive period between Christmas and New Year, we carried out a comprehensive cleaning of the entire system.

This incident was duly reported to the district government. The chemical additive was adjusted in consultation with our water treatment company. In addition, the daily inspections by the TÜV were intensified and all measures and results were documented in the operating diary. This incident has strengthened our commitment to the water quality and safety of our facilities and led to the improvement of our prevention strategies.

### GRI 303 – 3, 4 and 5

#### Water withdrawal, water discharge, water consumption

	Base year 2021	2023	Change from base year
<b>Water withdrawal (m<sup>3</sup>)</b>			
apt Extrusions GmbH & Co. KG (DE)	243,632	124,057	-49.1 %
apt Extrusions B.V. (NL)	180,775	162,035	-10.4 %
apt Products GmbH (DE)	10,024	2,974	-70.3 %
apt Products s.r.o. (CZ)	2,556	3,136	+22.7 %
<b>apt Group total</b>	<b>436,987</b>	<b>292,202</b>	<b>-33.1 %</b>
<b>Water recirculation (m<sup>3</sup>)</b>			
apt Extrusions GmbH & Co. KG (DE)	188,927	106,364	-43.7 %
apt Extrusions B.V. (NL)	117,113	248,213	11 %
apt Products GmbH (DE)	-	-	-
apt Products s.r.o. (CZ)	-	-	-
<b>apt Group total</b>	<b>306,040</b>	<b>354,577</b>	<b>+15.9 %</b>
<b>Service water consumption (m<sup>3</sup>)</b>			
apt Extrusions GmbH & Co. KG (DE)	48,835	15,430	-68.4 %
apt Extrusions B.V. (NL)	45,141	42,942	-4.9 %
apt Products GmbH (DE)	-	-	-
apt Products s.r.o. (CZ)	-	-	-
<b>apt Group total</b>	<b>93,976</b>	<b>58,372</b>	<b>-37.9 %</b>
<b>Drinking water consumption (m<sup>3</sup>)</b>			
apt Extrusions GmbH & Co. KG (DE)	5,870	3,450	-41.2 %
apt Extrusions B.V. (NL)	21,311	15,590	-26.8 %
apt Products GmbH (DE)	-	-	-
apt Products s.r.o. (CZ)	-	-	-
<b>apt Group total</b>	<b>27,181</b>	<b>19,040</b>	<b>-30.0 %</b>

## GRI 304: Biodiversity

In 2023, a workshop on materiality confirmed that biodiversity is of crucial importance to the apt Groups. This had already been demonstrated in 2022 as part of the ASI certification.

The biodiversity assessment carried out at the extrusion plants in 2021, prepared by Pulswerk GmbH on 16 November 2021, did not reveal any significant impact on sensitive habitats. Process-related changes and measures to promote biodiversity based on the biodiversity reports are currently in the implementation phase.

→ See P. 19

### GRI 304 – 1

#### Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas

apt Extrusions GmbH & Co. KG and apt Extrusions B.V. are not located in any protected areas.

### GRI 304 – 2

#### Significant impacts of activities, products and services on biodiversity

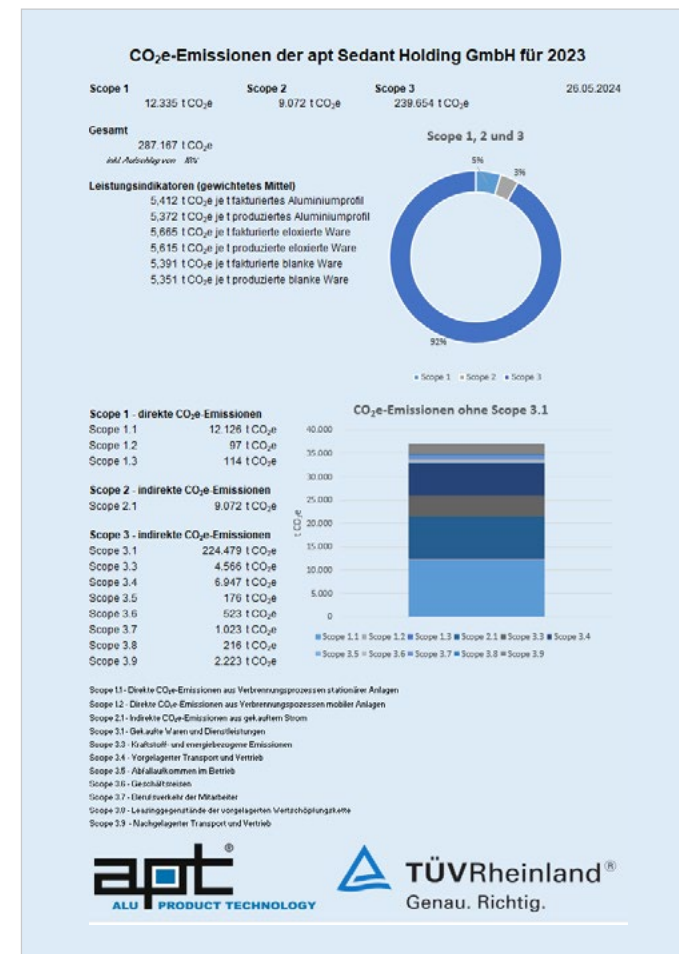
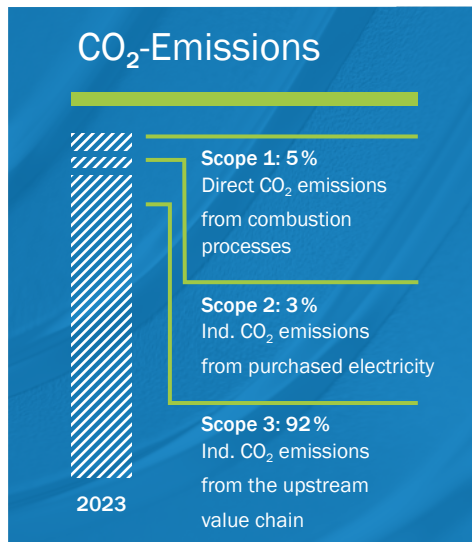
The biodiversity risk analysis reports for the apt Extrusions sites in Monheim (DE) and Roermond (NL) did not result in any significant impacts.



# GRI 305: Emissions

The apt Group is pursuing the goal of further reducing reducing emissions in line with the 1.5°C target level and ultimately even consistently avoiding them. The international ASI standard is based on the same 1.5°C target and therefore represents an important certification for apt. In this context, a roadmap for decarbonisation was developed in 2023 with the consulting firm ClimatePartner, in which the energy supply of the apt Group and within the supply chain plays a central role.

A carbon footprint according to the GHG Protocol Corporate Standard: 2004 was prepared and certified for the year 2023. The calculation takes into account Scope 1-3 for all four locations. At apt Extrusions GmbH & Co. KG, the Düsseldorf district government regularly checks which emissions are released into the air in addition to CO<sub>2</sub>. Because these are below the legal requirements, apt in Monheim is exempt from an annual emissions measurement.



## GRI 305 – 1, 2, 3, 4 and 5

Direct (Scope 1) GHG emissions  
 Energy indirect (Scope 2) GHG emissions  
 Other indirect (Scope 3) GHG emissions  
 GHG emissions intensity  
 Reduction of GHG emissions

(see table below)

## GRI 305 – 7

Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions

Our current data indicates that air emissions at our established thresholds for nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air pollutants are below the levels requiring regular monitoring. Therefore, apt Holding currently considers these emissions to be non-significant and has not yet published corresponding data. However, we recognize the valid interest of our stakeholders in this information. Therefore, we are currently evaluating the feasibility of detailed monitoring and future publication of air emissions. At our site in the Czech Republic, emissions from two facilities are regularly monitored.

	apt Extrusions GmbH & Co. KG (DE)			apt Extrusions B.V. (NL)			apt Products GmbH (DE)			apt Products s.r.o. (CZ)			apt Group total		
	2021	2023	Change.	2021	2023	Change.	2021	2023	Change.	2021	2023	Change.	2021	2023	Change.
<b>Scope 1</b> (t CO <sub>2</sub> e)	9,802	6,972	-28.9 %	5,517	4,654	-15.6 %	-	654	-	-	56	-	-	12,335	-
<b>Scope 2</b> (t CO <sub>2</sub> e)	7,082	2	-99.9 %	3,125	6,847	+119.1 %	-	624	-	-	1,599	-	-	9,072	-
<b>Scope 3</b> (t CO <sub>2</sub> e)	222,758	104,925	-52.9 %	153,223	110,535	-27.9 %	-	9,161	-	-	15,034	-	-	239,654	-
<b>Total</b> (t CO <sub>2</sub> e) incl. 10% safety margin	263,606	123,089	-53.3 %	178,052	134,239	-24.6 %	-	11,481	-	-	18,358	-	-	287,167	-
of which:															
t CO <sub>2</sub> e per ton of invoiced aluminium profile	5.598	4.398	-21.4 %	5.987	6.342	+5.9 %	-	-	-	-	-	-	-	5.412	-
t CO <sub>2</sub> e per ton of produced aluminium profile	5.604	4.434	-20.9 %	5.969	6.232	+4.4 %	-	-	-	-	-	-	-	5.372	-

## GRI 306: Waste

An environmental management system in accordance with ISO 14001:2015, which covers the area of waste management, has been introduced at all locations.

### GRI 306 – 1

#### Waste generation and significant waste-related impacts

We recycle almost 100 % of the extrusion process scrap generated within the apt Group in our own remelting plant in Monheim, where we can produce up to 18,000 tonnes of aluminium billets every year. We use these to produce high-quality profiles. For recycling, we only need 5 % of the energy required to produce new aluminium billets from this raw material - with the same quality. This is because the recycled material is in no way inferior to primary aluminium. Even residual materials from remelting or from water treatment in the anodising plants are reused.

### GRI 306 – 3, 4 and 5

#### Waste generated Waste diverted from disposal Waste directed to disposal

All waste submitted for disposal is disposed of by certified companies.

	apt Extrusions GmbH & Co. KG (DE)		apt Extrusions B.V. (NL)		apt Products GmbH (DE)		apt Products s.r.o. (CZ)		apt Group total	
	2021	2023	2021	2023	2021	2023	2021	2023	2021	2023
<b>Total waste (tons)</b>	<b>8,749.21</b>	<b>5,391.00</b>	<b>3,312.55</b>	<b>2,320.85</b>	<b>596.00</b>	<b>382.11</b>	<b>162.73</b>	<b>242.19</b>	<b>12,820.49</b>	<b>8,336.15</b>
<b>Non hazardous waste (tons)</b>	<b>2,964.36</b>	<b>2,807.00</b>	<b>386.00</b>	<b>436.00</b>	<b>415.00</b>	<b>377.99</b>	<b>46.99</b>	<b>67.51</b>	<b>3,812.35</b>	<b>3,688.50</b>
of which: submitted for recycling (tons)	1,363.72	1,761.43	386.00	436.00	349.00	310.67	19.93	16.21	2,118.65	2,524.31
disposed of (tons)	1,600.64	1,045.57	-	-	66.00	67.32	27.06	51.30	1,693.70	1,164.19
<b>Hazardous waste (tons)</b>	<b>5,784.85</b>	<b>2,584.00</b>	<b>2,926.55</b>	<b>1,884.85</b>	<b>181.00</b>	<b>4.12</b>	<b>115.74</b>	<b>174.68</b>	<b>9,008.14</b>	<b>4,647.65</b>
of which: submitted for recycling (tons)	5,636.20	2,534.33	2,916.00	1,876.00	33.60	-	0.00	0.00	8,585.80	4,410.33
disposed of (tons)	148.65	49.67	10.55	8.85	147.40	4.12	115.74	174.68	422.34	237.32



## GRI 308: Supplier Environmental Assessment

Already today, all our suppliers must meet quality and environmental criteria to collaborate with the apt Group. These criteria include those outlined in GRI 204 – Procurement Practices. Implementation has taken place at the plant in Monheim and in 2023 in Roermond. The management approach will be developed on this basis.

→ See p. 15 and 16

### GRI 308 – 1

#### New suppliers that have been assessed on the basis of environmental criteria

All new strategic suppliers of core materials relevant to production were assessed for quality and environmental criteria in 2022. For these strategically important suppliers, a prerequisite for a contract with the apt Group is currently certification according to the ISO 9001 quality management standard, which already covers some environmental criteria. apt Products s.r.o. evaluates all suppliers according to the ISO 14001 certification standard.

All major suppliers are certified according to ISO 14001.

### GRI 308 – 2

#### Negative environmental impacts in the supply chain and actions taken

We are not aware of any significant negative environmental impacts in the reporting period.

## GRI 401: Employment

In 2021, we carried out an SA8000 audit in the extrusion plants to improve working conditions. This resulted in a code of conduct, training and a whistleblower system. We have also carried out an EcoVadis assessment and further measures are planned.

### GRI 401 – 1

#### New employee hires and employee turnover

	apt Extrusions GmbH & Co. KG (DE)		apt Extrusions B.V. (NL)		apt Products GmbH (DE)		apt Products s.r.o. (CZ)		apt Group total	
	2021	2023	2021	2023	2021	2023	2021	2023	2021	2023
New employees	20	19	21	20	5	18	23	25	69	82
Employees who left the company	21	24	19	18	35	9	30	24	105	75
Change	-1	-5	+2	+2	-30	+9	-7	+1	-36	+7

### GRI 401 – 3

#### Parental leave

	apt Extrusions GmbH & Co. KG (DE)		apt Extrusions B.V. (NL)		apt Products GmbH (DE)		apt Products s.r.o. (CZ)		apt Group total	
	2021	2023	2021	2023	2021	2023	2021	2023	2021	2023
Female employees on parental leave	2	2	0	0	3	3	3	2	8	7
Employee on parental leave	5	6	4	1	1	1	0	0	10	8
In total	7	8	4	1	4	4	3	2	18	15

## GRI 402: Labor/Management Relations

People are our most important asset. We support our employees because they are the key to our success. People are at the centre of our efforts.

This guiding principle is not only reflected in our corporate values, but is also practised every day by our dedicated employees.

To increase diversity, the website, careers page, online job advertisements, employee information and collective bargaining regulations were designed to be gender-neutral in 2023.

Careers with apt | apt Group ([career.apt-alu-products.com/en](https://career.apt-alu-products.com/en))

### GRI 402 – 1

#### Minimum notice periods regarding operational changes

The statutory notification deadlines are complied with at all locations.

In 2023, a wide range of measures were successfully implemented to strengthen the working relationship between employers and employees, including the relaunch of the apt Group intranet.



# GRI 403: Occupational Health and Safety

All apt Extrusions and Products plants have an external occupational safety specialist. This person supports apt in safety-related issues. She prepares a report for the management once a year.

## GRI 403 – 1

### Occupational health and safety management system

Both apt Extrusions GmbH & Co. KG (DE) and apt Extrusions B.V. (NL) have implemented a management system based on ISO 45001, which is not externally certified. An audit of occupational health and safety based on ISO 45001 was carried out as part of ASI certification in accordance with the Aluminium Stewardship Performance Standard.

## GRI 403 – 2

### Hazard identification, risk assessment and incident investigation

	apt Extrusions GmbH & Co. KG (DE)	apt Extrusions B.V. (NL)	apt Products GmbH (DE)	apt Products s.r.o. (CZ)	apt Group total
Number of inspections conducted	30	62	10	24	126
Number of training courses conducted	6	7	3	1	17
Number of employees participating	72	49	67	206	394
Number of reported near-misses and unsafe conditions	60	31	0	0	91

\* Internal audit in accordance with ISO 45001 for occupational health and safety

\*\* External representative for occupational safety inspections, regular production tours

### apt Extrusions GmbH & Co. KG (DE)

Planned for 2024:

1. Quarterly ASA (Ausschuss für Arbeitssicherheit: Occupational Safety Committee) meetings (4 in total).
2. Fortnightly DGUV (Deutsche Gesetzliche Unfallversicherung: German Social Accident Insurance) meetings (18 in total).
3. 30 inspections for preventive defect detection. Further measures to reduce reportable accidents.
4. Accident analyses for all reportable accidents, including temporary workers. Communicate results via intranet and info boards.
5. TRIR (Total Recordable Incident Rate) of 2.5.
6. FI (Fatality Injury) to 0.
7. Regular updating of activity-related risk assessments.

### apt Extrusions B.V. (NL)

Planned for 2024:

1. Reduction of incidents through proactive reporting of unsafe situations
2. Improved monitoring of the PPE (Personal protective equipment) Directive. Increased information and training for employees on the PPE Directive and sanctions.
3. Establishment of an active approach culture.
4. Further reduction in injury incidents by 20 % compared to 2023

### apt Products GmbH (DE)

External representative for occupational safety inspections. Planned for 2024:

1. Reduction of reportable accidents at work through inspections, risk assessments and ergonomic evaluations.
2. Three ASA meetings to discuss current topics and develop accident prevention measures.

## GRI 403 – 3

**Occupational health services**

An in-house company doctor is available at apt Extrusions B.V. (NL) for regular check-ups and vaccinations. In Monheim, the company medical service carries out all the other, compulsory-, aptitude - and recruitment examinations in accordance with ArbMedVV and takes part in the regular occupational safety meetings.

## GRI 403 – 5

**Worker training on occupational health and safety**

Training for employees on the subject of occupational health and safety is organised once a year as a mandatory event. These face-to-face training courses are available to all employees. In 2023, 100 % of employees at all locations took part in these training courses.

## GRI 403 – 6

**Promotion of worker health**

In the area of ergonomics and working environment, we have laid light-coloured floors in all four locations and given them a fresh coat of paint to improve the brightness and motivation of our employees.

To enhance well-being, at apt Extrusions in Monheim, we offer the "Job-Rad" program, and in Roermond, the "FiscFree" program, which facilitates the use of company bicycles or electric bikes (Pedelecs). Additionally, at all locations, we provide comprehensive occupational health check-ups and preventive examinations, along with regular eye doctor appointments and vaccination opportunities. Employees at the Cheb and Monheim site also have the opportunity to participate in various sports activities.

Although we already fulfil the safety standards, we introduced the innovative Ergo-Pack at our plant in Monheim in 2023. This innovation enables automated tying of the packages and helps our employees to maintain an upright position during the process.

We work closely with the renowned Fürstenberg Institute to offer our employees discreet counselling for professional and private matters. The services of the Fürstenberg Institute have been available to colleagues in Eckental and the holding company since 2023.

As part of our measures to promote a healthy environment, we provide our employees with fresh fruit in Monheim and additional water dispensers at all locations, as well as ice in Monheim and Roermond during the summer months. These amenities help to increase the well-being of our employees and create a pleasant working environment.

## GRI 403 – 8

## Workers covered by an occupational health and safety management system

At the apt Extrusions sites, 100 % of employees are covered by the management system based on ISO 45001.

## GRI 403 – 9

## Work-related injuries

In order to ensure better comparability, a more detailed breakdown of work-related injuries was carried out.

(See table below)

	apt Extrusions GmbH & Co. KG (DE)		apt Extrusions B.V. (NL)		apt Products GmbH (DE)		apt Products s.r.o. (CZ)		apt Group total	
	2021	2023	2021	2023	2021	2023	2021	2023	2021	2023
Number of near misses	-	0	35	28	-	0	-	0	35	28
Number of logbook entries	-	47	20	20	-	1	-	2	20	70
Number of injuries with medical treatment without downtime	-	0	9	2	-	0	-	0	9	2
Number of accidents with continued employment in a sheltered workplace	-	0	0	2	-	0	-	0	0	2
Number of reportable accidents at work with a lost time of more than 3 days	-	9	2	9	-	7	-	3	2	28
Number of fatal work accidents	-	0	0	0	-	0	-	0	0	0
Number of documented work-related injuries	94	57	90	79	5	8	8	5	197	149
Hours worked	442,741 Hours	428,164 Hours	229,007 Hours	231,799 Hours	148,695 Hours	122,429 Hours	400,582 Hours	459,959 Hours	1,221,025 Hours	1,242,351 Hours
Measures taken	-	specific	specific	-	-	-	-	-	-	-



## GRI 404: Training and Education

An employee qualification process is used at all apt Group locations. We offer attractive benefit packages for our employees. Since they want to develop further - we offer them opportunities to do so: through apprenticeships, development plans, a special programme to promote young talent, language courses and internal training. An annual budget is available for training programmes. Line managers can register their needs in their annual personnel development planning, which can then be implemented.

### GRI 404 - 3

#### Percentage of employees receiving regular performance and career development reviews

100 % of our employees had access to annual employee appraisals in 2023, which were carried out in full. Employees covered by collective agreements received an annual performance appraisal, while employees not covered by collective agreements had target agreement or achievement appraisals.



## GRI 405: Diversity and Equal Opportunity

### GRI 405 – 1

#### Diversity of governance bodies and employees

	apt Extrusions GmbH & Co. KG (DE)		apt Extrusions B.V. (NL)		apt Products GmbH (DE)		apt Products s.r.o. (CZ)	
	2021	2023	2021	2023	2021	2023	2021	2023
<b>By gender</b>								
Female	20.0 %	0.0 %	16.6 %	25.0 %	0.0 %	0.0 %	16,6 %	16.6 %
Male	80.0 %	100.0 %	83.4 %	75.0 %	100.0 %	100.0 %	83,4 %	83.4 %
<b>By age group</b>								
under 30 years	0.0 %	0.0 %	0.0 %	0.0 %	20.0 %	0.0 %	0,0 %	0.0 %
30–50	20.0 %	33.3 %	38.9 %	50.0 %	20.0 %	50.0 %	83,4 %	83.4 %
over 50	80.0 %	66.7 %	61.1 %	50.0 %	60.0 %	50.0 %	16,6 %	16.6 %

## GRI 406: Non-discrimination

### GRI 406 – 1

#### Incidents of discrimination and corrective actions taken

##### Discrimination cases

	apt Extrusions GmbH & Co. KG (DE)		apt Extrusions B.V. (NL)		apt Products GmbH (DE)		apt Products s.r.o. (CZ)	
	2021	2023	2021	2023	2021	2023	2021	2023
Total number of discrimination incidents during the reporting period	0	0	0	0	0	0	0	0
Incident status	-	-	-	-	-	-	-	-

## GRI 407: Freedom of Association and Collective Bargaining

A works council is in place at all production sites.

At apt Extrusions GmbH & Co. KG (DE) there are nine people on the Works Council. Meetings are held weekly. The topics discussed are:

- Conclusion of works agreements
- Authorisation of overtime
- Approval/consultation for hiring, transfers, reorganisations

In 2023, two new regular meetings were introduced:

A weekly meeting for the works council chairman and the HR manager.

A bi-weekly meeting for the works council chairman, the HR management, and the site management.

At apt Extrusions B.V. (NL), there are four people on the works council. They meet with the management four times a year and publish the minutes of the meetings. The employees are released from work for their work on the works council.

The apt Products GmbH works council has consisted of five people since May 2021. Meetings are held weekly and the management attends once a month. The focus is on:

- the conclusion of works agreements
- Authorisation of overtime
- Consultation/approval for hiring, transfers, reorganisations

The representatives of the Works Council of apt Products s.r.o. meet once a quarter or as required. All employees have the opportunity to make suggestions, proposals and comments at this meeting via the works council representatives. Minutes are taken of every meeting of the Works Council and are made available to the public.

### GRI 407 - 1

Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk

At the sites of apt Extrusions GmbH & Co. KG (DE) and apt Extrusions B.V. (NL), the right to freedom of association and collective bargaining is not under threat. A review of the suppliers has not yet taken place, but will be considered in the course of the introduction of EcoVadis.

## GRI 409: Forced and Compulsory Labour

### GRI 409 - 1

Operations and suppliers at significant risk for incidents of forced or compulsory labour

The apt Group is committed to clear ethical, social and environmental standards. In 2021, we carried out an internal audit based on SA8000 at our extrusion plants for the first time. The Supplier Code of Conduct introduced in 2022 prohibits forced and child labour and is assessed by EcoVadis. We regard forced labour as a subcategory of human trafficking and have a zero-tolerance policy against it. A "Modern Slavery Statement" was published on the apt Group website under the "Social Responsibility" page in 2023.

Social responsibility at apt | apt Group  
 (apt-alu-products.com/en/sustainability/social-responsibility)

## GRI 414: Supplier Social Assessment

The introduction of EcoVadis at apt Extrusions GmbH & Co. KG and apt Extrusions B.V. has taken place. No risks were identified in 2023. An introduction at the two Products sites is planned for 2024.

### GRI 414 - 1

#### New suppliers that were screened using social criteria

In 2023, we checked all new suppliers for quality and environmental criteria. Proactive social assessment has been carried out at apt Extrusions GmbH & Co. KG since 2022 and at apt Extrusions B.V. since 2023 via EcoVadis.

Based on our experience with the introduction of the EcoVadis assessment, we will utilise a new offer from EcoVadis to increase the number of participating suppliers and reduce the hurdles. The integration of the Products plants into this process is therefore still delayed.

## GRI 415: Public Policy

### GRI 415 - 1

#### Political contributions

No political contributions were made in the reporting period.

## GRI 418: Protecting Customer Data

apt Holding GmbH complies with the General Data Protection Regulation (GDPR) at all locations. apt Products s.r.o. (CZ) complies with the General Data Protection Regulation (GDPR) and the corresponding legal regulations.

At apt Extrusions B.V. (NL), a third party has been appointed to assist with the implementation of the General Data Protection Regulation. This person fulfils the role of Data Protection and Security Officer and carries out an audit four times a year. Processes and procedures are updated as required.

For additional security and to raise awareness among our employees, apt organises training courses on data protection and customer data. In the area of cyber security, apt has launched a project to offer online training for all employees. This training is provided by Lawpilots, specialised providers in the area of data protection and security. The holding company plans to implement these training courses at all locations in 2024.

### GRI 418 - 1

#### Substantiated complaints concerning breaches of customer privacy and losses of customer data

During the reporting period, there were no known complaints relating to the breach of protection or loss of customer data.

# GRI-Content-Index 2023

Declaration of use

The Extrusions and Products plants of the apt Group have reported with reference to the GRI standards for the period from 1 January 2023 to 31 December 2023.

GRI-Standard

GRI 1: Foundation 2021

Applicable GRI Sector Standard(s)

No Sector Standards applied

GRI Standard	Disclosure	Reference	Omissions			
			Not reported	Reason	Explanation	
<b>GENERAL INFORMATION</b>						
GRI 2: General information 2021	2-1 Organisational details	P. 6-8, 23				
	2-2 Entities included in the organisation's sustainability reporting	P. 7-8				
	2-3 Reporting period, frequency and contact point	P. 23				
	2-4 Restatement of information	P. 23				
	2-5 External assurance	P. 23				
	2-6 Activities, value chain and other business relationships	P. 24-25				
	2-7 Employees	P. 26				
	2-8 Workers who are not employees			X	Information not available / incomplete	
	2-9 Governance structure and composition	P. 26				
	2-10 Nomination and selection of the highest governance body			X	Information not available / incomplete	
	2-11 Chair of the highest governance body	P. 26				
	2-12 Role of the highest governance body in overseeing the management of impacts	P. 27				
	2-13 Delegation of responsibility for managing the impact			X	Information not available / incomplete	The process and therefore the area of responsibility for impact management is derived from the strategy that is currently being developed.
	2-14 Role of the highest governance body in sustainability reporting	P. 27				
	2-15 Conflicts of interest			X	Information not available / incomplete	The process and therefore potential conflicts arise from the strategy that is currently being developed.
	2-16 Communication of critical concerns	P. 27				
	2-17 Collected knowledge of the highest governance body	P. 27				
	2-18 Evaluation of the performance of the highest governance body			X	Information not available / incomplete	The evaluation process is based on the strategy that is currently being developed.
	2-19 Remuneration policy			X	Confidentiality constraints	
	2-20 Procedure to determining remuneration			X	Confidentiality constraints	
	2-21 Annual total compensation ratio			X	Confidentiality constraints	
	2-22 Statement on sustainable development strategy		P. 4			



GRI Standard	Disclosure	Reference	Omissions		
			Not reported	Reason	Explanation
GRI 2: General information 2021	2-23 Policy commitments	Corporate policy available for download at <a href="https://www.apt-alu-products.com/downloads/zertifikate-datenblaetter/">https://www.apt-alu-products.com/downloads/zertifikate-datenblaetter/</a>			
	2-24 Embedding policy commitments		X	Not applicable	There is no official commitment to internationally applicable policies.
	2-25 Processes to remediate negative impacts		X	Information not available / incomplete	
	2-26 Mechanisms for seeking advice and raising concerns	P. 27			
	2-27 Compliance with laws and regulations	P. 28			
	2-28 Membership associations	P. 28			
	2-29 Approach to stakeholder engagement	P. 29			
	2-30 Collective bargaining agreements	P. 30			
<b>MATERIAL TOPICS</b>					
GRI 3: Material Topics 2021	3-1 Process for determining material topics	P. 11			
	3-2 List of material topics	P. 12			
<b>ECONOMIC PERFORMANCE</b>					
GRI 3: Material Topics 2021	3-3 Management of material topics	P. 20 Annual report and management report published in the Federal Gazette			
GRI 201: Economic performance 2016	201-1 Direct economic value generated and distributed	P. 20 Annual report and management report published in the Federal Gazette			
	201-2 Financial implications and other risks and opportunities due to climate change		X	Information not available / incomplete	
	201-3 Defined benefit plan obligations and other retirement plans		X	Confidentiality constraints	
	201-4 Financial assistance received from government	apt Holding GmbH has not received any financial support.			
<b>MARKET PRESENCE</b>					
GRI 3: Material Topics 2021	3-3 Management of material topics		X	Not applicable	Not defined as material
GRI 202: Market presence 2016	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	P. 31			
	202-2 Proportion of senior management recruited from the local community	P. 31			
<b>INDIRECT ECONOMIC EFFECTS</b>					
GRI 3: Material Topics 2021	3-3 Management of material topics		X	Not applicable	Not defined as material
GRI 203: Indirect economic effects 2016	203-1 Infrastructure investments and services supported		X	Not applicable	Not defined as material
	203-2 Significant indirect economic impact		X	Not applicable	Not defined as material

GRI Standard	Disclosure	Reference	Omissions		
			Not reported	Reason	Explanation
<b>PROCUREMENT PRACTICES</b>					
GRI 3: Material topics 2021	3-3 Management of material topics	P. 15-16, 32			
GRI 204: Procurement practices 2016	204-1 Proportion of spending on local suppliers	P. 32			
<b>ANTI-CORRUPTION</b>					
GRI 3: Material topics 2021	3-3 Management of material topics	Anti-corruption guideline available for download at <a href="https://www.apt-alu-products.com/downloads/zertifikate-datenblaetter/">https://www.apt-alu-products.com/downloads/zertifikate-datenblaetter/</a>			
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption		X	Not applicable	Not defined as material
	205-2 Communication and training about anti-corruption policies and procedures		X	Not applicable	Not defined as material
	205-3 Confirmed incidents of corruption and actions taken		X	Not applicable	Not defined as material
<b>ANTI-COMPETITIVE BEHAVIOUR</b>					
GRI 3: Material topics 2021	3-3 Management of material topics	apt Group Code of Conduct available for download at <a href="https://www.apt-alu-products.com/downloads/zertifikate-datenblaetter/">https://www.apt-alu-products.com/downloads/zertifikate-datenblaetter/</a>			
GRI 206: Anti-competitive behaviour 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	There were no legal proceedings due to anti-competitive behaviour in the reporting period.			
<b>TAXES</b>					
GRI 3: Material topics 2021	3-3 Management of material topics		X	Not applicable	Not defined as material, as the apt Group complies with all legal and tax requirements of the respective local tax law.
GRI 207: Taxes 2019	207-1 Approach to tax		X	Not applicable	Not defined as material
	207-2 Tax governance, control and risk management		X	Not applicable	Not defined as material
	207-3 Stakeholder engagement and management of concerns related to tax		X	Not applicable	Not defined as material
	207-4 Country-by-country reporting		X	Not applicable	Not defined as material
<b>MATERIALS</b>					
GRI 3: Material topics 2021	3-3 Management of material topics	P. 33			
GRI 301: GRI 301: Materials 2016	301-1 Materials used by weight or volume	P. 33			
	301-2 Recycled input materials used	P. 33			
	301-3 Reclaimed products and their packaging materials	P. 33			
<b>ENERGY</b>					
GRI 3: Material topics 2021	3-3 Management of material topics	P. 35-36			
GRI 302: Energy 2016	302-1 Energy consumption within the organisation	P. 37			
	302-2 Energy consumption outside the organisation		X	Information not available / incomplete	
	302-3 Energy intensity	P. 38			
	302-4 Reduction of energy consumption	P. 38			
	302-5 Reduction in energy requirements of products and services			X	Confidentiality constraints

GRI Standard	Disclosure	Reference	Omissions		
			Not reported	Reason	Explanation
<b>WATER AND EFFLUENTS</b>					
GRI 3: Material topics 2021	3-3 Management of material topics	P. 39			
GRI 303: Water and effluents 2018	303-1 Interactions with water as a shared resource	P. 39			
	303-2 Management of water discharge-related impacts		X	Information not available / incomplete	
	303-3 Water withdrawal	P. 39			
	303-4 Water recirculation	P. 39			
	303-5 Water consumption	P. 39			
<b>BIODIVERSITY</b>					
GRI 3: Material topics 2021	3-3 Management of material topics	P. 19, 40			
GRI 304: Biodiversity 2016	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	P. 40			
	304-2 Significant impacts of activities, products and services on biodiversity	P. 40, None known			
	304-3 Habitats protected or restored	P. 19			
	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	None known			
<b>EMISSIONS</b>					
GRI 3: Material topics 2021	3-3 Management of material topics	P. 41			
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	P. 42			
	305-2 Energy indirect (Scope 2) GHG emissions	P. 42			
	305-3 Other indirect (Scope 3) GHG emissions	P. 42			
	305-4 GHG emissions intensity	P. 42			
	305-5 Reduction of GHG emissions	P. 42			
	305-6 Emissions of ozone-depleting substances (ODS)		X	Information not available / incomplete	
	305-7 Nitrogen oxides (NOX), sulphur oxides (SOX) and other significant air emissions	P. 42			
<b>WASTE</b>					
GRI 3: Material topics 2021	3-3 Management of material topics	P. 43			
GRI 306: Waste 2020	306-1 Waste generated and significant waste-related impacts	P. 43			
	306-2 Management of significant waste-related impacts		X	Information not available / incomplete	
	306-3 Waste generated	P. 43			
	306-4 Waste diverted from disposal	P. 43			
	306-5 Waste directed to disposal	P. 43			
<b>ENVIRONMENTAL ASSESSMENT OF SUPPLIERS</b>					
GRI 3: Material topics 2021	3-3 Management of material topics	P. 15-16, 44			
GRI 308: Environmental assessment of suppliers 2016	308-1 New suppliers that were screened using environmental criteria	P. 44			
	308-2 Negative environmental impacts in the supply chain and actions taken	P. 44			
<b>EMPLOYMENT</b>					
GRI 3: Material topics 2021	3-3 Management of material topics	P. 44			
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	P. 44			
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees		X	Information not available / incomplete	
	401-3 Parental leave	P. 44			

GRI Standard	Disclosure	Reference	Omissions		
			Not reported	Reason	Explanation
<b>EMPLOYER-EMPLOYEE RELATIONSHIP</b>					
GRI 3: Material topics 2021	3-3 Management of material topics	P. 45			
GRI 402: Employer-employee relationship 2016	402-1 Minimum notice periods regarding operational changes	P. 45			
<b>HEALTH AND SAFETY IN THE WORKPLACE</b>					
GRI 3: Material topics 2021	3-3 Management of material topics	P. 46			
GRI 403: Health and safety in the workplace 2018	403-1 Occupational health and safety management system	P. 46			
	403-2 Hazard identification, risk assessment and incident investigation	P. 46-47			
	403-3 Occupational health services	P. 47			
	403-4 Worker participation, consultation, and communication on occupational health and safety		X	Information not available / incomplete	
	403-5 Worker training on occupational health and safety	P. 47			
	403-6 Promotion of employee health	P. 47			
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships		X	Information not available / incomplete	
	403-8 Workers covered by an occupational health and safety management system	P. 48			
	403-9 Work-related injuries	P. 48			
	403-10 Work-related ill health		X	Legal prohibitions	Data protection regulations
<b>TRAINING AND FURTHER EDUCATION</b>					
GRI 3: Material topics 2021	3-3 Management of material topics	P. 18, 49			
GRI 404: Training and further education 2016	404-1 Average hours of training per year per employee		X	Information not available / incomplete	
	404-2 Programs for upgrading employee skills and transition assistance programs		X	Information not available / incomplete	
	404-3 Percentage of employees receiving regular performance and career development reviews	P. 49			
<b>DIVERSITY AND EQUAL OPPORTUNITIES</b>					
GRI 3: Material topics 2021	3-3 Management of material topics		X	Information not available / incomplete	The management approach is currently under development.
GRI 405: Diversity and equal opportunities 2016	405-1 Diversity of governance bodies and employees	P. 50			
	405-2 Ratio of basic salary and remuneration of women to men		X	Information not available / incomplete	
<b>NON-DISCRIMINATION</b>					
GRI 3: Material topics 2021	3-3 Management of material topics	apt Group Code of Conduct available for download at <a href="https://www.apt-alu-products.com/downloads/zertifikate-datenblaetter/">https://www.apt-alu-products.com/downloads/zertifikate-datenblaetter/</a>			
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	P. 50			
<b>FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING</b>					
GRI 3: Material topics 2021	3-3 Management of material topics	P. 51			
GRI 407: Vereinigungsfreiheit und Tarifverhandlungen 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	P. 51			
<b>CHILD LABOUR</b>					

GRI Standard	Disclosure	Reference	Omissions		
			Not reported	Reason	Explanation
GRI 3: Material topics 2021	3-3 Management of material topics	apt Group Code of Conduct available for download at <a href="https://www.apt-alu-products.com/downloads/zertifikate-datenblaetter/">https://www.apt-alu-products.com/downloads/zertifikate-datenblaetter/</a>			
GRI 408: Child labour 2016	408-1 Operations and suppliers at significant risk for incidents of child labour	There is no risk of child labour in the apt plants in DE, NL and CZ. There is no known risk of child labour at the suppliers.			
<b>FORCED OR COMPULSORY LABOUR</b>					
GRI 3: Material topics 2021	3-3 Management of material topics	apt Group Code of Conduct available for download at <a href="https://www.apt-alu-products.com/downloads/zertifikate-datenblaetter/">https://www.apt-alu-products.com/downloads/zertifikate-datenblaetter/</a>			
GRI 409: Forced or compulsory labour 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labour	P. 51 None known			
<b>SECURITY PRACTICES</b>					
GRI 3: Material topics 2021	3-3 Management of material topics		X	Not applicable	Not defined as material
GRI 410: Security practices 2016	410-1 Security personnel trained in human rights policies or procedures		X	Not applicable	Not defined as material
<b>RIGHTS OF INDIGENOUS PEOPLES</b>					
GRI 3: Material topics 2021	3-3 Management of material topics		X	Not applicable	Not defined as material
GRI 411: Rights of indigenous peoples 2016	411-1 Incidents of violations involving rights of indigenous peoples		X	Not applicable	Not defined as material
<b>LOCAL COMMUNITIES</b>					
GRI 3: Material topics 2021	3-3 Management of material topics	P. 18			
GRI 413: Local communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs		X	Information not available / incomplete	
	413-2 Operations with significant actual or potential negative impacts on local communities		X	Information not available / incomplete	
<b>SOCIAL ASSESSMENT OF SUPPLIERS</b>					
GRI 3: Material topics 2021	3-3 Management of material topics	P. 15-16, 52			
GRI 414: Social assessment of suppliers 2016	414-1 New suppliers that were screened according to social criteria	P. 52			
	414-2 Negative social impacts in the supply chain and actions taken		X	Information not available / incomplete	
<b>POLITICAL INFLUENCE</b>					
GRI 3: Material topics 2021	3-3 Management of material topics		X	Not applicable	Not defined as material
GRI 415: Political influence 2016	415-1 Political contributions	P. 52, None			
<b>CUSTOMER HEALTH AND SAFETY</b>					
GRI 3: Material topics 2021	3-3 Management of material topics		X	Not applicable	apt is a supplier, therefore the responsibility for the health and safety of the end customer lies with the final-stage manufacturer.
GRI 416: Customer health and safety 2016	416-1 Assessment of the health and safety impacts of product and service categories		X	Not applicable	siehe oben
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services		X	Not applicable	siehe oben
<b>MARKETING AND LABELLING</b>					



GRI Standard	Disclosure	Reference	Omissions		
			Not reported	Reason	Explanation
GRI 3: Material topics 2021	3-3 Management of material topics		X	Not applicable	apt is a supplier, therefore the responsibility for the health and safety of the end customer lies with the final-stage manufacturer
GRI 417: Marketing and labelling 2016	417-1 Requirements for product and service information and labelling		X	Not applicable	see above
	417-2 Incidents of non-compliance concerning product and service information and labeling		X	Not applicable	see above
	417-3 Incidents of non-compliance concerning marketing communications		X	Not applicable	see above
<b>CUSTOMER DATA PROTECTION</b>					
GRI 3: Material topics 2021	3-3 Management of material topics	P. 52			
GRI 418: Customer data protection 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	P. 52			

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