



CORPORATE SOCIAL RESPONSIBILITY REPORT 2025

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Corporate Social Responsibility at 3C Metal

3C Metal is committed to giving back to the communities in which we live and work. We are involved in a number of projects in different countries, where we engage and encourage our employees to make a difference to those in need, the local community, the environment and society in general.



CORPORATE SOCIAL RESPONSIBILITY REPORT 2025

In 2020, an objective was set to increase corporate social responsibility across 3C Metal Group and improve employee engagement in sustainability and community involvement initiatives.

Below is a summary of the activities carried out at Group level and by individual entities in 2025.



2025 CSR CAMPAIGNS AND INITIATIVES

Entity	Charity / Cause	Beneficiary Country	Description	Website	Dates:	Activities Carried Out	More information on page:	Fundraising Total (If applicable)
Group-wide	The Promiseland Trust	Namibia	The Promiseland Trust assists children from local under-privileged communities in Walvis Bay with the provision of education, food and emotional support.	https://www.promiseland.com.na/	01.02.2023 - ongoing	3C Metal Group continues partnership with The Promiseland Trust. Donations from the Group at the end of 2025 total €60,000.	Page 14-15: "3C Metal Group Donates additional €10,000 to Charity Partner, The Promiseland Trust" Page 16: "Promiseland Students Thank 3C Metal With Personal Handwritten Messages"	€10,000
3C Metal Belmet Namibia	The Promiseland Trust - charity golf tournament	Namibia	The Promiseland Trust hosts an Annual Golf Fundraiser	https://www.promiseland.com.na/	11.07.2025	3C Metal was a corporate sponsor of the Promiseland Trust's Annual Golf Fundraiser held on 11 July at Walvis Bay Golf Club.	Page 17: "Charity Golf Day Sponsored by 3C Metal Supports The Promiseland Trust"	~2000 Namibian Dollars (USD 190)
Group-wide	Ortec "Act for the Planet" live event for environmental awareness	Global	The "Act for the Planet" event is an internal sustainability initiative organized by the Ortec Group to raise awareness and encourage action on environmental issues among employees and partners.	N/A	20.06.2025	On Friday June 20, 3C Metal Group participated in Ortec Group's third edition of the "Act for the Planet" live event. The interactive session brought together employees from across the globe to engage in meaningful discussions and actions focused on the environment and sustainability.	Page 18: "Employees Join Ortec's 'Act for the Planet' Live Event"	N/A
Group-wide	General CSR	Global	In 2025, 3C Metal introduced a new document "3C Metal's CSR Policy and Commitment".	N/A	N/A	3C Metal presents its updated Corporate Social Responsibility (CSR) policy, which outlines the Group's commitments to reducing its environmental impact, promoting workplace safety and inclusion, supporting communities and contributing to sustainable industry practices.	Page 19: "3C Metal Introduces New CSR Policy and Commitments"	N/A

Entity	Charity / Cause	Beneficiary Country	Description	Website	Dates:	Activities Carried Out	More information on page:	Fundraising Total (If applicable)
Group-wide	Breast Cancer Awareness Month	Global	Throughout October, 3C Metal Group took part in Breast Cancer Awareness Month to educate employees about the prevalence and impact of breast cancer. In the USA and the UAE the teams raised funds for local breast cancer charities. Funds were raised in the UAE for the Al Jalila Foundation and in the USA funds were raised for Susan G. Komen.	"https://aljalilafoundation.ae/pinktober-spreads-hope-across-the-uae/ https://www.komen.org/"	01.10.2025-31.10.2025	Employees across 3C Metal locations supported Breast Cancer Awareness Month through fundraising and awareness initiatives. In the UAE, staff participated in fundraising events organized by Ignite, while the Houston team hosted activities including a pink dress-up day, bake sale, games and a raffle to raise funds for Susan G. Komen. Teams in Malaysia and South Africa also took part through workplace awareness initiatives, with Malaysia hosting a barbecue and a cancer awareness talk highlighting the importance of education and early detection.	Page 20-21: "3C Metal Supports Breast Cancer Awareness Month"	AED 5250 (USD 1430) in entry fees was covered by 3C Metal Middle East for 37 employees participating in fundraising events in the UAE, with proceeds going to the Al Jalila Foundation. USD 352 (Susan G. Komen - USA)
3C Metal Middle East	Movember	UAE	The Movember Foundation is a global charity campaign held every November that focuses on improving men's health, particularly prostate cancer, testicular cancer, men's mental health and suicide prevention.	https://ex.movember.com/ https://aljalilafoundation.ae/en/our-program/care/treatment/	01.11.2025-30.11.2025	Staff participated in several activities throughout the month in support of the campaign, including a moustache competition, running and triathlon events and the Dubai Run as part of the 30x30 Dubai Fitness Challenge. A bake sale and staff barbecue were also organized to raise funds and encourage team participation. Employee donations totaled AED 4,542 (USD 1,250), which were matched by 3C Metal Middle East, bringing the total to AED 9,084 (USD 2,500). All funds were donated to the Al Jalila Foundation's A'awen Program, which provides treatment support for cancer patients in the UAE.	Page 22-23: "3C Metal Middle East Supports Movember 2025 and Raises USD 2,500 for Cancer Patients"	AED 9084 (USD 2,500)
3C Metal France	Movember	France	The Movember Foundation is a global charity campaign held every November that focuses on improving men's health, particularly prostate cancer, testicular cancer, men's mental health and suicide prevention.	https://ex.movember.com/	01.11.2025-30.11.2025	In November, 3C Metal France supported the Movember campaign through a workshop initiative that combined men's health awareness with creativity, including iron moustaches crafted by a workshop employee and featured in team photos during a staff brunch.	Page 23: "Ironclad Support for Movember in France"	N/A
3C Metal Middle East	Environmental Awareness	UAE	The organization behind biosaline.org is the International Center for Biosaline Agriculture (ICBA), an international not-for-profit agricultural research center based in Dubai, United Arab Emirates. ICBA's work focuses on developing and promoting science-based solutions to improve food security, nutrition and rural livelihoods in saline, arid and water-scarce environments — environments where traditional agriculture struggles due to high soil salinity and limited freshwater resources.	https://www.biosaline.org/	27.02.2025	On 27 February, more than 90 employees from 3C Metal's UAE office participated in a morning of ghaf tree planting organized by Goumbook. The event took place at the International Center for Biosaline Agriculture (ICBA) in Dubai, where the team came together to plant 50 ghaf trees.	Page 24: "Rooting for Sustainability in Dubai's Desert"	N/A
3C Metal Belmet South Africa	Western Cape Blood Service	South Africa	The Western Cape Blood Service (WCBS) is a non-profit regional health organization in South Africa that collects and supplies blood and blood products to hospitals and clinics throughout the Western Cape province	https://www.wcbs.org.za/	Various dates in 2025	In 2025, 3C Metal Belmet South Africa hosted multiple blood drives at its office in Cape Town, in partnership with the Western Cape Blood Service (WCBS), to support regional blood collection efforts.	Page 25: "3C Metal Belmet South Africa hosts multiple blood drives in 2025"	N/A
3C Metal USA	NextGen Trades	USA	NextGen is a nonprofit focused on helping students secure scholarships for trade school education.	https://www.nextgen-trades.org/	14.02.2025, 07.05.2025 and 24.10.2025	On 14 February and again on 24 October, 3C Metal was a team sponsor of the NextGen sporting clay tournament, held in Texas, USA. The company also served as a gold sponsor of the NextGen OTC party on 7 May in Houston, Texas, USA.	Page 26: "Supporting NextGen Trades and Future Trade Professionals"	Sporting Clay: USD 1750 OTC: USD 6000

Entity	Charity / Cause	Beneficiary Country	Description	Website	Dates:	Activities Carried Out	More information on page:	Fundraising Total (If applicable)
3C Metal USA	Houston Food Bank	USA	Houston Restaurant Weeks is an annual fundraiser that has been held for 22 years, where participating restaurants donate a portion of their sales to the Houston Food Bank. To date, the event has funded more than 68 million meals for individuals facing food insecurity in the Houston area.	https://houstonrestaurantweeks.com/	06.08.2025	3C Metal USA proudly supported Houston Restaurant Weeks, which ran from August 1 to September 1 2025, to raise funds for the Houston Food Bank.	Page 26: "Embracing Houston Restaurant Weeks to Help Locals Facing Food Insecurity"	USD 750
3C Metal USA	Breakthrough T1D (Valaris Golf tournament)	USA	Inaugural Valaris Limited Charity Golf Tournament, held in October 2025, which successfully raised over \$75,000 for Breakthrough T1D (Type 1 Diabetes research) and served as a corporate event to connect partners and colleagues.	N/A	03.10.2025	3C Metal participated in the golf tournament in October 2025.	Page 26: "3C Metal USA Enters Inaugural Valaris Charity Golf Tournament"	USD 2500
3C Metal USA	Special Olympics Ireland and Stena Drilling's 12 Days of Christmas Giveaway	USA	For Christmas 2025, Stena Line partnered with Special Olympics Ireland (SOI) for a new four-year sponsorship, focusing on inclusion through sport, while Stena Drilling ran their annual 12 Days of Christmas giveaway, engaging staff and communities in charitable giving, like supporting children's causes with toys and hampers, continuing their tradition of supporting local charities and families during the holidays.	N/A	N/A	3C Metal donated USD 500 to support Stena Line's sponsorship of Special Olympics Ireland and Stena Drilling's 12 Days of Christmas giveaway, helping promote inclusion through sport and community giving during the holiday season.	Page 26: "Supporting Stena Group Community Initiatives"	USD 500
3C Metal USA	Toys for Tots	USA	The Marine Toys for Tots foundation, is a not-for-profit public charity that was created at the request of the U. S. Marine Corps in 1991. The foundation is governed by a board of directors, all of whom are veteran marines. The Marine Toys for Tots program collects new unwrapped gifts and distributes them to less fortunate children and teenagers at Christmas.	https://www.toysfortots.org/	01.12.2025-24.12.2025	In the lead up to Christmas, 3C Metal's USA team collected 75 gifts to help bring the joy of Christmas to America's less fortunate children and teenagers.	Page 27: "USA Team Donates Christmas Gifts to the Marine Corps Toys for Tots Program"	N/A
3C Metal USA	Houston Memorial Park Conservancy.	USA	The Houston Corporate 5K (currently the Chord Energy Houston Corporate 5K) is an annual 5K run/walk in Memorial Park, dubbed "Houston's Largest Office Party." The event promotes corporate wellness, team building and employee health through a fun, after-work activity that includes the run/walk and a post-race happy hour with entertainment and refreshments, while benefiting the Memorial Park Conservancy.	https://www.houstoncorporate5k.com/	22.10.2025	On Wednesday, 22 October 2025, several 3C Metal USA employees took part in the 5 km races of the Houston Corporate 5K. Proceeds from the annual event benefit the Memorial Park Conservancy.	Page 27: "3C Metal USA Employees Take Part in Houston Corporate 5K"	USD 560
3C Metal USA	Houston Livestock Show and Rodeo	USA	Proceeds from Rodeo Run benefit the Houston Livestock Show and Rodeo. The run precedes the Downtown Rodeo Parade and kicks off with the wheelchair race, followed by the 5K and 10K Corral A, 10K timed and 5K timed events.	https://www.rodeohouston.com/rodeo-run/	01.03.2025	On Saturday 01 March 2025, several of 3C Metal USA's employees took part in the 5km and 10km races of the Houston Rodeo Run. Proceeds from the annual event benefit the Houston Livestock Show and Rodeo.	Page 27: "Employees Participate in Houston Rodeo Run"	USD 400
3C Metal France	ESAT Christian Lanusse	France	Institution that provides opportunities for people with disabilities to develop their knowledge and skills in a working environment.	https://www.adapei64.fr/site/adapei/les-etablissements-et-services/travail/esat-dorthez/	Ongoing partnership	3C Metal France's industrial laundry activities (coveralls) are subcontracted to the ESAT.	Page 28: "France Team Renews Partnerships with four "ESAT" Organizations to Support People with Disabilities"	N/A
3C Metal France	ESAT SAINT PEE	France	Institution that provides opportunities for people with disabilities to develop their knowledge and skills in a working environment.	https://www.adapei64.fr/site/adapei/les-etablissements-et-services/travail/esat-st-pee/	Ongoing partnership	3C Metal France's offices housekeeping is partially subcontracted from ESAT SAINT PEE.	Page 28: "France Team Renews Partnerships with four "ESAT" Organizations to Support People with Disabilities"	N/A
3C Metal France	ESAT COLO-COUSTAU	France	Institution that provides opportunities for people with disabilities to develop their knowledge and skills in a working environment.	https://www.adapei64.fr/site/adapei/les-etablissements-et-services/travail/esat-colo-coustau/	Ongoing partnership	3C Metal France's freight woodboxes and packing are ordered from ESAT COLO COUSTAU.	Page 28: "France Team Renews Partnerships with four "ESAT" Organizations to Support People with Disabilities"	N/A

Entity	Charity / Cause	Beneficiary Country	Description	Website	Dates:	Activities Carried Out	More information on page:	Fundraising Total (If applicable)
3C Metal France	ESAT Champ d'Or	France	Institution that provides opportunities for people with disabilities to develop their knowledge and skills in a working environment.	https://adapei01.fr/champ-dor-produits-dentretien-bureau-et-papeterie/	Ongoing partnership	Some of 3C Metal France's office furniture is ordered from ESAT Champ d'Or	Page 28: "France Team Renews Partnerships with four "ESAT" Organizations to Support People with Disabilities"	N/A
3C Metal Group	MESA Béarn Soule	France	Based in the Béarn and Soule regions, MESA Béarn Soule works to strengthen cooperation between donors and charitable organisations. Its activities focus on supporting initiatives that respond to social challenges, including access to food and essential supplies.	https://mesa-bearn-soule.fr/	N/A	3C Metal Group has donated €2,000 to MESA Béarn Soule, a local association in southwestern France that supports charities addressing food insecurity.	Page 28: "3C Metal Group Supports MESA Béarn Soule in Addressing Food Insecurity"	€2000
3C Metal France	Men's Health - La Ligue	France	3C Metal France organized a men's health workshop for employee well-being and engagement, drawing on information and resources from La Ligue contre le cancer.	https://www.ligue-cancer.net/	07.03.2025	3C Metal France organised an awareness workshop on 7 March 2025 to inform employees about cancers that primarily affect men and encourage prevention and early detection.	Page 28: "France Team Hosts Men's Health Workshop"	N/A
3C Metal Belmet Namibia	Have a Heart Namibia	Namibia	"Have a Heart" in Namibia is an animal welfare campaign that provides free sterilisation and medical care for dogs and cats to reduce stray animals and improve animal welfare.	https://www.havea-heartnamibia.com/	N/A	3C Metal Belmet Namibia has shown its support for Have a Heart Namibia, a non-profit that provides free spay-and-neuter services to the community. The local team has been assisting Have a Heart in caring for stray cats living on their premises.	Page 29: "Namibian Team Creates Safe Access for "Have a Heart Volunteers" to Feed Stray Cats"	N/A
3C Metal Belmet Namibia	Round Table Namibia: Winter Nights Campaign	Namibia	Round Table Namibia is a volunteer-driven service organization that brings together young professional men to promote fellowship and community development. The "Winter Knights" campaign in Namibia is an annual charity fundraising campaign that helps vulnerable people during the cold winter months. It is organized mainly by Round Table Namibia. Winter Knights is a nationwide initiative where volunteers and companies raise money, blankets, clothing, and food to help poor and vulnerable communities stay warm during winter.	https://www.roundtable.com.na/	06.06.2025	On Friday June 6, 3C Metal Belmet Namibia proudly took part in the 2025 Winter Knights Campaign, a nation-wide initiative organized by Round Table Namibia.	Page 30: "Namibia Team Joins Winter Knights Campaign to Support Communities in Need"	N/A
3C Metal Belmet - South Africa	Annual Charity Auction Event	South Africa	3C Metal Belmet's Annual Charity Auction raises funds for local charities and community initiatives - particular ones that focus on children and music and sports for children.	N/A	01.11.2025	On Saturday, 1 November, 3C Metal Belmet hosted its Annual Charity Auction at the Jean Restaurant, Klein Roosboom Boutique Winery in Cape Town, South Africa, raising a total of ZAR 681,800 (USD 40,100) for children's charities.	Page 31: "3C Metal Belmet Raises ZAR 681,800 (USD 40,100) at Annual Charity Auction"	ZAR 681,800 (USD 40,100)

3C Metal Belmet Charity Auction Beneficiaries

Following the 2024 3C Metal Belmet Charity Auction, throughout 2025 the funds were allocated to the various community projects in South Africa listed below:

Entity	Charity / Cause	Beneficiary Country	Description	Website	Dates:	Activities Carried Out	More information on page:	Fundraising Total (If applicable)
	The Litterboom Project		The Litterboom Project, an initiative of The Parley Ocean School in Cape Town, focuses on removing plastic pollution from South African rivers and oceans. The project also collaborates with reclaimers in informal settlements, and in 2023, it helped prevent over 32,000 kilograms of plastic from entering local waterways.	https://www.thelitterboomproject.com/		In 2025, 3C Metal Belmet completed a community project to design and construct a fully functional, container-based plastic sorting facility to support The Litterboom Project in Cape Town, South Africa.	Page 32-33: "Plastic Sorting Facility Supports The Litterboom Project"	ZAR 224,606 (USD 13,360)
3C Metal Belmet - South Africa	Compass	South Africa	Compass is a South African not-for-profit organization dedicated to supporting and empowering women and children who have experienced abuse. Compass provides a safe haven where survivors can rebuild their lives with dignity and confidence.	https://www.compass.org.za/	Various dates throughout 2025	3C Metal Belmet South Africa contributed ZAR 14,854 (USD 880) worth of formula, diapers and baby products to Compass, a South African not-for-profit organization dedicated to supporting and empowering women and children who have experienced abuse.	Page 34: "3C Metal Belmet South Africa Donates Baby Products to Children's Education Center"	ZAR 14,854 (USD 880)
	Girls and Boys Town South Africa		Girls and Boys Town South Africa was founded in 1958 and provides residential care to 300 children daily, helping those affected by abuse to rebuild their lives with skills, self-belief and purpose.	https://girlsandboys-town.org.za/		3C Metal Belmet donated ZAR 24,840 (USD 1351) to Girls and Boys Town South Africa to cover the education and tutoring costs for one child for a year.	Page 34: "Education Sponsorship Supports Student at Girls and Boys Town South Africa"	ZAR 24,840 (USD 1351)
	JAG Foundation		The JAG Foundation, which has been operating for 15 years, works to create positive change in high-risk communities in South Africa. Through sport and play, they teach life skills and offer children an alternative to challenges like gangsterism, drugs and abuse.	https://jagfoundation.org.za/		3C Metal Belmet South Africa contributed ZAR 35,510 (USD 2100) to the JAG Foundation to support its community programs in high-risk areas of South Africa. Around 20 staff members assembled 200 care packages containing essential sanitary and hygiene products, along with 30 rugby balls and 20 netball balls to promote active play among young people.	Page 35: "3C Metal Belmet South Africa supports JAG Foundation with care packages and sports equipment"	ZAR 35,510 (USD 2100)
	Beanie Initiative		Community initiative to supply people in need with crocheted beanies to help keep warm during the winter months. The initiative was started by Annemarie Zulch, a local grandmother who uses much of her spare time to crochet various items for those less fortunate. In 2025 the items were donated to Red Cross War Memorial Children's Hospital.	https://www.childrenshospitaltrust.org.za/the-hospital/		3C Metal Belmet donated ZAR 6444 (USD 380) to a community initiative to supply people in need with crocheted beanies to help keep warm during the winter months.	Page 36: "Beanie Initiative Supports Underprivileged Community Members"	ZAR 6444 (USD 380)
	Be the Change		Be The Change is a small local organization in the Western Cape that runs community drives, food distributions and social support.	N/A		3C Metal Belmet South Africa contributed ZAR 5,000 (USD 300) to support a community weekend drive in McGregor in the Western Cape, organized by the Be The Change initiative. The contribution funded three 100-liter pots of cooked food, party packs for children and sanitary products for young women.	Page 36: "3C Metal Belmet South Africa supports McGregor community weekend drive"	ZAR 5,000 (USD 300)
	Jacobus West Food Drive		Community food drive.	N/A		3C Metal Belmet South Africa continues its monthly contributions to the Jacobus West Feeding Program in Eerste River, a community near Cape Town in the Western Cape.	Page 37: "Jacobus West Feeding Program Receives Ongoing Support"	ZAR 16,292 (USD 970).
	Rape Crisis Cape Town Trust		The Rape Crisis Cape Town Trust works to promote safety in communities, reduce the trauma experienced by rape survivors, encourage the reporting of rape and address gaps in legislation.	https://rapecrisis.org.za/		3C Metal Belmet South Africa contributed ZAR 32,018 (USD 1905) to the Rape Crisis Cape Town Trust to support its community programs.	Page 38: "3C Metal Belmet South Africa provides clothing and goods to the Rape Crisis Town Trust"	ZAR 32,018 (USD 1905)
	House of Thembiso		House of Thembiso is a registered child and youth care centre in the Western Cape of South Africa that provides a place of safety for abandoned infants up to 24 months old.	https://thembiso.org.za/		3C Metal Belmet South Africa contributed infant items valued at ZAR 18,747 (USD 1115) to House of Thembiso, including bibs, infant clothing and other items used in the daily care of the babies.	Page 39: "Supporting House of Thembiso Infant Care Center"	ZAR 18,747 (USD 1115)

2025 CORPORATE SOCIAL RESPONSIBILITY INITIATIVES:

3C METAL GROUP DONATES ADDITIONAL €10,000 TO CHARITY PARTNER, THE PROMISELAND TRUST



3C Metal recently made a €10,000 (USD 11,350) donation to its charity partner, The Promiseland Trust. Since the partnership began, the company has contributed a total of €60,000 (USD 56,700) to the non-profit organization.



In early 2023, 3C Metal Group formed a partnership with The Promiseland Trust to support children from local underprivileged communities in Walvis Bay. They provide these children with education, food, and emotional support.

The Promiseland Trust has expressed gratitude for this financial support, which has contributed to the construction of two additional classrooms and educational initiatives for underprivileged children in Walvis Bay, Namibia.

Philippe Boy, Managing Director of 3C Metal Group, emphasized the company's commitment to making a positive impact through its collaboration with The Promiseland Trust.

"We are proud to continue our partnership as part of our community engagement and social responsibility efforts," said Mr. Boy. "We look forward to supporting their incredible work and helping provide opportunities for

children in need."

In addition to the financial donation, 3C Metal organized a company-wide collection of back-to-school supplies in late 2024. Staff contributed items such as activity books, crayons, pens, pencils and coloring books, which were sent to The Promiseland Trust.

Jenny Esterhuizen, a representative from The Promiseland Trust, expressed appreciation for 3C Metal's support, highlighting its positive impact.

"On behalf of everyone at Promiseland, we extend our deepest gratitude for your incredible commitment and generous donation," Ms. Esterhuizen said. "Your unwavering support plays a vital role in sustaining and expanding our programs, directly impacting the lives of vulnerable children and families in our community."







ABOUT THE PROMISELAND TRUST

THE PROMISELAND PLAY CENTRE:

- 100 children, aged 3-6 years, given Montessori education every day.
- 5 classrooms run by 5 qualified Montessori teachers and 5 teaching assistants
- Early Childhood Center provides each child with two meals per day.
- Children taught practical skills at facility such as gardening.

THE PROMISELAND FUN AND HOMEWORK CLASS:

- Homework and project assistance every day after school for 20 children at a time.
- Facilitated by 2 teachers and 2 German Red Cross volunteers.
- Resources and project material provided by Promiseland .
- Startup library committed to helping kids struggling with basic English.
- Focused on promoting good grades and commitment to learning.

PROMISELAND FOOD PROGRAM:

- Soup kitchen run 5 days per week to feed nearly 500 children from the Tataleni area in Walvis Bay.
- More than 1700 sandwiches delivered weekly to 7 local primary schools in Walvis Bay during school week.
- Greenhouse built at Tataleni Primary.



PROMISELAND STUDENTS THANK 3C METAL WITH PERSONAL HANDWRITTEN MESSAGES



Children supported by the Namibian non-profit organization Promiseland have created a heartfelt tribute to 3C Metal, expressing their gratitude through handmade cards crafted with authentic Namibian dune sand and personalized messages.

Each child in the Promiseland school took part in the initiative. Older students wrote their names with pride, while younger children added their own unique signatures through drawings and marks. The cards reflect the spirit of resilience, hope and appreciation shared by the children and their caregivers.

This gesture highlights the positive impact of the partnership between 3C Metal and the Promiseland community in Walvis Bay, Namibia. The partnership was established in early 2023 and continues to focus on improving access to education, nutrition and emotional

support for vulnerable children.

Alongside financial contributions from the broader group, the partnership has been strengthened through practical support, including the delivery of essential school items and basic supplies that directly benefit learners.

Through continued collaboration with community partners in Namibia, 3C Metal remains committed to supporting initiatives that help children build safer, stronger and more hopeful futures.



CHARITY GOLF DAY SPONSORED BY 3C METAL SUPPORTS THE PROMISELAND TRUST

3C Metal was one of the hole sponsors of the Promiseland Trust Annual Golf Fundraiser held on July 11 at Walvis Bay Golf Club in Walvis Bay, Namibia. The event brought together local businesses and community members to raise funds for the Trust's education and food programs supporting underprivileged children.

The fundraiser provided financial support to Promiseland Trust's ongoing educational and nutrition initiatives in Walvis Bay.

For 3C Metal, supporting the initiative reflects the company's commitment to contributing to the communities in which it operates.

The Promiseland Trust is a non-profit organization that provides educational support and daily meals to children

in Walvis Bay. Funds raised during the event will help sustain these programs.

A representative of the Promiseland Trust thanked participants, organizers and sponsors for their support, noting that the funds raised will contribute directly to the organization's continued work with children in need.



EMPLOYEES JOIN ORTEC'S "ACT FOR THE PLANET" LIVE EVENT

On Friday June 20, 3C Metal Group participated in Ortec Group's third edition of the "Act for the Planet" live event. The interactive session brought together employees from across the globe to engage in meaningful discussions and actions focused on the environment and sustainability.

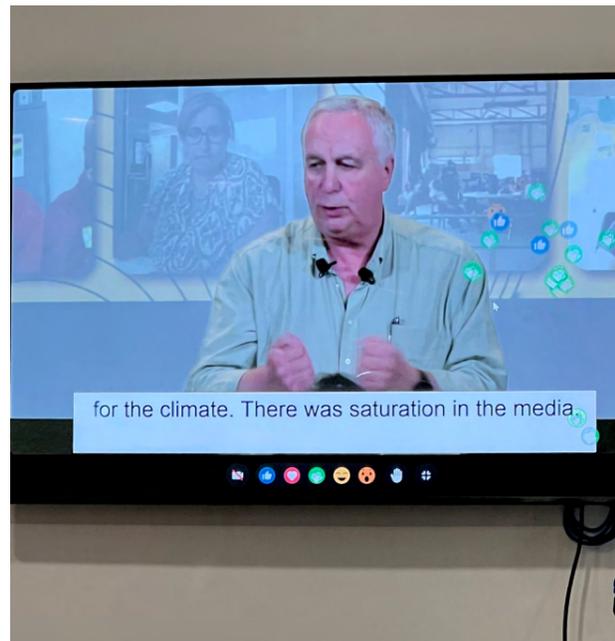


Teams from 3C Metal's entities gathered on-site in meeting rooms and communal areas to watch the 50-minute broadcast. The event featured presentations from company leaders, including Ortec Group's President and CEO, André Einaudi, who delivered a message about the importance of safeguarding the planet.

The interactive broadcast featured speeches, interactive quizzes and stories of local initiatives from across Ortec Group's global locations. A video featuring children working on climate frescoes further emphasized the importance of protecting the environment for future generations.

The event concluded with closing remarks by Ortec Group's Chief Operating Officer, Julien Einaudi, calling on all participants to continue driving positive change.

Building on the themes of "Act for the Planet," 3C Metal also regularly hosts awareness workshops to educate employees on sustainable practices, including waste sorting, helping to strengthen environmental responsibility across the company.



3C METAL INTRODUCES NEW CSR POLICY AND COMMITMENTS

3C Metal is pleased to present its updated Corporate Social Responsibility (CSR) policy, which outlines the Group's commitments to reducing its environmental impact, promoting workplace safety and inclusion, supporting communities and contributing to sustainable industry practices.



OUR CSR POLICY AND COMMITMENTS

THE PLANET

We are reducing the environmental impact of our activities by:

- Monitoring and reducing our CO₂ emissions.
- Reducing waste, water and energy consumption through environmental initiatives in our workplaces.
- Engaging employees in eco-friendly behaviors and sustainability education.

OUR EMPLOYEES

We put people at the heart of our actions by:

- Ensuring workplace safety with training, certifications and leadership oversight.
- Upholding zero tolerance for discrimination, harassment and human rights abuses.
- Fostering a strong safety culture through the My Safety program.

SOCIETY

Being an exemplary player in the conduct of our activities means:

- Promoting employee well-being through diversity and social support programs.
- Supporting communities with donations for education and charity initiatives.
- Being a good corporate citizen by investing in health, education and social welfare projects.

OUR CUSTOMERS

We contribute to the sustainable performance of our customers by:

- Promoting green technologies and partnering with sustainable suppliers.
- Developing emissions tracking tools for our projects and using renewable energy and bio-fuels on site when possible.
- Offering tailored solutions for CO₂ reduction and removal.

OUR BUSINESS

CONTINUOUSLY INVESTING IN SKILLS AND INNOVATION

- Developing continuous learning of professional know-how.
- Recognizing and developing the role of industry experts.
- Investing and innovating to sustainably develop our business.



WWW.ORTEC-GROUP.COM

3C METAL SUPPORTS BREAST CANCER AWARENESS MONTH

Throughout October, 3C Metal Group took part in Breast Cancer Awareness Month through a range of awareness and fundraising activities across its global locations. The focus of the activities was to promote employee well-being and support breast cancer research and education.

Employees at the 3C Metal Middle East office in the UAE participated in fundraising events hosted by Ignite, a local fitness and wellness consultancy. The events, dubbed "Pink Is Punk," were held throughout October and included a swim-run race, featuring a 600-meter swim followed by a three-kilometer run, a moonlit yoga session and a paddleboarding session. All proceeds from Ignite's events were donated to the Al Jalila Foundation's Pinktober campaign in support of people impacted by breast cancer.

At the end of the month, the team hosted a medical camp at the office, which included a breast cancer education session for female employees focused on early detection and self-examination.

3C Metal's Houston team showed its support through several fundraising activities. Employees hosted a pink dress-up day, a bake sale, a balloon-popping game with prizes and a raffle featuring a Bluetooth speaker. To take



part, team members were asked to donate to Susan G. Komen, a leading breast cancer organization.

a talk on cancer awareness, emphasizing education and early detection.

In Malaysia and South Africa, teams supported Breast Cancer Awareness Month through workplace awareness initiatives, including pink clothing and pink ribbon days. In Malaysia, employees also hosted a barbecue where Ken Benedict, Operations Manager of 3C Metal Asia, delivered

Across all offices, 3C Metal's efforts during October reflect its commitment to employee well-being, social responsibility and community impact. While Breast Cancer Awareness Month takes place each October, its message continues year-round.





3C METAL MIDDLE EAST SUPPORTS MOVEMBER 2025 AND RAISES USD 2,500 FOR CANCER PATIENTS

In November, 3C Metal Middle East joined the global Movember campaign to raise awareness of men's health issues, including prostate cancer, testicular cancer and mental health.

Staff participated in a variety of activities throughout the month. Some male employees grew moustaches for the campaign, with prizes awarded for the three best moustaches. Team members also took part in running and triathlon events, including the Nakheel Palm Run, Aura Skypool Tri in the Sky and Dubai Run as part of the 30x30 Dubai Fitness Challenge, promoting both physical fitness and mental well-being. In addition, an office bake sale and a staff barbecue helped raise funds and bring the team together for the cause.

Employee donations totaled AED 4,542 (USD 1,250), and 3C Metal Middle East generously matched this amount, bringing the grand total to AED 9,084 (USD 2,500). All

funds were donated to the Al Jalila Foundation's A'awen Program, which provides treatment support for UAE-based cancer patients in need. Dr Amer Al Zarooni, Chief Executive Officer of the Al Jalila Foundation, presented 3C Metal Middle East with a certificate of appreciation, acknowledging the company's contribution to patient care and pioneering research in the UAE.

3C Metal Middle East is proud to support this life-saving initiative, helping spark conversations around men's health and contributing to the well-being of patients in the community.



MOVEMBER WINNERS!



IRONCLAD SUPPORT FOR MOVEMBER IN FRANCE

In November, 3C Metal France joined the Movember movement with a workshop initiative combining men's health awareness and creativity. A workshop employee crafted black iron moustaches for the occasion, which were featured in photographs taken during a team brunch at the end of November.



ROOTING FOR SUSTAINABILITY IN DUBAI'S DESERT

On 27 February, more than 90 employees from 3C Metal's UAE office participated in a morning of ghaf tree planting organized by Goumbook. The event took place at the International Center for Biosaline Agriculture (ICBA) in Dubai, where the team came together to plant 50 ghaf trees.

The ghaf tree, a symbol of the UAE's heritage, plays an important role in enhancing biodiversity and sustainability in the region. Its deep root system can reach up to 30 meters underground, allowing the tree to access groundwater even in the driest conditions.

After the tree planting, the group participated in a guided tour of ICBA's facilities. They visited the Desert Farm and

the Emirates Soil Museum and engaged in interactive games, learning about soil conservation, innovative agricultural practices and the cultivation of crops in the UAE's desert conditions.

This event was a great opportunity for the team to come together and show their commitment to the environment and sustainability.



3C METAL BELMET SOUTH AFRICA HOSTS MULTIPLE BLOOD DRIVES IN 2025

In 2025, 3C Metal Belmet South Africa hosted multiple blood drives at its office in Cape Town, in partnership with the Western Cape Blood Service (WCBS), to support regional blood collection efforts.

Several on-site donation initiatives were organized throughout the year, providing employees with the opportunity to donate during the workday. The company hosted its third blood drive of 2025 later in the year, with employees once again participating in the initiative.

By hosting multiple blood drives during 2025, 3C Metal Belmet South Africa continued its corporate social

responsibility activities and contributed to raising awareness of the ongoing need for blood donations. These initiatives form part of the company's structured approach to community engagement and employee involvement in local health campaigns.



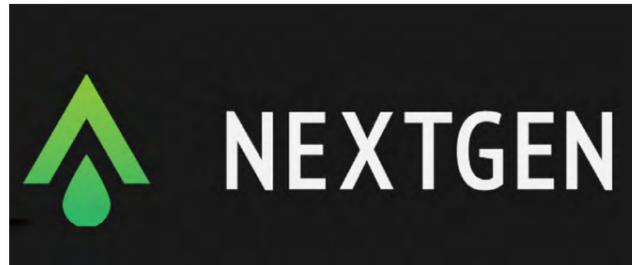
SUPPORTING NEXTGEN TRADES AND FUTURE TRADE PROFESSIONALS

In 2025, 3C Metal continued its commitment to workforce development by sponsoring several events organized by NextGen Trades.

On 14 February and again on 24 October, 3C Metal was a team sponsor of the NextGen sporting clay tournament, held in Texas, USA. The company also served as a gold sponsor of the NextGen OTC party on 7 May in Houston, Texas, USA.

Proceeds from these events support NextGen's programs, which focus on helping students pursue trade school education and careers in skilled industries. Through scholarships, mentorship and job placement assistance during schooling and career support after graduation, NextGen plays a vital role in strengthening

the future workforce across key sectors, including oil and gas, energy transition, renewable energy and industrial fields.



EMBRACING HOUSTON RESTAURANT WEEKS TO HELP LOCALS FACING FOOD INSECURITY

3C Metal USA proudly supported Houston Restaurant Weeks, which ran from August 1 to September 1 2025, to raise funds for the Houston Food Bank.

Houston Restaurant Weeks is an annual fundraiser that has been held for 22 years, where participating restaurants donate a portion of their sales to the Houston Food Bank. To date, the event has funded more than 68 million meals for individuals facing food insecurity in the Houston area.

3C Metal USA combined team building with charity by dining at a participating local restaurant, Heights and Co, for a team dinner. For every meal purchased by the team, the restaurant donated funds to cover 10 meals for the Houston Food Bank.



3C METAL USA ENTERS INAUGURAL VALARIS CHARITY GOLF TOURNAMENT

In October 2025, 3C Metal USA entered a team in the inaugural Valaris Limited charity golf tournament, which raised over \$75,000 in support of Breakthrough T1D, an organization funding research and resources to improve treatment and care for people with type 1 diabetes.

SUPPORTING STENA GROUP COMMUNITY INITIATIVES

3C Metal donated USD 500 to support Stena Line's sponsorship of Special Olympics Ireland and Stena Drilling's 12 Days of Christmas giveaway, helping promote inclusion through sport and community giving during the holiday season.

USA TEAM DONATES CHRISTMAS GIFTS TO THE MARINE CORPS TOYS FOR TOTS PROGRAM

In the spirit of the season, the 3C Metal USA team has once again joined forces with the Marine Corps Toys for Tots charity drive to spread holiday cheer to underprivileged children and teenagers across the country. This year's donation effort continues 3C Metal USA's longstanding tradition of giving back to the community, ensuring that many young people who might otherwise go without a gift this holiday season receive presents to brighten their Christmas.

The Marine Toys for Tots Foundation, a nonprofit organization established at the request of the U.S. Marine Corps in 1991, is dedicated to providing new, unwrapped toys to children in need during the holiday season. Governed by a board of directors made up of veteran Marines, the foundation's mission is to deliver hope and joy to less fortunate youth by collecting and distributing toys.

Throughout December, the team at 3C Metal USA collected a variety of gifts, ensuring that many children and teenagers across the nation could enjoy a merry and memorable holiday. In total, 75 toys were donated by 3C Metal USA's employees.



3C METAL USA EMPLOYEES TAKE PART IN HOUSTON CORPORATE 5K

On Wednesday, 22 October 2025, several 3C Metal USA employees took part in the 5 km races at the Houston Corporate 5K. Proceeds from the event benefit the Memorial Park Conservancy, supporting the maintenance and improvement of one of Houston's key public green spaces.



EMPLOYEES PARTICIPATE IN HOUSTON RODEO RUN

On Saturday, 1 March 2025, several 3C Metal USA employees participated in the 5 km and 10 km races of the Houston Rodeo Run. The annual event, which kicks off with a wheelchair race and precedes the Downtown Rodeo Parade, raises funds for the Houston Livestock Show and Rodeo.

FRANCE TEAM RENEWS PARTNERSHIPS WITH FOUR “ESAT” ORGANIZATIONS TO SUPPORT PEOPLE WITH DISABILITIES

In 2025, 3C Metal France renewed its partnerships with four local institutions that provide support and work opportunities to people living with disabilities - ESAT Saint Pee, ESAT Colo Coustau, ESAT Christian Lanusse and ESAT Champ d’Or.

The office housekeeping at 3C Metal France is now partially subcontracted to ESAT Saint Pee. 3C Metal France’s freight wood boxes and packing are ordered through ESAT Colo Coustau. 3C Metal France’s industrial laundry requirements continue to be subcontracted to an ESAT called Christian Lanusse. Some of the office furniture is provided by ESAT Champ d’Or.

In France, an ESAT - or “établissement et service d’aide par le travail” (establishment and assistance service through work) - is an institution that provides opportunities for people with disabilities to develop their knowledge and skills in a working environment.



3C METAL GROUP SUPPORTS MESA BÉARN SOULE IN ADDRESSING FOOD INSECURITY

3C Metal Group has donated €2,000 to MESA Béarn Soule, a local association in southwestern France that supports charities addressing food insecurity.

The contribution will assist in continuing MESA Béarn Soule’s mission to collect and distribute essential goods to organisations that help vulnerable communities. Through coordination with local partners, the association ensures that donated resources reach charities providing food and basic necessities to individuals and families in need.

Based in the Béarn and Soule regions, MESA Béarn Soule works to strengthen cooperation between donors and charitable organisations. Its activities focus on supporting initiatives that respond to social challenges, including access to food and essential supplies.



FRANCE TEAM HOSTS MEN’S HEALTH WORKSHOP

3C Metal France organized an awareness workshop on 7 March 2025 to educate employees about cancers that primarily affect men and to encourage prevention and early detection. The session shared information from La Ligue contre le cancer on risk factors, symptoms, and the importance of regular medical check-ups. This initiative reflects 3C Metal France’s commitment to promoting health awareness and supporting employee well-being.

NAMIBIAN TEAM CREATES SAFE ACCESS FOR “HAVE A HEART VOLUNTEERS” TO FEED STRAY CATS

3C Metal Belmet Namibia has shown its support for Have a Heart Namibia, a non-profit that provides free spay-and-neuter services to the community.

The local team has been assisting Have a Heart in caring for stray cats living on their premises. When safety concerns required extra bars to be welded onto the workshop and yard gate, the team thoughtfully included a special access hole. This has allowed the Have a Heart volunteers to continue to be able to feed the cats.

Have a Heart Namibia praised 3C Metal Belmet for balancing security with compassion, setting a strong example of community care and animal welfare.





Have a Heart
SPAY AND NEUTER PROJECT

CERTIFICATE of Appreciation

This THANK YOU Certificate is awarded to

3C METAL BELMET

in recognition of your thoughtful consideration and support in accommodating the care of feral cats on your premises.

Your support plays a crucial role in our efforts to decrease the stray population and enhance the lives of animals within our communities.

Thank you for standing with us. Together, we’re saving lives through STERILISATION.

www.haveaheartnamibia.com




NAMIBIA TEAM JOINS WINTER KNIGHTS CAMPAIGN TO SUPPORT COMMUNITIES IN NEED

On Friday June 6, 3C Metal Belmet Namibia proudly took part in the 2025 Winter Knights Campaign, a nation-wide initiative organized by Round Table Namibia.

The campaign brings together volunteers and organizations to collect blankets, warm clothing and financial contributions to support communities in need during the winter months. The team joined the volunteer efforts with others across the country to help gather

essential winter items. These contributions play a role in supporting those who are most affected by the colder weather.



3C METAL BELMET RAISES ZAR 681,800 (USD 40,100) AT ANNUAL CHARITY AUCTION

On Saturday, 1 November, 3C Metal Belmet hosted its Annual Charity Auction at the Jean Restaurant, Klein Roosboom Boutique Winery in Cape Town, South Africa, raising a total of ZAR 681,800 (USD 40,100) for children's charities.

The event brought together clients, partners and friends of the company and featured boutique wines, artwork, curated experiences and premium lifestyle products contributed by sponsors and partners.

This year's event reflects the commitment to social responsibility across the 3C Metal Group community. The funds raised will be directed toward initiatives that

provide essential support, educational opportunities and improved living conditions for children in need.

3C Metal Belmet extends its appreciation to every sponsor, participant and service provider who helped make the event a success.



THE FOLLOWING INITIATIVES OUTLINE THE MULTIPLE BENEFICIARIES OF THE 2024 3C METAL BELMET CHARITY AUCTION FUNDS

PLASTIC SORTING FACILITY SUPPORTS THE LITTERBOOM PROJECT

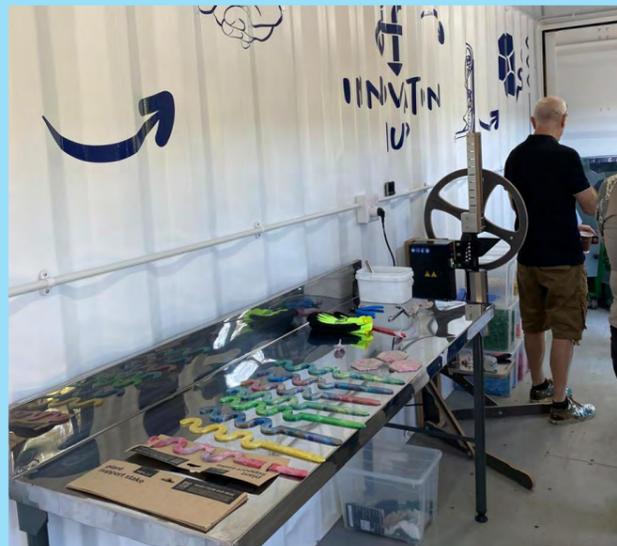
In 2025, 3C Metal Belmet completed a community project to design and construct a fully functional, container-based plastic sorting facility to support The Litterboom Project in Cape Town, South Africa.

3C Metal Belmet committed more than ZAR 224,606 (USD 13,360) to the initiative. The local team converted a 12-meter-long shipping container into a facility that will now be used to process plastic waste as part of Litterboom's ongoing recycling efforts.

The Litterboom Project, an initiative of The Parley Ocean School in Cape Town, focuses on removing

plastic pollution from South African rivers and oceans. The project also collaborates with reclaimers in informal settlements, and in 2023, it helped prevent over 32,000 kilograms of plastic from entering local waterways.

By supporting The Litterboom Project, 3C Metal Belmet aims to help create practical solutions for plastic waste and contribute to a cleaner, more sustainable future.



3C METAL BELMET SOUTH AFRICA DONATES BABY PRODUCTS TO CHILDREN'S EDUCATION CENTER

3C Metal Belmet South Africa contributed ZAR 14,854 (USD 880) worth of formula, diapers and baby products to Compass, a South African not-for-profit organization dedicated to supporting and empowering women and children who have experienced abuse. Compass provides a safe haven where survivors can rebuild their lives with dignity and confidence.

The donated products are being used to support the children at the Compass education center, ensuring their nutritional and daily care needs are met as they attend classes and activities.

3C Metal continues its commitment to giving back and supporting organizations like Compass, which play an important role in assisting vulnerable women and children in the community.



EDUCATION SPONSORSHIP SUPPORTS STUDENT AT GIRLS AND BOYS TOWN SOUTH AFRICA

3C Metal Belmet donated ZAR 24,840 (USD 1351) to Girls and Boys Town South Africa to cover the education and tutoring costs for one child for a year.

The organization, founded in 1958, provides residential care to 300 children daily, helping those affected by abuse to rebuild their lives with skills, self-belief, and purpose. By sponsoring the education of one child, 3C Metal Belmet is supporting the organization's mission to empower vulnerable children and provide them with the tools for a brighter future. This contribution strengthens Girls and Boys Town's important work in restoring the lives of those in need.



3C METAL BELMET SOUTH AFRICA SUPPORTS JAG FOUNDATION WITH CARE PACKAGES AND SPORTS EQUIPMENT

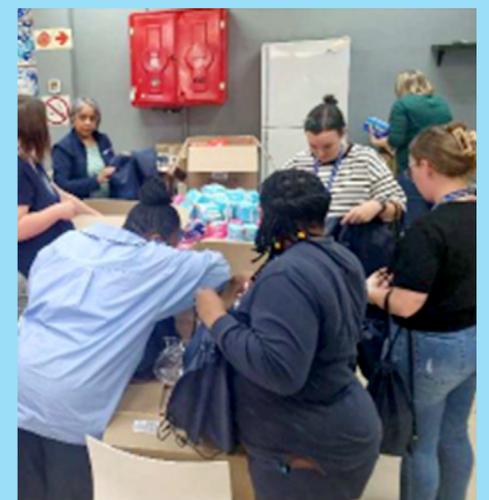
3C Metal Belmet South Africa contributed ZAR 35,510 (USD 2100) to the JAG Foundation to support its community programs in high-risk areas of South Africa. Around 20 staff members assembled 200 care packages containing essential sanitary and hygiene products, along with 30 rugby balls and 20 netball balls to promote active play among young people.

The JAG Foundation, which has been operating for 15 years, works to create positive change in high-risk communities in South Africa. Through sport and play, they teach life skills and offer children an alternative to challenges like gangsterism, drugs and abuse.

The donation will cover the rugby kits for two teams: the first is an U19 team from Bellville South High School, and the second is a team made up of players from

Khayelitsha and Langa, who will be competing in the George 10s tournament. Both teams will wear their new kits as they compete in the Women's U19 competition.

This support from 3C Metal Belmet helps the JAG Foundation continue to provide opportunities for young girls to play rugby and develop important life skills through sport.



BEANIE INITIATIVE SUPPORTS UNDERPRIVILEGED COMMUNITY MEMBERS

3C Metal Belmet donated ZAR 6444 (USD 380) to a community initiative to supply people in need with crocheted beanies to help keep warm during the winter months.

The initiative was started by Annemarie Zulch, a local grandmother who uses much of her spare time to crochet various items for those less fortunate.

make close to 350 beanies.

The beanies were given to the Red Cross War Memorial Children's Hospital.

The donation from 3C Metal Belmet helped to cover the cost of crochet supplies. In total Mrs Zulch was able to



3C METAL BELMET SOUTH AFRICA SUPPORTS MCGREGOR COMMUNITY WEEKEND DRIVE

3C Metal Belmet South Africa contributed ZAR 5,000 (USD 300) to support a community weekend drive in McGregor in the Western Cape, organized by the Be The Change initiative. The contribution funded three 100-liter pots of cooked food, party packs for children and sanitary products for young women.

The weekend drive brought together volunteers to distribute meals and essential items to residents in the local community. The initiative aimed to provide practical

support while creating a welcoming environment for families and young people.



JACOBUS WEST FEEDING PROGRAM RECEIVES ONGOING SUPPORT

3C Metal Belmet South Africa continues its monthly contributions to the Jacobus West Feeding Program in Eerste River, a community near Cape Town in the Western Cape. The overall contribution for the year was ZAR 16,292 (USD 970).

The initiative, started during COVID by Jacobus West, his wife and a neighbor, provides meals to up to 250 people every Monday, serving children, adults and seniors from surrounding areas including Hillcrest, Forest Village and Forest Heights.

The program operates as an open community service, welcoming anyone in need, and offers consistent access to nutritious meals for residents facing food insecurity.



3C METAL BELMET SOUTH AFRICA PROVIDES CLOTHING AND GOODS TO THE RAPE CRISIS CAPE TOWN TRUST

3C Metal Belmet South Africa contributed ZAR 32,018 (USD 1905) to the Rape Crisis Cape Town Trust to support its community programs.

The donation included 40 sets of clothing for boys aged four to eight, each consisting of a T-shirt, shorts, tracksuit top and pants, underpants, vest and tekkies. Snack packs containing chips, cookies, juice and a toy car were also provided.

The Rape Crisis Cape Town Trust works to promote safety in communities, reduce the trauma experienced by rape survivors, encourage the reporting of rape and address gaps in legislation.



SUPPORTING HOUSE OF THEMBISO INFANT CARE CENTER

3C Metal Belmet South Africa contributed infant items valued at ZAR 18,747 (USD 1115) to House of Thembiso, a place of safety for abandoned babies up to 24 months old in the Western Cape. The donation included bibs, infant clothing and other items used in the daily care of the babies.

House of Thembiso provides a safe environment where infants are cared for until they are placed with suitable adoptive or foster families. The organization focuses on ensuring that the babies receive the support and

attention needed during the early stages of development.

This contribution supports the center's work in providing consistent care and resources for the infants in its care.



