

Supplementary Information

Election of Mr. T. Di Maulo as Non-Executive Director for Aperam

Annual General Meeting
of Shareholders

5 May 2026

“Aperam at the Core of the Circular Economy”



Election of a Member of the Board of Directors

Mr. Timoteo Di Maulo

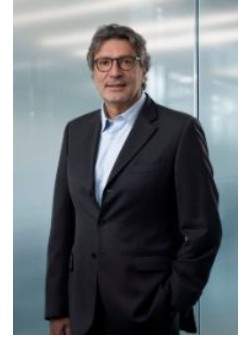


Mr. Timoteo “Tim” Di Maulo served as Chief Executive Officer of Aperam from January 2015 through December 2025. Following his tenure as CEO, he was co-opted as a non-independent member of the Board of Directors effective January 1, 2026. This appointment will be submitted for ratification at the next General Meeting of Shareholders. Mr. Di Maulo remains closely linked to the Company, also serving as Strategic Advisor on Public Affairs for Europe.

With over 35 years of experience in the stainless steel industry, Mr. Di Maulo has held leadership roles across controlling, purchasing, logistics, and commercial functions. Prior to his CEO tenure, he served as Chief Commercial and Sourcing Officer (2012–2014) and CEO of Services & Solutions (beginning in 2005).

Mr. Di Maulo began his career at Ugine Italia in 1990, where he managed key commercial functions and led a global ERP rollout. He subsequently ascended through senior leadership positions across Europe, serving as CEO for operations in Germany and Italy. In 2008, he was appointed CEO of ArcelorMittal Stainless International, where he oversaw the division’s worldwide mill sales network, distribution centers, and processing operations.

Mr. Di Maulo is a graduate of the Politecnico di Milano and holds an M.B.A. from Bocconi University. He is an Italian citizen.



Mr. Tim Di Maulo

> Non-Independent Member of the
Aperam Board of Directors

Draft resolution (*Resolution IX*)

The General Meeting elects Mr. Tim Di Maulo as member of the Board of Directors of Aperam for a three-year mandate that will automatically expire on the date of the General Meeting of shareholders to be held in 2029.

Election of a Member of the Board of Directors

Supplementary information - mandate



Context

Aperam places strong emphasis on the composition of its Board of Directors, taking into account experience, expertise and diversity of the Directors to ensure balanced and effective governance. Following the resignation of a member of the Board of Directors in December 2025, the remaining Directors resolved, in accordance with the Company's articles of association and applicable law, to co-opt Mr. Timoteo Di Maulo to temporarily fill the vacant position until the next General Meeting of Shareholders as of January 2026. The General Meeting is invited to ratify the co-optation of Mr. Timoteo Di Maulo as Director.

Mission

In view of his recognised expertise, the Board further decided that, in addition to the Director's mandate, Mr. Timoteo Di Maulo should be appointed for a 2-years special assignment with the Company as Strategic Advisor on Public Affairs for Europe. This assignment leverages Mr Di Maulo's extensive industry expertise to secure Aperam's interests in critical areas: (i) Representation at Eurofer: Mr Di Maulo serves as Vice-President of the European Steel Association (Eurofer); (ii) Trade Defence & CBAM: He is responsible for the oversight of trade defence implementation and the Carbon Border Adjustment Mechanism (CBAM); (iii) Division Development: He provides strategic advisory for the long-term growth of the Alloys Division and the operational development of the Botanickel project.

Remuneration

His remuneration will therefore consist of:

- (i) the standard Director's remuneration in accordance with the Company's remuneration policy, subject to approval by the Annual General Meeting to be held in 2027, and
- (ii) a separate remuneration for his special assignment. This remuneration consists in a gross annual lump based salary of €179 351 (the "Based Salary"), and a variable part ("the Short Term Incentive Plan" or "STIP"). This assignment will be eligible to the Aperam Performance Bonus or Short Term Incentive Plan as described in the Annual Report - section Remuneration Policy.

The remuneration for this mission is governed by a fixed-term contract representing 20% of normal working time. This additional compensation is explicitly permitted under Article 8.7 of the company's Articles of Association, which allows the Board to compensate members for "specific missions or functions". The fees are proportional to the substantial additional time commitment and the high-level technical expertise required. Aperam remains committed to full transparency and will disclose remuneration components, including fixed and performance-linked elements of this mission, in the 2026 Remuneration Report.