



MORE THAN A NEW STREET SIGN

Discover the story of RevivAL Way



Hello neighbors,

It has been another transformational year at EGA Spectro Alloys!

Over the past year, we have grown from 130 to 200 employees as we ramped up production in our new world-class aluminum billet recycling facility. What makes this growth especially meaningful is that most of our employees live within 20 miles of our plant. We are incredibly proud of the local talent that strengthens the Spectro team.

At Spectro, we grow our own talent. Many of our leaders began as entry-level plant employees and advanced through hard work, dedication, and a willingness to learn every aspect of our industry. Their success stories reflect our strong culture of promoting from within and investing in our people for the long term.

You may also have noticed that our company name includes “EGA.” EGA stands for Emirates Global Aluminium, our parent company and one of the world’s leading producers of premium aluminum. Since joining the EGA family in 2024, Spectro has evolved from a national leader into a global leader in aluminum recycling. With EGA’s partnership, we have strengthened our sustainability, safety, quality, and innovation efforts in exciting ways.

In this year’s newsletter, you’ll learn more about our new street name, our community giving initiatives, and our plans to modernize the original portion of our plant that has operated since 1973.

Thank you for being part of our journey. We hope you enjoy reading this year’s newsletter.



A stylized, handwritten signature in black ink that reads "Luke Palen".

LUKE PALEN
PRESIDENT, SPECTRO ALLOYS

DOWN TO BUSINESS

Our street name has changed!

This summer, we proudly celebrated the unveiling of our new street name: RevivAL Way! “RevivAL,” the new brand name for the aluminum we produce, honors Spectro’s 50+ year legacy of giving used aluminum new life. And if you’re wondering why the “AL” is capitalized, it’s a nod to aluminum’s symbol on the periodic table!





Plans to modernize our legacy plant

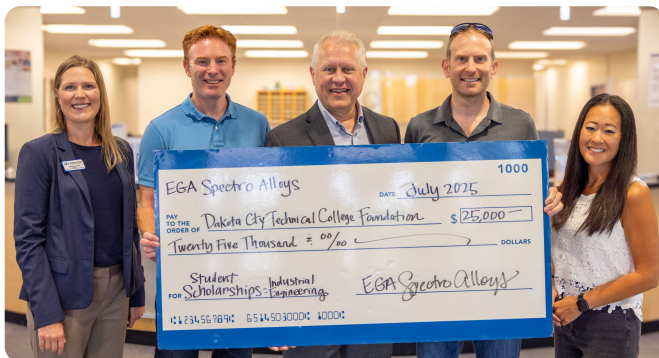
While our new billet recycling facility represents the future of aluminum recycling, our ingot operation has been the foundation of Spectro since 1973. We are excited to announce plans to modernize our ingot operations to match the world-class standards of our billet facility.

Targeting completion by 2030, this transformational project will replace legacy production facilities with new buildings and state-of-the-art equipment designed to safely and efficiently recycle aluminum for another 53 years. Once complete, every part of our operation will reflect the innovation, efficiency, and industry-leading quality that define EGA Spectro Alloys today.

SPECTRO IN THE COMMUNITY

2025 Giving Together Program

Giving Together is one of our favorite annual traditions at Spectro! Through the program, we donate \$100,000 annually to charitable initiatives nominated by our employees. These causes reflect what matters most to our team, and we're proud to support organizations that strengthen our communities.



Change for Charities



What happens to the loose change rattling around in old cars? At Spectro, it turns into meals for Minnesota kids. When end-of-life vehicles arrive at EGA Spectro Alloys, our sorting system removes the non-aluminum parts, including the coins hidden under seats, in cupholders, and between the cushions. Most of it is beaten up beyond use, but some of those coins still count.

We recently donated that change to Every Meal, a Minnesota nonprofit fighting child hunger. Their volunteers have been carefully sorting through the usable coins and the total amount donated is \$15,000 and counting!



Engaging the future workforce

Thank you to Hastings High School for inviting us to speak with their metals classes about aluminum recycling and local career opportunities. We also congratulate JD Kuhn, our first Spectro Scholarship recipient at Dakota County Technical College. A Randolph native, JD is pursuing a degree in industrial engineering and is set to graduate in 2027.

THE SPECTRO TEAM



200 Employees and Counting

Earlier this year, we celebrated 200 employees at EGA Spectro Alloys! With our expansion into billet production, our team is bigger and better than ever. We appreciate every employee for being an important part of the EGA Spectro Alloys team and for helping drive our continued growth and success.

We Grow Our Own

At Spectro, we have a long track record of hiring high quality people and giving them the support they need to grow. Here are just a few of our company leaders who started as entry level workers.



CJ Hernandez



Andy Otto



Nick Hite

SCRAPS

Supporting local art

If you drive past our campus on Highway 55, you've probably seen our newest team members: A shark and a rat. These metal sculptures were produced by Hastings-based artist Dale Lewis, and we're thrilled to display his work!



Taking flight at Spectro

Scan the QR code to watch drone flyover videos of our billet recycling facility and our ingot warehouse.

