



Sustainability Report **2024**



Contents

Letter to the Stakeholders	5
Reading Guide	7
General Highlights	9
1. Identity	
Company	14
Organisation Profile	15
History	16
Mission and Vision	17
Business Sectors	18
Our Business Model and Value Chain	20
Quality	21
2. Our ESG Roadmap	
ESG Roadmap	24
Strategy and ESG Plan	25
Key Stakeholders and Strategic Mapping	26
Stakeholder Relations	27
Key Stakeholders	28
Materiality Analysis	30
Relevant Topics	32
Governance (G)	34
People (S)	36
Environment (E)	38
Metalplasma S.r.l. SDGs Commitments	40
3. Governance	
Highlights	44
Corporate Governance	45
Whistleblowing	46
Creation of Value for the Territory	48
4. People	
Highlights	53
People Development and Diversity	54
Occupational Health and Safety	70
5. Environment	
Highlights	75
Energy Efficiency Measures and Decarbonisation	76
Resources and Waste Management, Circular Economy	86
Water Resources Management	88
6. Appendix	
GRI Content Index	92
Methodological Notes	94



Letter to the Stakeholders

Dear Stakeholders,

it is with great pleasure that we present the **first Sustainability Report of Metalplasma S.r.l.**, which refers to the 2024 financial year. This document marks the beginning of our ESG reporting journey and reflects our commitment to strengthening transparency on the topics which affect our business, our people and the territory in which we operate.

During 2024, Metalplasma S.r.l. launched and structured a sustainability governance system, developing internal processes for data collection, monitoring and analysis, in line with international standards and the emerging requirements of the European regulatory framework.

The 2024 economic environment presented significant challenges for the European steel industry, including volatility in raw material markets, increasing regulatory pressure linked to the ecological transition and the introduction of mechanisms such as the CBAM (Carbon Border Adjustment Mechanism), with indirect impacts also affecting processing and subcontracting companies. This was intensified by a context of geopolitical instability and international conflicts, which contributed to increased uncertainty regarding energy costs, material availability and the continuity of logistics flows, with potentially significant effects in the years to come.

Within an ever-evolving scenario, we have continued to invest in technology, quality and innovation, consolidating an approach focused on continuous improvement and transparency throughout the value chain, while maintaining a strong commitment to strengthening relationships with customers, partners, suppliers and local communities.

Andrea Gabrielli,
Chairman of the Board of Directors

Explanatory Notes:
• GRI 2-22



Reading Guide

Through the process of drafting its first **Sustainability Report**, Metalplasma S.r.l. aims to consolidate its approach to reporting by structuring internal processes for the **collection, management and analysis of data** relating to its environmental, social and governance (ESG) performance.

The objective is not only to describe the organisation's current position, but also to transparently measure the progress achieved and to guide future strategic choices in a manner which is increasingly integrated with the principles of sustainability.

The reporting has been developed with reference to the **Global Reporting Initiative (GRI) Standards**. In addition, the **main international tools and frameworks** have been considered as complementary references, including the **Sustainable Development Goals (SDGs)** and, for comparative purposes and in preparation for future regulatory requirements, the **European Sustainability Reporting Standards (ESRS)**.

The document's introductory section presents the **corporate profile** of Metalplasma S.r.l., followed by the updated **materiality analysis**, which considers the impacts, risks and opportunities associated with the identified **material topics**.

The **core of the report** is dedicated to a **detailed description of performance** across three key areas: **Governance, Social and Environmental**.

Each area includes both a **quantitative** basis, with performance indicators, and a qualitative section, which analyses the policies adopted as well as performance trends and improvement perspectives. This combination makes it possible to provide a **comprehensive and transparent overview** of the sustainable management of the company, offering stakeholders **useful tools** to understand the results achieved and the **strategies currently underway**.

The document concludes with a **methodological section** which outlines the data sources, the limits of the reporting scope and the criteria applied in the drafting process, with the aim of ensuring consistency, comparability and reliability of the information presented.



GOVERNANCE HIGHLIGHTS

22,3



Economic value generated
(in millions of €)

18,7



Economic value distributed
(in millions of €)

6.744



Tons sold
in the year

33,3%



Women in the
Board of Directors

0



Charges against the company
for corruption

0



Cases of discrimination
recorded

2023



Establishment of a
whistleblowing channel

PEOPLE HIGHLIGHTS

100%



Employees with an open-ended contract within the company

107,8%



Ratio between the standard wage of a new employee and the minimum wage guaranteed by the National Collective Labour Agreement

98,7%



Employees with full-time contracts

100%



Return to work percentage after parental leave

1.049



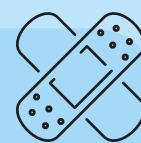
Total training hours provided to employees

15,38



Average hours of training per employee

28,2



Accident frequency rate recorded per million hours worked

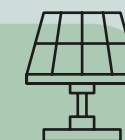
ENVIRONMENT HIGHLIGHTS

100%



Recyclability of raw material (steel)

92,3%



Electricity from renewable sources (as a share of total electricity consumed)

51%



Incidence of renewable energy sources on total energy consumption

0,3771
MWh/tons



Energy intensity ratio (energy consumption in MWh on tons sold)

0,0434
tons CO₂ eq./tons



GHG emissions intensity Scope 1 and 2, market-based (tCO₂e per tons sold)

99,6%



Non-hazardous waste generated (out of total waste)

99,1%



Waste sent for recovery (out of total waste)

Identity 1



Metalplasma S.r.l.

Sheet metal processing centre

Metalplasma S.r.l. operates in the metalworking industry, with activities focused on **sheet metal processing** and **structural steel fabrication**, manufacturing components and semi-finished products to customer specifications.

The core business is represented by an **integrated production cycle** which includes **laser cutting, bending, robotic welding, finishing and assembly**, with operational capabilities extended to large formats, including laser cutting up to 14 metres, bending up to 17 metres and robotised welding on components with a welding area of 8 x 2,5 m. During the welding phases, operations combine robotised automation and qualified manual processing, depending on the characteristics of the manufactured product and the required technical specifications.

The offering is completed by **services supporting customer orders**, including **technical consultancy and CAD design**, as well as **logistics** and **warehouse** management based on a **just-in-time** approach, with the aim of supporting operational continuity and on-time delivery performance.

Certain specialised phases of the production cycle, which are necessary to provide solutions aligned with the application specifications of the various industries served, are carried out through qualified partners, particularly for surface treatments such as galvanising, painting and cathaphoretic coating and for precision mechanical processing. This configuration makes the management of the value chain relevant also beyond the boundaries of the production sites, as part of the activities is performed along the supply chain.

This Sustainability Report describes the path undertaken by the company to manage the environmental impacts of its activities, safeguard occupational health and safety and enhance a production model founded on quality, responsible innovation and transparency. Quantitative results will be reported through indicators which are compliant with the GRI Standards.

Explanatory Notes:

- GRI 2-1

Organisation Profile

The organisation and its reporting practices:

Metalplasma S.r.l. Unipersonale has its registered and administrative office in Curtarolo (Padova) at Viale dell'Industria, 19.

The organisation operates in the medium-light metal fabrication industry and specialises in sheet metal processing.

The company's statutory financial statements are subject to statutory audit by PricewaterhouseCoopers, Milan, and the scope of this financial reporting coincides with that of the Sustainability Report, which includes exclusively Metalplasma S.r.l. and its two operating sites, without analysing parent or subsidiary companies.

The reporting period of this report corresponds to the financial year, which runs from 1 January 2024 to 31 December 2024.

The company's first Sustainability Report has been developed on a voluntary basis and has not been subject to assurance by an independent third party.

Explanatory Notes:

- GRI ref. 2-1, 2-2, 2-3, 2-5, 2-6

The Company's History

Metalplasma S.r.l. **began its operations in 1981** in Galliera Veneta (Padova, Italy) positioning itself from the outset within the sheet metal processing and steel fabrication industry, with a market-oriented vision and an approach focused on the development of new technologies. This technological orientation led the company to be among the first to adopt plasma cutting and subsequently laser technology, progressively consolidating a positioning based on technical expertise and continuity of service.

A significant milestone in the company's growth path occurred in **2008**, with the **incorporation through merger of Europrofilam**, a company historically based in Curtarolo (Padova). This transaction made it possible to expand the range of processing activities towards **greater thicknesses** and applications with higher technical complexity, while also representing a substantial evolution in the company's industrial set-up. Following this development path, Metalplasma S.r.l.'s manufacturing activities were progressively concentrated at the Curtarolo (PD) site.

In the following years, the company further developed its machinery fleet and production organisation, introducing **robotic cells and stations** at various stages of the process and strengthening the product's integration capability, including **assembly activities and the completion of supplies** according to specific job-order requirements.

Starting from 2017, Metalplasma S.r.l. established a dedicated area for **robotised welding**, reinforcing its expertise in high-complexity fabrication. The company also obtained **EN 1090-1 (FPC) certification** for structural steel components up to execution class **EXC3** in accordance with EN 1090-2, in conjunction with **EN ISO 3834-2 certification for welding quality**.

In 2022, a new production facility of approximately 5.000 m² was acquired, bringing the total covered area to 15.000 m².

The current production configuration therefore integrates design, production, finishing, assembly and storage within a just-in-time approach, supported by internal logistics which ensure continuity across the various phases. Throughout its development path, Metalplasma S.r.l. has progressively complemented its industrial growth with choices oriented towards operational responsibility, including the installation of photovoltaic systems serving its production plants, with the aim of contributing to the reduction of the environmental impact of its manufacturing activities.

As a result of this evolution, Metalplasma S.r.l. now operates across a wide range of applications and industries, delivering solutions for heterogeneous industrial contexts, including those characterised by high technical complexity, in line with its positioning as a supplier of integrated processing services and technical support along the value chain.



Shared Values

Values Which Create Value

Metalplasma S.r.l. is aware that a company's success is not only measured in numbers and therefore places foremost importance on the people who make it up. Its strategies and daily actions are guided by values such as human capital, sustainability, customer focus, and passion which are essential to achieving goals.



Mission

We transform sheet metal into components and semi-finished products to customer specifications, integrating processing and technical support to ensure compliance, quality and traceability, with continuity of service.



Vision

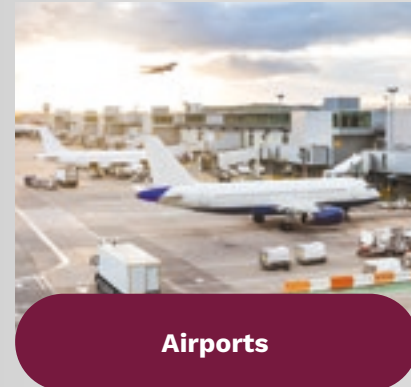
We aspire to establish ourselves as a leading industrial partner in sheet metal processing, recognised for reliability, innovation and process integration, including for applications characterised by high technical complexity: contributing to a more resilient and responsible value chain through continuous skills development.

Business Sectors

The organisation's skills and technologies find application across **multiple industries**, including areas characterised by high technical complexity. Thanks to a flexible approach and an advanced production structure, the company supports customers operating in diverse contexts, ensuring **quality, reliability and compliance with the specific technical requirements** required by each industry.

In particular, the solutions delivered are intended for infrastructure and construction, mobility and transport, energy and plant engineering, industrial machinery and equipment, logistics and modular solutions, as well as further specialist applications linked to mechanisation and agricultural contexts.

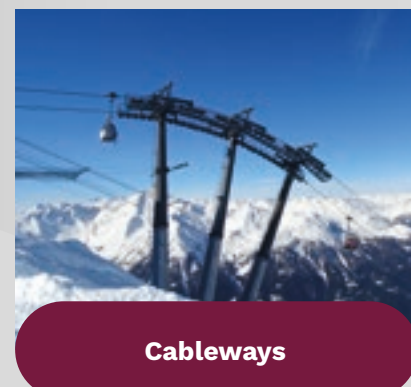
A more detailed list of the main application areas served follows.



Airports



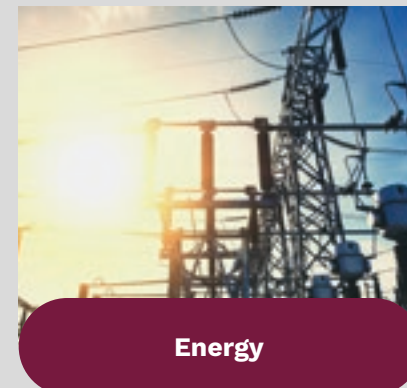
Containers and residential modules



Cableways



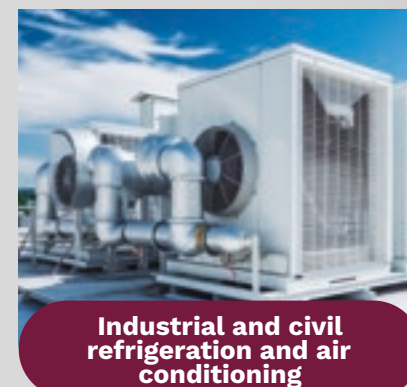
Agriculture



Energy



Machinery for industries



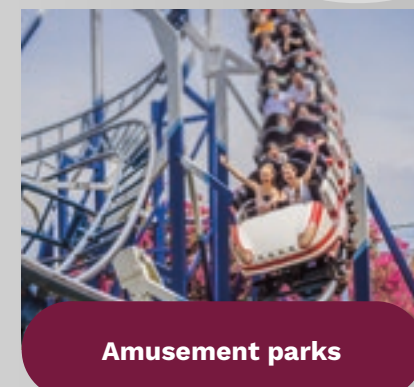
Industrial and civil refrigeration and air conditioning



Automotive



Railways



Amusement parks



Welded beams



Industrial and civil constructions



Cranes and earth-moving machinery



Industrial cleaning



Industrial tubes

Explanatory Notes:

- GRI ref. 2-6.
- The description of the industries of application represents the main application areas served by Metalplasma S.r.l. and helps to define the value chain's context, as technical requirements and supply arrangements may vary depending on the industry and the customer's specifications.

Our Business Model and Value Chain

Metalplasma S.r.l. operates in the sheet metal processing and metal fabrication industry, positioning itself as an industrial partner for the manufacture of components and semi-finished products to customer specifications. The business model is based on an **integrated production cycle** which includes laser cutting, press bending, robotised welding and assembly, with the aim of ensuring **precision, repeatability and reliability** also for large-scale processing, supporting complex orders and diversified application industries.

Customer value is further strengthened by the **integration between production and technical services**. Alongside **processing activities**, the company provides **consultancy and design support**, facilitating industrialisation and the definition of technical solutions from the early stages, as well as a **logistics approach oriented towards just in time**, with storage and flow management activities aimed at ensuring operational continuity and on-time deliveries.

Within this context, the continuous updating of the offering, both in terms of processing and services, is oriented towards responding to market developments and customers' specific needs.

Development choices and operational priorities are supported by continuous listening to technical requirements and expectations expressed by customers during the quotation, design, execution and verification phases, integrating, where appropriate, contextual assessments and industry trends which are consistent with the company's positioning.

The value chain is structured along two complementary dimensions. The first includes activities carried out internally at the company's two operating sites, both located in Curtarolo (Padova), in which design and technical support, processing, inspections and assembly take place, as well as internal handling and storage. The second dimension concerns activities completed through qualified partners, particularly surface treatments and precision mechanical processing, which are necessary to deliver more complete solutions aligned with application specifications. This configuration makes the **management of relationships along the supply chain** central, as **performance, continuity and compliance** also depend on outsourced phases and their integration with internal processes.

The operating model is supported by **targeted investments in technology and automation**, as well as by initiatives aimed at **skills development and the enhancement of human capital**, with the objective of consolidating a progressively more reliable, safe and innovative service. Within the framework of efficiency and operational sustainability choices, the organisation is in fact equipped with photovoltaic systems to support plant electricity consumption. From a logistics perspective, the set-up provides for shipment management through the MTP2 site and the use of company-owned vehicles to support flows towards external subcontractors and production sites, contributing to maintaining operational functionality and efficiency.

Explanatory Notes:

- GRI ref. 2-6
- The description of the business model and the value chain covers the activities carried out internally at the company's two sites in Curtarolo (PD) and includes the main activities performed through qualified partners, in particular surface treatments and precision mechanical processing, which are considered relevant for understanding commercial relationships and impacts along the supply chain.

Quality

Quality assurance at Metalplasma S.r.l. is based on a structured system which integrates certifications, process controls and in-house technical testing and verification capabilities, with the aim of ensuring compliance with specifications, traceability and reliability of processing activities.

Metalplasma S.r.l. is **certified** in accordance with **ISO 9001:2015** for its **quality management system**. In addition, it holds Factory Production Control (FPC) certification in accordance with **EN 1090-1**, which authorises the manufacture and CE marking of structural steel components up to execution class EXC3 in compliance with **EN 1090-2**, including **preparation, assembly and welding processes**. The certification is valid in conjunction with **EN ISO 3834-2** for welding quality.



In support of the quality system, the organisation carries out technical tests and inspections in line with the applicable specifications and customer requirements. The available tests include:

Mechanical tests

- Tensile testing at room temperature with equipment of 100, 150, 250 (completely robotised) and 300 KN
- Hardness
- Charpy impact testing down to -60° C
- Bending up to 0T

Chemical analyses

- With spark optical emission spectrometry (quantometers)

Metallographic analyses

- Grain size analyses
- Inclusions analyses
- Metallurgical defects analyses

Surface analyses

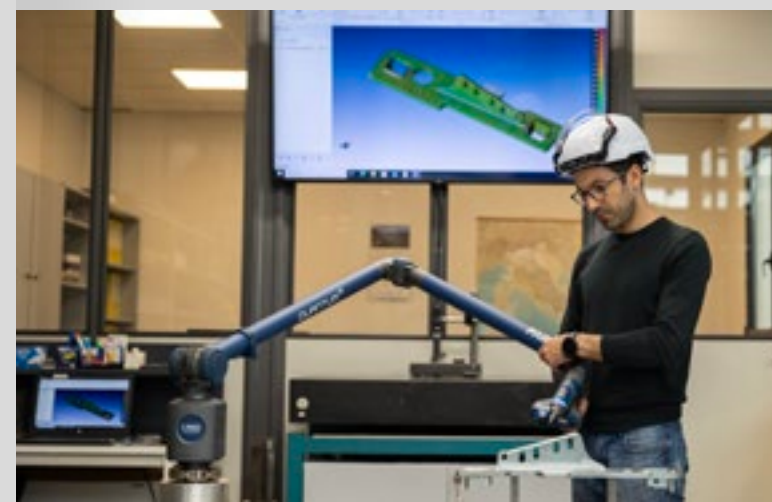
- Roughness
- Measurement of deposited coating thickness
- Coating hardness
- Analysis of the paint characteristics in pre-painted materials

Corrosion tests

- Salt spray test

Artificial ageing resistance tests

- Xenon-arc light resistance (Xeno test)
- Resistance to fluorescent UV lamps (QuV test)



ESG Roadmap 2



ESG Roadmap at Metalplasma S.r.l.

Attention to environmental, social and good governance matters is an integral part of the identity and founding values of Metalplasma S.r.l., guiding every business decision through a constant commitment to **sustainability** and **social responsibility**.

In its first year of reporting, the company launched a transparent **sustainability governance framework**, aimed at the assessment and systematic management of **ESG impacts** along the value chain, where material to the company's activities. The process provides for the collection and consolidation of data from the various business areas, their review in accordance with the relevant international standards and validation by management functions. This approach enables informed decision-making with a long-term perspective, supported by **measurement and reporting tools** which are continuously updated.

In 2024, **engagement for the assessment of relevant topics** focused on the **company's main functions** and on the **Governing Body**, to define the most relevant ESG priorities and to validate and periodically update the **materiality matrix** and the related objectives. Pending formal stakeholder engagement in the future, the mapping of topics drew on **market signals** and **recurring requests** from customers and financial institutions, combined with consultations with relevant internal stakeholders across different areas (including quality, traceability, carbon footprint and certifications), and translated into indicators aligned with **international standards**.

The company has therefore embarked on the path towards its **first Sustainability Report**, placing emphasis on **awareness-raising, measurement and integration** of the most relevant ESG issues. The document represents not only a **transparency tool**, but also a basis for building **ongoing dialogue with stakeholders**. The journey reporting will continue over the 2025–2026 period, also in view of the entry into force of the **CSRD Directive** and the **ESRS Standards**, with the aim of ensuring full regulatory compliance and continuous performance improvement.

This is accompanied by challenges and opportunities linked to changes in the reference context, such as the introduction of the **Carbon Border Adjustment Mechanism (CBAM)** and the spread of **Environmental Product Declarations (EPDs)**, which the company addresses through a proactive approach in order to maintain its competitiveness and contribute to reducing the environmental impact of the sheet metal processing industry.

Explanatory Notes:
• GRI ref. 2-25, 2-29, 3-1

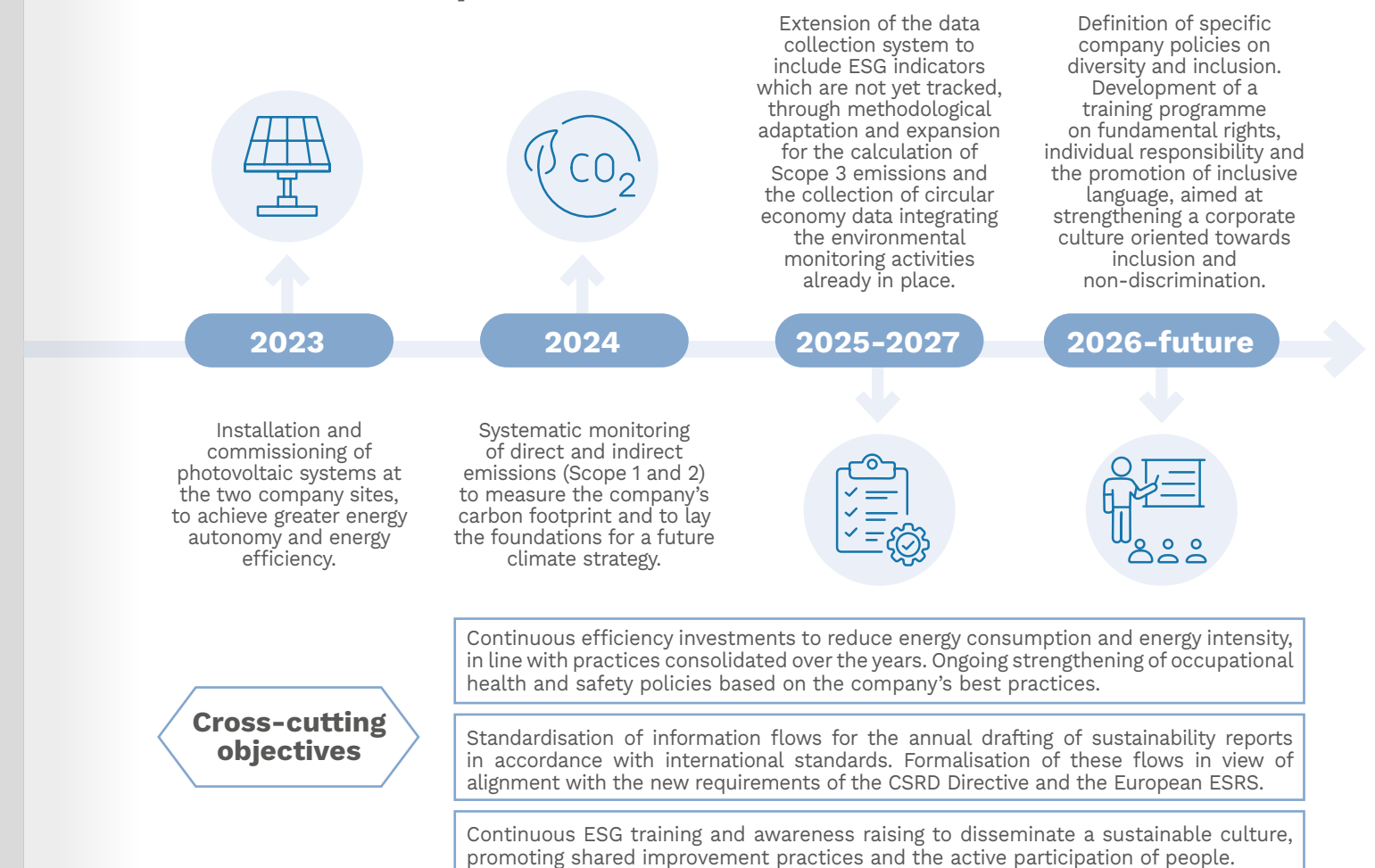
Strategy and ESG Plan

The organisation's commitment is reflected in an increasingly structured approach to sustainability, which is aligned with the international GRI Standards and with the European requirements introduced by Directive (EU) 2022/2464 (CSRD) and the ESRS.

The organisation has embarked on its ESG journey, launched in 2024, by defining an action plan which sets out clear and progressive objectives, built on the basis of the materiality analysis conducted in accordance with the principle of double materiality and supported by a data collection and management system which is undergoing continuous improvement.

Over the coming financial years, the defined roadmap will guide the company in monitoring performance, formalising information flows and the increasing integration of ESG criteria into decision-making and management processes. The plan includes concrete actions aimed at strengthening the internal culture of sustainability, aligning the organisation with new regulatory obligations and responding effectively to stakeholder expectations. These objectives will be complemented by the planned energy efficiency investments, which are illustrated in the environmental section of this report.

Our ESG Roadmap



Key Stakeholders and Strategic Mapping



Stakeholder Relations

Within the sustainability journey undertaken, the organisation recognises the engagement of **internal and external stakeholders** as an essential element for the definition of ESG priorities.

Stakeholders are identified as individuals, groups or organisations which may influence the company's activities or which, in turn, may be significantly influenced by them. The identification of these parties represents the basis for defining material sustainability topics and for guiding the company's ESG journey, with a view to aligning internal priorities with external expectations.

The analysis carried out by Metalplasma S.r.l. was accompanied by an internal mapping of the interests and expectations, including implicit ones, of its stakeholders. The objective is to gain a structured understanding of the **current and potential impacts** of the company's activities on stakeholders.

The outcomes of the analysis relating to the stakeholder categories considered "key" are set out below. The process made it possible to **identify the parties which play a significant role for the organisation**, as well as the stakeholders upon whom the company's operations and decisions may have significant impacts, both at present and in the future.

In line with the GRI Standards, the company intends to **strengthen its approach to stakeholder dialogue**, recognising that a **structured, transparent and continuous** engagement represents a determining factor for the creation of shared value and for the organisation's sustainable success.

Explanatory Notes:

- GRI 1: Fundamental principles 2021
- GRI 2-29, 3-1

Key Stakeholders

The analysis carried out by Metalplasma S.r.l. included a detailed mapping of its key stakeholders, identified on the basis of their strategic relevance within the business model and the significance of the actual or potential impacts connected to the company’s activities and value chain. The analysis was conducted internally and in line with the double materiality approach, with the aim of defining a perimeter of counterparties whose positions, expectations and potential impacts are considered within the process of assessing and prioritising material topics. The methods of interaction and engagement with the various stakeholders vary according to the role held, the frequency of interaction and their relevance to the company’s activities.

The main stakeholder categories identified as priority are set out below:

- **Customers:** they represent the primary reference for technical requirements, compliance and service continuity throughout the entire supply cycle.
- **Employees and collaborators:** they constitute the company’s operational and organisational foundation and are central to process continuity and effectiveness.
- **Suppliers and supply chain partners (including subcontractors, logistics providers and environmental services):** they play a key role in the quality of the finished product and in-

clude parties which contribute to the supply of materials, the completion of specialised phases and the management of flows and support activities.

- **Local communities and territories:** they are relevant in relation to the company’s operational presence in the areas concerned and the direct effects linked to business activities.
- **Ownership and shareholders:** they play a central role in strategic direction and governance oversight in relation to regulatory developments and sustainability priorities.
- **Trade union representatives:** they support dialogue with workers and contribute to organisational stability and internal well-being.
- **Credit institutions and investors:** they are relevant stakeholders for economic and financial sustainability and for the capacity to support investments and strategic projects.
- **Regulatory bodies and public authorities:** they oversee regulatory compliance and authorisation processes in environmental, health and safety and planning matters.
- **Industry associations and technical bodies (certification and standardisation):** they promote supply chain dialogue, technical standardisation and the verification of compliance with applicable requirements and standards.

*This analysis was reviewed in 2024 and will continue to be **updated dynamically**, with the aim of strengthening the organisation’s capacity of listening and dialoguing with all stakeholders, aware that active stakeholder monitoring is an essential pillar for long-term success and sustainability.*

Stakeholder	Relationship with the company	Key impact and expectations	Relevant GRIs
Customers	Ongoing engagement on technical specifications, industrialisation, quality, traceability, timelines and order management, also through documentary requests and audits.	Compliance with requirements, reliability and continuity of supplies, traceability and the management of non-conformities; growing attention to ESG requirements along the supply chain.	GRI 416 GRI 417 GRI 3-3
Employees and collaborators	Direct involvement in production and support activities, with processes relating to training, occupational health and safety and work organisation.	Safety, skills development, well-being and inclusion; stability and attractiveness for technical profiles, also with a view to ensuring operational continuity.	GRI 401 GRI 403 GRI 404 GRI 405 GRI 406
Suppliers and supply chain partners (including subcontractors, logistics providers and environmental services)	Supply of raw materials and support materials, partnerships for specialist phases (surface treatments, precision mechanical processing), transport and environmental services (e.g. waste management operators).	Continuity of supply and quality, technical compliance and traceability; management of ESG risks along the value chain, including the proper management of logistics flows and waste.	GRI 308 GRI 414 GRI 204
Local communities and territory	Industrial presence within the local area, relationships with local communities and services, employment effects and local environmental impacts.	Expectations regarding local impacts (noise, traffic, environmental management) and socio-economic contribution; transparency and correctness of the company’s conduct.	GRI 203 GRI 413 GRI 2-27
Ownership and shareholders	Strategic direction, governance and oversight of priorities, including ESG performance and risks.	Value creation and resilience, risk management and compliance, transparency regarding strategy and performance.	GRI 2-22 GRI 2-12 GRI 2-13
Workers’ representatives	Social dialogue in accordance with the applicable National Collective Labour Agreement (CCNL) and company practices, discussion on health and safety, work organisation and working conditions.	Organisational stability, conflict prevention, oversight of H&S and well-being, and change management.	GRI 2-30 GRI 403
Financial institutions	Banking and insurance relationships, support for investments and financial management.	Economic and financial soundness, risk management, information transparency, and the capacity to support investments and projects.	GRI 201 GRI 207
Local authorities and public administration	Engagement for compliance obligations and authorisations, inspections and regulatory compliance in the areas of environmental protection, health and safety and urban planning.	Compliance with regulatory requirements, prevention of incidents and non-compliance, management of authorisation processes and overall compliance.	GRI 2-27
Industry associations and technical bodies (certification and standardisation)	Participation in industry networks and interaction with certification and standardisation bodies for technical standards and verifications.	Technical standardisation, regulatory updates, verification of compliance and reliability (also as a competitive requirement in the markets).	GRI 2-28 GRI 2-27 GRI 416

Explanatory Notes:
• GRI ref. 3-1, 3-2

Materiality Analysis

The sheet metal processing and metal fabrication industry in which Metalplasma S.r.l. operates presents significant environmental and social impacts. A substantial share of these impacts is located along the value chain, particularly in relation to the supply of raw materials, outsourced processing activities and logistics services.

In this context, the identification of **material sustainability topics** makes it possible to focus attention on the areas in which the company generates **actual or potential impacts** and on the priorities which are relevant in relation to the reference operating and regulatory context.

The materiality analysis was conducted in accordance with the GRI Sustainability Reporting Standards, considering the principle of impact materiality and identifying the topics which reflect the organisation's significant impacts on the economy, the environment and people.

For this purpose, the following were analysed:

- **Actual and potential impacts** generated by the company's activities.
- **Expectations of the key stakeholders** identified.

The process involved an internal assessment of the topics and the integration of evidence emerging from the analysis of key stakeholders, in line with a double materiality approach. The positioning of the topics within the matrix reflects the combined assessment of their relevance for key stakeholders and for the organisation.

GRI 2-30
Freedom of association and collective bargaining 2021

GRI 201
Economic Performance 2016

GRI 202
Market Presence 2016

GRI 204
Procurement Practices 2016

GRI 205
Anti-Corruption 2016

GRI 301
Materials 2016

GRI 302
Energy 2016

GRI 305
Emissions 2016

GRI 306
Waste 2020

GRI 401
Employment 2016

GRI 403
Occupational Health and Safety 2018

GRI 404
Training and Education 2016

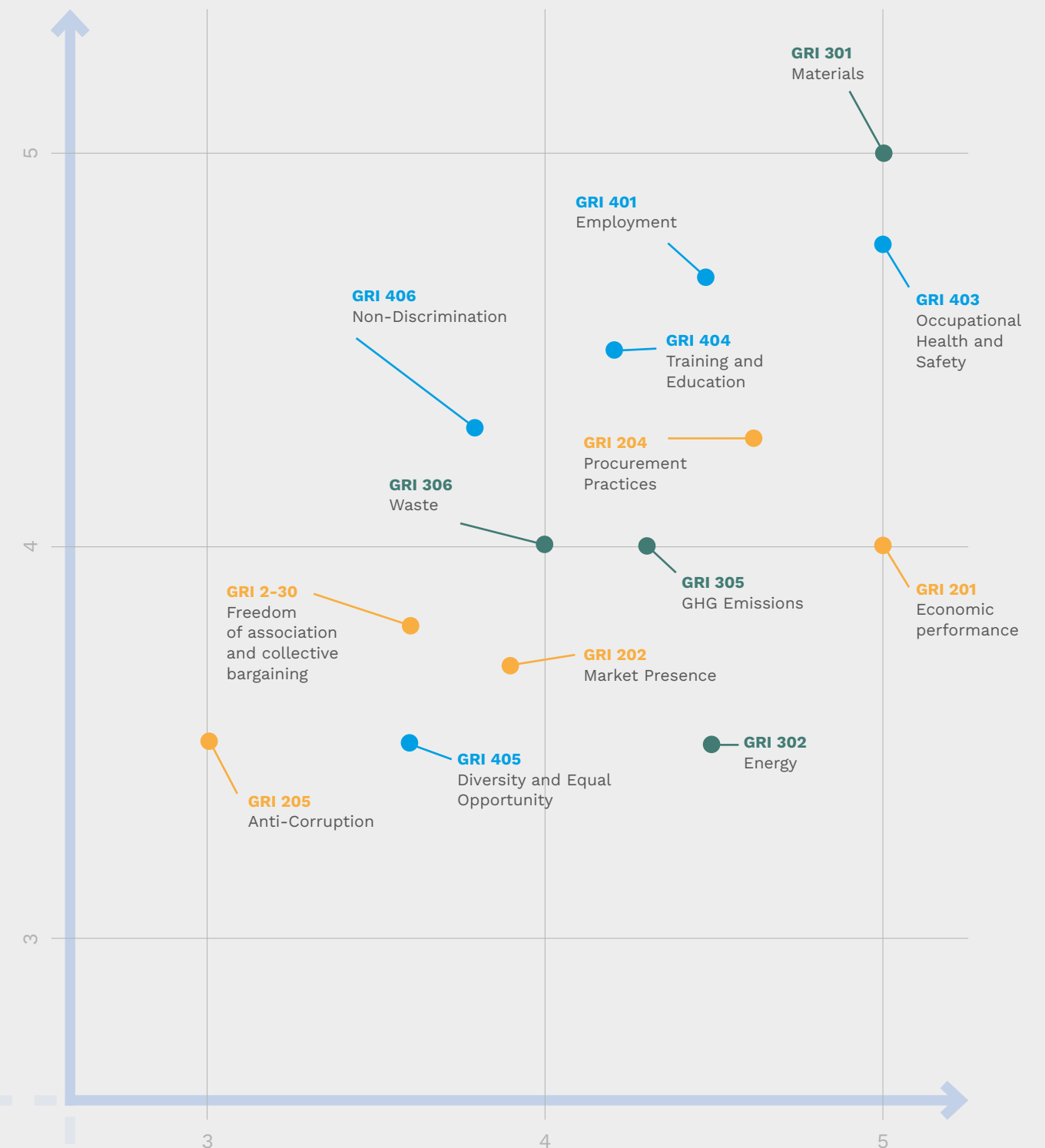
GRI 405
Diversity and Equal Opportunity 2016

GRI 406
Non-Discrimination 2016

Explanatory Notes:

- GRI ref. 3-1, 3-2

Relevance for Stakeholders



Internal Relevance

Material Topics

Metalplasma S.r.l. addressed the identification of topics relevant for reporting purposes by:

- starting from a long list of topics suggested by the main ESG standards and by the analysis of the reference context;
- taking the GRI Sustainability Reporting Standards as the primary reference framework.

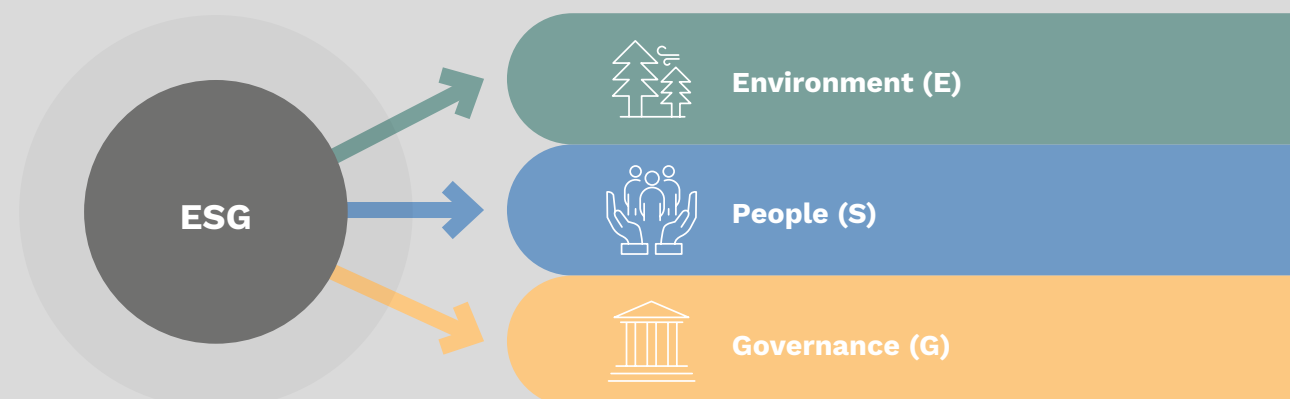
The company carried out an initial assessment of the significance of the actual and potential impacts generated by its activities, considering

the reference industry, the company's specific operations and quantitative performance data, through structured discussions with Management. This assessment was aligned with the initial analysis conducted on its stakeholders.

This process resulted in the identification of the organisation's material topics, in relation to which performance and management tools (policies, systems and organisational arrangements) are reported.

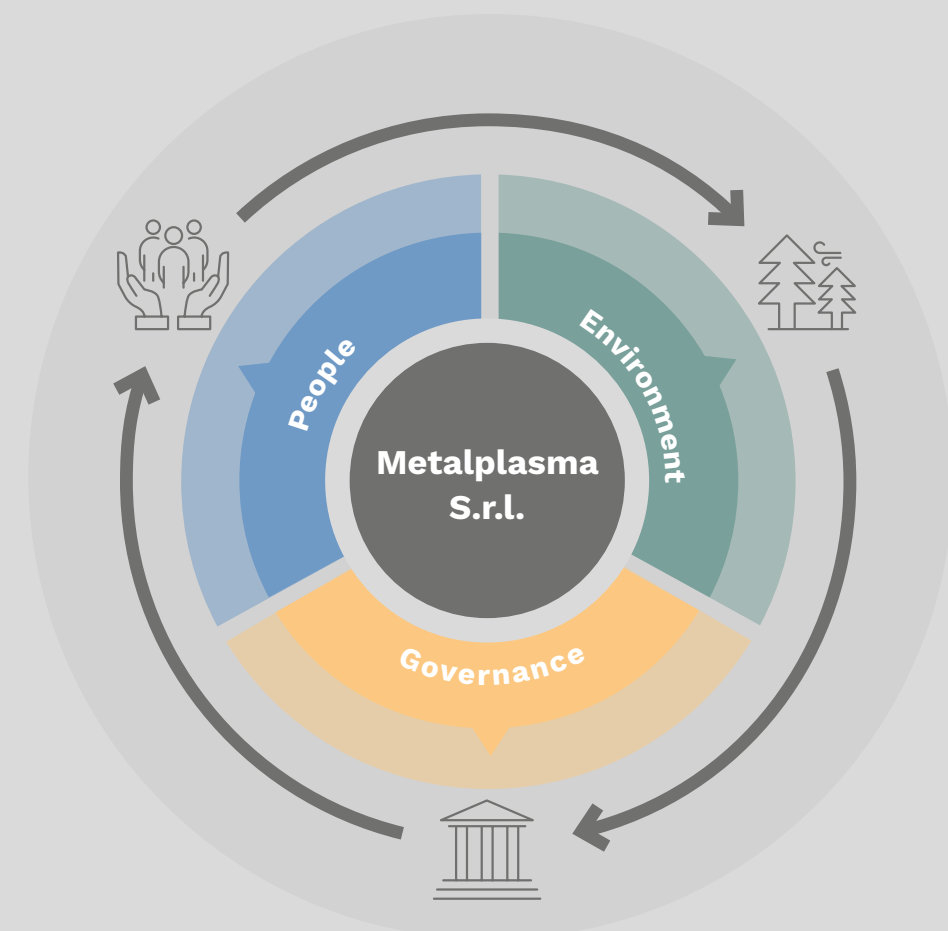
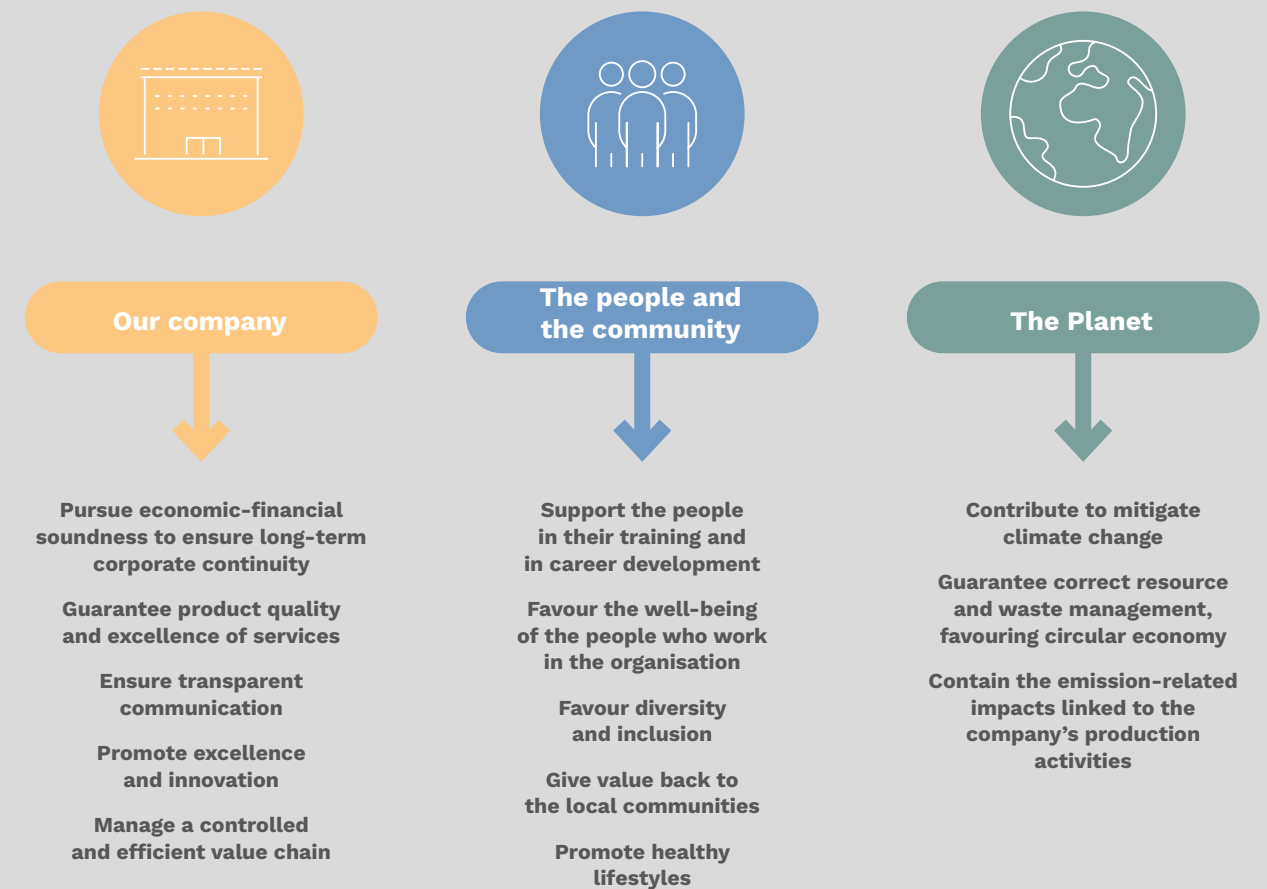
Starting from the specific topics which emerged from the materiality assessment, Metalplasma S.r.l. chose to group them into macro-themes that form the company's sustainability framework.

These are distinctly relevant and organised according to the ESG themes, including several cross-cutting material topics (which affect all three dimensions):



Explanatory Notes:

- GRI ref. 3-1





GOVERNANCE (G)

Topic	Description of the impact	Related risks	Related opportunities	GRI benchmark		
Ethics, transparency, compliance, and anti-corruption	The supervision of ethics, legality and transparency protects the company, its customers and other stakeholders, preventing unlawful conduct and conflicts of interest. The company, through reporting channels (already in place) and targeted training, aims to strengthen a culture of control and organisational responsibility.	Possible regulatory violations or unethical behaviour could lead to sanctions, loss of reputation and a reduction in stakeholders' trust.	The promotion of a culture of transparency, the strengthening of internal controls and periodic training support the integrity of the company's operations. The adoption of dedicated governance tools may foster the dissemination of ethical principles among contractors and commercial partners, with a positive effect on stakeholders' trust and on access to qualification in complex supply chains.	GRI 205 GRI 206 GRI 2-26	Actual positive impact Potential negative impact	  
Economic performance and resilience	Economic performance represents a cornerstone for Metalplasma S.r.l., as it enables the financing of investments in technological innovation, know-how and the development of human capital. Financial solidity, strengthened by belonging to the Gabrielli Group, allows the company to face market changes with greater resilience.	Price volatility of raw materials, variable energy costs and impacts from new regulations (e.g. CBAM, ESG disclosure) risk leading, if not mitigated, to a loss of competitiveness, affecting financial performance and investment capacity.	The integration between managerial monitoring, targeted investments and the improvement of plant efficiency make it possible to stabilise costs and support operational continuity. Within this framework, process innovation and market diversification strengthen competitiveness and contribute to generating value over the medium term.	GRI 201	Actual positive impact Potential negative impact	 
Sustainability in the supply chain	Responsible supplier management at Metalplasma S.r.l. is central to ensuring continuity, quality and compliance with regulatory and contractual requirements. Supplier qualification and monitoring also consider the technical characteristics of supplied materials and support services, in order to ensure consistency with process requirements and controlled management of indirect impacts.	Dependence on critical suppliers or the lack of structured controls may increase the risk of supply disruptions and non-compliance. These risks are further compounded by geopolitical volatility and international logistics dynamics, as well as by the risk of incomplete or non-verifiable information along the supply chain with regard to ESG aspects.	The qualification and evaluation processes implemented by the organisation make it possible to strengthen the supply chain and reduce operational and reputational risks. Greater traceability of flows and technical collaboration along the supply chain lead to higher quality of supplies, reducing downtime due to non-conformities and supporting responsible models with environmental and industrial benefits.	GRI 204	Potential negative impact	  
Alignment with emerging ESG paradigms	The emerging regulatory landscape requires a consistent commitment to public and transparent sustainability reporting. The growing focus on ESG criteria calls for the integration of these topics into the company's strategy and for the strengthening of the measurement and communication of performance in order to meet stakeholders' expectations.	Failure to comply with emerging standards may lead to the loss of customers, reduced competitiveness, difficulties in accessing new markets, financing, and the unavailability of compliant materials.	The adoption of transparent practices and the integration of ESG factors into the company's strategy may lead to a strengthening of corporate resilience and competitiveness, enhancing stakeholder trust.	GRI 2-22 GRI 201	Potential negative impact	  
Cybersecurity and data protection	Cybersecurity and the protection of personal and corporate data are fundamental for ensuring operational continuity and regulatory compliance. The organisation manages sensitive information relating to customers, suppliers, and production processes, which require advanced defence systems and a corporate culture oriented towards prevention.	Malware attacks, phishing attempts, and breaches of IT systems may cause data loss, operational disruptions and infringements of the GDPR, with resulting penalties, reputational damage and loss of trust from stakeholders.	The risks are mitigated through the adoption of advanced technological solutions, such as the system for data protection and screening which has been implemented, together with firewalls and continuous monitoring systems. Periodic training through monthly cybersecurity micro-trainings, courses dedicated to privacy and the GDPR, and the dissemination of clear rules for data processing, the use of social media and IT tools strengthen digital resilience and stakeholder trust.	GRI 418	Potential negative impact Actual positive impact	 

Explanatory Notes:

- GRI ref. 3-2, 3-3, 2-25



PEOPLE (S)

Topic	Description of the impact	Related risks	Related opportunities	GRI benchmark		
Occupational health and safety	The protection of people's health and safety is a top priority for the organisation. Production activities, including cutting processes, such as laser cutting and welding activities, including limited manual welding operations, may entail exposure to noise, fumes and dust, with characteristics which vary depending on the materials and consumables used. Protection also extends to any workers from third-party companies present on site, through coordination and control measures which are consistent with the activities carried out.	Inadequate control of processing risks, including sparks and noises, may result in workplace accidents, occupational illnesses and health, safety and environmental non-compliance (HSE), with possible sanctions, reputational impacts and repercussions on operational continuity. Insufficient coordination with third-party companies may also increase exposure to operational and organisational risks.	Metalplasma S.r.l. promotes a safe and healthy working environment, supported by a management system which oversees workplace risks. Continuous improvement of the prevention system, the standardisation of safe behaviours and dedicated training programmes are intended to lead to a reduction in the likelihood of incidents, improving operational continuity and strengthening safety in the workplace.	GRI 403	Potential negative impact	  
Work conditions and organisational well-being	The internal atmosphere, employment stability and organisational well-being influence motivation, productivity and the ability to retain skills. A balanced working environment supports quality and continuity of performance.	Turnover, demotivation, and difficulties in retaining qualified personnel may affect the company's productivity and impact the organisation's reputation.	Collaborative relations with trade unions, corporate benefits, attention to work-life balance, listening policies and employee engagement represent a source of opportunity for the company, enabling a higher level of personnel retention.	GRI 401 GRI 403-6	Actual positive impact	  
Training and skill development	Metalplasma S.r.l. operates within a highly specialised technical context in which skills represent a strategic asset, consistent with an operating model which combines robotics and qualified manual expertise. The development of technical and transversal skills supports quality, safety and the ability to respond effectively to customer requirements, within a context characterised by technological evolution and the digitalisation of processes.	The lack of adequate skills may impact workplace safety, compromise product and service quality and hinder innovation.	Investing in structured training pathways, collaborating with specialised organisations, and developing internal growth programmes strengthen safety and increase competitiveness, creating a dynamic organisation ready to face future challenges.	GRI 404	Actual positive impact	 
Diversity, equality, and inclusion	Promoting inclusive and non-discriminatory work environments is essential for the company's reputation and for attracting new talent. In manufacturing industries with a predominantly male workforce, the risk of failing to value diversity may undermine innovation and the internal atmosphere.	If not actively and effectively managed, these matters may result in a failure to recognise and value diversity and in potential discrimination, influencing the company's internal atmosphere, as well as leading to a loss of attractiveness for new talent.	Equal opportunities at every stage of the employment relationship, inclusion policies which enhance skills and merit, and respect for generational, gender and cultural diversity can make the organisation more attractive within the labour market, as well as ensuring greater retention of the personnel already employed by the company	GRI 405	Potential negative impact	 
Community and territorial relationships	The company operates within a local territorial context with which it interacts through employment, activities and work generated along the local supply and services chain, as well as through relationships with local stakeholders.	Perceived issues, such as traffic and noise associated with activities, may affect the quality of relationships with the local area and require careful management and communication.	Dialogue with the local area and collaborative initiatives with local organisations can strengthen trust, consensus and positive social impact.	GRI 413	Potential negative impact	

Explanatory Notes:

- GRI ref. 3-2, 3-3, 2-25



ENVIRONMENT (E)

Topic	Description of the impact	Related risks	Related opportunities	GRI benchmark	
Energy consumption and GHG emissions	Production activities result in significant electricity consumption to power system and auxiliary equipment and therefore indirect emissions (Scope 2), together with additional emissions linked to energy carriers such as natural gas and logistics and vehicle use (Scope 1). Thermal processing activities, including laser cutting and welding, generate fumes and gases which require extraction and filtration systems, with associated auxiliary energy consumption and the management of collected residues.	Volatility in energy costs and the risk of supply disruptions may affect operational continuity and margins. Inadequate control of fumes and dust generated by laser cutting and welding may increase the management complexity of extraction systems and the related compliance requirements, where applicable. These dynamics are compounded by pressures arising from the evolving regulatory framework (such as carbon pricing mechanisms) and from the growing demand for transparency from customers and other stakeholders.	Costs and impacts are mitigated by improving efficiency, optimising loads, investing in technological revamping and, where applicable, assessing solutions such as energy storage systems and long-term supply contracts. Approximately 90% of the electricity purchased is sourced from certified renewable sources and is supplemented by photovoltaic self-generation.	GRI 302 GRI 305	Potential negative generated impact  
Waste and scrap management	The core phases, in particular cutting and press bending on large formats, generate metal offcuts which are largely recoverable, as well as waste streams linked to packaging, maintenance and plant management. Cutting yield and nesting efficiency directly affect scrap levels, costs and the environmental footprint. The characteristics of the processed materials and of welding consumables also influence the nature of the fumes and residues generated, requiring controls and safeguards which are consistent with the processing activities carried out.	Failure to optimise nesting and an increase in reprocessing or returns may lead to higher volumes of offcuts and waste, with effects on yields and margins. This is compounded by the variability of materials and specifications, which may increase the complexity of managing process fumes and residues, with impacts on control procedures and management costs. Volatility in scrap prices and rising waste management costs may also generate additional economic pressure.	Improving yield and reducing the amount of scrap generated are made possible through interventions on programming and the standardisation of cutting nesting, enabling recovery to be maximised.	GRI 301 GRI 306	Potential negative generated impact 
Raw materials, procurement and support supply chain	The procurement of steel, complementary materials and supply chain services required for the completion of processing activities affects upstream environmental impacts and the continuity of production operations. Localization, quality, availability and technical specifications of materials also influence transportation, scrap levels and rework.	Price volatility and availability constraints may generate delays and cost increases. Non-compliance relating to materials or external support services may increase transport requirements, reworking, scrap and the risk of disputes, with possible indirect impacts also in reputational terms, to which is added the critical issue of traceability of the origin of raw materials.	Supplier qualification and the selection of suitable partners enable the strengthening of operational stability and transparency along the value chain. Anticipating regulatory adjustments and integrating ESG criteria into the supply chain can strengthen competitive positioning, particularly in more demanding markets.	GRI 204 GRI 301 GRI 308	Potential negative generated impact  
Climate change	Climate change entails physical risks (extreme weather events, damage to infrastructure, production and logistics disruptions) and transition risks linked to the evolving regulatory framework and market expectations.	Intense weather events or pressures on infrastructure may affect production and logistics. In this context, regulatory pressure and demands for continuity and reliability from customers and investors may increase.	The adoption of preventive and adaptation measures may represent an opportunity to ensure operational continuity and greater competitiveness: insurance coverage, energy efficiency measures, the integration of climate risk within the company's strategy, and the strengthening of resilience and competitiveness.	GRI 201 GRI 302 GRI 305	Potential negative generated impact 

Explanatory Notes:

- GRI ref. 3-2, 3-3, 2-25

Metalplasma S.r.l. SDGs Commitments

In its Sustainability roadmap, Metalplasma S.r.l. wishes to out-line its commitment in accordance with the Sustainable Development Goals (SDGs) set out in the 2030 Agenda.

This begins with identifying the relevance of the Goals for the industry in which it operates, the company's ability to generate a positive impact in relation to these Goals, and the association with material topics.



3 GOOD HEALTH AND WELL-BEING
Ensure health and well-being of everyone and of all ages.
 Metalplasma S.r.l. promotes a **safe and healthy working environment** through procedures and prevention and protection measures which are consistent with the applicable regulations on occupational health and safety. The company's priorities include safety of all systems, the management of operational activities and the adoption of technical safeguards, such as extraction and filtration systems in production departments. The company implements periodic training, health surveillance, monitoring of accidents and near misses and promotes workers' participation in the continuous improvement of prevention measures.

4 QUALITY EDUCATION
Supply quality education, equal and inclusive, and learning opportunities for all.
 The company enhances technical and professional skills through **continuous training**, ensuring access to qualifying experiences and learning opportunities at all organisational levels.

5 GENDER EQUALITY
Reach gender equality and emancipate all women and girls.
 Metalplasma S.r.l. is committed to **enhancing people and the diversity** present within the company, promoting **equal opportunities** for access to training and professional development, together with protected **reporting channels** (whistleblowing) which ensure an **inclusive, fair, and respectful environment**.

6. CLEAN WATER AND SANITATION
Ensure the availability and sustainable management of water and sanitation services.
 The organisation uses water resources mainly for sanitary purposes and plant services, with limited non-sanitary uses. The company is committed to the **proper management of potentially** contaminated **process water**, which is disposed of as waste through authorised suppliers, in order to prevent discharges into water bodies and to ensure **management in compliance** with the applicable regulatory framework.

Explanatory Notes:
• GRI ref. 3-3

7 AFFORDABLE AND CLEAN ENERGY
Substantially increase the share of renewable energy in total energy consumption and improve energy efficiency.
 Metalplasma S.r.l. acts to improve the energy efficiency of its processes, with an **electricity mix** covered by **energy from certified renewable sources (Guarantees of Origin – GO)** and with the contribution of **photovoltaic self-generation**, which was launched in 2023. Efficiency measures are accompanied by initiatives aimed at optimising production cycles and by monitoring activities available on the main energy users, depending on the characteristics of the installed equipment.

8 DECENT WORK AND ECONOMIC GROWTH
Favour lasting, inclusive and sustainable economic growth, a full and productive occupation and decent work for all.
 The organisation promotes the **well-being of its workers and listens** to their expectations, ensuring stable employment, investing in organisational well-being, and guaranteeing fair remuneration conditions. This translates into the provision of adequate wages for all workers. The prevailing and almost exclusive form of hiring is **permanent employment**.

9 INDUSTRY, INNOVATION, AND INFRASTRUCTURE
Reorganise industries sustainably and adopt cleaner technologies.
 Metalplasma S.r.l. constantly invests in the **upgrading of plants and technologies** to ensure efficient, controlled processes which comply with safety standards. The adoption of **monitoring systems for production parameters and energy consumption**, together with ISO 9001 certification and process traceability, supports quality, reliability, and delivery times, contributing to the organisation's industrial sustainability.

12 RESPONSIBLE CONSUMPTION AND PRODUCTION
Ensure sustainable consumption and production patterns.
 The production process directs almost all of its waste to recovery, enhancing in particular offcuts and scrap generated by processing activities from a circular economy perspective, thus contributing to the revalorisation of materials along the supply chain. Attention will also be progressively extended to supply chain traceability, with the aim of supporting the integration of ESG criteria into procurement processes, in view of alignment with the evolving environmental regulatory framework.

13 CLIMATE ACTION
Promote actions, at all levels, to combat climate change.
 The organisation measures and monitors Scope 1 and Scope 2 emissions, committing to the reduction of carbon intensity through energy-efficiency measures, the use of renewable electricity and logistical optimisation. The green transition nevertheless requires an upgrade of industrial processes, through the adoption of digital systems for environmental traceability and the segregation of flows (regarding the objective of calculating Scope 3 emissions along the supply chain). The ESG management of the supply chain entails technological and managerial innovation, thereby linking back to Goal no. 9.

16 PEACE, JUSTICE, AND STRONG INSTITUTIONS
Eliminate corruption and abuse of power in all their forms.
 The company promotes the reporting of unlawful conduct through a dedicated whistleblowing channel and safeguards to protect confidentiality, in support of a governance system founded on **ethics, legality and transparency**. Data protection and **information security** are safeguarded through dedicated systems, GDPR training courses, periodic awareness-raising initiatives and clear rules governing data processing and the use of digital tools and social media within the company.

17 PARTNERSHIPS FOR THE GOALS
Boost partnerships for sustainable development.
 The company maintains active and ongoing relationships with **suppliers and supply chain partners and certification bodies**, promoting **dialogue oriented towards quality, compliance and continuous improvement**. Structuring and strengthening communication and alignment channels along the supply chain have become particularly important in order to **support technical requirements and emerging sustainability expectations**.

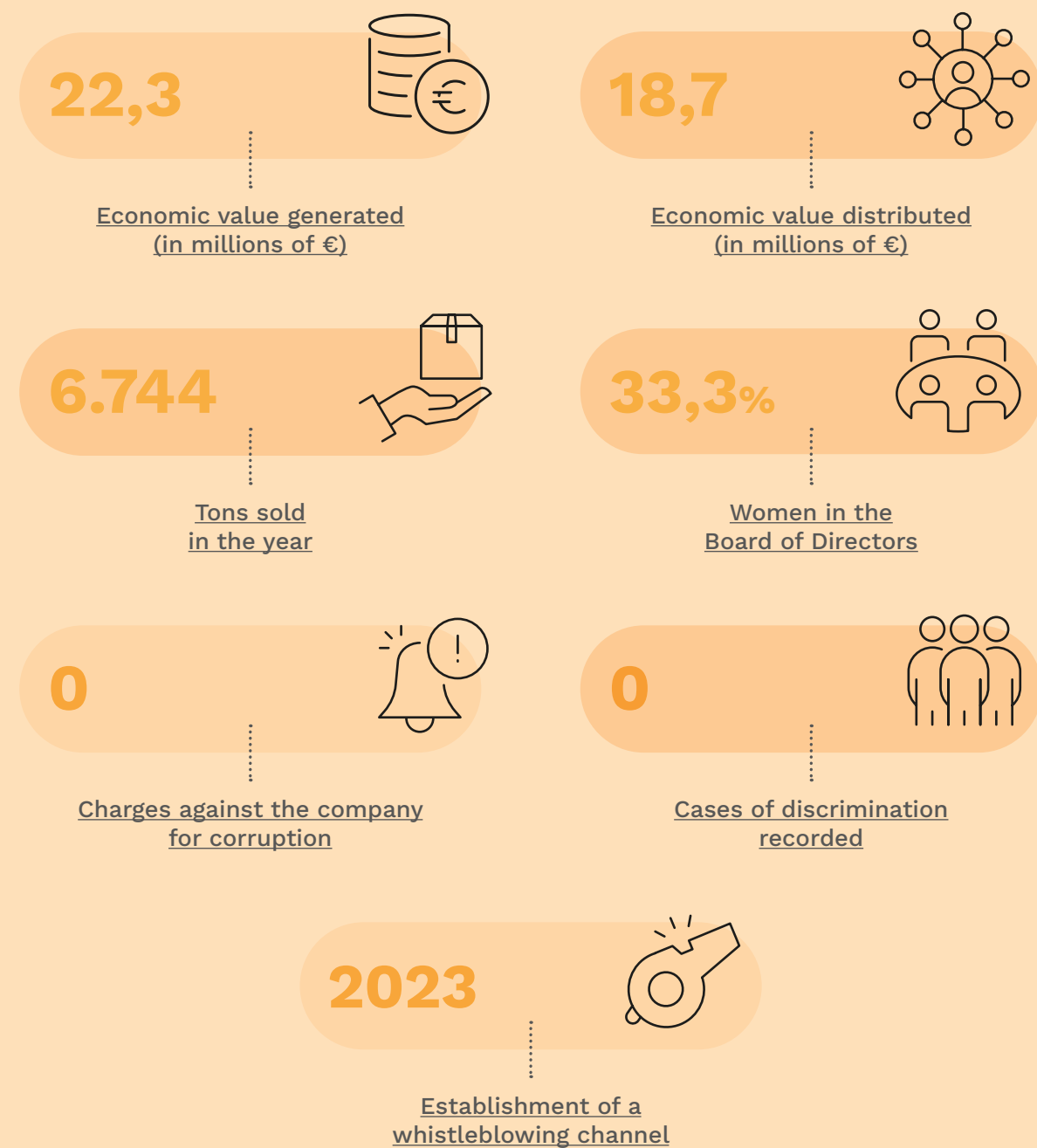
«Today, we adopt the term **Value** not only in its economic sense, but also in a broader and more **Ethical** definition of the word.»

Governance

3



GOVERNANCE HIGHLIGHTS



Corporate Governance

Governing Bodies

The Board of Directors is the highest management body; its responsibility is to manage the company and decide on the most important operations from a strategic, economic, and financial point of view.

The Board of Statutory Auditors is the supervisory body responsible for monitoring compliance with the law and the articles of association, compliance with the principles of proper administration and the adequacy and functioning of the organisational, administrative, and accounting structure. Metalplasma S.r.l. has adopted a traditional Italian administrative and supervisory model for its corporate governance structure.

The governance structure is composed as follows:

BOARD OF DIRECTORS

- **Gabrielli Andrea**, Chairman
- **Zanella Emilio**, Member of the Board of Directors
- **Gabrielli Mariangela**, Member of the Board of Directors

BOARD OF AUDITORS

- **Pilastro Pierantonio**, Sole Statutory Auditor

AUDITING COMPANY

- **PricewaterhouseCoopers** S.p.A.

Internal procedures ensure that the management and supervisory bodies obtain, with absolute timeliness, completeness and transparency, the corporate and managerial information, clarifications, data, and documentation which are necessary to meet their information needs.

Metalplasma S.r.l. acts to avoid potential situations of conflict of interest. The members of the governance body have been informed of the anti-corruption regulations and procedures implemented by the organisation.

Composition of the Board of Directors	2022	2023	2024
Total	3	3	3
Women	1	1	1
Men	2	2	2
Less than the age of 30	0	0	0
Between the age of 30 and 50	0	0	0
Over the age of 50	3	3	3

Explanatory Notes:
• GRI ref. 405-1
• GRI ref. 2-9

Whistleblowing

Metalplasma S.r.l. has adopted a whistleblowing procedure with effect from 2023, in compliance with Legislative Decree of 10 March 2023, No. 24, which implements Directive (EU) 2019/1937, in order to enable the reporting of regulatory breaches or unlawful conduct identified within the work context. The procedure defines roles and responsibilities, reporting channels and protection measures, strengthening the governance system and oversight of legality, transparency and corporate integrity in support of internal controls.

A dedicated whistleblowing channel has been active on the company’s website¹ since 2023, made available for the reporting, by anyone who may have witnessed them, of any irregularities or unlawful conduct involving the company. The channel allows reports to be submitted both in written and oral form, including on an anonymous basis, and is managed through an external IT platform by an independent and qualified third party, which is provided with organisational and functional autonomy.

The management of reports is entrusted exclusively to the party responsible for the channel, ensuring the protection of personal data in line with the applicable regulatory framework and the protection of the reporting party. The entire process is governed by defined timelines and includes stages of preliminary assessment, any subsequent investigation and feedback, as well as the retention of documentation in compliance with the applicable privacy legislation and in order to safeguard confidentiality and the proper handling of the investigation.

The whistleblowing system represents, for Metalplasma S.r.l., a reporting channel aimed at safeguarding the company’s integrity and compliance with the applicable regulatory provisions. During the reporting period, the possible receipt of reports and their handling are subject to monitoring in accordance with the procedure adopted by the Company.

For disclosure purposes, as at the date of adoption of the whistleblowing system, no reports of discrimination or regulatory breaches were received through the channels established by the Company. This evidence is monitored over time and forms part of the broader risk management framework and the safeguarding of corporate integrity.

During the reporting period, no cases of corruption were identified, nor did any relevant reports emerge in this regard. In addition, no legal actions were brought against the organisation during the period in relation to anti-competitive practices, violations of antitrust laws or monopolistic behaviour. The company assesses and monitors its main economic and financial risks in order to maintain organisational financial stability and to prevent potential economic losses. This is complemented by ongoing oversight of cybersecurity risks, which are addressed through targeted awareness-raising initiatives and training for employees, as an integral part of the organisation’s protection strategy.

Episodes of corruption

In the year 2024	
Confirmed episodes of corruption	0
Confirmed episodes for which employees have been dismissed or disciplined for corruption reasons	0
Confirmed episodes for which contracts have been annulled/not renewed with company partners due to violations correlated with corruption	0
Lawsuits of public dominion regarding corruption filed against the organisation or its employees	0

Explanatory Notes:
• GRI ref. 2-26, 2-27, 205-1, 205-3, 206-1, 406
• 1. <https://www.metalplasma.it/en/reporting/>



Creation of value for the Territory

Economic Value Generated and Distributed (VEG&D)

		2022	2023	2024
Economic value generated	€	25.248.617	23.573.470	22.348.321
Operating costs	€	16.437.439	16.234.465	13.186.991
Salaries and benefits	€	4.882.857	5.116.849	5.103.635
Capital cost	€	34.697	176.812	275.741
Income tax	€	160.760	84.312	110.470
Social investments	€	12.500	18.000	17.500
Economic value distributed	€	21.528.253	21.630.437	18.694.337
Economic value retained	€	3.720.364	1.943.033	3.653.983

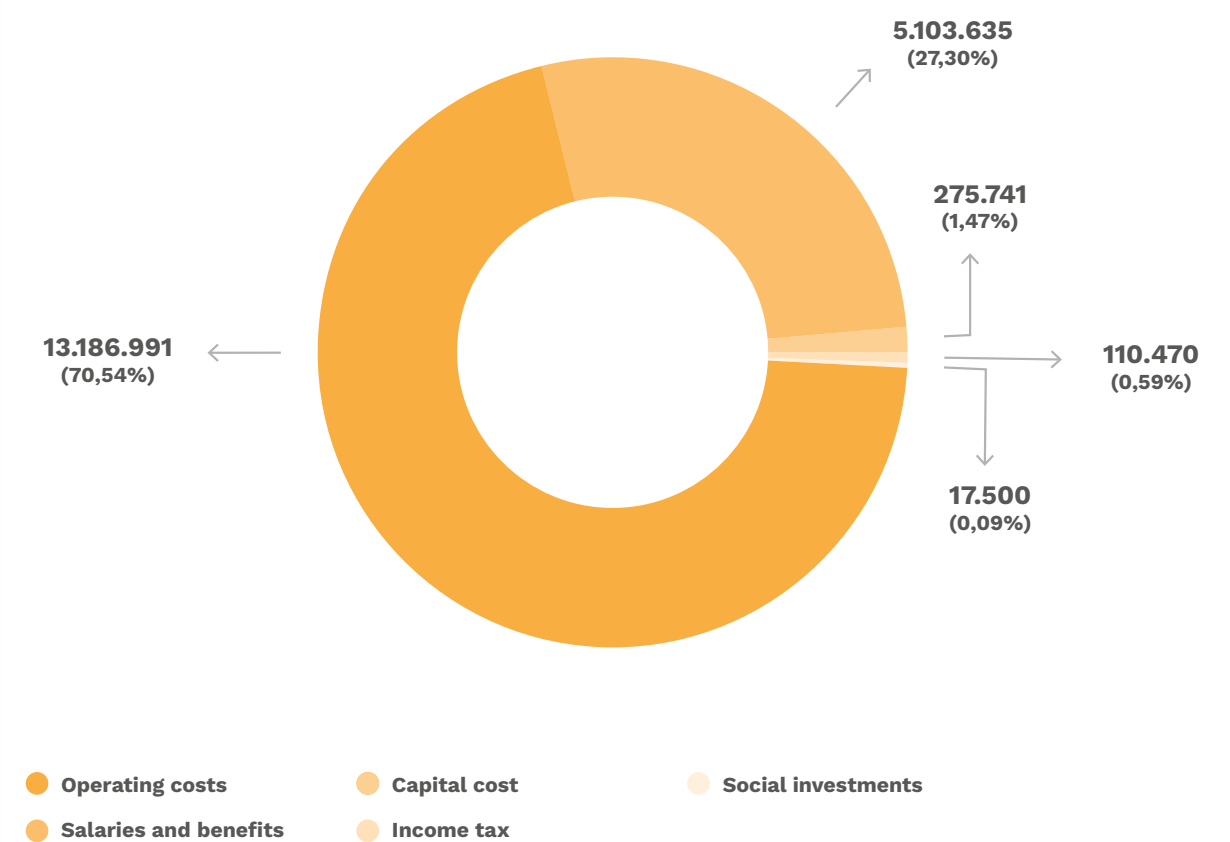
In 2024, the **economic value generated** by Metalplasma S.r.l. (comprising revenues as the sum of net sales, financial income and proceeds from asset disposals amounted to **22,3 million euro**, down from 23,6 million euro in 2023 and 25,2 million euro in 2022. This trend reflects a market environment which remains challenging for steel service centres, characterised over the three-year period by a gradual normalisation of prices compared with the exceptional levels recorded in 2022 and by increased demand caution in certain industrial segments.

This trend reflects the nature of the reference industry of Metalplasma S.r.l., which is strongly influenced by volatility in raw material costs. The market

structure itself, characterised by cyclical fluctuations in commodity prices, makes the company's turnover less dependent on internal strategic decisions compared with other industries. As a result, a direct comparison of the economic value generated across the analysed financial years is less meaningful.

In any case, consistently with the considerations set out above, operating costs also declined in line with revenues, thereby contributing to a positive economic value retained by the company of 3,7 million euro in 2024. Taken together, these dynamics resulted, compared with 2023, in an increase in the economic value retained, which remains positive also in the reporting year.

Distributed economic value (2024)



The economic value distributed to stakeholders was calculated in accordance with GRI guidance and broken down into:

- *Operating costs* relating to the remuneration of suppliers of goods and services: obtained as the sum of costs relating to raw materials, ancillary materials, consumables and goods, service costs, costs for the use of third-party assets and other operating charges, net of the items included in these accounts which form an integral part of “*Wages and benefits*” or “*Social investments*.”
- *Value distributed to employees* (Wages and benefits): calculated as the sum of total pay, including employee wages and amounts paid to public institutions on behalf of employees, and of total benefits granted to them (regular contributions or other types of support for the workforce such as company cars and meals, bonuses and gifts) and insurance contributions relating to employees. These compo-

nents therefore provide a complete overview of the total remuneration and benefits received by employees, enabling an understanding of the company's commitment to adopting fair and competitive remuneration practices in line with constitutional principles.

- *Payments to providers of capital* (Capital costs), being the sum of dividends paid to all shareholders and payments of interest and financial charges to lending institutions.
- *Income taxes*, referring to current taxes payable to public authorities, therefore excluding deferred and prepaid taxes.
- *Community investments*, which include investments made by the organisation in sports associations, and in particular in football.

People 4

«It is the **People** who determine the success of our company, and we have always taken care of them»





PEOPLE HIGHLIGHTS

100%



Employees with an open-ended contract within the company

107,8%



Ratio between the standard wage of a new employee and the minimum wage guaranteed by the National Collective Labour Agreement

98,7%



Employees with full-time contracts

100%



Return to work percentage after parental leave

1.049



Total training hours provided to employees

15,38



Average hours of training per employee

28,2



Accident frequency rate recorded per million hours worked

People Development and Diversity Employment

Metalplasma S.r.l. recognises its workforce as playing a central role in the development and continuity of its activities and promotes a context based on transparency and dialogue.

In the reporting year, 100% of employees are engaged under **permanent employment contracts**. The entire workforce is **covered by collective bargaining**, and the applicable national contract is the Metal Processing Industry CCNL. **Periodic meetings with trade union organisations** are also provided in order to safeguard employees.

In the event of significant organisational changes, the notice periods established by the applicable collective agreement are respected.

Human resources management is based on three priority areas:

- occupational health and safety,
- continuous training,
- recognition of merit, experience and company seniority.

The company also promotes corporate welfare policies and benefits, which include tools to support work-life balance and initiatives aimed at employee well-being. These actions help to create a positive working environment based on respect, collaboration and equal opportunities. With regard to occupational health and safety, Metalplasma S.r.l. has adopted a **Health and Safety Management System**, which is operationally integrated with a **Prevention and Protection Service (SPP)** operating across the organisation.

This structure makes it possible to maintain appropriate standards of protection, in line with

regulatory obligations and with GRI 401 and GRI 403, promoting a working environment which is attentive, participatory and responsible.

In terms of training, Metalplasma S.r.l. invests in programmes dedicated to the development of technical and transversal skills, with particular attention to safety, prevention and product quality.

The organisation records a progressive increase in the number of training hours delivered and has always paid close attention to creating a safe working environment for its people, in full compliance with regulatory requirements. In 2024, more than 2.000 training hours were delivered for this purpose, with programmes addressed to the entire company population on social security topics and the general regulatory framework governing employment relationships, in addition to mandatory occupational health and safety training.

Metalplasma S.r.l. invests continuously in training and safety, ensuring compliance with regulatory obligations and promoting skills development. Alongside mandatory health and safety training, the company has extended specific training programmes to production personnel and supervisors on risk perception, while continuing in parallel with cross-functional training initiatives supporting office activities and business processes, such as the use of IT tools, cybersecurity and management software. Starting from 2025 onwards, the implementation of language training programmes dedicated to newly hired employees of foreign nationality is also planned.



Explanatory Notes:

- GRI ref. 2-30, 401-2, 403

People Development and Diversity Employment and Diversity

Employees		2022	2023	2024
Total staff	no.	82	82	79
Women	no.	7	7	7
Men	no.	75	75	72

Staff composition per gender		2022	2023	2024
Total blue-collar workers	no.	53	55	51
Women	no.	2	3	3
Men	no.	51	52	48
Total white-collar employees	no.	26	24	25
Women	no.	5	4	4
Men	no.	21	20	21
Total executives	no.	3	3	3
Women	no.	0	0	0
Men	no.	3	3	3

Analysing the workforce composition, the total headcount in Metalplasma S.r.l. remained broadly stable over the 2022–2023 period and showed a slight decrease in 2024. In particular, the total number of employees amounted to 79 in 2024, representing a reduction of 3 units compared with the previous two-year period. In 2024, there are 72 men, accounting for 91,1% of the total workforce, and 7 women, accounting for 8,9%. The number of women has remained stable over the three-year period, while the variation in total headcount is attributable to the male component, which decreased from 75 employees in 2022 to 72 in 2024.

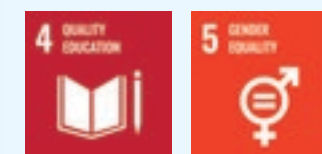
In line with the employment structure of the metal processing industry, the company's workforce is predominantly male. This distribution is particularly evident within the blue-collar category, in which female representation accounts for 5,9% of the category, while men represent the remaining 94,1%. Within the white-collar category, female representation in 2024 stands at 16,0%, while men account for 84,0%.

The executive category has remained stable over the three-year period, with 3 positions, all held by men.

The distribution by professional category highlights the prevalence of blue-collar workers, which in 2024 represent approximately 64,6% of the workforce (51 workers), followed by white-collar employees at 31,6% (25 people) and executives at 3,8% (3 positions).

The company however pays close attention to workforce inclusion, adopting a careful and inclusive approach to the management of its employees. This is also reflected in a transversal sensitivity towards any form of discrimination which may occur within the organisation, ensuring, through dedicated channels, the possibility to report any relevant incidents which do not guarantee respect for diversity within the organisation.

The commitment to inclusion is also reflected in the employment of people with disabilities, in compliance with applicable legislation and with the aim of fostering an inclusive and accessible working environment.



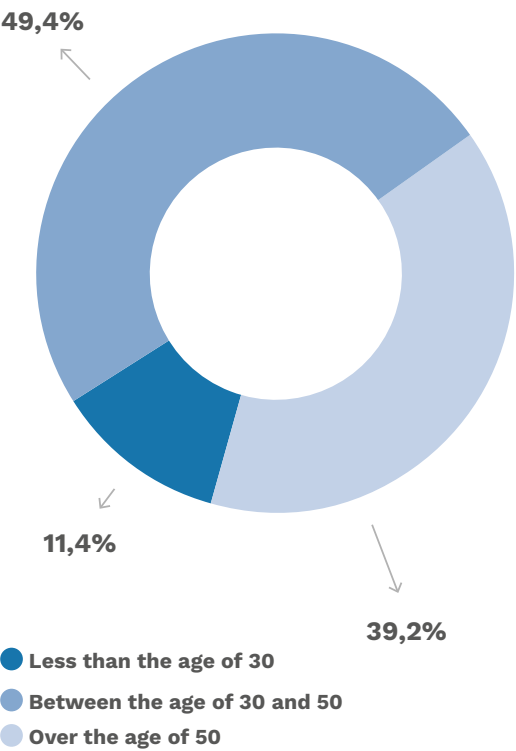
Explanatory Notes:

- GRI ref. 2-7, 2-26, 405-1, 406-1
- The reported data refer to the actual number of employees at the end of the reporting period, expressed in absolute values (headcount) for each year considered.
- Workers in force up to the end of the reporting period (at 31 Dec.) are included in the headcount, thus including in the count those terminated at 31 Dec., who formed part of the workforce for the reported year.

People Development and Diversity

Diversity

Demographic distribution of staff (2024)



Composition of Staff per Age		2022	2023	2024
Total staff	no.	82	82	79
Less than the age of 30	no.	10	12	9
Between the age of 30 and 50	no.	44	42	39
Over the age of 50	no.	28	28	31
Blue-collar workers	no.	53	55	51
Less than the age of 30	no.	9	11	7
Between the age of 30 and 50	no.	25	24	22
Over the age of 50	no.	19	20	22
White-collar employees	no.	26	24	25
Less than the age of 30	no.	1	1	2
Between the age of 30 and 50	no.	19	18	17
Over the age of 50	no.	6	5	6
Total executives	no.	3	3	3
Less than the age of 30	no.	0	0	0
Between the age of 30 and 50	no.	0	0	0
Over the age of 50	no.	3	3	3

The analysis of the demographic composition of the workforce shows that in 2024 the **age structure is on average relatively senior**. Out of a total of 79 employees, the over-50 age group represents 39,2% of the workforce (31 employees), the 30–50 age group accounts for 49,4% (39 employees), while employees under 30 represent 11,4% (9 employees). This distribution reflects an organisation characterised by a **core group of long-serving employees** with significant company seniority and a more limited presence of younger workers, while still ensuring a generational mix which is beneficial for skills transfer.

Among blue-collar workers, in 2024 the distribution is concentrated in the 30–50 and over-50 age groups, both with 22 employees, while those under 30 num-

ber 7 employees. Over the period analysed, the over-50 age group among blue-collar workers shows an increase, while the under-30 component remains limited. Among white-collar employees, the 30–50 age group prevails in 2024 with 17 employees, followed by the over-50 group with 6 employees and the under-30 group with 2 employees. Over the three-year period, the distribution remains broadly stable, with a limited but present share of younger staff. The executive population remains stable at 3 positions and is entirely within the over-50 age group throughout the three-year period.

People Development and Diversity

Employment

Open-ended contracts		2022	2023	2024
Full-time	no.	78	80	78
Women	no.	6	7	7
Men	no.	72	73	71
Part-time	no.	2	1	1
Women	no.	1	0	0
Men	no.	1	1	1
Total open-ended contracts	no.	80	81	79
Fixed-term contracts		2022	2023	2024
Full-time		2	1	0
Women	no.	0	0	0
Men	no.	2	1	0
Part-time	no.	0	0	0
Total fix-termed contracts	no.	2	1	0
Non-employee workers		2022	2023	2024
Collaborators	no.	0	3	3
Agency workers	no.	1	3	5
Total atypical workers	no.	1	6	8

In the reporting year, **100% of the employees** of Metalplasma S.r.l. were engaged under **permanent employment contracts**, consolidating the trend observed compared with previous years, in which 2 fixed-term contracts were in place in 2022 and 1 in 2023. The evolution observed confirms the company’s orientation towards **employment stability** and a human capital management approach based on a medium- to long-term perspective.

Almost the entire workforce is employed on a full-time basis: in 2024, 78 employees out of 79 held full-time contracts, while only 1 employee, male, was employed on a part-time basis. All employees operate within the Italian geographical area and at the company’s sites in Curtarolo (Padova).

In carrying out its activities, the organisation also makes use of individuals who do not have a direct employment relationship with the company but whose duties are nevertheless under its control. As at 31 December 2024, this category of non-employee workers included 3 coordinated and continuous collaborators and 5 temporary agency workers, for a total of 8 individuals (equal to 9,2% of the overall workforce, calculated by combining employees and non-employees). The company enters directly into collaboration contracts without intermediation by third parties, while temporary agency employment relationships are managed by external agencies in order to address temporary operational requirements.



Explanatory Notes:

- GRI ref. 405-1
- Age counting carried out in absolute terms and rounded by year (as a simple difference between the reference year and the year of birth)



Explanatory Notes:

- GRI ref. 2-7, 2-8
- The data presented include a headcount of both employees and non-employees in absolute numbers at the end of the reporting period, including those who left on 31/12, considered as part of the workforce for the entire year, for all years reported (headcount of employees and atypical workers at the end of the fiscal year).

People Development and Diversity
Employment

Turnover per gender		2022	2023	2024
Hirings	no.	18	9	5
Women	no.	1	1	0
Men	no.	17	8	5
Terminations	no.	8	8	8
Women	no.	0	1	0
Men	no.	8	7	8
Retirements	no.	0	2	0
Women	no.	0	1	0
Men	no.	0	1	0

Turnover per age		2022	2023	2024
Hirings	no.	18	9	5
Less than the age of 30	no.	3	4	1
Between the age of 30 and 50	no.	9	4	2
Over the age of 50	no.	6	1	2
Terminations	no.	8	8	8
Less than the age of 30	no.	1	0	3
Between the age of 30 and 50	no.	5	5	4
Over the age of 50	no.	2	3	1
Retirements	no.	0	2	0

Hiring rate		2022	2023	2024
% of hirings with open-ended contracts	%	88,90%	100,00%	100,00%
Open-ended contract hirings	no.	16	9	5
Fixed-term contracts hirings	no.	2	0	0

Turnover rates		2022	2023	2024
Total turnover	%	10,50%	9,80%	9,90%

Over the 2022–2024 three-year period, Metalplasma S.r.l. recorded a progressive reduction in incoming workforce flows, with 18 hires in 2022, 9 in 2023 and 5 in 2024, against a constant level of 8 terminations per year in each financial year.

From a gender perspective, in 2024 both hires and exits involved exclusively male employees. Over the three-year period as a whole, the female component affected workforce flows to a limited extent, with 1 hire in 2022, 1 hire in 2023 and 1 termination in 2023.

From an age perspective, in 2024 new hires were distributed across the three age groups, with 1 hire under 30, 2 hires between 30 and 50 years and 2 hires over 50. In the same year, terminations mainly concerned the under-30 and 30–50 age groups, with 3 and 4 exits respectively, while 1 exit was recorded in the over-50 age group.

From a contractual perspective, the share of hires under permanent employment contracts remained high throughout the entire three-year period and shows a further strengthening over time. In 2022, the percentage amounted to 88,9% (16 hires out of 18), while in 2023 and 2024 it reached 100%. Over the same period, the overall turnover rate remained close to 10%, standing at 10,5% in 2022, 9,8% in 2023 and 9,9% in 2024.

Overall, the data describe a turnover dynamic which is broadly stable, yet sensitive to the characteristics of operational activities and to the skills required. Within this context, the company is progressively strengthening its focus on this topic, with increasing attention to the quality of onboarding, training and skills consolidation, with the aim of supporting operational continuity and employee retention.



8 DECENT WORK AND ECONOMIC GROWTH

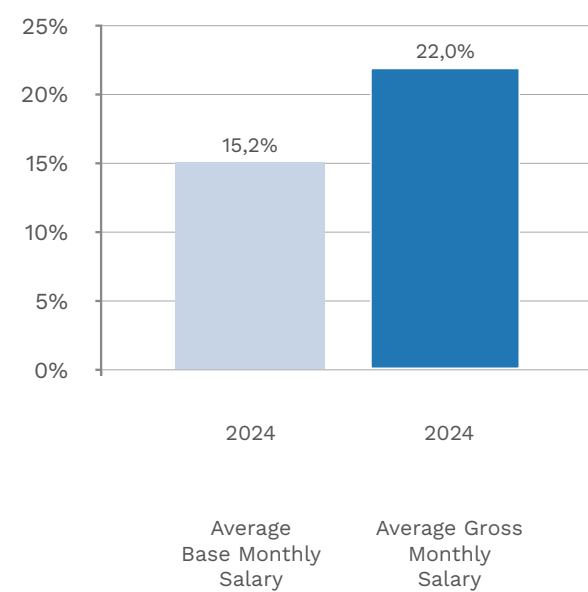
Explanatory Notes:

- GRI ref. 401-1
- The count of terminations includes employees terminated as at 31 Dec. (part of the workforce up to the end of the reporting period)
- Turnover rate among new hires, calculated as: employees hired during the year who left the company over the total number of employees who left in the reporting year.
- Total turnover rate calculated as total terminations over average headcount.
- For the purposes of the GRI requirements, the use of the Wage Guarantee Fund (CIG) is not classified as a termination: the workers concerned correctly remain included in the company's workforce; turnover rates and employment indicators are therefore not affected.

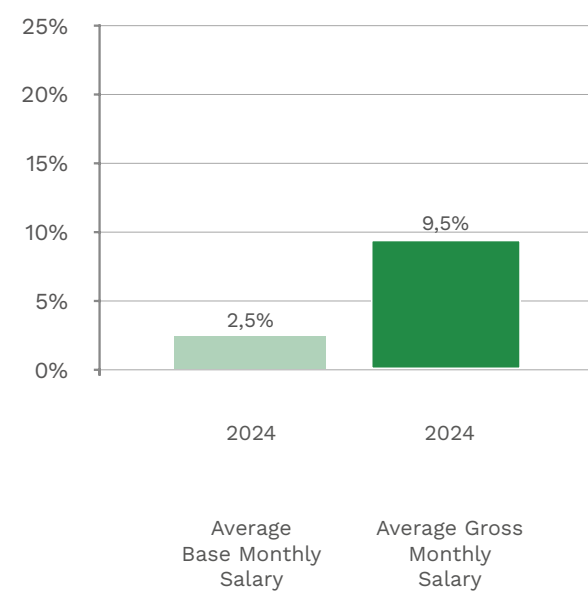
People Development and Diversity

Gender Parity

Gender Gap: BLUE-COLLAR EMPLOYEES



Gender Gap: WHITE-COLLAR EMPLOYEES



Explanatory Notes:

- GRI ref. 405-2
- The term basic salary is the salary contracted between the company and the employee, i.e. the salary which takes into account all the fixed pay elements paid monthly (thus excluding items which are not recurring each month, such as overtime and bonuses, and including instead items such as the allowance over basic pay). As the parameter is fixed, it analyses employees on the workforce with December as the reference month.
- The term average gross pay is the sum of the Gross Annual Salary to which all the pay items indicated in the “body of the pay slip” have been added (therefore also considering any transfers, overtime and any variable item) divided by 12 months.
- The figure includes all employees who were on the workforce during the year, recalculating the annual taxable amount according to the number of months worked, in order to ensure a more accurate value (since the taxable amount varies monthly according to public holidays, overtime and other relevant dynamics).
- The gender gap is calculated as:
$$\frac{\text{Remuneration male employees} - \text{Remuneration female employees}}{\text{Remuneration male employee}} \times 100$$
- For the analysis by categories, apprentice blue-collar workers are included within the blue-collar group, while apprentice clerical staff are included within the “clerical staff” white-collar category. Part-time employees are recalculated on a full-time equivalent basis.



In 2024, the analysis of the gender pay gap **highlights different trends between white-collar employees and blue-collar workers**, which are attributable to the structural characteristics of the two populations analysed.

For the white-collar employee category, in 2024 the gender pay gap stands at 2.5% on the average basic salary and 9.5% on the average gross monthly remuneration. The difference between the two indicators is attributable to the distinct calculation methodologies and to the composition of remuneration: the average basic salary is calculated on employees in service in the month of December, whereas the average gross remuneration considers taxable earnings accrued over the entire year and includes additional pay components. Where the white-collar employee population is limited in size, these values may be more sensitive to staff composition effects, job grading and the incidence of additional remuneration elements accrued on an annual basis.

For the blue-collar worker category, which is characterised by a larger workforce and a more stable organisational structure, in 2024 the gender pay gap stands at 15.2% for the average basic salary and 22.0% for the average gross monthly remuneration. These differentials mainly reflect differences related to contractual grading, length of service and career paths, without showing the same volatility dynamics which may emerge within the white-collar employee category.

Overall, the gaps observed in 2024 are influenced by the mix of job classifications, length of service and the presence of additional remuneration components, rather than by systematic elements of disparity for equal roles. It should also be noted that the percentages are calculated by including the entire white-collar and blue-collar populations, without segmentation by contractual level and specific role. The analysis therefore provides an aggregated view, which represents an initial information base. With a view to continuous improvement, the company will continue to strengthen analyses by role and job grading level, consistently with the principle of equal pay for equal work, and with a distinct assessment of basic salary and variable components, in order to monitor any deviations with greater granularity. Finally, it is recalled that, where sample sizes are numerically limited, percentages may show even significant variations, despite the absence of structural changes in the company’s remuneration policies.

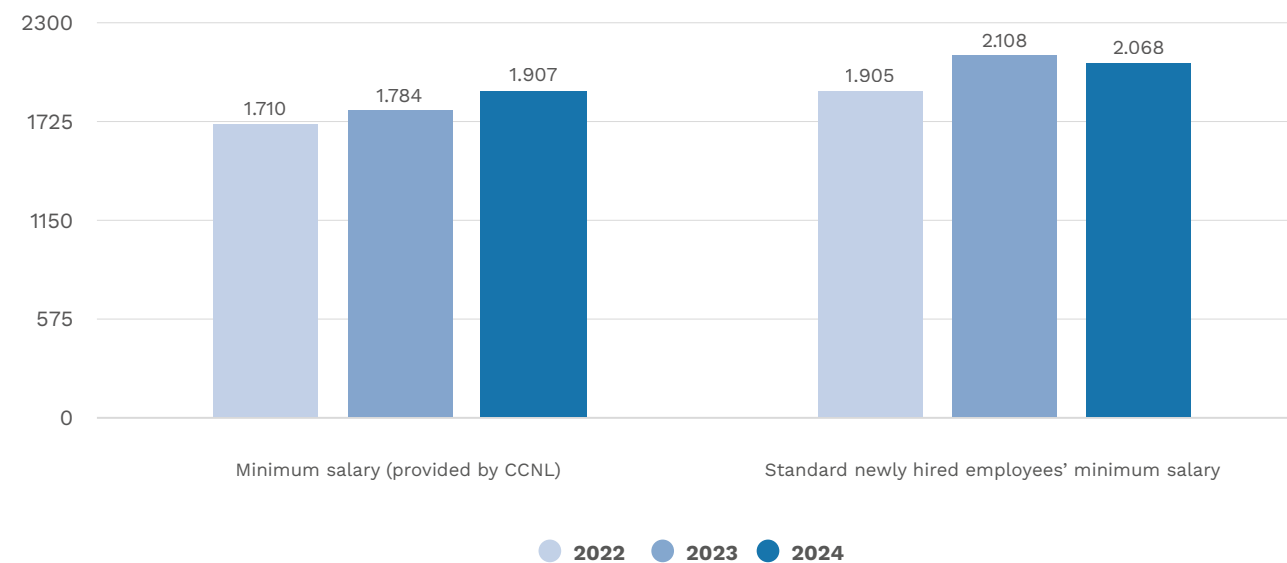
Explanatory Notes:

- GRI ref. 202-1 405-2

People Development and Diversity

Employee Incentives

Comparison between the standard salary of newly hired employees and the National Collective Labour Agreement (CCNL) minimum salary (€)



Over the years, Metalplasma S.r.l. has progressively structured a human resources approach oriented towards the creation of a fair and competitive working environment, which is capable of attracting and retaining qualified personnel. This approach is also reflected, among other aspects, in the remuneration policy adopted for new hires. All employment relationships are governed by national collective labour agreements (Metal Processing Industry CCNL), supplemented, where applicable, by company-level agreements entered into with trade union representatives. These agreements are reviewed and updated periodically, within a framework of constructive and participatory dialogue with the representative bodies.

In line with the company's strategy to enhance human capital, the organisation recognises newly hired employees an initial gross monthly salary which is higher than the levels provided for by the applicable CCNL. The data show that over the 2022–2024 three-year period, the ratio between the standard entry-level salary and the minimum salary set out in the collective agreement remained on average above 111%. Specifically, the ratio

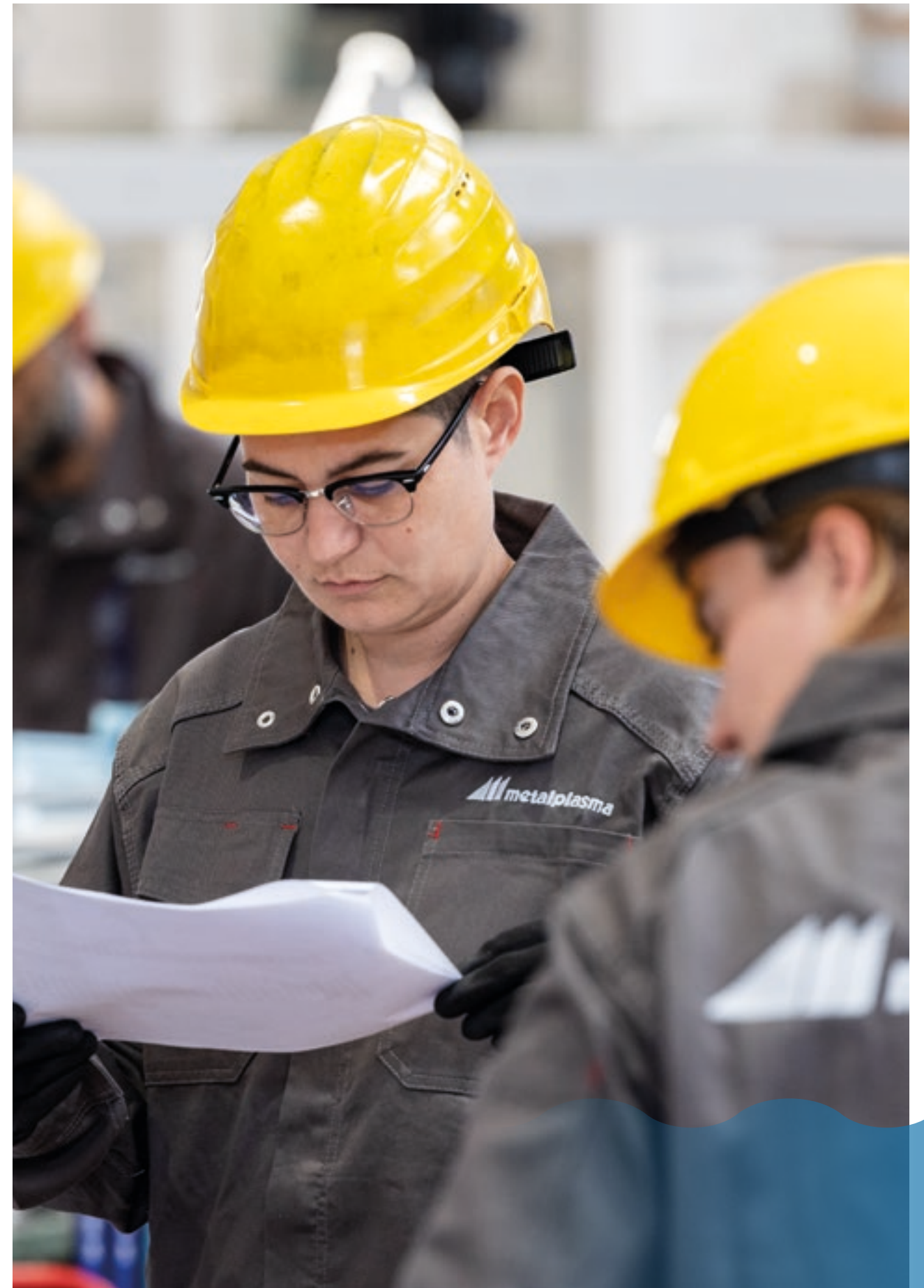
between the standard salary of newly hired employees and the CCNL minimum salary stood at +107,8% in 2024, +115,4% in 2023 and +110,2% in 2022. Gender-based analysis was carried out where data allowed. In 2022, which is the year in which both male and female hires were recorded, the ratio was positive for both genders, with slightly higher values for women than for men: the ratio between guaranteed salary and minimum salary amounted to 112,4% for women, compared with 107,9% for men. In 2023 and 2024, no data suitable for analysis were available for newly hired female employees; as a result, the overall comparison is presented using an aggregated figure, which is more representative and comparable over time.

Overall, the results confirm that the company guarantees newly hired employees a remuneration level which is **higher than the contractual minimums**, regardless of gender, and that the differences observed in individual years are mainly linked to the **composition of hires** and **data availability**, rather than to differentiated remuneration policies.



Explanatory Notes:

- GRI ref. 2-30, 202-1
- Standard salary for newly hired employees = full time gross monthly salary in the lowest employment category (excluding interns, apprentices and executives)
- Minimum salary = gross monthly remuneration as set out in the National Collective Labour Agreement (CCNL)



People Development and Diversity

Benefits

Parental leave	2022	2023	2024
Employees who took parental leave	3	6	5
Women	1	1	1
Men	2	5	4
Returned to work following parental leave (return was scheduled within the year)	3	6	5
Women	1	1	1
Men	2	5	4
Still working following parental leave (12 months after returning to work)	1	3	4
Women	0	1	1
Men	1	2	3
Return-to-work rate (following parental leave)	100%	100%	100%
Women	100%	100%	100%
Men	100%	100%	100%
Retention rate (following parental leave)	100%	100%	80%
Women	-	100%	100%
Men	100%	100%	75%

Metalplasma S.r.l. guarantees all employees, in accordance with the requirements set out by the applicable legislation and the relevant CCNL, access to the leave entitlements and protection measures provided for, while monitoring the return to work of individuals who make use of such measures in line with GRI Disclosure 4013.

The company’s ongoing commitment to defining an inclusive working environment recognises **parenthood** as a significant phase of life, during which people should receive **appropriate support** from their workplace. For this reason, organisational **support measures** are implemented in order to facilitate work–life

balance, in compliance with the applicable legislation and relevant agreements.

Among the 14 employees who made use of parental leave over the last three years, 100% returned to work regularly. During the reporting period, retention rates at 12 months after returning to work amounted overall to 100% in 2022 and 2023 and to 80% in 2024. The decrease observed in 2024 is attributable to the departure of two male employees who had taken parental leave and were no longer employed 12 months after their return. This dynamic does not affect the female population, for which retention rates, where calculable, stand at 100%.



Explanatory Notes:

- GRI ref. 401-3
- The analysis was conducted on employees who made use of maternity, paternity, and breastfeeding leave. The return-to-work rate is calculated by analysing the number of individuals who took leave in the previous year and who, 12 months after returning, were still employed. This rate corresponds to 100% in the 3 years reported.
- The retention rate is calculated as a progressive weighted average between 2021 and 2024 according to the following parameters:

Total number of employees who remained employed 12 months after returning to work following parental leave

Total number of employees who returned from parental leave in previous reporting periods

In addition to remuneration, which is defined in compliance with the applicable collective labour agreement and any company-level agreements in force, Metalplasma S.r.l. provides its people with a set of **welfare measures** aimed at improving both professional and personal quality of life.

This approach contributes over time to strengthening **organisational well-being** and the company’s ability to attract and retain technical skills within an industrial context characterised by a high level of specialisation.

The organisation has decided to adopt welfare platforms through which all employees can access a wide range of services. The use of these platforms is monitored on an annual basis and, where appropriate, the services offered are enhanced and improved.

The measures which have already been adopted and offered to employees for many years include:

- Membership of an existing **supplementary pension fund** under a specific agreement, with an employer contribution increased by 0,2% compared with sector-based negotiated funds. This is complemented by insurance solutions covering permanent disability and long-term care, offered under particularly favourable conditions;
- Access to **preferential credit lines** through agreements with leading banking institutions, based on payroll deduction mechanisms, which allow employees to benefit from more favourable terms compared with those available directly on the financial market;
- **Adoption of flexible working time arrangements** aimed at promoting a better balance between private life and professional life;
- **A company canteen**, available to all employees.

To conclude, the company has always supported its people during significant moments in their lives, particularly in relation to the birth of children. For this reason, Metalplasma S.r.l. guarantees forms of flexibility such as adaptable working hours, the possibility of part-time arrangements and organisational solutions which facilitate the return to work, with the aim of promoting an effective balance between personal and professional life, in line with its ongoing commitment to fostering a supportive and inclusive working environment.

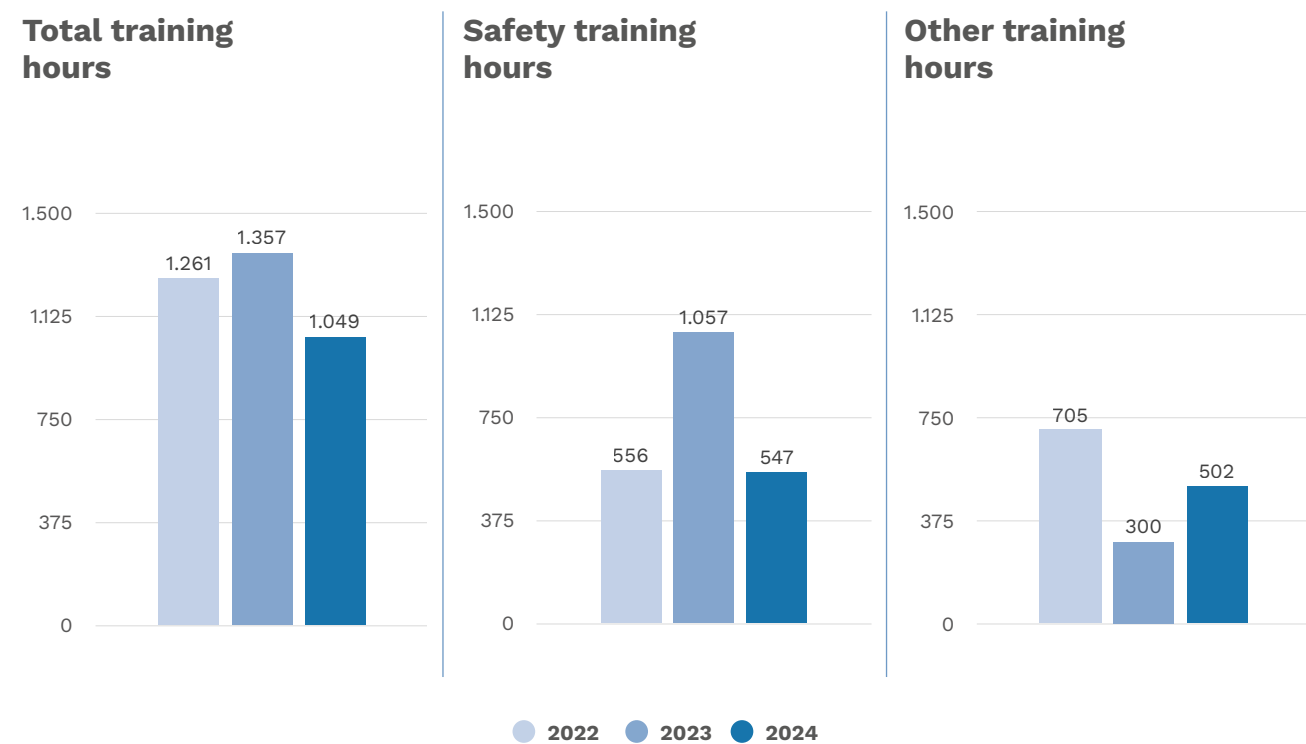


Explanatory Notes:

- GRI ref. 401-2

People Development and Diversity

Training and Education



Over the three-year period considered, Metalplasma S.r.l. confirms a continuous commitment to skills development and to the protection of occupational health and safety, with increasing attention paid to the dissemination of technical, managerial and safety-related skills. Development and training opportunities are guaranteed to all personnel, without distinction of gender, role or job function, with a transversal enhancement of employees, offering equal opportunities to all individuals.

Alongside mandatory training on occupational health and safety, the hours classified as “other training” include updating initiatives and support for business processes, such as in-depth training on IT tools, cybersecurity, management software and language conversation.

From 2025 onwards, the implementation of language training programmes dedicated to newly hired employees of foreign nationality is also planned, with the aim of supporting operational effectiveness and integration within the working environment. The total number of training hours delivered in 2024 amount-

ed to 1,049 hours, decreasing compared with 2023 (-22,7%) and 2022 (-16,8%). The trend in training hours is not uniform year on year, as a significant share of the programmes is linked to periodic deadlines and compliance requirements which do not necessarily recur in the same financial year. Within this framework, the higher figures recorded in 2022 and, in particular, in 2023 are consistent with the presence of mandatory training cycles and with the activation, in 2022 and 2023, of extended training programmes for production personnel and supervisors on risk perception, which strengthen the safety culture and have an impact on total training hours.

From the perspective of training typology, 2024 shows a rebalancing between health and safety training and other training compared with 2023, in line with the cyclical nature of mandatory refresher courses. In 2024, occupational health and safety training amounted to 547 hours, down from 1,057 hours in 2023 (-48%). At the same time, other training increased, rising from 300 hours in 2023 to 502 hours in 2024 (+67%).

	TOTAL TRAINING			SAFETY TRAINING			OTHER TRAINING		
	2022	2023	2024	2022	2023	2024	2022	2023	2024
Training per gender									
Total hours	1.261	1.357	1.049	556	1.057	547	705	300	502
- of which hours women	98	97	72	59	25	4	39	72	68
- of which hours men	1.163	1.260	977	497	1.032	543	666	228	434
Training per qualification									
Total hours production workers	716	1.083	688	534	987	500	182	96	188
- of which hours women	52	17	16	52	17	4	0	0	12
- of which hours men	664	1.066	672	482	970	496	182	96	176
Total hours office workers	437	266	331	22	66	47	415	200	284
- of which hours women	46	80	56	7	8	0	39	72	56
- of which hours men	391	186	275	15	58	47	376	128	228
Total hours executives	108	8	30	0	4	0	108	4	30
- of which hours women	0	0	0	0	0	0	0	0	0
- of which hours men	108	8	30	0	4	0	108	4	30

The evolution of training hours in 2024 highlights a redistribution of training programmes by job category and by type. Training addressed to white-collar employees increased from 266 hours in 2023 to 331 hours in 2024, representing an increase of +24%, signalling a strengthening of technical and transversal skills in support of business processes. Training provided to blue-collar workers, by contrast, decreased from 1,083 hours in 2023 to 688 hours in 2024, equal to -36%, a trend which is consistent with the cyclical nature of certain obligations and refresher courses which do not necessarily recur with the same intensity each year. Management training, while remaining limited in absolute terms, increased from 8 hours in 2023 to 30 hours in 2024.

With regard to the gender dimension, female participation in training remains underrepresented (72 hours in 2024, equal to approximately 7% of the total), a figure which is structurally influenced by the composition of the workforce, which shows a prevalence of men in production departments, which are more heavily involved in mandatory training pathways over the years analysed. In this context, it is important to maintain active monitoring of equity in access to training, in order to enhance the contribution of all people within the company, including those in administrative and managerial roles.



Explanatory Notes:
• GRI ref. 404-1, 404-2, 403-5

People Development and Diversity

Training and Education

TRAINING HOURS: AVERAGE PER CAPITA				TOTAL TRAINING			SAFETY TRAINING			OTHER TRAINING		
				2022	2023	2024	2022	2023	2024	2022	2023	2024
Training per gender												
Average hours women				14,00	13,79	10,29	8,43	3,50	0,57	5,57	10,29	9,71
Average hours men				15,51	16,80	13,56	6,63	13,76	7,54	8,88	3,04	6,02
Training per employee category												
Average hours production workers				13,51	19,69	13,49	10,08	17,95	9,80	3,43	1,75	3,69
Average hours women				26,00	5,67	5,33	26,00	5,67	1,33	0	0	4,00
Average hours men				13,02	20,5	14,00	9,45	18,65	10,33	3,57	1,85	3,67
Average hours office workers				16,81	11,06	13,24	0,85	2,73	1,88	15,96	8,33	11,36
Average hours women				9,20	19,88	14,00	1,40	1,88	0	7,80	18,00	14,00
Average hours men				18,62	9,30	13,10	0,71	2,90	2,24	17,90	6,40	10,86
Average hours executives				36,00	2,67	9,83	0	1,33	0	36,00	1,33	9,83
Average hours women				-	-	-	-	-	-	-	-	-
Average hours men				36,00	2,67	9,83	0	1,33	0	36,00	1,33	9,83
Total average hours				15,38	16,54	13,27	6,78	12,88	6,92	8,60	3,66	6,35

Over the 2022–2024 three-year period, Metalplasma S.r.l. maintained a continuous commitment to employee training, with a non-uniform trend reflecting occupational health and safety refresher cycles and the activation of non-mandatory training pathways. In terms of average annual training per capita, in 2024 total training amounted to 13,27 hours per employee, down from 2023 (16,54 average hours) and 2022 (15,38 average hours). In the reporting year, the health and safety training component amounted to an average of 6,92 hours per capita, while other training reached 6,35 average hours.

From a gender perspective, in 2024 women recorded 10,29 average hours, while men recorded 13,56 hours per capita. This difference is influenced by the composition of the workforce and the distribution of training content: in 2024, health and safety training averaged 0,57 hours for women and 7,54 hours for men, while

other training amounted to 9,71 hours for women and 6,02 hours for men, highlighting a greater weight of non-mandatory training pathways in female participation.

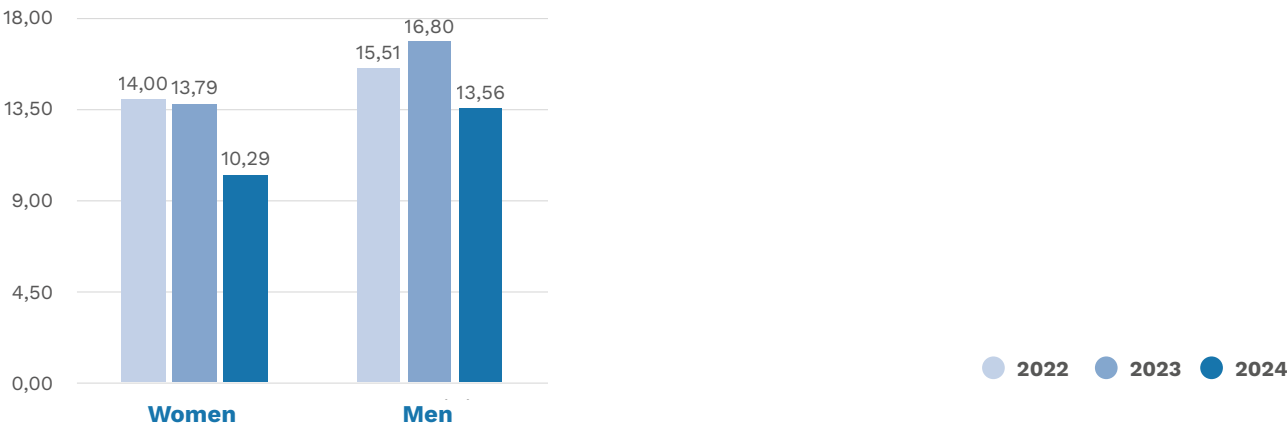
With reference to professional categories, in 2024 average training hours were broadly aligned between blue-collar workers and white-collar employees, with 13,49 hours per capita for blue-collar workers and 13,24 hours for white-collar employees, while executives recorded 9,83 hours. The composition of training content differs significantly: for blue-collar workers, health and safety training prevails, accounting for 9,80 average hours out of 13,49, while for white-collar employees other training prevails, amounting to 11,36 average hours out of 13,24, confirming a higher incidence of transversal and digital content in office-based roles.

Overall, the data confirm a structured approach to training, in which annual intensity may vary depending on mandatory deadlines and activated programmes, while maintaining broad coverage by qualification and content, in line with the provisions of GRI Standard 404 and with the expectations set out by the CSRD Directive.

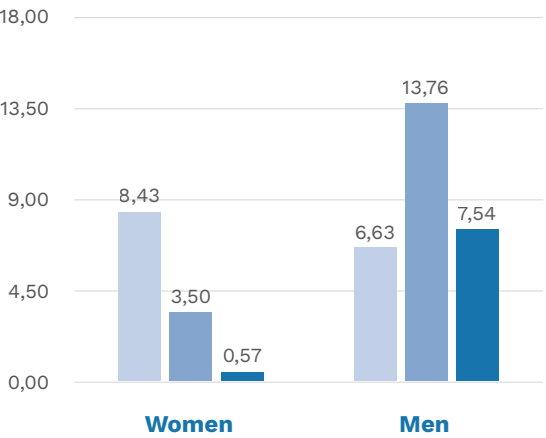


Explanatory Notes:
• GRI ref. 404-1

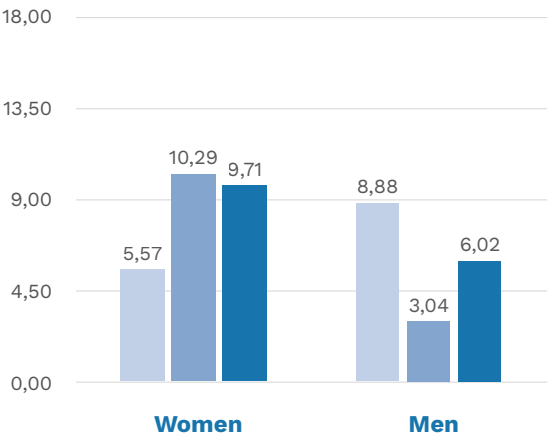
Average Training Hours: Gender Comparison



Average Safety Training Hours: Gender Comparison



Average Other Training Hours: Gender Comparison



Occupational Health and Safety

Given the will to maintain a safe work environment, health and safety training sessions are not only limited to the minimum regulatory requirements but also include additional topics important for the industry and work environment. This proactive approach ensures compliance with the regulations in force as well as ensuring awareness and engagement of the people in the workplace and, consequently, the maintenance of a low injury rate.

Cybersecurity

Metalplasma S.r.l. is aware of increasing IT risks and has activated a continuous training programme on cybersecurity for all the people of the organisation. Employees are sensitised on risks from cyberattacks and the subsequent behaviour to adopt. The contents deal with topics such as phishing, recognising suspicious emails and the behaviour to adopt in the case of frauds. Meetings are held monthly and include learning assessments.

Occupational Health and Safety

Metalplasma S.r.l. recognises the protection of occupational health and safety not only as a regulatory obligation, but as an **ethical value and a core principle** guiding its business conduct. In line with the provisions of Legislative Decree 81/08 and within a continuous improvement perspective, the company adopts a structured **Occupational Health and Safety Management System (OHSMS)**, which is maintained and continuously enhanced over time.

Health and safety are integrated transversally into strategic and operational decisions, through targeted investments in the modernisation of working environments and equipment, both in production and office settings, consistently with the company's approach which combines **innovation, sustainability and prevention**.

The key elements of the OHSMS in Metalplasma S.r.l. include:

- **Use of digital applications** for system management, health surveillance and training planning;
- **Periodic monitoring** of indicators relating to accidents, frequency, severity and reported events;

- **Systematic collection of near misses** and hazardous situations, which are analysed as drivers for continuous improvement and active prevention;
- **Periodic internal audits** conducted at sites and departments, aimed at assessing compliance and identifying potential areas for improvement;
- **Direct involvement of employees** through regular meetings with the Prevention and Protection Service (SPP), supervisors and Workers' Health and Safety Representatives (RLS).

Particular attention is devoted to **mandatory training**, which is delivered on a continuous basis to all professional categories, and to the promotion of a **prevention culture** founded on shared responsibility and transparent reporting of risky behaviours or conditions.

Looking ahead, Metalplasma S.r.l. is committed to progressively improving the materials and technologies used, orienting its choices towards solutions with a lower environmental impact and higher safety standards for operators.

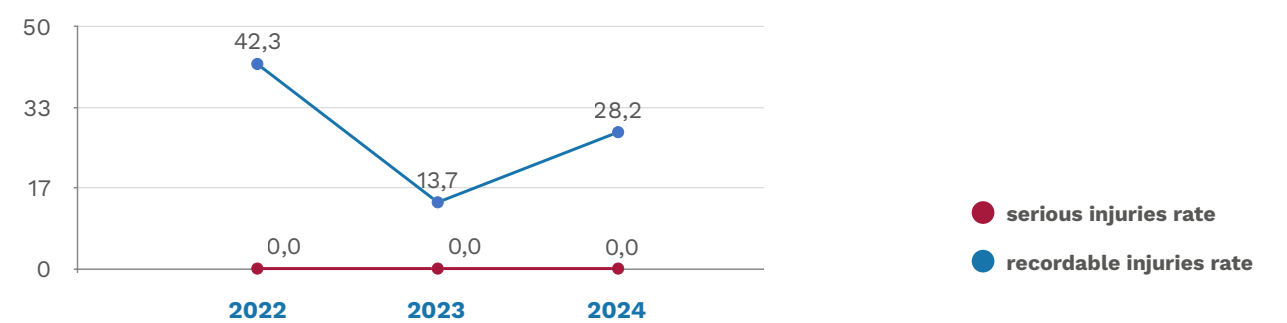
«We invest in a safe work environment for everyone. The commitment and involvement of the People are the key to active prevention»



Explanatory Notes:
• GRI ref. 403-1, 403-8

EMPLOYEES				
Injuries and Injury Rates	Unit measure	2022	2023	2024
Hours worked	h	141.812	145.790	141.739
Recordable injuries	no.	6	2	4
- of which with serious consequences	no.	0	0	0
Fatal injuries	no.	0	0	0
Occupational diseases	no.	0	0	0
Recordable work injuries rate *		42,3	13,7	28,2
Recordable work injuries rate with serious consequences **		0	0	0

Injury Incidence (injuries per million hours worked)



During 2024, Metalplasma S.r.l. recorded 4 recordable workplace injuries against 141.739 hours worked. The recordable injury rate, calculated per one million hours worked, amounted to 28,2. In the same year, no serious injuries, fatal accidents or cases of occupational illness were recorded. Comparison with previous years shows a non-linear trend. In 2022, the recordable injury rate amounted to 42,3 per million hours, while in 2023 the rate decreased to 13,7. In 2024, although results remained better than those recorded in 2022 both in absolute terms and in terms of rate, performance deteriorated compared with 2023, with an increase in the number of events and the corresponding frequency index. With reference to the nature of the events, in 2024 the most recurrent types involved injuries to fingers and the presence of foreign bodies in the eye. These findings direct attention towards the control of risks associated with operational activities and individual protective practices, while maintaining a strong focus on safe behaviours and the effectiveness of prevention measures.

The absence of serious and fatal accidents represents a positive outcome and is consistent with the prevention approach implemented by the company. At the same time, it is appropriate to underline that such results do not depend exclusively on the management system and the measures adopted but may also be influenced by random factors and by the specific operational conditions of the year. For this reason, Metalplasma S.r.l. maintains a precautionary approach, continuing to strengthen prevention safeguards and proactive monitoring of HSE indicators. In line with the HSE Policy and with the adopted occupational health and safety management system, the company continues with continuous training, consultation and participation of workers, dynamic risk assessment and the adoption of technical and organisational measures aimed at eliminating or reducing hazards. This framework is complemented by internal audits, periodic review of objectives and KPIs and continuous improvement of processes, in order to consolidate a prevention culture over time. With reference to any injuries or cases of occupational illness involving non-employee workers, no such incidents were recorded over the 2022–2024 three-year period.

Explanatory Notes:

- GRI ref. 403-8, 403-9, 403-10
- Serious workplace injuries are defined as those resulting in death or in harm from which the worker cannot recover, does not recover, or for which it is not realistically expected that full recovery to the pre-incident health condition will occur within six months, as well as injuries involving permanent impairment recognised by INAIL (Italian National Institute for Insurance against Accidents at Work). The company, however, receives confirmation of permanent damage two years after the event, which is why the number of serious injuries may vary over time.
- Accident rates were calculated considering 1.000.000 hours worked



* Rate calculated on 1 million working hours as:

$$\frac{\text{Number of accidents at work}}{\text{Hours worked}} \times 1.000.000$$

** Rate calculated as:

$$\frac{\text{Number of work accidents with serious consequences (excluding deaths)}}{\text{Number of hours worked}} \times 1.000.000$$

«Attention to the **Environment** is an essential pillar from which significant choices such as the purchase of 100% **renewable** energy and continuous efficiency projects derive»

Environment

5





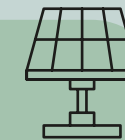
ENVIRONMENT HIGHLIGHTS

100%



Recyclability of raw material
(steel)

92,3%



Electricity from renewable sources
(as a share of total electricity
consumed)

51%



Incidence of renewable energy
sources on total energy
consumption

0,3771
MWh/tons



Energy intensity ratio
(energy consumption in MWh
on tons sold)

0,0434
tons CO₂ eq./tons



GHG emissions intensity
Scope 1 and 2, market-based
(tCO₂e per tons sold)

99,6%



Non-hazardous waste generated
(out of total waste)

99,1%



Waste sent for recovery
(out of total waste)

Energy Efficiency and Decarbonisation Environment

The responsible management of environmental impacts represents for Metalplasma S.r.l. an integral element of the conduct of its industrial activities and is consistent with the attention devoted to the protection of health and safety in the workplace. In line with its operating model, based on sheet processing and on steel fabrication, the company focuses its actions on environmental aspects which are directly attributable to operational activities and on the levers under its direct control, adopting an approach oriented towards the monitoring of energy consumption, compliance with regulatory requirements and the progressive improvement of environmental performance.

Over recent financial years, Metalplasma S.r.l. has placed particular emphasis on energy consumption and on the emissions profile associated with its activities. Electricity procurement includes a significant share from renewable sources certified through Guarantees of Origin and, from 2024 onwards, is complemented by electricity generation from a photovoltaic system. In 2024, the share of energy from renewable sources stands at levels close to half of total consumption, as illustrated in the Energy section, contributing to containing the emissions impact of the electricity component.

In the pursuit of transparency, Metalplasma S.r.l. reports in this Sustainability Report energy intensity and emissions intensity indicators, by relating total energy consumption (MWh) and greenhouse gas emissions (tCO₂e), respectively, to tons sold, in line with GRI 302-3 and GRI 305-4 guidelines. Over the 2022–2024 three-year period, energy intensity shows an increase

(from 0,2843 to 0,3771 MWh per ton sold), a trend which is also influenced by structural consumption and by the evolution of the operating perimeter, while Scope 1 and 2 emissions intensity shows different trends depending on the calculation approach adopted: the location-based indicator decreases over the period (from 0,0931 to 0,0899 tCO₂e per ton sold), whereas the market-based indicator shows an overall increase over the three-year period. The company will continue to monitor these indicators to guide efficiency initiatives and environmental mitigation actions more effectively.

With reference to environmental impacts connected to operational activities, welding and laser cutting processes generate channelled emissions in the form of dust and metals, which are controlled through extraction systems and monitored by means of periodic sampling at authorised emission points, within the scope of the applicable environmental permits. The results of the analyses show concentrations well below statutory limits. These emissions, while relevant for environmental protection and occupational health, do not fall within the scope of greenhouse gas emissions calculated and reported in accordance with GRI 305.

From the perspective of material transport, the organisation benefits from the Group's logistics efficiency in the management of steel raw materials, thanks to synergies with the Marghera (Venice) hub and the Group's railway connection. This integration makes it possible to reduce indirect emissions (Scope 3) associated with steel transport, contributing to the mitigation of the environmental impact of the supply chain.

Steel is a fully recyclable material and a key enabler of circular economy models

Energy Efficiency and Decarbonisation Environment

The material used for the production and packaging of the company's products is entirely classified as non-renewable, as it cannot be regenerated over a short period. However, the main material used is steel, which, by its nature, is fully recyclable and reusable in new production cycles, thereby proving compatible with circular economy models.

With regard to waste, the company predominantly generates non-hazardous waste associated with sheet metal processing offcuts, which are systematically sent for recovery as metal scrap. This management approach, combined with the reuse of intact pallets and the recyclability of packaging materials and end-of-life products, reflects an approach oriented towards the circularity of material flows, consistent with what is reported in accordance with GRI 306.

With reference to GRI 301, the company does not yet have complete quantitative data relating to the share of materials used which derives from recycled sources; however, a structured governance and information flow tracking process has been initiated, which will allow, in future reporting periods, the systematic collection of the required data and their disclosure in compliance with the GRI Standard.

The use of water resources, which are mainly intended for civil and technical purposes, is also subject to monitoring. The company sources water exclusively from the public water supply network and manages discharges in compliance with the applicable environmental permits; the analyses carried out indicate a low level of water risk for the operating areas, in line with the methodological references of GRI 303.

Taken as a whole, the initiatives adopted reflect a prudent and progressive approach to the management of environmental impacts, which is consistent with the operating characteristics Metalplasma S.r.l. and oriented towards the continuous improvement of environmental performance within the perimeter of activities directly controlled by the organisation. The information reported contributes to providing a transparent representation of environmental performance during the reporting period and is aligned, in terms of scope and content, with the United Nations Sustainable Development Goals, in particular SDG 12 and SDG 13.

Explanatory Notes:

- GRI ref. 301, 305, 306

Energy Efficiency and Decarbonisation

Energy

Metalplasma S.r.l. uses electricity and natural gas as the main energy carriers supporting its operational activities. In particular, electricity is used to power production processes and service utilities for the plant and offices, while natural gas is mainly used for heating working environments.

In 2024, the company's **total energy consumption** amounted to **2.543 MWh**. Consumption levels and the composition of the energy mix are mainly influenced by the extent of operating spaces and heating requirements, which have a significant impact on the thermal component of the energy mix.

Fossil sources account overall for **1.242 MWh**, equal to approximately **49% of total consumption**. Within this aggregate, **natural gas** represents the main component, with consumption amounting to **910,9 MWh**, linked to the heating needs of offices and production halls. The increase in natural gas consumption observed during the reporting period is correlated with the expansion of operating spaces following the full operation of the company's second site, as well as with seasonal factors which particularly affect heating demand. **Liquid fuels**, petrol and diesel, have a more limited impact on the overall energy profile, with consumption equal to **222,4 MWh** in 2024. These consumptions refer exclusively to company vehicles directly attributable to operational activities and do not include lo-

gistics services do not include logistics services outsourced to third parties. The remaining share of energy from fossil sources is represented by **purchased nonrenewable electricity** not covered by Guarantees of Origin, amounting to **108 MWh**.

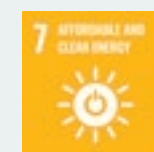
In 2024, **renewable sources** covered **51%** of total energy consumption, corresponding to **1.301 MWh**, entirely attributable to electricity consumption. The renewable component mainly consists of **electricity purchased** with certification through **Guarantees of Origin**, amounting to **876,0 MWh**, supplemented by **electricity self-generated** by the photovoltaic system, equal to **425,2 MWh**. The commissioning of the photovoltaic system in 2024 contributed to increasing internal electricity generation, ensuring greater energy self-sufficiency.

Overall, the company's energy data show a profile characterised by the predominant use of electricity in support of operational and service activities, with a significant share covered by renewable sources, alongside natural gas consumption serving the heating needs of working environments. Trends and the composition of the energy mix are monitored by the company through supply data and are also analysed using intensity indicators, which are presented in the following sections of this document.

Energy Consumption and Energy Mix		2022	2023	2024
Consumption of coal fuel and coal products	MWh	0	0	0
Consumption of crude oil fuel and petroleum products	MWh	179,7	244,8	222,4
Consumption of natural gas fuel	MWh	484,5	656,6	910,9
Consumption of fuels from other fossil sources	MWh	0	0	0
Consumption of electricity, heat, steam, and cooling from fossil sources, purchased or acquired	MWh	0	71,2	108,3
Total energy consumption from fossil sources	MWh	664	973	1.242
Percentage of fossil sources in total energy consumption (%)		31,53%	48,98%	48,83%
Consumption from nuclear sources	MWh	0	0	0
Percentage of nuclear sources in total energy consumption (%)		0%	0%	0%
Consumption of fuels from renewable sources	MWh	0	0	0
Consumption of electricity, heat, steam, and cooling from renewable sources, purchased or acquired	MWh	1.441,8	1.013,0	876,0
Consumption of self-generated renewable energy without using fuels	MWh	0	0	425,2
Total energy consumption from renewable sources	MWh	1.442	1.013	1.301
Percentage of renewable sources in total energy consumption (%)		68,46%	51,02%	51,17%
Total energy consumption	MWh	2.106	1.986	2.543

Explanatory Notes:

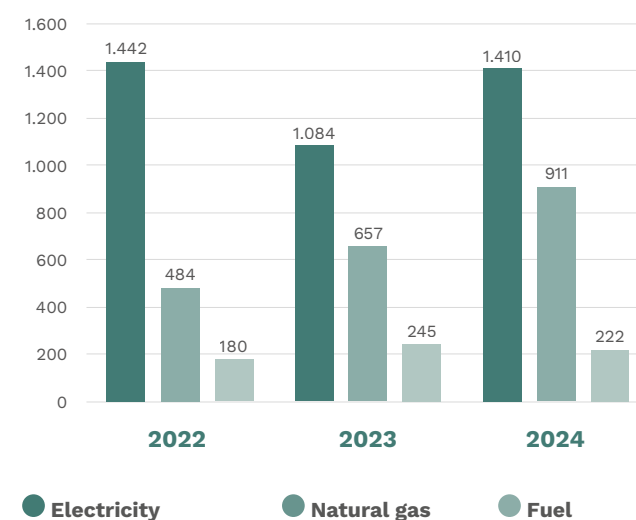
- GRI ref. 302-1
- Consumption of natural gas fuel: this includes the consumption of methane gas, converted from SCM to MWh.
- Consumption of crude oil fuel and petroleum products: this includes the consumption of petrol and diesel for the reference years, converted from litres to MWh separately based on the relevant conversion factors.
- For conversions to MWh, ISPRA and DEFRA sources were used (PCI: Table of standard national coefficients. density: DEFRA fuels Fuel Properties Commonly used Fossil) with reference years 2022 and 2023 (for 2024, conversion factors were kept constant compared to 2023).
- For the disclosure of the electricity consumption mix, the company classifies as "electricity from renewable sources" exclusively the consumption supported by appropriate contractual instruments (Guarantees of Origin cancelled in favour of the company). In the absence of dedicated Guarantees of Origin for standard supply contracts, purchased electricity is treated as not covered by renewable attributes for the purposes of consumption allocation.
- Values relating to renewable electricity self-generated and consumed from the photovoltaic system derive from official communications issued by the Energy Services Operator (GSE).



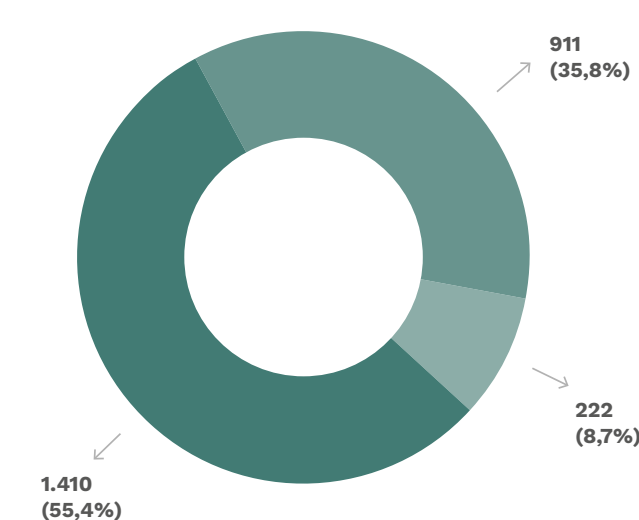
Energy Efficiency and Decarbonisation

Energy

Energy consumption in MWh (3 years)



Energy source breakdown (2024)



The charts relating to consumption by energy source make it possible to analyse the evolution and composition of the energy mix of Metalplasma S.r.l. over the three-year reporting period. Overall, **total consumption** increases from approximately 2.106 MWh in 2022 to **2.543 MWh** in 2024, with the increase mainly concentrated in the final year and driven by the thermal component. Analysis by source highlights how **natural gas** takes on an increasing weight over the period, rising from approximately 484 MWh in 2022 to 657 MWh in 2023 and to **911 MWh** in 2024. Its incidence therefore reaches **35,8%** of total consumption in the reporting year. This use is attributable to the heating needs of working environments, in particular offices and production halls, and is consistent with the expansion of operating spaces and with the start-up of the second site, which has been operational since 2023 and has resulted in a larger surface area requiring climate control.

Electricity, which powers operational activities and company services, shows a more stable trend over the three-year period, albeit with a decrease between 2022 and 2023 and a subsequent increase in 2024, declining from approximately 1.442 MWh in 2022 to 1.084 MWh in 2023 and rising to **1.410 MWh in 2024**

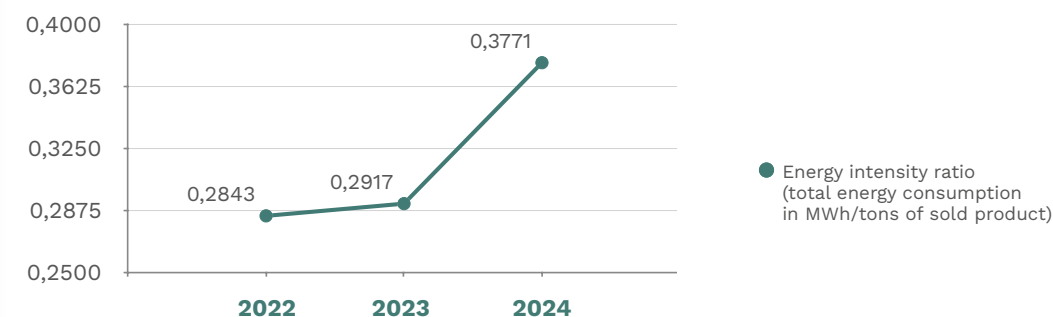
(equal to **55,4% of total consumption**). Over the three-year period, the electricity used falls predominantly within the share sourced from renewable energy, thanks to the purchase of certified electricity through Guarantees of Origin and, from the end of 2023, to the contribution of photovoltaic self-generation.

Liquid fuels (petrol and diesel) maintain a more limited incidence, equal to **8,7%** of total energy consumption, and show variations linked to the mobility requirements of the company fleet, amounting to approximately 180 MWh in 2022, 245 MWh in 2023 and **222 MWh** in 2024. The data refer to company vehicles or vehicles attributable to direct activities and do not include logistics services outsourced to third parties.

Overall, the consumption breakdown describes a mix in which electricity, largely sourced from renewable energy, fully supports operational and service requirements, while natural gas represents the most variable component and is intricately linked to heating needs. The observed dynamics are mainly correlated with structural and seasonal factors, in particular the expansion of operating spaces from 2023 onwards, which affects overall energy requirements, especially in relation to the thermal component.

Energy intensity ratio
(total energy consumption in MWh/tons sold)

		2022	2023	2024
Energy intensity ratio*	MWh/tons	0,2843	0,2917	0,3771



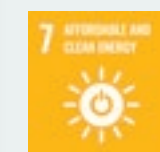
The chart shows the trend in **energy intensity**, calculated as the **ratio between total energy consumption**, expressed in MWh, and the **tons of material sold** during the year. In 2024, the indicator stood at **0,3771 MWh per ton sold**, a value higher than that recorded in 2023 (0,2917 MWh per ton) and in 2022 (0,2843 MWh per ton). The denominator of the indicator includes the total material sold during the year, expressed in tons, and makes it possible to represent energy efficiency per unit of output sold.

The increase observed is consistent with two complementary dynamics. On the one hand, **the expansion of the operating perimeter**, with operations across two sites from 2023 onwards, led to higher consumption linked to plant requirements and, more specifically, to the heating of working environments.

On the other hand, a lower **level of system saturation** compared with 2022 resulted in an increase in specific consumption, as a share of energy use (heating, auxiliary services, start-ups and support utilities) remains even when volumes are lower.

In this context, the reduction in volumes sold contributes to increasing the energy intensity ratio, even when part of consumption, such as electricity, decreases or remains stable in absolute terms.

Despite the increase in energy intensity in 2024, Metalplasma S.r.l. has already launched dedicated energy efficiency initiatives, which are illustrated in the following sections. In addition, the electricity used over the three-year period is predominantly associated with renewable sources, thus helping to contain the emissions impact of the electricity component.



Explanatory Notes:

- GRI ref. 302-1, 302-3
- The energy intensity ratio includes all types of energy consumed internally by the organisation.
- * The energy-intensity indicator is calculated as the ratio between the year's total energy consumption (in MWh) and the volume of the material sold by Metalplasma S.r.l., expressed in tons.

Energy Efficiency and Decarbonisation Emissions

The steel industry is recognised globally as one of the main contributors to greenhouse gas emissions, particularly in the upstream stages of the value chain, which are characterised by highly energy-intensive processes. In this context, companies operating along the value chain are also called upon to contribute to emission reduction objectives and to the mitigation of climate change, in line with international commitments and the applicable regulatory framework.

Metalplasma S.r.l., as a specialised operator in sheet metal processing and metal fabrication, acknowledges its role within the transition pathway by acting on the levers which are directly under its control and by promoting the responsible management of energy consumption and emissions associated with operational activities.

A first step in this direction is represented by the structured monitoring of energy consumption and the **initiation of the measurement of the organisation's carbon footprint**, as a knowledge base for understanding the company's emissions profile, identifying the main emission sources and supporting, over time,

the definition of priorities and improvement actions which are consistent with the company's operating characteristics.

In line with the GHG Protocol, **Scope 1 emissions** include direct greenhouse gas emissions arising from the combustion of fuels within the organisation, including those associated with the use of company vehicles.

Scope 2 emissions, on the other hand, include indirect emissions related to electricity purchased and consumed by the company, calculated according to the two approaches provided for by the reference standard:

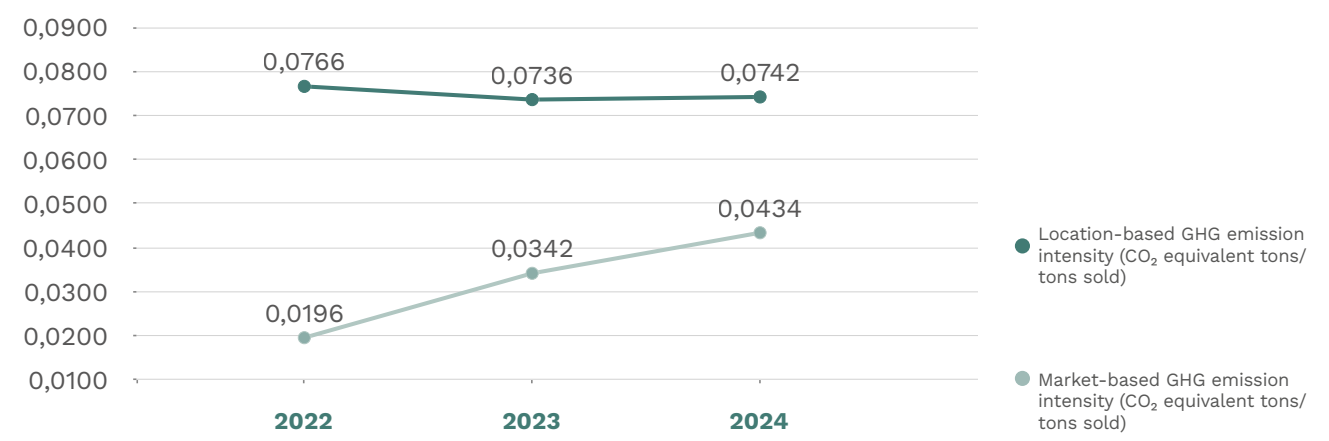
- the **location-based** approach, which uses an average emission factor based on the national energy mix of the country where consumption occurs;
- the **market-based** approach, which considers the emission factor associated with the energy mix actually purchased by the company, considering any traceability instruments, such as Guarantees of Origin.

GHG emissions	Unit measure	2022	2023	2024
Direct GHG emissions (Scope 1)				
Scope 1 emissions	CO ₂ equivalent tons	145	197	245
Indirect GHG emissions (Scope 2)				
Location-based Scope 2 emissions	CO ₂ equivalent tons	422	304	255
Market-based Scope 2 emissions	CO ₂ equivalent tons	0	36	48
Total GHG emissions (Scope 1 and 2)				
Total location-based emissions	CO ₂ equivalent tons	568	501	500
Total market-based emissions	CO ₂ equivalent tons	145	233	292



- Explanatory Notes:**
- GRI ref. 305: 305-1, 305-2, 305-3, 305-4
 - Direct emissions (Scope 1) arise from the use of fossil fuels and include methane gas, diesel and petrol. Global warming potentials were derived from the IPCC's Sixth Assessment Report (AR6), with reference to a 100-year time horizon.
 - Indirect emissions from purchased electricity (Scope 2) are reported using the location-based approach, by applying an average emission factor expressed in CO₂ equivalent based on the Italian national energy mix (ISPRA 2023), and using the market-based approach, which reflects the energy mix actually purchased. In particular, for the share of electricity not covered by Guarantees of Origin, the emission factor of the Italian residual mix published by AIB (Association of Issuing Bodies) was applied. Nitrogen oxides (NOx), sulphur oxides (SOx) and other emissions referred to in GRI 305-7 were not calculated.
 - For the purposes of determining Global Warming Potential (GWP), the main greenhouse gases (CO₂, CH₄, N₂O) were considered. No process emissions or fugitive emissions, such as potential leakages from refrigerant gases, were calculated.

Scope 1 and 2 GHG emission intensity (CO₂ equivalent tons/tons sold)



During the reporting period, the emissions profile of Metalplasma S.r.l. consistently reflects the evolution of the operating perimeter, the structure of energy consumption and the modalities of electricity procurement. The variations observed over the three-year period are mainly attributable to structural and managerial factors, rather than to changes in the industrial model or production processes. Direct greenhouse gas emissions (Scope 1) are primarily attributable to the use of natural gas for heating working environments, alongside a residual component linked to fuels used for vehicle traction. In 2024, these emissions amounted to 244,7 tCO₂e, confirming the structural weight of thermal requirements within the company's overall emissions profile.

This trend is consistent with the expansion of operating spaces and with operations across two sites starting from 2023, which resulted in an increase in the surface areas requiring climate control and, consequently, in heatingrelated consumption, a component which is by nature difficult to reduce in the short term. With regard to indirect emissions from purchased energy (Scope 2), reporting carried out in accordance with the two approaches provided for by the GHG Protocol makes it possible to represent in a structured manner the different dimensions of the company's climate performance. Under the location-based approach, which is based on the average emission factor of the Italian national electricity mix, Scope 2 emissions in 2024 amounted to 255 tCO₂e, showing a reduction compared with previous years. This dynamic is consistent with the trend in electricity consumption over the three-year period and with the evolution of the national energy mix.

Under the market-based approach, which instead reflects the energy mix actually purchased by the company, Scope 2 emissions in 2024 amounted to 47,8

tCO₂e. This value, which is significantly lower than the corresponding location-based figure, reflects the electricity procurement methods adopted by the organisation over the different years and the presence of lower-emission electricity supplies, albeit within an operating context which, in certain periods, required the use of supply solutions not fully covered by renewable traceability instruments.

In 2024, when direct emissions and indirect emissions from purchased energy are considered jointly, the company's total greenhouse gas emissions amounted to approximately 500 tCO₂e on a location-based basis and approximately 292 tCO₂e on a market-based basis. The gap between the results obtained under the two approaches reflects the methodological distinction provided for by the GHG Protocol and makes it possible to represent, on the one hand, the company's exposure to the national energy context and, on the other, the effects of the electricity procurement choices adopted.

The analysis per unit of output confirms this dynamic: location-based intensity appears overall stable and slightly decreasing over the three-year period, while marketbased intensity increases, reflecting the evolution of the thermal component (Scope 1) and the modalities of electricity procurement.

Taken together, the 2024 data confirm an emissions profile which is significantly influenced by structural energy requirements linked to the operation of production sites, alongside a contribution from lower-emission electricity supplies which highlights a path of partial decarbonisation of electricity procurement, consistent with the operating characteristics and production continuity requirements Metalplasma S.r.l.

Energy Efficiency and Decarbonisation

Efficiency

Metalplasma S.r.l. has launched and planned specific energy efficiency measures aimed at reducing non-process energy consumption and improving operating conditions within production environments. These initiatives form part of a broader strategy focused on the development of sustainable practices, which are progressively integrated with the adoption of advanced technological solutions aligned with the principles of Industry 4.0, with the objective of improving overall process efficiency and the responsible use of resources.

INVESTMENTS MADE

Measure	Why it is linked to efficiency improvements and ESG impacts
Installation of photovoltaic systems at production sites	In 2023, Metalplasma S.r.l. installed a photovoltaic system at its main site, with a capacity of 700 kWp. The presence of the system lowers the need to draw energy from the grid, contributing to the stabilisation of energy costs and to the strengthening of the renewable energy mix. In parallel, in 2023 a second system was installed at the secondary site (MTP2), with a capacity of 59 kWp, representing an extension of the initiative. This system will be progressively integrated under a self-consumption logic, with commissioning scheduled for 2026.
Replacement of the lighting system with LED technology	The intervention involved the production department and offices, through the replacement of fluorescent lighting fixtures with high-efficiency LED equipment. The adopted technology enables a reduction in electricity consumption related to non-process uses, contributing to improved energy efficiency within working environments and to enhanced visual comfort for operators, in line with the adoption of technological solutions supporting sustainable practices.

PLANNED INVESTMENTS FOR THE COMING YEARS

Measure	Why it is linked to efficiency improvements and ESG impacts
Replacement of the external side wall with insulated panels at the headquarters	The planned intervention on the workshop building envelope is aimed at reducing thermal dispersion and improving the building's energy performance. The adoption of insulated panels enables more efficient use of the energy allocated to heating production environments, contributing to the containment of indirect energy consumption.
Replacement of an obsolete heating system with radiant strips	Metalplasma S.r.l. has planned the replacement of the obsolete heating system with radiant strips, a solution which allows more targeted heating of operating areas and greater efficiency in heat distribution. The intervention contributes to the reduction of energy consumption for winter climate control and forms part of a development pathway focused on sustainable practices integrated with advanced technologies aligned with the principles of Industry 4.0.

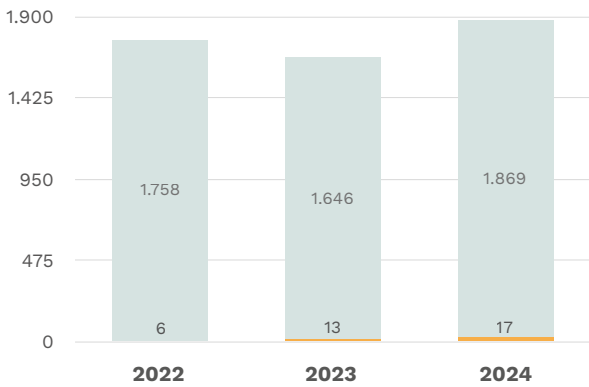


Explanatory Notes:
• GRI ref. 2-25, 3-3, 302, 305

Management of resources and waste, circular economy

Waste

Waste produced – Destination (tons)



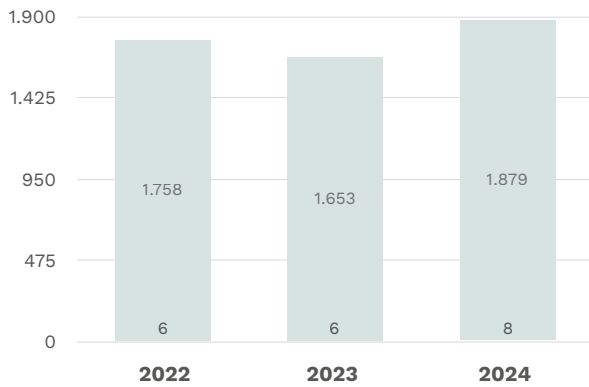
● Waste to be disposed of
● Waste to be recycled

The company’s activities, which are based on sheet metal processing through laser cutting, bending and, where required, welding and assembly phases, predominantly generate non-hazardous special waste attributable to processing offcuts and to support materials linked to operational and maintenance activities.

The quantitatively most significant waste stream consists of metal offcuts generated by processing activities. These offcuts are systematically valorised through transfer as scrap to authorised operators and sent for recovery, enabling the reuse of the metal as secondary raw material and contributing to the reduction of waste flows intended for disposal. In line with the company’s operating model, a portion of the raw materials procured also includes a share of recycled material (scrap), further supporting a management approach oriented towards material circularity.

Alongside metal scrap, the company generates additional special waste associated with production and support activities. Non-hazardous waste includes, in particular, dust generated by processing activities, which is transferred to authorised parties for proper management of the material as waste. Hazardous waste mainly arises from maintenance, lubrication and cleaning activities and includes, where generated, waste oils, oilcontaminated gloves and rags, spent aerosol cans and other contaminated materials. Also included among the waste managed by the company are certain technical and operational waters, such as compressor condensate and water resulting from the

Waste produced – Type (tons)



● Hazardous waste
● Non-hazardous waste

cleaning of workshop floors containing oil and detergent residues, as well as water deriving from washing and maintenance operations of laser systems, which may contain specific process additives. These flows are transferred to authorised operators and managed as special waste in order to ensure appropriate treatment.

Special waste generated during operational activities is temporarily stored in dedicated areas. To reduce the risk of spills in the event of accidental leaks, the company uses containers equipped with integrated containment basins. All waste is sent for recovery or disposal through companies authorised for transport and final destination, in compliance with the applicable regulations and with traceability ensured by the documentation required for waste management.

The products manufactured by Metalplasma S.r.l. are mainly composed of metallic materials and are, by their nature, largely suitable for recovery at end of life, depending on the available supply chains. In line with the type of products manufactured, a significant share of shipments requires only packaging functional to handling and transport. The packaging materials used mainly consist of manual stretch film, wooden pallets and plastic or steel strapping. Wooden pallets are reused where intact, also thanks to the return by customers of approximately 25% of the pallets shipped, while damaged pallets are managed as special waste; the other packaging materials, although recyclable as they mainly consist of plastic and cardboard, are managed as waste.

Waste produced		2022	2023	2024
Waste generated	Peso totale (tons)	1.764	1.659	1.887
Waste sent to be recycled	tons	1.758	1.646	1.869
Waste sent to disposal	tons	6	13	17
Hazardous waste	tons	6	6	8
Of which radioactive waste	tons	0	0	0
Non-hazardous waste	tons	1.758	1.653	1.879

		2022	2023	2024
Waste not meant for disposal	tons	1.758	1.646	1.869
Non-hazardous waste not meant for disposal	tons	1.758	1.645	1.869
i. Preparation for reuse;	tons	0	0	0
ii. Recycling;	tons	1.736	1.607	1.820
iii. Other operations for recovering material;	tons	22	38	49
Hazardous waste not meant for disposal	tons	0	1	0
i. Preparation for reuse;	tons	0	0	0
ii. Recycling;	tons	0	0	0
iii. Other operations for recovering material;	tons	0	1	0

		2022	2023	2024
Waste meant for disposal	tons	6	13	17
Non-hazardous waste meant for disposal	tons	0	8	10
i. Incineration (with energy recovery);	tons	0	0	0
ii. Incineration (without energy recovery);	tons	0	8	10
iii. Disposal at landfill site;	tons	0	0	0
iv. Other disposal operations.	tons	0	0	0
Hazardous waste meant for disposal		6	5	7
i. Incineration (with energy recovery);	tons	0	1	0
ii. Incineration (without energy recovery);	tons	0	0	0
iii. Disposal at landfill site;	tons	4	4	4
iv. Other disposal operations	tons	1	1	3

During 2024, Metalplasma S.r.l. generated a total of 1.887 tonnes of waste. Over the 2022–2024 three-year period, overall quantities remained broadly aligned, with moderate fluctuations between years. The predominant component in the reporting year consisted of non-hazardous waste, amounting to 1.879 tonnes (equal to 99,6% of total waste generated), while hazardous waste accounted for 8 tonnes (the remaining 0,4%).

With regard to destination, in 2024 1.869 tonnes were sent for recovery, equal to 99,1% of total waste generated, while 17 tonnes (0,9% of the total) were destined for disposal. The predominant use of recovery operations, in particular through the valorisation of metal scrap, forms part of the company’s commitment to a materials management approach oriented towards circularity, prioritising, wherever technically and operationally feasible, solutions which favour reuse and recovery over disposal.



Explanatory Notes:

- GRI 301-2, 306-1, 306-2, 306-3, 306-4, 306-5
- The reclassification was carried out based on the EWC codes and the R/D operations communicated by the operators at the time of collection. In cases where the final destination was not defined, confirmations were requested from suppliers. The data were aligned with the categories set out by the GRI Standards and harmonised with ESRS requirements, ensuring traceability and compliance with Group practices.

Water resources management

All water supplied to the organisation is freshwater, predominantly intended for **sanitary and hygienic uses**. The water consumed by the organisation is drawn from the public water supply network, with integrated water services managed by third-party operators, which are responsible for distribution and wastewater management in accordance with the applicable regulatory framework.

In 2024, Metalplasma S.r.l. recorded total water withdrawals of 1.089 m³, representing an increase of 4% compared with 2023. Over the three-year period analysed, the consumption trend is consistent with the predominantly civil nature of demand and with the evolution of the operating perimeter, in particular the expansion of spaces and the operation of a new site from 2023 onwards, which led to an increase in average annual water consumption.

From an operational perspective, the organisation does not use significant quantities of water within its production processes. The use of mains water for non-sanitary purposes is residual and limited to seasonal activities, such as the use of evaporative coolers for production environments during the summer period, with an overall non-material impact on annual withdrawals, or to occasional activities, such as floor cleaning.

The company also uses, to a limited extent, demineralised water purchased from external suppliers for technical requirements related to routine maintenance of specific equipment and to the topping up of forklift truck batteries. These quantities are limited and are accounted for within the withdrawals statement, as water resources purchased and used by the organisation.

Water discharges are managed in compliance with the applicable requirements and, where relevant, in accordance with the authorisation conditions set

out by the Single Environmental Authorisation (AUA), depending on the type of discharge and the level of treatment required. Given the predominantly sanitary use and management through the sewer network, the majority of the water withdrawn is returned to the collection and treatment system. As a result, net water consumption (understood as the share not returned to the system) is limited and mainly attributable to residual uses and specific technical waters. In particular, technical waters associated with certain maintenance activities, where necessary, are managed as waste through external operators, in order to prevent the release into the environment of substances potentially incompatible with discharge and to ensure compliant management. Over the 2023–2024 period, these quantities are estimated to be of the order of approximately 2 m³ per year.

With reference to the territorial context, the operating areas of Metalplasma S.r.l. are not located in zones classified as experiencing high water stress, based on internationally recognised assessment tools. In particular, verification was carried out using resources provided by the Water Risk Atlas made available by the World Resources Institute (WRI) and through consultation of the WWF Water Risk Filter, which analyses basin physical risk on a global scale. Both tools indicate a low level of water risk, consistent with the absence of significant critical issues in terms of physical availability of the resource within the reference territory. These assessments support the interpretation of water as a factor which is currently not critical for operational continuity. Nevertheless, the company continues to monitor consumption in support of the responsible management of the resource.

Water Withdrawal		2022	2023	2024	of which: Freshwater			of which: Other water		
Total water withdrawal from all areas	m³	932	1.047	1.089	100%	100%	100%	0%	0%	0%
i. Surface water;	m³	0	0	0	-	-	-	-	-	-
ii. Groundwater (well water);	m³	0	0	0	-	-	-	-	-	-
iii. Seawater;	m³	0	0	0	-	-	-	-	-	-
iv. Produced water;	m³	0	0	0	-	-	-	-	-	-
v. Third-party water resources (waterworks).	m³	932	1.047	1.089	100%	100%	100%	0%	0%	0%
Total Water Withdrawal from water stressed areas	m³	0	0	0	-	-	-	-	-	-

Explanatory Notes:

- GRI ref. 303-1, 303-2, 303-3, 303-5
- All data relating to water consumption refer to actual consumption. Meter readings were recorded at the beginning of 2025 in order to ensure an accurate analysis also for the 2024 financial year and to avoid the use of estimates pending any adjustments by the water service provider. Total water withdrawals also include demineralised technical water purchased in tanks for plant use, for the quantities purchased in the reference year, as it is procured on demand and used over a short period.
- Within the organisational perimeter, almost all of the water withdrawn is returned to the sewer network; retention volumes are limited and, therefore, net water consumption can be considered negligible.





Appendix

6

GRI Content Index

DECLARATION OF USE		Metalplasma S.r.l. has reported the information in this GRI contents for the period from January 1, 2024, to 31 December 2024 with reference to the GRI Standards.	
STANDARD GRI 1 USED		GRI 1: Foundation 2021	
GRI STANDARD	GRI DISCLOSURE	LOCATION	OMISSIONS AND NOTES
General information			
GRI 2: General Disclosures 2021	2-1 Organisational details	p. 14-15	
	2-2 Entities included in the organisation's sustainability reporting	p. 15	
	2-3 Reporting period, frequency and contact point	p. 15	The reporting period corresponds to the fiscal year, which runs from 1 January 2024 to 31 December 2024, and the sustainability reporting is prepared on an annual basis, in line with the basis on which the organisation's financial reports are prepared.
	2-4 Restatements of information		Not applicable for the current year as the organisation is preparing to publish its first sustainability report.
	2-5 External assurance	p. 15	The Sustainability Report is prepared on a voluntary basis and has not been subject to assurance by an external party.
	2-6 Activities, value chain, and other business relationships	p. 15, 18-21	
	2-7 Employees	p. 55,57	
	2-8 Workers who are not employees	p. 57	
	2-9 Governance structure and composition	p. 45	
	2-22 Statement on sustainable development strategy	p. 5	
	2-25 Processes to remediate negative impacts	p. 25, 34-39, 84	
	2-26 Mechanisms for seeking advice and raising concerns	p. 46, 55	
	2-29 Approach to stakeholder engagement	p. 24, 27	
	2-30 Collective bargaining agreements	p. 54, 62	

GRI STANDARD	GRI DISCLOSURE	LOCATION	OMISSIONS AND NOTES
Material topics			
GRI 3: Material topics 2021	3-1 Process to determine material topics	p. 24-25, 27, 28, 30-33	
	3-2 List of material topics	p. 30-31, 34-39	
	3-3 Management of material topics	p. 34-39, 40-41, 84	
Governance	201 Economic performance	p. 48-49	
	202 Market presence	p. 62	
	204 Procurement practices		Procurement processes are considered material for the organisation and are already addressed in the document with reference to impacts, risks and opportunities along the value chain. The quantitative information relating to GRI 204-2 disclosure was not reported for the 2024 financial year, as the necessary data are not available.
	205 Anti-corruption	p. 46	
	206 Anti-competitive behaviour	p. 46	
Environment	301 Materials	p. 77, 86	
	302 Energy	p. 78-81, 84	
	303 Water and effluents	p. 84, 88-89	
	305 Emissions	p. 76, 82-84	
	306 Waste	p. 77, 86-87	
	306: Effluents and waste 2016	p. 86	
Social	401 Employment	p. 54, 58, 64-65	
	403 Occupational health and safety	p. 54, 66-67, 70-71	In the reference year, no deaths or serious injuries occurred.
	404 Training and education	p. 66-69	
	405 Diversity and equal opportunity	p. 55, 56, 60-61	
	406 Non-discrimination	p. 46, 55	
	413 Local communities	p. 48	

Methodological Notes

This document has been drawn up with reference to the “**GRI Sustainability Reporting Standards**,” published by the Global Reporting Initiative (GRI), using the “**Reference Claim**” approach.

As required by the Reporting Standards, the GRI Content Index with the details of the reported indicators is provided below.

The information contained in this document has been selected based on the results from the materiality analysis described in the document and conducted according to the GRI 2021 standard, which came into effect in January 2023.

For the purpose of this first sustainability report, the Company, as indicated by GRI_Disclosure 2-25 “Processes to remediate negative impacts”, has conducted a macro analysis of the economic, environmental, and social impacts based on the reasonable expectations and interests of the organisation’s stakeholders.

The information cited in the GRI Content Index refers to the period from January 1, 2024, to December 31, 2024, with reference to the GRI standards. In observance of the principle of comparability of information, comparative data for 2022 and 2023 were provided where available.

The data relating to previous years are reported for comparative purposes to facilitate the evaluation of the activity trends of Metalplasma S.r.l. To ensure greater reliability of the data, the use of estimates has been limited, and where employed, they have been appropriately indicated.

The principles used to prepare the contents and draft this document refer to the **reporting principles** indicated by the GRI Standards:

- **Accuracy**
- **Balance**
- **Clarity**
- **Comparability**
- **Completeness**
- **Sustainability Context**
- **Timeliness**
- **Verifiability**

The 2024 Sustainability Report of Metalplasma S.r.l. was published on 15/06/2026.

For any questions regarding the reporting or the information contained therein, please contact sustainability@metalplasma.it.

