

# LETTER TO STAKEHOLDERS



Discussing sustainability means referring to a new concept of business operations, based on which, a company's end purpose cannot be only maximising profit, but also includes creating long-term economic, environmental and social value, to the benefit of all stakeholders and the needs of future generations. In this first Sustainability Report, we want to put down in words our commitment to being on the front lines alongside the people who work in our facilities every day, alongside the local community which is part of our roots and will continue to shape our history, and alongside the planet, which now, more than ever, requires the utmost commitment for its protection. We want to do our part and have a tangible impact on our people and the environment we operate in.

Our slogan "Recycle to not disperse in the environment" is no longer enough. We intend to go beyond being "just" a company in the circular economy, as this has always been part of our DNA. Now we want to implement a way of doing business that has a greater impact on the social sphere, the environment and on relations with the community.

Since 2020, the entire world has undergone a profound health crisis due to the spread of the COVID-19 pandemic and, in the last year, the worsening of the global supply chain crisis and the war in Ukraine have added additional complexity and volatility to an already extremely uncertain scenario, both in Italy and worldwide..

This scenario accelerated the process underway for several years now, in which companies are measuring not just their financial performance, but also their economic, social and governance performance. For this reason, the Owner and the Management of Metalsider2 decided to begin a process of sustainability reporting, committing to reducing its impacts and developing concrete initiatives to benefit society and the environment.

In 2022, Metalsider2 reported highly positive sales performance, with increases in sales volumes and positive results, reporting growth exceeding the average growth of Italy.

In the relationship between the company and employees, Metalsider2 promotes and favours the realisation of each individual within the company and preserves their dignity, safety and organisational well-being. The company is also constantly moving forward with a series of non-profit initiatives with the goal of helping communities.

This first Sustainability Report is a voluntary, strategic instrument of comprehensive disclosure on company performance, which provides a complete overview of the activities carried out by Metalsider2, transparently communicating the goals that the company has set for the future and demonstrating the company's conviction that factors such as quality, research and innovation, inclusivity, environmental protection and legality are fundamental for the company's sustainable, long-lasting growth.

We have set important milestones to reach and new ideas to develop to grow our business, in terms of both company and sustainability performance. We want to have a positive impact on all those who work for and live near our businesses, while preserving our unique nature.

We are organising the move of our business to an owned building where we can implement our ideas. We are convinced that the results will be extremely positive, both in terms of income and social impacts.

It seemed necessary to start with this "Sustainability Project" before we are established in the new company headquarters, in order to be able to prepare it to promptly accept the goals that we have set for the future.