



SUSTAINABILITY REPORT

2023



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INNOVATION IS OUR METHOD, SUSTAINABILITY IS OUR CHOICE

LETTER TO STAKEHOLDERS

It would be easy to stop and just be happy with what we already are: a company that only uses energy from 100% sustainable sources and has always believed in the potential of renewable energy. With more than 7,000 solar panels installed on our roofs, we produce enough clean energy to cover the needs of all our production facilities, thus avoiding the emission of more than 850 tonnes of CO2 per year.

We use recyclable raw materials and, where possible, materials that include recycled components. To achieve these goals, we are constantly investing in Research and Development, thanks to our R&D team, Design Department and ATOMS laboratory, working to develop increasingly eco-friendly materials and continuously improve our production processes.

Innovation is our method, but sustainability is our choice, from day one. It is the principle on which our company was founded: "Social design for real life". This philosophy guides not only our business decisions, and also defines our human approach.

People have always been at the centre of our vision. We design products designed to promote sociality and collective well-being, so that each street furniture element can become a meeting place. In the company, we encourage employees to use the outdoor spaces we have equipped with the workout facilities of our Metalco Active brand, promoting a healthier and more active lifestyle.

Watching everyday life, we have realised how important it is to offer accessible, welcoming public spaces, generating that sense of belonging.

So we design products that make people feel "at home" in a public setting, promoting comfort and inclusiveness.

Our daily commitment is to change the rules of the game by developing street furniture that supports sustainable, environmentally and people-friendly urbanisation. We listen to today's needs in order to build a better future; without compromising the resources of future generations.

Year 2023 represents a turning point for the Metalco Group, as it became part of the Agora Makers Group, controlled by the French investment fund Hivest Capital Partners.

Being part of the Agora Makers Group, active in the street furniture and public lighting sector and particularly sensitive to ESG issues, will enable the Metalco Group to respond even more efficiently to customer needs, both in Europe and worldwide.

The Chief Executive Officer

Francesco Bertino



METHODOLOGICAL NOTE



In 2023, Metalco S.r.l. was taken over by Agora Makers Italy S.r.l., part of the Agora Makers Group, controlled by the French investment fund Hivest Capital Partners.

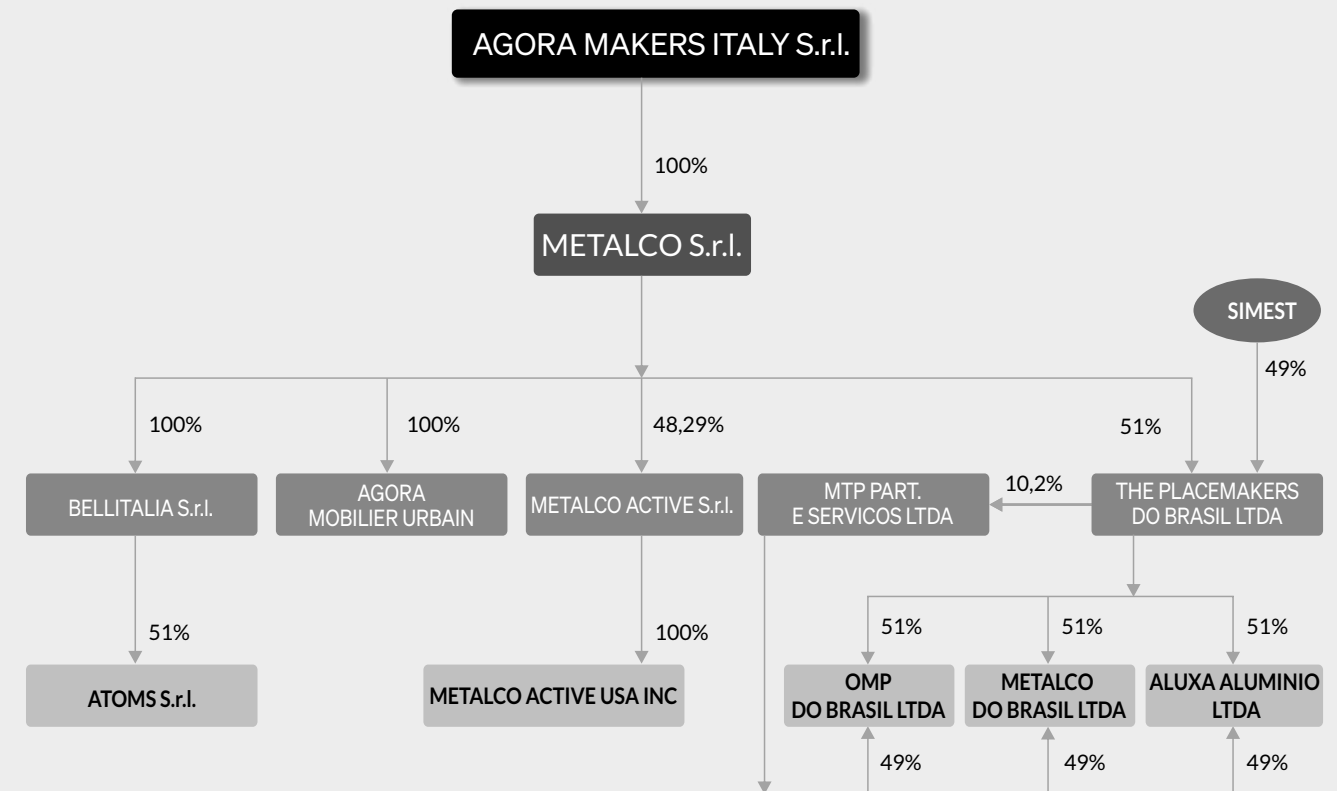
The Agora group, active in the street furniture and public lighting sector, brings together different companies and brands, studying emerging needs in order to anticipate future trends; producing indoor and outdoor furniture to create spaces for people, stimulating sociality, interpersonal connection and well-being, in both urban and private contexts.

Metalco S.r.l., a European leader in the production of furniture and public spaces such as benches, litter bins, bike racks, public transport shelters and flower boxes, controls nationally **Bellitalia S.r.l.**, operating in the same sector as Metalco and specialised in the manufacture of the latest generation of concrete products, and **Atoms S.r.l.**, an innovative start-up involved in the study of new solutions to improve the materials used by Bellitalia itself.

Internationally, Metalco controls **The Placemakers Do Brasil Ltda**, the holding company of a group of Brazilian companies, most of which operating in the same sector as Metalco, and **Agora Mobilier Urbain S.A.S.**, a French company.



AGORA MAKERS GROUP SITUATION



This document reports on the issues considered relevant to help readers understand company activities, its results and social and environmental impact.

The reporting boundary of this Sustainability Report does not include Agora Makers Italy, as it is just a holding company, but does include, in addition to Metalco itself, the two Italian subsidiaries Bellitalia and Atoms (hereinafter Metalco Group).

In order to report on the Group's sustainability performance, these financial statements are prepared in accordance with the **Global Reporting Initiative Sustainability Reporting Standards ("GRI Standards")** issued in 2016 by the Global Reporting Initiative (GRI), under the "Core" option.

With regard to the specific standards **GRI 303** (Water and tributaries), **GRI 306** (Waste) and **GRI 403** (Occupational Health and Safety), the most recent version of the GRI Standards (2018 for GRI 303 and GRI 403, 2020 for GRI 306) has been adopted.

The previous year's figures are shown for comparison purposes, to facilitate assessment of the Group's business performance.

The report is annual.

Any questions regarding the report or its contents can be sent to the following e-mail address: sostenibilita@metalco.it

REGISTERED OFFICES

The Group has two production plants in Italy on an area of over 100,000 square metres, one in **Castelminio di Resana** (TV), its headquarters and where Metalco operates, and the other in **Ponte nelle Alpi** (BL) where **Bellitalia** and **Atoms** are located.

Though not reported, there are two production plants in **Brazil** for the Latin American market.



01



OUR HISTORY

Metalco was set up in 1984 in Castelfranco Veneto (TV) by two brilliant young entrepreneurs, Alfredo Tasca and Claudio Bertino.

Over the years it took a leading role in the street furniture sector, dealing with the design, production and marketing of design solutions, both outdoor and indoor, for public and private spaces.

In the 1990s it designed a number of products that were to become iconic, such as the Libre bench, considered an Italian excellence on a par with the famous Vespa. This was followed by the relocation of its registered office to Castelminio di Resana (TV), at the end of the 1990s. In the period 2000 - 2010, the production site was equipped with precision machinery, an in-house painting plant, its own technical department and R&D division, and collaboration with prestigious, internationally renowned designers such as Citterio and Pininfarina, Staubach & Kuckertz and Marc Aurel.

The high quality standards of its products and focus on material innovation led to expansion of its offer and commercial development abroad, where about 50% of its turnover is currently produced. The second generation joining the company contributed to development of a new business model implemented on the concept of furnishing public space, which established Group leadership at national and European level.

Growth speeded up in 2014 with the creation of Metalco do Brasil, to oversee the Brazilian market, and finalise two strategic acquisitions: the purchase of the "urban furniture" business unit of the competitor City Design S.p.A. and in January 2018 acquisition of Bellitalia S.r.l., based in Ponte nelle Alpi (BL), a leader in the production of concrete and marble stone products.

In the following years, the Group carried on investing in the development and improvement of production processes, in particular acquiring new, state-of-the-art machinery, thanks to which it could take advantage of the benefits provided by the new *Digital Transformation 4.0* legislation.

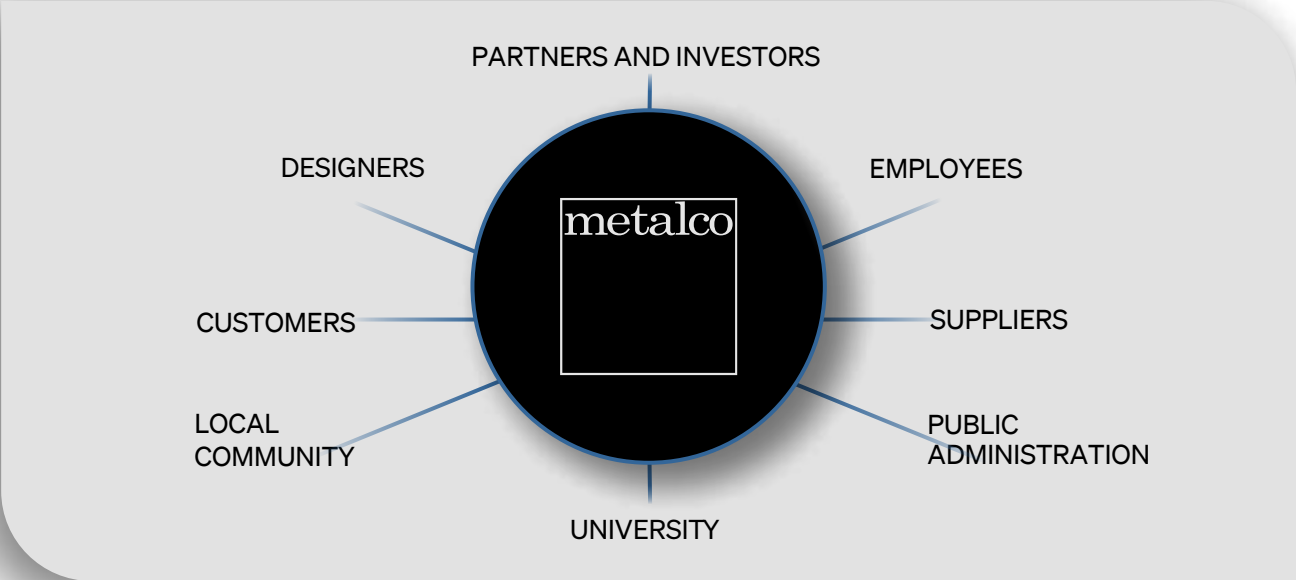
Another turning point was the June 2023 acquisition of Metalco by the Agora Makers Group, a French leader in the design, production and sale of public lighting products. This union has created a new Group able to respond even more effectively to the needs of public and private administrations in Europe and worldwide. And will also significantly speed up the Group's business development from Eastern Europe to the Middle East and Latin America.



SUSTAINABILITY GOAL: STAKEHOLDER IDENTIFICATION AND MATERIALITY MATRIX

Leaving future generations the same resources that previous generations have had to guarantee an adequate standard of living and opportunities, is a goal as ambitious as it is inalienable, but above all a duty for all. Sustainable is everything that does not have an impact on the environment and the amount of resources available; for the Group, taking care of its business sustainability is an essential driver for sustainable development. The Group goal is mitigating consequences for the environment of how its products are placed on the market, by paying attention to the way raw materials are procured and processed and giving preference to renewable energy sources.

The sustainability path undertaken by the Metalco Group can but start from identification of the stakeholder categories that most influence or are influenced by Group activities. The stakeholders, identified based on business activities, the value chain and the network of relations existing around the Group, are listed below along with the ways in which they are involved:



STAKEHOLDER CATEGORIES	MAIN CHANNELS OF INVOLVEMENT
SHAREHOLDERS AND INVESTORS	SHAREHOLDERS' MEETING - INTERIM FINANCIAL STATEMENTS - PERIODIC REPORTING - ANNUAL FINANCIAL STATEMENT
EMPLOYEES	COMPANY MEETINGS - DIRECT COOMUNICATIONS - CORPORATE PORTALS
SUPPLIERS	DIRECT CONTACTS - WEBSITE
PUBLIC ADMINISTRATION	DOCUMENT INTERCHANGE
UNIVERSITY AND SECONDARY SCHOOLS	CONVENTIONS - PROJECT COLLABORATIONS
LOCAL COMMUNITY	DONATIONS AND GIFTS - SPONSORSHIP
CUSTOMERS	CORPORATE WEBSITE - MEETINGS - EVENTS AND TRADE FAIRS
DESIGNERS	COLLABORATION FOR NEW PRODUCT DESIGN

Once Group stakeholders have been defined the next step is a materiality analysis, to identify the material issues on which to focus the report. The materiality analysis, conducted in compliance with the GRI Sustainability Reporting Standards, enables identification of the most important issues for the Metalco Group; considering the environmental, social and governance impacts on the Group (internal relevance) and the extent to which they influence stakeholder decisions (external relevance).

The materiality analysis is performed on the basis of a survey of Group competitors and on an internal comparison and sharing activity. The overall result of the materiality analysis is provided by the Metalco materiality matrix which prioritises material issues based on their internal relevance (x-axis) and external relevance (y-axis).



ECONOMIC AND GOVERNANCE RESPONSIBILITY

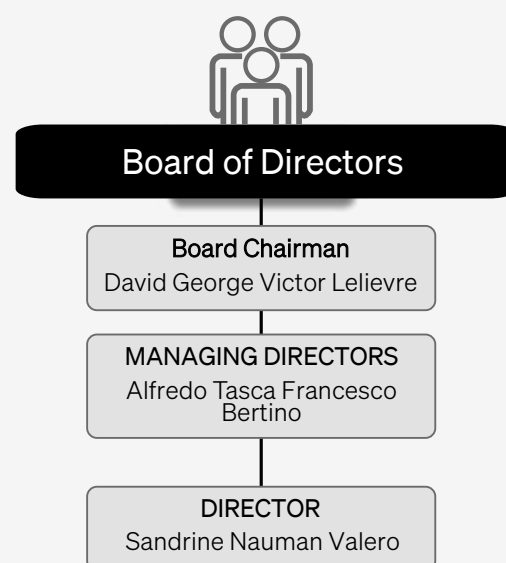
Ordinary and extraordinary management of the company lies solely with the Board of Directors appointed by the Shareholders' Meeting. The Parent Company's Board of Directors has four members including the Chairman and two Managing Directors.

In addition, for the safety and environmental areas, there are formal powers to designated functions.

The companies Metalco and Bellitalia have a Board of Statutory Auditors identifiable, in both companies, in Ms Dora Laura Federica Salvetti, Chairman of both boards, Mr Rocco Santoro and Mr Franco Di Ciaula, standing auditors, Ms Rita Nalli and Mr Stefano Spiniello, alternate auditors

The Group is subjected to statutory audits; especially Metalco, starting in the 2019 financial year, and Bellitalia, starting in the 2022 financial year, audited by the auditing firm Pricewaterhousecoopers S.p.A.

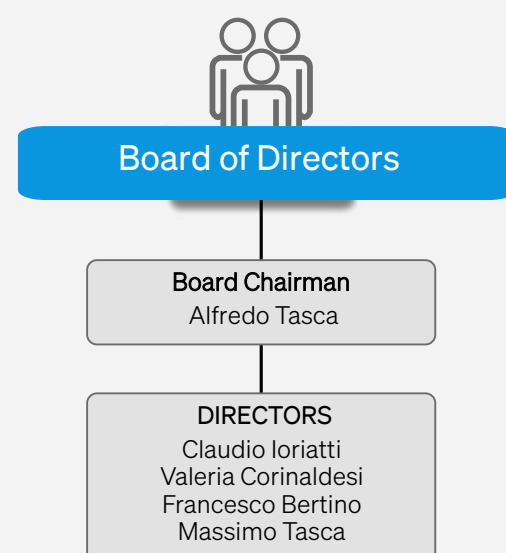
GOVERNANCE METALCO 2023:



BELLITALIA 2023 GOVERNANCE:



GOVERNANCE ATOMS 2023:



BOARD OF STATUTORY AUDITORS 2023:



231 MANAGEMENT MODEL AND CODE OF ETHICS



Although adoption of Model 231 and a Code of Ethics is not mandatory, sensitive to the need to ensure conditions of fairness, transparency and respect for legality when conducting its business and activities, the Group has decided to adopt and implement them.

In particular, adoption in Metalco is long-standing (both Model 231 and the Code of Ethics are scheduled to be updated in 2024), while for Bellitalia, Model 231 and the Code of Ethics were adopted 2022 (both will be updated in 2024).

Model 231 is designed to assess the risks of offences the company is exposed to, including those against the Public Administration, corporate, IT and workplace safety, and to adopt the relevant protection to mitigate any likelihood of occurrence.

Furthermore, the Group believes that in addition to protecting against the negative effects of applying sanctions, Model 231 represents an important opportunity to check, review and integrate the Group's decision-making and application processes, and their

control systems, reinforcing the image of fairness and transparency to which company activities have always been oriented.

The Code of Ethics, considered an integral part of the 231 Model, contains rights, duties and ethical principles for all "stakeholders" (e.g. employees, suppliers, customers, Public Administration, third parties). It aims to recommend, promote or prohibit certain conduct, regardless of what is already envisaged by law, defining the principles of "corporate ethics" that the Group recognises as its own and which it calls upon all recipients (employees, including managers, directors, shareholders and external collaborators who work to achieve Group goals under the direction and supervision of top management) to observe.

During 2023, the Metalco Group invested in employee training by organising courses in order to raise awareness and update people on the Code of Ethics and the changes that will be made.

SUPERVISORY BODY (SB)

METALCO – BELLITALIA SB
2023



SB

Members of SB

Adriano Soligo
Giovanni Tretti
Diego Libralato

In both Metalco and Bellitalia, the Supervisory Body (SB) is entrusted with the task of supervising the operation of and compliance with the 231 Model, and that of updating it, of receiving any reports of unlawful conduct pursuant to the Decree or of breaches to the provisions of the 231 Model, and finally, reporting to the competent company functions any breaches of the 231 Model that may result in a liability for the Group so that appropriate measures may be taken.

Reports received by the SB are examined and, where appropriate, subjected to specific in-depth investigation, and are processed by the SB in accordance with the legal provisions and the specific "Whistle-blowing Procedure", guaranteeing confidentiality with no prejudice to legal obligations, as better specified in the following chapter.

The SB and the Administrative Body, normally through the Legal Representative, hold quarterly meetings to discuss the progress of periodic and spot checks planned, and Model implementation.

If any breaches are found that may suggest the risk of commission (or mere attempt) of offences from which the application of Decree 231 may result, checks are carried out promptly.

Periodically, the SB interacts with the board of statutory auditors appointed in both Metalco and Bellitalia during 2023.

The SB is granted independent powers of initiative and control, guaranteeing it free access to all corporate functions in order to obtain any information strictly needed for performance of its duties.

WHISTLEBLOWING



implementing EU Directive 2019/1937.

The purpose of this procedure is to protect company integrity through reporting, to the appropriate figures, of unlawful conduct relevant under Leg. Decree 231/2001, of offences regarding public procurement, money laundering, product safety and conformity, environmental protection, personal data protection and computer system security; in general, all deeds and conduct that violate the provisions of the European Union aimed at ensuring free competition and correct market function.

Possible whistle-blowers can be employees, external collaborators, professionals, directors, etc., i.e. all those with an existing employment relationship with the companies or who have previously been workers or collaborators.

For both Metalco and Bellitalia, management of the whistle-blowing channel has been entrusted to an Ethics Committee in the persons of Francesco Bertino, director, and Stefano Franzoi, group CFO.



ECONOMIC PERFORMANCE



Reporting on the economic performance is as important for the Group as it is for its Stakeholders. It makes it possible to analyse the Group's financial performance and reliability.

Good financial reliability and good economic performance are important for employees in terms of job stability, for suppliers in terms of remuneration for products and services rendered, and finally for its capital suppliers (both investors and financial institutions).

The idea of street furniture as an enhancement of the public space has enabled the Metalco Group to gradually win over a diversified, international clientele and to be chosen as a partner by public and private bodies, municipalities, planners, architects, construction companies and landscape designers.

The Group has adopted a customer-oriented approach, working side by side with the customer from the purchase stage through to the post sales stage in order to understand and fulfil their needs and offer not only the end product but a complete service creating added value.

The sales network and technical area offer ongoing support for the immediate resolution of any problems and constantly monitor customer satisfaction.

The group reaches domestic and foreign markets through different distribution channels depending on the type of customer.

For public customers, it takes part in tenders, sells indirectly through general contractors or directly to municipal utility companies; while for those to domestic private entities, sales are streamlined by using the in-house sales force or the help of agents.

For sales abroad, the Group relies on a network of local distributors, coordinated by the area managers.

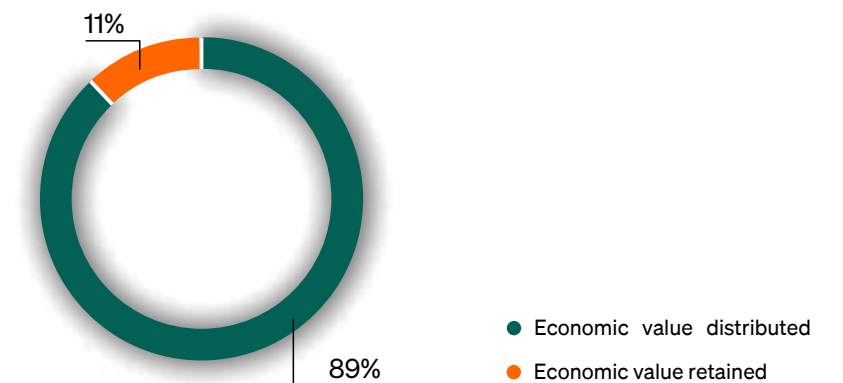
The Metalco Group ended financial year 2023 with sales revenue of about €39.3 million, in line with the aggregate revenue of 2022 (about €39.6 million) and production value of about €41.3 million, in line with 2022 (about €42 million).

Of Group revenues, 52% are generated in the domestic market and the remaining 48% in the European market (about 80%, with Romania, Switzerland, France and Germany as the main markets) and in the Middle East (about 9%, with Qatar in the lead).

ECONOMIC VALUE GENERATED AND DISTRIBUTED

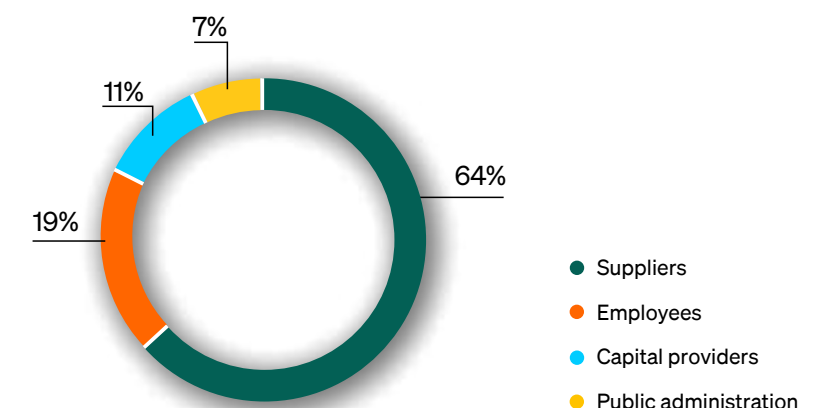
The Economic Value Generated (understood as the amount of revenue generated) by the Group in 2023 amounts to approximately € 41 million.

Economic value generated and distributed



Against value generated value of about €41 million, about € 23 million can be considered operating costs (in particular costs incurred to purchase raw materials and those to provide services), about €7 million for personnel remuneration, about €4 million for capital providers (dividends distributed to shareholders and payment of interest to lenders), and about € 2 million for the public administration.

Distributed economic value



SUPPLY CHAIN



The Group focus on environmental issues leads it to select suppliers on the basis of their ability to provide the certificates needed for compliance with M6EC (Minimum Environmental

Criteria). MEC furniture regulates several aspects of the product: the choice of renewable or recycled raw materials, the characteristics of treatment and coatings, and the disassembly ability of the product, which no longer becomes waste at the end of its useful life, but can be broken down allowing components to be reused or recycled.

Selected suppliers, for example, must guarantee with the issue of "safety data sheets" that the plastic and cardboard used for packaging have a certain percentage from recycling and that paints do not contain toxic hazardous substances.

For wood procurement, the Group prefers suppliers that can guarantee FSC® (Forest Stewardship Council) certification; this is an international certification issued to guarantee compliance with high environmental, social and economic standards, established and approved by the Forest Stewardship Council, an organisation that promotes responsible management of forests and plantations.

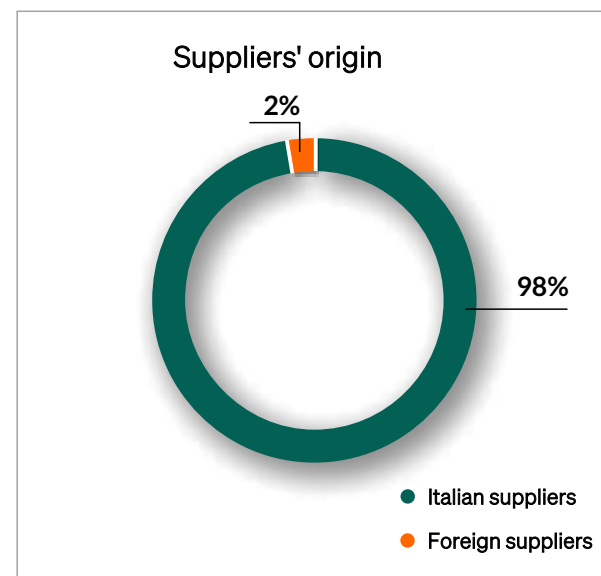
Procurement of raw materials follows a just-in-time logic; purchases are planned on an order-by-order basis, and thanks to investments in research and development, increasingly high-performance materials are found that are environmentally friendly and can be recycled.

The very origin of materials plays an important role for the Group. It prefers to purchase them from local suppliers in order to support their development and reduce the costs and environmental impact of transport. In particular, during 2023, about 98% of material purchases were made from Italian suppliers, of which about 78% operated in the Veneto region where the Group has its roots.

Following the approach of "Sustainable Development", i.e. supporting economic growth without harming the environment while improving the quality of life for mankind, the Metalco Group has adopted an internal supplier assessment process to ensure both the socio-environmental sustainability of the supply chain and protection of local suppliers, enhancing their quality, as denoted by the percentage of origin of products.

The analysis of suppliers mainly takes place by sending them self-assessment questionnaires on Quality, Environment, Safety, Energy and Social Responsibility management systems. This is followed by on-site audits by a representative of the Metalco Group to ascertain the effective implementation of active certified management systems and how the other areas relevant to sustainability are being managed. An aspect of fundamental importance that streamlines the control stage is the presence of authorisation and/or certification guaranteeing the quality of the products purchased by the Group. In fact, we can say that, in 2023, the five largest suppliers of the Metalco Group, who alone supply about 39% of raw materials, will have process and environmental certification such as ISO9001, ISO14001 and others.

Suppliers are then asked to read the Code of Ethics and the 231 Organisational Model shared on the institutional website.



CERTIFICATION

Over the years, the Group has always certified the quality of its business processes.

Metalco and Bellitalia both hold **UNI EN ISO 9001** certification which defines the minimum requirements that a Quality Management System must prove to meet in order to guarantee the product quality level it claims to possess.

Both also hold **FSC® (Forest Stewardship Council)** certification, certification commented on when describing the Group's supply chain.

Metalco holds the following certification:

- **UNI EN ISO 14001** certification, which demonstrates in Metalco the presence of an Environmental Management System to achieve virtuous environmental performance goals;

- **SOA** certification, category III, compulsory certification to take part in tenders for the execution of public works, proving the company's compliance with all requirements provided for by current legislation in the field of public contracts;

- certification **Hen 1090 - 1:2009+A1:2011**, on the performance characteristics of steel and aluminium structural components; holding it enables the company to affix the C.E. mark on its products;

- **ISO 45001** certification, obtained in 2023; an international occupational health and safety standard designed to protect employees and visitors from work-related accidents and illnesses.

Metalco's medium-term goal is to obtain the **Environmental Product Declaration (EPD - Environmental Product Declaration)**, i.e. a declaration, on a voluntary basis, that analyses the life cycle of an individual product and defines its consumption of resources (materials, water, energy) and its impact on the surrounding environment for all phases (extraction and transport of raw materials, production, use and disposal). In order to get that certification for its products, Metalco gave itself the short-term goal of attaining **UNI ISO 14064**

certification, a useful standard for managing, reporting and checking, at entire company level, the data referred to GHG (Greenhouse gases). Bellitalia, on the other hand, has held **PEFC** certification, issued by PEFC Italy, since 2015. The label guarantees that the wood-based raw material in the product is sourced from a PEFC-certified, sustainably managed forest, in line with the strictest environmental, social and economic requirements and protecting workers' rights throughout the production process.

On the other hand, the Bellitalia goal for 2024 is to obtain the **Category III SOA** certification, useful for working with the public administration.



hEN 1090-1:2009+A1:2011

ESNA-SOA
Società Organismo di Attestazione S.p.A.

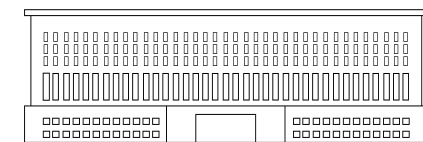
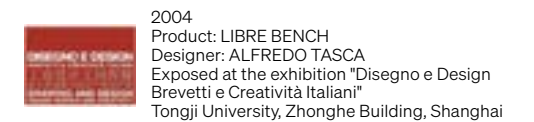
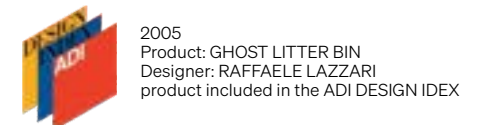
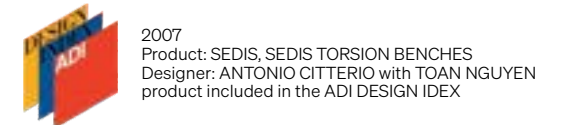
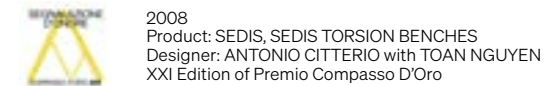
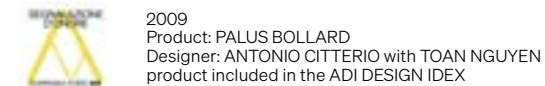
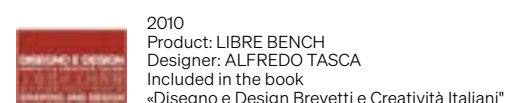
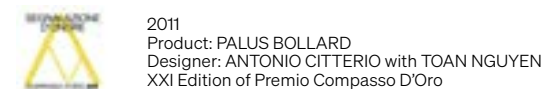
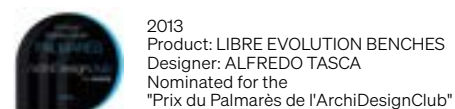
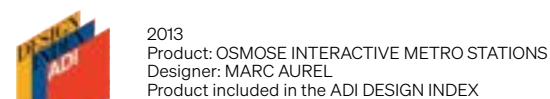
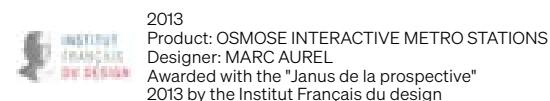
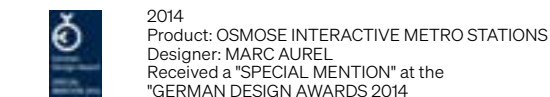
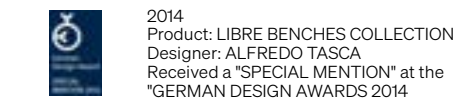
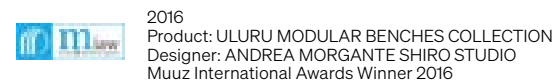
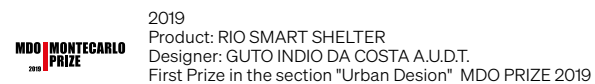
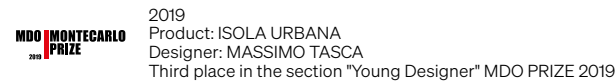
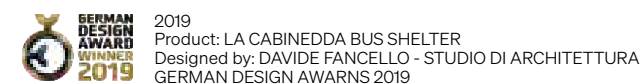
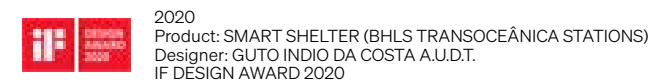
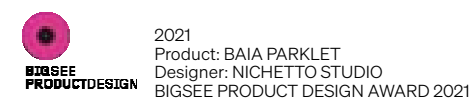
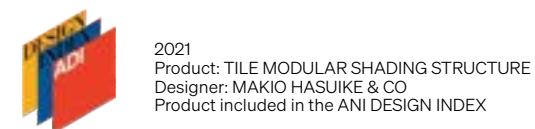
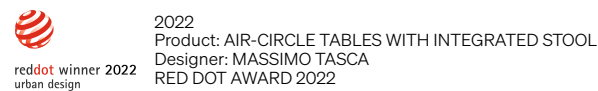




ASSOCIATIONS, PRIZES AND AWARDS

The Group especially believes in the value of human creativity, individual talent and teamwork.

Over the years, the products of Group designers have won numerous international prizes and recognition.



COLLEZIONE **FARNESINA** DESIGN

INCLUDED IN THE "COLLEZIONE FARNESINA DESIGN", TRAVELLING EXHIBITION, ROME AND WORLDWIDE:

Product: **VOLO BENCH** Designed by: **ALESSANDRO LENARDA**

January 2010:	Casa Itaia, XXII Winter Olympics Games, Vancouver
June 2010:	Casa Azzurri FIFA Word Cup, Pretoria
November 2010:	Culture European Capital, Istanbul
February-April 2011:	Holon National Museum, Tel Aviv
May-September 2011:	Ara Pacis Museum, Rome
November 2011:	Palais des Rais, Algeri
December 2011	
January 2012:	Centre National d'Art Vivant, Tunisi
February 2012:	Ecole Nationale d'Architecture, Rabat
July 2012:	Ecosoluzioni/Design del quotidiano Museum Musikkitalo, Helsinki
July-August 2012:	Queen Elizabeth II Conference Center Olympics Games, London
October-November 2012:	Ecosoluzioni/Design del quotidiano Slovenian Museum, Lublan
October-November 2012:	Italian cultural institute Palazzo della Farnesina e le sue collezioni Rome Exposed at Design Museum Holon, Tel Aviv (permanent exhibition) Exposed at Modern and Contemporary Art Gallery, Roma Capitale
October 2012	
January 2013:	Welcome to design-the best Made in Italy, Moscow



Please note that both **Metalco** and **Bellitalia** are members of **Confindustria**, while Bellitalia alone is also a member of **C.I.P.A.** (Industrial Consortium for Environmental Protection of the Province of Belluno).

ENVIRONMENTAL AND PRODUCT RESPONSIBILITY



The Metalco Group has created a new way of inhabiting public spaces in cities, designing solutions that improve interpersonal connections, citizen well-being and human relations. It works on a daily basis offering a wide range of street furniture and dehors, anticipating future market trends to meet a global, diversified demand.

Together with an extensive variety of standardised, functional products in catalogues, such as benches, tables, litter bins, bike boxes, shelters, planters, fountains, urban lighting and much more, it offers customised, made-to-measure projects, created by a highly qualified team working with internationally renowned architects and designers.

The entire production cycle is carried out in-house, from design to assembly of the finished product, taking care of each detail directly.

Research, development and progress are the strengths of a group that is constantly eyeing the future in order to find innovative, lasting technical-productive solutions, reducing environmental impact, and optimising resource consumption and energy expenditure. In order to facilitate collaboration and the exchange of information between the various people involved in creating products, the Group has implemented a PIM (Product Information Management) platform through which BIM (Building Information Modelling) files can be created.

BIM makes it possible to integrate useful information into a single three-dimensional model at every planning and design stage: architectural, structural, plant, energy and management, right up to creation of the finished product. All data on volume and dimensions, material, appearance and technical characteristics are made available through graphs, drawings and data sheets, to make processes more efficient, faster and more sustainable.

Over the past few years, the Metalco Group has made a series of major investments in 4.0 technologies; these have thoroughly transformed its production processes, optimising the entire production cycle, significantly raising the quality of its products, while ensuring greater safety in the workplace.

In particular, advanced machinery has been acquired allowing for the internalisation of sheet metal cutting and bending; a processing phase that used to be largely outsourced to external suppliers. Thanks to the automated technologies introduced and real-time monitoring systems, the Group has been able to improve operational efficiency, reduce errors, cut down production times and, last but not least, ensure higher protection for workers by minimising risks associated with manual processing.

.... ALL WITH AN EYE ON THE ENVIRONMENT



The environment is a primary community asset that the Group wants to help protect and respect. Management and stakeholders acknowledge that environmental sustainability as a priority.

The Code of Ethics adopted by the Group envisages that activities be planned seeking a balance between economic initiatives and environmental needs; everything in compliance with applicable regulations, and providing the utmost cooperation to public authorities in charge of checking, monitoring and protecting the Environment.

The Group pays special attention to raising employee awareness on environmental issues, spreading the culture of sustainability internally, and encouraging careful, aware conduct.

Last of all, those involved in the production processes are very careful to avoid any illegal discharge and emission of harmful materials, and handle waste or processing residues considered to be at risk in compliance with specific requirements.



Metalco has achieved ISO14001 company certification, implementing an environmental

management system that protects the environment by preventing pollution, reducing waste, energy and material consumption.



THE MATERIALS USED

When designing street and landscape furniture solutions that combine functionality, quality, design and sustainability, choosing the materials is crucial.

Group companies offer production lines diversified by type of material used: mainly granite, marble and steel for Metalco, cement and natural stone for Bellitalia.

These are combined with other materials such as aluminium, glass, plastic and wood, creating a multitude of possible combinations in the different collections.

Materials used, with the exception of the paint powders, are 100% recyclable, retain their quality and purity and can be reused indefinitely to create new products and urban projects.

The customer can ask for FSC®-certified wood, an international certification already commented on, to be used in products and packaging.

Another widely used material (and the subject of analysis in the Research & Development Department at the Resana site) is WPC (Wood Plastic Composite) or composite wood: an artificial material created by hot extrusion by binding pulverised wood scraps with recycled plastic material, for an aesthetic effect like that of natural wood, but with the strength of a plastic resin.

In Bellitalia, the most commonly used material is concrete; this, thanks to its versatility, strength and ability to combine function with shape enables creation of elegant, long-lasting solutions.

The aggregates used are sourced locally from the surrounding Dolomite areas, reducing the CO2 impact.

For more exclusive products, the concrete can then be combined with precious stones; special protocols are needed to procure them. The marble chips created on breaking the slabs are recycled directly by Italian quarries.

The Ponte nelle Alpi (BL) factory has a specialised laboratory constantly engaged in the ongoing research for innovative materials and the creation of new cement mixtures, also using recycled glass and authentic discarded Murano glass.

The packaging material choice must also be made considering the Minimum Environmental Criteria requirements.

Precise sourcing requirements must be fulfilled, through declarations issued by the suppliers; needed for the group companies to certify that the packaging can be broken down into its various components to then be entrusted to consortia and be fully recycled.

The materials used are mainly paper, plastic and wood.

Paper and plastic come from recycling, about 80 per cent and 30 per cent respectively, while for wood, FSC®-certified wood can be used at the customer's request.

MATERIALS USED IN TONNES (t)

FROM A NON-RENEWABLE SOURCE	2022	2023
STEEL	479	469
ALUMINIUM	89	93
IRON	79	80
ZAMA	0	1
GRANITE/MARBLE	910	900
PLASTIC	46	45
GLASS	95	92
SAND	5.420	3.743
GRAVEL	1.262	1.305
CRUSHED STONES	73	37
TOTALE	8.496	6.722
FROM RENEWABLE SOURCE	2022	2023
WOOD	252	210
POLYESTER POWDERS	45	41
CARDBOARD	5	5
TOTAL	302	258



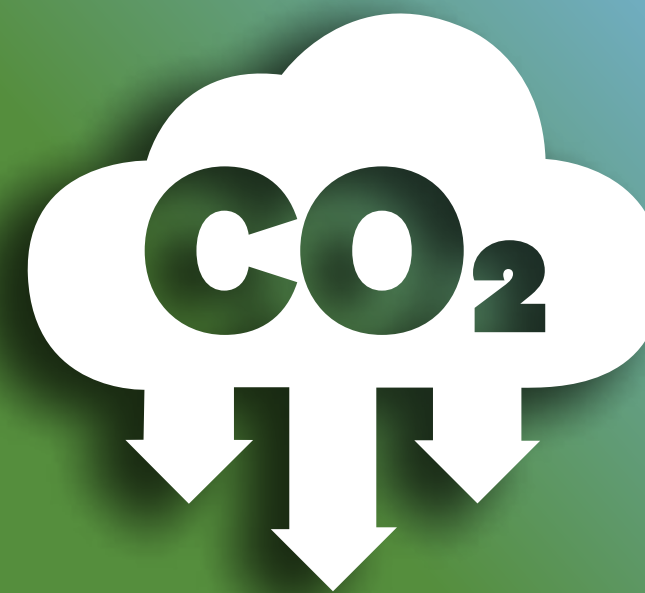
ENERGY CONSUMPTION, EMISSION SAVINGS

The Group only uses electricity from 100% sustainable sources and has always believed and invested in renewable energy sources.

There are more than 7,000 solar panels installed on the roofs of the factories; potentially covering the entire needs of the production facilities and avoiding the release of more than 822 tonnes of CO₂ into the environment per year.

If, on the other hand, you consider the average life of a photovoltaic system, about 25 years, this value goes to 20,567.5 tonnes of CO₂ not released into the atmosphere.

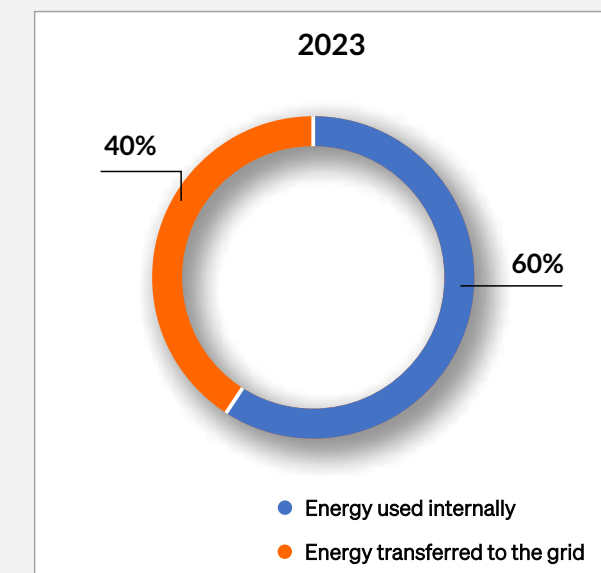
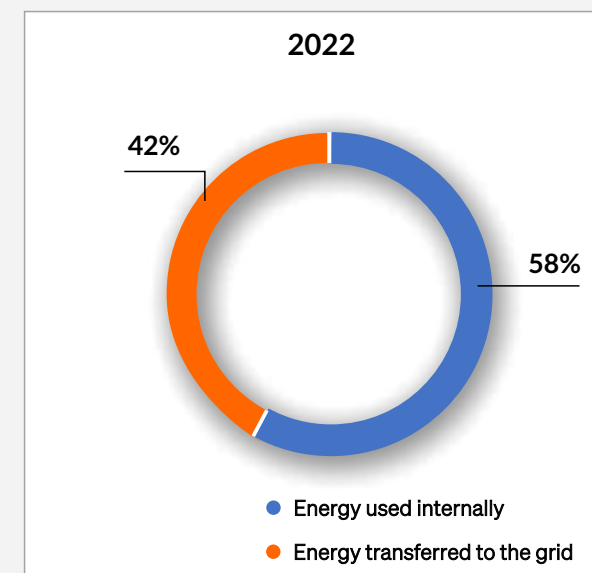
Plant power: 1,675 Mwp
Number of Photovoltaic Modules: 7,239
Annuale productivity: 1.860 Mwh



Below please find the data summing up the quantities produced, used directly and sold to the grid, for years 2022 and 2023.

	2022	2023
ENERGY USED INTERNALLY	693.290 kWh	683.990 kWh
ENERGY SOLD TO THE GRID	507.630 kWh	452.331 kWh
TOTAL ENERGY PRODUCED	1.200.920 kWh	1.136.321 kWh

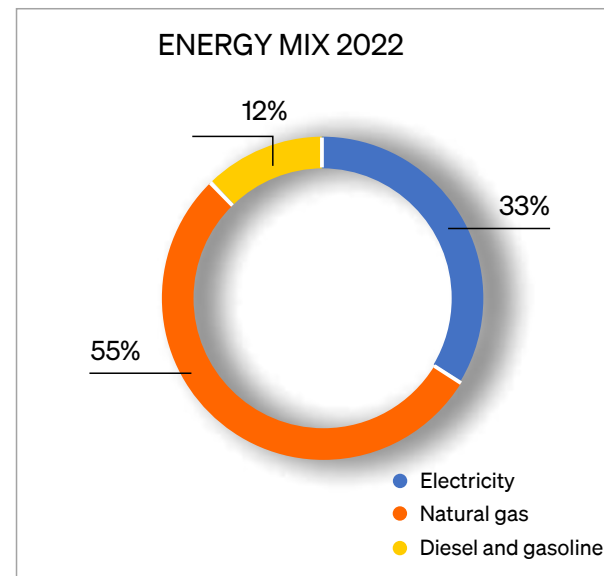
As the data in the table shows, the Group's clean energy production remained in line over the 2022-2023 two-year period, as did the percentage of clean energy used internally, shown in the following graphs.



In order to meet the energy needs of winter periods, when the energy produced by photovoltaic plants cannot cover the demand for energy to be used for internal production, the Group purchases **certified energy produced from renewable sources from external suppliers**. That choice further confirms the Group commitment to the use of clean energy.

The following tables sum up the Group's energy consumption for the years 2022 and 2023, showing the different energy sources used.

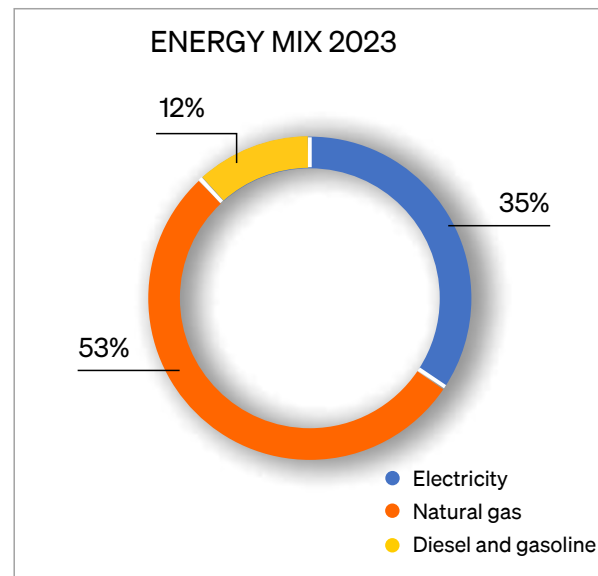
ENERGY MIX	2022		2023	
ELECTRICITY	6.466	GJ	6.694	GJ
NATURAL GAS	10.915	GJ	10.250	GJ
DIESEL AND GASOLINE	2.470	GJ	2.302	GJ
TOTAL	19.851	GJ	19.246	GJ



Electricity is mainly used to power production machines, cooling systems and lighting. Natural gas is used to operate the paint oven, to heat some office areas and to heat the sanitary water in the bathrooms.

Fuel, mainly diesel, is used to use company-owned vehicles. The Metalco Group is striving to gradually renew the car fleet available to employees by purchasing hybrid cars in order to reduce CO₂ emissions, taking advantage of the electric charging stations installed at its facilities.

Remaining on the subject of the group's climate impact on the environment, we can say a total of around 900 tonnes of CO₂ were emitted during 2023; the group will be gradually reducing this figure over the years.



To date, the Group has already implemented and maintained a number of initiatives to reduce energy consumption; always aimed at continuously improving its impact on the environment.

- More specifically, the Group has reduced consumption used for lighting in its plants through:
 - the sole use of LED lamps;
 - installation internally, in passage areas, of lamps equipped with motion sensors that only turn on lighting when necessary;
 - outdoor installation of twilight sensors that only turn on lighting when external brightness fades;

- installation of internal light sensors in departments to regulate internal light based on the intensity of light filtering in from outside;

- achieving greater efficiency in the use of electricity throughout the day and seasons.

The energy intensity index is calculated with the ratio of total energy consumption and the sales revenue value. In both 2022 and 2023, energy intensity amounted to 0.05%. This index expresses the energy consumed per euro of revenue made in the period.

Still with a view to environmental protection, the Group constantly monitors emission levels for the main environmental risks linked to its production process (in particular referred to the carpentry and painting departments).



WATER AND WASTE WATER

The Group is constantly aware of its use of water resources, optimising production processes through water recovery and recycling.

Metalco has developed a process for recovering the water used by the painting plant. The first stage of the painting process involves washing the semi-finished metal, removing any hazardous substances. The water used in this stage is then purified and reused in other washing operations; thus avoiding use of new water resources.

For recovery of the water to be purified and reused, the company has equipped itself with three 3,000 litre tanks which are emptied twice a year. If the company did not purify and reuse the water, those tanks would have to be emptied monthly.

The residue from water purification and the water itself removed when emptying the tanks are disposed of as hazardous waste.

On the other hand, Bellitalia is equipped with a rainwater recovery plant collected in underground tanks, treated and then used in the production cycle. The Group's water consumption is summed up below:

Annual water consumption in cubic metres	2022	2023
	9.820	10.205

Annual litres of water saved estimated 90.000

The Group manages the disposal of its waste in a timely, efficient way, in order to comply with current legislation and mitigate its environmental impact.

In compliance with national legislation, the Group annually prepares the Modello Unico di Dichiarazione (MUD) Ambientale (Single Environmental Declaration Form) containing information on each batch disposed of.

The waste produced by the Group is mainly related to production activities and is collected in special areas identified as “temporary external deposits” with containers and canisters to avoid contamination of the environmental matrix.

The waste produced by the Group can be reclassified as hazardous and non-hazardous depending on its characteristics.



WASTE

INDICATORS RELATED TO THE HAZARDOUSNESS OF WASTE

	2022	2023
Total kg of hazardous waste	4.421	21.814
Total kg of non-hazardous waste	1.369.632	1.814.837
Total kg of waste produced	1.374.053	1.836.651

Non hazardous waste accounts for almost all waste (100% in 2022 and 99% in 2023) and mainly consists of packaging made of wood, plastic and cardboard, iron and steel, and cement.

Hazardous waste, on the other hand, accounts for 1 % of the total waste generated in 2023 and mainly consists of residues of blasting material, paints and varnishes, insulation materials and packaging containing residue of or contaminated by hazardous substances.

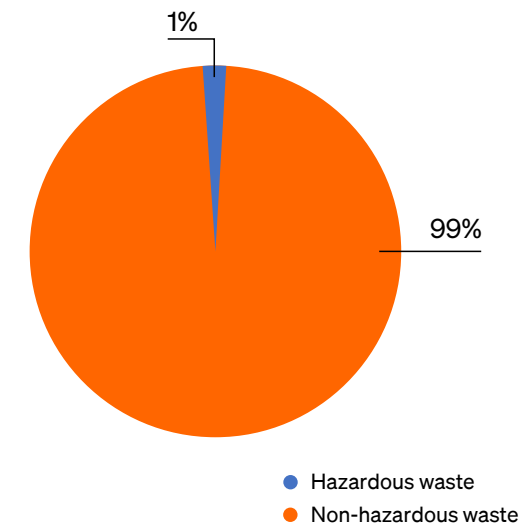
A further useful division for management of this topic is the destination of waste produced by the Group. This can, in fact, be sent for recovery or disposal.

Details on the kilos of waste produced by the Group are given below:

INDICATORS RELATED TO WASTE RECOVERY

	2022	2023
Total kg of waste for recovery	1.332.766	1.691.807
Total kg of waste for disposal	41.287	144.844
Total	1.374.053	1.836.651

WASTE GENERATED (%)



92% recovery

1.836.651
kg



8% for disposal

As required by national legislation, the Group regularly disposes of the waste it produces, assigning it to qualified external disposers.

The percentage of 2023 waste sent for recycling to external plants through authorised disposers was 92%, while the remaining 8% was sent for disposal.

More specifically, the non-hazardous waste produced by Metalco S.r.l. is mainly managed by a specialised external company called Recycla S.p.A., which in turn recovers it or sends it to landfill.

Annually, with a view to ongoing improvement, a Recycla consultant visits the company to give advice and support to identify and analyse possible improvements for the process.

The main waste produced by Bellitalia is cement.

The latter is handled directly by the company that supplies Bellitalia with the raw material, reprocessing it to recover the cement part and reselling it as semi-processed, or reintroducing it into the production process.

The other waste, iron, plastic and water-based paints, is managed by a local consortium.

Lastly, the waste wood is used to feed the bio-mass power plant in Perarolo di Cadore.

The Group has also taken steps to minimise non-recyclable waste in the office and break areas; thanks to the islands with waste bins that enable separate collection, and actions to reduce plastic consumption by promoting, for example, installation of water bottles.

RESPONSIBILITY TOWARDS INDIVIDUALS AND THE COMMUNITY

Well aware of the importance of its people for achieving company success, the Metalco Group devotes ample attention to its employees; committing itself to guaranteeing daily respect for the fundamental values of diversity, inclusion and equality; the fight against all forms of discrimination and violence and promotion of a policy of personal and professional growth enabling career development based on skills, professionalism and merit, all in a safe and secure working environment.

As at 31 December 2023, the Group employed 142 people, of whom 110 at the Castelminio di Resana (TV) site and 32 at the Ponte nelle Alpi (BL) site.

SUMMARY DATA 2023

Total employees: 144

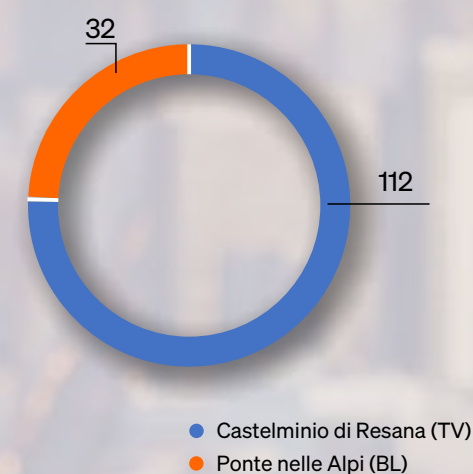
Employees hired on a permanent basis: 72%

Hiring rate: +24%

New admissions: 35

Injuries: 4

PLANT STAFF



The workforce consists of 120 men, about 85% of the total, and 22 women, 15% of the total. Please note that the marked preponderance of male personnel depends on the specific nature of certain production tasks that require repeated physical exertion and the movement of considerable weight. With reference to the make-up of personnel by professional category as at 31 December 2023, 65% refers to employees with blue-collar qualifications and the remaining 35% to white-collar workers.

The presence of women is almost exclusively concentrated in the white-collar category (95 %); the white-collar category is made up of 42 % women and 58% men.

EMPLOYEES BY CATEGORY AND GENDER	2022			2023		
	Men	Women	Total	Men	Women	Total
DIRECTORS	0	0	0	0	0	0
MANAGERS	1	0	1	5	1	6
EMPLOYEES	23	13	36	26	19	45
WORKERS	85	1	86	92	1	93
TOTAL	109	14	123	123	21	144

With regard to the age of its employees, 68% of the staff are between 30 and 50, 30% are older than 50, and the remaining 3% are younger than 30.

EMPLOYEES BY CATEGORY AND AGE GROUPS	2022			2023		
	<30 years	30-50	> 50 years	<30 years	30-50	> 50 years
DIRECTORS	0	0	0	0	0	0
MANAGERS	0	2	0	0	5	1
EMPLOYEES	4	23	8	3	27	15
WORKERS	4	41	41	8	38	47
TOTAL	8	66	49	11	70	63

The Metalco Group firmly believes that stability is indispensable for building a lasting relationship with its employees; proof of this is the fact that 65% of the contracts are open-ended.

With reference to recruitment and terminations in 2023, against 15 terminations (all men), 33% of which for employees over 50 and 53% for employees between 30 and 50, 35 new people were recruited (including 8 women), 71% were between 30 and 50 and 6% were under 30.

EMPLOYEES BY TYPE OF CONTRACT AND GENDER	2022			2023		
	Uomini	Donne	Totale	Uomini	Donne	Totale
FIXED-TERM	8	1	9	38	1	39
INDEFINITE	112	2	114	83	22	105
TOTAL	120	3	123	121	23	144

RECRUITMENTS BY GENDER AND AGE GROUP	2022			2023		
	<30 anni	30-50	> 50 anni	<30 anni	30-50	>50 anni
MEN	1	9	7	2	17	8
WOMEN	0	1	0	0	8	0
TOTAL	1	10	7	2	25	8

TERMINATIONS BY GENDER AND AGE GROUP	2022			2023		
	<30 anni	30-50	> 50 anni	<30 anni	30-50	>50 anni
MEN	0	16	5	2	8	5
WOMEN	0	1	0	0	0	0
TOTAL	0	17	5	2	8	5

In an attempt to facilitate as much as possible reconciliation of business commitments with the personal needs of its employees, the Group also plans to employ staff on part-time contracts; in 2023 this will affect a minority share (about 8%) consisting of 6 women and 5 men.

DIPENDENTI PER TIPOLOGIA DI IMPIEGO	2022			2023		
	Men	Women	Total	Men	Women	Total
FULL TIME	104	10	114	116	17	133
PART TIME	5	4	9	5	6	11
TOTALE	109	14	123	121	23	144

As it especially believes in the training of young recruits, the Group has drawn up several agreements with universities and secondary schools to activate internships and apprenticeships and for referral of deserving students. In addition to the aforementioned agreements, the Group is used to collaborating with universities and other entities to develop certain projects.

In particular, in 2023, please note the collaboration with the Milan Polytechnic, the Brera Academy of Fine Arts and ARD&NT Institute Milan for the "In & Out Door Design Workshop" concerning a project to redevelop the waterfront of the city of Rimini and the marketing analysis on the Metalco brand carried out by students of ISIA Roma Design, University Institute of Design.

HEALTH AND SAFETY IN THE WORKPLACE

The Group guarantees the physical and moral integrity of its employees, working conditions that respect individual dignity and a safe, healthy working environment; in full compliance with current legislation on the prevention of accidents at work and worker protection.

To this end, the Group has drawn up a Risk Assessment Document (DVR) which identifies, for each company area, the dangers present and the relative risk level, and the prevention measures identified to limit risks.

In addition to the preparation and regular updating of the DVR, the Group takes the following protective measures:

- planning and defining adequate economic, human and organisational resources needed for compliance with the prevention and safety measures, to monitor their implementation and supervise compliance;
- planning production processes in such a way as to minimise worker exposure to risk, related to the risks identified in the DVR;
- scheduled, extraordinary maintenance when needed of machines, installations and working environments in general;
- provision of appropriate signage for escape routes, emergency exits, first aid equipment and safety equipment;
- assignment of tasks and duties to workers considering their abilities and health conditions;
- taking part in first aid, fire-fighting and more general courses on safety in the workplace.

The Management System envisages close cooperation between different figures and a formal powers system.

With reference to company figures, the first person responsible for organisational and operational activities regarding the management of Health and Safety at Work is the Employer, which is identified in the Chairman of the Board of Directors.

Then there are the Managers, responsible with the Employer, who have to implement the latter's orders, organising and supervising the work activity, and the Supervisors, i.e. those who supervise the jobs and ensure implementation of the orders received, checking their correct execution by employees and exercising a functional power of initiative.

A particularly important role is then entrusted to the Head of the Prevention and Protection Service (RSPP), who is external to the Group and meets the professionalism, experience and training requirements.

In order to constantly monitor occupational health and safety, the Group schedules regular annual meetings between the Employer (or his/her representative), the RSPP, the Company Doctor and the RLS (Workers' Safety Representative) in order to share possible dangers associated with workplaces.

These meetings are supplemented by informal update meetings between the RSPP and single supervisors.

The effectiveness of its risk prevention system is checked through the use of special registers where accidents are recorded, in order to identify their causes and possible corrective actions.

Over the years, the Group has recorded a reduction in the number of workplace accidents, from 6 in 2022 to 4 in 2023.

ACCIDENTS AT WORK		
YEAR	2022	2023
HOURS WORKED	210.304	224.526
INJURIES	6	4
OF WHICH WITH SERIOUS CONSEQUENCES*	0	0
INJURY RATE**	28,53	17,82
RATE OF INJURIES WITH SERIOUS CONSEQUENCES	—	—

Appointed directly by the Employer, the RSPP is responsible, on behalf of the latter, for assessing all risks to worker health and safety, identifying all measures to mitigate them, and the training needs, planning and delivery of compulsory safety training.

Health surveillance is assigned to the Company Doctor, who also collaborates in the identification of risks related to worker health and safety.

Last of all, in occupational health and safety terms, an important role is played by the employees themselves, who must take care of their own health and safety and that of other people in the workplace, on whom the effects of their actions or omissions fall, in compliance with their training and the instructions and means provided by the employer.

In 2023, as described in the section on certification, Metalco achieved ISO 45001 certification in occupational health and safety.

Adoption of ISO 45001 ensures occupational health and safety, reducing occupational injuries and illnesses and ensuring regulatory compliance.

It promotes a safe working environment, increasing productivity and employee engagement, thereby reducing costs for accidents and worker absenteeism.

* Accidents with serious consequences are accidents with an absence of more than 180 days.

** The accident rate is calculated as the number of accidents occurring during the year compared to the number of total hours worked, multiplied by 1,000,000

COMMUNITY - SPONSORSHIPS

In addition to the pursuit of economic results, the Metalco Group is committed to improving the competitiveness and general welfare of the areas it operates in.

This commitment is mainly seen in sport, an area where the Group supports different areas. A **softball (women's baseball) club** from **Castelfranco Veneto (TV)**, **Metalco Thunders Castelfranco**, playing in the A1 league, has been sponsored for several years.

Through this sponsorship, the Group pursues the goal of enhancing the value of young people, especially women, in a context that rewards team spirit, the growth of human relations, respect, and the acceptance of diversity, all values in which the Group firmly believes.

Another sports sponsorship involves the **A.S.D. Ride Your Dreams Treviso**, an amateur sports association dedicated to the promotion of running and trail running. This collaboration strengthens company ties with the region and the sports' world, encouraging an active lifestyle and a passion for running.



METALCO THUNDERS CASTELFRANCO VENETO



A.S.D. RIDE YOUR DREAMS TREVISO

Among the sports sponsored, the Group supports the **Sci Club di Ponte nelle Alpi**, another amateur sports association; a point of reference for ski enthusiasts. This sponsorship has special significance for the group as Ponte nelle Alpi is home to the Bellitalia plant, an integral part of the company network.

The Metalco Group not only promotes sports associations, it also shows its commitment to people's well-being from a broader point of view. For several years now, the group has supported the **Ronald McDonald Children's Foundation**, an organisation dedicated to improving the lives of families with sick children.

The Foundation mainly operates through the creation and management of **Ronald Homes and Family Rooms**, cosy facilities close to hospitals where families can stay during their children's medical treatment, maintaining the closeness and support they need during difficult times.

In addition, the Group sponsored the company **Carmen Auto Aiuto**, contributing to the purchase of a van equipped to transport people with disabilities. This gesture represents a further step towards supporting fragile groups, facilitating mobility and improving the quality of life for those in vulnerable situations. Through these initiatives, the Metalco Group confirms its social commitment, showing sensitivity towards the concrete needs of the communities where it operates.



SCI CLUB DI PONTE NELLE ALPI



GRI CONTENT INDEX			
Organisation Profile			
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102-3	Location of head office	8	
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102-5	Ownership and Legal Form	6	
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102-8	Information on employees and other workers	40-43	
102-9	Supply chain	22	
102-10	Significant changes to the organisation and its supply chain		
102-11	Precautionary principle	26-29	Not applicable.
102-12	External initiatives		
102-13	Membership of associations	25	
Strategy			
N. GRI	GRI DESCRIPTION		
102-14	Statement by a senior manager	5	
Ethics and integrity			
N. GRI	GRI DESCRIPTION		
102-16	Values, Principles, Standards and Rules of Conduct	16 -18	
Governance			
N. GRI	GRI DESCRIPTION		
102-18	Governance structure	14 - 15	
Stakeholder Involvement			
N. GRI	GRI DESCRIPTION		
102-40	List of Stakeholder Groups	12	The percentage of employees covered by a collective agreement is 100%.
102-41	Collective bargaining agreements		
102-42	Identification and Selection of Stakeholders	12	
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102-44	Key issues and critical points raised	13	
Reporting Practices			
N. GRI	GRI DESCRIPTION		
102-45	Persons included in the Consolidated Financial Statements	7	Not applicable as first reporting year
102-46	Defining report content and topic perimeters	13	
102-47	List of material topics	13	
102-48	Review of information		Not applicable as first reporting year
102-49	Changes to reporting		
102-50	Reporting Period	7	Not applicable as first reporting year
102-51	Date of most recent report		
102-52	Reporting frequency	7	
102-53	Contacts for enquiries regarding the report	7	
102-54	Statement on Report in Accordance with GRI Standards	7	
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102-56	External Assurance	48-49	
			The document is not subject to external assurance.

N. GRI	GRI DESCRIPTION	PAGE N.	NOTE
Economic performance: topic specific standards			
GRI 201: ECONOMIC PERFORMANCE 2016			
103-2	Information on management methods	20-21	
201-1	Economic value directly generated and distributed	21	
GRI 204: PROCUREMENT PRACTICES 2016			
103-2	Information on management methods	22	
204-1	Proportion of expenditure with local suppliers	22	
GRI 205: ANTI-CORRUPTION 2016			
103-2	Information on management methods	16 -18	During 2023, no incidents of corruption established were registered.
205-3	Incidents of corruption established and actions taken		
Product and environmental performance: topic specific standards			
GRI 301: MATERIALS 2016			
103-2	Information on management methods	30-31	
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GRI 302: ENERGY2016			
103-2	Information on management methods	32, 35	
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GRI 303: WATER AND WASTE WATER 2018			
103-2	Information on management methods	36	
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GRI 306: WASTE 2020			
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306-3	Waste generated	38-39	
306-4	Waste not intended for disposal	38-39	
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GRI 403: HEALTH AND SAFETY AT WORK 2018			
103-2	Information on management methods	44-45	
403-1	Occupational health and safety management system	44-45	
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