



SUSTAINABILITY REPORT

2023

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LETTER TO STAKEHOLDERS

We are pleased to present our first Sustainability Report, a significant step that reflects our growing commitment to corporate social responsibility and our focus on the environment and the needs of our clients. Aware that sustainability has become a fundamental priority for the future of our company and the well-being of future generations, we wish to share with you our journey towards sustainability and our ongoing commitment to its improvement.

Ethical organisations integrate the cycle of economic, social, and environmental performance management into their corporate strategy. The sustainability report serves as a valuable tool to support non-financial reporting by combining quantitative data with qualitative information, with the use of specific indicators. This allows us to assess the impact of our resource allocation, policies, and commitment to sustainability.

In our industry, tackling these topics is not always straightforward, making this report both a challenge and a commitment to people and the environment. It is a challenge because acting sustainably may seem simple, but it is not always so, as economic, social, and environmental factors are interconnected and influence each other. Often, economic considerations come first, but environmental and social aspects can no longer be overlooked. This report represents our starting point, reflecting both our current actions and the areas where we are determined to improve.

Over the past months, we have made significant efforts to raise awareness and incorporate sustainable practices into our daily operations, always keeping our clients' needs at the forefront. Through collaboration with our suppliers and raising awareness

among our employees, we have taken measures to reduce our environmental impact while continuing to provide high-quality products and services. We have endeavoured, as much as possible, to use natural resources responsibly, minimising waste without compromising the quality of our products.

We have always listened carefully to and will continue to respond to the needs and concerns of our clients, adapting our policies and products in accordance with environmental and social regulations.

We believe that the success of our company depends on being a cohesive group, attentive to individual needs, which is why we have invested in training and professional development programmes, as well as employee well-being initiatives, to ensure a positive working environment.

We have reached this point, and from here we will continue our journey, together with all of you.

We would like to thank you for your continued support and cooperation, knowing that our commitment to sustainability and attention to our clients' needs is an ongoing journey.

**Together with your help,
we will play our part for a better future for all.**

1. THE REPORTING METHOD

1.1 Drafting Principles

This document has been prepared by taking the logical framework proposed by the Integrated Reporting (IR Framework) and the Global Reporting Initiative (GRI-referenced claim) as references.

The drafting principles refer to the seven elements that distinguish the IR Framework: strategic and future orientation, connectivity of reported information, stakeholder engagement, materiality, conciseness, reliability and completeness, consistency and compatibility.

The contents of the document were identified according to the principle of materiality, selecting the topics most significant to the organisation's sustainability, derived from its interaction with key stakeholders, chosen based on the degree of mutual influence between the organisation and these actors.

The stakeholders involved include institutional bodies, competitors, trade associations, training institutions, suppliers, consultants, clients, employees, media, and financial institutions.

1.2 The ODCEC Turin Method

The principles guiding the drafting of this report align with the core values of sustainability. Each organisation, even when engaging in economic activity, is called upon to act for the collective good.

Operational quality standards lead production processes towards sustainability, while administrative efforts continue to focus on research and the development of adequate governance, control, and reporting tools. These are supported by proactive dialogue with stakeholders.

The drafting of the sustainability report follows the ODCEC Turin method, a structured administrative process that involves planning, programming, data collection, evaluation, reporting, and implementation, in line with sustainability principles. The reporting phase is where organisations present environmental, social, and economic performance results to stakeholders, using metrics in nationally and internationally recognised models.

The ODCEC Turin method ensures that the administrative management process includes the continual engagement of organisational structures. It involves phases of training and drafting (planning and programming, data and text collection and elaboration, publication, and dissemination).

The professional assistance for this is provided by accountants associated with the ODCEC Torino Working Group on Social and Sustainability Reporting, in collaboration with the Academic Spin-Off of the Department of Management at the University of Turin, forming the Professional Process Group (PPG).

The administrative function of organisations coordinates and manages the phases of planning, programming, data recording, evaluation, reporting, and implementation in line with sustainability principles. In this process, reporting represents the phase in which stakeholders are presented with performance results in terms of environmental, social, and economic impact.

The ODCEC Turin method ensures the administrative process includes constant involvement of the organisation's structures, structured in phases of training and reporting (planning and programming, data and text collection, publication, and dissemination). The assistance and professional consultancy are provided by accountants associated with the ODCEC Turin Working Group for Social and Sustainability Reports, collaborating with the Academic Spin-Off of the Department of Management of the University of Turin. This defines the Professional Process Group (PPG).

For each area of the sustainability report, working groups are created, with area coordinators responsible for collecting data and drafting texts. This report provides detailed elements to support organisations in the sustainability process.

1.3 Preliminary Assessment (SDGs)



In 2015, the member countries of the UN signed up to the 2030 Agenda, a sustainable development plan common and articulated in 17 goals, called Sustainable Development Goals (SDGs), to be achieved by 2030 through the involvement of governments, businesses and private citizens. The commitment is summarized in the phrase “Meeting the needs of the present generation without compromising those of the future generation.”

The plan for sustainability of the United Nations draws the guideline for a new model of society, according to criteria of greater responsibility in terms of social, environmental and economic terms.

The analysis conducted during the data processing allowed to identify the SDGs to which the company, through its operations day-to-day, is able to contribute directly. These SDGs are better made explicit in section 3.2. of this report.

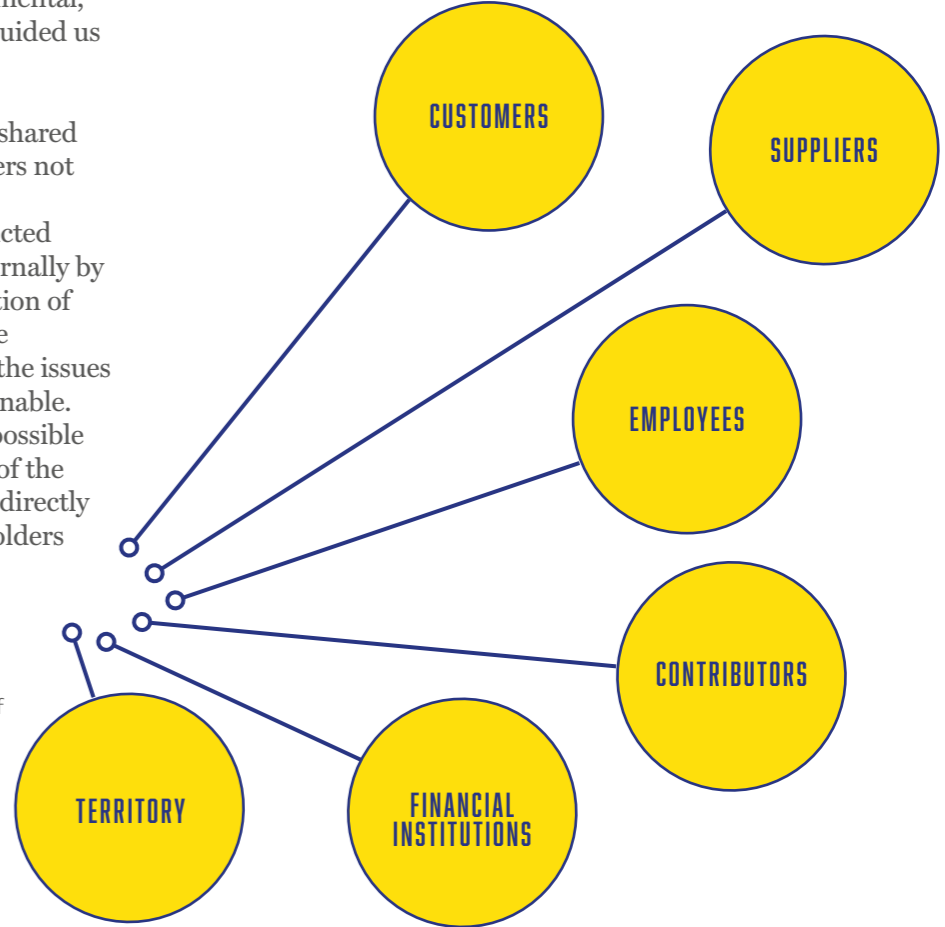
1.4 Materiality assessment

The materiality test represents an important tool of analysis that allows us to identify and prioritize the different environmental, social and economic impacts of our activity, which has guided us in the preparation of this report.

The premise from which we started is that the theme of sustainability should be declined as the ability to create shared value over time and to ensure that this value has spillovers not only within the company but also beyond.

In this first year, the materiality assessment was constructed through a process of awareness raising and analysis internally by company management, which focused on the identification of stakeholders, understood as those who influence and are influenced by the decisions and activities company and the issues relevant to the purpose of corporate development sustainable. For reasons of time and corporate structure, it was not possible to collect in a structured way the indications and needs of the stakeholders, but all possible information was collected directly and indirectly. From the analysis conducted, the stakeholders were identified as follows:



These stakeholders, external and internal actors of our company and bearers of both direct and indirect interests in our business, are better described in section 3.4. For the identification of relevant issues and for their classification, the tool of the SDG Action Manager, so as to identify an industry benchmark.



Materiality theme

SDG Goals 2030

ESG

1	Product quality		Industry, Innovation and Infrastructure	Quality; Sustainable Development
2	Attention to the customer relationship		Decent work and Economic Growth	Responsibility to the customer
3	Products and services innovation		Industry, Innovation and Infrastructure	Innovation, Sustainable Development
4	Energy and renewable sources		Affordable and clean energy	Environmental Management and Sustainability
5	Responsible waste management		Responsible consumption and production	Waste management; Environmental Sustainability
6	Safety and health of workers; Health and safety of customers		Good health and well-being	Occupational health and safety; Social responsibility; Consumer/user safety
7	Resource development human resources and welfare	 	Quality education; SDG 8: Decent work and economic growth	Human resource development; Employee welfare
8	Equal opportunity, non-discrimination, equality	 	Gender equality; SDG 10: Reduced inequalities	Gender equality; equal pay



2. OUR COMPANY

With over 32 years of experience, MASTIKOL SRL, certified to UNI EN ISO 9001-2015, offers a complete range of adhesive technologies specifically designed for chemical bonding of composite – metallic – thermoplastic – thermosetting substrates. Mastikol specialises in the supply and formulation of single or two-component adhesives, sealants, and other certified, qualified, and approved products, used by leading European and overseas industrial sectors, including naval, nautical, military, wind power, automotive, and railway industries.

We accompany our clients in finding the most suitable bonding solutions, from prototype development to the creation of the first components, leveraging the technical knowledge gained from decades of market presence. Our in-house laboratory supports clients with a detailed study of the bonding process, recreating adhesive joints exactly as required and testing the mechanical performance of the most suitable solution for the final process.

Operational headquarters:
Via Circonvallazione, 186/8 10026 Santena (Turin, Italy)
Current business is developed 75÷80 % in Italy 20÷25 % abroad.

2.1 Corporate Identity: Mission, Vision, Values

Our way of doing business, the basis for all of our actions and decisions, is articulated through the following guidelines:



MISSION

Passing on the passion with expertise, innovation and production quality



VISION

Doing business, creating value over time, through a culture of integration with people and territory

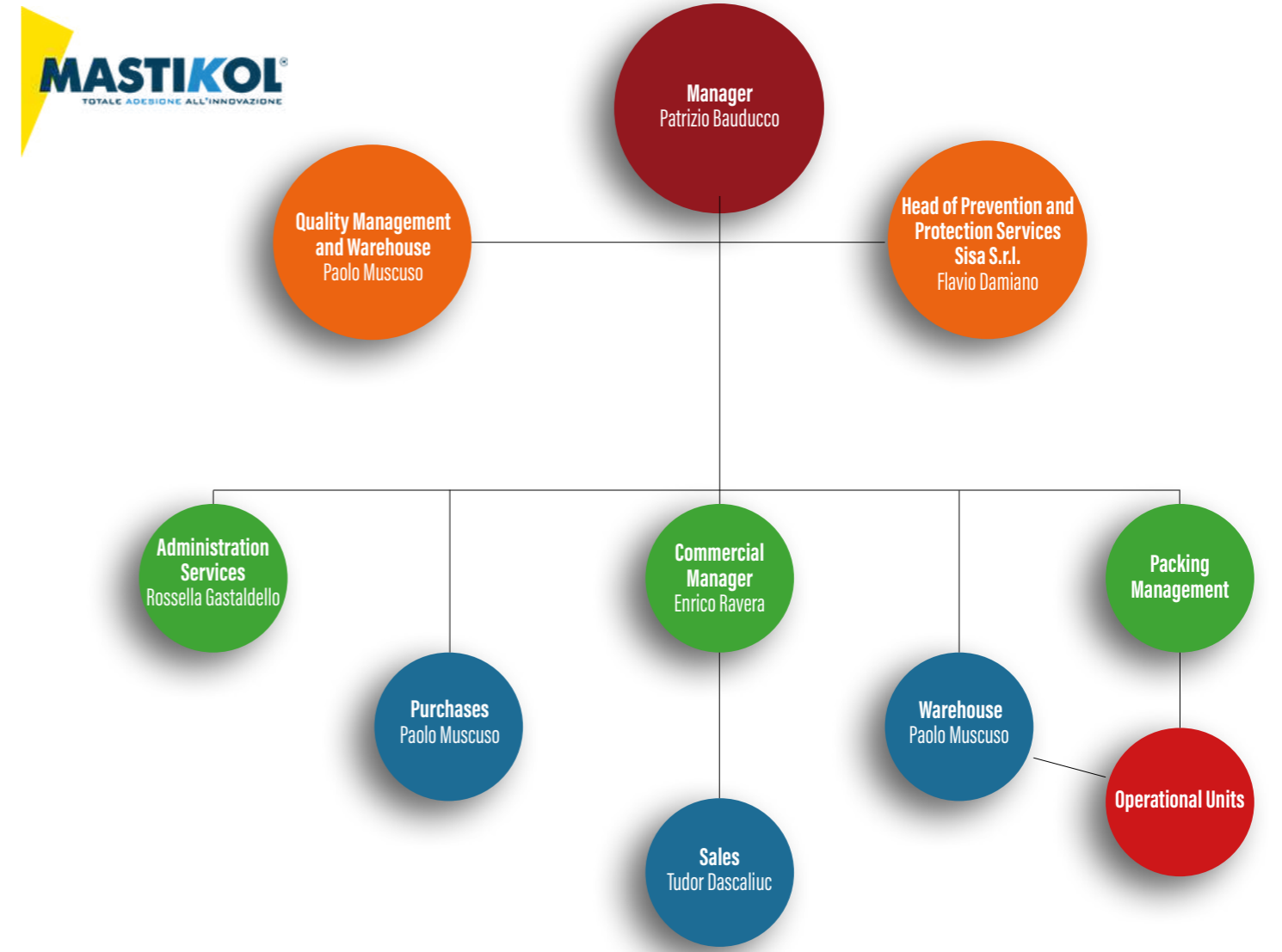


VALUES

Centrality of people and professional growth

Our values are the result of thinking shared with all the people who work here. People who make honesty and transparency the principles fundamental to respond quickly to market needs, with the goal of always producing results of excellent quality.

2.2 Ownership and Operational Structure



2.3 Business Model

Customer loyalty and competence are the cornerstones of our business model. The Mastikol brand (registered in Europe and the United Kingdom) enjoys a solid market presence and recognition among clients, thanks to product qualifications throughout the entire supply chain. This includes specifications created directly with Original Equipment Manufacturers (OEMs), strategic communication through the company's website, and word-of-mouth referrals from longstanding clients and suppliers.

Specifically, Mastikol receives requests to design the assemblies of components (made directly at first plant and sub-suppliers) and consequently provides technologies ad hoc adhesives based on its experience, experimentation and knowledge established in the automotive, military, naval, industrial. The Mastikol reality excels in the constant work of experimentation and research that, compared to the current competition, allow it to offer comprehensive evaluation testing through mechanical testing to identify the adhesive solution together with the customer. The customer can have at his side a supplier trained, with the ability to carry out actual assemblies, free of charge and before supplies begin. Research and expertise offer solutions that endure throughout the product life cycle. The Mastikol reality has the ability to quickly deliver innovative, quality products that are tested and approved.

Mastikol excels in research and development, which allows us to offer comprehensive evaluation testing and mechanical assessments, providing clients with tailored adhesive solutions. Our products are delivered rapidly, tested, and approved, ensuring high quality across the board.

2.4 Certifications

**CERTIFIED QUALITY
MANAGEMENT SYSTEM**



UNI EN ISO 9001:2015

2.5 Risk Assessment

Mastikol assesses the potential risks associated with its products and implements measures to prevent and eliminate them, especially those related to the environment. All risks are kept within the regulatory thresholds. From the perspective of environmental sustainability, and with an eye regard to potential risks related to climate change, Mastikol uses green systems such as photovoltaic panels, installed with fire retardant and/or controlled combustion materials, according to regulations to limit or stop the spread of flames in case of emergency.

Mastikol products are continuously stored at an ideal temperature to prolong and guarantee stability and characteristics over time through the climate control of the entire the plant and special storage areas. The photovoltaics supplies the energy needs useful for maintaining the ideal storage conditions during all seasons of the year.

Mastikol is committed to ensuring the social responsibility of its product through the following measures: Product RCA; insurance limits adapted to the customer's request; contracts with suppliers bound by means of NDAs and/or long-term agreements necessary to make up for possible sudden unavailability of raw materials; insurance for personnel, supplementary policies for certain business figures. The company is always willing to assess new risks and take appropriate action.



3. MASTIKOL'S SUSTAINABILITY PLAN

3.1 Mastikol's Sustainability Plan: Strategy Overview

The most modern meaning of the concept of sustainable development business is manifested in the ability to create value in the long term through the defined rules of “good governance”, directing capital toward activities that not only generate an economic value, but are also useful to society and the territory to which it belongs, with respect for ethical, social values, morals and the preservation of the environment.

The following pages emphasize and highlight the correlation between Capitals, referred to the UN sustainable development plan, and our Material Themes, where each strategic priority lives on creating of competitive advantage to generate profitability, creating contextually a solid and supportive image for building of a healthy business over time. “Meeting the needs of the present generation without compromising those of the future generation” must today become a rule of life: this is true sustainable development. A commitment represented by the 17 “GOALS” found in the Agenda 2030 of the United Nations. The 17 Goals outline the guidelines for a new model of society, according to criteria of greater responsibility in terms of social, environmental and economic terms, aimed at preventing the collapse of the Earth's ecosystem. In this design, everyone can and must play their part, from companies to end consumers.

3.2 The SDGs (Sustainable Development Goals)



SDGs | Sustainable Development Goals



Goal 3: Good health and well-being

Many Mastikol products are made using chemicals and materials less toxic/harmful than most products available on the market, if the application allows for the use of less aggressive products, the formulations proposed have a lower content of hazardous substances. Mastikol workers receive meal vouchers, have various insurance coverages that offer supplemental health care, coverage in case of disability or accident insurance, dental and life insurance. In the case of parental leave, the primary figure receives from 12 weeks to 6 months for parental leave (including unpaid and paid leave). They are fully paid 5 to 12 weeks (or the equivalent in terms of wages) of parental leave for the primary figure. Mastikol staff have a very flexible according to family and personal needs. Mastikol is committed to ensuring the safety of its customers. As better explained in the Intellectual Capital section, the company is characterized by the excellent reliability of its products as a result of testing, verification, testing in compliance by following regulations and control standards.



Goal 4: Quality education

Products and services are described to stakeholders with focus on their characteristics in a focus on continuous technological improvement. Mastikol provides initial training upon entry into the company and ongoing training to keep its workers up-to-date on technical and professional skills.

Half of Mastikol's workers have taken courses to expand their responsibilities in the company, and a quarter have taken continuing education programs to develop personnel. Owners train by taking quick and dynamic courses on various business platforms.



Goal 5: Gender equality

Gender equality is not only a basic human right, but the necessary condition for a prosperous, sustainable world at peace. The anti-violence and gender discrimination policy company is zero tolerance, and it is possible to make a confidential complaint for cases of abuse, discrimination or gender-based violence. Mastikol analyses data on salary, benefits, bonuses, overtime awards, professional development, and career opportunities, and has processes in place to redress disparities in pay.



Goal 7: Affordable and clean energy

Mastikol products are obtained by harnessing 50 percent renewable energy sources including its own solar energy production through photovoltaic panels.

The company records its consumption and monitors energy production by setting targets that are reviewed and increased at regular intervals.

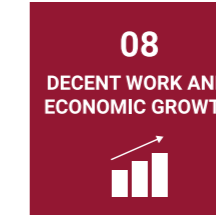
Mastikol has implemented efficiency and energy-saving measures in lighting and in the air conditioning of company premises.

Proper waste disposal is a priority.

On the company premises there are binders of waste necessary for proper waste collection and are provided with all the information necessary for proper disposal.



Goal 12: Responsible consumption and production



Goal 8: Decent work and economic growth

Mastikol assessed the impact of technologies on its business and personnel, an analysis that included mapping its internal supply chain processes supply chain to assess risks inherent in purchasing and procurement, and it has implemented a tracking system using existing resource planning.

The supply of the resources needed for production is 25 percent from the domestic market. Mastikol has its own internal regulations that regulate and provide for benefits, training, leave, disciplinary procedures and possible sanctions.

The company's quit rate is lower than the industry average, and the rate of satisfaction of the company's workers is higher than that of the market.



Goal 9: Industry, Innovation and Infrastructure

In the last fiscal year, Mastikol spent more than 15 percent of its annual sales on innovation, research and development. It has diversified its suppliers and purchases about a third of its products from Italian companies. The high level of quality of its products is achieved thanks to the operational potential of its technicians and of the technologies available in its laboratory, which enable it to support its customers and to offer them customized solutions.

The search for the best solution allows it to constantly improve and innovate its product and service offerings, while maintaining a high level of after-sales support.



Goal 10: Reduced inequalities

Mastikol is willing to investigate all reports of cases of abuse in the workplace and, even if it has never been necessary, is willing to take preventive and disciplinary actions including reports of criminal actions to the appropriate authorities.

Workers, customers, collaborators and in general all stakeholders may raise concerns or complaints with respect to the company's activities and their impact without being afraid of retaliation from management or other workers.

Workers who receive the lowest salary earn 9 percent more than the statutory minimum wage, and the ratio of the highest remuneration, including bonuses, to the lowest paid by the company is 10%.

Executives have the same percentage increase in compensation, and workers can access private pension plans and protection plans with regard to work-related injuries work and health care.

3.3 Sustainability Goals ESG 2024-2025

The acronym ESG (Environmental, Social, Governance) measures the company's ability to manage its impact on the environment, society, and governance. Mastikol's 2024-2025 sustainability goals integrate ESG factors, allowing the company to critically evaluate the impact of its actions and future strategies. The Corporate Strategy Development Plan is summarized and proposed through an outline summary in which ESG, Capital, Material Themes, Objectives and Actions are articulated and developed in an organic and sequential manner in order to depict with immediacy and simplicity what the Group intends to pursue and achieve in the short term.



Environmental

- Regular publication of environmental sustainability reports with goals for continuous improvement.
- Full utilisation of the photovoltaic system.
- Monitoring of energy, water, and fuel consumption.
- Increase in green mobility (Euro 6, electric, hybrid, or hydrogen vehicles).



Social

- Develop training programs for its workers in the areas of social sustainability
- Select staff considering the community and the territory in which the company is located
- Strengthen gender equality in the composition of the workforce corporate
- Monitoring the well-being and safety of its consumers
- Monitoring the well-being of Mastikol employees
- Implementing and supporting social initiatives.



Governance

- Sharing the corporate vision, involving employees in company decisions and communication of important changes
- Appointment of a corporate contact person dedicated to sustainability issues
- Establishment of rewards related to the achievement of corporate goals of environmental and social sustainability
- Verification of compliance with regulations by conducting targeted audits carried out by external professionals
- Application of environmental and social sustainability criteria as a compass to define the business strategies.

3.4 Our Stakeholders

Mastikol has a wide range of stakeholders consisting of its customers, suppliers, banks, company staff, the municipality of Santena, all united by the common thread represented by the reliability of the company that has been able to establish an excellent relationship with all the protagonists of its corporate history.

A valuable business card is represented by the quality of the performance offered by Mastikol products: the variety of fields of use and high performance enable them to attract customers in the best possible way. Banks see Mastikol as a safe investment, worthy of valuable service offerings and attention, all this thanks to a healthy and growing economic management.

The heart of the company is in its workforce of satisfied employees who can benefit from flexible schedules and insurance for their families. Stakeholder engagement activities, seen from the perspective of listening to and inclusion of all primary stakeholders, becomes systematic programming to plan continuous, motivational dialogues and transparent, increasing relationships of loyalty and mutual trust between the company and stakeholders, thus better serving processes, initiatives and projects of common interest.

Dialogue with our customers will assume an increasingly more decisive. Qualifying and referencing will be two aspects priority in our sustainable path in a mutual exchange of professionalism and expertise.

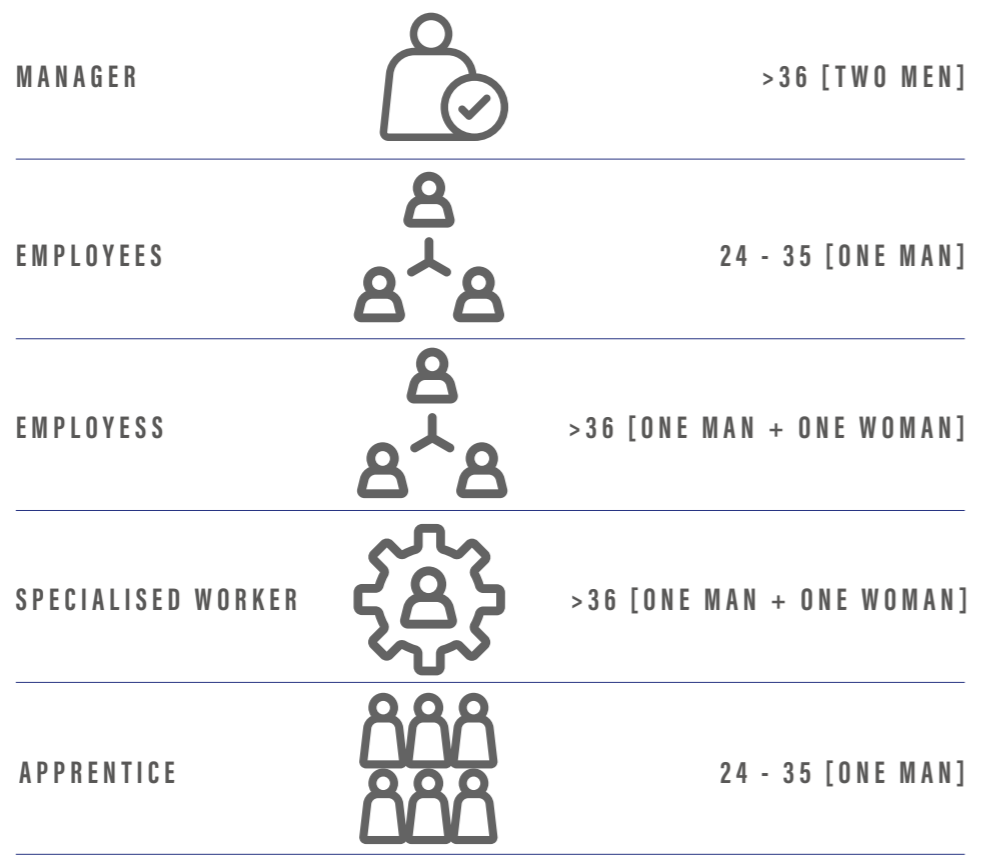
3.5 Environmental Capital

Mastikol has a significant environmental impact, both direct and indirect, which is generated by the consumption of resources required for production, the type of products demanded by customers, distribution, and the waste derived from all company processes. The proper disposal of waste is a priority. Waste bins for proper separation of paper, plastic, glass, IT materials, and hazardous waste are available at the company's facilities. The fleet consists of four diesel vehicles, two petrol vehicles (all Euro 6 or higher), and one electric vehicle. The management approach focuses on monitoring and reducing environmental impacts, both in decision-making and operational phases. Mastikol pursues resource efficiency, improves waste management, and increases awareness of environmental issues within the company. Key elements of environmental capital include new technologies aimed at improving company management, reducing environmental impacts, and decreasing energy consumption through the use of renewable energy sources. The company has adopted concrete actions, including self-production of energy via renewable sources.

Mastikol has a high level of autonomy, thanks to the installation of a modern photovoltaic system.

The company has made a significant investment by installing 30 kW storage batteries, which allow excess unused energy to be stored and exchanged with the energy supplier. Our primary objective is to reduce emissions and mitigate negative environmental impacts.

3.6 Human Capital



The majority of the workforce is male, but the company is committed to evaluating female profiles at all levels to enrich the organisational culture with the benefits that gender equality can bring. Mastikol places a strong emphasis on employee motivation and commitment. These elements are fundamental in maintaining a shared and unified corporate vision. The company supports employees through dialogue, listening, and sharing information, which are essential in encouraging professional growth. In 2023, Mastikol implemented a periodic training programme aimed at involving workers in professional experiences that stimulate their interest and participation in the company's overall lifecycle. We continue to prioritise employee safety, regularly updating risk assessments and taking preventive, protective, and hazard management measures through the development of a Safety Plan. The company takes into account employee feedback to improve safety measures for all stakeholders. No workplace accidents have been recorded.

3.7 Intellectual Capital

The intangible assets, knowledge, and expertise that the company has developed form Mastikol's intellectual capital. This capital is reflected in our regulations, procedures, and operational management systems, which not only ensure compliance with reference standards but also optimise value generation, both in monetary terms and in terms of innovation and commercial dynamism.

Mastikol has a rich history of research and innovation in processes and products. As a long-standing official distributor of brands such as Bostik-Total and 3M, Mastikol has created numerous reliable adhesive solutions under its own brand, which are now considered essential in assembly processes.

Our Quality Management System certification (UNI EN ISO 9001) provides us with an opportunity for continuous improvement, allowing us to identify weaknesses in our internal organisation and work towards higher levels of efficiency.

Our organisational efficiency is primarily derived from the engagement of different levels of the company in achieving shared goals and the standardisation of many internal procedures. The system encourages innovation by fostering new investments and improves the company's reputation and relationships with stakeholders. These efforts enhance our competitive positioning and facilitate access to new markets.

Mastikol's adhesives, resins, and sealants are specifically designed to withstand extreme chemical- thermal shocks and dynamic loads. Our products are compatible with a wide range of materials, including fibre-reinforced composites, plastics, and metals, forming strong chemical bonds between the materials they connect. These adhesive solutions are indispensable for creating lighter and more efficient vehicles.

Two-component adhesives, also custom formulated, are compatible with multiple types of fiber- reinforced composite, plastic, and metal substrates and make true chemical welds between the materials they interconnect. Mastikol bonding solutions are carefully designed to create structural bonds, which are essential for the construction of increasingly lightweight and high-performance vehicles; in addition, the company predicts responsibly the stresses and distortions to which the components will be subjected to during their operation. The company accompanies the customer in finding the most suitable solution to solve bonding projects from the prototype to the realization of the first components, making available the technical knowledge derived from decades of presence in the market. It supports the customer through an accurate bonding study thanks to its laboratory which allows it to recreate adhesive joints exactly as the customer wants and tests the mechanical performance of the solution most suitable for the process. The laboratory of the Mastikol company is an integral part of Quality, specific internal Procedures allow to organize testing and research activities, instrumentation follows a constant maintenance of calibrations. The laboratory is located within the 'Warehouse' department and covers an area of c.a. 40 square meters. Environmental conditions such as, brightness, temperature, humidity are in accordance with what is normally required for the proper management of material measuring and control instruments and according to what is reported on individual control and calibration cycles. The laboratory instruments are used for the following activities:

- a. Verification of packaged products from suppliers/customers
- b. Verification of physical-mechanical performance products coming from suppliers (for double check)
- c. Functional testing, if any, after return from customer
- d. Verification of bonding strength, prior to sale, on materials supplied by customers with issuance of test reports.

Instrument calibrations are carried out either within the laboratory, by certified entities, or by sending the instruments externally (e.g., viscometers). The current structure of the laboratory provides for the use of the resources qualified in the field of control quality, based on specific operational experience and on the basis of a specific training plan. The laboratory manager is responsible for managing all instrumentation and taking care, in collaboration with the quality management system manager (QMS), the calibration of all instruments and keep constantly under control the use of the instrumentation used in the various stages by the control officers.

The company moves in full and scrupulous compliance with Regulation (EC) No. 1907/2006 of the European Parliament and Council. "REACH" (from the acronym "Registration, Evaluation, Authorisation of Chemicals") which concerns the registration, evaluation, authorization and restriction of certain chemical substances. It provides for the registration of all substances produced in or imported into the European Union in quantities greater than a given threshold per year.

Registration of a substance consists of the submission, by manufacturers or importers, some information basic information on its characteristics and, in the absence of available data, in the performance of experimental tests to characterize the relevant physicochemical, toxicological and environmental properties. Customer relations have been consolidated through a process of constant listening. The service offered has been a key determinant to satisfy requests and problems at a time in a market particularly complex due to material shortages and continuous price increases.

The use of information technology tools has also made it possible to improve interaction with customers by responding punctually to each individual need. Dematerialization of activities is practiced in Mastikol by storing information on digital media (Server on which normal day-to-day information is maintained and of the

customers that require a high level of preservation information technical and commercial) limiting the use of paper. The data and company's information systems are managed by an external company specializing in ICT and cybersecurity.

Mastikol's distinctive strength is thus the excellent quality of its final product, and the service offered, a quality achieved thanks to a very high attention to customer needs and achieved through its laboratory, the beating heart of its production activity, and by its organization. Finally, in ensuring a complete and efficient service, the company markets equipment useful for dispensing the entire range of the products offered.

3.8 Financial Capital

The proper management of financial capital is crucial to ensuring the continuity and sustainability of the business. Economic sustainability depends on the effective management of financial and debt capital, allowing value creation that benefits not only the company but also its stakeholders and the territory in which it operates.

Our sustainability report includes the monitoring of financial capital as a key element to ensure business continuity and sustainable growth. Throughout the year, we engaged financial experts to ensure that our financial processes comply with current regulations, including the Business Crisis and Insolvency Code. This allowed us to implement a continuous monitoring system for our financial performance, ensuring that our organisational, administrative, and accounting structures are always aligned with best practices and regulatory requirements.

ECONOMIC VALUE DIRECTLY GENERATED AND DISTRIBUTED	2023	2022	2021
A. Economic value generated: income	2.048	1.908	2.208
B. Economic value distributed	1.883	1.867	2.074
B.1 Operating costs	1.554	1.576	1.721
B.2 Salaries and employee benefits	235	251	286
B.3 Payments to capital providers	9	5	4
B.4 Payments to P.A.	95	35	63
B.5 Community investments			
Economic value retained (A-B)	165	41	134
EBITDA/TURNOVER	2023	2022	2021
	16,2	7,8	12,3

4. CONCLUSION AND STATEMENT OF INTENT

This first sustainability report marks the beginning of Mastikol's journey towards 360-degree sustainability. In preparing this report, we have been able to create an initial snapshot of our environmental, social, and economic impacts. From here, we are ready to continue and strengthen the work already in progress, integrating the sustainability objectives for 2024-2025, which have emerged through collaboration between the company's working group and the professional process group.

We are confident that this path will further strengthen the Mastikol brand as a positive example of commitment and action aimed at achieving environmental, social, and governance objectives.

5. REFERENCES

Professional Process Group members:

Corporate Sustainability Representatives:

Graphic Design and Layout:

Emanuela Barreri, Michela Boero, Daniele Marino,
Emidio Martino, Tiziano Santomauro.

Patrizio Bauducco, Enrico Ravera.

Angelo Andrea Ieva.

