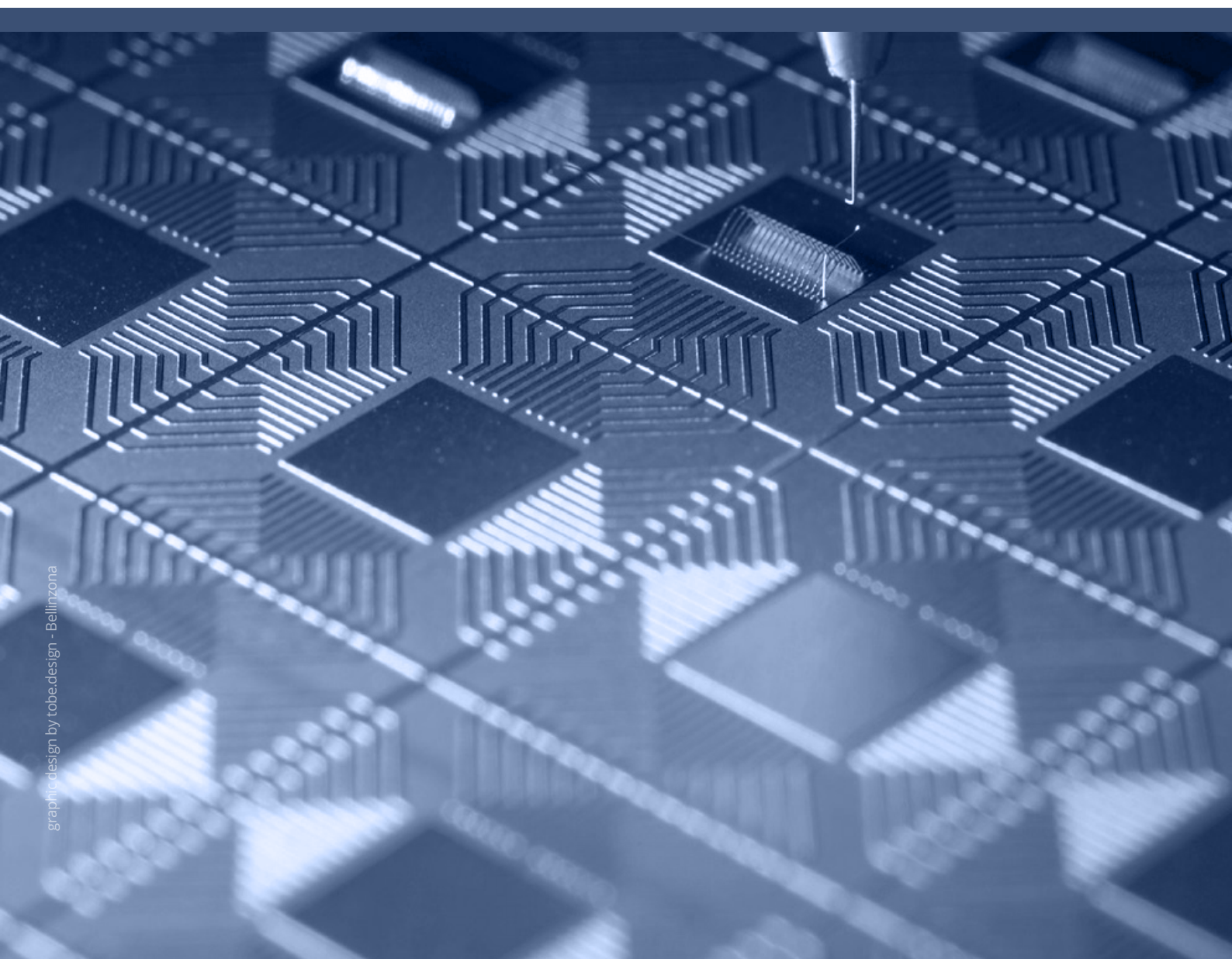
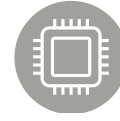




Territory CSR Report 2022



Company Profile



Sector:

Industrial, electronic



Name of the organisation

Metallux SA

Activities, brands, products and services

Design and production of pressure sensors, electronic devices and circuits.

Place of headquarter

Via Moree 12 CH-6863 Mendrisio

Place of secondary office

Via Prati Maggi 8 CH-6862 Rancate

Place of business

Mendrisio

Ownership and legal form (private/family)

The company is established in the form of a SA.
The company is part of Eltek Group based in Italy in Casale Monferrato.

Product sector (predominant)

NOGA 26.11.00

Size of the organisation

The company consists of two locations of about 3570sqm in total

Information about employees and other workers

In 2022, the company employed 134 permanent employees.

Size of organisation (annual turnover)

In 2022 the company registered a turnover of 25 million Swiss francs.

Perimeter and reporting period

The data and information contained in this document refer to the offices of Mendrisio and Rancate in Canton Ticino in the period 01.01.2022 - 31.12.2022.

Contact

For further information:
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QHSE SyS&CI Manager

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This report has been prepared according to the model promoted by AITI - Associazione industrie ticinesi (Industries Association of Ticino) and realised in collaboration with SUPSI - Scuola universitaria professionale della Svizzera italiana (University of Applied Sciences and Arts of Southern Switzerland).

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Letter of the director

Massimo Romano
Director

Emanuela Tosarello
QHSE SYS&CI Manager

Franco Rossinelli
Supply Chain Manager

Daniele Milani
Quality Manager

Marcello Colona
Area SUD/MD Sales Manager

Massimo Monichino
R&D Manager

Daniele Bacilieri
Production Manager

Nicola Sirchia
Sales Manager



Metallux, a market leader in ceramic pressure sensing elements with applications spanning various sectors, including industrial, automotive, and medical, serves as a key partner for several prominent customers in co-design and the manufacturing of hybrid circuits and microelectronics. The company is committed to the mission of “going beyond the expected”.

Passion, Innovation and High Performance are the values we apply to everything we do. In our approach, every element of our business model is connected and powered by another one. The continuous development of new products and new processes, the continuous improvement of the design and the product as well as the continuous search for renewal of the company also from structural point of view are correlated by the desire to make this Company more virtuous and sustainable.

Each project is different. Metallux advises and tailors its products to provide an extensive array of “bespoke” solutions, focusing on stakeholders and their requirements, aligning with our own. This alignment is progressively heightened in terms of quality, sustainability, and safety, encompassing both the products and the services we guarantee.

In recent years, we have observed a growing awareness among our stakeholders regarding sustainability. Ensuring an excellent product alone is no longer sufficient to meet their expectations. And this is why the company is ready to seek continuous improvement by setting goals aimed at the protection of the Environment. We are seriously committed to playing an active role in the achievement of the United Nations’ Sustainable Development Goals (SDG’s 2030) and we are confident that some of the 17 goals are now within our grasp.

This report marks the beginning, outlining what we have done so far. Primarily, it is a declaration of intent that illustrates the commitments identified by the company and slated for implementation in the forthcoming years. Importantly, this initiative aims to align corporate objectives with those of our stakeholders.

The ability to thrive in a highly competitive and changing environment is based on the ability to foresee and manage new opportunities and risks, both economic and social and environmental. Sustainability is therefore more integrated in investment decisions and is a factor capable of generating a strong core business for the company itself.

Since 1955, many people have contributed to the company’s success story: employees, customers, suppliers, financial institutions, universities... a community and a communion of intentions where ideas, projects, products, innovations were conceived and developed. To ensure the ongoing success in the future, it is essential to invest in keeping this community alive.

We take pride in the people who have worked and are currently working for us. We want and need to become more and more attractive to new professionals who share our beliefs and commitments. That is why we strive to offer attractive and safe workplaces and working conditions.

We choose with attention raw materials and their suppliers by applying and promoting the renewable supply of 3TG minerals. This approach ensures that our choices do not contribute to armed conflicts or human rights violations in high-risk areas (CAHRAs).

Our two factories are powered by renewable electricity, and we are promoting new projects to make our processes increasingly energy-efficient, trying to reduce our CO₂ emissions. All of this is made possible by the financial solidity shown by the company as well as the solidity of its management.

We are grateful to all those who collaborate with us, support us and promote our ideals.

We set ourselves challenging goals to build our and your future economically and socially responsible and sustainable.

Thank you,

Massimo Romano
Director

Who we are

The passion for
innovation is
Sustainability



Metallux designs, manufactures, and sells pressure sensors, hybrid circuits, and medical devices worldwide. We are partners of important companies in the automotive, medical, food and beverage, and industrial sectors.

At the end of 2022, Metallux SA had 134 employees; today it has 140 over two plants based in Mendrisio. Since 2006, it has been part of Eltek Group in the Electronics and Sensors Division, with more than 1700 employees in total. It is specialised in mechatronic components for different sectors (appliances, automotive, medical).

Eltek group is active with its offices in 3 different continents:

Europe, Asia and the USA.

Metallux embodies technology, translated into custom-made solutions in different applications ranging from

center-pivot irrigation for efficient watering to monitoring company emissions in terms of flow and temperature.

Additionally, it extends to controlling CO₂ emissions of vehicles and water networks. The common goal of all these projects/products and realities is to reduce the environmental impact and to optimise resources.

The company boasts the achievement of 5 ISO system certifications, including ISO 14001 and 45001 for the environment and safety for more than 20 years and several product certifications for its compatibility with drinking water and UL certifications.



FLOW SENSOR




INDUSTRIAL SECTOR:
for pressure, flow rate, temperature and level of filling

ONE SENSOR FOR MEASURING FLOW AND TEMPERATURE


The PFW0018 sensor is welded into a steel cylinder and enables continuous flow monitoring in various industrial applications.

Reliable and stable processes with liquid and gaseous fluids require continuous and intelligent process monitoring. This is achievable through the acquisition of relevant parameters such as pressure, flow, temperature, and filling level in plants and machines.

This accurate real-time monitoring leads to increased efficiency and productivity of machines and systems. The direct consequence is the optimisation of the resource consumption and the reduction of the environmental impact.



CENTER-PIVOT SPRINKLER



AGRICULTURAL SECTOR

High Performance with Minimal Waste with Industry Application

Rain is a model for efficient water distribution.

Optimizing your land is essential for successful agriculture. To achieve maximum yield while minimizing water wastage, it is imperative to adequately irrigate every square centimeter of productive soil. This includes avoiding the accumulation of water within the wheel tracks, as it poses a risk to the functionality and efficiency of the irrigation system, while also preventing unnecessary water expenditure.

THE SOLUTION

The solution is offered by water gun sprinklers, strategically installed around the towers to irrigate the area adjacent to the wheel tracks with a 180-degree water application. This guarantees ample irrigation for the entire crop while maintaining dry wheels.

Our history

Founded in 1955 by a Milanese engineer, the company initially focused on the metallisation of eyewear lenses. In 1960, Metallux SA became operational in Chiasso with the production of metal-layer resistances using the same metallisation processes, pioneering at the European level. After several years of production and with its considerable success on the markets, the company moved its headquarters to the new factory in Mendrisio, purchased in 1979 where it is still located today.

1955-1979

1955 The engineer Tassara founded Metallux in Milan. Metallisation of lenses for glasses.

1960 The company moved to Chiasso, initiating the production of metal layer resistances.

1968 Mr. Aspesi acquired the company and led it until 2006.

1979 The company moved permanently to Mendrisio.

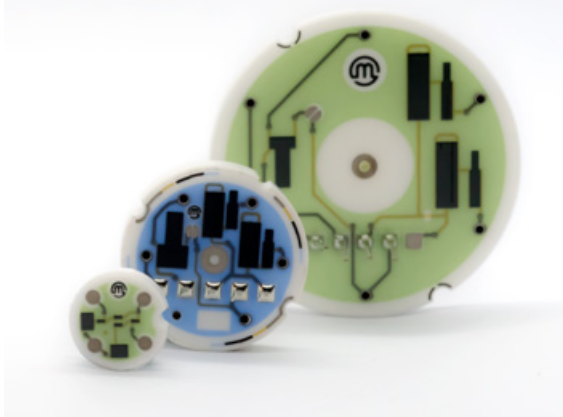
1982-1992

1982 Industrial conversion: introducing the production of hybrid circuits with thick film technology and high voltage resistances, while the production of thin film resistors ceased.

1993 Certification of the company according to ISO9001/ EN 29001 with SQS, a substantial milestone in line with the company motto "quality before quantity"; the former director quoted "A company must remain continuously competitive, regardless of what happens around it".

1992 A second floor was added to the Mendrisio building.





1995-2005

1995 Initial investment in the production of pressure sensors.

2001 ISO 9000:2000 certification.

2004 Metallux ceased the production of resistors to focus on sensor manufacturing, soon becoming a leader in the global market.

2005 Metallux obtained certification in compliance with the integrated system ISO9001, ISO14001 and OHSAS 18001.

2006-2008

2006 Metallux SA was acquired by Eltek Group S.p.A. based in Casale Monferrato, Italy. The Group, consisting of 5 divisions, 8 operating offices, 2 sales offices, boasts a turnover of 250 million euro and 1700 employees worldwide.

2007 Metallux began to produce for the Automotive Market, focusing on the reduction of CO₂ emissions of Diesel vehicles.

2008 Mr. Romano, engineer, took over the Management of Metallux.





2010-2016

2010 Launched paper consumption reduction project that reduced the consumption of the same by 50% in the first year and a further 25% in subsequent years.

2011-2014 During these years, the company worked to increase the level of automation of its processes and in a few years managed to double its turnover while maintaining the same infrastructure.

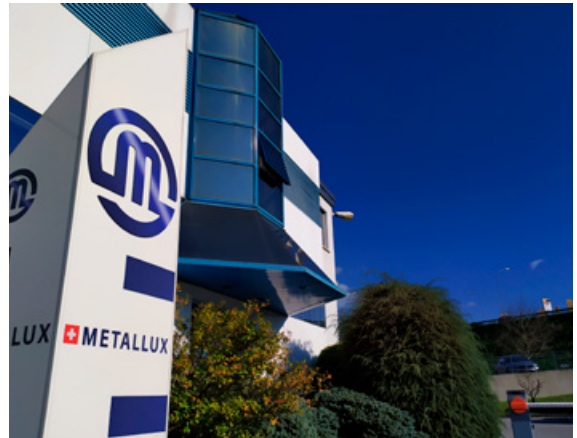
2015-2016 Metallux installed an ISO8 +DNA/RNA Free certified clean room to produce its first medical device for In Vitro Diagnostics.

2017-2019

2017 Metallux developed three divisions on three important pillars (Sensors, Hybrids, and Devices).

2018 Metallux obtained the ISO13585 certification in the medical device field and the ISO IATF 16949 certification in the automotive field. In the same year, it achieved the ISO45001:2018 certification as well, replacing the OSHAS one and becoming the first company in Ticino to be certified under the new scheme. The company rented a second building distant 800 m from the first one due to the need of expansion of the production department and started producing a second Automotive device with a dedicated line.

2019 Development of the distribution network with global coverage on industrially advanced territories.



2020-2021

2020 The company managed to survive in the “Coronavirus” period without any staff or salaries cuts, using various tools for smart working with excellent results. Essential processes for the medical sector were carried out, sector such as the production of sensors for hospital oxygen tanks, increasing the momentary demand of the market. The company created an internal monitoring model and implemented measures to prevent company repercussions and safeguard the employees' health by installing panels and workstations dedicated to people at risk.

2021 Gradual restoration of normality. In 2021, an analysis of the company's impact on NON-energy resources was carried out with the help of Reffnet, providing ideas to potentially reduce by 5 TonCO₂ every year. Air purifiers were installed in the offices of Plant 1, and the AIT14WELFARE platform was activated. Chimneys at Plant 1 were refurbished with flanges for monitoring emissions into the atmosphere.

2022

Cyber Security project was started with increased redundancy and cloud backup, installing an AI probe for 24-on-24 control of business boundaries. The company worked to preserve its safety and prosper. At the end of 2022, a contract was signed for the installation of photovoltaic panels on all the company's roof.

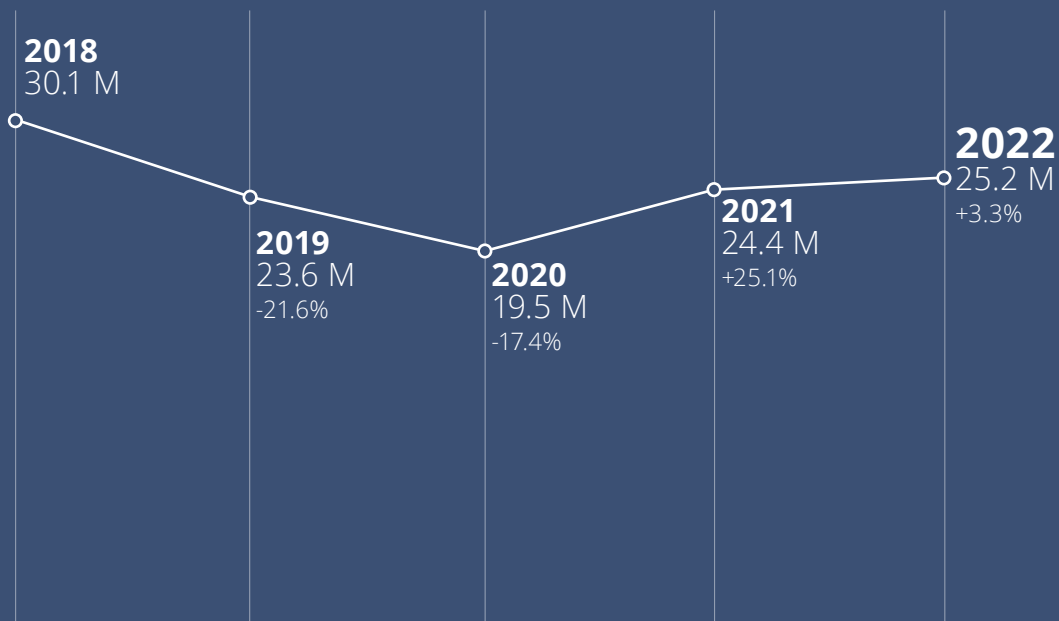


Our numbers

With a turnover of CHF 25.2 million in 2022, Metallux managed to recover about half of the decrease recorded in 2020, closing with a +3.3% compared to 2021 and +28.4% compared to 2020. This indicates the economic solidity of the company that, even in challenging years, has continued to work at its best and make forward-looking investments.

Since 2009, Metallux has doubled its turnover. The number of employees has increased by approximately 55% with a growth trend. In 2022, turnover is divided as follows: 53% in the industrial sector, 41% in the automotive sector, and 6% in the medical sector.

TURNOVER 2018 / 2022



“

**There is no gain so certain
as that which arises from
sparing what you have.**

Publilius Syrus
1st century B.C.

↑ 3.3%

TURNOVER
2022 (compared to 2021)

↓ 20.8%

SCRAP
2022 (compared to 2021)

↓ 48%

WASTE
2022 (compared to 2021)

↓ 1.5%

ELECTRICITY
2022 (compared to 2021)

↓ 66%

ACCIDENTS FREQUENCY
INDEX
2022 (compared to 2021)

Our idea of sustainability



Small acts, when multiplied by millions of people, can transform the world



Sustainability-oriented corporate action has guaranteed productivity, employment, prosperity, and economic strength over time. To ensure continuity and a future, it is necessary and essential to continue to invest in order to achieve the goals that the world has been pursuing since 25 September 2015 with the approval of the 2030 Agenda for Sustainable Development.

We have chosen to align ourselves with the global initiative by defining a commitment plan in line with the 17 Sustainable Development Goals defined by the United Nations, including the Goals for which we can make tangible contributions:



- Both Metallux sites achieved the ISO45001:2018 certification. The management system for employees' health and safety that we apply ensures the best possible protection for health and safety in the working environment and promotes prevention with a constant incentive for continuous improvement.



- The company guarantees equal treatment for men and women with equal pay and aims to increase the proportion of women in important positions.



- We are aware of the need for a non-wasteful use of water; the company currently uses a distillation process that allows a certain percentage of water to be returned to the net. Further progress will be made with the aim of reducing current consumption for production processes in the coming years.



- The company has been purchasing 100% of electricity from renewable sources for years. With the roofing works on the two plants incorporating photovoltaic panels, the company ensures access to a sustainable and reliable energy for all its employees. Additionally, with the implementation of three columns for the electric charging of cars, the company makes sure that this accessibility can benefit everyone in the territory.



- We aim to develop products and processes that are increasingly performing in terms of innovation, with particular attention to sectors with high added value, such as MedTech. This ensures not only decent jobs but also stimulating and constantly evolving work environment. Metallux aims to double turnover in the coming years, thus ensuring jobs and creating new ones.



- Innovation and research are our growth stimulis, and we reinvest part of our turnover in research and development every year (4% of turnover in 2022), in search of products that enhance well-being. As the industry develops, it provides the resources to achieve broader, inclusive, and sustainable goals.



- Metallux works in a loop of continuous improvement with the aim of a constant reduction of consumption and waste. The company implements policies for the recovery and reduction of environmental impacts, including paperless projects. Additionally, it positions itself in the market with products designed to reduce consumption (e.g. reduction of water consumption for industrial irrigation).



- Metallux joined the AITI4WELFARE platform to create a virtuous partnership, creating a community with shared interests.

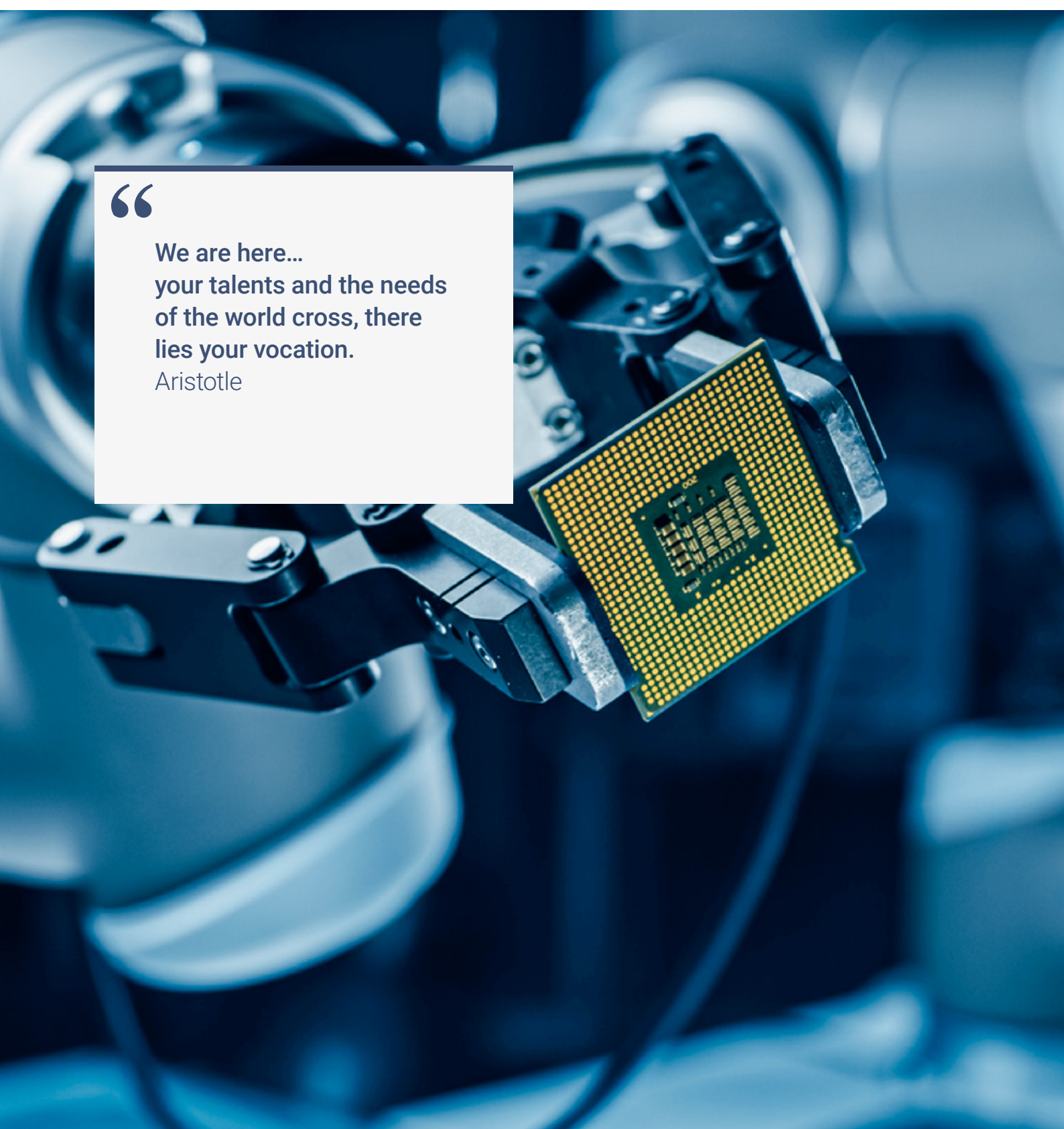
Our purpose is to continuously improve and to feel more and more part of a World that wants to do better.

Governance policy

“

We are here...
your talents and the needs
of the world cross, there
lies your vocation.

Aristotle

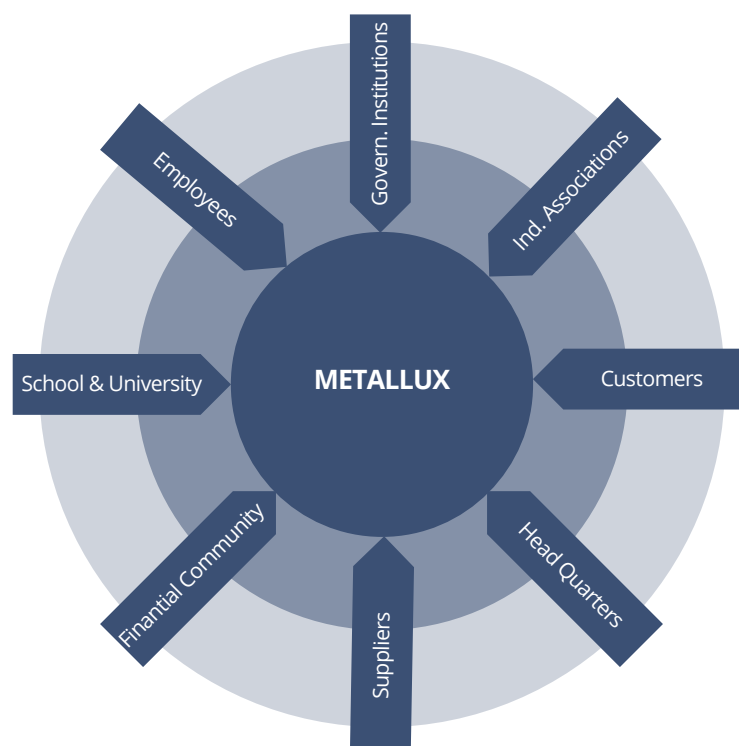


Stakeholders Map

Metallux regularly reviews and evaluates the context (external and internal factors) in which it operates through continuous improvements, also defining the expectations and requirements of the main stakeholders.

The above analysis generates our entire approach to assessing risks and opportunities, from which continuous improvement actions are derived. These actions are aimed at reducing the residual risk and seizing and promoting those opportunities arising from this continuous evolution. This is a continuous challenge for us, a constant endeavour, and, why not, a further effort to meet the increasingly challenging expectations. The main stakeholders around us, with their specific expectations and needs, are:

- Employees: Possibility of growth within the company, services for employees, annual evaluation interview, privacy protection, satisfaction surveys, particular attention to safety at work, and balance between private and working life.
- Customers: Ability to provide “customised” products and services, complying with requirements. Focus on innovation and sustainable development. Transparency and communication.
- Suppliers: Close collaboration and partnership, transparency, and joint orientation for the development of a sustainable, quality, and ethically correct supply chain.
- Financial Community: Tightly scheduled meetings between financial institutions and management.
- Institutions (Cantonal, Municipal): Direct control and supervision of best practices that go beyond the strict compliance of mandatory requirements, such as the noise reduction project carried out with the municipality of Mendrisio.
- Industrial Associations: Membership of various organisations at local and national level (AITI, HSE-Ticino, SQS, SSG, Swiss MedTech) with participation in webinars and meetings.
- Schools and Universities: Contacts with SSST Scuola Specializzata Superiore di Tecnica (Specialised School of Technology) and SUPSI for various cooperation.
- Parent company: Ability to generate profit with continuous growth in competitiveness on the market.



Strategy and business model

Metallux is driven by passion, innovation, and performance. These values apply to everything we do; our team is inspired and happy to go beyond the expected.

Our business model is based on 4 pillars:

1. **Approach:** Each element of our model is connected and powered by another one. The continuous development of products and processes, the continuous improvement of product design and process engineering work together for the same goal.
2. **Customisation:** Each project is different with its own requirements and expectations, and that is why Metallux guides and customises its products to offer a wide range of custom-made solutions.
3. **Service:** Metallux focuses on stakeholders. It offers prototyping, consulting, validation, and follow-up services to ensure results and quality.
4. **Sustainability:** Our two headquarters are energy-efficient and powered by renewable energy. We focus on recyclability and the choice for more sustainable and safe raw materials for the environment and for humans, in respect of human rights.



Organisational chart

The Metallux organisational chart is directly linked to the leadership process and is reviewed and, if necessary, updated at least once a year. Developed over several pages, the first page shows the management with the heads of the various departments.

On the following pages, the organisational charts for the individual services are shown.

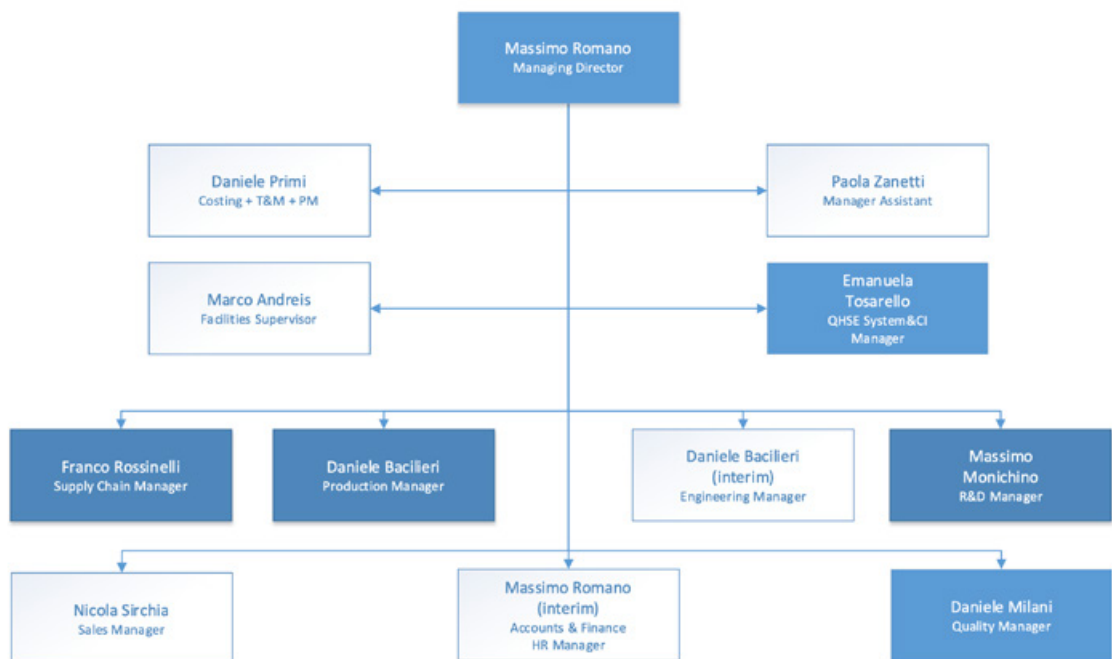
The interconnections between services are then highlighted in the mapping of business processes.

There is a personnel committee within Metallux that acts as a link between the management, the union

and the operators. The management informs all employees, with a defined frequency, directly or via managers, about the company's progress and forecasts for its future.

Within the company, there is an HSE department that also acts as a connection between the management and the employees with regard to occupational safety and best practices endorsed by management.

CSR is a corporate management process that is decided at executive and management levels and elaborated by the QHSE System&CI manager in view of continuous improvement.



Corporate vision

The Metallux management supports and guides its employees with a Vision that promotes commitment and a focus on quality in order to daily introduce ourselves as a company of excellence, a leader in research and innovation. The 5 pillars on which this Vision is based are the following:

1. QUALITY

Our goal. The concept on which we build stakeholder satisfaction, high production standards, and attention to safety and sustainability

1.1 EVOLUTION

Our history is always future-oriented. The constant research and the daily creation of innovation are the engine that drives us.

1.2 EXPERTISE

The most measurable and definable quality content that has identified us in the global market for over 65 years. A fundamental value in our history, made up of experience, ideas, and people.

1.3 VISION

To inspire and transform every goal into action. This is how awareness of even more dynamic scenarios drives us to look to the future, to be achieved with products of innovative and sustainable impact.

1.4 TRANSPARENCY

The basis of trust, an indispensable element for constant professional and personal growth. Transparency to be stronger together.



Code of conduct

Metallux adopts a Group Code of Ethics, which is promoted during employee onboarding and when acquiring new suppliers, as well as a Corporate Regulation for internal use only, countersigned by the Labour Inspectorate. Steps are being taken to increase the level of security regarding data privacy and cyberattacks.

In addition to initial training, our continuous training also includes refreshers over the years, designed to make employees increasingly aware of the importance of ethics, safety, and sustainability and to keep them up to date with regard to the ongoing development of these issues.

- Latest Publication of the Corporate Regulation 2014
- Latest publication of the Code of Ethics 2021 prepared in two languages (IT, EN)

• Some of the core values of the Code of Ethics:

- Legality
- Future orientation
- Human Rights
- No use of child labour
- Non-discrimination
- Freedom of association
- Training
- Safeguarding the Environment
- Safety at Work

Compliance model

Metallux has a corporate process dedicated to ensuring that the company operates in compliance with applicable laws, regulations, and standards. This process includes a database of applicable legislation that is updated twice a year to analyse corporate compliance aimed at preventing legal violations, unethical behaviour, and operational risks, thereby protecting the company's reputation and sustainability. In addition to the Legal Basis, the Hazard Portfolio and the Aspects and Impacts Analysis are also managed to ensure that business processes (both production and auxiliary) comply with applicable legislation and are supervised. The periodic review of these three important documents ensures that the company proceeds to update procedures and operating methods to:

- Ensure that the company policy as well as the code of conduct are known and enforced;

- Ensure that specific roles and responsibilities are known and recognised;
- Ensure that training and education on these issues are planned and ongoing;
- Ensure that monitoring (through audits, verifications, and anonymous surveys) is carried out and recorded;
- Ensure that any warnings from interested parties are taken into account and pursued in order to take concrete measures..

In this way, the company aims to create a culture based on ethics and legality, promoting responsible behaviour, and minimising the risks associated with regulatory violations and unethical behaviour.

Certifications

Since 1993, Metallux has been covered by ISO 9001 certification, and in 2005 it obtained an integrated system that combined ISO 9001 ISO 14001 and OHSAS18001. In 2018, the company obtained two additional important certifications: ISO IATF16949 and ISO 13485. Moreover, Metallux was the first company in Ticino to be certified according to the new ISO 45001, replacing OSHAS. Metallux strongly believes that a structured and controlled management system is the basis of a company that wants to offer excellent products and services on all fronts.

Metallux boasts the achievement of five system certifications:

ISO 9001 (Quality Management)

Standard defining the minimum requirements that the Quality Management System of a company must demonstrate to meet in order to guarantee the quality level of products and services.

ISO 14001 (Environmental Management)

Standard defining an Environmental Management System aimed at managing environmental aspects, meeting regulatory compliance obligations, and facing and assessing risks and opportunities.

ISO 45001 (Health and Safety Management)

Standard defining the minimum requirements of good practice for the protection of workers with reference to the health and safety at work.

IATF 16949 (Automotive Quality Management)

Standard jointly developed by members of the International Automotive Task Force and submitted to the International Organisation for Standardisation (ISO) for approval and publication.

ISO 13485 (Medical Device Quality Management)

Standard covering the medical device sector and specifying requirements for a quality management system of companies operating in both the design and production of medical devices and the design and delivery of related services.

And various product certifications:

- **UL certification**
UL is a leading independent global organisation in the science of safety. A UL-marked product is a product that meets the highest levels of safety required by the American and Canadian markets.
- **DM174 (Italian)**
Certification of products that come in contact with drinking water according to Ministerial Decree 174 valid for Italy.
- **KTW-BWGL (German)**
Product certification for the sale on the German market of products that come into contact with drinking water.
- **WRAS (English)**
Water Regulations Advisory Scheme that indicates that the product complies with UK drinking water regulations. Mandatory certification for products that come into contact with drinking water.
- **NSF/ANSI (American)**
Certification of products that come in contact with drinking water for the American and Canadian markets.




Trade associations

Metallux has been a member of AITI (Associazione Industrie Ticinesi, Industries Association of Ticino) for many years and a member of Swiss Medtech Ticino for a few years now. It has also been a member of HSE Ticino for a few years now, with a focus on safety and environmental issues. We collaborate with Swiss bodies such as Reffnet (Rete svizzera per l'efficienza delle Risorse, Swiss Network for Resource Efficiency) and

with ACT, a company accredited by the Swiss Confederation to support the implementation of climate and energy legislation. We collaborate with local schools and research institutes on various projects in cooperation with our research and development office.

07





Indicators of the territory

Sustainability is progressively becoming a territorial concern, and assessing the impact of companies is a pivotal contribution

In the course of their operations, companies not only generate economic profit but also wield considerable social and environmental influence. A company that not only maintains a positive economic balance sheet but also enhances the wellbeing of its employees, the community, and the environment creates shared value, providing valuable support to the development of the local area. It becomes imperative to measure this contribution, not just for the company's internal evaluation and strategic planning but also to establish benchmarks for performance comparison.

Territorial indicators also present an opportunity to facilitate dialogue among public administration, business associations, and companies, offering a valuable tool to guide decisions and investments. Indeed, a shared commitment to sustainability can expedite growth and safeguard the competitiveness of the territory, fostering both energy transition and social inclusion. By this document, our company aims to contribute to this trajectory with the goal of consistently improving its outcomes.

Relations with the market

Metallux, a 'SWISS MADE' company, maintains a worldwide footprint, with a distribution network extending from Northern Europe to Southeast Asia, including the Middle East and the surrounding continents. Notably, a portion of its added value is directly generated in Switzerland and specifically in Ticino.



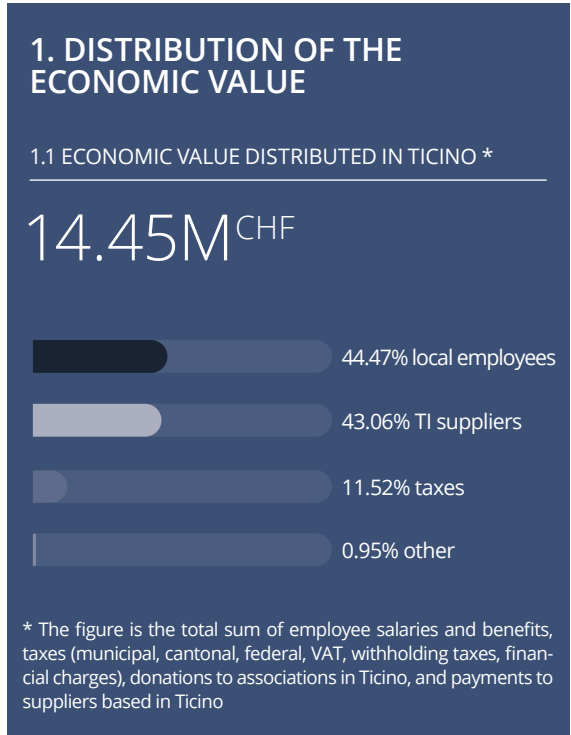
METALLUX WORLDWIDE

1. Distribution of the economic value

Metallux has always been a leader in thick film and pressure sensor technology in the global market. This includes a worldwide supply network without first looking at its own neighbourhood.

In 2022, out of a total of 1436 active suppliers worldwide, we counted 289 suppliers located in Ticino, that is 20% to whom we distributed 27% of the total economic value.

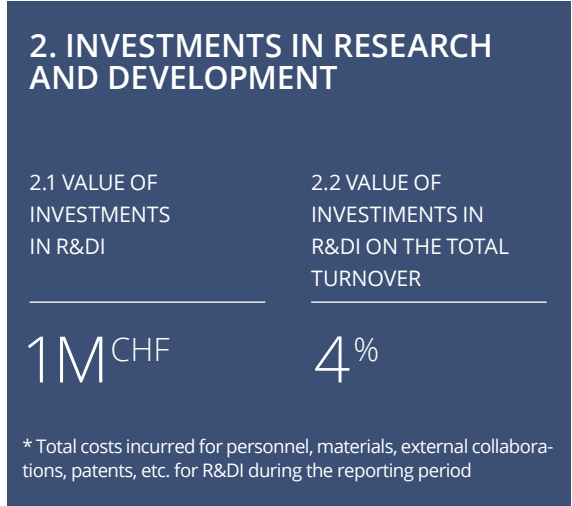
Most of these suppliers are service providers with whom we have been collaborating for years and with whom we not only have a business relationship, but also a relationship of cooperation and trust, thus establishing a strong and lasting partnership.



2. Investments in research and development

Metallux invests part of its income in new product development projects every year. In particular, in 2022, CHF 1M was invested in research and development, including research in new technologies and products. This figure, which is equal to 4% of the total turnover for the same year, includes personnel expenses, reliability tests, material costs, and necessary equipment.

In 2022, Metallux carried out 26 new projects of which 5 in the Automotive sector, 11 Medical, and 10 Industrial. Metallux's market-oriented approach has meant that new projects are aimed at reducing consumption, CO₂ emissions, as well as products for the medical field and improving quality of life.



2. Best practice

Reducing Nox emissions

The level of pollutants emitted by diesel engines has been considerably reduced thanks to the introduction of the AdBlue technology.

When the diesel engine is running, tiny amounts of AdBlue are sprayed onto the exhaust gases produced, turning NOx into nitrogen and water before it is expelled from the exhaust system.

The innovative device developed is a submarine quality sensor monitoring the concentration and quality level of the AdBlue solution in the tank.

Keeping these values under control ensures that no amount is removed from the tank, that no forbidden additives are added to the solution, while monitoring temperature and level.

Other features include:

- Urea concentration measurement
- Temperature measurement

- Level detection
- Contamination detection
- Tamper detection
- CAN communication



Every Drop Counts

Metallux ceramic pressure sensors have excellent chemical resistance due to Alumina, with high water resistance, making them suitable for almost all hydraulic systems.

Center-pivot irrigation requires less labour than many other surface irrigation methods and also has lower labour costs than ground irrigation techniques that necessitate the digging of channels.

Efficient irrigation techniques reduce the amount of water runoff and soil erosion that can occur with soil irrigation.

Metallux ceramic pressure sensors are integrated in pivot and pistol sprinklers. The purpose of our ceramic pressure sensors is to ensure a smooth and constant flow in the irrigation system and to facilitate the possible mixing of additional fertilising substances.



Intelligent process monitoring

Metallux sensor division has developed a customised sensor for the industrial sector capable of measuring flow and temperature.

The flow sensor enables the simultaneous measurement of flow velocity and temperature, regardless of the position of the steel cylinder in which it is welded and the flow velocity in its duct.

Thanks to appropriately calibrated resistors and the temperature sensor, the flow sensor can correlate the temperature variation with the flow variation. This configuration makes the sensor sensitive to even the slightest change in flow.

This accurate and reliable real-time monitoring leads to increased efficiency and productivity of our customers' machines and equipment. It results in an optimised consumption of resources while reducing environmental impact.

Typical applications for flow sensors include:

- Flow control in filling machines
- Refrigerant control in power generators
- Refrigerant Management

3. Suppliers

Metallux is proud of its network of global suppliers with whom it establishes a partnership with shared strategies and intentions. The search and the approval of a supplier are based on indispensable pillars such as:

- Responsible materials sourcing policy
- Human rights and high social standards
- Environmental impact
- High standards on occupational health and safety
- Quality and fair competition

Metallux discloses its Code of Ethics to all its suppliers and, in the spirit of continuous improvement, requests a self-assessment and carries out supplier approval and maintenance audits.

We monitor the supply chain of mines and metals, referred to as 3TG, to ensure the proper extraction and handling of them, avoiding high-risk conflict areas where human rights violations may occur.

It is our responsibility to demand high social, environmental, and human rights standards to all our suppliers.

For some years now, Metallux has been basing the initial evaluation of a new possible supplier not only on the quality of the product/service provided and the adequacy of the costs but also on environmental and social criteria, considering environmental and safety certifications an added plus. The ability of the suppliers to document their commitment to ethical, social and sustainability issues is taken also into account. To date, we have used over a number of 107 suppliers this kind of evaluation model, and this number will grow in the coming years.

3. RELATIONS WITH SUPPLIERS

<p style="font-size: 0.8em; margin-bottom: 5px;">3.1 TOTAL NUMBER OF SUPPLIERS</p> <hr style="border: 0.5px solid white; margin: 5px 0;"/> <p style="font-size: 2em; margin: 0;">1436</p>	<p style="font-size: 0.8em; margin-bottom: 5px;">3.2 PERCENTAGE OF LOCAL SUPPLIERS</p> <hr style="border: 0.5px solid white; margin: 5px 0;"/> <p style="font-size: 2em; margin: 0;">20%</p>
<p style="font-size: 0.8em; margin-bottom: 5px;">3.3 ECONOMIC VALUE DISTRIBUTED TO SUPPLIERS</p> <hr style="border: 0.5px solid white; margin: 5px 0;"/> <p style="font-size: 2em; margin: 0;">22.9M^{CHF}</p>	<p style="font-size: 0.8em; margin-bottom: 5px;">3.4 ECONOMIC VALUE DISTRIBUTED TO LOCAL SUPPLIERS</p> <hr style="border: 0.5px solid white; margin: 5px 0;"/> <p style="font-size: 2em; margin: 0;">27%</p>
<p style="font-size: 0.8em; margin-bottom: 5px;">3.5 NUMBER OF LOCAL SUPPLIERS</p> <hr style="border: 0.5px solid white; margin: 5px 0;"/> <p style="font-size: 2em; margin: 0;">289</p>	<p style="font-size: 0.8em; margin-bottom: 5px;">3.6 TURNOVER FROM LOCAL SUPPLIERS</p> <hr style="border: 0.5px solid white; margin: 5px 0;"/> <p style="font-size: 2em; margin: 0;">6.22M^{CHF}</p>

Local suppliers mean suppliers who have their registered office in Ticino

3. Best practice

In 2022, Metallux completed a cooperation with a strategic supplier located in Switzerland (Neuchâtel) to significantly lower the level of internal waste and optimise the supplier's production processes. The percentage of waste decreased by 32% from 2021 to 2022, thus reducing the economic and environmental impact.

In 2022, a new partnership was established with a strategic German wax supplier, with whom we embarked on new projects and innovative solutions oriented towards sustainability, reduction of consumption, and waste.

During 2022, Metallux started new partnerships with various service providers, such as Reffnet, for the improve-

ment of non-energy resource management. A simple measure (that is the use of paper tape instead of plastic tape) led to a reduction in environmental impact equivalent to 140 kg of CO₂ per year. Following that, we completed the total renovation of the company's servers and data centers in collaboration with local suppliers. Also at the end of 2022, all the chimneys with industrial emissions that had been built over the years at the historic headquarter in Via Moree 12 were brought up to standard. The installation of the Empa flanges and the subsequent on-site emission measurements allowed us to confirm our compliance with regulations on the side of industrial atmospheric emissions with concrete measurements (we used to carry out analytical calculations).

“

Collaborating with a local company is consistently invigorating, fostering smoother discussions, and naturally cultivating a close working bond. Metallux has entrusted us with the recovery of precious metals from their scrap materials. The precision exhibited by their logistics department in both load preparation and adherence to OTRif guidelines is commendable. The company shows a profound understanding of the materials we handle, diligently examining the outcomes of our work. This reflects a meticulous supplier selection process and ongoing evaluation. We remain committed to delivering our best to meet and exceed their expectations.

Filippo Andreani
SAR RECYCLING SA

“

The collaboration between Metallux and Spinelli is an example of a shared commitment to sustainability and corporate social responsibility. Both parties adopted corporate policies oriented towards environmental and social sustainability, demonstrating a strong commitment to environmental protection and the well-

being of the communities in which we operate. We are working together to reduce the environmental impact of our activities by promoting the use of sustainable business practices, such as energy-saving and reduction of greenhouse gas emissions. In particular, Metallux, asks us to install energy-saving and sustainable facilities and it is willing to invest to have a benefit in terms of sustainability. The latest production building constructed requires practically no energy for heating, thanks to the heat recovery management of the air compressors. Also in the same building, the ventilation system provides (in addition to the normal heat recovery required by law) the management of air volumes based on the actual use of the building, leading to a reduction in electricity consumption of 94,800 kwh/year. This reduction in air volumes automatically leads to a reduction in the energy needed to heat or cool the supplied air. The measures taken over time to control humidity level have also reduced the wear and tear on dehumidification systems, prolonging the life of normal wear parts and thus increasing the sustainability of the system itself. Our partnership is a tangible demonstration of our commitment to creating a better world for future generations.

Diego Avesani
SPINELLI SA

Relationship with employees



Metallux has experienced consistent growth over the past decades, a testament to our passionate and motivated team that empowers us to compete in a complex and demanding global market. Our highly qualified employees enable us to respond swiftly to market and customer demands, fostering constructive cooperation in achieving our goals. We prioritise the vitality and ambition of our employees, recognising and rewarding their contributions with fair and healthy working conditions that support the realisation of both their professional and personal aspirations.



4. Employees training

Every year, each service manager has the opportunity to dialogue with each employee to evaluate together the progress of their work, the achievement of objectives, and employee satisfaction. At least once a year, anonymous questionnaires are sent out to evaluate the company climate.

Due to the high technology of Metallux products and the high service offered to our customers, it is necessary to maintain a high level of training and information at all levels. Metallux has a continuous training plan that is reprogrammed every year and provides basic training to all new employees. All trainings have an effectiveness evaluation process and include feedback from the trainee so that the real added value of the training can be monitored.

There are also several internal trainings on safety, company behaviour, and sustainability that are developed and delivered throughout the year.

Metallux offers a career plan with excellent opportunities of internal development and lifelong learning. Our corporate culture is focused on openness, appreciation, and responsibility. A positive working environment that values learning and coaching, to increase motivation to develop one's skills and to grow. Our values help us to create a people-oriented company with little hierarchy where people respect and support each other as a team with simplicity and mutual trust.

4. EMPLOYEES TRAINING

<p style="margin: 0;">4.1 TRAINING PER EMPLOYEE</p> <hr style="border: 0.5px solid white;"/> <p style="font-size: 2em; margin: 0;">3.2 hours</p>	<p style="margin: 0;">4.2 TRAINED EMPLOYEES</p> <hr style="border: 0.5px solid white;"/> <p style="font-size: 2em; margin: 0;">40%</p>
<p style="margin: 0;">4.3 TOTAL NUMBER OF EMPLOYEE</p> <hr style="border: 0.5px solid white;"/> <p style="font-size: 2em; margin: 0;">134</p>	<p style="margin: 0;">4.4 EXTERNAL TRAINING</p> <hr style="border: 0.5px solid white;"/> <p style="font-size: 2em; margin: 0;">53%</p>
<p style="margin: 0;">4.5 HOURS PER YEAR HEALTH/SAFETY (IN ADDITION TO LEGAL OBLIGATIONS)</p> <hr style="border: 0.5px solid white;"/> <p style="font-size: 2em; margin: 0;">0.5 hours</p>	

4. Best practice

Every year, the company defines continuous training plans for each individual employee, relating to their own process as well as to auxiliary processes. Each service manager maintains an up-to-date polyvalence matrix and skill matrix for their employees to be able to check their skills, including transversal ones, in relation to the targets of the position they occupy. In recent years, internal trainer roles have been cre-

ated for their company know-how by developing in-house courses on various aspects ranging from safety, technology, quality, and environmental impact. Over the years, Metallux has trained one safety engineer, one safety officer, three IPC trainers for welding processes, and several IPC Specialists. Metallux also boasts 6 certified second-party auditors in respect of the various ISO schemes it owns.

“

I have been with Metallux since 2007 and value greatly the ongoing training opportunities the company offers its employees.

Claudia Martinelli

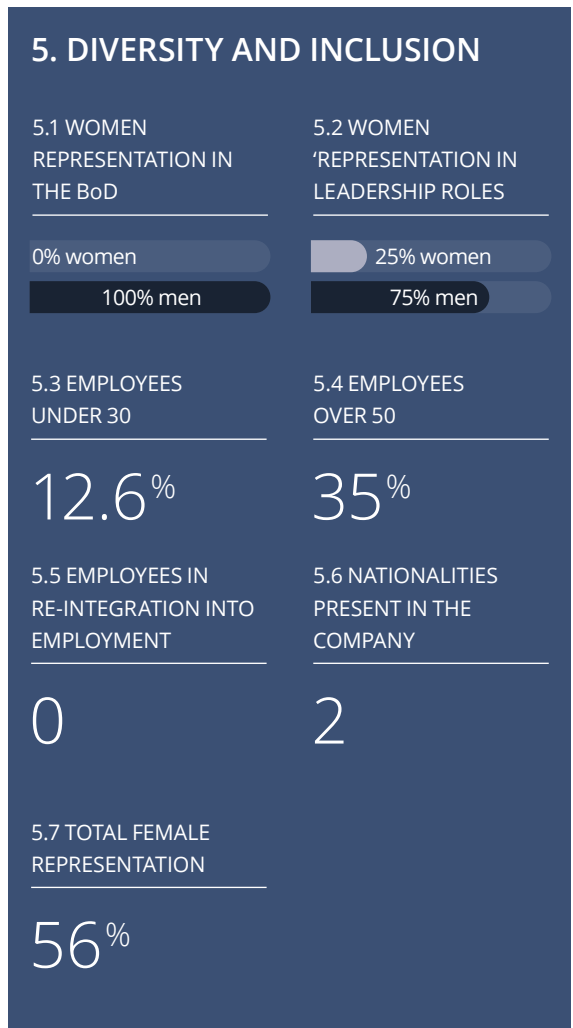


5. Diversity and inclusion

Metallux believes in equal employment opportunities for everybody. The quality of a company is determined by the characteristics of its employees. We are aware that people matter, which is why our goal is to be a place where people want to work regardless of race, gender, culture, and religion.

At Metallux, 56 % of the employees are women and 25 % are in management roles.

Metallux employees belong to at least two different nationalities, but as part of an international group, all employees interface with colleagues from other countries such as Poland, China, Germany, and the United States.



5. Best practice

Over the years, the company has grown from a small, family-run medium-sized enterprise to a plant within an international group. This expansion has led the company to collaborate with colleagues of different nationalities and cultures, providing opportunities for intercultural growth, which also benefited our customers and other stakeholders. Our operators working on the lines of production are

our greatest asset because of the care and attention that our processes require. Moreover, we opened a new plant that completely breaks down architectural barriers, reflecting our commitment to greater inclusiveness.

6. Employment contracts

Metallux adheres to the National Labour Collective Agreement, effective from 1 January 2007, with automatic annual renewal. This agreement, prepared under the supervision of the OCST (Trade association, Christian-social movement in Ticino), has the purpose to enhance working conditions aligning with the personal and family needs of employees. It also aims at promoting and improving trusting and constructive cooperation between employers and employees.

In addition, we implement a company regulation on health and safety behaviour in the company in agreement with the Labour Inspectorate Office to define and spread those basic rules that contribute to a healthy, comfortable, and respectful working environment.

Equal pay is a standard practice, pay bands depend on the role, prior knowledge, and experience and not on gender.

6. EMPLOYMENT CONTRACTS

<p>6.1 GENDER WAGE GAP*</p> <hr style="border: 0.5px solid white;"/> <p style="font-size: 2em; font-weight: bold;">0%</p>	<p>6.2 NUMBER OF APPRENTICESHIP CONTRACTS</p> <hr style="border: 0.5px solid white;"/> <p style="font-size: 2em; font-weight: bold;">0</p>
<p>6.3 SICKNESS ABSENCE PERCENTAGE</p> <hr style="border: 0.5px solid white;"/> <p style="font-size: 2em; font-weight: bold;">6.8%</p>	<p>6.4 TURNOVER PERCENTAGE**</p> <hr style="border: 0.5px solid white;"/> <p style="font-size: 2em; font-weight: bold;">5.2%</p>
<p>6.5 ABSENCES DUE TO OCCUPATIONAL ACCIDENTS</p> <hr style="border: 0.5px solid white;"/> <p style="font-size: 2em; font-weight: bold;">0.01%</p>	<p>6.6 PERCENTAGE OF FULL-TIME CONTRACTS</p> <hr style="border: 0.5px solid white;"/> <p style="font-size: 2em; font-weight: bold;">95%</p>
<p>6.7 FIXED-TERM CONTRACTS</p> <hr style="border: 0.5px solid white;"/> <p style="font-size: 2em; font-weight: bold;">0</p>	<p>* Gender pay parity is achieved when the indicator is equal to 0%.</p> <p>** Percentage of employees who left the company during the reporting period out of the total number of employees at the beginning of the reporting period.</p>

6. Best practice

In light of the outstanding results obtained in recent years, with occupational accidents now close to zero, the company is launching internal campaigns in collaboration with the UPI to prevent and reduce non-occupational accidents.

7. Corporate welfare

Metallux is progressively embracing the concept of corporate welfare. The company has already implemented measures such as working time reduction, with 5% of employees currently working less than 100%, and it offers flexible working hours for all office staff.

In 2022, Metallux joined the Aiti4Welfare platform, establishing an agreement with diagnostic centres in Switzerland and Italy.

Throughout the pandemic emergency, the company activated and maintained IT solutions that facilitated remote work, ensuring continuity and flexibility as needed.

7. CORPORATE WELFARE PLAN

7.1 ANNUAL INVESTMENT FOR EACH EMPLOYEE*

750^{CHF}

7.2 PARENTAL LEAVE DAYS IN ADDITION TO LEGAL OBLIGATIONS

0

7.3 NUMBER OF EMPLOYEES WITH FLEXIBLE HOURS

45[%]

7.4 NUMBER OF "ARCOBALENO" TRAVELCARDS

0

* Expenses for employees' fringe benefits including social security charges in addition to legal obligations (e.g. extra-mandatory insurance for sickness, disability, and oldness), home-work travelcards, meal tickets, and various discounts

Relations with the community



8. Projects for the community

Donations and Sponsorships

Metallux is a member of several national associations such as AITI, HSE-Ticino, SQS, SSG, Swiss MedTech. It takes part in various events and services offered by these associations.

We collaborate with neighbouring companies on various socio-economic fronts. This work is the result of collaboration with AITI and SUPSI. One of our interests is to create the basis for collaboration with the local area and community.



8. Best practice

Metallux started a collaboration with Caritas Ticino by promoting company volunteer days for its employees.

Despite their differences, the two companies share common values in sustainability, social responsibility, and contributing to the local economy. Both believe that volunteering can be an added value to their companies.

The cooperation will be implemented in one or more volunteer days at the Caritas headquarters in Ligornetto. The programme will include various activities aimed at the mutual exchange of knowledge and skills, particularly in the field of electronics (considered the common ground of the two companies) and the concept of sustainability. This collaboration involves cooperating in the daily work of sorting and recycling.

Environmental management



“

The greatest threat to our planet is the belief that someone else will save it.

Robert Swan

9. Materials

Metallux places particular emphasis on the raw material used throughout the company.

At the production process level, Metallux first and foremost ensures products that are RoHS, REACH and Conflict Minerals compliant by managing a process that guarantees the same compliance with respect to the entire supply chain.

We adopt a responsible materials sourcing policy.

This policy applies to the minerals tantalum, tin, tungsten, and gold (collectively referred to as 3TG). The extraction, trade, handling, and export of these minerals from conflict areas (CAHRA) or high-risk countries (Democratic Republic of Congo and neighbouring countries) may have adverse effects on human health, be associated with human rights violations, and potentially finance armed conflicts.

On 1 January 2021, the EU 3TG Regulation (Regulation (EU) 2017/821) came into force. EU importers dealing with directly affected minerals and metals exceeding certain thresholds must fulfil their respective supply chain due diligence obligations. The EU regulation refers to CAHRAs, which are regularly updated and may include regions worldwide. In line with the above-mentioned requirements, Metallux is aware of its responsibility and contributes to the sustainable protection of human rights at various levels. Metallux is committed to ensuring the health, safety and security of the people involved in mining 3TG.



The company implements an internal process of continuous improvement, constantly seeking new materials that are more and more compatible with life and the environment, gradually replacing old materials.

Furthermore, the company is working to reduce paper consumption by digitising all its processes as much as possible and has completely eliminated the use of plastic.

10. Energy

The total amount of electricity purchased by Metallux in 2022 comes from renewable sources, constituting 92% of the company's total energy usage. At the end of 2022, a contract was signed for the implementation of photovoltaic panels for both plants.

The new company vehicles are electric and hybrid, and the two Metallux headquarters are equipped with charging stations that can also be used outdoors.

In 2022, Metallux started an internal campaign to reduce consumption, especially by enhancing and optimising the production processes.

The energy intensity, calculated as the total energy consumption over the produced units (quantity of parts produced/put on the market) in the year 2022, equal to 0.6×10^{-3} MWh/unit, is the indicator that will give us evidence of the effectiveness of our efficiency and optimisation projects in production processes.

10. ENERGY

10.1 TOTAL ENERGY CONSUMED	10.2 ENERGY CONSUMPTION FROM RENEWABLE SOURCES
2784.5 MWh	92.34%
10.3 ENERGY INTENSITY*	
0.0006 MWh/t	
10.4 CONSUMPTION OF ELECTRICITY**	10.5 ELECTRICITY FROM RENEWABLE SOURCES
2571.4 MWh	100%

* Energy consumed per company reference unit.

** Total electricity consumed, both fossil and renewable, purchased outside. Excluding self-generated electricity.

11. Water resources

The only production line consuming water was the washing process, which consumed 26m³ of water in 2021. This consumption was reduced to zero by using an evaporator, which effectively distilled the water so that it could be returned to the surface water. This resulted in a 26% reduction in water consumption from 2021 to 2022. Monthly consumption is monitored in particular to prevent leakage.

Considering therefore that no production line requires water, the company purchased 1,382m³ of water in 2022 and this amount has remained virtually unchanged over the last four years.

Like energy intensity, also water consumption intensity was calculated considering the units produced in the year, and the measured value of 0.3×10^{-6} m³/ objective unit shows that our processes do not require high water consumption. However, we are aware of the need to use water sparingly, and the company currently uses a water distillation process

11. WATER RESOURCES

11.1 TOTAL ANNUAL CONSUMPTION*
170 m ³
11.2 WATER CONSUMPTION INTENSITY**
0.3 x 10 ⁻⁶ m ³ /unit

* Total water withdrawal minus total water discharge.

** Water consumed per company reference unit.

that allows a certain percentage of water to be fed back into the network. Further steps will be taken with the aim of further reducing the current consumption in production processes in the coming years.

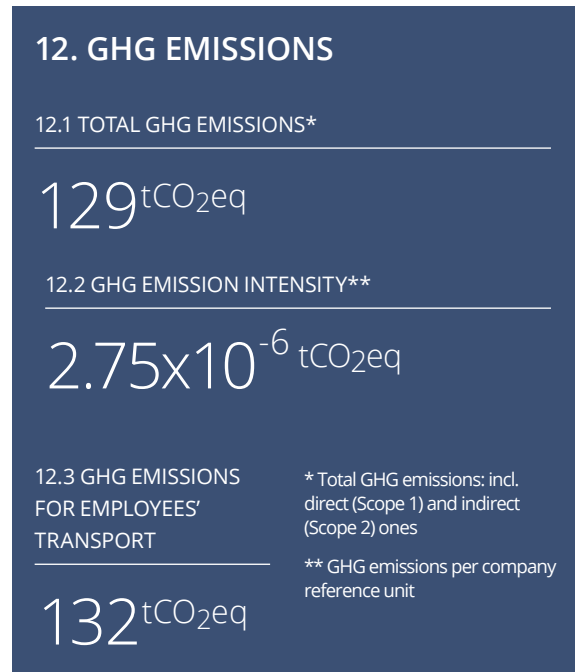
12. GHG emissions

CO₂ emissions that Metallux inevitably releases into the environment from its production activities can be divided into direct and indirect emissions pursuant to the GHG Protocol. Direct emissions (Scope I) are calculated by considering all the emissions generated by all company machinery to maintain the production processes active, such as:

- Emissions from stationary combustion sources (gaseous boiler). These emissions derive from the old boiler plant in Plant 1, which in 2022 had an impact of 56.5tCO₂eq having consumed as much as 21,330 litres of diesel. This value has remained unchanged in recent years.
- Emissions from air conditioning equipment (Gas R-410A system). Metallux has several gas installations due to production needs. In 2022, there was a single maintenance operation that required the transfer of 3 kg of R-410A equal to 6.3tCO₂eq. However, verification over the years has shown that this is an isolated case.
- Emissions from mobile sources represent the second largest emission point with a value of 48.5tCO₂eq. The company has four diesel company cars (for management and sales figures) and one shared hybrid car. It also owns two vans for commuting between the two plants (1km distance), one petrol van, which will be returned at the end of 2023, and one electric van. Total emissions from mobile sources are one of the things the company is working on and wants to continue this effort.
- Emissions from fire extinguishing equipment (CO₂ fire extinguishers) fall under indirect emissions (Scope II).

12. Best practice

The entire world is making an effort to reduce greenhouse gas emissions. All UN member states must achieve the sustainable development goals of the Paris Climate Agreement by 2030, including reducing greenhouse gas emissions by at least 50%. Our company has fully embraced this need by adopting the same goals. We constructed the new building with the aim of being as green as possible, incorporating heat recovery ventilation. This allows to pollute less and save money.



These are instead calculated by summing the emissions due to the consumption of off-farm purchased energy, such as:

- Electricity (AIM Tlacqua)

This calculation is expressed in tonnes of market-based CO₂ equivalent. To relate the total GHG emissions to the company itself, we considered the GHG Emission Intensity, equal to the total value of emissions per unit produced. This value will give us a comparable value over time.

Through optimisation of the new ventilation system, we reduced electricity consumption by three-quarters, resulting in an annual saving of approximately 17,000 CHF. The higher initial investment actually paid for itself in less than a year. This approach was described by the TopMotors platform in its December 2021 issue, devoting an entire article to Metallux.

13. Waste management

Metallux has always paid great attention to waste management within the company.

All waste are divided into categories, right from its origin, according to Otrif codes (Waste Traffic Ordinance 814.610), ensuring environmentally responsible treatment and disposal.

In 2022, 28.93t of waste was produced. Metallux divides waste into controlled waste and special waste. Notably, efforts have been made to reduce special waste, with a remarkable 16% reduction between 2021 and 2022, attributed to the project aimed at reducing waste from non-compliant products. Moreover, an impressive 65% of this waste is recycled.

Metallux's ongoing campaign to minimise waste and scrap reflects a commitment to continuous improvement, emphasising the persistent dedication to waste reduction before considering recycling.

13. WASTE MANAGEMENT

13.1 TOTAL VOLUME
OF WASTE
GENERATED

28.93^t

13.2 TOTAL VOLUME
OF WASTE
RECYCLED

65%

14. Investments

In 2022, an investment of approximately 150k CHF is earmarked for new infrastructure, encompassing:

- A comprehensive replacement, renovation, and adaptation of the Metallux data centre to cyber security standards, with the goal of mitigating business risk by safeguarding company and stakeholder data.
- Construction of a new compressor room featuring two upgraded, more efficient, and energy-saving machines.
- Installation of a new nitrogen generator for production processes, aiming to reduce reliance on cylinders.
- Establishment of a new chemical storage room to enhance safety during the handling and storage of chemicals.

At the production process level, investments of around 850k CHF were made with the introduction of new machines and more efficient production lines, including a new medical line (in clean room) to produce IVD medical device.

14. INVESTMENTS IN INFRASTRUCTURE, FURNISHINGS, MACHINERY. (ANNUAL AMOUNT)

1M CHF

Throughout the year, significant measures were designed and approved for the year 2023, involving a financial commitment exceeding CHF 800k. These measures include acquiring a new dryer to enhance production capacity, expanding a clean room, and reorganising various production lines between the two plants to introduce three new medical production areas for three new products.





A photograph of a modern laboratory or industrial facility. The scene is dominated by white and metallic structures, with glass enclosures housing various pieces of equipment. The lighting is a mix of cool blue tones from the floor and warm orange tones from the overhead fixtures, creating a high-tech, clean atmosphere. The perspective is from a slightly elevated position, looking down into the glass-enclosed areas.

Conclusions

The goal of this project is to embrace, share, and promote a culture of sustainability. We are reaching out to all stakeholders who, like us, view Corporate Social Responsibility (CSR) as an essential tool to promote the spread of a culture that forms the foundation of our current and future values and strategies. We look at this work as the inaugural phase of a project that will empower us to be competitive, sustainable, precise, and efficient in the future.

Outline summary

The table below summarises the data collected for the year 2022 regarding key sustainability indicators discussed in this report.” The summary outlines Metallux’s current status, from the starting point. The intention is to systematically monitor the progress of these indicators, enabling strategic planning for continuous improvement. This may involve benchmarking against local cantonal averages and aligning with international guidelines such as the SDGs.



Category	N.	Indicator	Unit	Data
1. Added value	1.1	Economic value distributed in Ticino	CHF Mio	14.454
2. Investment in research, development and innovation (R&DI)	2.1	R&DI investment value	CHF Mio	1
	2.2	R&DI investment value as a percentage of total turnover	%	4
3. Suppliers	3.1	Total number of suppliers	n.	1436
	3.2	Percentage of local suppliers	%	20
	3.3	Economic value distributed to suppliers	CHF Mio	2.29
	3.4	Percentage of economic value distributed to local suppliers	%	27
4. Employees training	4.1	Training per employee	hours	3.2
	4.2	Percentage of trained employees	%	40
	4.3	Total number of employees	n.	134
5. Diversity and inclusion	5.1	Women representation in the Board of Directors (BoD)	%	0
	5.2	Women representation in leadership roles	%	25
	5.3	Percentage of employees under 30	%	12.6
	5.4	Percentage of employees over 50	%	35
6. Employment contracts	6.1	Gender wage gap	%	0
	6.2	Number of apprenticeship contracts	n.	0
	6.3	Sickness absence percentage	%	6.8
	6.4	Turnover percentage	%	5.2
	6.5	Percentage absences due to occupational accidents	%	0.01
	6.6	Percentage of full-time contracts	%	95
	6.7	Number of fixed-term contracts	n.	0
7. Corporate welfare	7.1	Welfare investments per employee	CHF/per	750
8. Projects for the local community	8.1	Total amount disbursed in donations and sponsorships	CHF	0
	8.2	Associations benefiting from donations and sponsorships	n.	0
9. Materials	9.1	Main materials used by the company	t	46.75
	9.2	Percentage of materials of recycled and/or reused origin	%	0
10. Energy	10.1	Total energy consumed	MWh	2784.5
	10.2	Percentage of energy consumption from renewable sources	%	92.34
	10.3	Energy intensity	MWh/t	0.6x10 ⁻³
11. Water resources	11.1	Water consumption	m ³	170
	11.2	Water consumption intensity	m ³ /unit	0.3x10 ⁻⁶
12. GHG emissions	12.1	Total GHG emissions	tCO ₂ eq	129
	12.2	GHG emission intensity	tCO ₂ eq / t	2.7x10 ⁻⁶
13. Waste management	13.1	Total waste produced	t	28.93
	13.2	Percentage of waste recycled or reused	%	65
14. Investments	14.1	Investments in infrastructure, furnishings, machinery	CHF Mio	1

Next steps

After analysing the commitments deemed to be crucial for the sustainability strategy's continuation, Metallux has outlined potential initiatives corresponding to each SDG Target where it can make a meaningful impact, establishing goals to reach by 2030.

In the upcoming three to five years, Metallux will concentrate on implementing various projects with the aim of achieving the following goals:

- CO₂ reduction
- Reducing energy consumption
- Increasing the use of renewable energy
- Waste reduction
- Reducing water consumption
- Engaging employer
- Health and Safety
- Corporate values and identity
- Compliance

Our goals

The company monitors various Key Performance Indicators (KPIs) for the achievement of the aforementioned goals. The projects initiated in early 2023 and those in the pipeline share a common underlying goal: to reach 2030 with the confidence that we have worked in the right direction and made a meaningful impact.

Metallux's primary goal is to decrease electricity consumption. To achieve this, a project involving the installation of photovoltaic panels at both sites commenced in early 2023. Additionally, an internal campaign has been launched to enhance production processes' efficiency by minimising non-value-added consumption.

The waste reduction goal, established for several years, has already shown significant success. However, in pursuit of continuous improvement, we aim to address additional areas, striving to minimise and limit waste production as much as possible.

Initiated in 2023 and slated for completion in 2024, a project aims to halve the washing of products in the production process, thereby minimising water consumption.

The ongoing enhancement of working conditions for Metallux employees is a continuous endeavour, with new proposals to be explored in the upcoming years. Metallux is committed to expanding the provision of continuous training opportunities for all its employees.

Expanding beyond occupational health and safety, continuing education will include health and safety aspects in private lives.

These goals, among others, set by Metallux will be reviewed and re-evaluated at least annually.

Metallux seeks to develop a strategic plan encompassing procedures, organisation, and training to prevent and manage potential psychosocial risks.

In terms of community engagement, our initiative began in 2023 with a volunteer project at Caritas Ticino (electronics hub in Ligornetto), for which we plan to conduct training days on electronics and their life cycle.

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