

# MPT Plastica S.r.l.

## Letter to the STAKEHOLDERS OF MPT PLASTICA S.R.L.

Dear Stakeholders,

MPT Plastica S.r.l. has always shaped its business approach around values of ethical responsibility, integrity, transparency and sustainability in the belief that these principles enhance its reputation, generate long-term value and meet the highest expectations of its stakeholders.

In line with these values, the company has chosen to strengthen its focus on Corporate Social Responsibility, committing to delivering its services with an ethically responsible, inclusive and customer-oriented approach maintaining fairness in all stakeholder relations.

Within this framework, the company has decided to expand its commitment to new value systems by broadening the scope of Corporate Social Responsibility. It has placed specific emphasis on the themes outlined in Mission 5 of the National Recovery and Resilience Plan (PNRR), "Inclusion and Social Cohesion" with the primary objective of obtaining Gender Equality Management System Certification, in accordance with UNI/PdR 125:2022, titled "Guidelines on Gender Equality Management Systems".

To this end, MPT Plastica has established a Gender Equality Committee and developed a Strategic Plan that defines, for each topic identified in the policy, clear, measurable and time-bound objectives, each with assigned implementation responsibilities. The thematic areas addressed include:

- Recruitment and Hiring
- Career Management
- Pay Equity
- Parenthood and Caregiving
- Work-Life Balance
- Prevention of all forms of physical and verbal abuse in the workplace

The decision to pursue gender equality certification affirms MPT Plastica's commitment to a systemic cultural transformation aimed at achieving greater and fairer gender parity. This includes overcoming stereotypical role models and introducing inclusive policies and practices to support the company's social and economic growth.

On the company's website, in the dedicated section, the INTEGRATED POLICY is available. It outlines the strategies and objectives concerning gender equality, along with additional system documentation required by UNI/PdR 125:2022.

*April 28, 2025*

*Chief Executive Officer, Fabio Taviani*