

THE POST-COVID RECOVERY



Il Sole 24 ORE

Lavoro
Effetto Pnrr sull'occupazione: fino a 1,7 milioni di posti in più
La stima di Unioncamere-Anpal nei prossimi cinque anni: ritorno ai livelli pre-pandemia entro il 2023. Il traino dai servizi, costruzioni e infrastrutture le filiere più dinamiche. Pa, servono 770mila lavoratori
di Giorgio Pogliotti, Claudio Tucci
11 febbraio 2022
"Pnrr effect on employment: up to 1.7 million more jobs"

il Giornale.it

Cosa spinge davvero la ripresa post-Covid

4 Febbraio 2022 - 07:39
"What really drives the post-Covid recovery"

I fattori determinanti saranno gli investimenti in innovazione tecnologica e l'inserimento di nuove professionalità dedicate

QF QuiFinanza BORSE ECONOMIA RISPARMIO FISCO E TASSE INFO UTILI
Temi Caldi: • Crisi Ucraina • Riforma pensioni • Smart working • Bonus fiscali 2022

"Post Covid work: the boost will be "green" and "white"

Home > Lavoro > Lavoro post Covid, la spinta sarà "green e white"

Lavoro post Covid, la spinta sarà "green e white"

CNEL presenta XXIII rapporto sul Mercato del lavoro e della contrattazione collettiva: saltato patto generazionale, per giovani futuro incerto

Avenire.it

UCRAINA PAPA CEI COVID ECONOMIA

Home > Economia > Lavoro Bes | Lavoro | Motori | Risparmio

Somministrazione. Nel 2021 crescono gli occupati, buone le prospettive di quest'anno

Maurizio Carucci venerdì 25 febbraio 2022

Le stime Assosomm-Censis parlano della creazione di circa 2,5 milioni di posti. Numerose le offerte di lavoro in tutta Italia

"Agency work. In 2021 the number of employees is growing, the prospects for this year are good"

ItaliaOggi

QUOTIDIANO ECONOMICO, GIURIDICO E POLITICO

"Services and tourism for recovery The rise in the post-pandemic will bring about 2.5 million jobs"

La rilevanza Censis per Assosomm. In somministrazione il 16,5% dei rapporti a termine

Servizi e turismo per la ripresa

La risalita nel post pandemia porterà circa 2,5 mln di posti

affaritaliani.it

Il primo quotidiano digitale, dal 1996

Guerra Ucraina Coronavirus Ascolti TV Terza Guerra Mondiale ATTIVA LE NOTIFICHE FONDATORE E DIRETTORE: ANGELO

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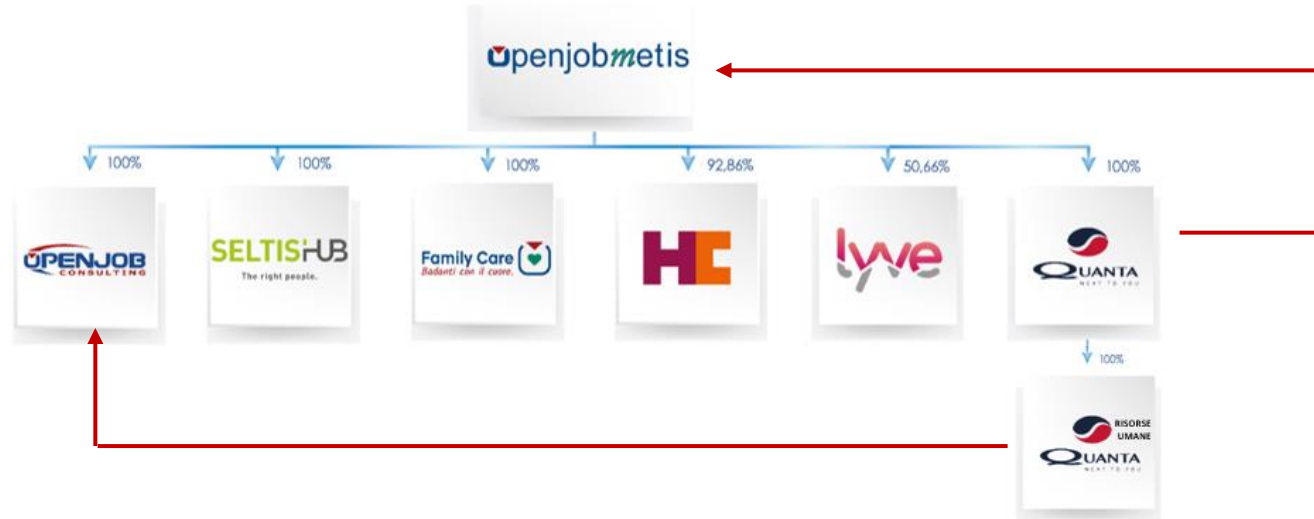
Home > Economia > Mercato del lavoro post-Covid: digitalizzazione e +40% di assunzioni da remoto

ECONOMIA
Giovedì, 15 luglio 2021 **"Post-Covid job market: digitalisation and + 40% remote hiring"**

Mercato del lavoro post-Covid: digitalizzazione e +40% di assunzioni da remoto

"Smartworking" è ormai una definizione riduttiva: cresce il lavoro in modalità totalmente da remoto

THE GROUP



> **750** Direct employees and >**117K** missions (FY2021)

>**150** Branches



Company **listed on the STAR segment**

(Market Cap **EUR 172,2 million** as at 31/12/2021)



Family Care first specialised Employment Agency

(19 branches)



>**9.000** business customers



GROUP STRUCTURE AT QUANTA CLOSING



openjobmetis

Family Care
Badanti con il cuore.

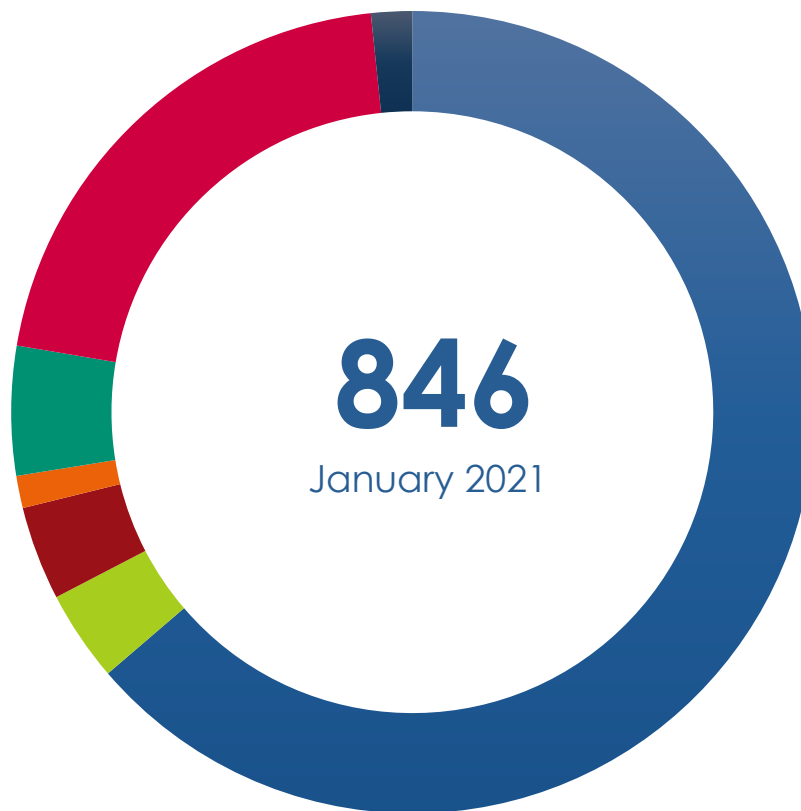
SELTIS HUB
The right people.

OPENJOB
CONSULTING

HE
PERSONE CAPACI DI FUTURO
CORIUM OUTPLACEMENT DIGI TAL

lyve

QUANTA



- OPENJOBMETIS
- SELTIS HUB
- OPENJOB CONSULTING
- HC+LYVE
- FAMILY CARE
- QUANTA APL
- QRU

GROUP STRUCTURE AT TODAY



openjobmetis

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Badanti con il cuore.

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CONSULTING

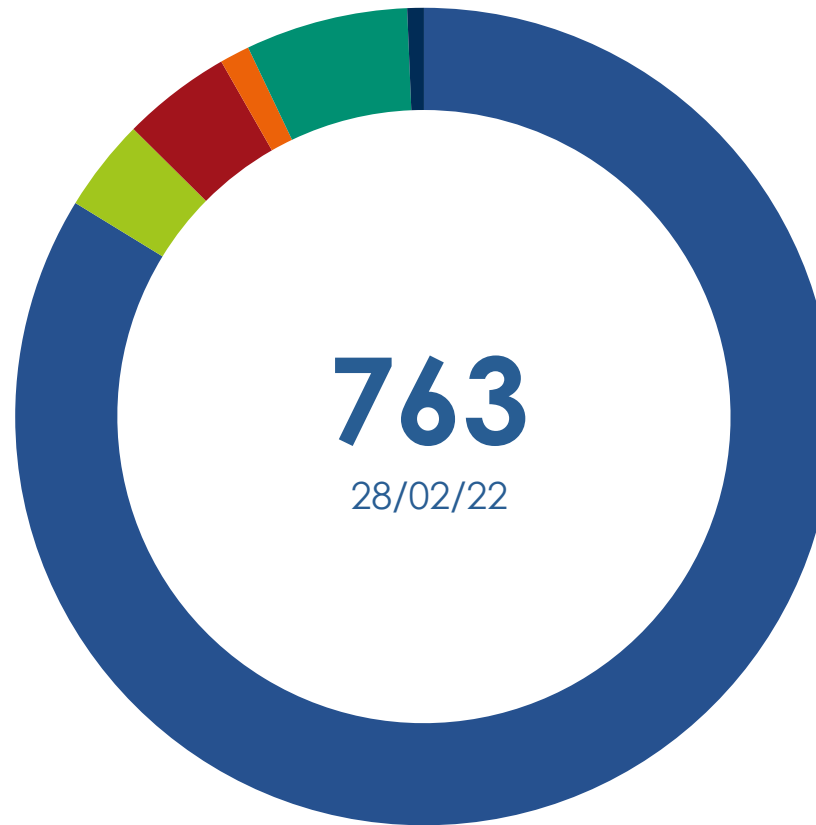
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RU
QUANTA



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- QRU

BRANCHES



134 generalist branches across Italy



19 Family Care branches across Italy

Family Care
Badanti con il cuore.



**Total
153**



- ♥ Home care
- ♥ Hospital care daily and nightly
- ♥ Management of administrative procedures
- ♥ Family counselling

- Family Care S.r.l. – Agenzia per il lavoro operates from January 2020 in the home and hospital assistance to elderly and non self-sufficient people.
 - Family Care, born from a specialized division of Openjobmetis, can count on over six years of experience in the assistance sector.
 - Openjobmetis is investing in the growth of Family Care which operates in a rapidly growing market.
- ❑ Revenues YE 2021 +28,3% vs YE 2020



19 Branches + 1 opening



> 50 Direct employees (FY 2021)



> 20.000 Missions (FY 2021)

SELTIS HUB

The right people.



- Seltis Hub was born as a pole focused on high added value HR services, mainly specialized in personnel research and selection.
- The divisions support the main needs in human capital of companies: people with disabilities (diversity & inclusion); digital transformation (IT & Digital); commercial development (Agents and commercial); managerial profiles (Management search); young talents hiring (Permanent placement).
- The innovative digital platforms Meritocracy and Jobmetoo support the Seltis Hub value proposition.
- The structure consists of over 40 professionals and 6 offices located in key Italian cities.
- Seltis Hub is a rapidly growing reality:
 - ❑ Revenues YE 2021 +73,4% vs YE 2020 and +71,1% vs YE 2019 (pre-Covid)



- Community of **+280K** selected **Professionals**
- Technology, marketing and HR skills



- **+150k** qualified candidates database
- Technology and HR skills

INVESTMENT IN TRAINING



The investment in training is the value added by Openjobmetis to its human resources and to the Society



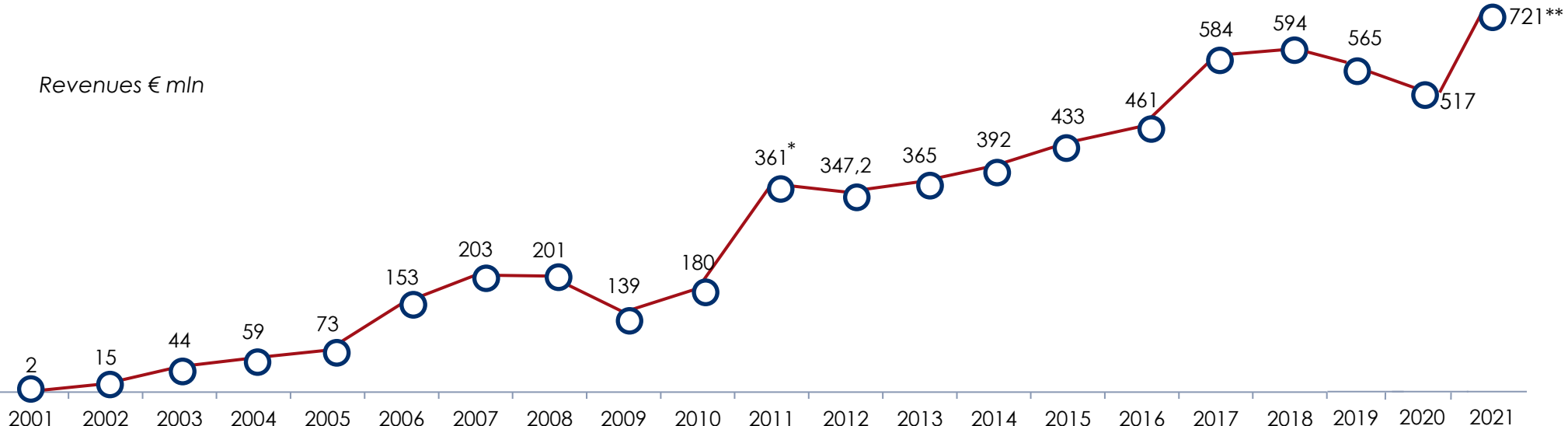
- ✓ **€ 10,7 millions** invested year to date
- ✓ **> 1.800 courses** started
- ✓ **> 7.100 human resources** trained
- ✓ **~ 93.000 hours** of training

Note: Courses started from 1 January 2021 to 31 December 2021

OUR TRACK RECORD



Revenues € mln



Openjob
Start-up



* Revenues Euro 419 millions in case of consolidation (pro-forma) at 1 January 2011

** «Quanta» consolidation from June 2021



- A valid support in the **organisation of the various phases of research and selection, candidate management, HR activities**
- Allows the **speeding up** of operations/tasks, **reducing time and costs**, to **attract new resources**
- Enables the **profiling of the CVs** received according to type, origin or other criteria that are considered important
- Monitors the **selection process and all the actions performed**, such as emailing candidates, scheduling calls, interviews or video interviews, candidate feedback, etc.
- Simplifies the publishing of job postings across multiple message boards thanks to **multi-posting**
- Provides **metrics on which to act with strategic planning** of both recruitment and commercial activities, as well as targeted actions on the choice of suppliers



in-recruiting

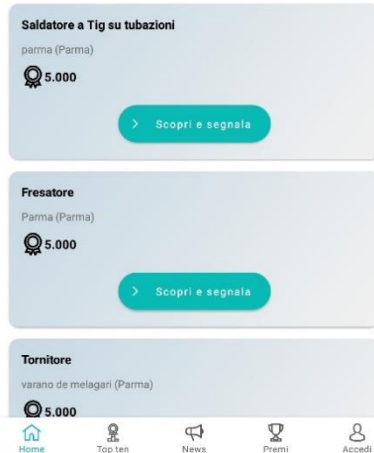
ZUCCHETTI GROUP



“Job postings”

Annunci di lavoro

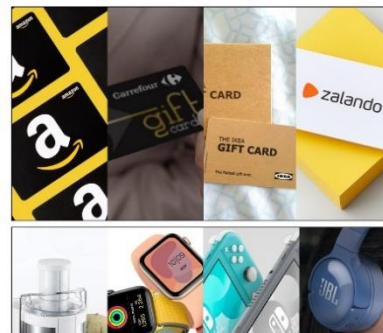
Abbiamo trovato 100 annunci
Non abbiamo applicato filtri



“Reward Catalog”

Catalogo Premi

Inizia a segnalare i tuoi amici, raccogli i punti e trova i premi che abbiamo scelto per te!
Grazie e... Passaparola!



- According to ISTAT, in Italy a search for a job takes place through word of mouth **in 80% of cases**.
- Jonny Job is an innovative app, launched on 6 October 2021, that integrates a potential network of **thousands of contacts and job offers**, as well as a rewarding mechanism to incentivize its use by the future users.
- Users **accumulate points that can be converted into rewards** by reporting profiles (of friends, relatives, acquaintances, etc.) that match with the job postings; should the match be successful, the reporter will be credited with the highest number of points, which can be spent through the rewards catalog.

Some key numbers:

- Approximately **6 thousand members**
- Approximately **40 thousand download**
- Approximately **4 thousand alerts**



DIRECT EMPLOYEES

WoW - Welfare and Well-being

Creation of a corporate welfare system that enhances existing activities and identifies new initiatives to focus on employee well-being

Training and Balance of Skills

Analysis of training needs to plan training projects in line with the business



EMPLOYMENT AGENCY WORKERS

Welcome Worker

Creation of a video clip inserted through a QrCode in the employment contract, with the aim of correctly informing the worker of his rights and duties (bonus, illness, ebitemp, permits, etc.)

Work and Social Inclusion

Partnerships with associations / NGOs to support the dignity of work and employment opportunities for any individual; to promote legality and respect; to condemn any form of labour exploitation. (ex: Extrapulita; Abantu - social cooperative society; Babele A.P.S. Social Promotion Association)



Say, Do, Sustainable Living

Train and raise awareness among the company population on environmental issues: energy saving - recycling - paper consumption - plastic reduction - respect for the environment - responsible commute.

Sustainable mobility

- "green" company car fleet
- analysis and efficiency of home-work commute (PSCL)



Company policies

- Anti-corruption Policy
- Reporting Policy
- Human Resources Management Policy
- Employment Agency Workers Management Policy

New Board (from April 2021)

- the majority of independent directors
- at least one third of female directors
- the entire Risk Committee made up of independent members

SUSTAINABILITY AND SOCIAL RESPONSIBILITY



What does "sustainability" mean when referring to the absolutely intangible sphere of services, and in particular of work? How can a group of companies in the HR sector like ours operate in a "sustainable" way?

The answer develops along three main lines:

Environment



Protect and minimise our environmental impact

Social



Promote employment and be an excellent workplace for our employees

Governance



Integrate the values of sustainability into our business model and into our daily work

RATING ESG

"LOW RISK" SUSTAINALYTICS

In April 2021, Openjobmetis was evaluated by Sustainalytics, a world leader in the creation of ESG ratings. This places us at the top of the HR companies. In its analysis, Sustainalytics has considered many aspects, including the capacity for non-discrimination and the enhancement of inclusion, the quality of work and continuous training.

"GOLD MEDAL" ECOVADIS

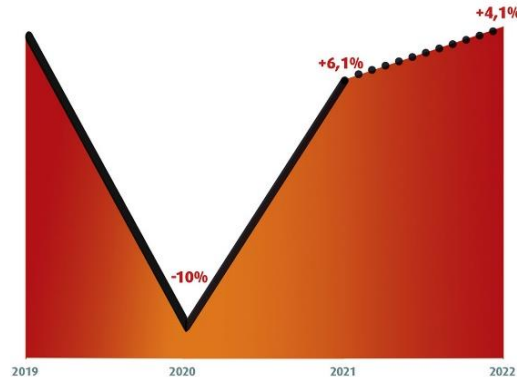
Openjobmetis obtained in March 2021 the gold medal from the EcoVadis agency, one of the most important international eco-sustainability rating platforms, which classifies organisations on the basis of 21 criteria in four areas: Environment, Human Rights and Labour, Ethics and Sustainable Sourcing.



- Consumer confidence is growing by virtue of the progress of the vaccination campaign and the recovery of mobility. According to ISTAT estimates, the recovery in consumption is + 4.7% compared to the previous year
- The "Macroeconomic Projections for the Italian Economy" (source: Bank of Italy) estimate GDP growth in Italy of + 3.8% in 2022, starting from spring

CENSIS FOR ASSOSOMM

THE FUTURE OF AGENCY EMPLOYMENT IN ITALY



- About 2.5 million jobs created over the next 2-3 years
- Expected + 32.1% of jobs in the services, trade and tourism sector, + 25% in mobility and logistics, + 15% in highly specialised sectors (finance and IT)

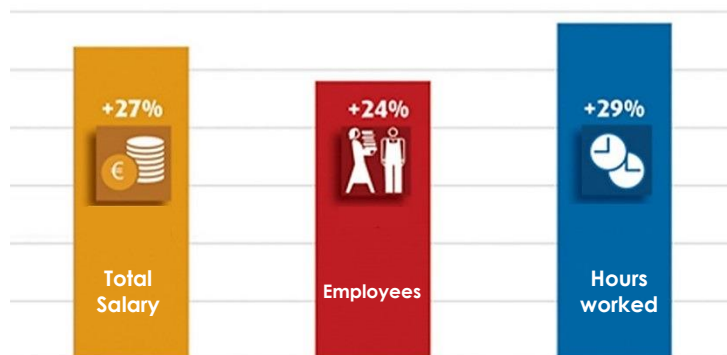
“Labour markets are bound to recover and expand. With the economic activity that should continue to grow, employment should rise above pre-pandemic levels and the unemployment rate should drop to 6.5% in 2023”
(Paolo Gentiloni, European Commissioner for Economy)

CENSIS FOR ASSOSOMM

THE FUTURE OF AGENCY EMPLOYMENT IN ITALY



INCREASES IN 2021 FOR TEMPORARY WORKERS



- Temporary agency workers currently represent 16.5% of all temporary workers
- Encouraging growth margins 2021 compared to 2020:
 - + 27% salary
 - + 24% employees
 - + 29% hours worked
- 68.9% of those who finished a mission activated a new employment relationship within 90 days
- For those who have worked in temporary contracts, the probability of signing new contracts is always around + 20% compared to temporary workers who are not in temporary contracts

TEMPORARY WORK IN ITALY



Revenues

Adecco

 Manpower*

 openjobmetis

 randstad

Q4 2021 vs. Q4 2020

+18%

+15%

+38,5%
+20,8% w/o Q

+32%

2021 vs. 2020

+28%*

+29%*

+39,4%
+26,7% w/o Q

+36%

Sources: Reported Company data

* Estimated value

REVENUES BY COMPANY (EURO '000, NET OF INTERCOMPANY)



Company	Business Area	2020	2021	Var%
Openjobmetis	Temporary Work	494.261	624.345	26,3%
Family Care <i>Badanti con il cuore.</i>	Temporary Work	15.055	19.320	28,3%
OPENJOB CONSULTING	Temporary workers training and other revenues	2.746	3.710	35,1%
SELTISHUB <i>The right people.</i>	Research and selection; focus on middle and top management – Digital Head Hunting	3.043	4.717	55,0%
HE	Outplacement and managerial training	1.004	1.037	3,3%
lyve	Staff training	876*	1.925	-
QUANTA	Temporary work	-	62.510	-
Risorse Umane QUANTA	Temporary workers training and other revenues	-	3.226	-
Group Revenues		516.985	720.789	39,4%
Group Gross Margin (reported)		63.711	89.232	40,1%
Group Margin % (reported)		12,3%	12,4%	

** Consolidated from the acquisition (NOV+DEC)

2019 VS 2020 VS 2021



<i>Euro Million</i>	2019	2020	2021
Revenues	565,3	517,0	720,8
Gross Margin	73,5	63,7	89,2
<i>Gross Margin %</i>	13,0%	12,3%	12,4%
Costs	50,0	48,8	65,7
EBITDA	23,5	14,9	23,5
<i>EBITDA margin</i>	4,2%	2,9%	3,3%
EBIT	15,6	8,3	15,2
Net Income	10,4	23,6*	10,7
EBITDA ADJ	24,0	15,3	25,5
COSTS ADJ	49,5	48,4	63,7

* 2020 Income tax benefits from the recording of deferred tax assets as a consequence of the tax recognition of higher amounts booked in accordance with Decree Law 104/2020, Art. 110, paragraph 8 and 8 bis, net of the related substitute tax for a net total of Euro 18.006 thousand. The Net Profit adjusted before accounting of the aforementioned effects, came to Euro 5.636 thousand.

BALANCE SHEET INDICATORS



	31/12/19	31/12/20	31/12/21
NWC (Euro million)	42,4	28,0	38,2
NFP (Euro million)	30,1	17,4	44,5
DSO (days) Credits/Revenues *360	74	76	69*
NFP / EQUITY	0,29	0,17	0,33
Quarterly DSO	Q1: 75 Q2: 73 Q3: 70 Q4: 70	Q1: 73 Q2: 83 Q3: 72 Q4: 66	Q1: 70 Q2: 67* Q3: 65* Q4: 63*

* Net of «Quanta» consolidation effect

INCOME STATEMENT 2021 VS 2020



Euro ('000)	At 31 December		Var. 2021/2020
	2021	2020	
Revenues	720.789	516.985	203.804
Costs of temporary work	(631.557)	(453.274)	(178.284)
Gross Margin	89.232	63.711	25.521
Other income	15.586	8.649	6.937
Employee costs	(42.458)	(32.270)	(10.188)
Cost of raw materials and consumables	(202)	(174)	(28)
Costs for services	(37.569)	(24.410)	(13.159)
Other operating expenses	(1.046)	(636)	(410)
EBITDA	23.543	14.870	8.673
Impairment loss on trade and other receivables	(2.178)	(1.631)	(547)
Amortisation and Depreciation	(5.785)	(4.927)	(857)
EBITA	15.580	8.312	7.268
Amortisation of intangible assets	(403)	(46)	(357)
EBIT	15.177	8.266	6.911
Financial income	40	235	(195)
Financial expense	(719)	(536)	(183)
Pre-tax profit (loss)	14.499	7.965	6.533
Income taxes	(3.786)	15.677	(19.463)
Profit (loss) for the year	10.713	23.642	(12.929)

BALANCE SHEET 2021 VS 2020



Euro ('000)					Var. 2021/2020
	31/12/2021	% su NIC* / Total sources	31/12/2020	% su NIC* / Total sources	
Intangible assets and goodwill	103.854	57,4%	76.191	54,1%	27.663
Property, plant and equipment	3.412	1,9%	2.585	1,8%	828
Right of use for leases	14.818	8,2%	12.851	9,1%	1.967
Other net non-current assets and liabilities	20.611	11,4%	21.144	15,0%	(532)
Total non-current assets/liabilities	142.696	78,9%	112.770	80,1%	29.926
Trade receivables	153.040	84,6%	108.911	77,4%	44.129
Other receivables	13.073	7,2%	7.751	5,5%	5.322
Current tax assets	354	0,2%	280	0,2%	74
Trade payables	(14.779)	(8,2%)	(10.456)	(7,4%)	(4.323)
Current employee benefits	(63.865)	(35,3%)	(42.962)	(30,5%)	(20.904)
Other payables	(43.591)	(24,1%)	(32.840)	(23,3%)	(10.751)
Current tax liabilities	(1.519)	(0,8%)	(726)	(0,5%)	(793)
Current provisions for risks and charges	(4.544)	(2,5%)	(1.929)	(1,4%)	(2.615)
Net working capital	38.168	21,1%	28.029	19,9%	10.139
Total loans - net invested capital	180.864	100,0%	140.799	100,0%	40.065
Equity	134.722	74,5%	122.086	86,7%	12.636
Net financial indebtedness	44.464	24,6%	17.375	12,3%	27.090
Employee benefits	1.678	0,9%	1.339	1,0%	339
Total sources	180.864	100,0%	140.799	100,0%	40.065

* Net Invested Capital

NEW DIVIDEND POLICY APPROVED



PRESS RELEASE

THE BOARD OF DIRECTORS APPROVES THE ADDITIONAL FINANCIAL DISCLOSURE AS AT 30 SEPTEMBER 2021

SIGNIFICANT AND SOLID REVENUE GROWTH + 40% COMPARED TO SEPTEMBER 2020
AND + 24% COMPARED TO 2019

SOURCING AND SELECTION SERVICES CONTINUE + 83.7% COMPARED TO SEPTEMBER
2020 AND + 54.9% COMPARED TO 2019

THE EXPANSION OF THE FAMILY CARE APL IS CONFIRMED FOR THE 7TH
CONSECUTIVE QUARTER + 33% COMPARED TO SEPTEMBER 2020

NET PROFIT OF € 9.5 MILLION + 154% COMPARED TO € 3.7 MILLION IN SEPTEMBER 2020
+ 20% COMPARED TO € 7.9 MILLION IN SEPTEMBER 2019 (NET PROFIT ADJ. +27% VS 19)

NEW DIVIDEND POLICY APPROVED FOR THE 2021-2023 THREE-YEAR PERIOD, WHICH
MAKES PROVISION FOR THE DISTRIBUTION BETWEEN 25% AND 50% OF THE
CONSOLIDATED NET PROFIT

- Total revenue: € 515.3 million vs. € 368.6 million in the first nine months of 2020
- EBITDA: € 18.9 million vs. € 10.4 million in the first nine months of 2020 - (adjusted € 20.1 million vs € 10.6 million)
- EBIT: € 13.4 million vs. € 5.7 million in the first nine months of 2020 - (Adjusted € 14.7 million vs € 5.9 million)
- Net profit: € 9.5 million vs. € 3.7 million in the first nine months of 2020 - (€ 10.4 million adj. Vs € 3.9 million)
- Net debt: € 38.5 million compared to € 17.4 million as at 31 December 2020 (as at 30 September 2021 positive NFP for approximately € 1 million net of the extraordinary transaction)

Milan, 12 November 2021– The Board of Directors of Openjobmetis S.p.A. (Borsa Italiana: **OJM**), one of the leading Employment Agencies, listed on the STAR segment of the Stock Market managed by Borsa Italiana, approved the Additional Financial Disclosure as at 30 September 2021.

The Managing Director Rosario Ruzza commented: "The third quarter of 2021 confirms the positive results achieved in June, both in terms of revenues and profitability, even net of the "Quanta" transaction. We are also very satisfied with the performance of revenues in Recruitment and Selection, and of Family Care Srl - Agenzia per il Lavoro (Employment



NEW DIVIDEND POLICY APPROVED FOR THE
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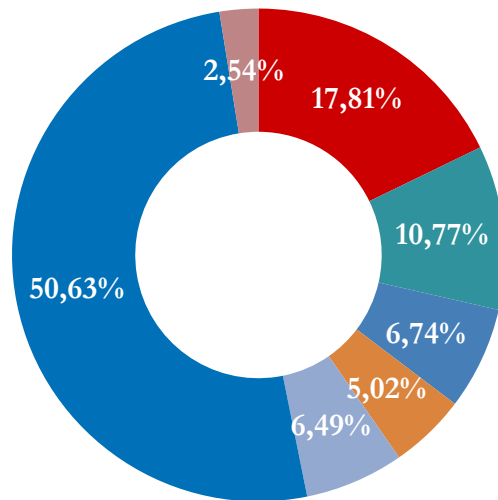
Openjobmetis S.p.A.
- AGENZIA PER IL LAVORO - Auth. Ref. No. 1111-SG dated 26/11/2004
Tax ID / VAT No. in the Milan-MB-Local Register of Companies 13343690155 - Share Capital € 13,712,000.00 = fully paid-in
HEADQUARTERS AND OFFICES: Via Marsala, 40/C - Centro Direzionale Le Fori - 20133 Gallarate (VA)
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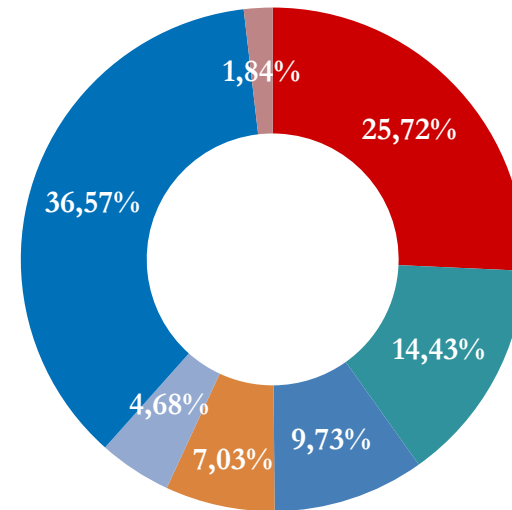
THE MAIN SHAREHOLDERS*



Percentage of share capital



Percentage of Voting rights



■ Omniafin ■ Praude Asset Management ■ Quaestio Italian Growth Fund ■ MTI Investimenti ■ Anima ■ Others ■ Treasury Shares

*Treasury shares are not computed for the purposes of calculating the majority and the percentage of capital required for the approval of the resolution (art. 2357-ter comma 2 and art. 2368 comma 3, Cod. Civ.)

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