

DEAR W4M MEMBERS & SUPPORTERS

SATURDAY, 21.03.26

Firstly: Happy International Women's Day Month to all of you Women and allies!

"Long time no hear" you will probably think... Yes, it has been rather quiet here, the last year had certainly been somewhat exceptional, looking at the metals industries widely influenced by global politics and frictions.

That said, there have been both challenges and progress, and we would like to take a moment to shine a light on the many inspiring W4M activities we have shared with you over the past year. Thank you to all our hosts, partners, and participants who made these moments possible!

At the same time, together with our premium partners, we've been working on the next phase of W4M - "from start-up to structure" - with our clear aim to create tangible impact and change towards our vision.

As such, we are currently aligning the next phase of W4M and will introduce our Advisory Committee roles in a future newsletter.



**UNTIL THEN, WE WOULD LOVE YOUR INPUT!
PLEASE SUPPORT US BY TAKING PART IN OUR POLL:**



**STAY TUNED... AND PLEASE FEEL FREE TO
CONTRIBUTE WITH YOUR OWN IDEAS AND
ACTIVITIES.**

**AS USUAL, WE REMAIN VERY OPEN AND
WOULD LOVE FOR MANY OF YOU TO BE
ACTIVE MEMBERS/SUPPORTERS.**

A BRIEF LOOK BACK

W4M EMPOWERMENT DAYS - LÜGDE, GERMANY (FEBRUARY)

Synflex hosted the 2nd W4M Empowerment Days under the motto "Be brave - Against all odds!". Participants discussed how the metal industry can be strengthened as an attractive employer for women. Inspiring impulses and panels were followed by workshops within our focus topics. Summed up perfectly:

"It doesn't always have to be the dad who works in steel. It can also be the mom."

— Dr. Anne-Marie Großmann, Georgsmarienhütte Holding

The event was met with a thoroughly positive response and sent a clear signal for more diversity and career prospects in the metals industry.

INTERNATIONAL WOMEN'S DAY - HAMBURG (MARCH)

In connection with #AccelerateAction, our supporter **StoneX** invited us to their Hamburg office for an evening reception under the theme "Heart or Wallet: How to convince male-dominated environments of diversity initiatives in 2025". An engaging panel discussion was followed by excellent networking opportunities.

EVENING RECEPTION - LONDON, UK (MAY)

The same evening, **Triland Metals Ltd** brought over 40 members of our community together in London for an evening of discussion and connection under the theme "Future-Proofing the Metals Workforce."

The event opened with a keynote from Michael Eger (Mercer), followed by a panel moderated by Nicola Robertson (Triland) featuring Leona Wiggenhagen (Triland), Tanja Winter (Aurubis) and Fiona Sainz (StoneX). Together, they shared perspectives on inclusion, leadership, and how we can make the metals industry more welcoming and sustainable for future generations. More than anything, the evening reflected what W4M is about: open dialogue, visible role models, and strengthening connections across companies and career stages.

TRADE FAIRS & INDUSTRY EVENTS

- **Coiltech Augsburg:** Sponsored W4M booth and visibility across the fairgrounds
- **PCIM Nuremberg (May):** MTM hosted a W4M Talk at their booth with Sandra Paggen-Breu
- **New York (June):** W4M members connected during Copper Club Week at Triland's Cocktail Reception and the Fastmarkets seminar



A BRIEF LOOK BACK

In July, closing of the **Cross Mentoring** Pilot took place.

After the summer break, our supporter **Lamifil** invited to the first dutch speaking event at their facilities in Belgium under the theme "Happiness through connection". Following welcoming words by Lamifil's Management and an impulse by Griet Deca, a plant-tour and snacks offered best chances for further exchange between participants.

As every year, **LME Week** London was the busiest time including a booth at the **LME** and **Triland** seminars, being special guests to the Triland Cocktail Party and last but not least our signature **W4M TeaTime**. Andrea Aranguren, CEO of our supporter **Metalshub**, gave an impressive and very personal keynote after which we enjoyed yet another panel discussion which offered not any less personal insights of the participants Ramon Martul (StoneX), Sayaka Kurata (Triland) – as usual moderated by Stefanie Klein (Aurubis).

Before closing 2025, the first full **Cross Mentoring** phase was kicked-off with 18 international tandems. We are already excited to hear about their experiences.

FURTHER HIGHLIGHTS



Belgium - First Dutch-Speaking W4M Event
Lamifil invited participants to an in-depth plant tour where they could learn about how they produce their specialty wires.



W4M Teatime 2025
Life in Motion: Shaping Every Stage
After an open panel discussion incl. very personal insights, Inge Hofkens, COO of Aurubis, joined our panelists: Andrea Aranguren (Minehub), Ramon Martul (StoneX), Sayaka Kurata (Triland), and Stefanie Klein (Aurubis).



Cross Mentoring
Representative of tandems of our pilot phase. Darya & Hilde shared their experience during the closing session.

LOOKING AHEAD

LOOKING AHEAD TO 2026, WE ARE EXCITED TO SHARE THE FIRST UPCOMING W4M EVENTS AND OPPORTUNITIES TO CONNECT ACROSS OUR COMMUNITY.

March 26 | **Coiltech** Augsburg

W4M Talk:

“From Product to People: Building a truly sustainable value chain”

Session: Sustainable metals for transformers (Hall 5)

Free tickets available via: [LINK](#)

April 13-17 | **Tube & Wire**, Düsseldorf
Messe Düsseldorf is supporting W4M with increased visibility.

We are planning a special **W4M tour** on Tuesday, April 14 — details coming soon.

WiM100 Cohort 2026

Our friends at Women in Mining are accepting nominations for the WiM100 Cohort 2026, celebrating women making a real impact across the mining and metals industry.

Know someone who deserves the spotlight? **Put her forward.**

Submit nominations by the end of March:

[LINK](#)

OUR STRONGEST ALLOY: WOMEN.MEN. YOU!

Join the W4M Talk
Women 4 Metals

From Product to People:
Building a truly sustainable value chain.

@Transformers Special Session
11:20, 26 March, Hall 5
World Magnetic Conference

**HOPE TO SEE YOU ALL SOON AND ALL THE BEST WISHES,
YOUR W4M TEAM!**

