Brevetti Montolit s.p.a

BREVETT

MØNTOLIT

SUSTAINABILITY REPORT

2024 FOR EARTH AND PEOPLE





Brevetti Montolit s.p.a

SUSTAINABILITY R E P O R T

# **DOD LETTER TO STAKEHOLDER** *Reading guide*



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# LETTER TO Stakeholder

#### **Dear Stakeholders**

After last year's first report, here Dear Stakeholders,

At Brevetti Montolit, we are committed to developing our business daily based on the principles of environmental, social, and governance sustainability. In a rapidly evolving world where technology plays an increasingly pivotal role, we firmly believe that embracing these values is essential for long-term prosperity. Our approach has garnered the attention of multinational corporations, who have recognized significant partnership opportunities within our company. In this spirit and with a shared commitment to our objectives, we are proud to announce that in 2024, the Swedish group Lifco became part of our ownership structure. Their involvement provides valuable support to strengthen our global vision, while preserving the operational model that has guided our success for 79 years.

#### Innovation as passion

Vincenzo Vichi Montoli



# **READING GUIDE**

The report consists of four parts divided into as many chapters and an appendix.

The **first chapter** provides an essential description of the organization, its identity, history and ownership structure.

The **second chapter** reports the organs, principles and procedures the company has in place for its proper management.

The **third chapter** details how the organization uses financial and non-financial "capital" (see "Glossary" on p. 70) to generate value, what impacts, risks and opportunities are related to this process, and what strategies enable sustained and shared value creation.

The **fourth chapter** goes into detail about the company's achievements, activities and goals declined in the ESG dimensions, namely Environmental (Environment) Social (Social) and Economic (Governance).

The **last part** contains references used for preparing the report, the index of GRI indicators used and a glossary for a better understanding of some terminologies used.





# VISION AMBITION, PASSION FOR INNOVATION

# MISSION Competence, Uniqueness of solutions

which has always led to anticipating the needs of the market.

through constant listening to customer needs.



# VALUES DESIRE To Always improve

with great responsibility to our stakeholders in order to spread at all levels our enthusiasm, intended in its meaning of irrepressible drive to operate by giving all of ourselves. Information, training, knowledge are and will be the necessary tools to face the future.



# OWNERSHIP STRUCTURE AND OPERATIONAL STRUCTURE

Brevetti Montolit Spa is a company based in Cantello (VA) that specializes in the design, manufacturing, and marketing of professional equipment for cutting and drilling ceramic tiles and stone materials.

Founded in 1946 by Cav. Vincenzo Montoli, and still led today by the founding family, in 2024 the company welcomed the Swedish group Lifco as a shareholder, bringing forward-looking vision and perspective.

The company consists of three locations:

LEGAL: Located at via Turconi 25, Cantello (VA)

**OPERATIONAL:** Situated at Largo Cavalier Montoli in via Varese 4/A, Cantello (VA)

**LOGISTICS:** Also located at Largo Cavalier Montoli in via Varese 4/A, Cantello (VA).





GRI 2-1 Organizational details GRI 2-2 Entities included in the organization's sustainability reporting

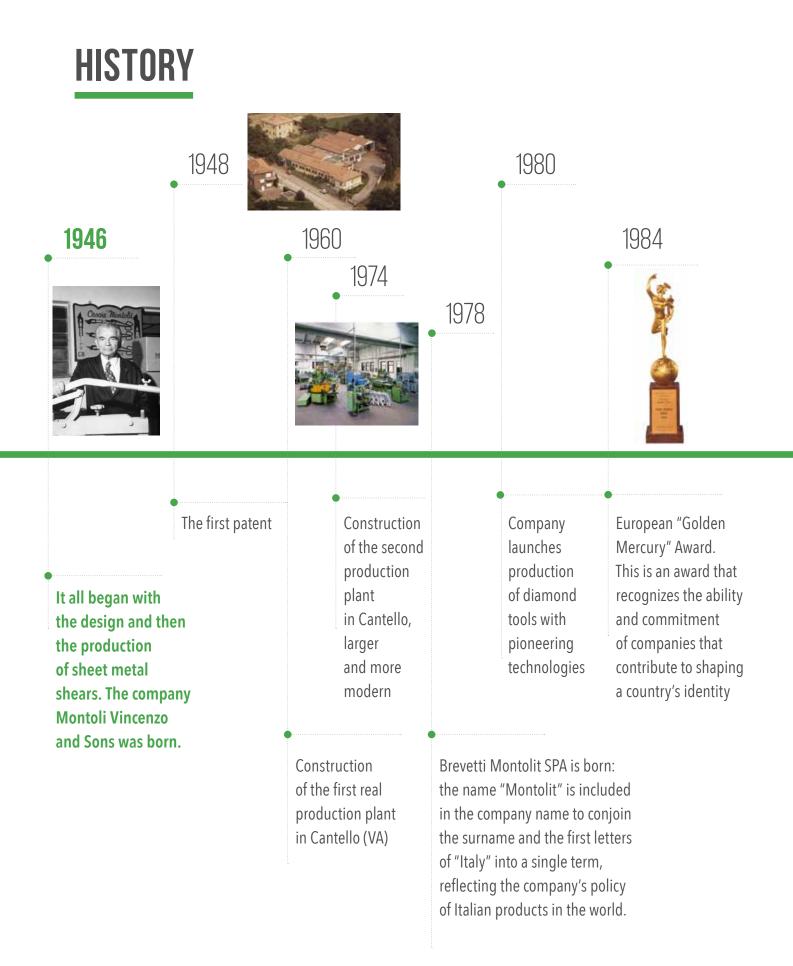
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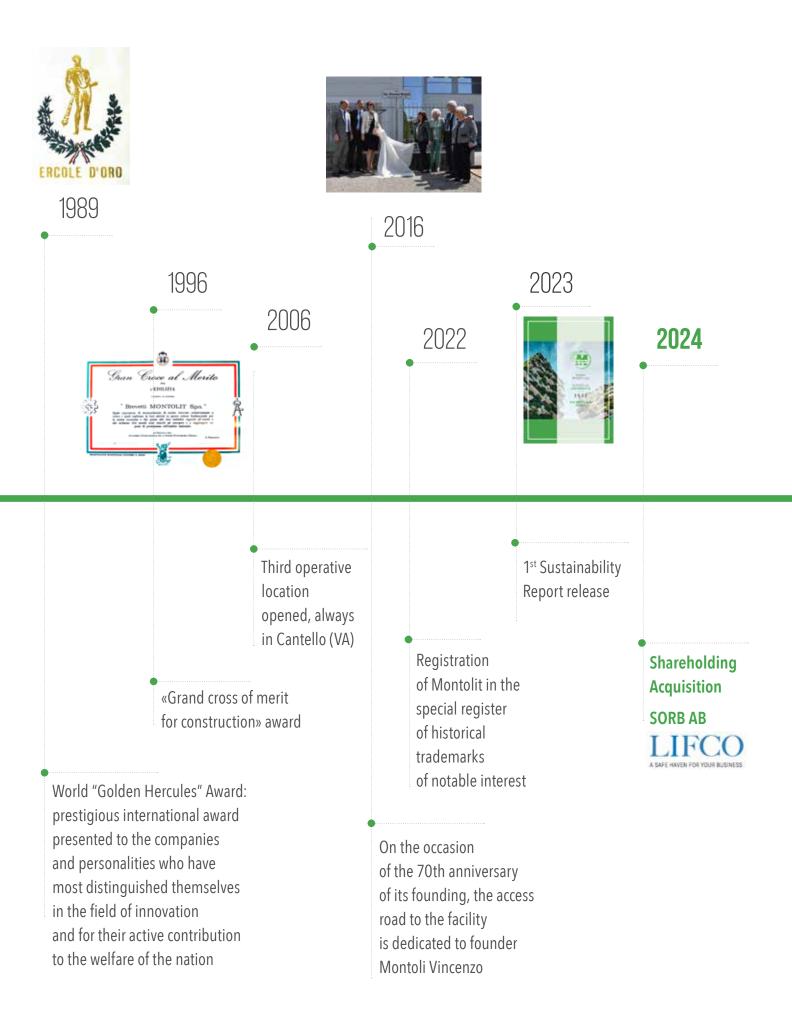
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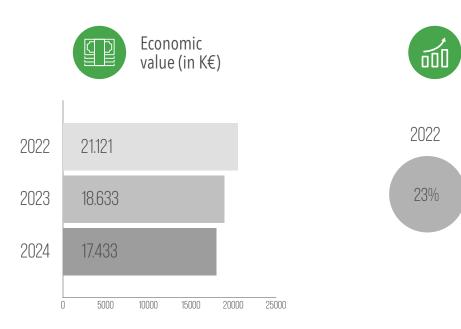
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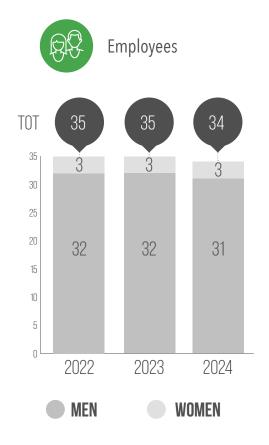
\_OVERVIEW

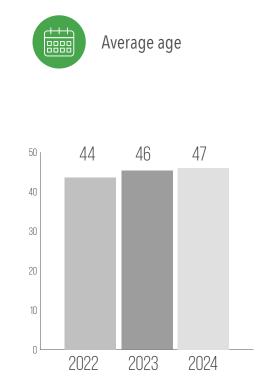
# **HIGHLIGHTS**



#### % Foreign Revenue Percentage and Served Markets

Brevetti Montolit generates approximately 50% of its total revenue through exports, reaching over 100 countries worldwide each year.





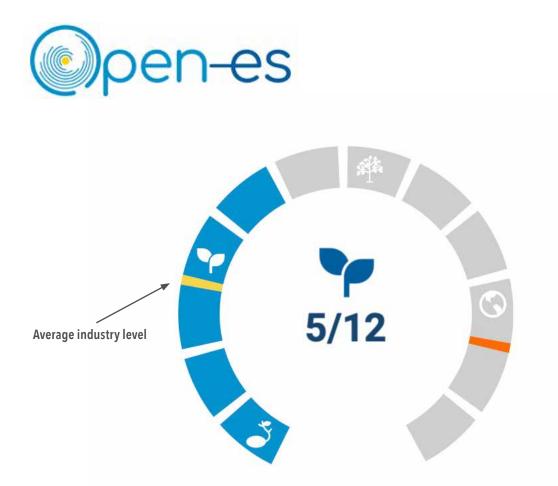
EBITDA

2023

2024

24%





The platform for sustainable development enables all companies (over 21,000 already registered from 65 different industrial sectors) to measure their ESG performance, analyze, share, and engage their stakeholders in the improvement process. For an entire system to transform, the collaboration of all is required.

Connect with us on the platform to monitor the real-time update of your score throughout the year and stay informed, contributing to the creation of a sustainable and transparent supply chain.





# BNANCE BNANCE GORPI DZ

#### \_CORPORATE GOVERNANCE

# **THE GOVERNANCE STRUCTURE**

The company is represented by a Board of Directors consisting of a Chairman and two Administrators who act as the highest governing body. The General Management oversees all stages of activity planning with a classic functional structure. The Board of Directors and the entire governance structure are represented in the organizational chart below:

(TITIT)

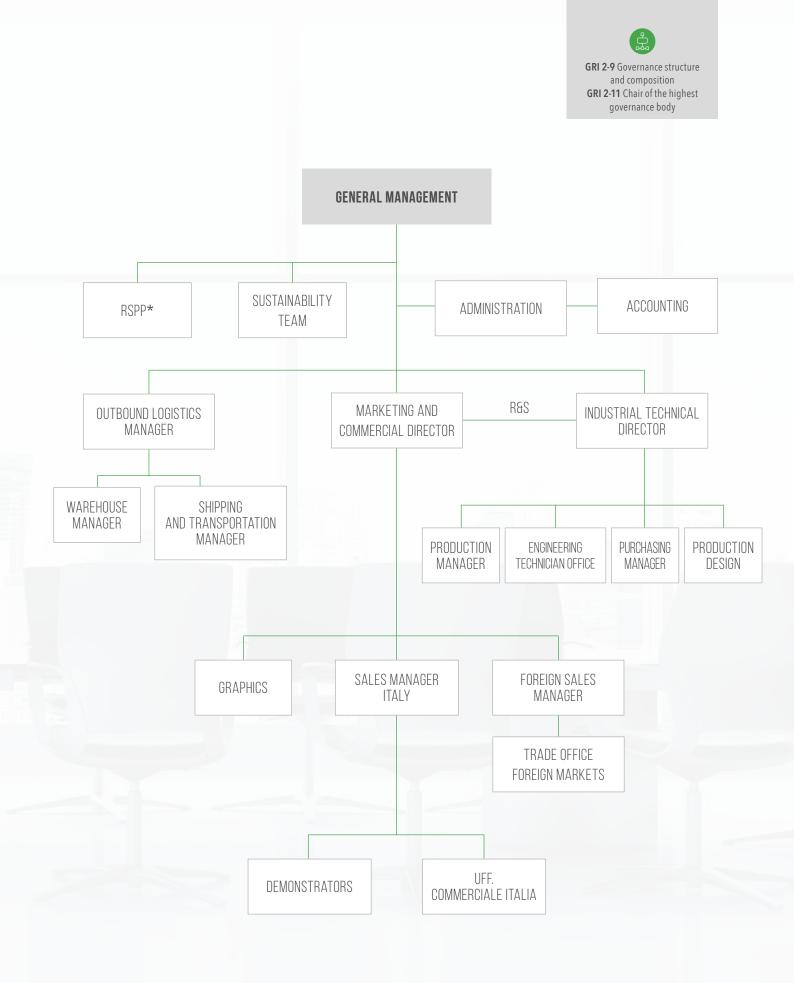
**Alenius Josef** Chairman of the Board of Directors

Montoli Vincenzo Director, Marketing and Sales Manager

#### Montoli Stefano Director, Employer, and Operations Manager

Compagnoni Matt	eo	
Director		
From Erica		

Director



\* The person in charge of the prevention and protection service

#### \_CORPORATE GOVERNANCE

# BEHAVIORAL Policy

The culture and work environment at **BREVETTI MONTOLIT** are shaped by the way each of us acts, speaks, and behaves every day. In this context, **THE LIFCO GROUP**, **OF WHICH BREVETTI MONTOLIT S.P.A. IS A PART**, has developed this code of conduct, **WHICH HAS BEEN FULLY ADOPTED BY BREVETTI MONTOLIT S.P.A.** This code defines the fundamental requirements we set for our employees, members of the Board of Directors, officers, consultants, and others who work for **BREVETTI MONTOLIT**, including suppliers and other third-party intermediaries, to the extent specifically indicated. The Code is based on our policies and core values, which are encapsulated in Respect for Others, Openness, and Pragmatism.

Lifco has been a signatory of the United Nations Global Compact since 2016, and the principles of the UN Global Compact form the foundation of Lifco's management and that of its subsidiaries. These include the International Charter of Human Rights, the ILO Declaration on Fundamental Principles and Rights at Work, the OECD Guidelines on Responsible Business Conduct for Multinational Enterprises, the UN Convention on the Rights of the Child, and the UN Convention Against Corruption.







### QUALITY POLICIES AND MANAGEMENT SYSTEMS

Brevetti Montolit has established a management committee, the **KAIZEN TEAM**, consisting of representatives from all areas of the company: Production, Technical Office, Logistics, Service, Quality, Purchasing and Sales. After one year of work, the results achieved by the team are significant in: reduction of processing waste, efficiency gains on transportation, reduction of return management costs, and computerization of relations with sales staff.

The aim is for 360-degree "continuous improvement."





# MEMBERSHIP/COLLABORATIONS TO ASSOCIATIONS

Brevetti Montolit confirms itself as the best technical partner in the tile industry:



# CERTIFICATIONS

Our sustainable way of doing business delves into the process and production aspects that make Brevetti Montolit an industry excellence. That is why Our products are awarded the following certifications.

**EC certifications** 



**OSA-marked diamond products** 

The OSA® mark guarantees the highest level of proven safety of cutting and grinding tools.







# **BUSINESS MODEL** 03



# **DESCRIPTION OF THE EXTERNAL CONTEST**

Brevetti Montolit S.p.A operates in the construction industry, particularly tiles and tools for their processing..

At the national level, after recent positive years thanks to government incentives, forecasts for new construction and building upgrades are downward in the short term. The turbulent world environment ravaged by conflicts especially the Ukrainian-Russian one undermines the very positively estimated growth forecasts in these countries. In an indirect way this conflict also slows down the German economy that has always been the engine of Europe.

One of the historical characteristics of Made in Italy has always been its great resilience and adaptability to major macroeconomic changes. It is with this spirit that Brevetti Montolit is turning towards emerging markets in search of greater diversification.

Rental, reconditioning, and asset sharing activities will be developed with sustainability in mind.

GDO channels are expected to grow steadily as they seek to promote more and more "ESG oriented" products and companies.





# THE COMPANY OFFER

#### Products\*:

- Patented equipment for professional construction
- Manual and electric tile cutters
- Electric tile drills
- A complete range of tools for ceramic tile installation
- Tile cutters/splitters and nippers
- Diamond blades
- Diamond drills, mills and core bits
- Diamond finishing pads and tools

\*All products include solutions covered by national or international patents

#### Sales through specialized distribution:

- Retailers
- Wholesalers
- Professional distribution chains (buying groups)
- Large organized retail (G.D.O.)

#### Technologies used:

- Aluminum die-casting
- Steel molding
- Precision mechanical machining
- Laser welding
- Sintering
- Vacuum diamond deposition
- Automation and robotics for control and assembly operations



# SHARED VALUE

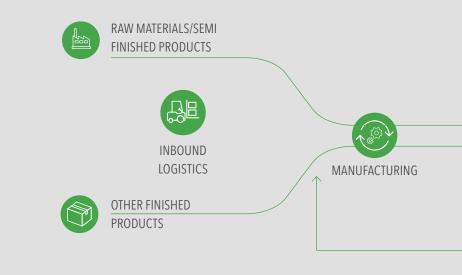
#### INPUT -

#### THE VALUE CREATION

#### **Corporate Purpose**

Our aim is to always strive for improvement with a strong sense of responsibility towards our stakeholders, in order to spread our enthusiasm at all levels, understood as an unstoppable drive to give our best in every endeavor. We believe that information, training, and knowledge are and will continue to be the essential tools to successfully face the future.

#### Montolit's productions' activity



**Financial capital** 

Equity



Factories and company headquarters Production machinery

#### **Intellectual Capital**

Patents Investments in R&D Open innovation



Human Capital

Employees Investments in training

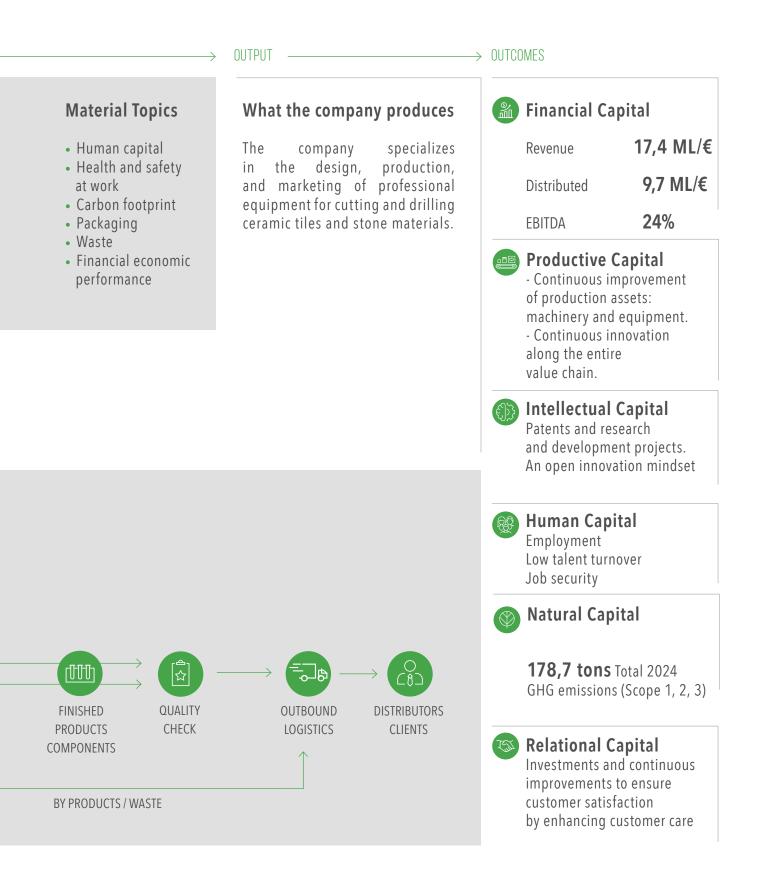


Raw material Energy consumed



Relational Capital

Suppliers, customers, universities and schools The diagram represent a synthetic way in which Brevetti Montolit generates value, analizying capitals (financial or not) that the organization uses and they become outcomes, through the activies of its own business.



#### MATERIALITY MATRIX AND STAKEHOLDER ENGAGEMENT

The The first step in defining a corporate sustainability strategy was taken through the materiality process. This analysis aims to identify, among the significant issues, those that are actually "material" that is, relevant to the company.

Stakeholder engagement has been crucial in identyfing the most relevant themes.

With the aim of identifying sustainability issues material to the organization, a first step toward a more structured process of listening to its stakeholders was prepared. They were selected and identified by each function head, in coordination with corporate management. Different categories of stakeholders are listened to through different modalities, depending on the type of stakeholder. For the purpose of drafting the materiality matrix, specific stakeholders (employees, customers, consultants, suppliers, lending institutions, schools and associations) were asked, through a dedicated survey, to vote on a number of issues of potential impact for the creation of shared value. The engagement process revealed insights and takeaways that enriched issues relevant to the company's sustainability, as well as offered reflections of potential mutual engagement on common paths.

The table shows the topics submitted for voting, while the figure shows the materiality matrix, in which the horizontal axis shows the results of the Management Team's votes, while the vertical axis shows the averages of the votes of the different categories of stakeholders. The analysis of material themes was conducted with the strategic direction in mind and by assessing the extent of the impacts they may have on the organization's strategy, governance, performance and prospects. The 6 material themes identified (those falling within the circle in the table) are, therefore, a fundamental part of the design of one's path to corporate sustainability, while those considered to be of strategic importance in value creation are shown in the upper right quadrant of the matrix.

#### **SELECTED MATERIAL THEMES**

Health and Safety in the workplace Human capital Packaging Economic and financial performances Carbon footprint Waste Innovation

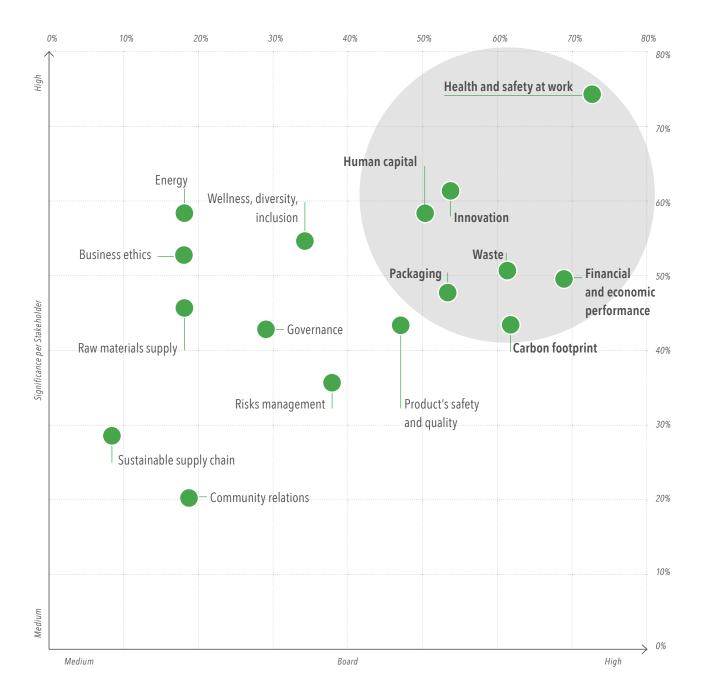
Raw materials procurement Energy Wellness, diversity and inclusion Relationships with community Sustainable value chain Product safety and quality Governance Risk management Business ethics







**GRI 2-29** Approach to stakeholder engagement



#### \_BUSINESS MODEL

# SUSTAINABILITY Strategy

Montolit, over the years, has developed a growing focus on the issues of corporate sustainability in its many forms, investing in its facilities, in the management of its impacts through better choice on energy supply, in automation processes with a view to continuous innovation.

At this stage the company has decided to move more and more systematically toward a strategic approach in order to supplement what is already in place with goals and programs with a mediumterm scope.

The sustainability strategy is thus based on the past, present and a future reflection that is inspired by the analysis of material issues selected by the company and its stakeholders.

Montolit has identified long-term strategic targets, selected goals for the three-year period 2023-2025 -declined in ESG (Environment, Social Governance) dimensions and identified an action plan to achieve these goals, measuring the results and potential impacts on the organization, people and the environment.





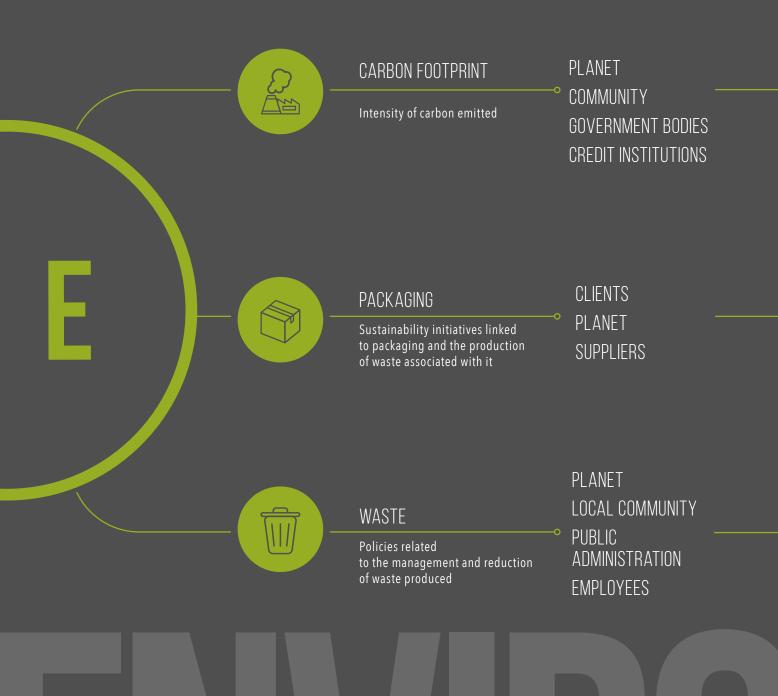




## SUSTAINABILITY STRATEGY

#### TOPIC

#### **STAKEHOLDERS**





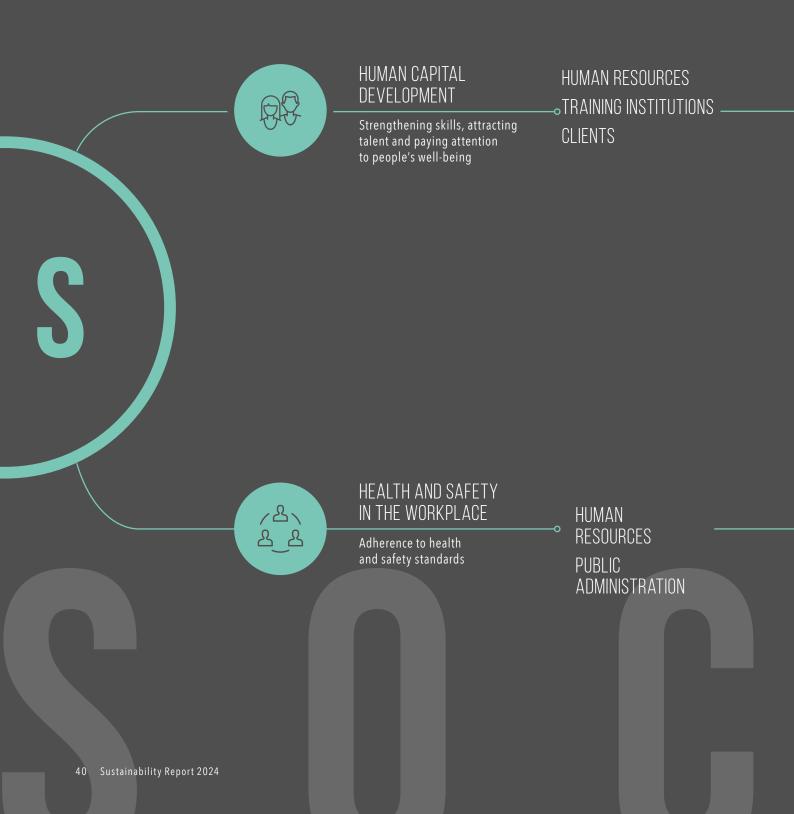
	GOALS	ACTIONS	2023	2024	2025
		Calculation of the organization's carbon footprint	•	•	
		Reduction and compensation of the carbon footprint	0	•	
-0	Towards Carbon Neutrality	Cost-benefit evaluation of the carbon-neutral product	0	•	
		Identification of a target product	0	•	0
		Calculation and neutralization of the product carbon footprint	0	0	•
		Packaging mapping	•		
-0	Reduction of packaging	Identification and implementation of corrective actions aimed at reduction	5 O	•	•
	Increase the circularity	Life Cycle Assessement on packaging target	•	•	
	of packaging	Implementation of circular packaging management actions	0	•	•

-0	Waste reduction	Punctual waste measurement	•	•
-0	Waste reduction	Reduction actions	•	
			• YES	
			- ILO	

### SUSTAINABILITY STRATEGY

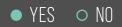
#### TOPIC

#### **STAKEHOLDERS**





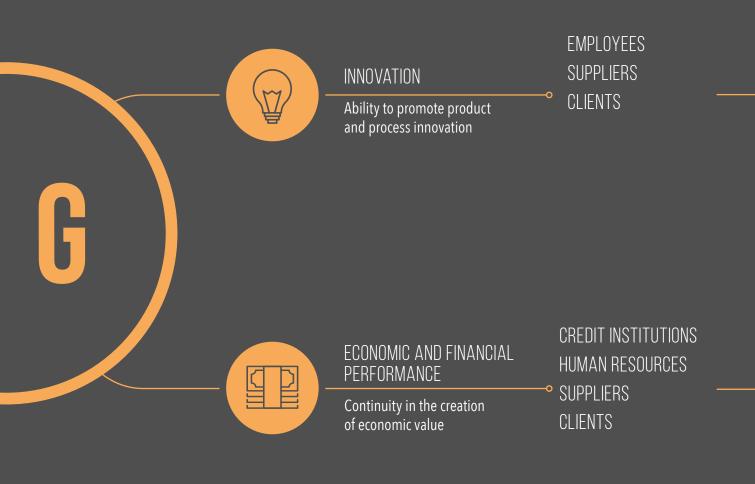
GOALS	ACTIONS	2023	2024	2025
	Development of a training plan by function	•	•	•
Development of a skills model	Development of a career management policy	0	•	0
	Extension of ESG and Industry 4.0 training to the entire company population	•	•	•
	Feasibility assessment of MBO implementation	0	•	0
MBO system	Progressive diffusion of the MBO system to all corporate functions	0	0	•
	Inclusion of ESG objectives in the variable remuneration plan	0	0	•
Talent attraction	Mapping of specific needs for the acquisition of new talent	•	0	•
	Engagement with Schools/Universities	•	•	
Reduction of repetitive	Identification of repetitive and low-skilled activities		0	•
and low-skilled activities	Corrective interventions	0	•	
	Evaluation of the feasibility of implementing the welfare system	0	•	0
Welfare	Possible implementation of a welfare system	0	0	•
	Carry out an environment analysis	0	•	0
Employer branding	Corrective interventions	0	•	
	Innovate working methods	0	•	•
Mantenance	Monitoring safety levels by investing in training and awareness	•	•	•



## SUSTAINABILITY STRATEGY

TOPIC

#### **STAKEHOLDERS**





GOALS	ACTIONS	2023	2024	2025
	Analysis of the degree of maturity in innovation management	•	0	•
Definition of an innovation management system (IMS)	Definition of an innovation strategy (cost-benefit feasibility analysis)	•	0	•
	IMS definition according to ISO 56002	0	•	0
Implementation	Cost-benefit feasibility analysis for IMS implementation	0	•	0
of the Innovation Management System (IMS)	Definition of the project roadmap and P.O.C	0	•	•
	Launch of IMS verification and improvement processes	0	•	•

Investment plan

0

Execution of the industrial plan and investment plan

• YES • NO



The following chapter describes impact activities carried out and the objectives of the sustainability plan to be implemented declined in the three dimensions of sustainability: environmental, social and economic (ESG). For each dimension, results and targets are measured through GRI standards and associated with the United Nations Development Goals (SDGs).

# **SNON**

#### \_ESG DIMENSIONS

### ENVIRONMENTAL SUSTAINABILITY

In order to reduce energy consumption, Brevetti Montolit has invested in replacing its lighting system by installing lowenergy LED lamps. The installation of photovoltaic panels is currently under study.

Launched in 2023, the project to reduce packaging item codes by favoring the use of universal packaging, with the goal of achieving a 10% reduction by the end of 2025, is still ongoing.

A laser marking system has been introduced in the production process to engrave numbering on the frames of our tile cutters. This solution has provided significant functional advantages by replacing the adhesive plastic strips previously applied, thus eliminating over 300 kg per year of polycarbonate.

The program to reduce the amount of paper used for instructions and product manuals continues, promoting the digitization of information. Today, these materials are even more comprehensive and include videos accessible via QR Code.

A "non-disposable" packaging solution has been developed for certain models of tile cutters. Specifically, it is an expanded foam protection that fits over the machine and provides protection during both transport and use on construction sites. This protection largely replaces the previously used expanded polyethylene insert, which was placed in the box to be discarded during unboxing, and has now become an integral protective component of the machine.

Since 2024, the CO2 emissions of the company website (www. montolit.com) have been offset by supporting forest projects through Rete Clima.







#### **Material themes**

- Waste
- Carbon footprint
- Packaging
- Production cycle



GRI 302-1 Energy consumption within the organization	2022	2023	2024
Total energy produced within the organization from the consumption of fuel from <b>non-energy sources renewables (natural gas)</b> , in GJ*	2.531	2.522	2.485
<b>Total electricity purchased</b> by the organization. In GJ.	694	586	586
Percentage from <b>renewable sources</b> of the energy mix used by the supplier for electricity generation	12,80%	12,80%	12,80%
<b>Total</b> energy consumption within the organization (sum of the above). In GJ.	3.226	3.107	3.071

\* Conversion factor reported in the "Table of national standard parameters for monitoring and reporting greenhouse gases", 2021 (ISPRA, Min. Transizione Ecologica).

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<b>GRI 305-1</b> Direct GHG emissions (Scope 1)	2022	2023	2024
Direct (Scope 1) GHG emissions	142	142	140
<b>GRI 305-2</b> Indirect GHG emissions from energy consumption (Scope 2)	2022	2023	2024
Gross indirect GHG emissions from location-based energy consumption (Scope 2) in tons of CO2 equivalent (tCO2)**	57	48	39
Scope 1 + Scope 2	2022	2023	2024
Total GHG emissions (tCO2)	199,2	189,7	178,7
GRI 306-4 Waste diverted from disposal	2022	2023	2024
Total weight in tonnes of non-hazardous waste diverted for disposal***	7,74	0	8
GRI 306-5 Waste directed to disposal	2022	2023	2024
Total weight in tonnes of non-hazardous waste directed to disposal****	0	0	0

\*\* Emission factors taken from the ISPRA report r363 - 2022: indicators of efficiency

- and decarbonisation of the national energy system and the electricity sector
- \*\*\* Iron, Steel and Aluminum Scrap cod. 170405 and 170402
- \*\*\*\* Paints and varnishes cod. 080112

# SOCIAL SUSTAINABILITY

Brevetti Montolit has been located in the territory of Cantello, in the province of Varese, since 1946, so much so that we could almost say that the story of one cannot be told without the other and vice versa. Over the years, whole families, or generations of families, have been part of the Brevetti Montolit team, and to date more than 50 percent of its employees are from the town of Cantello itself. The search for new employees starts right from the local community, so the company has a strong embeddedness in its community.

In 2024, 200 hours of employee work were dedicated to a corporate volunteering project in support of Agorà '97, a social cooperative present in our territory with several socio-health communities for adults, minors, and vulnerable children with mental or physical disabilities. The project involved the renovation of a space to be used as a carpentry workshop for the community residents. It was a rewarding and engaging experience for all of us, fostering a very intense cultural exchange between the two organizations.

The staff turnover rate stands at 0 percent, consolidating the company as a work environment where excellent human resource management works and convinces staff. An example of this is the efficiency related to safety in the workplace, a company pillar that, throughout its long history, proudly claims the almost total absence of accidents despite numerous manual practices and the use of tools and equipment. Throughout the year, the delivery of specialized training courses continued.

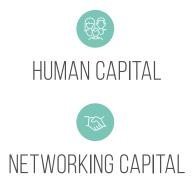
Extracurricular activities involving families were organized, such as the historic "Caminada tra i Sparger," a local running competition where Brevetti Montolit achieved 2nd place as the largest team.

The company collaborates with several academic institutions in the Lombardy region, such as the Carlo Cattaneo University of Castellanza, and it is proud to have accompanied a number of students in the development of their theses by proposing projects in line with the innovative spirit of Brevetti Montolit.

The partnership with several tiling schools in Europe and around the world continues too. Brevetti Montolit therefore, establishes itself as a technical partner of the most important international tiling schools especially in the following countries: Switzerland, Austria, Great Britain, Slovenia, Estonia, Belgium, Germany, and the USA.







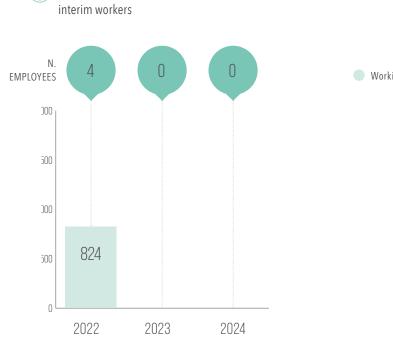
#### Material themes

- Health and safety on the workplace
- Relationships with the community



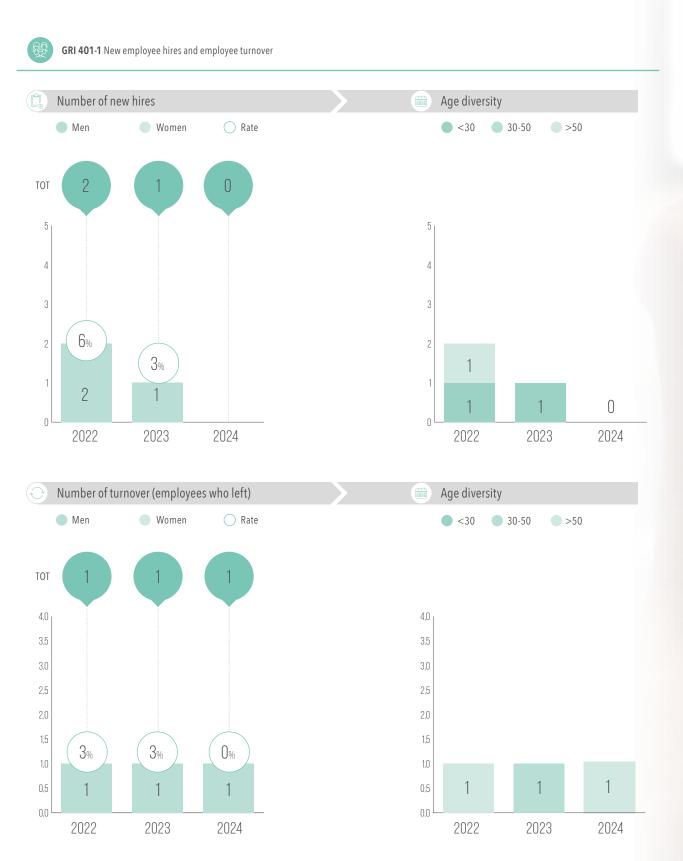






Data referred to seasonal/

Working hours





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Collegements 🚯 🕺 20°C Fardial. sarens 🗸

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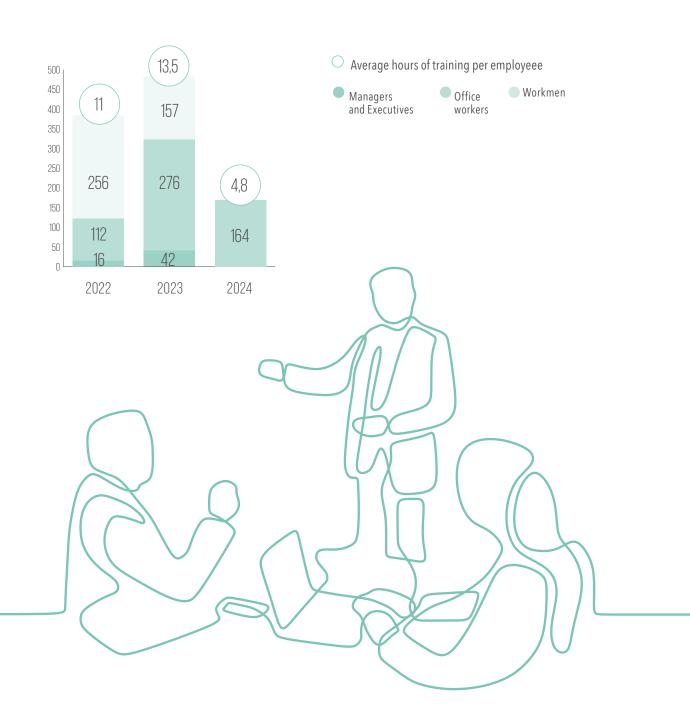
GRI 403-9 Work-related injuries		2022	2023	2024
Number of fatal injuries		0	0	0
Number of work-related injuries with serious consequences (excluding deaths)		0	0	0
Number of recordable injuries		1	2	0
Rate of recordable injuries	%	16,9	36,0	0
Main types of work-related injuries	(F)	UPPER LIMB CONTUSION	HAND CUT WITH BOX CUTTER COMMUTING ACCIDENT MOTORCYCLE FALL	/
Number of working hours	() ()	59302	55481	50558

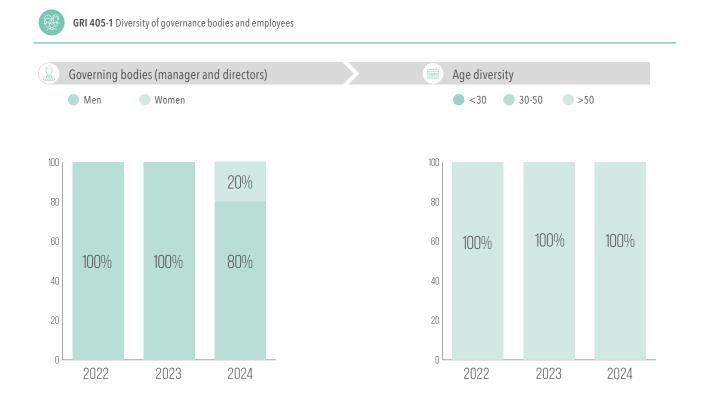
GRI 403-10 Work-related ill health	2022	2023	2024
Number of fatalities as a result of work-related ill health	0	0	0
Number of cases of recordable work-related III health	0	0	0

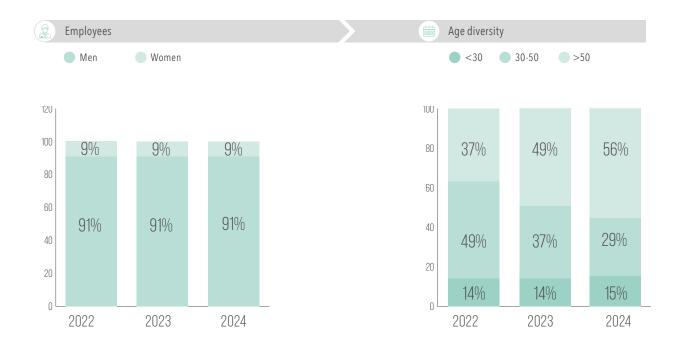


GRI 404-1 Average hours of training per year per employee

Total training hours provided to employees divided by category





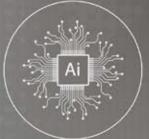


#### **ECONOMIC SUSTAINABILITY**

The sustainability of Montolit's business is strongly connected to the satisfaction of its customers, citizens and related businesses. The goal of our sustainability strategy, therefore, concerns the implementation of policies aimed at customer satisfaction in terms of quality, timeliness and flexibility. The company is placing an ever-increasing emphasis on listening to stakeholders and their needs, through feedback questionnaires and an increasingly present customer service among its strengths.

A specific study in collaboration with the Liuc Carlo Cattaneo University was initiated to analyze the product life cycle in order to evaluate new product-market strategies. The drive towards improving the industrial process and digitalization remains strong; all production processes are now interconnected with the company's ERP system, enhancing data exchange and proliferation.

In order to promote internal resources to new roles, several indepth training courses have been offered.





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#### INTELLECTUAL CAPITAL

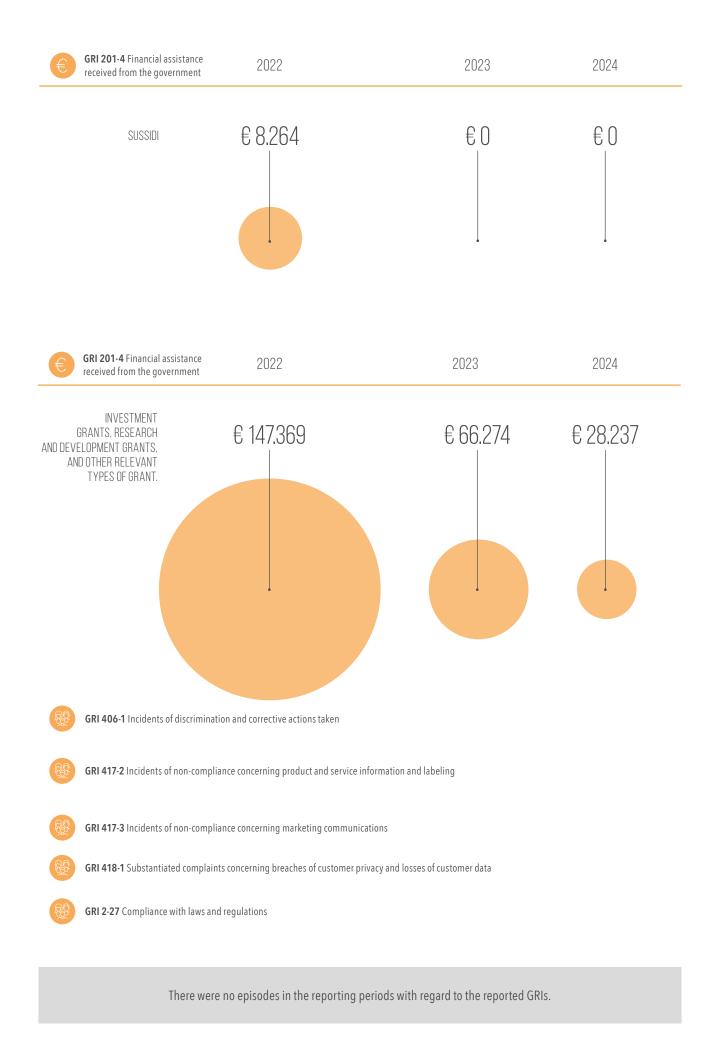
#### **Material themes**

- Compliance
- Business ethics



GRI 201-1 Direct economic value generated and distributed		2022	2023	2024
A	DIRECT ECONOMIC VALUE GENERATED: SALES	€ 21.121.000	€ 18.633.000	€ 17.433.000
В	ECONOMIC VALUE DISTRIBUTED	€ 12.336.300	€ 9.296.000	€ 9.729.832
	OPERATIVE COSTS	€ 9.432.000	€ 6.543.000	€ 7.212.282
	EMPLOYEES SALARIES AND WELFARE	€ 1.705.000	€ 1.634.000	€ 1.605.000
	PAYMENTS TO CAPITAL SUPPLIERS	€O	€O	€0
B4	PAYMENTS TO GOV (TAXES)	€ 1.192.000	€ 1.119.000	€ 905.000
	INVESTMENTS IN THE COMMUNITY	€ 7.300	€ 6.434	€ 6.550
С (А-В)	ECONOMIC VALUE RETAINED (A-B)	8.784.700€	9.337.000 €	7.704.168 €









#### **DRAFTING PRINCIPLES**

The drafting of this document is inspired by various principles that refer to frameworks, standards, and typical indicators of sustainability reporting:

- The International Reporting Framework (<IR>) published by the International Integrated Reporting Council (IIRC) for the strategic focus and future orientation, stakeholder engagement, materiality, credibility, and completeness of information;
- The Global Reporting Initiative (GRI, Reporting with reference to the GRI Standards) for measuring performance;
- The United Nations Sustainable Development Goals (SDGs) in reference to the implications of relevant issues on Sustainable Development Goals.

#### **REPORTING CRITERIA**

The 2022 Sustainability Report of Brevetti Montolit Spa represents the company's first reporting exercise implemented to effectively inform its stakeholders about its annual sustainability performance. This document aims to provide integrated information about the management model, practices, key risks, opportunities, and effects related to ESG (Environmental, Social, and Governance) issues identified as material. The ultimate purpose is to highlight the actions taken towards sustainability objectives and provide feedback to the legitimate expectations of all stakeholders of Brevetti Montolit Spa. Brevetti Montolit Spa's Sustainability Report is prepared in reference to the "GRI Sustainability Reporting Standards" of the Global Reporting Initiative (GRI Standards), taking into account the latest updates outlined in the "GRI Universal standards 2021



**GRI 2-3** Reporting period, frequency and contact point

## **GRI INDICATORS**

GRI STANDARDS	DESCRIPTION	PAGE
GRI 2: General Disclosures 2021	2-1 Organizational details	15
GRI 2: General Disclosures 2021	2-2 Entities included in the organization's sustainability reporting	15
GRI 2: General Disclosures 2021	2-3 Reporting period, frequency and contact point	67
GRI 2: General Disclosures 2021	2-6 Activities, value chain and other business relationships	19, 30, 31
GRI 2: General Disclosures 2021	2-7 Employees	19, 52
GRI 2: General Disclosures 2021	2-9 Governance structure and composition	23
GRI 2: General Disclosures 2021	2-11 Chair of the highest governance body	23
GRI 2: General Disclosures 2021	2-22 Statement on sustainable development strategy	7, 37
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GRI 2: General Disclosures 2021	2-27 Non-compliance with laws and regulations in social and economic matters	63
GRI 2: General Disclosures 2021	2-28 Membership associations	27
GRI 2: General Disclosures 2021	2-29 Approach to stakeholder engagement	35
GRI 3: Material Topics 2021	3-1 Process to determine material topics	35
GRI 3: Material Topics 2021	<b>3-2</b> List of material topics	35
GRI 201: Economic Performance 2016	201-1 Economic value directly generated and distributed	62
GRI 201: Economic Performance 2016	<b>201-4</b> Financial assistance received from the government	62, 63
<b>GRI 302</b> : Energy 2016	<b>302-1</b> Quantity of fossil fuels consumed	48

GRI STANDARDS	DESCRIPTION	PAGE
<b>GRI 305</b> : Emissions 2016	<b>305-1</b> Direct GHG emissions (Scope 1)	49
<b>GRI 305</b> : Emissions 2016	<b>305-2</b> Indirect GHG emissions from energy consumption (Scope 2)	49
GRI 306: Effluents and Waste 2016	<b>306-4</b> Waste not intended for disposal	49
GRI 306: Effluents and Waste 2016	<b>306-5</b> Waste destined for disposal	49
<b>GRI 401</b> : Employment 2016	401-1 New hires and turnover	54
GRI 403: Occupational Health and Safety 2018	403-9 Accidents at work	57
GRI 403: Occupational Health and Safety 2018	403-10 Professional diseases	57
GRI 404: Training and Education 2016	<b>404-1</b> Average hours of annual training	58
<b>GRI 405</b> : Diversity and Equal Opportunity 2016	<b>405-1</b> Diversity among governance bodies and employees	59
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective measures adopted	63
GRI 417: Marketing and Labeling 2016	417-2 Incidents of non-compliance regarding information and labeling of products and servi	ces <b>63</b>
GRI 417: Marketing and Labeling 2016	417-3 Instances of non-compliance relating to marketing communications	63
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints regarding violations of customer privacy and loss of custom	er data 63

Brevetti Montolit s.p.a. has reported the informations mentioned in this GRI Index during the period between the 1st January 2024 and the 31st December 2024 referring to GRI Standards.

## GLOSSARY

**Capitals. Six** types **of** resources through which **a** company **can** create value:

- Financial: financial resources (financing forms, equity, etc.) used to produce goods or services.
- **Productive**: physical resources (buildings, facilities, equipment) used to produce goods or services.
- Intellectual: intangible resources related to organizational capital and knowledge value.
- Human: the skills, capabilities, and experience of people and their motivation to innovate.
- **Social and relational**: the ability to share information to enhance individual and collective well-being
- Environmental: environmental processes and resources that provide goods or services for an organization's success.

#### ESG (Environmental, Social, Governance):

indicates the sustainability dimensions by which an organization's activities are evaluated, not only from an economic and governance perspective but also from an environmental and social perspective.

**Business model**: an organizational system through which an organization, through its business activities, transforms inputs into outputs and outcomes (impacts) and aims to fulfill the organization's strategic objectives and create value in the short, medium, and long term.

**Governance**: the individuals or organization(s) (e.g., the board of directors or a corporate trustee) responsible for overseeing the strategic direction of an organization and its responsibilities and administration obligations. For some organizations and jurisdictions, those responsible for governance may include executive management. **Inputs**: capital (financial and non-financial resources) that an organization draws upon for its business activities.

**Integrated reporting**: a process based on integrated thinking that results in a periodic integrated report of an organization on the creation, preservation, or erosion of value over time, as well as communications related to value creation aspects.

**Outcomes (Impacts)**: the internal and external consequences (positive and negative) on capitals resulting from the business activities and results of an organization.

**Outputs**: the products and services generated by an organization, as well as any by-products and waste.

**Performance**: the results of an organization relative to its strategic objectives and its results in terms of its effects on capitals.

**SDGs (Sustainable Development Goals)**: 17 United Nations goals to be achieved by 2030. These goals serve as a guide to contribute to global development, promote human well-being, and protect the environment

**Stakeholders**: Groups or individuals who can reasonably be significantly influenced by an organization's business activities, outputs, or results, or whose actions can reasonably have a significant impact on the organization's ability to create value over time. Stakeholders may include providers of financial capital, employees, customers, suppliers, business partners, local communities, NGOs, environmental groups, legislators, regulatory authorities, and policymakers.

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#### Brevetti Montolit s.p.a

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