



FOR EARTH AND PEOPLE

BREVETTI MONTOLIT S.P.A.

SUSTAINABILITY REPORT



2025

Eightieth anniversary · 1946-2026

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Dear Stakeholders,

For **80 years**, Brevetti Montolit has been present in the international construction equipment market with products often regarded as the state-of-the-art benchmark. But Brevetti Montolit is more than this: it represents a model – that of the Montoli family, which has always led the company with passion, love for its territory and appreciation of its people.

There are many ways to run a company well, but there is no "absolute right". The "**Montolit**" model has always been founded on values such as **respect, integrity, esteem for people and transparency**.

In 80 years we have seen the world change – society, geopolitical balances, trends – yet our strength has been our ability to adapt, which we believe is the key to such lasting success.

Adapting, yes, but always keeping our fundamentals alive: **innovation, uniqueness and quality**. 80 years of history are the most tangible sign of SUSTAINABILITY.

Brevetti Montolit thanks you for helping to write this wonderful page of history and invites you to stay with us to share our future goals – for many, many more years, we hope.

"Innovation as a passion"

Sustainability Team

How this document is organised

The Sustainability Report consists of four chapters and an appendix, prepared with reference to the Global Reporting Initiative (GRI) Standards.

01

An identity that builds the future

Organisation, identity, history and ownership structure.

02

Responsible governance

Bodies, principles and procedures for sound management.

03

The business model

Resources, impacts, risks and the creation of lasting value.

04

ESG performance

Environmental, social and governance results and targets.

The final section contains the references used in preparing the report, the GRI content index and a glossary to aid understanding of the terms used.



01

An identity that builds the future

This chapter describes the identity of Brevetti Montolit: the company's origins, the evolution of its business model and the principles that guide its strategic choices – through our history, vision, mission and the values that shape our daily work.

A values-driven model

GRI 2-23 - VSME B2

VISION

"**Ambition, passion for innovation**" – which has always led us to anticipate market needs.

MISSION

"**Expertise, unique solutions**", through constant attention to customer needs.

VALUES

A drive to **always improve**, with great **responsibility** towards our stakeholders, in order to spread **enthusiasm** and work with the utmost personal commitment. **Information, training and knowledge** are essential tools for facing the future.



01.2 – OWNERSHIP AND OPERATIONAL STRUCTURE

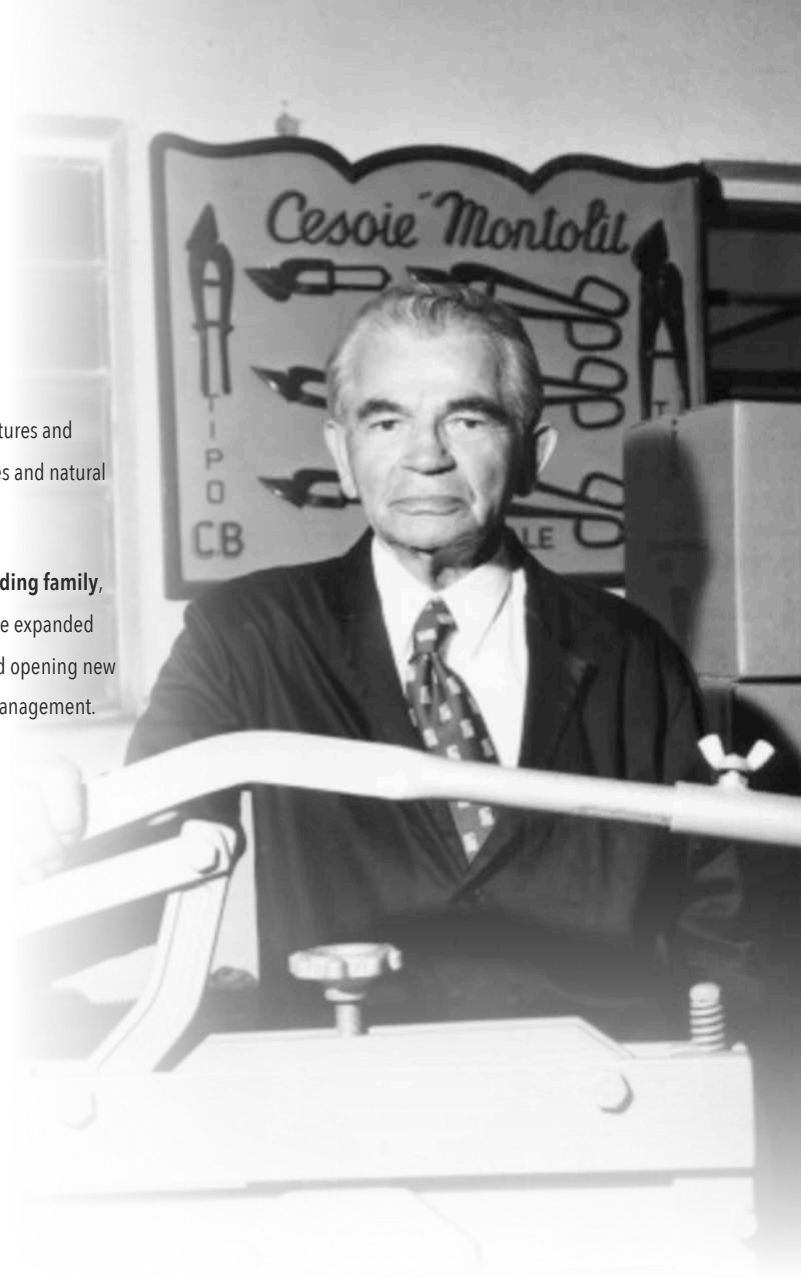
Family roots, international reach

GRI 2-1 - GRI 2-6 - VSME B1

Brevetti Montolit S.p.A., headquartered in Cantello (VA), Italy, designs, manufactures and markets professional equipment for cutting, drilling and processing ceramic tiles and natural stone.

Founded in 1946 by Cav. Vincenzo Montoli, the company is still led by the **founding family**, which safeguards its values and industrial identity. In 2024 the shareholder base expanded with the **entry of the Swedish Lifco group**, strengthening strategic solidity and opening new prospects for international growth, in continuity with existing operations and management.

The organisation operates from three sites, all located in Cantello (VA).



REGISTERED OFFICE

Via Turconi 25, Cantello (VA)

OPERATIONAL SITES

Largo Cav. Montoli - Via Varese 4/A, Cantello (VA)

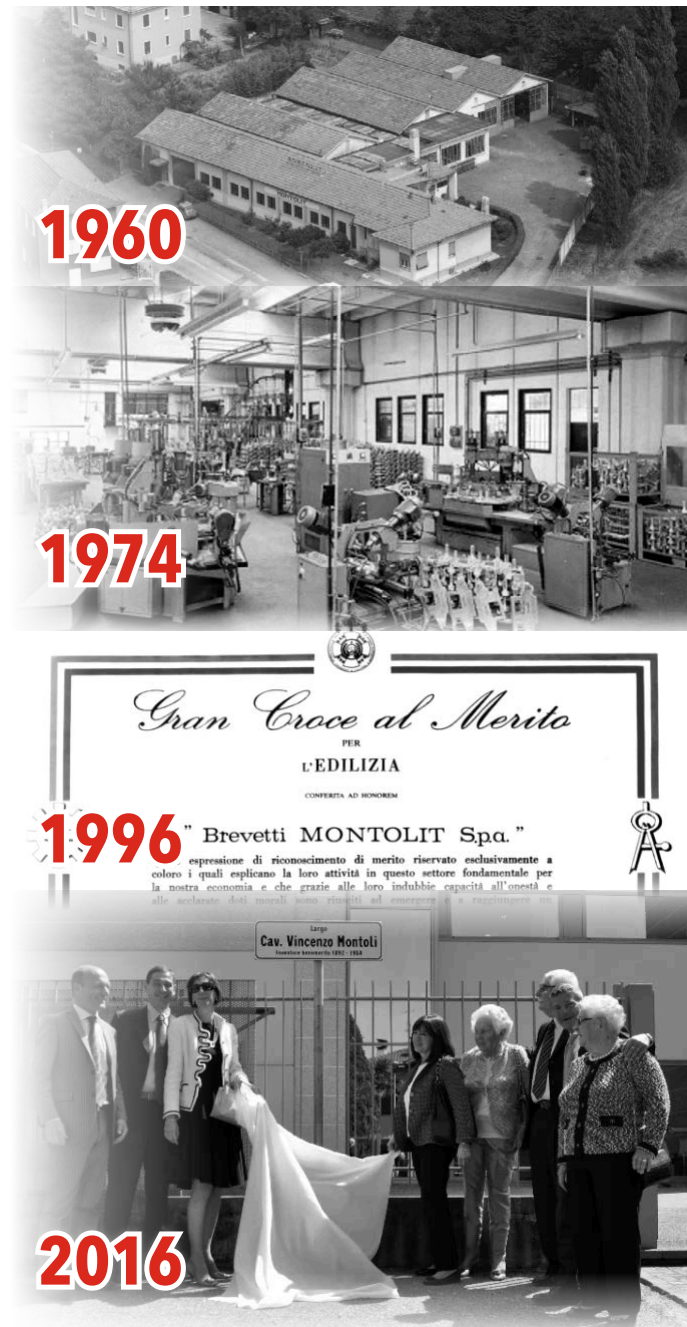
LOGISTICS SITE

Via Varese 4/A, Cantello (VA)



Eighty years of Italian innovation

- 1946** ○ Montoli Vincenzo e Figli is founded: design and production of sheet-metal shears.
- 1948** ○ The first patent.
- 1960** ● The first true production plant is built in Cantello (VA).
- 1974** ● A second, larger and more modern production plant is built in Cantello.
- 1978** ○ Brevetti Montolit SPA is founded: the name «Montolit» combines the family name with the first letters of «Italia», a symbol of Italian products worldwide.
- 1980** ○ Launch of diamond-tool production using pioneering technologies.
- 1984** ○ European «Mercurio d'oro» award, recognising companies' commitment to shaping the country's identity.
- 1989** ○ Worldwide «Ercole d'oro» award, for contributing to the nation's innovation and well-being.
- 1996** ● «Gran Croce al merito per l'edilizia» award (Grand Cross of Merit for Construction).
- 2006** ○ A third operational site opens, also in Cantello (VA).
- 2016** ● For the 70th anniversary of its founding, the access road to the premises is named after founder Vincenzo Montoli.
- 2022** ○ Montolit is entered in the special register of historic trademarks of significant interest.
- 2023** ○ Publication of the first Sustainability Report.
- 2024** ○ The Swedish Lifco group (SORB AB) joins the shareholder base, strengthening strategic solidity.
- 2025** ○ Substantial investments in production efficiency, including the new high-efficiency industrial coating line, aimed at improving product quality and reducing environmental impacts.



Eighty years of history are the most tangible sign of sustainability: the ability to adapt while keeping our fundamentals alive – innovation, uniqueness and quality.



Watch the video
80 years of Montolit

01.4 – KEY FIGURES

The company in numbers

ECONOMIC	2024	2025
Revenue	k€ 17,420	k€ 15,369
% export revenue	48%	45%
EBITDA	20.4%	18.5%

2025 confirms the company's operational solidity in a complex international market, with a foreign presence that remains structurally significant despite the slowdown in its key markets.

ENVIRONMENTAL

TOTAL ENERGY 713.8 MWh 2024: 986.9 MWh	PV ELECTRICITY 6.61 MWh self-generated, renewable	SCOPE 1 EMISSIONS 110.7 tCO₂e 2024: 155.5 tCO₂e	SCOPE 2 EMISSIONS 28.1 tCO₂e location-based
SCOPE 3 EMISSIONS 2,093.4 tCO₂e goods/services + travel	WATER WITHDRAWAL 1,169 m³ 2024: 1,960 m³	KEY MATERIALS 542.6 t aluminium + steel	TOTAL WASTE 25.3 t 84% recycled/reused

SOCIAL

TOTAL EMPLOYEES 32 29 men · 3 women	PERMANENT CONTRACTS 100%	EMPLOYEE TURNOVER 6.1% 2024: 2.9%
RECORDABLE INJURIES 0 2023: 2	TRAINING HOURS 598 18.7 avg hours/employee	OCCUPATIONAL DISEASES 0 no cases recorded



02

Responsible governance

This chapter presents the governing bodies, principles and procedures the company has adopted to ensure sound management.

Responsible governance and shared value

GRI 2-9 · GRI 2-12 · GRI 2-13

Governance is a central element of Brevetti Montolit S.p.A.'s organisational and strategic model, ensuring consistency between entrepreneurial vision, operational management and sustainability objectives.

The company is led by a **Board of Directors** made up of a Chair and four Directors, which sets strategic direction and oversees key corporate decisions. Operational management is entrusted to **General Management**, organised into specialised functions (production, technical office, logistics, sales, administration) within a clear, formalised organisational structure.

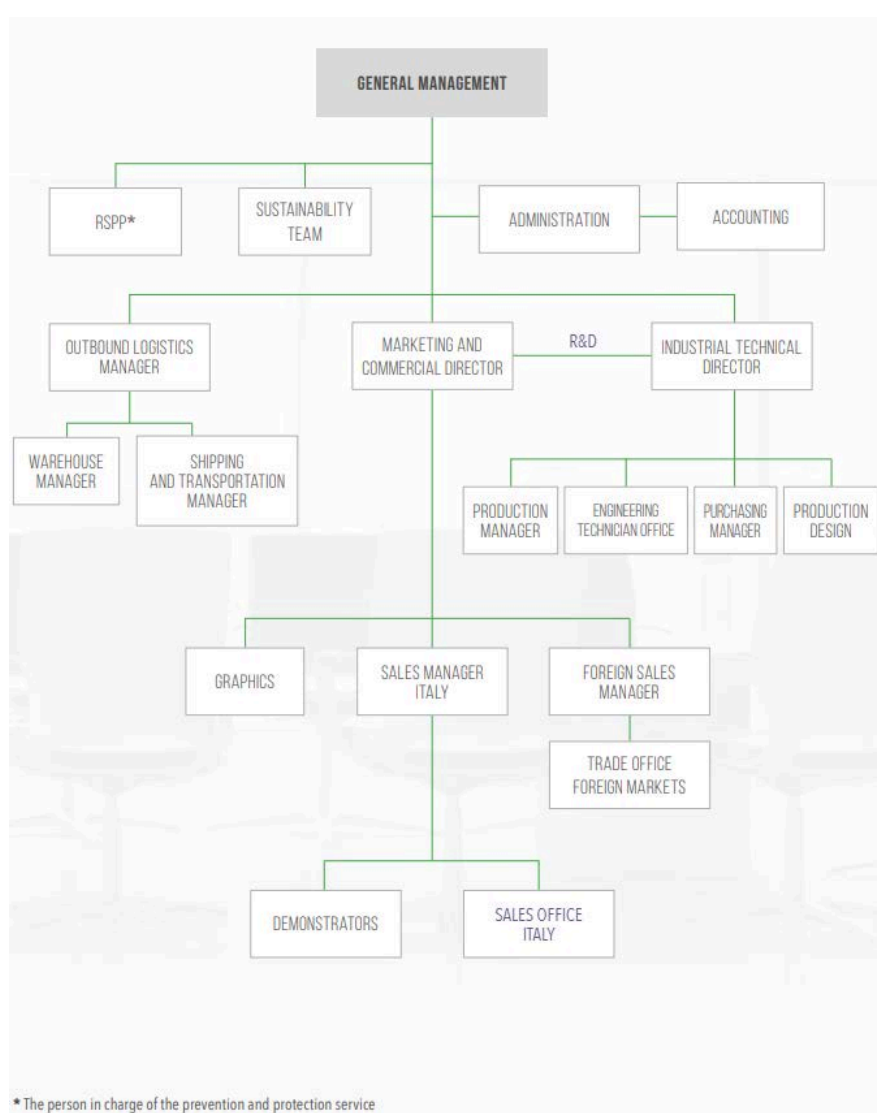
The governance system integrates rules, procedures and control tools, including management systems and organisational safeguards designed to ensure quality, regulatory compliance and continuous improvement. This includes the **cross-functional Kaizen Team**, which involves the main business areas and supports process optimisation, the reduction of operational risks and greater efficiency.

Risk management is integrated into decision-making processes and internal control systems, covering financial, operational, environmental and occupational safety aspects. Adherence to recognised ethical principles and standards, together with the absence of non-compliance incidents in the reporting periods, strengthens compliance and transparency.

Brevetti Montolit S.p.A. adopts a traditional governance model, based on a Board of Directors acting as the body for strategic direction and oversight: it is responsible for defining the company's development guidelines, approving business plans and monitoring economic and operational performance.

General Management coordinates the main business functions through an organisational structure formalised by area of responsibility. Defined management roles include technical and industrial, marketing and sales, logistics, and administration and control, as well as responsibilities for production, purchasing, quality and safety.

The organisation also includes specific functions for occupational health and safety management (RSPP), a dedicated sustainability team – reflecting the integration of ESG topics into decision-making – and a cross-functional continuous improvement team (Kaizen Team). This structure enables a clear allocation of responsibilities, effective coordination between functions and continuous oversight of operational and strategic activities.



ORGANISATION CHART

Principles, rules, management systems

CODE OF ETHICS GRI 2-23 · GRI 2-24 · VSME B2

Brevetti Montolit S.p.A. bases its work on a set of ethical principles and rules of conduct that guide its business activities and relationships with all stakeholders. The Code of Ethics, fully adopted by the company also as a member of the Lifco Group, defines its core values, including **respect, integrity, responsibility and transparency**, and sets standards of conduct for directors, employees, contractors, suppliers and business partners.

QUALITY POLICIES VSME B2

The main company policies cover areas such as quality, occupational health and safety, fair business practices, protection of human rights and compliance with applicable regulations. These are supported by internal procedures and **formalised management systems**, which make it possible to manage operational and reputational risks, ensure regulatory compliance and promote continuous performance improvement. This framework of values and rules helps strengthen corporate culture and ensure transparency and reliability towards customers, suppliers, institutions and local communities, consolidating the company's reputation and solidity over time.

MANAGEMENT SYSTEMS AND CERTIFICATIONS VSME B1 · VSME B2

Brevetti Montolit S.p.A. has adopted structured management systems to support process quality, product safety and regulatory compliance, integrating them into its organisational and industrial model. These tools are a strategic safeguard to ensure operational efficiency, risk control and continuous performance improvement.

The company has formalised procedures and a cross-functional approach to improvement, including through the **Kaizen Team**, which involves the main business areas (production, quality, logistics, purchasing and sales) with the aim of optimising processes, reducing waste and increasing product reliability.

In terms of certifications, diamond products carry the **oSa mark**, which attests to high safety standards for cutting and grinding tools. All machines comply with applicable regulations (**CE and UKCA marking**).

Taken together, management systems and certifications are key to supporting ESG policies, strengthening stakeholder trust and fostering long-term value creation through quality, safety and corporate responsibility.





03

The business model

How the organisation uses its productive, economic, human and intellectual resources to generate value, and which strategies enable lasting, shared value creation.

An international market in transformation

GRI 2-6 - VSME C1

Brevetti Montolit S.p.A. operates in the construction sector, specifically tiles and the tools used to process them. The domestic market held up better than expected, despite a significant reduction in public investment incentives.

The international market reflects a turbulent global context, with the Russia-Ukraine conflict continuing. US tariffs on imported products had a major negative impact. This unpredictable scenario caught Brevetti Montolit off guard, as it had an ambitious project for the US market, and it was forced to change its objectives during the year. Unfortunately, uncertainty over international events saps momentum from a sector such

as construction, which notoriously needs positive medium-to-long-term prospects. The German economy is also struggling to recover after the slump recorded in 2024. Although the outlook is not the brightest, Brevetti Montolit, building on its stability, continues to invest in **R&D and innovation**, adapting its strategies to new economic and social contexts. Increasingly in-depth market analysis and assessment of trends among new generations of customers/users are shifting attention towards the **Services** that the company, with its 80 years of experience, can provide in support of its constantly evolving products. New tools for **direct contact with users** are being developed to enable an exchange of information aimed at increasing mutual value.



Cutting-edge technology for professional construction

GRI 2-6 - VSME C1

PRODUCTS*

- Patented equipment for professional construction
- Manual and electric tile cutters
- Electric tile drills
- Complete range of tools for installing large ceramic slabs
- Block splitters / tile nippers
- Diamond blades
- Diamond drill bits, milling bits and core bits
- Backing pads and diamond finishing tools

*all products include solutions covered by national or international patents

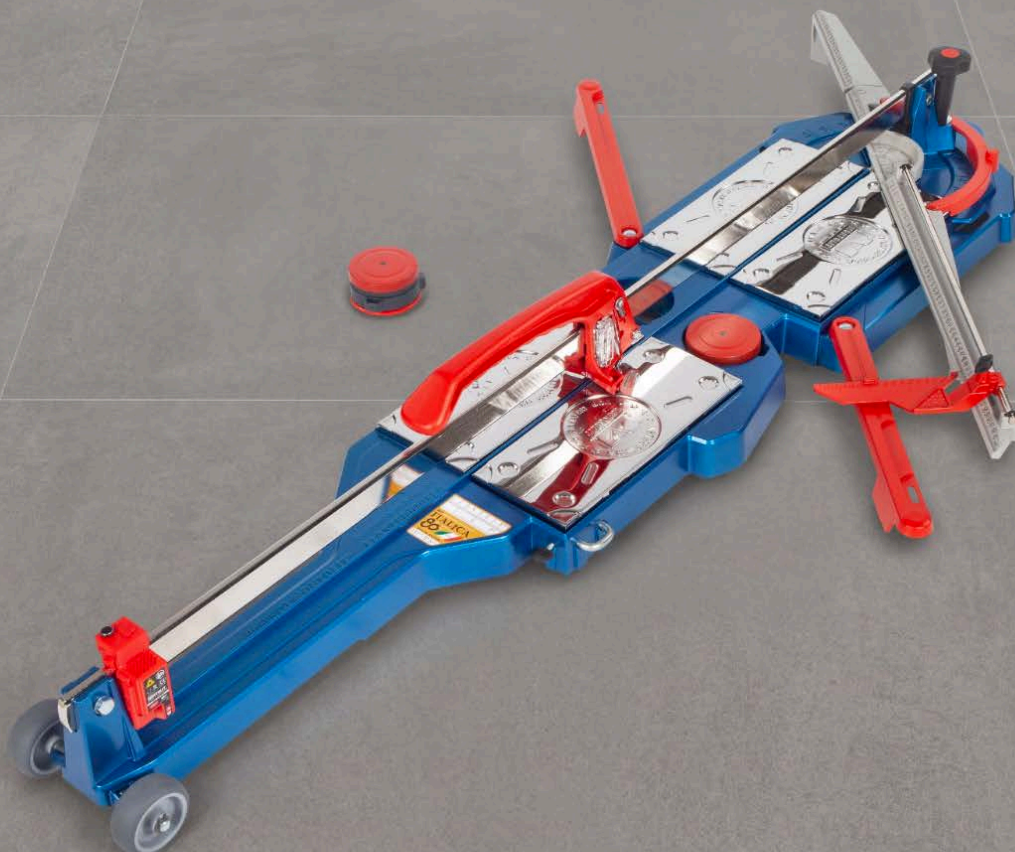
SALES CHANNELS

- Retailers
- Wholesalers
- Professional distribution chains (buying groups)
- Large-scale retail (mass retail chains)



TECHNOLOGIES USED

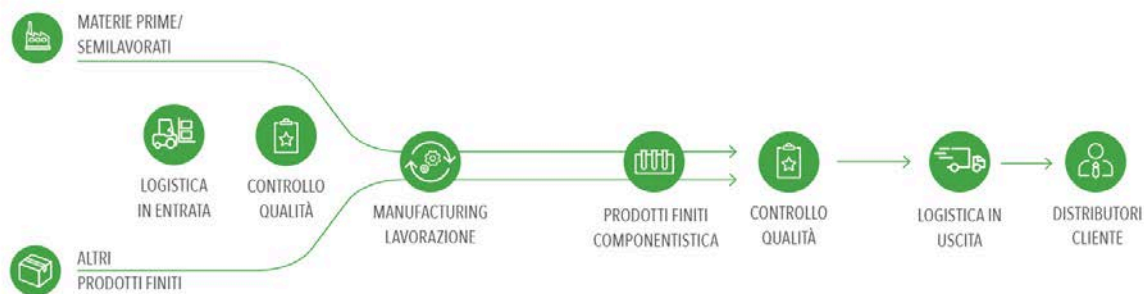
- Aluminium die-casting
- Steel stamping
- Precision machining
- Laser welding
- Sintering
- Vacuum diamond brazing
- Automation and robotics for inspection/assembly



From capitals to value creation

The following diagram summarises Brevetti Montolit's value chain, highlighting the main activities and relationships upstream and downstream of company operations that contribute to producing and marketing its products. **Upstream** covers the sourcing of raw materials, semi-finished goods and other finished products, together with inbound logistics. **Own operations** include processing and assembly, management of finished products and components, and quality control. **Downstream**, the value chain continues with outbound logistics, distribution and customer relations.

VALUE CHAIN GRI 2-6 - VSME C1



THE CAPITALS THAT DRIVE THE VALUE CHAIN

FINANCIAL Equity - €15.369 million in revenue	MANUFACTURED Plants, company sites and machinery; continuous improvement of production set-up	INTELLECTUAL Patents, R&D investment, open innovation mindset
HUMAN Employees, training investment, occupational safety	NATURAL Raw materials, energy consumed, 2,232.19 tCO ₂ e of GHG emissions (Scope 1, Scope 2 and Scope 3)	RELATIONAL Suppliers, customers, distributors, universities and schools

Listening to shape ESG priorities

GRI 2-29 - GRI 3-1

As part of defining its sustainability strategy and double materiality assessment, Brevetti Montolit launched a stakeholder engagement process to gather views, expectations and input useful for assessing the ESG topics most relevant to the company and its value chain. An initial listening activity was carried out by sending a **survey to a sample representing the company's main stakeholder groups**, including employees, customers, suppliers and banks. Participants were asked to rate a selection of environmental, social and governance topics.

The results showed particular attention to **worker health and safety, ethics and fairness in business conduct** and the development of **products with lower environmental impact**. Other topics that emerged as relevant were limiting the environmental footprint of operations, energy efficiency, people's well-being, compliance, quality and value-chain sustainability. Despite differing levels of priority, the responses confirm a view of sustainability that extends to product characteristics, production processes, people management and corporate governance.

Alongside the survey, Brevetti Montolit conducted more structured engagement activities through interviews and direct discussions with suppliers considered particularly significant for its operations. These meetings made it possible to explore practices already adopted along the supply chain, the level of ESG maturity and potential areas for collaboration and improvement.

The discussions with suppliers revealed, in particular, growing attention to **material circularity**, the use of recycled raw materials, the recovery of production scrap and the progressive reduction of packaging impact. Some suppliers described well-established experience in using secondary aluminium and

recycled and recyclable plastics, as well as practices for recovering offcuts and reusing packaging.

The meetings also highlighted the importance of energy efficiency, technological innovation and the availability of increasingly accurate environmental data and certifications. In some cases, investments in plants, renewable energy and emissions measurement systems are helping suppliers strengthen their ability to monitor and communicate their environmental performance. Particular attention was also paid to packaging and to finding solutions that balance lower environmental impact, recyclability, product protection and logistics requirements. The dialogue revealed opportunities for gradual improvement, to be assessed according to the availability of alternative materials and their actual technical and economic sustainability.

On the social and organisational side, the discussions underlined the central importance of health and safety, training, the attractiveness of manufacturing work and the relationship with the local area. The practices observed show different levels of structure, but reveal a general willingness among suppliers to strengthen dialogue and consider joint initiatives with Brevetti Montolit.

The stakeholder engagement process thus made it possible to complement the internal double materiality assessment with external input, identifying elements useful for refining Brevetti Montolit's ESG priorities. The evidence gathered provides a basis for continuing dialogue with stakeholders, strengthening the **traceability of information along the supply chain** and, over time, developing collaborative initiatives on the most relevant topics.



Impacts, risks and opportunities

GRI 3-1; GRI 3-2

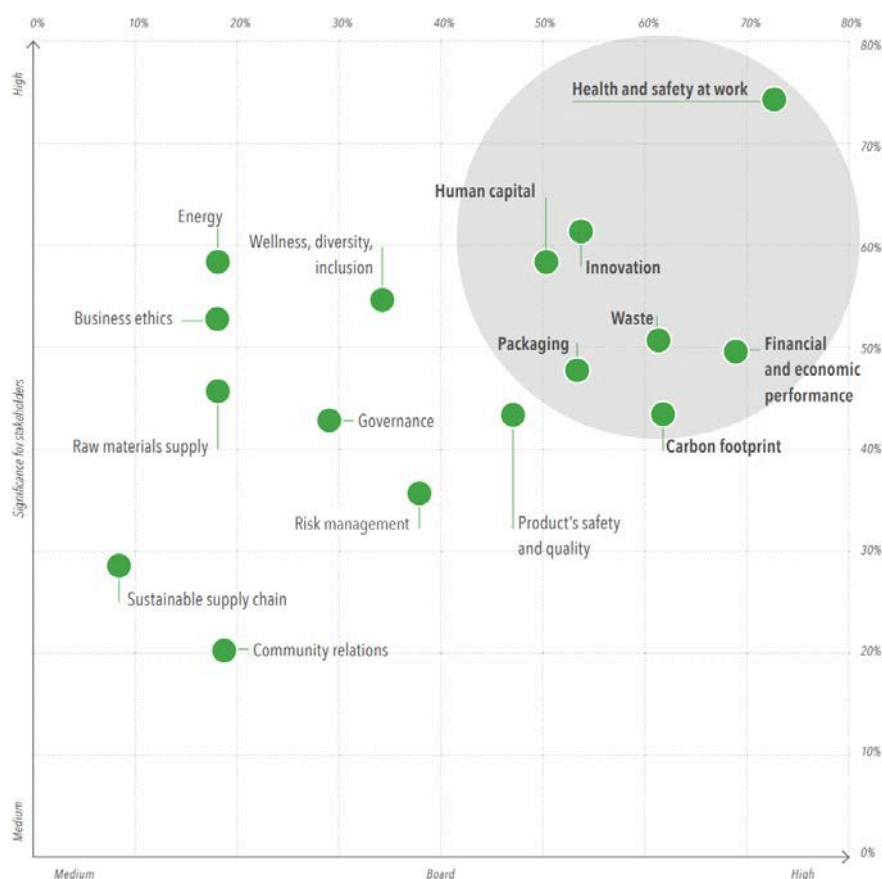
In 2025 Brevetti Montolit launched a double materiality assessment aimed at combining the assessment of the impacts the company generates on the environment and people – the “inside-out” perspective – with the analysis of sustainability risks and opportunities that may affect the company's ability to create value over time – the “outside-in” perspective.

The first phase focused on analysing impacts, risks and opportunities related to the main ESG topics, taking into account the characteristics of the company's activities, its value chain and the context in which Brevetti Montolit operates. The assessment also considered information available in management systems and company practices, with particular reference to environmental aspects, health and safety, people management, supplier relations and business conduct. In terms of impacts, the most relevant were the **sourcing of raw materials and components**, including in relation to the use of critical materials and energy-intensive processing along the supply chain; **health and safety of workers in the value chain**, with particular attention to international suppliers; and the **company's positive contribution to the local area**, through initiatives, partnerships, training

programmes and employment opportunities. From a financial perspective, relevant risks relate to **resource scarcity and rising resource costs**, the potentially lower attractiveness of more emissions-intensive products, turnover resulting from limited growth opportunities, and potential disruptions or reputational repercussions along the supply chain.

Opportunities include strengthening the **traceability of incoming resources** and enhancing **Brevetti Montolit's attractiveness as an employer** in the area. Potential costs associated with evolving European sustainability regulations were also considered.

The double materiality matrix thus provides a concise representation of Brevetti Montolit's ESG priorities, distinguishing the most significant topics in terms of impact from those capable of affecting the company's economic-financial performance. The results provide a basis for guiding subsequent improvement actions, setting objectives consistent with the priorities identified and progressively strengthening stakeholder involvement in decision-making and operational processes.



A sustainability roadmap to 2030

GRI 3-3 - VSME B2 - VSME C2

Over the years, Montolit has paid growing attention to the many dimensions of corporate sustainability, investing in its facilities, in managing environmental impacts – including through more informed energy-sourcing choices – and in automation processes, with a view to continuous innovation. At this stage, the company has chosen to make its approach even more systematic and strategic, integrating initiatives already under way with long-term objectives, priorities and programmes.

The sustainability strategy builds on the experience gained, on existing actions and on forward-looking reflection informed by the analysis of material topics identified by the company and its stakeholders. Following on from the previous 2023-2025 three-year plan, Montolit has updated its planning by adopting a **2030 sustainability roadmap**.

For each material topic, the roadmap identifies specific **strategic objectives and related targets**, translating ESG priorities into **concrete, measurable commitments**.

The new approach extends the time horizon, strengthens consistency between sustainability priorities and corporate strategy, and allows the actions needed to achieve the expected results to be planned progressively.

The 2030 roadmap is therefore the reference tool for guiding, monitoring and updating Montolit's sustainability journey over time, with attention to the impacts generated on the organisation, people, the environment and the value chain.

Area	Material topic	Strategic objective	Target
E	Climate change	Reduce dependence on natural gas	2029: -30% natural gas consumption
		Increase the share of renewable energy in the company energy mix	2029: 20% energy from renewable sources
		Reduce greenhouse gas emissions from company activities	2029: 20% reduction in Scope 1 and Scope 2 GHG emissions compared with the 2023 base year
	Circular economy	Improve knowledge, traceability and oversight of raw materials along the supply chain	2027: 100% raw materials mapped
		Reduce the environmental and social impacts of raw material sourcing	2028: 60% of suppliers assessed against ESG criteria
		Integrate a life-cycle approach into product development and innovation	2029: 1,000 research hours; 2% of revenue invested; 2 internships/theses completed
S	Own workforce	Promote organisational well-being and quality of working life	2027: Conduct an employee engagement survey
		Develop people's professional and digital skills in a structured way	2027: At least 4 hours of training per employee per year on average. 2028: 100% of employees with a training plan
	Health and safety	Strengthen oversight of health and safety risks along the supply chain	2026: ESG survey sent to 100% of suppliers 2027: Request to endorse the code of conduct
		Prevent injuries and consolidate a health and safety culture	2026: 0 injuries
	Local communities	Generate and consolidate a positive impact on the local area	2028: ≥1 project/year
G	Business conduct	Strengthen responsible supply chain management	2029: 100% of strategic suppliers formally committed to the company's ESG policies
		Improve the effectiveness, standardisation and control of business processes	2030: ISO 9001 certification



04

ESG performance

Results for the reporting period and sustainability plan targets across the environmental, social and governance (ESG) dimensions, measured using the GRI Standards.

Topics: carbon footprint, packaging and waste

During 2025, Brevetti Montolit continued to improve its environmental performance, focusing on reducing impacts across its main areas of action: carbon footprint, packaging management and waste reduction. The activities carried out confirm the company's commitment to increasingly efficient resource management and to integrating sustainability principles into its operational processes.

Carbon footprint GRI 305-1 · GRI 305-2 · GRI 305-3 · GRI 305-5 · VSME B3 – Brevetti Montolit continued to monitor and calculate its carbon footprint, ensuring continuity with Group environmental reporting and strengthening the structured collection of company environmental data. This has consolidated internal emissions-measurement capabilities and improved the quality of information available for defining future climate strategies.

During the year, concrete emission-reduction actions were also launched, with particular attention to the energy efficiency of plants. Key measures include the installation of a **photovoltaic system** and the replacement of the previous coating equipment with a new **industrial coating line** using more energy- and environmentally-efficient technology. No carbon offsetting activities were undertaken in 2025, consistent with the priority given to **direct impact reduction**.

As regards product carbon footprint, preliminary assessments and analyses were carried out in 2025, with the structured development of the project postponed to subsequent years in line with the company's defined priorities.

Packaging GRI 301-1 · VSME B7 – Brevetti Montolit continued optimising its packaging to reduce material consumption and improve logistics efficiency. In particular, it began rationalising packaging and standardising boxes to increase compatibility between products and reduce storage space and costs.

At the same time, circular-economy practices were implemented through the reuse of packaging components and materials. Together with some suppliers, **return systems for boxes, pallets and reusable containers** were introduced, along with return logistics arrangements for empty packaging, delivering both environmental and logistical benefits.

Waste GRI 306-2 · GRI 306-3 · VSME B7 – In 2025 the company continued to monitor the waste it produces, managing it in compliance with current regulations. The quantities recorded mainly consist of metal scrap and residues from cleaning the coating equipment.

Brevetti Montolit also confirmed and strengthened its waste-reduction initiatives, favouring solutions that reuse materials and reduce scrap sent for disposal. Key actions include the **reuse of paint powders** and the introduction of **reusable rags** in place of disposable materials, contributing to more efficient and sustainable waste management.





04.1 – FOCUS ON ENVIRONMENTAL INVESTMENTS

New plants, lower impacts

NEW INDUSTRIAL COATING LINE GRI 305-5 - VSME B2

In 2025 Brevetti Montolit completed the commissioning of its new industrial coating line, built to improve production efficiency and reduce the environmental impact of industrial processes. The project replaced the previous system with a more technologically advanced solution, offering greater operational stability, higher quality standards and more efficient use of resources. Despite having a higher production capacity than the previous line, the new system makes it possible to **reduce specific energy consumption** and optimise processing times, contributing to greater overall process efficiency. Improvements also include optimised use of burners and **energy recovery systems**, with benefits in terms of both consumption and lower emissions from production activities. The project also covered component preparation and washing, introducing solutions with a lower environmental impact than those previously used. The project is therefore not only a technological investment, but also a concrete step towards a more sustainable, efficient production model geared to continuous improvement.

PHOTOVOLTAIC SYSTEM GRI 302-4 - GRI 305-5 - VSME B2

In 2025 Brevetti Montolit installed a photovoltaic system of approximately **70 kW**, designed to increase self-generated electricity and reduce dependence on external energy sources. The system was sized according to company consumption: once fully operational, it is expected to cover approximately **30-35% of the facility's annual energy needs**. The investment contributes significantly to reducing indirect emissions from electricity consumption and to improving the stability of energy costs over the medium to long term. Renewable self-generation is also a strategic element for strengthening the company's energy resilience and supporting the transition towards lower-emission production models. Thanks to the incentives obtained, the estimated payback period is around **three and a half years**, confirming the project's economic sustainability in addition to its environmental benefits. The new installation is part of Brevetti Montolit's broader commitment to responsible innovation and to integrating sustainability principles into its production activities.

04.1 – 2025 ENVIRONMENTAL DATA

Environmental performance

TOTAL ENERGY

713.8 MWh

2024: 986.9 MWh

PV ELECTRICITY

6.61 MWh

self-generated, renewable

SCOPE 1 EMISSIONS

110.7 tCO₂e

2024: 155.5 tCO₂e

SCOPE 2 EMISSIONS

28.1 tCO₂e

location-based

SCOPE 3 EMISSIONS

2,093.4 tCO₂e

goods/services + travel

WATER WITHDRAWAL

1,169 m³

2024: 1,960 m³

KEY MATERIALS

542.6 t

aluminium + steel

TOTAL WASTE

25.3 t

84% recycled/reused

Topics: human capital, occupational health and safety

During 2025, Brevetti Montolit continued its commitment to valuing its people, promoting a safe and inclusive workplace and developing in-house skills. Initiatives focused in particular on staff training, attracting and retaining talent, workplace well-being and maintaining high occupational health and safety standards.

Human capital development GRI 404-1 · GRI 404-2 · VSME B10 – Brevetti Montolit continued to invest in the professional growth of its people through targeted training and ongoing skills development. In 2025 **role-specific training** continued, covering both regulatory updates and the development of the operational skills required by different roles.

Particular attention was also paid to **ESG and Industry 4.0**, with training for the entire workforce aimed at raising awareness of sustainability and technological innovation applied to production processes.

As regards the Management by Objectives (MBO) system, the model continued to be rolled out gradually, although it does not yet cover all company functions. No specific ESG objectives linked to variable remuneration were introduced in 2025.

Talent attraction and retention GRI 401-1 · VSME B8 – During the year the company continued to monitor its staffing needs, carrying out recruitment and selection in line with organisational and production requirements. Although no structured talent mapping has been formalised, in-house skills continued to be managed through ongoing dialogue between management and operational functions.

Brevetti Montolit also strengthened its relationships with **schools, technical institutes and universities**, promoting partnerships to bring young people closer to the world of work and to value technical skills. Initiatives included career guidance, company visits and **internship and work-placement** opportunities.

Workplace well-being and work organisation – In 2025 the company launched organisational improvements to increase process efficiency and the quality of the working experience. In particular, repetitive, low-value-added activities were identified and targeted for rationalisation and operational review.

Tools and working methods were also introduced to simplify certain internal processes and improve collaboration between functions, including through the progressive **digitalisation of administrative and management activities**.

On corporate welfare, although no structured flexible benefits scheme has been introduced, the company maintained initiatives and tools to support its people, with attention to workplace climate and work-life balance.

Employer branding – In 2025 Brevetti Montolit stepped up activities to consolidate its attractiveness as an employer, highlighting both its ties to the local area and the quality of the working environment it offers. The company took part in local initiatives and partnerships with training bodies, helping to promote manufacturing and technical skills.

At the same time, organisational and digital innovation continued, aimed at improving operational efficiency and encouraging more integrated, collaborative ways of working.

Occupational health and safety GRI 403-1 · GRI 403-5 · VSME B9 – Protecting workers' health and safety remains a priority for Brevetti Montolit. In 2025 the company maintained high safety standards through training, periodic refreshers and ongoing awareness-raising on prevention and risk management.

Training involved workers from all company functions, helping to strengthen the **safety culture** and awareness of the correct behaviours to adopt in operational settings.



Our people in numbers

TOTAL EMPLOYEES 32 29 men · 3 women	PERMANENT CONTRACTS 100%	EMPLOYEE TURNOVER 6.1% 2024: 2.9%	RECORDABLE INJURIES 0 2023: 2
TRAINING HOURS 598 18.7 avg hours/employee	CBA COVERAGE 100% Metalworking National CBA	OCCUPATIONAL DISEASES 0 no cases recorded	

Schools and career guidance: bringing young people closer to business GRI 413-1 · VSME B2

In 2025 Brevetti Montolit consolidated its commitment to school career guidance and dialogue with the education sector, welcoming lower and upper secondary school students from the local area – particularly Cantello, Varese and the surrounding province – to its premises. Some visits took place as part of local initiatives bringing schools and businesses together.

Through tours led by company staff, students had the opportunity to see the production environment up close, learn about the different professional roles in the company and explore the design, production and technical support phases that characterise the manufacturing sector.

These initiatives were an important opportunity to promote industrial culture and raise awareness of the career opportunities available locally, helping to strengthen the bond between business, schools and the local community.

University partnerships and developing new skills

In 2025 Brevetti Montolit continued its partnerships with universities and training institutes, particularly in management engineering and production process innovation. Projects focused on analysing operational flows and

studying new assembly lines.

The approach involved students directly in applied and project work, creating mutual benefit: the company gained new perspectives and analytical skills, while students were able to engage with real industrial settings and gain professional experience. Some projects also led to subsequent employment, confirming the value of the initiative as a tool for attracting and developing talent.

Organisational innovation and process improvement

During 2025 organisational improvement activities continued, aimed at increasing operational efficiency and the quality of work. Brevetti Montolit developed digital tools and analyses to optimise assembly lines and service activities, with the goal of reducing repetitive, low-value-added tasks.

These measures improved process flow, reduced some unnecessary operational workloads and gave greater weight to higher-skilled activities. The approach combines technical innovation with attention to the quality of the working experience, helping to create a more efficient and collaborative organisational environment.



04.2 – COMMUNITY AND LOCAL AREA

A living bond with the local area GRI 413-1 · VSME B2

Community and local area: concrete support for the community

In 2025 Brevetti Montolit strengthened its ties with the local area through initiatives offering concrete support to the community. These included the **refurbishment of municipal facilities** in Cantello, with maintenance and improvement work on the gates and equipment of the local cemetery.

The initiative directly involved company staff in activities outside the production setting, promoting participation, a sense of belonging and social responsibility. The company also continued to support local associations and sports clubs, encouraging opportunities for socialising and participation that also involve employees' families.

Community and local area: partnership with the Municipality of Cantello

In 2025 Brevetti Montolit worked with the Municipality of Cantello on refurbishment and maintenance of certain public areas and municipal facilities. The work included repairing and maintaining the entrance gates of the cemetery and rebuilding and maintaining benches in public spaces.

The work was carried out with the **direct involvement of company staff**,

strengthening the partnership with the local administration and confirming the company's commitment to caring for and enhancing the area in which it operates.

Corporate solidarity and the "Agorà 97" project

In 2025 Brevetti Montolit developed a structured corporate solidarity project in partnership with Agorà 97, a local social organisation. The initiative was conceived as an ongoing collaboration creating shared value for the local community.

As part of the project, some members of the community visited the company to learn about its production processes and history, including by making commemorative gadgets for the company's 80th anniversary. A project offering **concrete support to local families** was also promoted, with employees volunteering their labour and the involvement of local businesses, including Arca Ceramiche, which donated the necessary materials.

During the summer, the company also provided financial support for initiatives for local young people, helping to cover the costs of activities and services for participants. These initiatives confirm Brevetti Montolit's commitment to promoting a business culture rooted in social responsibility, active participation and strong relationships with the local area.



04.2 – COMMUNITY AND LOCAL AREA

Sport and social responsibility GRI 413-1 - VSME B2

In 2025 Brevetti Montolit continued to support local sports initiatives, recognising sport as a means of **inclusion, education and personal growth**. In particular, the company supported **Team TTR**, a youth enduro motorcycling team, helping to promote sports that often receive less support than more popular disciplines.

Through this support, the company aims to encourage positive values among young people – discipline, responsibility, commitment and team spirit – contributing to educational and social opportunities in the area.

Participation and company initiatives

During the year Brevetti Montolit organised events for employees and the local community, aimed at strengthening internal relationships and ties with the area.

Initiatives included **team building** activities and partnerships with local sports associations, as well as company participation in traditional local events also open to employees' families. These activities foster **internal cohesion**, intergenerational integration and a sense of belonging, reinforcing the company's role as an active member of the local community.



Topic: economic and financial performance

GRI 2-24 - VSME C2

In 2025 Brevetti Montolit continued to strengthen its governance processes, with particular attention to innovation, investment planning and the continuous improvement of decision-making. These activities confirm the company's commitment to a management model that integrates technological innovation, sustainability and financial stability.

Innovation

In 2025 Brevetti Montolit began analysing and assessing its innovation management maturity, in order to understand how structured its innovation processes are and to identify areas for improvement. The analysis revealed a strong, widespread propensity for innovation within the organisation, despite the absence of a formalised **Innovation Management System (IMS)**.

The company continued to pursue an innovation strategy focused on concrete results and closely linked to operational and market needs. Initiatives covered in particular product innovation, production process improvement, the evolution of customer support services and the introduction of digital tools to support company activities.

During the year several pilot projects and **Proofs of Concept (POC)** were also launched and developed to test new technological and organisational solutions. These covered areas such as product development, machine/product optimisation, digitalisation of after-sales support services and the assessment of new business opportunities, including rental models

and related services.

Although no formalised IMS process was implemented in 2025, the company strengthened its analytical approach to the upfront assessment of costs, benefits and feasibility of innovation projects, encouraging more structured management of development initiatives.

Economic and financial performance

In 2025 Brevetti Montolit continued its **business plan and strategic investments** aimed at improving competitiveness and operational efficiency.

Investments mainly concerned the renewal and modernisation of production plants and equipment, in particular the installation of the **photovoltaic system** and the replacement of the previous coating equipment with a more efficient, technologically advanced **industrial coating line**.

Investment initiatives were assessed using a more structured financial approach, considering not only economic return but also impacts in terms of energy efficiency, process innovation, environmental sustainability and business continuity.

This approach confirms Brevetti Montolit's intention to progressively integrate sustainability and innovation principles into decision-making and medium-to-long-term strategic planning.



Reporting principles and boundaries

GRI 2-2 · GRI 2-3 · VSME B1

The 2025 Sustainability Report of Brevetti Montolit S.p.A. is a reporting tool the company has adopted to inform its stakeholders effectively about its sustainability performance.

This document provides information on the management model, the policies applied and the main risks, opportunities and impacts associated with the identified material ESG topics, reporting the actions taken in relation to

sustainability objectives.

The report draws on principles from frameworks, standards and indicators typical of sustainability reporting. Specifically, it has been prepared with reference to the **Global Reporting Initiative (GRI) Standards**.

GRI CONTENT INDEX AND THEMATIC MAPPING TO VSME

GRI statement of use: Brevetti Montolit S.p.A. has reported the information cited in this GRI content index for the 2025 reporting period with reference to the GRI Standards.

GRI 1 used: GRI 1 – Foundation – 2021.

Note on mapping: The mapping between GRI and VSME disclosures presented in this report is thematic and indicative and does not imply full equivalence between the requirements of the two standards.

VSME reference: Where relevant, this report identifies thematic links between the GRI disclosures and the disclosures of the voluntary VSME standard. Such links do not imply full equivalence or compliance with all VSME disclosure requirements.

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Environmental performance

Energy – VSME B3 · GRI 302-1				
	Unit	2023	2024	2025
FUELS				
Natural gas (energy consumption)	MWh	706.45	770.95	510.98
Petrol (energy consumption)	MWh	0	22.21	26.97
Diesel (energy consumption)	MWh	0	31.03	29.93
Total fuel energy consumed	MWh	706.45	824.19	567.87
ELECTRICITY				
Purchased electricity (without guarantees of origin)	MWh	162.64	162.69	141.05
Self-consumed PV electricity	MWh	0	0	4.85
Total electricity consumed	MWh	162.64	162.69	145.90
Total energy consumption	MWh	869.09	986.88	713.77
Photovoltaic system – Generation and use · GRI 302-1				
	Unit	2023	2024	2025
PV electricity self-generated	MWh	–	–	6.61
PV electricity sold to third parties	MWh	–	–	1.76
PV electricity self-consumed	MWh	–	–	4.85
GHG emissions – VSME B3 · GRI 305-1; 305-2; 305-3				
	Unit	2023	2024	2025
SCOPE 1 – DIRECT EMISSIONS				
Scope 1 emissions – Natural gas	tCO ₂ e	–	142.22	96.51
Scope 1 emissions – Petrol	tCO ₂ e	–	5.59	6.79
Scope 1 emissions – Diesel	tCO ₂ e	–	7.70	7.43
Total Scope 1 emissions	tCO₂e	–	155.52	110.73
SCOPE 2 – ENERGY INDIRECT EMISSIONS				
Scope 2 emissions (location-based)	tCO ₂ e	–	32.36	28.05
SCOPE 3 – OTHER INDIRECT EMISSIONS				
Scope 3 emissions – Purchased goods and services	tCO ₂ e	–	2,300.79	2,082.42
Scope 3 emissions – Business travel	tCO ₂ e	–	10.82	10.99
Total Scope 3 emissions	tCO₂e	–	2,311.61	2,093.41
Total gross GHG emissions Scope 1+2+3 (location-based)	tCO₂e	–	2,499.49	2,232.19

Environmental performance

Biodiversity – VSME B5 · GRI 304-1				
	Unit	2023	2024	2025
Registered office – Via Turconi 25, 21050 Cantello (VA), not near a sensitive area	m ²	–	–	550
Main operational site – Via Varese 4/A, not near a sensitive area	m ²	–	–	1,000
Second operational site – Via Varese, not near a sensitive area	m ²	–	–	1,000
Water – VSME B6 · GRI 303-3				
	Unit	2023	2024	2025
Water withdrawal	m ³	–	1,960	1,169
Materials – VSME B7 · GRI 301-1				
	Unit	2023	2024	2025
Annual mass flow of key materials used	kg	–	587,170	542,616
Aluminium	kg	–	276,250	237,650
Steel	kg	–	310,920	304,966
Waste – VSME B7 · GRI 306-3; 306-4; 306-5				
	Unit	2023	2024	2025
WASTE GENERATED				
Total waste generated	kg	–	8,000	25,340
of which metals	kg	–	8,000	21,300
of which textiles	kg	–	–	400
of which paints / washing liquid	kg	–	–	3,640
BREAKDOWN BY HAZARD				
Total hazardous waste	%	–	–	14.4%
Total non-hazardous waste	%	–	–	85.6%
DESTINATION				
Waste diverted from disposal (recycling or reuse)	%	–	–	84.1%
Waste directed to disposal	%	–	–	15.9%

Social performance

Employees – VSME B8 · GRI 2-7a; 401-1				
	Unit	2023	2024	2025
Total employees	no.	35	34	32
BY CONTRACT TYPE				
Permanent employees	no.	35	34	32
Temporary employees	no.	0	0	0
BY GENDER				
Men	no.	32	31	29
Women	no.	3	3	3
EMPLOYEE TURNOVER				
New employee hires	number	1	–	–
Employees who left the organisation	number	1	1	2
Employee turnover rate	%	2.9%	2.9%	6.1%
Health and safety – VSME B9 · GRI 403-9; 403-10				
	Unit	2023	2024	2025
Recordable work-related injuries	number	2	0	0
Total hours worked by employees	hours	55,481	50,558.31	48,029
Rate of recordable work-related injuries	(Injuries/Hours worked)×200,000	7.21	0	0
Recordable work-related ill-health cases	number	0	0	0
Fatalities from work-related injury and ill health	number	0	0	0
Training – VSME B10 · GRI 404-1				
	Unit	2023	2024	2025
Average training hours	avg hours	13.57	4.82	18.69
Total training hours	total hours	474.95	164	598
of which men	total hours	–	–	590
of which women	total hours	–	–	8
Collective bargaining – VSME B10 · GRI 2-30				
	Unit	2023	2024	2025
Employees covered by collective bargaining agreements	%			100%
Applicable CBA	text			Metalworking CCNL

Glossary

Capitals – Six types of resources through which a company can create value: financial, manufactured, intellectual, human, social and relationship, and natural.

ESG – Environmental, Social, Governance: the sustainability dimensions used to assess an organisation's activities beyond the purely economic.

Business model – The system through which an organisation transforms inputs into outputs and outcomes to fulfil its strategic purposes and create value over time.

Governance – The people or bodies responsible for overseeing an organisation's strategic direction and its obligations in terms of accountability and stewardship.

Inputs – Capitals (financial and non-financial resources) that the organisation draws on for its business activities.

Outcomes (Impacts) – The internal and external, positive and negative consequences for the capitals resulting from business activities and outputs.

Outputs – The products and services generated by an organisation, along with any by-products and waste.

SDGs – The 17 United Nations goals to be achieved by 2030, guiding global development, human well-being and environmental protection.

Stakeholders – Groups or individuals who may be affected by an organisation's activities or whose actions may affect the organisation's ability to create value over time.



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